



Council of International Fellowship

Council of International Fellowship 2023 Annual Report

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ABBREVIATIONS

BD: Board of Directors meeting of CIF International

CIP USA: Council of International Programs, USA

CP: Contact Person of CIF International

EC: Executive Committee of CIF International

GA: General Assembly of CIF International

IPEP: International Professional Exchange Program

NB: National Branch of CIF International

EDITORIAL BOARD: Executive Committee of CIF International

EDITORIAL ADVISOR: Paul Dolan, Birmingham, UK.

Approved by the Board of Directors, April 20, 2024

Introduction

Dear members and friends of CIF

"Social Work leading towards Social Justice and Sustainability - Be part of it!" was the theme of the very well organized 35th CIF Conference in 2023. Held in Hannover. It dealt with human rights and directly and in a completely new way, with environmental problems. The participants were part of planned steps in the direction of using less paper, one bottle to refill for drinking water for a whole week, not wasting food, using public transport instead of conference buses, and so on.

Social justice and sustainability are essential for a decent life for us: for all people, and for nature too.

Despite all the achievements since CIF was founded, we are very far from achieving a good life for all. There is war, terror, hunger, climate change and pandemics with serious consequences, individual struggles - and all this concerns all of us.

So what is our reaction? What can we do?

As individuals, we might find fulfilment in all sorts of ways that help us and help others – through work, social, domestic and family activities, in nature, in culture, and through friendship. We can individually work towards understanding, avoid waste and over-use of our environment.

As an organization, what can CIF do?

CIF's statutes, the work and engagement of CIF International and its national branches and contact persons, have always been geared towards peace and understanding through personal exchange. Environment was much less a theme in the 1960s, but nowadays we know that care for our environment is vital for all; peace and understanding are not possible without social justice and sustainability. CIF offers possibilities to learn, to understand human beings from other cultures, their methods of working, their attitudes and beliefs. CIF members try to listen, to respect and understand other humans and nature. Peace and understanding were Henry Ollendorff's and our predecessors' impetus; and it is ours too, and more necessary than ever before.

In CIF we are not yet completely back to the numbers of participants in our International Professional Exchange Programs (IPEPs) we had in the years between 2010 and 2019, but we are getting there. We have programs in new

countries, contact persons in new countries, we are developing our own organization, we are more present in more media; and in particular, our International Professional Exchange Programs are attractive, providing (as one participant said) "A great experience, more knowledge about social work, and new friends."

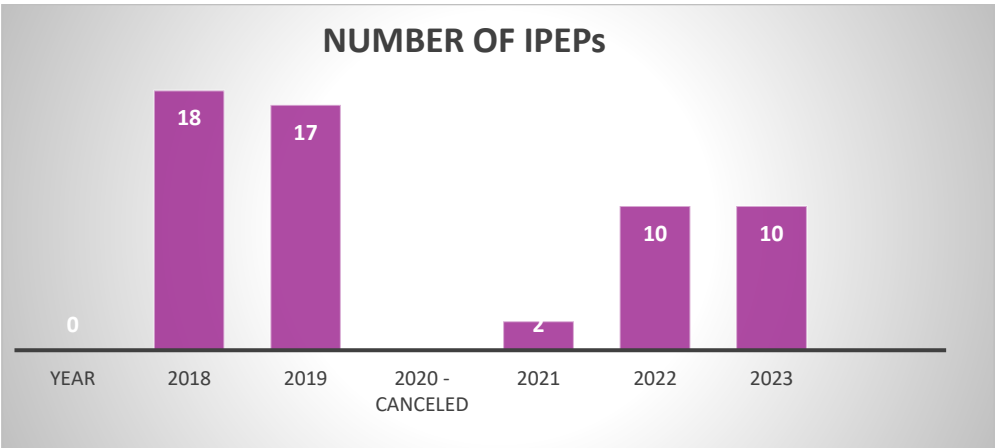
The Board of Directors, the Executive Committee, and I all hope you will enjoy reading the details of this report. It is a report on a year of work in progress, and is the base for further years of work in progress. I, and we hope this in turn, and in some ways, might help to bring peace and understanding to many more people all over the world.

Elisabeth Fischbacher Schrobiltgen
President

International Professional Exchange Programs (IPEPs)

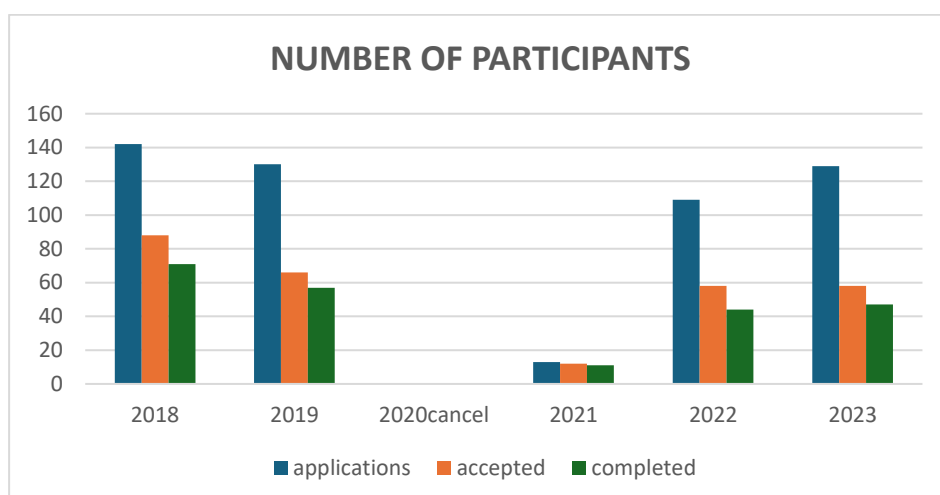
In 2023, 10 National Branches organized 10 CIF International Professional Exchange Programs (IPEPs): Austria, Finland, France, Hellas, Israel, Nepal, the Netherlands, Spain, Sweden, and Switzerland.

