

IFOR Council 2010
13.12.2010 - 20.12.2010
Baarlo, The Netherlands

**Document: Decisions taken and relevant
information during Council**

Compiled by Meltem Başara on the basis of documents written by the
responsible minute takers

OVERVIEW MINUTES

PROOFREADERS:

Axel Ruhe & Mark Johnson

COLLECTION OF HANDOUT MATERIALS:

Shauen Pearce

MINUTE TAKERS:

Monday	Morning (Lili Baxter, Tess Ramiro) Afternoon (Lili Baxter, Moses John Monday)
Tuesday	Morning & afternoon (Joyce Mumford & Tess Ramiro)
Wednesday	Morning (Bettina Schieraus, David Mumford) Afternoon – no session / Excursion to Cologne & Maastricht
Thursday	Morning (Joyce Niwane, Tess Ramiro) Afternoon (Joyce Mumford, Joyce Niwane, Tess Ramiro)
Friday	Morning (Moses John, Richard Deats) Afternoon (Joyce and David Mumford) BGA reports – Europe
Saturday	Bettina Schieraus

Day 1

13.11.2010 – Saturday

DECISIONS:

Members of the CCC (Council Coordinating Committee) are selected:

1. Vololona
2. Françoise Pétremand
3. Meltem
4. Jan Schaake
5. Jean Pierre
6. Arfon Rhys
7. Beena

Members of the NC (Nomination Committee) are selected:

1. Suseela
2. Virginia
3. Denis
4. Chantal
5. Paolo
6. Axel

It is decided that Suseela will stand aside if the name of George Matthews comes up during their meetings.

Day 2

14.11.2010 – Sunday

Presentations: African Day

Akadim Chikandima from Zimbabwe is the chair of the African Day.

Presentations are held by:

- Vololuna from Madagascar- situation of the country
- Moses from Sudan- The organization is called SONAD. There is a challenging situation due to the conflicts between the North and the South.
- Jean Pierre from Congo Brazzaville - Topic of the presentation: Children in war
- David from Burundi
- Akos from Ghana - WPP coordinator in Africa

From the UK, a member proposes financial aid for the peace building projects in Africa. A description of the project needs to be send and further information can be found on www.ifor.org.uk/ipf.

Day 3

15.11.2010 – Monday

PART 1: Different Reports are presented: ICOM, EXCOM, International Secretariat, Finance

- Davorka is chairing this day.
- Richard Deats is re-introducing the creation, vision and mission of IFOR.

Jan Schaake (President) revises the objectives of the Council in 2006 in Japan stating that they were ambitious and also not always clear. He talks about the decisions taken in Costa Rica during RCC 2008 such as supporting the UN Day of Reconciliation, producing a revised statement of purpose, defining a meaning of “spirituality”, improving the communication between the international secretary and the branches or developing guidelines for communication, decision making and conflict resolution. There were also some developments in the movement observed in terms of

a) regionalization:

1. Annual meeting of the European IFOR BGAs leading in 2009 to the “Reconciliation in Europe” conference in Poland.
2. Establishment of the Asia and Africa Regional Desk of WPP.
3. Regional gender trainings of 3 continents also enabling BGAs to meet.
4. Strengthen the link with the regional SERPAJ AL network
5. Welcoming of SERPAJ AL as group, Sortir de la Violence (Belgium) and Ecumenical Tolerance (Poland) as affiliates.

b) general staff:

In 2006 :

- international coordinator
- communications officer
- financial administrator
- office assistant
- BVS volunteer
- ASF volunteer
- field officer

- The financial crisis arrived and a need to create income occurred. That is the reason why John Scott in 2008 was hired based on his experience, but things did not go well so that he is on garden leave now. Afterwards, a new international coordinator was not selected without having the opinion of the Council and a clear job description.

In 2010

- executive director (currently on garden leave)
- financial administrator
- BVS volunteer / communications officer (currently working from the FOR-USA office)
- volunteers

Françoise (Vice-President): She states that the last 4 years has been a catastrophe. Several problems have been faced:

- A serious problem of mistrust between WPP and IFOR. It has been solved now.
- A great lack of communication between ICOM members with an executive director who wanted to make economics everywhere. The communication between EXCOM members was even worse. She was nominated to search for a General Secetaire, when she asked the date of a meeting to discuss about it she was told that the person has been already selected.
- Thus, she proposes a clear statement of the roles of the vice-president at IFOR in the constitution.

Vololuna (Treasurer): Financial information is posted on the website. A general overview is given during Council.

- **EXPENSES:** Personnel, administrative expenses, housing, organizational expenses, information and publication, PR and fundraising, program cost, networking and representation, miscellaneous. (Expenses – activities that ICOM decided to do for 2010: WPP and nonviolent education.)
- **INCOME:** BGA contributions, IFOR funds, donations, legacies, subscriptions and materials, interest, reimbursement, income for administrative overhead, income earmarked funds (resource – third world travel, trusts – interests are only used).
- Lowest income is observed in 2008 due to the financial crisis of many branches in the same year.
- The pension fund from 2006 has been used up.
- There is a trend of diminishing income. There is a gap between expenses and income. An executive director has been fired to raise funds; unfortunately, he was not able to do the funding.
- **Asset:** house. A part of it is rented. Hours of staff have been reduced. The International Secretary is represented by Arjan who is not even full time.
- **2010 budget:** There is a decreased income. There is no possibility to reduce anymore, otherwise “we need to close the shop”, so there is a need to change the situation.

Second part of the financial presentation presents a debate which is exposed in the following:

- **1st question:** Budget allocation earmarked for scholarship (for 15 years as intended by the donors- **Freeman Fund**) **expired June of this year.** Has the alternative for this allocation been discussed? **Jan:** Freeman Fund has been used for the expenses of the volunteers. In terms of

the Third WTF they have contacted this fund. **Solidarity fund:** branches in the North pay a little higher to cover costs of South branches in order to come to Council. The WTF are still available, and some has been used to cover costs for this Council.

- **2nd question:** What is the BGA percentage contribution annually for operating costs? **Answer:** **BGAs contribute 50% of the operating costs.**
- **3rd question:** who decides what to spend on what? Who has the last say? **Answer:** President & treasurer. Some power has been delegated to the Executive Director.
- **4th question:** A use of 25% of fund capital has been observed. This is a high proportion to pay out of reserves. How was it authorized? **Answer:** The President or treasurer of Stichting. It is possible to use individually or separately the funds. There is a must to check with the donor on what to do with funds in order not to get into trouble.
- **5th question:** what system do you use so that we know the values that go beyond accounting year? **Vololuna:** "We put a line for depreciation. The exact %, I have to change with Arjan. We have \$ for computers and to keep up with technologies. We come back with an exact answer, if that will help you."
- **6th question:** Since 2006, **income is steadily declining.** What steps have you done as ICOM to ensure that it will not decrease any further? **Vololuna:** One decision was to **take out a fund that was risky.** The **biggest asset is the house** which means also maintenance, painting, etc. BGAs contributions: we have sent some strong letters to all by asking you to keep up the support of the movement because we're counting on that. The **hiring of a professional fundraiser** was discussed, to have funds for working groups.
- **7th remark:** Kyoko: We need the **balance sheet.** We need to know clearly what we have now. You ask us to contribute 1/10th of our budget. Our membership (Japan) decreased by ½ because of aging membership. The treasurer and editor are not paid. We give energy and money, but we need the budget sheet, that way we give money if you ask us for contributions. We should have had the balance sheet and budget. **David Mumford:** I'm sorry we don't have a balance sheet. I have tried to work things through, we have at the present time **about 20-25,000 Euros in free reserves, but we need to make provisions for severance pay. Thus, we have no free reserves, therefore in the next year we will be dependent on income. House, legacies, interest: 120,000Euros.**

PART 2: New session about all reports and general situation of IFOR

This session is an open debate and participants are expressing their point of views. Relevant contributions are selected to build a basis for the upcoming ICOM.

