

COMPANY REGISTRATION NUMBER 06302212

Charity Number 1148661



Annual Report
April 1 2013 – March 31 2014

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1. CFOR's purpose and direction

This Annual report covers the year to March 31 2014.

Over this period, we have been reflecting upon where we are heading as an organisation. With appreciation for what's been accomplished we review our purpose, our capacity, what we love to do, and how we can best contribute.

Purpose

We sometimes speak of 'a facilitator at every table, from the kitchen table to the negotiating table'.

Facilitators can be trained. The bigger idea behind this phrase is that it's possible to become aware, not only as individuals, but also as organisations, communities and societies.

Groups don't have to be locked into opposing positions. We do not have to just get swept along, or manipulated into silence or violence. Facilitation can lead to easing high tension, understanding of opposing views, resolving conflict and creating cooperation needed for communities to tackle problems together.

We train facilitators in all our programmes, and in our annual modular training programme. Over the years we've facilitated dialogue for conflict resolution, violence prevention and economic recovery in areas throughout Croatia that had been devastated by war; and have facilitated dialogue in various parts of Europe about issues of migration, asylum, national and ethnic identity, prejudice and oppression, our violent history and our future as multicultural societies.

Capacity

While our interests and purpose are so far-reaching, we are a tiny organisation.

Saying this is not meant to either excuse or undervalue what we've accomplished. Over the years, our programmes have had a powerful impact on hundreds of individuals, organisations and communities, as participants grapple with their personal stories and community relationships, to be

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able to move on from devastating circumstances, and deal with complex problems of community and building economy. These projects have been funded over the years by the United Nations High Commissioner for Refugees, Danish, Norwegian, Belgian, Dutch and British governments, the Spanish government and Millennium fund, the European Union, Grundtvig programme, and the 'Europe for Citizens' programme.

And although we are small, our capacity is not so small. We have resources, including rare expertise to be able to facilitate in areas of emotionally heated tensions. We have a pool of expert facilitators, with whom we have on-going professional contact and can readily bring into a particular project. Our board members also bring expertise in different areas, linking psychotherapy and politics, law and human rights, diversity and education. We also have a network of Partners who extend our capacity. And hundreds of participants to our programmes are committed to bring their learning into their own organisations and communities.

Our capacity also comes from our conceptual and practical framework. Processwork or Process-oriented Psychology's unique theoretical and practical approach makes it possible to perceive and track processes at different scales of interaction – inside the individual or intra-psychic, in relationship between people, and within organisations, communities and the larger society. This makes it possible to intervene at these different scales, working with individuals, teams and organisations, and facilitating dialogue in town meetings, conferences and forums. Exciting is that working at one scale in turn influences the others. For example, if you have awareness of your own internalised oppression, you can more easily address issues of oppression in your community. Or vice-versa, working at a community level with a particular issue makes it more possible to address those issues within your organisation or relationships, and inside yourself.

How we best contribute

Einstein famously said, 'you can't solve a problem with the same mind that created it'. What we try to do is contribute to this 'new mind'. We facilitate, and we train facilitators, with the goal of supporting people to not fall into the problems they set out to solve.

Seeds

Recently, while asking ourselves how we can best contribute, we developed a new programme called 'Seeds' which will involve working alongside a few selected individuals, who by way of grappling with their own personal and community story, are in a unique position to envision a different future for their communities, and to create a clear project to make it happen.

While we can't give financial support, what we can do is work closely alongside selected individuals and their communities, and also alongside funders, to provide consultation, facilitation and support to bring the dream to reality.

One project described below, is called 'Imbewu' (Seed). A participant of one of our trainings who grew up under Apartheid in South Africa has a vision of supporting the township she grew up in, by way of forums and training designed to support people to find their voice, and advocate for their community. Other 'Seed' projects are also in discussion.

Writing

In addition to our direct work, facilitating and training individuals, organisations and communities,

we realise the importance of publishing articles and other means of bringing out the ideas underlying of our work, as well as reports on the application of these ideas. This should include media that is accessible to the public, as well as pitching into professional conversations linking fields that have until now been considered separate, including psychology human rights, law, conflict resolution, aid and international development.

We also will continue our different programmes, as outlined below in our programmes and current activities.