All 10 National Branches (NBs) provided information about the IPEPs by sending a Final Evaluation Report (FER) 2023.



129 applications were submitted for CIF International Professional Exchange Programs (109 in 2022, 13 in 2021, 130 in 2019, 142 in 2018, 114 in 2017 and 109 in 2016).

58 applications were accepted (58 in 2022, 12 in 2021, 66 in 2019, 88 in 2018, 77 in 2017 and 92 in 2016). 47 participants completed the program (44 in 2022, 11 in 2021, 57 in 2019, 71 in 2018, 65 in 2017 and 69 in 2016).



General information

The IPEPs were two to four weeks long, and the average duration of a program was 19 days.

They were implemented from March to November: seven from March to May, one in September and two in November.

Most of them were in English: except Spain, in Spanish, and France, in French.

Participants got information about CIF and IPEPs through:

- A friend or colleague
- CIF International and NB websites
- Social media
- Own NB
- Professional associations
- Former participants
- Some NBs contacted the participants they had previously accepted for the 2022 IPEP when their participation had to be cancelled.

Participants came from the following countries: Algeria (2), Argentina (3), Australia (1), Austria (3), Costa Rica (2), Estonia (3), Ethiopia (1), Finland (3), Germany (1), Ghana (2), Hellas (1), India (2), Italy (1), Morocco (1), Pakistan (1), Puerto Rico (1), Romania (4), Serbia (1), Spain (5), Sweden (3), Switzerland (1), Taiwan (1), Tanzania (1), Turkey (5) and Ukraine (1).

Every branch had an IPEP coordinator and an organization committee, with distributed tasks and responsibilities. They were all unpaid and were members of their National Branch. Some branches also had assistance from relevant professional associations and students from universities.

All applicants used the Common Application Form.

Issues such as having more applications than vacancies, it being difficult to

“choose between highly motivated and skilled candidates”, and not being able to match the available professional fields or to respond applicants’ personal interests, were mentioned regarding the recruitment process.

Difficulties in finding host families and agencies were also pointed out. The lack of financial support and its consequences, and being a small branch, added complexity and difficulty to the organization in some branches.

Everybody received information before their arrival: general characteristics about the country, program, and agenda. Connections by emails, WhatsApp and virtual meetings were used too.

Information about the visa process was provided, even though it was a complicated issue for some participants, as it had also been in the years before.

Every IPEP had an orientation program which lasted typically from 2 to 5 days. Participants stayed together, mostly in a hostel, or in a center usually located in the countryside or in an area outside the cities. The importance of this stage was emphasized, which allows the first contact with the group of colleagues and with the program supporters, to be in an informal and relaxed space.



Austrian IPEP participants at Judith Lamatsch’s home

All programs offered agency and field visits. The whole group received general information - mainly about the country, social policies, and the welfare system; and individual visits and placements followed, according to the participant’s interests. These were appreciated as an opportunity to meet social workers from other parts of the world and to see the way they carry out their work.



Hellas's IPEP participants

Switzerland implemented changes in the scheme they previously had for the program. It was their first program after a break of four years, and they developed an agenda focused on child and family welfare.

Most branches organized the program in cooperation with universities and professional associations, with different levels of participation and support. Participants shared classes and lectures at local universities, and professional associations also offered their own premises for meetings.

All the branches had host family living elements. Depending on the length of their programs, each participant stayed with at least one or at most four families.

Each program included a variety of sociocultural activities, such as sightseeing together with locals, visits to museums, historical sites, art centers, concerts and theatre, nature trips and picnics, collective lunches/dinners, cultural evenings, farewell parties, and other gatherings helping cultural exchange. Participants of the Swiss IPEP organized a theatre production and invited branch members, host families, lecturers and others interested.



Swiss IPEP participants on the Rigi - for some of them the first snow in their life

The programs were mainly financed by:

- Participation fees. Six branches had fees which supported 10 to 80% of the cost of the IPEP. They covered program costs, domestic travel, meals, and sociocultural activities. They supplemented the fee with support from local members, donations, and others.
- Four branches didn't have a fee, and they covered their IPEP expenses with contributions from local members, money from the branch, and funds from professional associations.
- All branches received in-kind volunteer support from their members and in some cases from universities, which contributed indirectly to the financing of the program.

Every program had a final evaluation and most of them used the CIF Participant's Evaluation Form. The Netherlands also carried out a mid-term evaluation.

In general, the participants expressed their satisfaction with the whole experience: the delivery of the program, on the professional and individual level; the host family and other living arrangements; and the cultural/social activities. They highlighted the possibility of sharing with others of different backgrounds and cultures.



