

CFOR
Force for change

ACTIVITIES REPORT
April 2008 – July 2009

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CFOR facilitates community dialogue for violence prevention, social inclusion and creative community leadership within organisations, communities and societies in the UK, the Balkans, throughout Europe and internationally. Its activities focus on underlying conflicts, the potential for creative cooperation in multicultural forums, post-war reconciliation and conflict prevention; training in facilitation for leaders; arts, research and publications. Its work utilizes a unique and highly effective method of facilitation called process oriented psychology. (Arnold Mindell). The method is applied in a wide range of situations, supporting society's innate potential for conflict transformation and community development. The style of working together is determined by each culture, each organisation, situation and the forum participants.

2008 – 2009 has been a rewarding and prolific year. All our programmes have grown and continue to develop. CFOR received a European Commission, EACEA Europe for Citizens project grant for our Europe Matters programme. The Balkans programme has also grown with support from the European Instrument for Human Rights and Democracy and UH High Commission for Refugees. The focus has been on the 'areas of special state concern' in Croatia, regions facing serious difficulties in recovering from the war. Our projects combine emotional and economic recovery, and explore the processes needed to prevent future violence. CFOR is also currently in discussions with UNHCR regarding possible further work in Kosovo and Serbia, and the role of post-war work for violence prevention throughout the region. Our 'Facilitation for Leaders' annual modular training programme is now underway in London. During the year, CFOR also coordinated and facilitated additional forums in the UK. One such forum was for the Burundian community in the UK, working with issues of human rights, post-conflict issues among Hutus and Tutsis, and steps towards violence prevention.

CFOR also had a key role in supporting the organisation of Worldwork 2008 London, with a large team of volunteers from the Research Society for Process Oriented Psychology UK (RSPOPUK). It was an extraordinary event, with 420 participants from 38 countries attending.

We look forward to the coming year. Each of our programmes are growing: Our focus on human rights, and transforming Europe's violent history, while promoting active citizenship within multicultural societies, in our Europe Matters programme; our focus on building sustainable community and violence prevention in Croatia and the wider Balkans region; and our training programmes on facilitation for leaders. We intend to fundraise this year to find financial support for a small staff team that is very much needed to support CFOR's growth as an organisation. We are very happy to say that CFOR has impacted many individuals, organisations and indeed whole communities. We would like to thank our board of directors, funders, partner organisations, partners, staff, volunteers, and all the participants who have contributed so much to make this work possible.

Arlene and Jean – Claude Audergon, Directors CFOR





Europe Matters: www.europematters.org

Europe Matters Programme September 2008 - July 2009 | Europe Matters Forum April 27-May 2, 2009/Sturovo, Slovakia

'The focus of Europe Matters is its unusual quality of facilitated dialogue – a deeper dialogue that leads to transformation of attitudes and new initiatives and collaborations'

Supported with a European Commission grant 'Europe for Citizens' - Projects initiated by civil society organisations, CFOR continued its Europe Matters programme together with partner organisations EMF European Multicultural Foundation UK, ANNWIN Slovakia, Udruga Mi Croatia, IPP Centre for Dialogue Poland and Diversity Matters UK. This followed from our September 2007 forum, 'Europe Matters Europe Works' and our 2005-2006 Social Inclusion in Action programme.

We had a fantastic time at our second Europe Matters Forum in Slovakia, in Sturovo on the border of Hungary, near Estergom. 52 Participants from more than 25 countries and many more cultures attended. Participants have described transformative experiences at the forum and we are currently documenting how participants are taking the work into their own organisations and communities.

