



SEEDS of PEACE

Empowering Leaders of the Next Generation



hope



empowerment



leadership



courage



Treaties are negotiated by governments.
Peace is made by people.
Seeds of Peace is doing what no government can.





Table of Contents



Coexistence Programs

- 4 International Camp
- 6 Middle East: Center for Coexistence
- 9 Beyond Borders
- 10 South Asia
- 11 Cyprus
- 11 Balkans
- 11 Maine

Leadership Programs

- 14 Education Program
- 16 Delegation Leaders

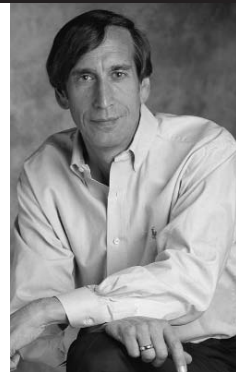
Recognition

- 18 Government Support
- 20 Media & Communications
- 21 Events & Corporate Support
- 22 Evaluation

Financials

- 24 Funding
- 26 Donors

"Peace and reconciliation can't be negotiated or legislated; it must be painstakingly developed through changes in behavior and attitude. That is why Seeds of Peace is so important."



A Message From President Aaron David Miller



Dear Friends:

This has been a difficult but productive year for Seeds of Peace. Recent developments on the Israeli-Palestinian front have created some hope that the situation will improve in the coming year. In any event, the work that we do will continue to be of critical importance. Regardless of whether political agreements are reached in the next several years, peacemaking is a generational proposition. In essence, it depends on the transformation of attitudes of individuals and the creation of trust between them. Peace and reconciliation can't be negotiated or legislated; it must be painstakingly developed through changes in behavior and attitude. That is why Seeds of Peace is so important.

As we carry on our mission in the next year, several key issues define our agenda.

First, the absolute necessity of regionalizing our programming. The miracle in the Maine woods is a remarkable one; but unless it is reinforced, in large part, in the actual conflict areas, it will remain "miraculous" and not become a routine part of these young leaders' lives. The key to Seeds of Peace's success, pure and simple, is follow-up. Indeed, the philosophy that Seeds of Peace embodies must survive in the harsh political and security realities where these young people live. This means in part working unilaterally with our graduates within their own communities as well as bringing them together. Our Seeds must gain respect and legitimacy in their communities. This means involving them in school presentations, community service projects, and expanding our reach to parents, siblings and friends.

Second, we must also concentrate more on our older graduates, those Seeds who are 18 through their mid 20's. After all, it is this group – farthest removed from the memories of the initial camp experience – that are most at risk and yet present the greatest potential as they get off on their career paths. Creating opportunities for them including internships, seminars, work study programs and, above all, helping them find good jobs in their own societies, rather than abroad, is critical to our success.

Third, we must place a much greater emphasis than we have in the past on evaluating our programs – not only with the objective of demonstrating their viability, but learning how those programs can be improved. By the spring of 2005 we will have available the results of a study conducted by a highly respected research and evaluation firm which is now engaged in surveying 10 years of Seeds graduates. Those results and the reunion we have scheduled for 2005 in Maine for over one hundred of our 1993-1998 Seeds should provide a clear sense of direction for the future.

Finally, let me take this opportunity to thank my colleagues at Seeds, the board of directors, and all of our supporters for the time, effort, and resources that you have put into making our work such a success. We could not have accomplished what we have without you.

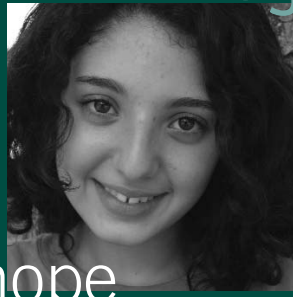
Best Regards,

A handwritten signature in black ink that reads "Aaron David Miller".

Aaron David Miller
President, Seeds of Peace

Coexistence Programs

hope



- 4 International Camp
- 6 Middle East: Center for Coexistence
- 9 Beyond Borders
- 10 South Asia
- 11 Cyprus
- 11 Balkans
- 11 Maine





Seeds of Peace International Camp

Seeds of Peace held its twelfth summer season in 2004 and welcomed 483 future leaders to the woods in Otisfield, Maine. Over three sessions, close to 300 Arab and Israeli Seeds from the Middle East participated in the Seeds of Peace International Camp. The pilot program *Beyond Borders* brought new delegations from Iraq, Saudi Arabia and Kuwait who joined youngsters from Egypt, Jordan and Yemen in a groundbreaking session with teens from six American cities (see page 9). The 42 South Asian Seeds from India, Pakistan, and Afghanistan as well as the 24 Seeds from divided Cyprus and the domestic Maine Seeds program also experienced the transformation that the Seeds of Peace program provides. Each Seed returned home energized by what they learned and ready to continue spreading that message to their family, friends and community.



Susie Eggenberger

Dialogue Sessions

The Middle East Dialogue Sessions rose to new levels this summer as larger delegations than ever of Palestinians from the West Bank and Jerusalem, Egyptians, Jordanians, Moroccans, Tunisians and Qataris, joined Seeds of Peace. With the continuing *Intifada*, their participation with a diverse Israeli delegation made the Middle East program challenging and intense. Borders, religion and the media are just some of the topics that emerged during the daily 90-minute professionally-facilitated Dialogue Sessions that are at the core of the program. Here, the most painful and divisive issues of their conflict are discussed, challenging inherent prejudices with real stories and experiences expressed by their peers. Yet, as always, in less than one month, these young ambassadors from the Middle East, South Asia and Cyprus accomplished what their governments have struggled with for decades – how to communicate, negotiate, empathize, and above all, respect one another as individuals.

Seeds of Peace enhanced its dialogue program this year by increasing the number of Arab and Israeli facilitators. These professionals, working together and coming directly from the Middle East, not only were able to discuss the most recent issues with in-depth knowledge, but served as significant role models for the Seeds. In addition, they have been incorporated back into the Advanced Dialogue program at the Center in Jerusalem which creates an enriched partnership and cooperation between the Seeds and the facilitators.



Susie Eggenberger



Ana Maria Cardenas

Group Challenge

Like the Dialogue Sessions, Group Challenge is a critical component of the summer program. Through physical and psychological challenges that reinforce trust, cooperation and communication, bonds form between participants within dialogue groups who must depend on themselves and each other to navigate high ropes, scale climbing walls and tackle obstacle courses. Group Challenge complements camp life and is a flexible program that is continuously reevaluated and adjusted to meet the needs of the teens as they evolve through their dialogue sessions.

Take this example: After an argument in their Dialogue Session, Daniel, an Israeli, and Ahmed, a Palestinian, were asked to tackle the "Pirate's Crossing." Told to begin on opposite ends of a thin wire suspended 25 feet in the air, Daniel and Ahmed had to work their way towards each other and cross paths, a difficult challenge which requires holding on to each other and trusting each other to find a way that would keep them from falling. Challenging their own emotional and physical fears together, Daniel and Ahmed succeeded and found their relationship had transformed, giving them new respect for one another.

Top photo: Susi Eggenberger. Middle and lower photos: Ana Maria Cárdenas



Sports & Recreational Activities

Coexistence is not just what happens in Dialogue Sessions and Group Challenge; it occurs daily at Seeds of Peace through activities that are as typical as they are groundbreaking. Ordinary scenes – a game of catch, dining hall cheers, late night talks – become extraordinary when the exchanges are between Israelis and Palestinians, Indians and Pakistanis. Sports teach the values of teamwork, respect, and leadership – concepts at the very foundation of the Seeds of Peace program. Similarly, arts and drama allow for creative expression as campers work together to create sculptures, drawings, songs and plays that reflect their shared experience.

The culminating event at the end of every session is Color Games, the camp “Olympics.” During this time, the camp is divided into two multi-national teams (Blue and Green) that compete in intense competition encouraging a cooperative spirit that rises above the traditional ethnic and national divides. Color Games as such, is an important way for friendships to be cemented and also serves as an important learning experience about personal and group identity.

Washington DC

The 2004 International Camp culminated as it has done in the past with a visit to Washington, DC which helped fuel both governmental support and campers’ commitment. The program in Washington emboldens the efforts of the Seeds with the proof that world leaders are listening, and moreover, believe in their ability to make a difference.

This summer, campers met with Condoleezza Rice at the White House, and Colin Powell at the Department of State. Secretary Powell, as always, offered words of encouragement to the teens and high praise for the program. “It sounds so simple and sounds so possible, and it is, all of the young people who make up Seeds of Peace are living proof that people can change, that peace is possible, that attitudes can be changed. All of you are examples for others to follow.” In 2004, Seeds visited the offices of many Senators and Representatives on Capitol Hill. These small group sessions allowed the Seeds to see and learn more about Congress and most importantly, have a private and personal discussion with government decision-makers.



Seeds discuss their conflict region with Representative Howard Berman (D-CA 28th) during their visit to Washington DC.