France's IPEP participants

Reported participant feedback about benefits of the IPEP 2023

- "New insights on a wide range of social work interventions"
- "Professional inspiration, knowledge, friendships, a break from daily routines"
- "Truly inspired by professionals dedicated to their science and fields of work".
- "Get a wider view as a member of global world."
- "Being a part of a larger social worker family / community."
- "High level of commitment and coordination."
- "New ways of seeing and working in the social fields."
- "Discussions on peace."
- "Make new friends, gained new knowledge. Turn into another person."
- "Learning about different Israeli society segments and cultures, like Bedouins, Druses, Orthodox Jews, and Holocaust survivors."



Finland's IPEP participants

Suggestions made for improvement of the IPEPs in the future

- Fundraising and giving more possibilities to participants who need support.
- Exchange with other NBs to get new ideas and share best practices.
- To clarify the responsibilities of the hosting branch and the responsibilities of the participants during the application process.
- Set up an information network on National Branches.



Israel's IPEP participants

A Program for Financial Assistance to IPEP Participation

During 2022, with the goal of enabling professionals with limited financial means to participate in an International Professional Exchange Program (IPEP), a working group was established to think about new possibilities and alternatives on this topic.

A project report was developed and introduced for discussion at the first IPEP Coordinators' meeting, on February 18th, 2023.

Finally, a report was presented at the Board of Directors meeting in Hannover (including the elaborated documents, application form and guidelines for contributions), where it was approved.

The main characteristics of the project are as follows:

Criteria

- The IPEP financial assistance is based on the individual circumstances of a person (the candidate), regardless of her/his country of origin.
- It may cover costs such as fees of the IPEP, travel expenses, and others such as visa costs and health insurance.
- Generally, financial assistance is awarded only once in the lifetime of the candidate.

Conditions

- The request for financial assistance is to be presented to the relevant national branch (NB) or contact person (CP) at the same time as the completed IPEP application form.
- The request is to be verified and supported by the relevant sending NB or CP.
- The candidate is accepted by the IPEP organizers for participating in the forthcoming IPEP.

Procedure for applying

- The candidate is to complete the general application form for IPEP participation. In case she/he needs financial assistance, she/he fills in one more form, an application document, and sends both to the NB or CP in the applicant's country.
- All applications for financial assistance should come through and be endorsed by the relevant NB or CP who
 - verify the application form and the request for financial assistance,
 - write the standard reference letter, and
 - send the application form, request for financial assistance and reference letter to the identified IPEP organizer.
- The IPEP organizer decides upon the participation of the candidate as well as on the request for financial assistance.

Procedure for enabling IPEP Organizers to make financial contributions

- To start the activity, CIF International will budget a project period of one year, that is an amount of 5000 Euros for 2024.
- The National Branch IPEP Coordinator counts all the offered places (max. 8 per IPEP) on IPEPs; and the available sum is divided by the number of planned participants. Each Organizer can dispose on an amount of money according to the planned number in the IPEP program for the year, and provides the money to participants considered to need it the most.
- To support an IPEP fund and to continue this activity beyond 2024 a Committee will develop fundraising tools.

This is the first time CIF International has developed a project like this.

We know it is a challenge, a joint effort, and there will surely be questions and

doubts about the running of it in this experimental year. It will be evaluated towards the end of 2024, together with the national branches, contact persons and the IPEP participants concerned. Evaluations will allow us to propose the necessary changes and other strategies for future activity.

Organizational Activities

General Assembly

After four years of meeting only online it was a really happy event for the president, Elisabeth Fischbacher Schrobiltgen, to open the General Assembly 2023 in Hannover. She directly welcomed 103 members plus guests and observers. As Frank and Jane Ollendorff, the son and daughter-in-law of our founder, couldn't be present in person, they sent a video with greetings and it was shown to everyone. All also joined in a touching memorial to those we know of who passed away in recent years: Galina Kilk (CIF Estonia), Klaus Arendt, Wilhelm Wannemacher, Antje Harms-Zwenger (all CIF Germany), Mary Koustelou-Giannikaki (CIF Hellas), Shlomo Achituv and Tamar Noy (CIF Israel), Mehmet Öksüz (CIF Turkey), and Phyllis Adelina Bullock (CIF USA).

Minutes of the last meeting, annual reports 2021 and 2022 including finance reports, were all accepted unanimously. It was good to hear about CIF assets of 76'868.89 Euros at the end of 2022, and of 3'515 Euros raised in the Market of the Nations 2023. Obviously it was also good to hear about the work of the Social Media Team, the working group on financial assistance for participation in IPEPs, and the award to CIF in Memory of Andrew Mouravieff-Apostol from the International Federation of Social Workers (IFSW). The Board of Directors was released unanimously from further responsibility for 2021 and 2022.

Mireille Boucher, David Scheele and Margit Randaru had left the Executive Committee (EC) "online" in 2021, so they received a remembrance gift, a small 'earth in glass' in 2023. Merja Niemelä and Maria José Sanchez Tera withdrew from the EC in 2023, also with an 'earth in glass' and heartfelt thanks for their strong commitment to CIF International. The EC 2023-2025 was presented - you can find the detailed information on pages 16 and 17 of this report.