Participants grappled with our collective as well as personal histories, impacting upon their professional and personal lives. The forum touched on many issues including our relationships to one another and the issues we face in Europe, such as attitudes between east-west, human rights, racism and our history of colonialism, religious discrimination, sexual orientation, the legacy of communism, post-war conflict resolution and community building in the Balkans, issues facing Roma communities and more. A short documentary on Europe Matters has been made, about multicultural Europe and how to transform our violent history into a creative future. We have also written a handbook called 'Deeper Dialogue: A Handbook for Multicultural Societies', useful for public and voluntary organisations (NGOs.) (See also: http://iaf-europe.eu/newsletter/newsletter_may09.pdf)



Balkans: Violence prevention and building sustainable community

CFOR continues its focus in Croatia and the wider Balkan region. Our work in the Balkans has a long history, beginning directly after the war in 1996, with post-war and community building projects throughout all war-affected areas of Croatia, facilitated by Arlene Audergon and Lane Arye. Forums took place regularly from 1996-2002. Additional visits / forums took place in Kosovo and Macedonia. Since 2006, CFOR has been working again in Croatia. During the period of this Activity Report (April 08-July 09) we have worked on several distinct, but related projects.

- 1) CFOR worked with UNHCR and Udruga Mi on a unique and very successful project that combined economic recovery in Areas of Special State Concern with our facilitated forums. We facilitated forum discussions and worked directly with participants on how their projects were blocked due to post-war community tensions.
- 2) The EIDHR European Instrument for Democracy and Human Rights has given Udruga Mi together with CFOR as partner organization a grant for a project focusing on facilitated forums, community dialogue, and facilitation training, to work on issues blocking development in areas of special state concern.
- 3) With Udruga Mi and UNHCR, CFOR developed a programme for leadership training for people in areas of special state concern. Implementation begins in 2010.
- 4) We held meetings with UNHCR about needs and possible future steps in regard to the Serb refugees who have expressed interest to return to Croatia; exploring new models that focus on ALL groups and on sustainability for whole communities - those returning and those living in communities.
- 5) Further discussions are occurring with the regional UNHCR office concerning the wider region, including the current situation in Kosovo, and a project with Roma communities in Belgrade

Blocks to Recovery in Areas of Special State Concern

This project focused on economic recovery and blocks based in persisting conflict and issues of accountability and trauma in community. The forum took place in June 2008, in Topusko Croatia, facilitated by Arlene and Jean-Claude Audergon. The project was supported by the UNHCR and Dutch embassy. 40 participants took part, in turn impacting hundreds of people in their communities. Their economic projects included developing tourism, for example, a road-route, to sell honey and olive oil. The forum focused on processing community tensions, including 'political' polarizations between Croats and Serbs, blocking the realization of specific economic projects and community relationships and cooperation. The forum was combined with visits and technical support from Udruga Mi, our partner organisation.

The participants came to the forum in groups of three or four from each community, working together on an economic recovery project, and on their impact and leadership in community. By the end of this project, all of the economic projects were completed successfully, and we heard very moving feedback among participants about how the forums helped them to get through the polarized conflicts and blocks they had faced in their communities.

Building Trust in Areas of Special State Concern, Croatia

CFOR is partner with Udruga Mi, with a grant from the EIDHR European Institute for Democracy and Human Rights and support from UNHCR, for a programme to work with people in the Areas of Special State Concern. These are areas that were hit hardest during the war and having great difficulty to recover. The programme consists of forums facilitated by CFOR and local roundtables facilitated by Udruga Mi.

The first forum and training for this project took place in Brac, Croatia in June 2009. The participants worked on essential issues regarding the interplay of human rights and rights of return, issues of accountability from the war, and the link between personal, community and institutional change and responsibility. 45 people attended the three-day forum. And 15 were invited to the training day. The impact of this work extends into all community activity within the areas of special state concern and indeed the whole of Croatia in its recovery from the war.

The project will continue in 2009 - 2010 with additional forums and local dialogue / panels on post-war tensions and community development.

Leadership to transform communities is a new programme, initiated by UNHCR, in collaboration with Udruga Mi and CFOR. The programme will consist of three four-day training modules aimed particularly to develop community leadership. With direct support from European embassies, the funding will be coordinated by UNHCR.