Ralph Alswang

play for peace

Basketball Clinic

This year’s *Play for Peace* basketball clinic organized by board member Arn Tellem, brought NBA stars Brent Barry of the Spurs, Jarron Collins of the Jazz, Jason Collins of the Nets, Etan Thomas of the Wizards, and Carla McGhee of the WNBA Suns to Maine. Said Barry, “This was my third visit to Seeds of Peace meeting these courageous and confident teenagers. Each year I am more impressed by how the camp encourages and motivates these capable young people to help make change in their societies.” Adding to the fun and excitement was comedian Dave Chappelle (see page 20) who provided everyone with the day’s entertainment. The Seeds enthusiasm and dedication has made a strong impression on these stars.



Both photos: Ana Maria Cárdenas



Profile

Yael, Israeli

Yael (above left), age 16, from the Haifa suburb of Tivon, was a camper at Seeds of Peace for the first time in 2004. Since camp, Yael has been participating in regular meetings and programs for the Haifa area Seeds including organizing a puppet show that was performed by Seeds at the annual Holiday of Holidays Festival. Additionally, Yael participates in the Sesame Seeds program and is currently running a mini-dialogue program for Arab and Jewish elementary school children. Yael continues to represent Haifa on the steering committee for Israeli Seeds.

Eias, Palestinian

Eias (above right), age 16, is from Jerusalem and first came to Seeds of Peace in 2003 and returned as a peer support camper in 2004. Eias has been active in various Jerusalem programs including a community service project that provided assistance to hospitalized children and their parents in the orthopedic ward at St. Augustine Hospital in Jerusalem. In addition, Eias gives school presentations at Israeli schools, and is part of the Sesame Seeds program. In 2004, Eias participated in the Amman Arab Seminar, the Ramallah Palestinian Seminar, and the Jerusalem Coexistence Marathon.

Middle East: Center for Coexistence in Jerusalem

Seeds of Peace made great strides in 2004 in follow-up programming through the Center in Jerusalem which has operated successfully for six years. This year, Seeds of Peace built on the strong foundation of the past but made notable changes designed to strengthen the voice of the Seeds at all levels as well as Seeds of Peace as an organization. Significant changes included engaging more Seeds in developing the regional programs themselves as they are best able to decide what is meaningful to them. Additionally, programming was organized closer to the Seeds' homes to avoid logistical challenges such as check points and border closings when bringing people together. In 2004 and moving into 2005, the Center is working to have a local presence and staff not only in Jerusalem but also in northern Israel, Ramallah, Haifa, Tel Aviv, Amman and Cairo.

Seeds of Peace is now positioned to offer programming for Seeds following their camp experience through their young adult years as well as offering programs for others including the Delegation Leaders and the Seeds' friends and parents. Against the backdrop of Israeli-Palestinian confrontation, violence and terror, Seeds graduates, now over 2,500, are emerging into young adults; Seeds of Peace has adapted and grown along with them so that it can continue to offer programming that gives the Seeds the tools and experiences to truly make a difference.



Graduate Program

Seeds of Peace's older alumni (years 1993-1999) who have graduated high school and in some cases have completed their Israeli army service or university, are the fastest growing population in the Seeds of Peace community. Each year this group expands and seeks programming geared towards mature young adults. In 2004, Seeds of Peace met this demand by developing challenging and stimulating programs to help these young adults become true leaders in their societies, and their student or professional lives.

As part of the Graduate Program, older alumni were empowered to create programming for Seeds of Peace to provide its graduates. Four seminars took place during the year, which included uninational as well as binational discussions on the future of Seeds of Peace and the implementation of that vision. One such seminar, *Shaping the Vision*, was held in May in Cyprus reuniting 30 Israeli, Palestinian, Jordanian and Egyptian Seeds from years 1998 or earlier. Here, they discussed their continued commitment to advancing coexistence in their regions, how they can most effectively carry out that commitment, and their expanding role as participatory components of Seeds of Peace. Said Jordanian Seed Sami after reuniting with old friends, "Each person's accomplishments were amazing, but there is one thing that has not changed in these past years: the belief in peace. Through their experiences, each has developed his/her unique vision of how that peace should be and how it's supposed to be accomplished,

but what did not waiver was the overall consensus that violence would lead nowhere."

In an effort to solidify Seeds of Peace's Graduate Programming, a group of 22 graduates from 1993-1998 completed a 90-hour diploma course in mediation and a 24-hour course on identifying and dealing with difficult conversations. Some of these Seeds now serve as the foundation for programming being led by the Graduate Seeds as a whole.

Advanced Dialogue

The Advanced Dialogue program continued this year through three groups which met as regularly as possible to continue the discussions begun at camp. Part of the Advanced Dialogue program includes the annual Coexistence Marathon which was held over the New Year. This year, 160 Israeli and Palestinian Seeds were engaged for two days in intense dialogue sessions, planning community projects, and teaching each other Arabic and Hebrew. Older Seeds from 2001, acting as program interns, led the groups and acted as counselors for the newer Seeds. Said Israeli Seed Yaniv, "Seeds of Peace's regional program has expanded and this Marathon was the living proof of it. The Marathon, despite its intensity, was beyond great. It raised a number of difficult issues that we need to struggle with to make Seeds of Peace as great as it can be." Building off the momentum of the Marathon, the regular Dialogue Sessions that followed allowed groups to delve into some of the hardest and most painful issues of the conflict honestly as they exposed and examined each point in an attempt to move forward.

Parent Program

Not only are the Seeds continuing their dialogue at home, but they have persuaded their parents to do the same. In 2003, Seeds of Peace launched a program for Seeds parents and meetings began in both Haifa and Jerusalem. These parent meetings continued monthly in 2004 and a new Jerusalem parent group was added which met five times during the year. Just like their children, the parents wrapped up their sessions with a "Parent Coexistence Marathon" to strengthen the interpersonal relationships inside each group, continue their dialogue in greater depth, and to receive additional input by an outside lecturer on negotiation.

Incredible stories emerged from the parent meetings. Last spring, a Palestinian family from Jerusalem hosted a cultural dinner and discussion in their home. For a group of Israeli and Palestinian parents to gather together socially in a Palestinian neighborhood is a rare sight but the strength of the relationships built between the parents in this group made it possible. Said one Israeli parent of her experience, "Since we formed our group and have discussed the more sensitive and explosive questions and dilemmas, our friendships have strengthened. I feel that the more I hear and argue about the conflicting subjects that brought our people, Arabs and Jews, to sad and difficult times, the more anxious I am to meet my new friends again and continue our talk."



Community Outreach

Leading a new generation away from violence toward dialogue and understanding extends well beyond the Seeds alumni. Extensive outreach to the family, friends, and communities of the Seeds has become increasingly more important to Center programs. Consequently, Seeds are reaching hundreds of Arabs and Israelis – friends, family, teachers and classmates – with their messages of coexistence and tolerance, multiplying the regional impact of Seeds of Peace.

In 2004, significant effort was placed on developing *The Summer of Service*, a program encouraging community volunteerism. Through the program, a group of Palestinian Seeds visited and provided assistance to hospitalized children and their parents in the orthopedic ward of Augusta Victoria Hospital in East Jerusalem, and a group of Israeli Seeds planned and implemented a communications project with orthodox and secular Jewish youth.

School presentations provide yet another way to increase Seeds of Peace's outreach. This year, Israeli and Palestinian Seeds showed tremendous courage in standing together and explaining the Seeds of Peace experience to skeptical but interested peers. They answered classmates' questions with poise, confidence, and competence that increased with each presentation. Said Tala, a Palestinian, about her experience presenting at an Israeli school, "This was one of the most remarkable experiences in my life. It was the first time I had ever entered an Israeli school and it was very different from mine...What we wanted to do was to make the students realize that everything is possible and something can happen to alter the situation that we are living in and experiencing every day. If we are willing to carry this message to all the people in this country, then maybe a solution will be found and maybe this conflict will at last come to an end."

The Olive Branch



Three issues of *The Olive Branch*, a magazine written, edited and produced by Seeds of Peace graduates, were distributed in 2004. *The Olive Branch* can also be found online at www.seedspeace.org/olivebranch.

Profile

Liav, Israeli

Liav, age 24, is from Tel Aviv and first attended Seeds of Peace in 1994. Following her service in the IDF and after completing two degrees in Middle East History, and Communications, Liav interned in 2004 at the Knesset Television Station through the Seeds of Peace Daniel Pearl Media Internship Program. Following that, she was offered a permanent job at the station and now works there full-time. Liav has always been engaged with Seeds of Peace and is still very involved in regional programming. Currently, she is the co-coordinator of the Seeds of Peace Graduate Program's inaugural course on mediation and negotiation and works with a Palestinian partner. Said Liav, "I believe in attacking various fronts to achieve the goal of a more peaceful region, both within and outside of my country. The Seeds of Peace International Camp was the experience that opened my eyes but since my first summer of 1994, I have continued to strive to bring social justice, equal rights and dignity to my troubled region."