The particular tasks for the future were identified as

- to integrate the financial assistance for IPEP participation into general CIF activity,
- to move forward the use of social media channels, and
- to develop regional work for NBs and CPs.

For the very near future national working groups are planning

- the BD Meeting in fall 2024 in Morocco
- the 36th CIF Conference in fall 2025 in India.

These tasks are not restricted to the Executive Committee, Board of Directors or individual national branches. Resources and ideas are very welcome.

The General Assembly was felt to be relaxed and quietly looking into the future of CIF; it had been a good meeting during a most interesting CIF Conference 2023.

Board of Directors meetings

The Board of Directors meeting June 10 - 12 in Hannover was a profoundly happy event, even a relief. After four years this was the first occasion we met again in person. 20 national branches were represented, three of them in addition had a proxy vote - you can find the minutes on the CIF International website, Members page.

Minutes of previous meetings, and the Annual report 2022, including the Financial report 2022, were approved; and the report from CIP USA was listened to with great interest. It was clear what had been developed since 2018 within the framework of CIF 2028, and what still had to be done. The main effort had been invested in the new IPEP Manual, in developing Social Media communication and in the updating of administrative tasks.

All business went smoothly as with the Budget for 2024. This was accepted unanimously, including committing 5'000 Euros for the project 'Financial assistance to IPEP participation'.

Three half days were dedicated to workshops.

- The situation of national branches and contact persons were dealt with "continent wide" with the idea that it might be more fruitful to work together in groups of people who live relatively close together, have more or less the same time-zones, and maybe also have similar interests. A Mediterranean group, one American group (Spanish speaking), a Northern European group and the presidents of some Asian, African and Middle European branches participated in other groups. Some interesting ideas were developed; whether they will work out is to be seen in the future.
- Regarding Social Media channels the BD also worked in groups. Results indicated the importance of more information, demonstrations of how to use social media tools, and the importance of identifying a webmaster or person responsible to upload material to the different channels. It is most important to support NBs

to use all of the social media to achieve better awareness and public sharing of who we are and what we do. Based on the outcomes of the discussion groups the Social Media group will further develop the use of social media.

- The IPEP Coordinators' meeting made clear how important the exchange of experiences is. It also taught us how much information is necessary to clarify the functioning of the system, and how to apply financial assistance to professionals who would like to participate in an IPEP and cannot do so due to financial limitations.

The election of the Executive Committee took place. Merja Niemelä withdrew from her Vice presidency after eight years on the Board, Maria José Tera Sanchez had to withdraw due to too much work in her job and her family obligations. Maria Christopoulou from CIF Cyprus was elected the new Vice president, Hanna Kirjavainen from CIF Finland was elected Member-at-large and took over the demanding social media role. President Elisabeth Fischbacher Schrobiltgen, Treasurer Astrid Sehmer, Secretary Demet Gülaldi and Member at Large Silvia Nutter were reelected by acclamation.

The BD was looking forward to the CIF Conference 2023 in Hannover, to a CIF Conference 2025 in India, to BD Meetings 2024 in Morocco and to 2026 in Cleveland for the 70th birthday of CIP. There were also concerns about climate change and querying the necessity to fly for meetings lasting two or three days. With the technical means we have today, would it be possible to meet in person every second year? For climate reasons, but also for financial reasons. Careful consideration is necessary.

Executive Committee

The Executive Committee (EC) met in fact almost every month.

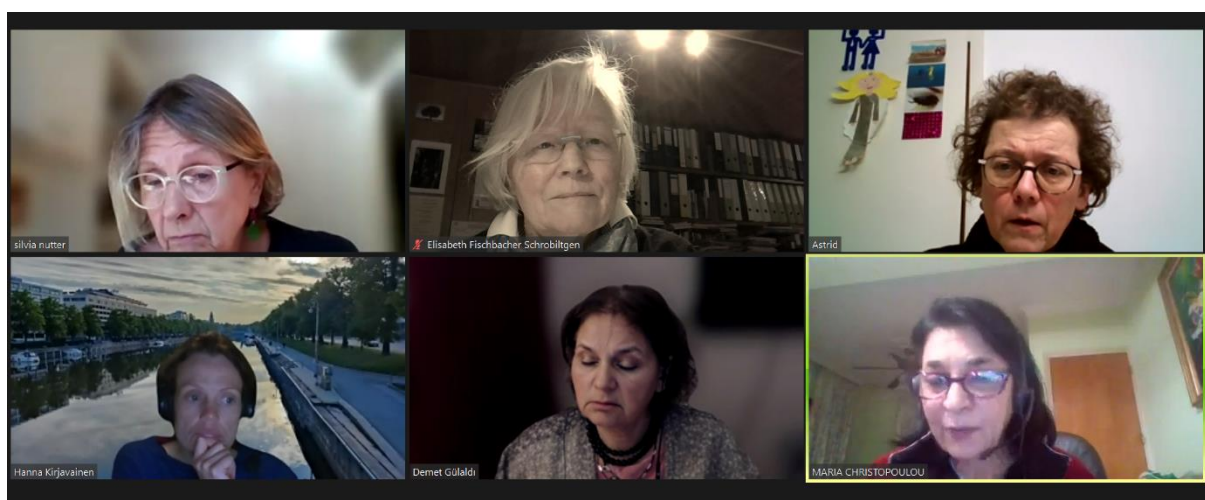
- In person it met on June 8 and 9 in Hannover, and the newly consisted EC met on June 16.
- Online it met 9 times.