2. Charity details

CFOR
Force for Change

Company number: 6302212
Registered Charity: 1148661

CFOR
Old Hampstead Town Hall, 213 Haverstock Hill
NW3 4QP London UK
www.cfor.info

Trustees:
Gina Clayton
David Clarke
Nick Totton
Peer Stoop
Jean-Claude Audergon
Arlene Audergon

Company Secretary - Sharon Kennet

3. Objectives, overview of programmes and public benefit

CFOR's promotes increased awareness of diversity, conflict resolution and conflict prevention, by way of facilitation and training for individuals, organisations and communities.

Our work facilitates individuals, organisations and societies, to increase awareness in order to decrease locked opposition, prevent repeating violence and deal with complex societal issues.

Towards these purposes, CFOR's three programmes are: 'Beyond Conflict' which focuses on post-conflict recovery and preventing cycles of violence; 'Europe Matters' which focuses on facilitating dialogue among diverse communities concerning our future; and 'Facilitation and Training' which focuses on providing training within organisations, and offering our Annual modular training programme, 'Facilitation for Leaders'. 'Seeds' is our new (fourth) programme, working alongside

individuals who by way of grappling with their own story are in a unique position to design programmes to transform their communities.

We also conduct research, write or use other media for publication.

CFOR has complied with our duty to regard the Charity Commission's guidance on public benefit. Activities in our 3 programmes provide benefit to those who attend the events, as well as the people that they go on to impact in their communities. For example an individual may attend a forum, which directly impacts upon her own experience and relief from suffering, while also finding how her voice contributes to shaping a different future for her community. She may also attend a training seminar, which provides her with skills, as she goes on to impact others within her own organisation, community, and indeed the future of the region.

4. Organisational structure, funding, sustainability and risk assessment

CFOR was registered as a Charity in August 2012. It has been a company limited by guarantee since 2007.

CFOR's Trustees serve as advisors. Trustees are selected because of their expertise, experience, wisdom and affinity with CFOR's purpose. They bring skills, knowledge and a connection to networks and resources in related fields, including human rights, law, advocacy for asylum seekers and refugees, diversity awareness and higher education, psychotherapy, and the link between psychology and social action.

CFOR's programmes have been directed and managed on a pro-bono basis by Arlene Audergon, co-founder. Arlene and Jean-Claude Audergon have provided facilitation expertise and project development.

Funding and sustainability

Over the years, we have received several grants from the European Union, EACEA, Europe for Citizens, and Grundtvig. These were project grants for event coordination and administration, facilitation and training, as well as costs for venue and participant travel. CFOR also receives fees for consultation services and training.

Over the years, in partnership with Udruga Mi and the UNHCR, United Nations High Commissioner for Refugees, our work has been supported by the governments of Denmark, Netherlands, Norway and Belgium, the Millennium Fund and Spanish government, and the EU, European Instrument for Democracy and Human Rights. In the early days of our work in the region, we also received support from the Open Society, and the Threshold Foundation.

We have applied for and received various project grants over the years. Like many small organisations, we struggle, however, with how to support the operational expenses of our organisation. Operating on small project grants alone is unsustainable. We need to find core funding, to be able to continue and develop our programmes. Operational expenses are needed to pay for direction, administration and overhead expenses such as rent, bookkeeping and accounts, maintaining the website and social networking.

Risk Assessment

Risk assessments are undertaken as a part of project management for individual events and projects. A general risk that has been discussed by the Trustees concerns the need for sufficient funds, and the need to make full use of our Trustee's expertise and networks, to be able to achieve our objectives and fulfil our programme.

5. Activities and Overview of Programmes

5.1 'SEEDS' Programme

We have started a new programme called 'Seeds' mentioned above.

The programme is conceived to work alongside a few people, who are in a unique position to envision a different future for their communities.

For the first project, CFOR will work alongside Hazel Lungile Nkosi Hill to support the development and facilitation of her dream for South Africa. Lungile speaks about internalized oppression and what it means to have found her own voice after growing up under the brutal Apartheid regime. She wants to pass this on. Beginning in the township she grew up in, her project involves forum dialogue and training to support people to advocate for their families and community.

5.2 'BEYOND CONFLICT' PROGRAMME

The 'Beyond Conflict' programme makes a contribution to the field of post-conflict recovery and violence prevention. Our programmes over many years, in partnership with a local NGO in Croatia, have focused on facilitation and training, for people who had been on all sides of the war, now in a position to work together to rebuild their devastated communities. These programmes have been supported by United Nations High Commissioner for Refugees, Danish, Dutch, Norwegian and Belgium governments, the Spanish government and Millennium fund, OSCE and the Threshold Foundation.