Khaled, Palestinian

Khaled, from Ramallah, first attended Seeds of Peace in 1994 and since that summer he has remained very active in Seeds of Peace regional programming. In 2004, Khaled, now 22, attended the first Graduate Seminar for older Seeds and was part of the first class of Seeds formally trained in the diploma course "Mediation and Difficult Conversations." Khaled is now serving as the co-coordinator with his Israeli counterpart of a two year mediation course for Israeli and Palestinian Seeds run in cooperation with the Palestinian Conflict Resolution Institute and the Jerusalem Mediation Center. Khaled received a degree in Computer Engineering and now works for JAWAL, a Palestinian cellular communications company. "I do this work because in the future, I know things will be different. This is the way we can make changes. The mediation course taught me lifelong skills and I hope others will have the same opportunity."



Egypt/Jordan

In 2004, as Seeds of Peace continued to grow, it expanded programming in Egypt and Jordan. Activities in Cairo, Egypt and Amman, Jordan focused on community outreach and providing educational and leadership seminars for career development. Additionally, the program aims to expand the camp selection process for new Egyptian and Jordanian Seeds. In 2004, a Seeds of Peace office opened in each country and there are now over 400 Egyptian and Jordanian Seeds from years 1993-2004 that have access to the office and can contribute to the network of Seeds of Peace in their respective countries.

Through outreach efforts, Seeds of Peace has reconnected with many of the Egyptian and Jordanian Seeds who had lost touch with the organization in the past. A new national email listserv was created to keep Seeds updated with planned local activities and events. Many Seeds were encouraged and excited about this new initiative and older Seeds have started to take a vital role in the decision making process of organizing the follow-up programs in their respective countries. Sami, a Seed from 1997, is now the Program Manager in Jordan and Aly, a Seed from 1995, is now working full-time for Seeds of Peace in Egypt.

Through the volunteer efforts of Egyptian and Jordanian Seed graduates, over 12 presentations on Seeds of Peace were organized at schools, private venues and other organizations. Partnerships have been created with local NGO's to organize and participate in community service events. During 2004, the Seeds participated in clothing and food drives for underprivileged people, volunteered in orphanages, and organized charity dinners. In October after a visit to the El Hussein Cancer Hospital, Seeds of Peace was praised for its work and contribution to Jordanian Society. Seeds in both countries have now committed to organizing at least one charity event every month in 2005.

Egyptian and Jordanian Seeds also took an active role in the selection of the 2004 delegations of their respective countries. A select number of Seeds participated in the interview process and planned an orientation for the new Seeds who attended the Seeds of Peace International Camp in 2004.

Seminars & Workshops

In June, Seeds of Peace organized the Arab Seminar for Egyptian, Jordanian and Palestinian Seeds ages 16-24. The goal was to allow the Seeds a chance to examine their role in the organization and to brainstorm together on future programming the Seeds would like to implement. The seminar also included lectures on diversity, gender roles and the status of women in the Arab world, the political situation, and career development. Discussion groups included topics such as how to be an activist in the Arab world and how Seeds of Peace could better support Arab delegations and current events surrounding the conflict.

In August, Egyptian and Jordanian Seeds organized and participated in the *Red Sea Initiative*, a seminar held in Sharm El Sheikh, Egypt, that was designed to examine the progress Seeds have made and to discuss the future of Seeds of Peace in their countries. Graduate Seeds led discussions with younger Seeds regarding topics such as the camp selection process, service learning projects and outreach efforts. At the end of the seminar, presentations were given to the Egyptian and Jordanian Program Coordinator.

In December, Egyptian and Jordanian Seeds who are part of the Graduate Program participated in an intense three-day facilitation workshop which taught those interested, the critical communication skills necessary for leading future facilitated discussions.

Partnership Programs

Sesame Seeds



In 2004, Sesame Workshop, the nonprofit educational organization behind Sesame Street, and Seeds of Peace partnered to develop a unique community outreach project in the Middle East. This project, Sesame Seeds, will provide Seeds of Peace graduates an opportunity to mentor and act as informal educators to young children in their communities by using Sesame Street material promoting diversity, tolerance and mutual respect. This year, Sesame Workshop produced materials that will be used by the Israeli, Palestinian and Jordanian Seeds as they volunteer in their country's kindergartens. Harnessing the experience and commitment of Seeds of Peace graduates and channeling it with Sesame Workshop's media project is just one way to reach hundreds of Israeli and Palestinian youth with messages of coexistence.

The Rita J. and Stanley H. Kaplan Foundation, generously increased their contribution this year to support Sesame Seeds. Executive Director, Nancy Greenblatt, and founding trustees, Rita and Stanley Kaplan see a synergy between Sesame Seeds and the Kaplan Foundation and are proud to provide the funding necessary to launch this innovative program.

Daniel Pearl Media Internship Program

The Daniel Pearl Media Internship Program, a joint project of the Daniel Pearl Foundation and Seeds of Peace was launched in 2004 and enabled nine Israeli and Palestinian Seeds to spend the summer interning at international media organizations in the Middle East. Participating media outlets included *The Jerusalem Report*, an Israeli newspaper; Channel Two, an Israeli television news channel; *Al Ayyam*, a Palestinian newspaper; *The Ramallah Youth Times*, a Palestinian youth newspaper; 'Alli Sowtak' (Speak Up), a television program produced by the Palestinian NGO PYALARA; Just Vision, a non-profit media organization that highlights Palestinian and Israeli peace efforts; Al Quds Educational Television, a non-profit media organization for Palestinians; and Channel Hop!, an Israeli children's television channel.

Beyond Borders

This year, Seeds of Peace introduced a groundbreaking exchange program called “Beyond Borders/Bila Hodood” enabling Arabs and Americans to engage in serious, honest, and open discussions on the deteriorating relationship between the United States and the Middle East. Beyond Borders is rooted in the belief that direct interaction and communication are important first steps towards developing understanding and cooperation. This unique program brought together 62 Arab and American teens and 23 education officials representing six Middle Eastern countries (Iraq, Saudi Arabia, Kuwait, Yemen, Egypt, and Jordan) and six American cities (Boston, New York, Chicago, Los Angeles, Dallas, and Atlanta).

Seeds of Peace received both Arab and American support for Beyond Borders, demonstrating the shared investment and commitment from both communities. Participants were representative of the geographic, ethnic, and religious diversity in the US and the Arab world. The youth were selected primarily on the strength of their leadership potential, and the adults are educators well-positioned to have a significant impact on their communities.



Both photos: Sisi Eggenberger

Seeds of Peace International Camp, Maine, USA

The first part of Beyond Borders began during the camp’s third session (August 14-30) and programming followed the traditional Seeds of Peace model that combines a living and recreational environment with daily Dialogue Sessions. The Seeds formed close relationships in the bunks and tackled tough political issues in Dialogue Sessions – September 11th, Iraq, US foreign policy, terrorism, the Israeli-Palestinian conflict, media biases, and treatment of women and minorities, to name a few – while also deepening understanding of their respective cultures. The goal of the camp program was to build trust and relationships, create the space for participants to learn from each other directly, and to expose them to life in the US. The session concluded with a visit to Boston.

Said one delegate from Texas, “Before camp, I thought that I knew a lot about things but I was really wrong. I always saw the bad images associated with the word ‘Arab,’ especially after 9/11. Now I’m really passionate about the conflict in class. It puts a face to

the issues now and I’m making it my duty to get the word out there and to share my experience.” One Arab participant from Jordan felt similarly and commented, “It helped me to change some mistaken ideas about Americans and I had the opportunity to change some mistakes that some campers had about my country or religion.”

Following camp, paired Arab and American “City-to-City” groups jointly designed and implemented projects that developed leadership skills while helping their communities increase understanding between Arabs and Americans. In addition, the participants kept in touch through a daily email listserv to continue their debates and stay connected.

Youth Conference, Amman, Jordan

From March 11-19, 2005, the Beyond Borders participants reconvened in Amman, Jordan for the second part of the exchange program. The Jordan session resembled a conference environment, as the group reunited to more deeply examine the core issues between Arabs and Americans.

Expert speakers from the US and the Middle East added depth and context to their discussions, as did visits to sites around Jordan. The group also visited the King Abdullah of Jordan. Given their firsthand experiences in both the US and the Middle East, the foundation has now been laid to begin educating others.

Partners



Seeds of Peace partnered with AMIDEAST, an organization devoted to administering exchange programs between Arabs and Americans, to select the Arab participants and with LeadAmerica, a national youth leadership program with a political focus, to select the American delegates.



South Asia



The South Asia programs focus on continuing to engage, encourage, support and challenge the youth who started their Seeds experience at the International Camp in Maine. In 2004, South Asia workshops focused on community outreach to equip these young people with new skills and insight for conducting more effective presentations and workshops in the subcontinent. In this way, Seeds of Peace ensures a ripple effect that reaches beyond those attending camp. The South Asia programs continue to expand through efforts of regional coordinators, local experts and Seeds of Peace staff traveling to the subcontinent.

India & Pakistan

Since 2001, over 100 Indian and Pakistani Seeds have participated in the Seeds of Peace program, creating a spirited community of advocates who promote peace and understanding on the subcontinent. Since the rapprochement between the two countries in 2003, these efforts have increased. Now that the youth are able to travel across the border, Seeds of Peace programs have allowed them to interact with each other at home, discussing important matters in person and conducting joint presentations.