To spend all this time together made us function as a group; and evaluating the cooperation and the group at work, it became clear that it was very positive to meet more often instead of only once or twice a year for several days. We all considered the work really interesting.

The most important issues were daily business.

- The EC prepared for the BD meeting 2023, the General Assembly 2023, including the Annual report 2022, the financial accounts, and reports on contact persons and the development of national branches.

- It was found important to have a very regular exchange; there were so many information items which needed to be included in one's own work. This was particularly so in regard to social media, to finance, to developments in national branches and with contact persons, and for grants to participate in the CIF Conference.



The project for financial assistance for applicants who do not have the necessary financial means to participate in an IPEP was taken forward. It was difficult to develop a practicable way for easy procedures, and a reasonable way to distribute the money. It was also clear that national branches should not be influenced regarding the choice of participants, when they have to decide on to whom they should grant what amount of the (small) sum they have. To organize an IPEP is already significant work; in addition it is quite demanding to handle the financial issues of people you do not know, and who come from an unknown environment.

It was clear that CIF International could only take on the financial responsibility for an experimental period of one year. For the future, finance from third parties has to be found. Crowdfunding seemed to be one solution. For doing this, an association needs to be tax-exempted. This is the case for some NBs, but not (yet) for CIF International. To be acceptable for tax exemption in Germany, any organization needs to follow certain standards, reflected in their statutes. For this reason the EC decided to work towards adaptation of our statutes. Because we need money for 2025 IPEPs and it is the General Assembly which adopts statutes and changes, we considered this process should be accelerated.

Issues about Data collection/Data protection/Alumni page on CIF website were difficult already, and from many different aspects. It was decided, that Demet, Hanna and Elisabeth would look into these subjects more precisely. They thought

of different models, and looked at

- the activities of CIF International, its national branches and contact persons,
- what kind of data protection regulations would apply to CIF International.

The decision was to develop guidelines in the first place regarding data protection for CIF International (as a German-based organization it has to follow EU legal regulations) as well as for our members in different countries and continents, and in particular for those who work with and use CIF application forms. It is work in progress.

Committees

Election Committee

In 2023 the Election Committee (EIC) had three members:

- Ilse Hoffmann-Klee (CIF Germany)
- Catherine Psarouli (CIF Hellas)
- Mieke Weeda (CIF Netherlands), until June 2023

For private reasons Mieke had to step back from her duties as a member of the EIC, but was extremely supportive in the background, and shared her expertise.

The process of finding candidates for the vacant positions was not easy. Only in Hannover at the time of the business meetings were we able to find five candidates for the Members at Large positions.

Candidates provided a video of themselves explaining their motivation for being candidates. These could be viewed on the CIF international website by all members and potential voters. During the conference, the applicants presented themselves in person to the participants of the conference and personal questions could be asked.

In the election process itself in Hannover, 23 branches were represented, 4 had a proxy vote nominee, and one branch could participate in the election by means of confidential mail. A total of 28 votes were submitted. We were pleased that it was possible to enable the absent persons to participate through various technical means.

The EC members 2023-2025 are:

PRESIDENT: Elisabeth Fischbacher Schrobiltgen (CIF Switzerland) – 2nd term

VICE PRESIDENT: Maria Christopoulou (CIF Cyprus) – 1st term

SECRETARY: Demet Gülaldi (CIF Turkey) – 4th and last term

TREASURER: Astrid Sehmer (CIF Germany) – 4th and last term

MEMBER AT LARGE (two positions)

- Silvia Nutter (CIF Argentina) – 2nd term

- Hanna Kirjavainen (CIF Finland) – 1st term

We would like to thank all candidates who were not elected this year and hope that they will run again in 2025 during the CIF Conference in India.

A big thank you goes to Merja Niemelä, who gave strong support to the Election Committee.

CIF Election Committee

Ilse Hoffmann-Klee (CIF Germany) and Catherine Psarouli (CIF Hellas)

Financial Advisory Committee

No meetings were held in 2023.

Social Media and the website

The CIF International social media usage aims to increase visibility, attract more members, and share knowledge, experiences, news, and updates on CIF activities and events. Currently, CIF International has a website and four social media channels. On the website, there is a document centre, to which only members have access. The website is hosted by Pineapple Web Company, whose contact person is Julien Ferard.

- Website: <https://cifinternational.com>
- Facebook: <https://www.facebook.com/Socialmediacifinternational>
- Instagram: <https://instagram.com/socialmediacif?igshid=YmMyMTA2M2Y=>
- LinkedIn: <https://www.linkedin.com/in/cif-international/>
- YouTube: <https://youtube.com/channel/UCbV2BvfQPknvdL8NgHifsJg>

On Facebook, posts about forthcoming IPEP programs were shared. The document centre shared plenty of information, e.g., the monthly letter to members, World News, and news and documents related to the conference in Hannover.