War Hotel, Croatian Translation

In June 2008, the Croatian translation of Arlene's book *The War Hotel* was published. The United Nations High Commission for Refugees in Croatia, coordinated a very special event and book launch in Zagreb, to open up discussions about how to use this window of opportunity in Croatia to make a difference in breaking the cycle of violence for the future of the country. The Deputy Prime Minister of Croatia, Slobodan Uzelac spoke about topics of *The War Hotel*, as did the Ambassador of Holland, Nienke Trooster, and Wilfried Buchhorn head of UNHCR in Croatia. Ambassadors and other dignitaries were present, along with the media, and guests, including some forum participants.





Facilitation for Leaders

A vision of CFOR is that there will be 'a facilitator at every table'. Hence, training is an important part of CFOR's work. The Training Programme started in June 2009 with an inspiring and committed group of individuals and runs till May 2010.

The course arises as part of a far-reaching idea – leadership cannot only be based on power and domination. We need leaders able to facilitate the interaction of all parts, and the inherent creativity within any system. Process Work facilitation skills can be immensely useful whether one is in a leadership position within your organisation or community, or whether your leadership arises out of interest in the well-being of your organisation, community and world.

The course is designed for people who lead within civil society, NGOs, government or business, or within their own fields - involved with social change, media, education, post-war and reconciliation processes, human rights, and who care deeply about furthering the organisations and communities they work within.

The course consists of four four-day modules. Each module involves theory and practice of facilitation skills, including conflict resolution skills, diversity and rank awareness, dealing with past issues of accountability and trauma, the ability to facilitate hot spots' - moments of volatility and of potential transformation – and facilitating the essential creativity within fields and community.

As part of the course, each participant will focus on their personal development as a facilitator, and will conduct a project within their field, or in a new field, applying their new learning.

World Work London April 2008

Arlene and Jean-Claude Audergon of CFOR led the coordination of Worldwork 2008 in London, together with Stanya Studentova and Anup Karia and a large team of volunteers from the Research Society for Process Oriented Psychology, UK. This was the 11th Worldwork conference and largest yet - 420 participants from 38 countries and more cultures and nations gathered in the Royal National Hotel in central London. It was an extraordinary event! This large group worked deeply on issues related to colonialism, oppression, war, trauma, conflicts, transformation, hope and hopelessness. See the photo gallery in the website www.worldwork.org for a feel for the diversity, transformative interactions, emotional impact and learning. Worldwork included large group interactions, small groups, a training component, private sessions for each participant, 'hot topic' discussions, evening workshops and entertainment and more. The group was supported and facilitated by 70 facilitators and staff, including Arnold and Amy Mindell (founders of Process Work).



UK Forums 2008-2009

CFOR offered its support and facilitation to the following projects and forums:

Coventry: Forum for the Burundian community. June 2009.

This two day forum was initiated by Dieudonne Manirakiza. Having been a refugee from Burundi and now a UK citizen, he was determined to gather the Burundian community together to work on issues they face here in the UK and on issues in Burundi, including conflicts between Hutus and Tutsis. He coordinated the forum together with Louise Warner, of Moving for Change. During the forum, the focus was on the relationship between the Diaspora community and the Burundian government. A terrible fear was expressed among the Diaspora community that they could be sent to Burundi without choice and face grave danger. An urgent plea was made to the General Major who attended, and a statement was given onto the Ambassador, with clearly stated concerns and requests in respect to ensuring Human rights, and post-conflict processes including Tribunals, Truth commissions and facilitated community forums.

Brighton: with Community Dialogue for Change

CFOR has facilitated several forums in Brighton over the past few years, including a series of forums called 'The Middle East in Us'. Initiated and coordinated by Olufemi Hughes who also co-facilitated with our small team. As a direct result of these forums, with local colleagues, Femi went on to develop the organisation CDC Community Dialogue for Change.

Alternatives to Us and Them

October 11-12 2008 - Arlene and Jean-Claude of CFOR facilitated this forum and conflict facilitation training, with a focus on facilitating conflicts around race, religion and other aspects of our diversity.

Open Forum on Isolation and Community Violence

December 2008 - An intensive evening community forum on how isolation, stemming from dynamics of prejudice and privilege are linked to community violence. This forum has led to grassroots follow up, facilitated by colleagues.