- Georges Kobl: **A crisis in governance, communication** (information not available to all of us), **Council has no democratic means of decision-making.**
- David M: The board of FOR Scotland sent in a resolution to this council that we resolve that minutes of Exec. Com, ICOM and RCC be sent to all branches within 2 months of the meeting taking place.
- Christian R.: It seems to me, we have **difficulties in having rules and agreeing to them.** We are from very different backgrounds, and we haven't found rules in common on how to proceed. That is one of the difficulties of ICOM, they come together with all these differences. We need to **reform our constitution because it is vague** and not precise. So, **one of the main tasks of the next ICOM is to define the common rules and parameters of procedures.**
- Manir M.: This is not only the responsibility of the ICOM but of all the BGAs. Give emphasis on the RCC. We have to take some initiative – and **give more responsibility to the RCC.**
- **Gustavo presents a possible approach:** In Latin America we faced the same situation. We **looked at 3 aspects: Resources, structures and spirituality of movement.** This was by taking in account reality of the planet and the reality of Latin America. We divided into 2 sub-regions.
- Beena: I want to share some concerns from Asian countries for the future ICOM to take into consideration. **Southern countries could not attend meetings to have a representation.** Thus, it seemed like they were excluded. We need to think where we are and to rework out our strategies.
- Isabelle: It is a question of how we work with **professionalism.**
- Zoughbi: We need **contingency plans.** If Plan A doesn't work, we need Plan B.
- Stella from Nepal: In terms of communication: We get **4 hours of electric light a day, so might take me 1 month to see all the email.** This is the case of a lot of branches, thus we need to take this into consideration as well. Same thing with funds and resources: **We cannot afford to come to some meetings.** I see **IFOR becoming a NGO** and that is not so good.

PART 3: Decisions on Minute taking

- Minute-taking concerns from Lilli and proposes to list down the points that have been coming up on the discussion monitors. Lucas volunteers.
- Axel and Mark Johnson volunteer to proof-read the Minutes

PART 4: Reports of the UN representatives

Pete Haemmerle (Austria):

- UN Representative in Vienna for IFOR
- Nuclear Proliferation Preparation Committee
- Organization and Guidance for the Youth working group of IFOR
- UN Representative on Nuclear Free Zones
- UN representation of IFOR in Vienna is not his priority either a priority of FOR-Austria. IFOR as an organization is not too interested in UN.
- **Pete requests clarification and guidance for the representation at UN on behalf of IFOR.**

Maria Antonietta (Italy):

- UNESCO representative
- Shows visually her work at UNESCO, thus there is no theoretical part.

Christian Rénoux (France):

- International Coalition for the Decade for the promotion of a culture of peace and nonviolence for the children of the world (2001-2010).
- They are doing lobbying in Paris with international delegations and are asking for support from the different branches of IFOR.
- Due to Decade the notion of nonviolence entered in the documents of the UN.
- Coalition decided in their last assembly to continue the work under a different name.

- There is a new situation at UNESCO: Mrs Bukova is the new president who is very interested in peace & non-violence education.

John Kim (New York)

- UN representative for New York is not present during Council.
- **His report will be send after council.**

PART 4: Report about WPP

- Jose, Isabelle, Dorothy and Merle present the work of WPP
- Different aspects of their work for women are presented.
- The training proposed by WPP is essential.
- For instance: they incorporated men as well in the trainings. Now, several men have set up men's groups in their countries advocating for women's rights and violence against women.

Question session begins:

- **1st question:** Tess: There are 2 concerns. **1) The relationship of WPP and ICOM and RCC** is very important. **2) Organizational and personal concern:** we have contributed to WPP from its inception, **but we have never been invited to any of its trainings.** We gave a copy of my code of conduct to WPP and it has been never acknowledged. There was a time that WPP came to Phillipines and we didn't know about it. **Answer: There is no formal relationship between WPP and ICOM and RCC, Executive Director reports.** Regarding John, there were problems with staff and no structure in place for staff to report this to ICOM.
- **2nd question:** Lucas: As we look ahead at future, I'm curious about funding. I'm uncomfortable with funding from governments. **Where does WPP expect its funding in the future?** Isabelle: Resources: we have always accepted **funding from the Dutch government**, but if asked to do something that goes against our values then we did not do it. We **don't search funding from corporations/companies.**

PART 5: Youth Working Group of IFOR

- Amy Hayward, Nina, Lucia, Bettina
- **Lack of clarity of IFOR's position on youth work.** There has been no volunteer in the office connected to the Youth Working Group after Nina left, who had been working in Alkmaar a year. **They need more support from the international office since they don't have much experience.**
- The working group **asks support of an advisory board.** Peter Haemmerle, as member of "Advisory board".
- **There is a general accordance that Youth Work is very important to IFOR.**
- The Youth group is asking for an office. They have 2 offers: Austria (Vienna) and Germany (Berlin). "We're aware that this is Euro-centered. We also need so sort of staff."
- The youth group wants to **work with young people from the South and also from the East.** They are asking if the **branches can communicate the contact details of young people from their countries** so that they can be in touch with the IFOR youth working group.
- "If we do meetings with youths from different countries we need **funding.**"
- **Chantal:** proposes to work together with the young working group in Madagascar.
- **Julien:** They have three groups that are in three different cities. One has even got permission from authorities to celebrate a Day of Peace. He proposes to give the contact details of them.
- **Paolo:** A few people from his branch went to Austria and came back enthusiastically. He promises to send more young people to Austria and be with the youth working group.
- **Maria:** **UNESCO has a youth working group and thus she believes in a cooperation.** She also thinks that funding can be get, but **IFOR and the young people need to work together on this.** Maria says that **Council needs to agree on that.**
- **Dennis** states it might be not able to get them the money for medium or grande, **but they could find the mentors to help the youth group to get finance.**
- **Nina:** Over the last months, they have developed ideas for projects. They do not expect IFOR to give them funds, but **help them to develop proposals for funds.** It would be good to **apply as IFOR because funding would be easier on behalf of an international movement than just the Austrian FOR.**
- The youth group had realized that there is a **gender imbalance**, so they are asking IFOR members supporting them to find a better balance.
- Concern is raised that there is a mix of statements and proposals and thus no mode of consensus decision-making is achieved. It is said that on Friday, the decisions on the proposals will take place.