Seminars & Workshops

Throughout the year, Indian and Pakistani Seeds met at least once a month in Mumbai and Lahore respectively to reconnect and discuss the latest news. A speaker series was also initiated in both cities inviting local experts in various fields to address the Seeds, their friends and others in the community. This increased the exposure Seeds of Peace receives in regional press and addressed the need for programming that reaches beyond the Seeds graduates themselves. In addition, after months of hard work, the first issue of the South Asia Newsletter was published in 2004. The Newsletter, written by Seeds graduates from India, Pakistan and Afghanistan, addresses issues that impact the South Asian Seeds and their local and regional communities. Targeted at a youth audience, the Newsletter provides an opportunity for the South Asian Seeds to have their voices heard within their region.

To complement the monthly meetings, more

intensive workshops were held in both India and Pakistan. Seeds from South Asia were energized in the spring of 2004 with a two-day facilitation training and community outreach workshop that taught participants how to use drama for educational purposes. In December 2004, Seeds in Mumbai, India and in Lahore, Pakistan participated in a three-day community-building, advanced dialogue and leadership training workshop that culminated in a *Bring-a-Friend* day that was planned and run by the Seeds themselves. It was an exercise in leadership that built on the various workshops that the Seeds had participated in over the years.

Home Stay 2004

In the summer of 2004, Seeds of Peace brought 21 Pakistani Seeds to meet their counterparts in Mumbai, India. This followed the home stay program initiated the year before with an exchange from India to Pakistan. After a warm welcome the first night by the US Consul General, the Pakistani Seeds were guests in the homes of their Indian friends who also showed them the sights of Mumbai.

For five days, the Seeds reconnected, continued their dialogue sessions, and planned for future outreach. Part of the exchange involved a retreat outside of Mumbai where they spent three days discussing pertinent political and social issues. Upon returning to Mumbai, the Seeds visited various schools addressing over 1,000 students, teachers and school officials to speak about their Seeds of Peace experience and their shared commitment to tolerance, understanding, and coexistence between their two countries.

Afghanistan

Since 2002, almost 40 Afghan Seeds have participated in the Seeds of Peace program. Following camp, the Afghan Seeds return home with skills that allow them to address the culture of violence so prominent in their country after decades of strife. Their community outreach specifically revolves around promoting understanding between men and women as well as between the various Afghan ethnic groups.

Seminars & Workshops

Throughout the year, Afghan Seeds met at least once a month in Kabul to reconnect and discuss the latest in Afghan news and how that relates to the future of Afghan society. More intensive conflict transformation workshops were also organized to help the Seeds overcome obstacles related to other conflicts in their lives. In February 2004, a workshop was held that focused on the meaning of peace in Afghan society and how respect and understanding can be promoted more effectively. Two months later, a photography workshop was held allowing the youth to explore perspective through the camera lens. Similar to India and Pakistan, the drama workshop held in early summer focused on community outreach. Finally, a workshop at the end of the summer focused on the media and ways to get their voice out through this channel.

In July, 2004, US Ambassador Zalmay Khalilzad hosted a reception encouraging the Seeds to help rebuild their country in a peaceful, inclusive manner, while carrying a message of respect, non-violent communication and problem-solving to their community. The Afghan Seeds did just that – teaching computer and English classes, making presentations at schools and conferences, writing about the problems in their country for various publications and simply speaking out against injustice and ignorance in their lives. These youth are continuously working to make a difference in their communities. In 2005, the Afghan program will initiate *Bring-a-Friend* day to create a larger Seeds of Peace ripple in Kabul.



Cyprus Balkans Maine

Cyprus

The Cyprus program was initiated in 1998 when border crossings on the divided island were difficult. Today, the border is more open and dialogue between Greek and Turkish Cypriots is more critical with the potential for peaceful resolution greater.

During the second session of the 2004 Seeds of Peace International Camp, 28 Greek and Turkish Cypriots met for shared bunk living and dialogue, addressing changes created by the Annan Plan vote and EU membership. They also created a DVD of their experience that will be used in joint presentations in Cyprus now that border crossings are possible.

At home, on a Cypriot email listserv, the Cypriot Seeds share news and schedule meetings for activities, discuss future joint school presentations, and plan partnerships to expand Cyprus' bi-communal effort. With adult facilitators, teachers, and other groups across Cyprus, the Cypriot Seeds helped stage a fall peace march that captured the front page of newspapers, and organized a

soccer match for bi-communal youth groups. Artemis, a Greek Cypriot Seed exclaimed, "The peace march yesterday in Nicosia was awesome! People united in a country divided ...imagine a huge crowd of Cypriots walking together and holding hands! We were all shouting slogans and just one voice was heard – the voice of the Cypriots."

Balkans

The Balkans program, established in 2000, includes nearly 240 youth and Delegation Leaders. This year, through grants from the US Agency for International Development (USAID), the Government of Norway, and continued partnering with US Embassies, non-profits, and international organizations in the region, the Balkans Seeds were as active as ever in their home communities.

Violence in March 2004 in Kosovo was the worst suffered since 1999. To address this, a workshop was held six weeks later in Ohrid, Macedonia. An ethnically-balanced Seeds group of Kosovars (Albanian, Roma, Serbian), Macedonian (Albanian, Slavic), and Albanians shared enthusiastic greetings



Photo: Susi Eggenberger



that dissolved under the weight of fear and betrayal felt by many in light of the violence. However, the strength of their bond as Seeds and commitment to conflict resolution prevailed and they absorbed the next days of leadership training with dialogue on minorities and national status. Workshop evaluations recorded increased hope generated by the meetings. Said Ramiz, a Kosovar Seed, "Seeds of Peace pushes me to live for the future, and not just my own future."

In June, a similar leadership training for Seeds from Bosnia and Herzegovina, Croatia, and Serbia and Montenegro, with dialogue on ramifications of EU membership and national status, was held on the Dalmatian Coast. As in Ohrid, the workshop encouraged Seeds to become leaders in their own activities and instilled in them the confidence to create and lead their own activities.



Photo: Susi Eggenberger

Maine

The Maine Seeds program, now in its fourth year, incorporates youngsters from Portland and Lewiston, Maine whose lives and communities have been affected by ethnic-based problems. Maine Seeds brings together youth of all races and religions, including teenagers from Cambodia, Rwanda, Somalia, Vietnam, Sudan and Uganda who have recently settled in Maine, as well as youth from European-American families whose Maine roots date back several generations or more. Sixty youngsters participated in the 2004 Maine Seeds program this summer.

Following their camp experience, throughout the year Maine Seeds organize and attend bi-weekly meetings and are also deeply involved in their schools, communities, and state as a whole. Many Maine Seeds are members of their schools' Civil Rights Team, and at this year's state conference, three of the presenters were Seeds. Maine Seeds are recognized in their communities for their volunteer work and for their many contributions to civic causes. In May 2004, the Portland Seeds organized and led a state-wide Youth Summit which took place at the camp and they are engaged in organizing another summit for 2005. In addition, the Lewiston Seeds organized several fundraisers for South Asian tsunami relief that brought in over \$2,000. Maine Seeds are frequently called upon to talk throughout the state about Seeds of Peace and about school issues such as diversity and tolerance. In November, the Maine Youth Action Network invited four Maine Seeds to present a workshop at their annual conference in Bar Harbor. The workshop addressed their camp experience, follow-up program and the impact Seeds of Peace has had on them and their families.

The face of Maine is changing, and the Maine Seeds program is implementing proactive measures to increase understanding, tolerance, and unity throughout the state.



Messages from Seeds Graduates



“I guess it’s a matter of phases... like an evolution inside of you.”

A Message from Israeli Seed, Eldad Levy, Age 22

I guess it's a matter of phases... like an evolution inside of you.

When you are a first-time camper, you want to return as a Peer Support camper to help the new and younger Seeds adjust to camp life.

When you are a Peer Support, you can't wait to return home and begin leading other Seeds in the region through the Center for Coexistence in Jerusalem.

When you are a Leader you want to return as a Counselor at the Seeds of Peace International Camp because you can just never get enough of that summer experience and watching others go through it.

I received enormous support from the organization when I was in the Army so that I could stay in touch with Seeds of Peace and the friends that I made there. I was invited to everything and came to whatever I could.

Since the Army, I have been working for Seeds of Peace part-time by leading group activities in Tel Aviv and the surrounding region. The feeling of “teaching” what you've learned – of advising, of being there when you are needed – is an awesome feeling and it is clearly payback to what I've received along the years.

I've never felt so fulfilled with myself.

Thank you for allowing me this opportunity,

Eldad Levy, Qiryat Gat



“...it is a lifestyle.”

A Message from Palestinian Seed, Leena Yahia, Age 23

I am a Palestinian who first went to the Seeds of Peace International Camp in the summer of 1996. After I finished my graduate studies at Hebrew University in Accounting and English Literature, I wanted to rededicate myself to Seeds of Peace and I therefore applied to

work at the Seeds of Peace Center for Coexistence in Jerusalem as a Program Coordinator and was honored when I was hired as a new full-time staff member!