Act for Change

June 2009 - Act for Change offers a unique and interactive educational programme for young people, linking the history of the Holocaust and other genocide to how we impact one another, one person, one action, one community at a time. CFOR facilitated a forum for those involved in the organization, among their board, associates, and facilitators about the purpose and direction of the work and issues faced

Future of the Psychotherapy Profession

April 2009 - CFOR facilitated an open forum, coordinated by PCSR Psychotherapists and Counselors for Social Responsibility. It focused on the range of viewpoints and ethical implications and responsibility of the profession, in respect to the potential upcoming State regulation of the psychotherapy profession.

June 2009 - The UKCP United Kingdom Council of Psychotherapy invited Arlene and Jean-Claude to facilitate a full day forum, called 'Transforming Times', on issues of statutory regulation, the future of UKCP as a professional body, and the future of the psychotherapy profession.

On-going activities and development

CFOR's programmes are continuing and evolving. A partial list of upcoming programmes and events include:

Events / Seminars

October 2009

From Seed to Fulfilment: From Dream to Project Development - Participants in Europe can apply for funding with Grundtvig. The course is listed on the Grundtvig-Comenius database.

November 2009

Arlene has been asked to deliver a keynote speech for a large annual conference of the National Association of Psychologists in Croatia, on the role of the Psychology profession in helping society to recover from cycles of violence to shape a different future.

Human Rights

2010 – 2011

With EMF European Multicultural Foundation, CFOR is focusing on Human Rights. We are developing a new kind of round table / think tank for Human Rights in Europe, inviting key players from different countries within Europe.

Balkans

2009-2010:

In partnership with Udruga Mi, UNHCR and a grant from EIDHR European Instrument for Democracy and Human Rights CFOR will continue its work with organisations and individuals in the 'areas of state concern', dealing with post-war issues, building sustainable community and violence prevention.

2010-2011:

With UNHCR and Udruga Mi, CFOR will be focusing on the Leadership training project with NGOs and local authorities, working towards community development throughout the areas of special state concern.

2010-2011:

With UNHCR, CFOR is working on new models within the Balkan region, concerning returning refugees and relationships with local communities, issues of accountability, sustainability and long-term violence prevention.

Facilitation training and Conflict Resolution Training

2009-2010 CFOR will continue its modular training programme, Facilitation for Leaders, in London UK

2010-2011 CFOR has been asked to design and facilitate a modular professional training programme in Conflict Resolution in Russia. (The War Hotel was also translated into Russian during 2009, which has led to this interest from Russia.)

2010-2011 CFOR has been invited by three different International organisations in Geneva to potentially consult, and offer training in diversity and conflict resolution.

Europe Matters

2010-2011:

CFOR will continue outreach with the documentary film and handbook for multicultural societies, as well as provide support to the social network for Europe Matters. CFOR will develop and coordinate the next Europe Matters forum. Hosting countries currently being considered for the next Europe Matters forum include Bosnia, Ukraine and Bulgaria.



Funding

We warmly thank our funders for their support and look forward to on-going and future relationships.

Europe Matters was funded by an EACEA Europe for Citizens grant.

Work in Croatia was funded by EIDHR, UNHCR, and the Belgium and Dutch Embassies.

Worldwork was partially supported by Grundtvig.

CFOR seminars are listed with the Grundtvig-Comenius database, so European participants can apply for financial support.

During the coming year we will submit applications to Trust Funds, and apply for funding for two half time positions; a Projects Coordinator, and Administrator. We will be also be applying for funding for the continuation of our Europe Matters programme, Balkans projects and our Human Rights work.

Partners

We also warmly thank our partner organisations.

Udruga – Mi, Croatia, • IPP Poland • Annwin, Slovakia • EMF, UK • Diversity Matters, Scotland • UNHCR Croatia

Administration and Project Coordination

Special thanks to Sharon Kennet and Eva Karia for their support with organizational development, project coordination and CFOR administration.

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