PART 6: FILM CREW GREGORY AND STUART

- They work for FOR-Austria.
- Stuart and Gregory have developed a program called “IFOR-Austria Global Education Program”. They let them borrow equipment and students make their movies.
- They would love to come to the BGAs and work with young people and film important people.
- They **propose the use of modern media at IFOR and have a sustainable DVD project** about IFOR 2010 (20.000 examples) to finance the young working group. More information can be found: <http://iforaustriaglobaleducation.info>

PART 6: DAVE AND THE LEXICON OF PEACE

- He created “A Lexicon of Spiritual Leaders in the IFOR Peace Movement.” which is available on ifor.org > publications > resources.
- He asks for further input from all of the members, such as names and information.

PART 7: PRESENTATION NORWAY

- Norway has only 5-6 active members. They are working with Eva Füssinger. The branch is working on peace tax. Now, they have 7 peace organizations working together and representing IFOR-Norway. It is interesting to on Peace tax and it is the first time in Scandinavia that this happens. Lise is the only young person in FOR-Norway. Her friends are into facebook and skype. They will use social media to reach more young people. We will have action and not just talk!

Day 4

16.11.2010 – Tuesday

PART 1: ARFON PRESENTS THE DISCUSSION PAPER ABOUT A NEW INTERNATIONAL STRUCTURE

- Arfon exposes the **EUFOR Discussion Paper: “Towards a new International Structure”**
- He states that crisis – time for opportunity and a time for change. The world needs IFOR with our testimony for Peace. To do that, IFOR needs to change. 9 areas of change and thus 9 working groups are proposed. The idea is to see **“what are we doing well? How can we transfer that to the international level?”**
- **9 AREAS OF CHANGE:**
 1. Finance/Financial Viability
 2. Roles and Responsibilities
 3. Communication Systems
 4. Decision-Making Processes
 5. Constitutional Changes
 6. NGO/Fellowship debate
 7. Youth/Youth work
 8. Gender lenses (men and women)
 9. Two-language policy/linguistic diversity

PART 2: PRESENTATION OF THE AREAS OF CHANGE

1. **Finance/ Financial Viability**
 - Line of authority: lines of command – who authorizes what?
 - Procedures for disbursement -- in place with a management board – not viable now
 - General recommendations:
 - Send full and adequate financial information periodically to BGAs
 - Remind contributions of BGAs – 10% of core budget (not program) and its use at IS
 - Renew fund appeal materials
 - Comments by Kyoko: she is impressed at how little the BGAs are contributing to the budget.
 - Richard: How much time do we have before we can say we do not have any more budget?
 - * to appeal to BGAs to contribute to IFOR
 - * sale of the house is: 400,000 Euros
- Cash: 80,000 Euros

- " We do not need to spend more time discussing finances. We do not have a balanced sheet nor a budget. We're too rich to die and too poor to continue."

2. Roles and Responsibilities

Issues of conflict of interest – while discussing roles and responsibilities are the following:

1. International sections:
 - support BGAs issues
 - publish statement on political issues (using expertise of BGAs)
 - encourage and coordinate linkage for BGAs
 - supervise financial basis of IFOR
2. RCC: report to IC
 - establish direct contact to BGAs
 - collect offers and wishes of BGAs
 - report to IC
3. ICOM members should be other than ExCom members
 - Tasks: see constitution 5.1
 - using personal expertise of members
4. Treasurer should make a cooperation with financial staff, International Secretariat, ICOM and Excom
 - Excom: responsible to ICOM
 - ongoing contact with IS
 - evaluate and supervise IS
 - guidance of IS according to ICOM decisions
5. President/Vice President:
 - Const. 6.2
 - Const. 6.3: addition: shares the responsibilities and tasks of the President
 - "If for any reason President is not available, the Vice President informs the ICOM. A solution is sought and decision is made that the Vice President takes over the role of the President".
 - Comments: "sharing of responsibilities" what does this incorporate in detail?
 - Tasks of president – in relation to the staff; in relation to the external organization.
 - Other view: In other organizations, the tasks of the VP are not specified in the constitution. Generally, he/she replaces the President, in his/her absence. But when the President is there, it is probably a sharing/delegation/devolution of power. It is more a question of personality than texts.

3. Communication Systems

Recommendations/Areas of change:

- a person to have authority and initiative to act. The “nose” of the council; whether this person should be in the IFOR council or not.
- who to contact for administrative concerns in IFOR?
- translation between English and French
- update of website
- connect to BGAs and within BGAs
- two appoint people: one main, another alternate
- database –BGAs and networking organisation; controlled by the BGAs
- facebook, twitter, email lister; global; uploading documents; google (excel sheets)
- IFOR in Action and newsletter
- human translation
- to do: update contact info on website and on email
- communication proposal: individual BGA pages: reports, pictures, upcoming events
 - internal communication and expectations
 - flowchart: Council preparation, mini events, etc.
 - appoint person: has authority
 - listers for region
 - content: gender policy; inter-generational network,
 - relations with general public; USFOR on IFOR
- Comments from the audience: additional tool to solve problem of communication: cellphone availability to groups as nearly all of the members have one. In Africa it could be used for text messaging.
- Davorka recommends if there is no answer to by email, to use the normal phone. Skype might be free, but requires internet access.

4. Decision-Making Processes

Virginia: **Where’s the ExCOM?**

- trust and control
- council -- the deciding board; the ICOM comes next; there is a need for an efficient deciding body;
- IS IT REALISTIC?

Beena: **IFOR – a GLOBAL MOVEMENT**

- the need for a face-to-face movement and problem of economy.
- We need to have a strong ExCom
- the ExCom is there (within the ICOM)

Davorka: **Experience of the German FOR**

- teleconferencing every three weeks

- For day-to-day decisions, ICOM is there to supervise the IS.
- The ExCom should be there and then the ICOM.
- Fundamental difference: Main decider: Council
- RC (in between Councils) > ICOM > IS
- Different views for the need to be realistic:
 - the need for good governance
 - the need for flexibility and to live within our means – to govern ourselves properly.

5. Constitutional Changes

- Preliminary remark: normally you refer to the constitution when you have problems.
 1. Statement of purpose: to include another sentence referring to the group
 - Art. 2 – criteria for membership of BGAs need to be clarified (for procedural guidelines)
 - nothing in the constitution mentions regional network (new section)
 - rights and responsibilities of individual membership must be specified (related also to Art. 3: Branches and Groups and individuals (by right) and affiliates (by invitation))
 2. RCC to RC – to represent the Council and to meet in between Councils
 - when necessary, the RC can overrule the ICOM. So not only a consultative committee that guides the ICOM, but supervises and directs the ICOM
 - checks the progress of the work
 - should share the responsibility with the ICOM for the choice of venue of council and consideration of applications for membership. Members of RC (8) – consensus + ICOM (7)
 - the staff may be invited to attend RC meetings
 - to appoint a Convenor, but the President also has a right to convene RC.
 3. Art 5. – to be looked into; observation regarding task – must have a balanced composition: gender, geographic, generational, religion
 4. Art. 6 – EC: inclusion regarding tasks of the Vice President; takes over in the absence of the President.
 5. Decision-making: at all levels to include quorum; at least 33% + 1 have to be involved.
 6. Art. 7,8,9
 7. Art. 10 – Procedural Guidelines – may be changed by the RC in consultation with ICOM, but needs to be ratified by the Council. Procedural guidelines presently adopted by ICOM in 2005 and not ratified by the Council. Should be attached in the constitution; can be amended by RC but ratified by council
 8. Eldership and oversight – when there are certain problems – to hear and do something about them.
 9. Propose a small committee of three members and prepare a draft of constitution and then to be ratified by next council.