From my own experience, I believe that young people who participate in Seeds of Peace can gain and learn a lot. That is why I returned to work for Seeds of Peace. Seeds of Peace offers those with high potentials the opportunities to develop their talents; it gives them the tools to become true leaders in their communities. For me, this objective is even more than a mission statement, it is a lifestyle.

Some people claim that institutions like Seeds of Peace make one identify with “the other” and forget his or her own identity but this is not the case. For me, I became more aware of my own identity as a Palestinian woman who comes from the heart of the conflict, and it has made me even more dedicated and committed to work for the peaceful future that my community needs.

Thank you so much for your continued support,

Leena Yahia, Jerusalem

Leadership Programs

14 Education Program
16 Delegation Leaders

empowerment





Education Program

The Education Program assists Seeds of Peace graduates wishing to pursue their education in the US by helping them with the application process. In addition, it raises awareness of Seeds of Peace among US college and university admissions and financial aid representatives. In addition, through the Global Leadership Initiative, the Education Program empowers young adult Seeds to design and implement programs appropriate for their age group, both in the US and at the Center for Coexistence in Jerusalem.

The events planned in the US through the Global Leadership Initiative in 2004 met with great success. Through the Seeds Advisory Council, the Washington Fellows Internship Program, and the Art of Negotiation Conference, the Seeds Scholars have dramatically increased their effectiveness both within the organization and on their US campuses.



"[College] strengthened my personality and leadership qualities. It was there that I learned how to take action in order to achieve my goals."

—Sawsan, Palestinian

Seeds Advisory Council

The Seeds Advisory Council (SAC), established in early 2004, has become the key instrument for graduates' input into all aspects of the Seeds of Peace organization. SAC members regularly attend board meetings, meet with staff, and plan events for Seeds Scholars which provide additional leadership development opportunities.

The SAC members are actively promoting global awareness both on their campuses and in their broader communities. Malvina, an Israeli Seed who attends Princeton University, led a community-service outreach project in Veracruz, Mexico for her fellow classmates. She selected participants, raised the necessary finances and coordinated the program. Bushra, a Palestinian Seed attending Georgetown University's School of Foreign Service, organized a panel presentation on the Middle East and together with her Israeli classmate, engaged in a lively debate about the future of the region. SAC members are also working together across their campuses. Adham, a Palestinian Seed studying at Columbia University invited an Israeli SAC member to a presentation hosted by Columbia's Multi-cultural International Student Association where they both discussed the role of youth in regions of conflict and their experiences in Seeds of Peace.



Washington Fellows

The Washington Fellows pilot program placed five Middle East Seeds Scholars interested in a career in international affairs or government in congressional offices and independent think tanks in Washington, DC. This six-week summer internship gave them a first-hand understanding of the complexity of the American political system. Hazem, a Palestinian Seeds Scholar who worked for Senator Carl Levin (D-MI) commented, "My assignments varied from writing simple memos on some subject so that the Senator had a clear idea on how to vote, to in-depth research about hot issues. In addition to including my own opinion, I provided a well-balanced and thoroughly researched analysis on the subject matter. It was interesting and I felt that I was a part of something big."



SeedsScholars Now Attend

American University
 Bard College
 Bates College
 Bowdoin College
 Brandeis University
 Brigham Young University
 Bryn Mawr College
 Columbia University
 Dartmouth College
 Deerfield Academy
 Duke University
 Earlham College
 Embry Riddle Aeronautical
 Georgetown University
 Graceland University
 Hanover College
 Hartwick College
 Harvard University
 Hiram College
 Hofstra University
 Kents Hill School
 Knox College
 Lehigh University
 Macalester College
 Manhattanville College
 Mass. Institute of Technology
 Middlebury College
 Mt. Holyoke College
 Ohio Wesleyan University
 The Peddie School
 Phillips Exeter Academy
 Princeton University
 Smith College
 Swarthmore College
 Susquehanna University
 The Taft School
 Temple University
 Texas A&M University
 Univ. of Missouri
 Univ. of North Carolina
 Univ. of South Carolina
 Univ. of Pennsylvania
 Univ. of Southern Maine
 Univ. of Virginia
 Yale University



The Art of Negotiation Conference

In mid-November, 45 Seeds Scholars from the Middle East, the Balkans, Cyprus, Turkey, India and Pakistan who are all studying in the US, convened in New York City for *The Art of Negotiation Conference*. This was the first event planned solely by the Seeds Advisory Council in order to provide Seeds studying in the US the opportunity to gain exposure to professionals involved in political negotiations as well as gain the tools necessary to negotiate effectively in their own lives.

The conference focused on teaching negotiation skills and included an intensive workshop by the Conflict Management Group/Mercy Corps. Two trained facilitators led simulations and shared strategies based on Roger Fisher and William Ury's method of negotiation outlined in their book, *Getting to Yes*. One Seed commented, "It was interesting to get insight into the practice of negotiations and the problems with current political practices. It made me realize that negotiations on all levels are like a game which many people play without knowing the rules. I feel privileged to know a little bit more now!"

Seeds Scholars left the conference invigorated having received professional negotiation training as well as reuniting with their peers. Fueled by the conference, one Palestinian Seed met with the organizers of the Jewish Hillel at Columbia University and is working with them to organize an Arab-Jewish dialogue group for 2005. Anna, an Israeli Seed pursuing her Masters degree at Georgetown University commented, "As a result of the Art of Negotiation Conference, I gained both theoretical and practical insight into the real world of politics. I am further convinced that this is the field I want to go into in the future."

Profile

Sawsan, Palestinian

Sawsan, age 22 from Ramallah, graduated cum laude from Manhattanville College in 2004 with a BA in Computer Science and Communications. Sawsan was active on campus as president of the Muslim Student Assoc., a member of the Connie Hogarth Center for Social Action, and founded the Debate Club. Said Sawsan of her education, "It strengthened my personality and leadership qualities. It was there that I learned how to take action in order to achieve my goals." Last summer, Sawsan participated as a Washington Fellow interning for six weeks with Rep. Susan Davis on Capitol Hill. Now in Ramallah, Sawsan has worked in P.M. Ahmed Qurei's office and for JAWAL, the Palestinian cellular phone company. She continues to be active with Seeds of Peace and believes her education will be an asset to her as she works towards a better future for her society.



Shira, Israeli

Shira, from Herzliya, is now a 21-year-old freshman majoring in Government and on a full scholarship at Harvard University. Shira accomplished many projects following her camp experience including working last summer at the Center in Jerusalem to design seminars for younger Seeds. Once in the US, Shira continued her effort through the Education Program and participated in programs such as the Art of Negotiation Conference. Said Shira, "These conferences are vital for us as growing adults who gradually become engaged in diverse fields and occupations since in these conferences we get the rare opportunity to exchange professional opinions and initiatives with each other." Before college, Shira served for two years in the Israeli Army Intelligence Unit and following graduation, she hopes to return to the Middle East to work in politics through the Ministry of Foreign Affairs or through the Knesset.



Delegation Leaders

Since 1995, Seeds of Peace has run an active educational program for the adult Delegation Leaders who lead the youth to camp. Like the teens, the leaders are chosen by their respective communities as adults who not only serve as escorts but as emotional support for the teens during their summer experience. Most importantly, all the educators return home and encourage their respective governments and communities to continue supporting the efforts of Seeds of Peace. As such, the educators truly act as a gateway to their society – helping their own students to evaluate the stereotypes that discourage understanding of others from different cultures, religious traditions, and political views.



Photos: Susi Eggenberger

International Camp

Sixty-five adults (aged 30-60) participated in the Delegation Leader Program during the 2004 summer. Of those, 40 came from the Middle East (including those participating in Beyond Borders), six from South Asia and four from Cyprus. Beyond Borders also brought 12 American educators and three educators for the Maine Seeds of Peace program.

The diverse group of adults constituted a distinguished international group of educated professionals with careers within their country's Ministry of Education, as well as high school or college professors, principals, and heads of departments or diversity units.

The adults participated in an intensive coexistence program with daily four-hour dialogue sessions and four hours of educational programming. First, skills were developed using

a 26-hour Harvard University course that provided the educators with tools needed to engage in the challenging discussions that would arise in Dialogue Sessions. Said one Delegation Leader, "There weren't new issues discussed, but what was new was our ability to discuss them from two perspectives."

Following, lectures were given on religion, diversity studies, and gender – to name a few. Additionally, the program included visits to schools, religious and government institutions, as well as small towns and larger cities. The educators also participated in a two-day Outward Bound experience to encourage team-building and conquering personal challenges.

Regional Program

The Delegation Leaders Program continues year-round with follow-up activities within their home countries. Since the program began, 225 Palestinian, Israeli, Jordanian and Egyptian Delegation Leaders have participated in the program. As youth educators, each of these adults directly connect with over 500 students and many run programs for 3,000-10,000 youth.

Five regional groups (based in Gaza, West Bank/East Jerusalem, Jordan, Egypt, and Israel), meet twice per month to organize continuing education and community service activities. Some activities include computer courses held for Delegation Leaders and their colleagues in Gaza, progressive education workshops in Egypt, diversity workshops in Israel, and democracy education workshops in the West Bank.