5.3 'EUROPE MATTERS' PROGRAMME

The Europe Matters programme coordinates and/ or facilitates forums and meetings on current issues in Europe, relevant to people in their personal and professional lives. Themes have included migration and asylum, issues of identity in respect to ethnicity, nation, religion, gender, sexual orientation, and looking at how our violent history in Europe impacts upon us currently, and where we are heading as multicultural societies.

This programme developed from our project facilitating dialogue among Roma and other minorities and majority communities in Slovakia (2004), our 'Social Inclusion in Action' programme (2005-2006), with four training seminars, coordinated by partners from Slovakia, Slovenia, Norway, UK, Lithuania, and Poland. We held 'Europe Matters' conferences in 2007 and 2009, in Slovakia with participants from more than 25 countries, and a Europe Matters event in London in 2012. These projects have been supported by the British government and Grundtvig and Europe for Citizens European Union grants.

During this year, we participated in an application for a project grant led by our Partner organisation, Udruga Mi, Croatia, and several large NGOs in Europe. This was for a large Europe Aid project. The programme would have had a very far-reaching impact across Europe, combining the expertise and outstanding capacity for media outreach, and coordination of activities throughout Europe among the partner NGOs, with CFOR's unique capacity for facilitating a new level of dialogue and training on issues of diversity, human rights and community development. The purpose of the Europe Aid programme was to increase awareness among European citizens about issues related to Europe's role in International Aid. We all felt it a very promising project, but it was a very competitive grant, and unfortunately not successful.

5.4 FACILITATION AND TRAINING

We have continued to provide facilitation within organisations and community. We've worked this year with a housing cooperative in London, meeting with individuals, committees, small group housing meetings, and large group cooperative meetings, to resolve long-standing conflict and develop clarity about the vision for the cooperative.

We have also provided presentations, including a presentation on issues of diversity and rank dynamics within a large law firm.

We have also been developing our Annual Modular Course 'Facilitation for Leaders'. This course will now be offered in cooperation with RSPOP UK, such that participants who complete the course are in a position, if they wish, apply directly to the Diploma Training programme of RSPOP UK. CFOR is also in discussions about establishing cooperation with a Masters programme, in the field of Peace Studies, or International Development.

6. Ucoming projects:

Seminar: 'From Seed to Fulfillment: Personal and community dreams'

September 19-21 (3 days) 2014 London

This course focuses on project development, how to facilitate the original vision for a project, while working with blocks and disturbances along the way.

Intensive Course: Group Facilitation and Community Building

October 5-10 London

This course is co-sponsored by CFOR and RSPOP UK

The Intensive course provides training in facilitation and conflict resolution skills, for personal and professional development.

'Facilitation for Leaders' Annual Modular Training Programme, September 2014-June 2015

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This course is particularly for people interested in leading or initiating activities within community, organisations and social movements. It includes a focus on leadership, project development, facilitation, conflict resolution, human rights and international development. The modular course, taken as a whole, includes the two courses above, (which can also be taken individually) and 4 additional modules.

Training Seminar on working with trauma for individuals and communities

There's a crack in everything: Working with Trauma in individuals and community

October 17,18,19 2014, Prague *The seminar will be in Czech and English.*

The seminar will be co-facilitated by Stanya Studentova, and organized by IPOP, the Institute for Process-oriented Psychology in the Czech Republic,

6. Placement students at CFOR and Support Services

Interns and Placement Students

We benefit from having Placement students working with CFOR. We also believe that it is part of our responsibility to provide learning opportunities. Students have given us feedback that it is an important experience for them to be part of a small organisation such as ours, committed to the underlying psychological emotional and relational dynamics that are necessary for conflict resolution and sustainable change. We intend to continue cooperation with Trinity College's Masters Programme in Peace Studies and International Development. A new student, Lea Mac Donald will begin working with CFOR in September 2014.

Bookkeeping and Accounts

Jackie Butler continues to do our bookkeeping, and Hartley Jackson, who specialises in work with charities, does our annual accounts.

7. Financial Overview and Accounts

CFOR is in need of fund raising, both for project funding and core funding, in order to continue and develop our programmes. As we are now a charity, we intend to also seek funds from private foundations and private donors. We are also considering 'crowd funding' especially for our 'Seeds' programme, as a way of including community and raising needed funds.

We appreciate everyone who has been involved with CFOR, whether as advisor or consultant, a participant at a forum, conference or training programme, a Partner or Associate organisation, colleague, Trustee, staff member, Volunteer, Placement student, or friend.



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