- Comments made by the audience after the presentation: “We should take our time – to reflect the solution. Present it to ICOM, to RC and temporarily use it until ratified by the council.
- Comment: “We do not need to wait for 4 years. The Vice President’s job description should be done now.”
- David Mumford: “In terms of the Vice President we need to have clear guidelines from Council through a simple resolution regarding the relationship between President and the Vice President.”

6. NGO/Fellowship debate

- Differences between a NGO and a Fellowship

NGO	FELLOWSHIP
GOAL ORIENTED	Multi-faith spirituality
Accountable	Commitment to non-violent as a way of life
Responsibility to funders	
Systematic way of behaving	Transformational, adaptive movement
Volunteerism	Volunteerism (policy and program; conscience driven; ritual based particular way of working)
Access to funding & International body	

Comments:

- Jan Schaake states that in IFOR there are more fellowships than more of NGOs. NGOs do their project and afterwards the people leave.
- Dorothy: A lot of NGOs are not only on their goals, but also on the people.
- Christian: We already are an NGO; we are registered in the U.N., I hope we are already a fellowship, and in France we are a movement.
- Davorka: Why give it up? The best fellowship is in the kitchen. We can adjust our structures to have both.
- Stella: Spirit of discussion is to see good elements in both: NGO and fellowship. The issue is about getting funding.

7. Youth/Youth work

Proposals and suggestions

- mainstream throughout IFOR: Youth at a last position
- develop a youth policy within IFOR
- develop programs and activities

- observation: for newcomers to IFOR > making information available & thus creating transparency
- important communication role of IS to BGAs
- taking contributions in kind from BGAs

Comments:

Hans Ulrich:

- IFOR needs creative, imaginative and have a solid leadership
- What about youth leadership for IFOR? Having a youth being the President of IFOR.

8. Gender lenses (men and women)

- First concern is engendering IFOR itself:
 - BGAs – observation: male-dominated
 - Need to encourage balance of gender
 - Constitution to include a gender balance within IFOR
 - Language which is used must be gender-friendly

Comments:

- Moses: Gender may not be an issue in Europe, but may be in Asia and Africa.
- Joyce N.: Engendering IFOR from top to bottom is necessary.

9. Two-language policy/linguistic diversity

Proposals:

- In the Constitution, the official language of IFOR should be identified: English, French and Spanish.
- the documents produced should be translated into official languages.
- Documents should be arranged before the Council
- Re decision-making: moderators participate in a training seminar before the Council (mandatory)
- Responsibilities: recognized that we are over-governed and undermanaged.
- RCC—to be removed from the Constitution
- Current technology to be used for communication
- Youth: service and presence of the youth should be encouraged; invite them to Council to be stewards.
- ICOM – timeline for their work

What are we doing well? How to transfer that to international level?

- we represent ourselves well – as international, inter-faith peace organization.
- we are a diverse community. The fellowship is diversity in unity.
- we recognize the centrality of diversity in Non Violence.
- a strong part of our mission if we work for reconciliation and unity

- we celebrate diversity of religious traditions in our meditations.

How to transfer?

- the need of a working group on diversity
- to infuse in our cultural diversity, into our time together
- pluralism
- plan of action to elaborate our understanding of diversity
- diversity training from a Non Violence perspective
- institutionalize diversity in IFOR policies, in planning meetings, financial matters

PART 3: PRESENTATION BRANCHES SERPAJ LA & FOR USA

SERPAJ

Gustavo Vega outlines the context of SERPAJ's work, including the significance of the Panama route in global communication and the trend to greater militarization. The main issues are energy, trade, investments, migration and military security. SERPAJ, inspired by IFOR, was founded in 1974 and now works in 13 countries. There are groups, with National Secretaries, in Central America, in Mexico, Nicaragua, Costa Rica and Panama and in South America, in Ecuador, Brazil, Paraguay, Chile, Argentina and Uruguay. Guatemala, Salvador and Colombia are forming National Secretariats. Their work, often at grass roots level, includes research, networking and campaigning. It involves contact with indigenous peoples, women, migrants, community leaders, churches and farmers. One project is the non violent police force work in Mexico. SERPAJ also campaigns for demilitarization.

FOR USA

Lilli gave a tribute to Frank Ostrowski who died this year. Lucas outlined the work of the 3 Task Forces, economic, social and racial justice, Latin America and the Caribbean, and Middle East peace. Shawne speaks about the need to counter the continuing support for war in the US. Richard stresses the importance of FOR USA in articulating the voice of conscience and faith and describes the service of the 're-birthing' of Martin Luther King. He also pays tribute to FOR's publications, including *Fellowship*. The Director of FOR USA, Mark Johnson, refers to reduced staffing levels. He also reports on new ways of communication and ends with 'Our journey to smile', involving a group of Afghan boys. The report ends by Council singing *Dona nobis pacem* in memory of Frank.

Day 5

17.11.2010 – Wednesday

PART 1: FINANCIAL SITUATION

Vololona presents the financial situation as at September 2010.

- It was noted that the WPP program's expenditure was not included.
- Income: gifts and donations have been very low lately
- we expected a 13.000 deficit, so far it is up to 24.220, but it will be up to 84.485,08
- The October and November expenses are not included
- The projected expenses for 2011, which do not include the post of a coordinator, show a surplus of 42.000
- the cost of working groups not estimated yet because we wait for council decisions;

Recommendations:

- It would be helpful to **valorize the BGA non-financial contributions** and include these in the accounts.
- The **programs should be included in the general budget.**
- **We need to have some liquidity**, we can't just spend everything.
- A high figure for personal costs includes WPP costs. **There is a lack of clarity, of where the funds come from that are used by WPP.**
- Some BGA's are not contributing anything. **If BGAs cannot contribute money then they should make a non-financial contribution for example to show their appreciation for IFOR.**
- **Auditor's report should be an integral part of the treasurer's report.**
- Copies of budget should be given to council members.
- **Income and expenditure should be more detailed** with notes (splitting into general/program costs).
- **Analysis about income for last 4 years should be compared with the income of the previous 4 years** so that we are able to compare.
- "We need to have hard copies in front of us, a power point is not enough."

PART 2: PROPOSALS FROM GERMANY

3 proposals from Germany presented by Davorka and Miriam

1st proposal:

- IFOR Council supports the 1914-2014 Conference "**100 Years Fellowship of Reconciliation**" (working title) in Konstanz, Germany.
- Françoise – it is important for IFOR to celebrate 2014; but there should not be two expensive conferences in one year.
- Other points were that

- IFOR's 100th anniversary,
- IFOR had a commitment to Africa for a future council,
- the accommodation in Konstanz (which has been provisionally reserved) was not large enough for a council and that the town of Konstanz were eager to welcome IFOR.