The key people developing and updating the social media accounts in 2023 were Jocelyn Damaso and EC member Maria José Sánchez Tera. The latter was in post until the CIF Conference in Hannover in June, after which Hanna Kirjavainen replaced her as the EC member responsible for the website and social media. There was also a social media team consisting of 13 persons, which met online in May 2023. In this meeting, the need to share the responsibility was agreed; and each national branch was encouraged to designate a person responsible for social media in their own national branch.

The objectives for social media usage in 2023 were:

- Establish and formalize the social media team, including the convener, liaison person to the Executive Committee, and persons responsible for uploading material into the accounts.
- Develop methods to identify the needs/interests in social media of CIF members and respond to them.
- Develop a content strategy. This would involve creating a plan for the type of content we want to share on our social media accounts, and defining the frequency of posts.
- Encourage each national branch to designate a person responsible for social media in their own branch.
- Support national branches and contact persons who require technological support and assistance with new technologies.
- Identify new technological tools that may be useful for CIF.
- Evaluate possible tools for creating a network facilitating member communication (alumni page?)

The achievement of these objectives is still incomplete. Hanna Kirjavainen and Jocelyn Damaso met online in August and discussed the situation. Jocelyn went through the current CIF social media channels and plans for the future. It was decided to send a questionnaire about social media to all CIF members in order to

- 1) ask about their preferences on social media channels and content, and
- 2) whether they would be interested in joining informal "coffee breaks" around current social work themes.

It would also be good to

- 3) ask if more members were willing to produce posts on social media channels.

It was agreed that Hanna would formulate the questionnaire and discuss it with the EC, and Jocelyn would ask the current social media team members if they were willing to continue with the team.

The questionnaire was discussed in EC meetings during the autumn and Hanna formulated a draft, which EC members and Jocelyn commented on. Unfortunately, most social media team members expressed no possibility of continuing their participation in the team, so we will have to reconsider this aspect.

It was also discussed if it was possible to have a news/blog section on the website to enliven it. This was requested of the Pineapple Web Company, and Julien answered that this addition would cost 460 Euros. It was decided to leave this idea for now. The alumni page has not proceeded yet. It might be easier and more effective to utilize Facebook to activate our alumni.

Financial Report

INCOME

In 2023 CIF International had an income of **€ 16.246,61**.

The main regular income is the yearly paid membership fee (this year € 6.160). Every national branch is responsible for ensuring that 10 or 5 Euros for every member go as an annual membership fee to the bank account of CIF International, the amount depending on the financial situation of specific countries.

In 2023 the membership fee was paid in respect of 730 members. Some payments were also based on years before 2023. From countries where money transfer expenses are too high, CIF International agrees to have fees paid as a group, and even in cash when practically feasible.

In 2023 we had extraordinary income from other sources:

- the conference in Hannover: € 3.515 from the 'market of the nations', € 2.660 as conference fees and € 665 for the peace project fund.
- € 2.081,81 as a donation for the new fund "Financial assistance for IPEP participation" as well as other donations to the amount of € 210,01.
- We also received € 954.79 from CIF Germany as a refund for the surplus from the BD meeting in Hannover.

The bookkeeping of CIF International is based on real payments/expenses and does not include "debts" of members' fees.

EXPENDITURE

In 2023 CIF expenses were **€ 13.975,84**.

The CIF conference was held in Hannover, as was the annual BD meeting. This resulted in costs for travel and accommodation for the EC (€ 4.580,87) and for accommodation for the BD (€ 1.841). Many thanks to the CIF members from Hannover who hosted the EC free of charge during the EC meeting, and to the BD members who did not claim reimbursement.

It should be also mentioned that all CIF members work on a voluntary basis, there are no meeting fees, and often no expenses allowance. Many also support CIF financially. We would like to thank all of them for their strong commitment, both at international and national levels.

Grants amounting to € 5.199,25 were given for participation in the CIF conference and the BD meeting.

The magazine of CIF International, CIF World News, is only published digitally as of 2020. The layout of one issue costs € 450; in 2023 one issue was produced.

CIF spent € 1.248 on web and email hosting and maintenance. Further costs were

administrative expenses and bank charges, together amounting to € 405,82, and other expenses were € 250,90.

RESULT

The operating result showed a surplus of **€ 2.270,77**.

ASSETS

This also affects the assets. At the end of the year 2023 CIF International had an **asset value of € 79.316,14**. This is a plus of € 2.447,25 composed of the operating result of € 2.270,77 and interest on the assets of € 176,48.

The money is held at the Sparkasse Koblenz in Germany. A small part, of around € 2.500, is invested with S Broker, the online broker of the Sparkasse financial group.

The assets include the following earmarked funds: HB Ollendorff/M Ollendorff Fund, S & P Unger Fund, Peace Project Fund, and for the first time the Fund of Financial assistance for IPEP participation. All these together in 2023 amounted to € 16.829.