To increase cross-border communications and joint projects, in January, the Delegation Leaders held the Aqaba Conference for 50 Israeli, Palestinian and Jordanian participants that focused on advanced dialogue training and managing difficult conversations. This conference trained the educators how to teach non-violent communication to youth in their communities using these new-found skills. One project developed was the Eilat-Aqaba Coexistence Project, a partnership between a high school in Eilat, Israel and one in Aqaba, Jordan that will create a curriculum to study the Gulf of Aqaba. Once developed, the course will be conducted in both high schools with Israeli and Jordanian students completing the online course together, and sharing their experiences with their wider communities. This pilot program is slated to run two academic years.



Profile

Simha Harel, Israeli

For years, Simha Harel, participated in a citizens' initiative in which students and teachers from Eilat, Israel and Aqaba, Jordan exchanged social visits. Following her experience in Maine, Simha returned to her job as principal of the Rabin School in Eilat and was motivated to elaborate on the exchange. Now teachers from Simha's school and those from the Rosary Sisters School in Aqaba are together creating an interactive computer curriculum on the ecology of their shared seacoast. Simha says about her experience, "We who seek peace feel that Seeds has given us a roof over our head; now we are part of a bigger group, we are not alone."

Mohammed Mustafa, Egyptian

Mohammed Mustafa excelled during his Outward Bound experience on Hurricane Island. Little wonder; Mohammed is General Commissioner of Sea Scouts in Egypt. After his summer at camp in 2000, Mohammed continued his commitment to scouting but gave it a new spin proposing a new scout badge for the thousands of Sea Scouts in Cairo. His new "peace badge" would be earned through tolerance activities including reaching out to local minority groups and to boys from countries often designated as "historic enemies." A lawyer by training, Mohammed calls his Seeds experience, "wonderful training for becoming a peace educator."

Recognition



- 18 Government Support
- 20 Media & Communications
- 21 Events & Corporate Support
- 22 Evaluation

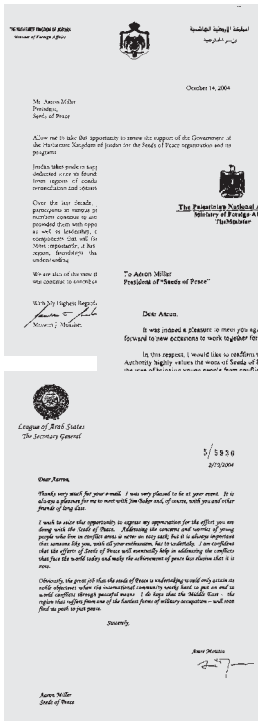


leadership



Government Support

In addition to the Seeds visit to Washington DC where they often have the opportunity to meet with influential world leaders and share their hopes and concerns about the future, every year Seeds of Peace is recognized by government leaders in the nation's capitol as well as by governments around the world. The year 2004 was no exception.



"The work of your organization has contributed and will continue to the promotion of regional peace and stability."
 – H.E. Marwan J. Muasher, Minister of Foreign Affairs, The Hashemite Kingdom of Jordan

"The Palestinian Authority highly values the work of Seeds of Peace, and wholly supports the idea of bringing young people from conflict ridden areas into conflict resolution programs. We are fully aware of the benefit these programs and activities have brought to the Palestinian graduates who have been lucky enough to participate."
 – H.E. Nabil Shaath, Minister of Foreign Affairs, The Palestinian National Authority

"I am confident that the efforts of Seeds of Peace will eventually help in addressing the conflicts that face the world today and make the achievement of peace less elusive than it is now."
 – H.E. Amre Moussa, Secretary-General, League of Arab States

"Seeds of Peace is an extraordinary organization working to produce genuine leaders for the future."
 – H.E. Shimon Peres, Vice Premier of Israel



Both photos: Ralph Aismang

International Support

In the summer of 2004, Seeds met with Secretary of State Colin L. Powell and Secretary of State Condoleezza Rice (then serving as National Security Advisor) during the visits to Washington DC. Both pledged their support to the campers and the program. In September, Seeds of Peace brought together many of the Middle East's high-ranking foreign dignitaries during its *Forum on Conflict & Diplomacy* which featured former Secretary of State James A. Baker. Those attending to support the event included H.E. Silvan Shalom, Minister of Foreign Affairs of Israel; H.E. Ahmad About Gheit, Minister of Foreign Affairs of Egypt; H.E. Amre Moussa, Secretary General of the Arab League; H.E. Marwan Muasher, Minister of Foreign Affairs of Jordan; and Mr. Nabil Shaath, Minister of Foreign Affairs of the Palestinian Authority. Following the luncheon, letters of support were received by many of those in attendance acknowledging the important impact the Seeds of Peace graduates have in their countries and communities.

Left: Seated left to right HE Silvan Shalom (Israel), HE Ahmad About Gheit (Egypt), Aaron David Miller, T.H. James A. Baker, III, HE Amre Moussa (Arab League), HE Marwan Muasher (Jordan), and Mr. Nabil Shaath (Palestinian Authority).



Alan King

Congressional Support

Seeds of Peace receives financial support from the US Government (*see page 24*) and along with that comes the written endorsement of its programs. This year, the House and Senate Appropriations Subcommittee on Foreign Operations highlighted Seeds of Peace as a “pioneer” in the field of conflict resolution programs (House Report 108-599). In addition, over 30 members of the Senate and almost 80 members of the House of Representatives signed letters of support.

Senate letter sponsored by Senators Collins, Feinstein, Levin and Snowe

“We are strong supporters of Seeds of Peace because of the kind of innovative and quality programs it represents. The United States has been involved in the pursuit of peace in many regions of conflict for many years and there is strong bipartisan support in Congress for this vital American foreign policy goal and national security initiative. While it is essential that the pursuit of peace lead to formal agreements, peace will ultimately depend on breaking down barriers and mistrust among people. Seeds of Peace can reach thousands of young people and accomplish its goal on a modest budget.”

House letter sponsored by Representatives Ackerman, Berman, Chabot, Issa, Rahall and Ros-Lehtinen

“We are writing to express our support for Seeds of Peace, an organization that works to secure lasting peace in key regions of the world by equipping young people with non-violent tools to resolve conflicts and make peace...The innovative work of Seeds of Peace helps ensure the enduring commitment of these young people to peaceful coexistence. In light of the continuing violence in the Middle East and instability in other key regions, there has never been a greater need for this type of program.”



Election Year Conventions

This election year, Seeds graduates were invited to experience what many might consider the heart and soul of the US electoral process when they attended both the 2004 Democratic and Republican Conventions. This opportunity helped them understand what was required to be successful in politics – a field that many of them are considering for their future.

In July in Boston, a select group of older Seeds participated in the National Democratic Institute’s International Leaders Forum along with over 120 country representatives to discuss and learn more about the US political process and international affairs. Joining the Seeds, who were the only teenagers invited to participate, were 600 government leaders including 15 former chiefs of state or heads of government and 80 members of parliament representing 55 different parties. The Seeds had the opportunity to meet with former Secretary of State Madeleine K. Albright, as well as have conversations with countless ambassadors, country representatives and members of Congress.

During the Republican National Convention in New York City in September, the Seeds were invited guests at the “Youth Convention.” This event drew more than 2,500 student leaders and of those were Seeds serving on the Student Advisory Council (*see page 14*). At the Convention, the Seeds met with Representative Joe Knollenberg (R-MI), a long-time champion of Seeds of Peace in Congress.

Profile

Maine Senators Olympia J. Snowe and Susan M. Collins

Senators Olympia Snowe and Susan Collins from the State of Maine have both been long-time supporters of Seed of Peace. For the past five years, they have co-sponsored letters to the entire Senate and the Senate Subcommittee of Foreign Operations on behalf of Seeds of Peace. They consistently encourage their colleagues to support the important work that Seeds undertake during their time in Maine as well as when they are back home in their regions of conflict. Senators Collins and Snowe have devoted countless hours to ensure the Senate recognize the positive impact that the Seeds of Peace program has on the participants by breaking down barriers and mistrust within the troubled regions where they live, which is a goal of American foreign policy and a national security initiative.



Combined Federal Campaign



Combined Federal Campaign

In 2004, Seeds of Peace again took part in the Combined Federal Campaign (CFC), the annual workplace fundraising drive for federal employees. Being accepted as a member of the CFC is an honor as it is a highly selective and competitive process requiring strict eligibility and public accountability standards. In 2003, Seeds of Peace raised over \$7,000 through the CFC; results of the 2004 campaign will be available mid-2005.



Media & Communications

Ever since that first meeting on the White House lawn in 1993 captured the media's attention and propelled Seeds of Peace into the spotlight, the organization has strived to keep the public aware of its activities. This year was no exception as media attention was generated through Aaron David Miller's frequent appearances on CNN, FOX News, BBC, and NPR and his op-ed publications in the *Los Angeles Times*, *Washington Post*, and *International Herald Tribune*. In addition, Beyond Borders and star-studded events generated even more media buzz including coverage on CNN, MSNBC, FOX, ESPN, Al Arabiya, Middle East Broadcasting, *Haaretz*, *The Jerusalem Report*, *Washington Post*, *Dallas Morning News*, and the Associated Press.