2nd proposal:

- **Council asks ICOM, RCC and the International Secretary to conduct a process of organizational development**
- Davorka – this process has already started by Arfon's suggestion;
 - the outcomes of our discussion should be well considered and not be ignored
 - proposes that somebody from the outside looks in
- Hansuli later commented that before a consultant was engaged it was essential that the organization was clear about the task that it wanted a consultant to advise on.

3rd proposal:

- Council appeals to all BGAs to study the appeal of Palestinian Christians, **“Kairos Palestine – the Hour of Decision. A word of faith and hope in the midst of the suffering of the Palestinians”** and to contribute to its circulation.
- **Christian** – the French branch also **supports this document**
- **Lili** – she is **concerned by the document** because it **does not reflect both sides of the conflict**. It denies that there is any pain on the Israeli side and does not take into account the Israeli need for security. “We have to be careful about comparing the Boers to Israeli people because the Boers never suffered as did the Jews”. Lili does not think that the document contributes to reconciliation as it brings forward a certain kind of anti-Semitism. IFOR needs to produce a document of support that respects both sides. The use of Christian language does not make a contribution for reconciliation. Peace workers from the Israeli side have to be considered as well.
- **Pete** – why this **document** and not any that has been produced by any of the **Palestinian BGA’s of IFOR**.
- **Davorka** – the proposal is to discuss the paper, not to promote it. The paper needs an answer because she sees it as a cry for help. It is written for the Christian community.
- **Denis** – he welcomes this proposal from Germany. The Methodist church produced a document that **recommends considering the Kairos document**. They received support from both Jewish and Palestinian sides. Wi'am was part of the Kairos document process and endorsed the document. So the document comes from within our own community. The Palestinian Christian community are not the dominant group in Palestine.
- **Arfon** – “We often get blamed by both sides of a conflict because we are right in the middle, but this is where our place is. We should not stray to one side. There has been a lot of discussion within FOR Wales about the Holy Land conflicts. We should be in the middle ground and not strain to one side or the other; **we should make our own document.**”
- **Kees** – “The discussion about the document is going on in the Netherlands as well. It contains a lot of questions. The Quakers believe that they have to keep the channels open for both sides. The **document should be considered** as there are parts that reach out to peacemakers and citizens of Israel.”
- **Richard** – “We should have the document in front of us, as well as an Israeli peace response. We are an interfaith organization! We should not rush into endorsing a Christian statement without consideration about what Israeli peace movements say. **We should set up a work group and work on the document and not simply endorse the document without consideration.**”

- **Stella** – “We should not only be compassionate with the Christian Palestinian group, but also with the Muslim Palestinian group. **We should consider all groups that are involved in this conflict.**”
- **Davorka** – “The document is about reaching out and building bridges towards other people. The situation in Israel and Palestine cannot remain as it is. **Two different questions in the conflict: Palestinians – justice, Israeli people – security. We need to answer to both of these questions.**”
- **Zoughbi** – “**The Kairos document is inclusive; it includes both sides,** Israelis and Palestinians, Christians and Jews.” He sees no anti-semitism in the document and is open to discussion and to look deeper into the document. **There is a workshop planned on the Middle East, maybe this would be an opportunity to set up the working group.**
- **Hansuli** – “Our meetings need to be better prepared. We need to have the document before the council to be prepared and informed about the backgrounds of the document. We need better preparation!!! We can't be silent about issues that move the world, but we need to be well prepared and have everything well discussed.”
- **Lili** – commented further on the Kairos document. **She considers that a request to study the document was equivalent to endorsing it. Why should one particular conflict be singled out for an IFOR statement?** – there are many other situations, such as North Korea, about which IFOR said nothing. IFOR should move to a place from, which it could make an original contribution to the search for justice in the Middle East.

PART 3: WPP STRATEGIC FOCUS IFOR | WPP 2011 – 2015 by Isabelle

- WPP had a consultant who did a huge survey about their performance and what should be strengthened: 1st draft strategy paper in 2009
- WPP had a significant contribution on gender and militarism and on viewing security from a feminist perspective.
- Main contribution: being innovative, activist and having a holistic approach.
- Although resolution UNSCR 1325 is more widely known, implementation is very patchy. Some just see it as a call for more women in the military.
- Movement building needed to be developed as did a more formal partnership model.
- **Gender and peace-building also includes masculinity concepts!**
- **Regional approach** – there is a regional dynamic in conflicts, but global connection needs to be there as well. Cross regional global movement would be very important.
- **Vision:** women and men work together as allies to build a gender sensitive non-violent world;
- **Core objectives:**
 1. Increased regional capacity on Gender Sensitive Active Non-Violence
 2. Strengthen regional and global movements of GSANV
 3. Increased participation of women activists
 4. Increase support from men for women's participation
 5. Increased understanding and analysis of the deeply gendered nature of armed conflict

A. Non-violent Education and Training (NVET)

A1 Regional trainings – Middle East, Caucasus

A2 Funding support for NVET

A3 International orientation

B. Networking

B1 Regional (Middle East, Caucasus and Balkans) and global movement building

B2 Documentation and analysis

C. Engendering Peace

C Engendering Peace – including a masculinity perspective.

- **Budget and Funding:**
 - Negotiations with Cordaid who will fund them (at least 375.000Euro/year – perhaps 500.000Euro)
 - **Kees** – Encourages WPP to support Peace Tax (CPTR).

- **Structural Analysis:**
 - **Relationship IFOR – WPP**
 - WPP has grown very fast with a good visibility.
 - Success leads to more work and lots of challenges in terms of workload with only 4 part timers!!!
 - Growing number of big organizations are taking on the 1325 UNSCR – WPP has to compete with them!
 - **It is suggested to have organizational quality criteria and systems in place throughout IFOR and not just in WPP.**
 - **WPP requires effective and competent decision making.** Staff should not be overburdened and structures should aim to minimize stress.
 - **Growth of WPP is bringing dilemmas to the IFOR movement.**
 - Identification of a clash in terms of what IFOR wants to be as an organization.
 - 2006 and 2009 independent observations and results: there was a problem in terms of sustainability (financial and organizational) and WPP is very dependent on its strong and committed staff.
 - Mid-term evaluation: more attention to workload!!
 - **Position of WPP within IFOR: is it outgrowing the mother organization?**
 - End-term evaluation: reality of program is growing, but then there are restrictions by the mother organization.
 - Part of success of the African desk is because it is now working beyond BGAs. The initial preference for working through BGA's has proved to be too restrictive.