BUDGET + PROFIT & LOSS STATEMENT, IN EUROS			
	Profit & Loss	Budget	Profit & Loss
	2022	2023	2023
<i>Income</i>			
Membership fee	6.111,75	6.700,00	6.160,00
Market of the nations		3.000,00	3.515,00
Conference fees		3.000,00	2.660,00
Conference fees for Peace project		750,00	665,00
Other Donations/Legacy		550,00	210,01
Donation for fund Financial Assistance for IPEP participation			2.081,81
Other	400,00		954,79
<i>Total</i>	6.511,75	14.000,00	16.246,61
<i>Expenses</i>			
Travel & board EC	2.193,82	4.180,00	4.580,87
Travel & board BD		3.750,00	1.841,00
Grants		5.000,00	5.199,25
World News (layout)	450,00	450,00	450,00
Internet expenses/social media	587,00	600,00	1.248,00
Website		200,00	255,11
Peace project	900,00	100,00	150,71
Administrative expenses	83,30	500,00	
Bank charges	108,67	500,00	
New national branches		200,00	
Other expenses		100,00	250,90
<i>Total</i>	4.322,79	15.580,00	13.975,84
<i>Operating result</i>	2.188,96	-1.580,00	2.270,77

ASSETS 2023, December 31, in Euros		
	2022	2023
SPK Koblenz Bank Account	24.223,53	26.531,41
Money Market Account	50.108,56	25.247,93
Savings Bank Letter		25.000,00
S Broker Depot	2.536,80	2.536,80
Capital of the Organization	76.868,89	79.316,14
Assets include the following earmarked funds		
HB Ollendorff /M Ollendorff Fund	7.387,74	7.387,74
S & P Unger Fund	5.958,86	5.958,86
Peace Project Fund	735,59	1.400,59
Fund Financial Assistance for IPEP participation		2.081,81
Earmarked funds	14.082,19	16.829,00

The full accounts 2022 were presented by the CIF Treasurer, together with the confirmation of the independent audit, at the BD meeting on 10 June 2023, where they were accepted. The audit of the accounts 2022 was done by CIF Germany's members Dorte Feierabend and Conny Zwar.

The 2024 Budget was presented and approved at the BD meeting on 11 June 2023.

Donations are very welcome to maintain and improve the work of CIF International. Here is the relevant information:

Name: Council of International Fellowship e.V.

IBAN: DE02 5705 0120 0000 1884 25

BIC-Code: MALADE51KOB

Bank: Sparkasse Koblenz (Germany)

For all further information please contact the Treasurer of CIF International, Astrid Sehmer: treasurer@cifinternational.com.

CIF National Branches

National branches in 2023 were still attempting to recover from the effects of the pandemic and the economic consequences. Their main activity has been involvement in IPEPs, both in organizing IPEP programs and in supporting those who apply to commit themselves to an IPEP. These in turn were associated with increased NB internal activity and meetings. A section of this Report shows the details from their Final Evaluation Reports of the 10 NBs involved in organizing IPEPs in 2023, which was the same number as in 2022.

National and international activities/projects (apart from IPEPs)

CIF Algeria assisted in the work for the applications to the CIF France program. **CIF Austria** organized some networking activities for their members and friends with a big CIF Austria Party and a lovely one-day trip for all CIF Austria members and friends to the spa town of Bad Vöslau. **CIF Argentina** indicated the positive experience of being able to share experiences with colleagues from different countries at the conference in Hannover. **CIF Germany** also expressed their positive experience in relation to the conference. **CIF Cyprus** organized an International Exchange Week through ERASMUS in Nicosia, at the European University, Cyprus. The president of CIF Cyprus was elected vice president of CIF International for the years 2023-2025. **CIF Estonia** maintained their Facebook page including sharing information about the programs there. In 2023 they also published one short article in Estonian Social Work magazine about the CIF Conference in Hannover. **CIF France** has participated in local partnership activities, as part of the breast cancer prevention campaign. They continue to work with Lassaad Bousbiaa, the contact person in Tunisia, to provide support so that a branch can be created, it is hoped in 2025. **CIF Israel** kept their website up to date in Hebrew, English and Arabic. They attended several NGOs ministry meetings, reporting and received "CIF Israel Proper Activities Management" confirmation. One member was appointed Communication and Social Media representative in CIF International. **CIF Morocco** worked regularly in coordination with CIF FRANCE and they were thankful for the support given to them by the French CIF President. In 2023 CIF Morocco got their official recognition after a long struggle, and reported they were in a good position to host the CIF BD meeting 2024 in Morocco. **CIF Scotland** plans for 2024 were to resume CIF Scotland's IPEP in May and to host a Baltic/Nordic Meeting in September. **CIF Switzerland** continued a project to intensify developmental work with CIF Switzerland and CIF International.

CIP USA worked with their German Partner IJAB, who sponsored 7 German Social workers to the U.S. in 2023. CIP continued to work with the U.S. government in hosting delegations and was lucky enough to host participants in events related to Human Trafficking, Environmental Advocacy, and NGO Management. At the end of 2023 they moved into their new office space and revamped their website. CIP and CIF-USA continued to work together and hope to officially come together as one body in 2024. In 2023 they were in the process of forming an official CIF Committee under CIP, and structuring CIF into CIP's by-laws, thus working together on CIF related activities.

New opportunities, aims and goals for the coming year(s)

National branches are trying to set up new project activities and training seminars within a regional CIF relationship. Many branches are using video-conferences – their CIF-online forum – to stay in contact with their members and share information. They are all working towards increasing awareness of the organization, and planning for new IPEPs as well as other local seminars and workshops in order to bring their members together.