Online NewsHour

SEEDS the documentary



SEEDS, the new full-length documentary film on Seeds of Peace

that was produced by independent filmmakers Marjan Safinia and Joseph Boyle of Merge: Media made its US premiere in 2004 at the opening night of the SilverDocs Film Festival in Silver Spring, MD. The premiere of the film generated major press attention and celebrity attendance including Judy Woodruff of CNN, Sheryl Crow, and Lance Armstrong. Following its premiere, the film brought acclaim at a number of top festivals including the Hamptons International Film Festival, the Bahamas International Film Festival, the Palm Springs International Film Festival, the Cleveland International Film Festival, and the Bermuda International Film Festival.

Seeds of Peace is honored to have been recognized and showcased in this beautiful tribute film and looks forward to the film gaining a larger audience and support base in 2005.

Website Expansion & Development



In 2004, Seeds of Peace upgraded its website system through a partnership with Convio, a company that specializes in non-profit websites and Internet software built for reaching, motivating and retaining supporters as well as driving better results in marketing, fundraising, and events. Consequently, this year Seeds of Peace launched a new-and-improved website that is more user-friendly and personalized, contains an email communications system, online event ticketing, and a better ability to track supporters as it allows for synchronizing of online and offline fundraising efforts. Streamlining this process allows work to be done more efficiently and all records to be up-to-date.

In addition, Seeds of Peace launched a new monthly e-Newsletter to keep its supporters better informed. At its launch, the e-Newsletter began with 4,000 subscribers; by the end of 2004, the number had doubled to over 8,000. Additionally, through the e-Newsletter and specific online appeals, online giving numbers and dollar amounts significantly increased as supporters were provided an easier and direct mode to donate. Compared to 2003 when over \$10K was received in online donations, 2004 brought online giving to over \$121K.

Profile



Dave Chappelle

"I was amazed at what I saw on my visit this summer."

Dave Chappelle of Comedy Central's Chappelle Show was drawn to Seeds of Peace to learn more about the Arab-Israeli conflict and he traveled this summer into the woods of Maine during the Play for Peace basketball clinic. Along with the enjoyment of participating in the clinic, Dave did his best to speak with as many Seeds as he could to learn first-hand about their experience living in a region of conflict and how the Seeds of Peace program has made a difference. Said Chappelle, "I was amazed at what I saw on my visit this summer. There is nothing funny about the situations where these kids come from but their smiles and laughs always seemed to shine through and give me hope that they can make a difference. Growing up in the inner-city in Washington DC, I have seen and experienced the determination and courage it takes for teenagers to defy expectations and overcome tremendous challenges; I know these Seeds can do the same."





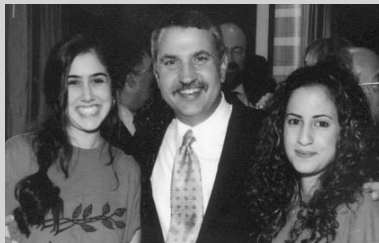
Events & Corporate Support

From large-scale fundraising benefits to smaller briefings, Seeds of Peace brought together its graduates and supporters on a variety of occasions in 2004. Events promoting Seeds of Peace were held around the country and throughout the world. Additionally, fueled by the initiative of the Young Leadership Committee, in 2004 Seeds of Peace launched its *Forum on Conflict & Diplomacy*, a nonpartisan educational forum that provides a platform for thoughtful discussion on strategies to promote negotiations and resolve conflict. This year, corporate supporters including Carlson Wagonlit Travel, Exxon Motor Corporation, Ford Motor Company, and General Motors Corporation were just some of the businesses lending their name and financial support toward Seeds of Peace programming and events.



bid for peace

February 10, 2004 - featuring Madeleine K. Albright, former Secretary of State with live performance by Hootie & The Blowfish, and Host Al Franken, The Hammerstein Ballroom, NYC



SEEDS OF PEACE GALA DINNER

May 20, 2004
Featuring Thomas L. Friedman, The New York Times Foreign Affairs Columnist, The Mandarin Oriental, NYC

Profile Fred and Helaine Gould



Fred and Helaine Gould were first introduced to the organization in 1995 when they met Jordanian Seeds while on a business trip. Excited and inspired by the Seeds, they arranged a meeting with John Wallach and presented him with a check on behalf of the trip participants. Since then, they have been hooked and have donated invaluable resources, time and energy to Seeds of Peace. Helaine, a member of the Board of Directors and Executive Committee, has been instrumental to the success of every major gala event in New York, volunteering her time to help with every event detail. She also has provided the impetus for Seeds of Peace to expand the reach of its events, in New York and around the US. As outgoing Chairman of the board and member of the Executive Committee, Fred has provided leadership, direction and vision for the organization, helping Seeds of Peace reach new heights. Fred and Helaine Gould, and supporters like them, are critical to Seeds of Peace's ongoing success. Seeds of Peace thanks the Goulds for all that they do!

SEEDS of PEACE

Forum on Conflict and Diplomacy



September 20, 2004 - Forum featuring former Senator George Mitchell and Seeds graduates, NYC (top photo). Forum featuring James A. Baker, former Secretary of State, NYC (bottom photo).

Top photos: Alan King

Seeds of Peace Detroit Gala



December 13, 2004
Detroit Gala Premiere of SEEDS, Birmingham 8, Michigan

Pictured (left to right): Tim Attalla, Florine Mark Ross, and Gil Silverman

Hope Happens

December 14, 2004
Hope Happens, The Rosen Plaza, Orlando, Florida

Pictured: Dick Batchelor with Seeds graduates



Seeds of Peace Evaluation

Seeds of Peace has always solicited participant feedback on its programs to make sure they are meeting the needs of participants as well as program objectives. These efforts have been expanded substantially over the last two years, as Seeds of Peace has begun developing a monitoring and evaluation system for all its programs and camp delegations. This will provide Seeds of Peace with hard data from which to evaluate, design, and refine its programs.

Zogby International Survey

Zogby International



In the summer of 2003, Seeds of Peace conducted its first external evaluation of changed attitudinal shifts among Israeli and Palestinian youth participants at the Seeds of Peace International Camp. The evaluation, carried out by Zogby International, was based on a survey instrument produced in English, Hebrew and Arabic and given to youth participating in the second session of camp in 2003. The survey was followed up by interviews on-the-ground in 2004 after the youth had been home for one year.

The Zogby assessment proved what Seeds of Peace has always known – that participation in the program positively changes the hearts and minds of thousands of youth who grow up in conflict. Some key findings following the second survey included:

- **Influencing the “Other Side”**

A majority of respondents (89%) were optimistic that they were able to influence the “other side” in 2003 and this number increased one year later in 2004 (93%) showing that Seeds were even more confident than they were after camp about their ability to influence others.

- **Making and Maintaining Friendships with the “Other Side”**

In August 2003, 93% of Israelis and Palestinians felt that they had become genuine friends through Seeds of Peace. One year later, a large majority (83%) still believed in that sentiment, showing that most friendships forged at camp were maintained throughout the year – a significant factor given the situation on the ground during the *Intifada*.

- **Sharing the Seeds of Peace Experience**

Following camp, 100% of Palestinians and 96% of Israelis felt they could share their experiences with their family, friends, and community. In fact, only 2% felt they had *not* been able to share their experience – an important finding given that this is one way to increase impact and spread the message of Seeds of Peace beyond the camp experience.

- **Participating in Center Activities and Staying in Touch**

A large majority of the Seeds (95%) surveyed in 2003 and 2004 have participated in follow-up activities and events – whether at the Center or within their home community. 94% of Palestinians have done so, as well as 95% of Israelis. This shows a dedicated interest in the organization and the community, which is essential for Seeds of Peace to have any long-term impact.

The Zogby survey demonstrated that Seeds of Peace must begin surveying all camp participants to ensure all its programs are effective and achieving the results desired. During the summer of 2004, Seeds of Peace began developing and testing, in house, its own survey instruments for all program participants with help of an expert to assist with the survey design and statistical analysis. Based on lessons learned the last two years, survey instruments are being further refined for all Seeds of Peace programs.

Social Impact Survey



Social Impact, Inc
Enhancing Development Effectiveness

Under a grant from USAID, in 2005 Seeds of Peace will carry out its first impact assessment of its Israeli-Palestinian program over the last ten years. This will include an assessment of the quality, impact and effectiveness of the Seeds of Peace Israeli-Palestinian program for youth and adult Delegation Leaders, and provide recommendations for strengthening these efforts. The primary focus will be on the Seeds of Peace follow-up program from the Center in Jerusalem.

The evaluation will measure the impact of the program on the attitude of participants and their willingness to work towards peaceful coexistence with the “other side.” Moreover, it not only will assess the effect of the program on participants, but also on the broader communities (e.g. families and schools) from which participants come. This will allow Seeds of Peace to assess whether there is a multiplier effect of the program.