- **Challenges:**
 - **Some IFOR members feel a lack of ownership.**
 - **Non-alignment of management systems between WPP and IFOR in general.**
 - **WPP is concentrating on growth and expansion.**
 - **Decision making structures do not guarantee support for the work of WPP** – they have experienced isolation!
 - The IFOR **decision making processes** sometimes do not give the level of competence or appropriate response **times** required by WPP.
 - **Does a high level of WPP visibility lead to loss of identity of IFOR in public?**

- **Needs:**
 - **A programmatic expertise and support**
 - **Structures that are dynamic, light and informed**
 - **Outreach and inclusion of non-IFOR members**
 - **An organizational environment that can carry growth and innovation**
 - **Alignment of management systems**
 - **Back-up funding**
 - **A supportive professional network**
 - **WPP proposes to council to investigate the further institutionalization of the WPP during the next phase (phase V) from 2011-2015.**

DAY 6

18.11.2010- Thursday

PART 1: PROPOSAL FROM AFRICA

- **Jean Pierre from Congo Brazzaville:**
 - “When we speak of Africa what comes out in our minds are HIV/AIDs, poverty, environment, etc. But beyond these realities of Africa, we have a richness of natural resources such as diamonds, oil, land, etc. Another reality is that women, men and children are witnesses to happenings. There is an emergence of ANV groups.
 - We have no longer just English speaking, but also French speaking, thus, Africa is changing. Africa can be a home to be out of violence.
 - The NV groups that are strong and weak need capacity building activities.
 - The NV groups would like to meet together, however it is hard to do so due to several factors.
 - What is the place of Africa within IFOR? What are the expectations of IFOR and what can Africa offer? Africa’s place will be defined by answering these two dimensions.
 - I suggest that IFOR will take this in to consideration. It was started by Béatrice.
 - Let us change our working method in IFOR. BGAs in Africa were given the framework to have a program in Africa. This is the challenge for IFOR and others not for Africa only. The entire program will be owned by IFOR and IFOR Africa. This should be discussed by the ICOM for consideration.”

Comments:

- **Akadim:** “The proposal is not for whole Africa, but a Congo proposal only. Hence, it should have been presented to the whole African group.”
- **Jean Pierre:** “The proposal is from Congo. However, we thought Béatrice and I need to do something about it. We tried to consult BGAs in Africa. Now, I understand why Béatrie is not here. We tried to reach out, but we would like to express our proposal to IFOR. With is principle of ANV we hope to have a group to discuss about the proposal.”
- It is decided to allow the African groups to discuss the proposal after the break and come up with a common interest and present it to IFOR.

PART 2: YOUTH PROPOSAL

1. We want IFOR to adopt the statement of support: LITE, MIDIMUM and GRANDE
2. New structure: Have an Advisory Board (with at least 7 members) and a Working Group (ICOM member to be part of). A paper for volunteers to be in the Advisory Board is handed out.
3. The youth have prepared several proposals for funding.

Comments and Recommendations:

- **IFOR will support the acceptance of the structure, but not the Budget proposal** of more than a thousand, but youth should go ahead for fund raising.
- **Branches from Germany and Norway can try to support, but it will start small.**
- We need to consider the **total budget of IFOR, because the Youth is part of the IFOR**, just like WPP and BGAs.
- It is proposed to **put particular title for a particular activity for financial support requests and ask the BGAs to support them** - eg. 'Give a cent' for the youth programs.
- Plant a seed properly by **involving other youth from other countries**, ex. Nepal. Maybe you can use Nepal as a place to help, etc.
- "We love you not that you are young but because you are part of IFOR and you are IFOR today. We had conflicts in Japan and we have conflicts now because the youth were not involved. So we have to support the youth all the way."
- We need the youth to continue IFORs existence. We appeal that youth proposal will be adopted and find for funds.

PART 3: VOTING FOR BRANCH STATUS

- Before the election Jan Schaake reads the Process Document (pg. 7) and for voting purposes current branches are given cards: Green- Agreeing, Red-Disagreeing and Yellow- Not sure.
- There are three applications for Branch Memberships. The individual applications have been done and all objectives and activities are in line with IFOR. **Presentations needed.**

1. ANANDO –Bangladesh

Council empowers the incoming ICOM to grant ANANDO a Branch status, *after* consultation with the other BGAs in Bangladesh within the time frame of 2 months.

2. Association Tchadienne pour la Non Violence

Council empowers the Association Tchadienne pour la Non Violence as an official branch of the IFOR vested with all the rights and responsibilities there of.

3. SONAD (Sudan)

Council empowers SONAD as an official branch of IFOR vested with all rights and responsibilities there of.

PART 4: SLATE by the Nominating Committee

Announcement is made by the Nomination Committee at 5pm and time is given to check out documents and living comments until 9pm.

President: Hansuli Gerber

Vice President: Davorka Lovrekovic

Treasurer: David Mumford

ICOM: Lucas Johnson

Kyoko Itaka

Jean Pierre Massamba

Lili Baxter

PART 5: VOTING FOR AFFILIATE STATUS

1. PEACE AND DEVELOPMENT FOUNDATION- AFRICA

Accepted by Council

2. TRAUMA HEALING AND RECONCILIATION SERVICES (BURUNDI)

Accepted by Council

3. Doopsgezined Werelwek (The Neatherlands)

It is no longer a branch status because it is now a foundation. The Menonites would like to be with the IFOR by becoming an Affiliate.

Accepted by Council

PART 6: PROPOSALS OF THE RCC TO ICOM

Arfon Read the proposals of the RCC to ICOM- (referring to handout) **NEEDED**

Comments to the proposals

1st Proposal: Accepted by Council- in the understanding that it depends on the quality and capacities of the nominees.

- **Question: Why can't we decide now instead of waiting for the incoming ICOM? Answer:** Now, because there is a further time needed to study further the constitution. The Working Groups will have to look into the minutes.
- In terms of the **reconstructing of IFOR**, there should be horizontal and vertical structure to be more inclusive. So the working group will try to making more flat rather than hierarchical propositions.

2nd Proposal: Council will not take any decision right now

- "It's up to ICOM to do the job description and to build the hiring committee. The last time the position was opened it was difficult because of the spirituality and Non Violence as the candidate's way of life. We have candidates that are very capable, but without IFOR's values and principles. It took time, but we will not make the same mistake again. The Title of Coordinator is not the Director. It's up to the incoming ICOM to look into this including direction. It needs a more professional consideration based on the functions and titles."

3rd Proposal: Council endorses this to ICOM

- “The role of the RCC must be described clearly. This is in the current constitution, so if it is necessary to change, then it is the working group to look into for endorsement in the next years council meeting.”
- “Is it to retain and strengthen the RCC or remove it all together?”

4th Proposal:

- “It is a complex proposal. It should be split into two. It should consider both constitutional and procedural matters. It should be more inclusive, gender and youth. The constitution also should include diversity. It would be good to improve the new constitution on the 100 years of ICOM/ 2014.”
- “The working group should collect and consolidate the different ideas to be presented to the ICOM and Council.”
- “The working groups have to report every two years. Relative to this will the youth have another working group?”

PART 7: PRESENTATIONS

7.1 WI'AM, PALESTINE

Zoughbi – Winner of the World Peace Award:

- WI'AM: Palestinian Reconciliation Center.
- Believe in multi-track diplomacy.
- If we want to have change, we need to have change on multiple levels.
- Activities.
 - 1) Ministry of Reconciliation / www.alaslah.org.
 - 2) Women's Department
 - 3) Children's Program
- International volunteer
- Classes, arts & crafts, theater
- Transformation on the community level

7.2 ANANDO, Bangladesh

Miah:

- Anando is a NGO
- Membership is based on social workers, teachers and journalists
- 125 regular staff in the 3 regions
- Group of 20-25 members, creating income-generating activities.
- Dropouts get 1 year vocational training; they get jobs or start on their own.
- Children Education Program.
- Community Health Care Programme.
- Dishari (youth) & Traditional Culture.
- Peace Promotion & Non Violence Initiative in Chitagong Hill Tract. (Hilly people)

- are ethnic people; Bengali people are native).
- Cultural exchange program, Bengali and Hilly people. This is to mitigate the tension. Present situation is quite peaceful. Not full peace, but it is coming and tension is quite less than previously.