Most of the branches put their efforts in to do joint work, to collaborate in alliance with other organizations such as the professional councils, for the dissemination of the objectives of the CIF and to help IPEPs. They also work towards strengthening bonds with social workers' organizations in their own and neighbouring countries. This too will bring more members to the branches.

Contact person and branch development

At the end of 2023 CIF International had 13 listed contact persons (CPs).

A **new contact person in Ghana** was nominated during 2023 to act along with the support of the existing CIF individual members. Seven contact persons sent their surveys of the year 2023. These were Costa Rica, Kosovo, Lithuania, Pakistan, Serbia, Tanzania and Tunisia.

Contact persons described the year 2023 as a more active year than previously, and a year in which they tried hard to recruit new members. Some managed to hold meetings which helped a lot in the development and unification of the members. Others have been able to use social media. Some also had the chance to participate in the CIF conference in Hannover, Germany. This enabled them to meet CIF members, exchange ideas, listen to others' stories and get support from them. The pandemic still affects some a great deal (such as Tunisia). Financial support for IPEP participation is still the strongest single issue, as financial support is important for them to be able to travel to the countries of IPEP programs and to

conferences. **CP Kosovo** also stated that the biggest challenge was to involve people in the potential IPEP program, considering that some social workers were people who had a lack of knowledge of foreign languages sufficient to participate in an IPEP. This is in addition to the financial difficulties faced by most of the participants. Another challenge is managing useful agreements and discussions with institutions and universities, while building awareness of CIF International and its benefits. **CP Tunisia** also underlined the great assistance received from CIF France and the numerous exchanges they organized. Additionally, they prepared a project on parent/teenagers' relationships along with a member of CIF Algeria and the Prevention Department of Saint Florent sur Cher, France, where the CIF France program was run in 2023. **CP Tanzania** mentioned the regret in losing the branch and the efforts made so far to reestablish a new branch and find new members. Cooperation with CIF International was good, and there was good assistance especially when their Contact Person resigned. There was a start to the process of moving the base to another location. Also, assistance was extended with the application forms for IPEPs 2024.

Future Plans. One specific activity planned was to encourage Spanish speaking professionals to apply for and to participate in IPEPs.

One general plan was to establish training programs, to work in the professional field and at the same time promote knowledge of CIF International. Many contact persons reported these kinds of plans, giving the opportunity to engage international CIF experts to provide their experience through a project that could potentially be funded by the European Commission (Kosovo).

World News



World News (WN) is the CIF magazine, produced once a year, with the main purposes being to inform, to exchange ideas, to create, to sustain networks for and with CIF members and the general public globally. This year's World News has fresh information not only on the actual "happenings" of the current year, but offers updates about the organization, including information on events, issues, accomplishments, projects, IPEPs and more. In addition, this volume includes an additional part with evidence-based articles from all over the world on a variety of issues. This expansion serves better the aim of the World News to serve as a means of promoting the professional aspect of the organization while working on raising awareness about CIF and its public image. Members and friends can use it around the world as it can assist them to

better understand what CIF is, what it does, and acknowledge the impact of CIF on societies, in order to inspire them to become CIF members in their own countries.

WN is published on the CIF website and distributed in digital form to all CIF members and friends of CIF.

Maria Christopoulou, World News Editor

List of committees and working groups

ELECTION COMMITTEE

Ilse Hoffmann-Klee, Convener, CIF Germany

Catherine Psarouli, CIF Hellas

Mieke Weeda, CIF Netherlands (until June 15, 2023)

EXECUTIVE COMMITTEE

Elisabeth Fischbacher Schrobiltgen, President, CIF Switzerland
Maria Christopoulos, Vice-President, CIF Cyprus (elected June 15, 2023)
Merja Niemelä, Vice-President, CIF Finland (until June 15, 2023)
Demet Gülaldi, Secretary, CIF Turkey
Astrid Sehmer, Treasurer, CIF Germany
Hanna Kirjavainen, Member-at-large, CIF Finland (elected June 15, 2023)
Silvia Nutter, Member-at-large, CIF Argentina
Maria José Sanchez Tera, Member-at-large, CIF Spain (until June 15, 2023)

FINANCIAL ADVISORY COMMITTEE: No meetings were held in 2023.

Astrid Sehmer, Treasurer, CIF Germany
Gabi Kronberger, CIF Austria
Lisa Purdy, CIP USA

FINANCIAL ASSISTANCE FOR IPEP PARTICIPATION WORKING GROUP

CIF Argentina	Patricia Gandara
CIF Germany	Jessica Seitz
CIF India	Bahvna Mehta
CIF International	Elisabeth Fischbacher Schrobiltgen Silvia Nutter, EC Member at Large, Convener

SOCIAL MEDIA AND COMMUNICATION TEAM

CIF Argentina	Silvia Nutter (EC) - silnutter@gmail.com
CIF Austria:	Gabi Kronberger - cifaustria@yahoo.com
CP Costa Rica:	Montserrat Succar Guzman - pepcifcostarica@gmail.com
CIF Finland	Hanna Karjavainen (EC, Convener) - kirjavainen.hanna@gmail.com Merja Niemelä - merjamarittaniemela@gmail.com
CIF Spain:	Jocelyn Damaso - jocelyndamaso@gmail.com
CIP USA:	Lisa Purdy - lisa@cipusa.org