The evaluation team is being led by Dr. Mohammed Abu-Nimer, a leading scholar on the Israeli-Palestinian conflict and programs aimed at addressing the conflict; and by Dr. William Millsap, a leading expert in designing and carrying out evaluations of international NGO programs.

The research team has already conducted many interviews in the United States and Jerusalem with Seeds of Peace staff and graduates. Up to 300 Seeds will be surveyed with an equal size control group. There will also be extensive interviews and focus groups of both Seeds and Delegation Leaders.

This in-depth review of Seeds of Peace will surely help plan the next steps in further developing the organization and its critical leadership programs.

Financials



24 Funding
26 Donors



courage



Funding Overview

Seeds of Peace enjoyed another record-breaking year in terms of revenue growth, as it raised the resources to allow for continued expansion of programming and investment in organizational capacity. This growth is remarkable considering the competition for dollars posed by the Presidential election, the continuing Israeli-Palestinian violence, and the war in Iraq.

In total dollars, Seeds of Peace raised \$8.715 million dollars in FY2004, an increase of 42% over FY2003 (\$6.15 million dollars). This figure is magnified by a \$1.9MM gift from an anonymous donor that helps to expand Seeds of Peace's infrastructure to deliver programming to more teenagers in the Middle East, and will facilitate the launch of a major fundraising campaign. Even excluding this generous gift, Seeds of Peace's revenue grew by more than 12% in FY2004. The total number of donors also grew by 10%, from 4,835 donors to 5,321 donors. Behind the numbers, there are a number of indicators that suggest that Seeds of Peace can continue to expand its revenue with increased efficiency.

Growing Rapidly and Efficiently Fundraising Events

While Seeds of Peace managed to match its previous successes in major event fundraising, revenue growth was most dramatic in general donations, which has a much lower cost per dollar raised. General donations increased by over 50% in 2004, making it a larger percentage of total revenue (34%) than last year (26%).

Seeds of Peace was also able to lower its fundraising costs by raising more dollars online. In August 2004, it introduced a new website and monthly email newsletter, and realized an immediate and sizable return on investment. Online fundraising from August to December 2004 generated over \$120,000 from 503 gifts, compared to \$11,000 from 85 gifts in the same period last year—an increase of over 1000%! A winter e-Appeal was also supported by Paul Bernstein, a longtime Seeds of Peace board member, who generously matched online gifts dollar-for-dollar in memory of his daughter Stefanie Bernstein Brown. Each online donation has a much lower cost of processing, and is acknowledged via email, so continued growth in this area will allow Seeds of Peace to continue to lower its overhead costs.

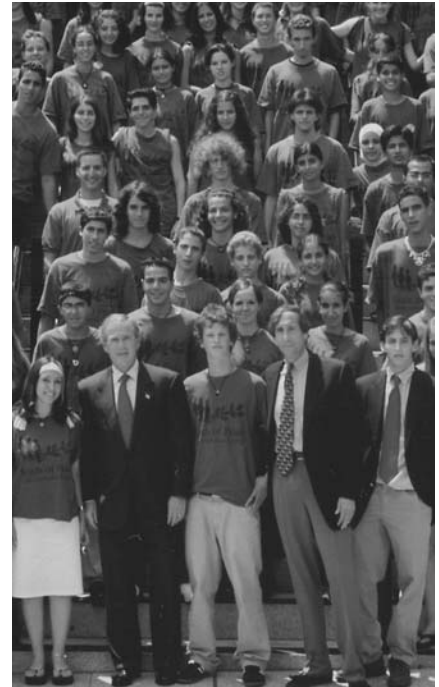
Seeds of Peace's fundraising efforts continued to grow with expanded concentration on raising monies from proposal-based foundations this year. The effort proved successful as it competed for and won more grants than ever this year, raising approximately 30% more in 2004 as compared to 2003.

Seeds of Peace is concentrating fundraising efforts on more cities throughout the United States. From large-scale fundraising benefits to smaller breakfast and lunch briefings, Seeds of Peace brought together its graduates and supporters through a variety of events in 2004.

Events promoting Seeds of Peace were held around the country and world including Boston, Dallas, Detroit, London, Los Angeles, New York, Orlando, Portland (ME), San Francisco, Seattle, Scottsdale, and Washington DC (see photos on page 21). In each community, a volunteer base is developing that will facilitate future fundraising activities.

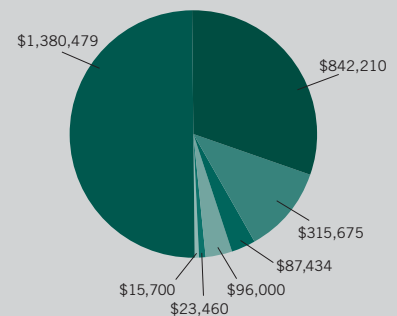
Peacemaker's Society

In 2004, Seeds of Peace introduced the Peacemaker's Society, a new donor club that recognized the critical support of donors that made an annual contribution exceeding \$1,000. As a member of the Peacemaker's Society, donors received admission into the Seeds of Peace *Forum on Conflict & Diplomacy*, a nonpartisan educational forum that provides a platform for thoughtful discussion on strategies to promote negotiations and resolve conflict. Peacemaker Society members, who also receive access to exclusive policy briefing calls and additional special events throughout the year, will be a vital base of revenue moving forward.



Federal Funding

In FY2004, Seeds of Peace drew down \$1,380,479 in federal funds from grant awards made by the State Department and United States Agency for International Development (USAID). These funds were directed to support specific coexistence projects in the Middle East, the launch of *Beyond Borders* program, and conflict resolution work in other regions around the world.



Awards from Government Agencies for FY2004

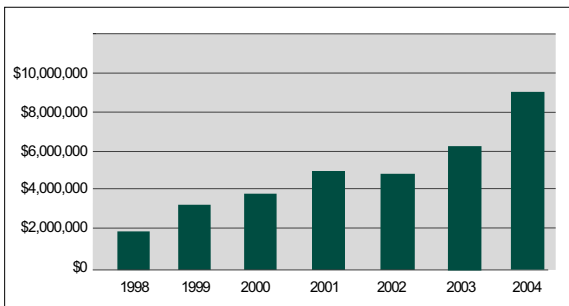
- U.S. Department of State Bureau for Near East Affairs, Middle East Partnership Initiative (MEPI)
- U.S. Department of State Bureau for Population, Refugees and Migration (PRM)
- U.S. Department of State South Asia Bureau (SA)

Note: References to FY2004 refer to Seeds of Peace's fiscal year, not the government fiscal cycle. Drawdowns in FY2004 were made against federal grants awarded in FY2003 and FY2004.

Budget Analysis

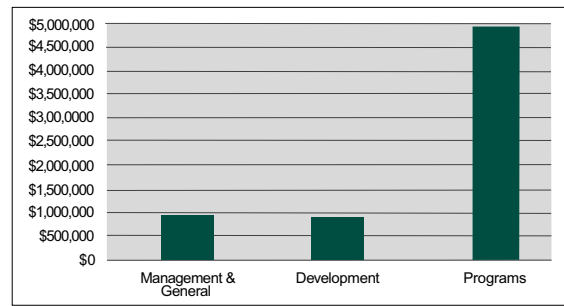
With three summer sessions in Maine, including a pilot program during the third session that brought together Arab and American teens, the Center for Coexistence in Jerusalem, new programming initiatives in Amman and Cairo, follow-up activities for delegation leaders and youth spanning the globe, and an education and leadership programming for Seeds of Peace graduates, the Seeds of Peace annual operating budgeted was \$7.7 million dollars in 2004. Fiscal controls now ensure that over 76 cents of every dollar support programming; moreover, Seeds of Peace is increasingly identifying new ways to reduce costs, whether it's the introduction of new technology or sourcing major cost categories, including travel and entertainment, printing, and shipping.

Gross Income 1998-2004



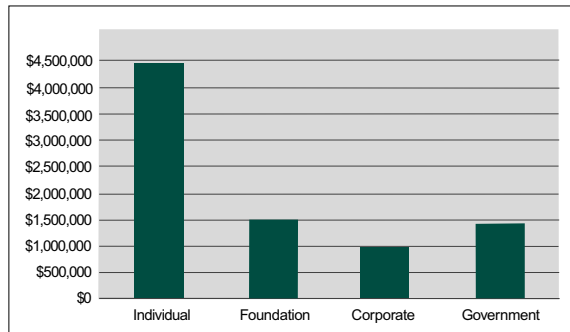
Gross income rose dramatically, up approximately 40% over 2003

Expenses 2004



Expense figures are approximate and based on unaudited financial figures. Expenses exclude direct event costs, which are considered cost of revenue.

Source of Gross Income 2004



Gross revenue figures are approximate and based on unaudited financials. Sources of gross income not pictured include program fees, stock appreciation, store sales, and in-kind donations. Also note that foundations include proposal-based foundations and family foundations.

Seeds of Peace is in the process of finalizing its financial statement for the 2004 fiscal year. Should you be interested in receiving a copy, please call 212-573-8040.

Seeds of Peace is a registered 501(c)(3) tax exempt organization. Contributions are tax deductible to the full extent allowed by law.



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