7.3 BASTOP, Bangladesh

Ruhi Das:

- Signification of the organization means reality.
- Working directly with about 15,000 families (families have 5 members).
- Governing board of 7 members, and 21 members in the Elected General Assembly.
- Since 1997 we have carried out many activities.
 1. Microfinance program; provided loans to 9388 members.
 2. Non-formal education: 900 children in 30 schools.
 3. Capacity building to ensure safe labour migration.
 4. Health & WATSAN program: medical help.

7.4 FOR- India

Beena - Francis of Assisi Peacemaking Award

- Started in 1950.
- Motto: "Be the change you want to see in the world."
- Movement of people who believe in active Non Violence and peace.
- Peace and Non Violence education Program with publications on Non Violence, books & posters.
- Empowerment of women and children.
- Crisis intervention center; Training on Conflict Resolution and Mediation.
- Program on UNSCR 1325.
- Interfaith Center "Seeking Non Violence, Justice & Peace through inter-religious Dialogue".
- Training: Income Generation Programme for Women
- Street plays on issues facing women and children
- Posters in public places. Empowerment for tribal areas.
- Awareness Programs on Children's rights
- Peace club has started at school

7.5: JFOR- Japan

Kyoko:

- Article 9 of Japanese Constitution
- Organized a T-shirt design contest for Article 9
- The spirit of Article 9 is identical to the spirit of FOR

7.6: BIKALPA- Nepal

Stella:

- Currently they are in search of alternatives in education and development .
- In education institutions there is a dehumanizing situation.
- Nepal is a very poor country .
- Applying a lot of Zen stories in working with youth, women and children.
- Program is village oriented, agricultural based, self-directed and self-learning, earn & learn and Learn & Learn Program, for instance with indigenous young women and girls.
- Non-formal education: Peace Education Program on TV once a week.

7.7: AKAPKA Foundation, Inc., Philippines

Joyce:

- Applying alternative conflict resolution, mediation and culture of peace.
- Creation of a draft manual in progress once finished it will be used by the military and the police in their training.
- Male Movement for Active Non Violence. Men themselves are now training their own male friends and family.
- Out of School Youth in our computer learning centers.
- Started with government employees and politicians on gender sensitive active Non Violence.
- 2 manuals which are used by trainings for example with farmers who underwent Non Violence training.

7.8: AKKAPKA- CANV. , Philippines

Tess:

- Founded by Father Blanco.
- Organization is 26 years old.
- People Power movement
- Published history in honor of Father Blanco.
- Branch status in 1992
- 3 main programs:
 1. Formation
 2. Information
 3. Transformation.
- Retreats 3 times/year
- Tess is a broadcaster on Radio Veritas.
- They respond to work in rural areas and provinces
- Got support from the office of the President.

Day 7

19.11.2010- Friday

Discussion about Committee of Elders

- Arfon: In terms of the **International Coordinator**, a **good candidate would be from one of our Branches**. Need to go back to our branches and check. We also need volunteers in the office.
- Youth Working Group – “We will go with Grande proposal (because of programs and youth office) as long as there's awareness that there's no money.”
- Africa Working Group - Accept in principal as long as there's awareness that there's no money.
- **There is the need to include statement in Constitution about regional networks.**

Resolutions from FOR Scotland:

- This council empowers the next meeting of the RCC to exclude IFOR Groups and Affiliates as long as the conditions laid down in sections 1.8 and 3.5 respectively of the Procedural Guidelines & Practices have not been met. (As written now, only Council has that power.) **Passed**
- **This council resolves the minutes of the EXCOM, ICOM and RCC be circulated to all BGAs within 2 months of their meetings.**
- Celebrate 100-year existence of IFOR (at least at the Council 2014). To form a preparation committee to explore possibilities. **Passed**
- Shauen will save all proposals.

PART 1: NVE – NONVIOLENT EDUCATION:

Eva Füssinger:

- Culture of Peace & Nonviolence for the Children of the World. IFOR inspired activity. Inspired by Austrian IFOR and “Season of Non Violence”.
- NVE’s Vision: Imagine
 - ...there is a consensus in our societies that lifelong learning for a culture of NV is effective, health promoting, eco/profitable for a peaceful co-existence for today and tomorrow.
 - ...that the search for creative conflict solutions is part of our daily grain jogging.
 - ...that diversity in values, standpoints and in general is a call for solutions.
 - ...that the language of empathy, mindfulness and connectedness is our universal language.

- Goal: Every teacher is educated to know, love, design & support Non Violence.
- How: Designing of education processes.
- **Fundraising for NVE has been lost because of little document support from the Secretariat.**
- Open Questions:
 - Status – is Education still a focus for IFOR? Is NVE an IFOR program?
 - Mandate- would we go on?
 - Framework – if, under which conditions?
 - Funding – support?

PART 2: Decisions on Proposals

Proposal from the Constitutional Working Group, introduced by Arfon Rhys

We propose to Council that a committee of two persons be appointed, preferably from the constitutional working group, to collect and analyze materials and proposals from the Baarlo Council meeting on constitutional matters and procedural guidelines including roles and responsibilities. Their Report is expected to be submitted to ICOM within two months after the approval of the minutes of the Baarlo Council, at the most, half a year after the Baarlo Council. . ICOM will then consider any action required based on the report in close consultation with the Branches. It will then be presented to RCC in about 2 years. This will result in proposed amendments to the constitution and procedural guidelines.

The Proposal was passed by Council.

Proposal IFOR elders

We wish to ask Council to consider the establishment of a list of **IFOR Elders who are willing to be approached to offer advice, or give advice to ICOM** when they feel it appropriate.

The Proposal was passed by Council.

Proposal from the Ad hoc group meeting to discuss WPP introduced by Mark Johnson

The Ad Hoc Group meeting to discuss the WPP Working Group Proposal recommends that the proposal be adopted by Council and that ICOM, with WPP Working Group and WPP staff, be authorized to engage in a process resulting in a mutually agreeable outcome regarding the relationship to, and formal dimensions of, the WPP program. **Special consideration should be given to sensitivities about the language and nature of the formal dimensions.** WPP PROPOSAL: there is no money from IFOR's general budget going to WPP budget. If you fundraise ½ million, donors want to see that 25% is in the IFOR budget = \$125,000.

On the first testing for consensus, Akadim raised concerns that the WPP might sever itself from IFOR. Isabel explained that this was not what was planned. Akadim withdrew his objection.

The Proposal was passed by Council.

NOMINIATIONS

President	Hansueli Gerber
Vice President	Davorka Lovrckovic
Treasurer	David Mumford
Lucas Johnson	
Kyoko Itaka	
Jean-Pierre Massamba	
Lili Baxter	

The Proposal was passed by Council.

- **Beena:** “The Nominations Committee had no clear guidelines. In the Japan Council it said that we would consider nominees who were not at Council. But here there was an announcement, that no one was considered who was not here. We informed the co-chair of the Nominations Committee. Said it was OK. Some situations we are overlooking; some situations we are very strict. This is raised for the future.”
- **Virginia, member of the Nominations Committee:** “Considering all the difficulties we are going through, we felt that we should have an ICOM composed of people who were here at Council since they would have a better idea of what was happening.”
- **Beena:** “I would like this to be minuted.”

PART 3: Acceptance Speeches

- **Hansuli:** “I have been asked to to say something for 10 minutes. You should know how I think and how I am, and how I see IFOR. I want to express my gratitude to the previous ICOM. Sometimes things don't out the way we want it to. Some things are not within our power. I'm much honored to be called to serve as president of IFOR in the legacy of Gandhi and Martin Luther King. I have deep gratitude and great joy. I want to talk about three things. First, about Love & Non Violence. The opposite of violence is tenderness. While war is very old, violence has only been researched during my time. Non Violence is the future. Never before in human history has war been so discredited than in our time. Let us use this time to promote Non Violence. IFOR rooted in spirituality. We are imperfect people who long to be loved. IFOR deserves high visibility at this time and IFOR rides on wings of WPP at this time. New membership in the South – global membership, but we are Euro-centric in location. There is landslide shift from the North to the South. I sense a need for the collective nature of IFOR needs to be evaluated. 3Priorities:
 1. Assess and clarify the international office and increasing income
 2. Tighten connection to Branches
 3. Increasing visibility IFOR. Centennial.

I grew up on a farm in a Mennonite family. I work for the Swiss branches. I have been involved for 30 years in organizational **dev and chaos**. I traveled over 20 years. About 2 months ago my father died. He was a gentle man and also a courageous one. He went directly to people if something went wrong and not to the others. May we go ahead with love and joy.”

- **Davorka as Vice President:** “This is the first time that I'm serving on an international body. Be patient with me. I'm a woman in Europe who was born in Croatia. My father was in prison and my mother was elected by workers to represent them. They knew she was a Catholic going to church every Sunday. Then we moved to Germany. I was born in a family built on faith. My family left its country with two little children and seven suitcases. They lived in their faith and there was bread on the table. I came to the Quakers not because it was a historical peace church, because they believe there is that of God. I am coming from a spiritual and political family and this has been passed on to my children too. The fellowship has been my 3rd family here. Humbled I was called to serve here and I am humbled.”
- **David as Treasurer:** “I have been a member of the fellowship for over 40 years. I am a Pastor of the Scottish Episcopal Church.”
- **Lucas:** “This would be a good opportunity to ask to the three of you for a commitment the way we will work together as an international committee. This would be a commitment for broad consultation. The rest of us live on different continents. “ → Hansuli: “We commit to broad and consistent communications not only with ICOM and with BGAs.”

Day 8

20.11.2010 - SATURDAY

PART 1: Stichting

- It is the legal Body assisting the ICOM providing IFOR to have a legal status.
- Normally there is at least one Dutch member, the Treasurer and preferably the president.

Nomination of Stichting:

Hanseuli Gerber – President

David Mumford – Treasurer

Paul Kruyswijk – Dutch member of FOR, experienced in financial members

The three members appointed by ICOM then have to select another two.

Suggestions above are accepted by Council.

PART 2: Election of members serving on 2-3 persons' recommendations committee

Arfon Rhys

Kees Nieuwerth

Persons suggested are approved by Council.

PART 3: RCC – Representative Consultative Committee

- ICOM + 2 representatives per region
- See chapter 4 of the constitution
- 4 regions: Europe, Africa, Asia, Americas
- Reports from regional groups on RCC:

Africa (presented by Akadim)

Moses John (Sudan)

Chantal Razafindravony (Madagascar)

America (presented by Mark):

Gustavo Cabrera (Costa Rica)

Leel McKenna (Canada)

Asia (presented by Tess):

Beena Sebastian (India)

Zoughbi Zoughbi (Palestine)

Europe (presented by Davorka):

Marion Schreiber (Austria)

Kees Nieuwerth (Netherlands)

- **Tess presenting results of discussion within the Asian group:**
 - IFOR's endorsement of Article 9
 - Conflicts in Asia must also be addressed
 - Strengthen our spirituality as a movement, it was sidelined at this Council; worship and ceremonies were only optional
 - Communication between is very important
 - Strengthen the training for younger people
 - Asian branches want to pay contribution both in kind and in cash

- **Chantal and Vololona present MIR Madagascar:**
 - They owe their presence here to Jean Goss and Hildegard
 - founded 18 years ago
 - At the beginning there were only 5 regions in Madagascar who had a presence of IFOR.
 - There are many social, political and economical conflicts in Madagascar.
 - They were pushed to act by a social crisis in 1989. A revolution and clashes with the 2nd president started back then. Hildegard inspired their work.
 - They organised non violent marches and victims; leaders of this march were IFOR

- members.
 - 1999: civil society in Madagascar was very corrupt. They started to have radio programs and spread the message of non violence via the radio.
 - 2000: started to have trainings stimulating to share experiences.
 - Through the trainings they now reach almost all the regions in Madagascar.
 - Huge crisis that has been going on in Madagascar since 2008.
 - Some initiatives have started working on this: Franciscan movement helped them financially and with this financial support they were able to revive the movement.
 - Population in Madagascar is very young, so the activities were always made to reach out the youth.
 - Activities: training and radio programs and issues on development
 - Centers on reflection for teachers and religious people
- Jean Pierre presents MIR Congo
 - 240 active members
 - 6 places with groups that are autonomous
 - Country is in a post-conflict situation
 - Main activity at the moment is a training of trainers in Non Violence
 - Started in 2008 with the support of MIR France
 - 1st training funded by FOR England
 - Training for people in Brazzaville, Democratic Republic of Congo, Cote d'Ivoire
 - Goal: to train all African people
 - Child soldiers program - peace, reconciliation, social reintegration
 - Stimulation of the young to create a "garden of peace" - agricultural activity for example child soldiers and victims: letting victims and former child soldiers meet help to train on Non Violence and reconciliation. The organization is aiming to spread it out to more villages.
 - Radio program that promotes Non Violence and peace
 - Member of two coalitions:
 1. Coalition on "drinking water" - there are problems in the South with drinking water. In this project there was an awareness campaign about the availability of drinking water.
 2. Another project on population living on the borders of the oil exposed to negative effects of pollution, but they do not benefit from the profits. "Oil is killing!"
- Iren Kun presents BOCS Hungary
 - Overpopulation can lead to resource scarcity.
 - Lack of family planning – comes from lack of woman rights: many women don't have access to school → do not have access to contraceptives → violence against them → forced marriages → HIV spreads → unsafe abortions.
 - The right of family planning would help to solve many problems.
 - There is a need to see the links between overpopulation and conflicts.

CLOSING CEREMONY IN CHAPEL - 5PM