



We are pleased to be a leading supporter of Seeds of Peace's efforts to educate and empower young people throughout the Middle East and South Asia. Through this important partnership, we are building Seeds of Peace's capacity to equip young people with the skills necessary to advance to leadership positions in government, institutions of higher-learning, and the corporate and non-profit sectors.

 Ken Cohen
 Vice President of Public Affairs for ExxonMobil Corporation

# **2008 ANNUAL REPORT**

SEEDS O	F PEACE
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### DEAR FRIENDS,

Every day at Seeds of Peace, we attempt to transform the landscape of conflict by equipping young people with the tools they need to become leaders in their communities and bring about positive change. In 2008, we saw hundreds of young leaders stand up to the hatred and mistrust that shroud their regions in order to live up to their commitment to be leaders and peacemakers. Nearly 4,000 Seeds around the world generate success stories each day – and these are the stories that inspire and motivate all of us to continue our pursuit of peace.

In 2008, we welcomed 338 campers from the Middle East, South Asia and the United States to the shores of Maine for the 16th season of our International Camp. For most campers, it would mark the first time each had ever met someone from the "other side" of their respective conflict. Through our unique dialogue program, Seeds confronted the fear, misunderstanding, anger and pain in each other – and in themselves. Led by facilitators trained through the Seeds of Peace Conflict Management and Mediation Training Program, these dialogue groups helped Seeds overcome boundaries they once thought impossible to break down and open their minds to the possibility of peace.

This year, Seeds of Peace continued to expand with the introduction of new programs through effective partnerships, such as with the Interfaith Youth Corps as well as Ashoka's Youth Venture, which trained Seeds from South Asia to apply the leadership and

problem-solving skills learned at camp to launching their own business ventures in their communities.

With field offices in Amman, Cairo, Gaza, Jerusalem, Tel Aviv, Ramallah, Lahore, Mumbai, and Kabul, Seeds of Peace continues to pursue unique and innovative follow-up programs to support young leaders as they return home to the conflicts in which they live. These critical programs give Seeds the support and tools they need to share their insights and skills with their own communities, thus multiplying the impact of each program. Our partnership with USAID in the Middle East allowed us to continue training adult educators to create more peaceful learning environments in public schools.

Many of our earliest Seeds are now entering the work force as leaders in business, the nonprofit community, government, education, media, medicine, and politics. In 2008, we made a significant effort to engage Graduate Seeds in meaningful and powerful programming that leveraged their maturity, creativity and accomplishments into dozens of community service initiatives that continue to have a positive impact.

Our mission is to inspire young people to be future leaders with a new vision of the path forward. None of our work would be possible without the support of our partners and individual supporters. Thank you for being our partner in peace.

) Lichard a Berman

Richard Berman Chairman, Board of Directors Seeds of Peace

- Ivanka Trump hosted the annual Peace
  Market in February 2008 on behalf of Seeds
  of Peace. Over 800 young professionals from
  New York City attended the special event to
  support critical leadership and conflict
  resolution programs in the Middle East and
  South Asia. And in May, Seeds of Peace
  presented Yoko Ono with the John Wallach
  Humanitarian Award in New York City. Yoko
  Ono is a strong advocate for peace and has
  supported programs that encourage youth to
  participate in peace-building activities.
- Over 125 volunteers from Toll Brothers Inc. arrived at the Seeds of Peace International Camp to participate in the tenth annual Toll Brothers Day, an event focused on clean-up and rebuilding activities to help prepare the Camp for opening. Families and friends of Toll Brothers Inc. employees headed to Maine with their hand tools and power tools, paint cans and paint brushes, rakes and shovels, to prepare the Camp for the arrival of young people from around the world. Toll Brothers Inc. is America's leading luxury home builder and Bob Toll, Chairman & CEO, is a member of the Seeds of Peace Board of Directors.
- In July 2008, Seeds of Peace was featured on CNN International. Her Majesty Queen Rania Al Abdullah of Jordan commended Seeds of Peace, saying it is an example of programs that are "trying to bring down the mental barriers we sometimes have towards people who are different from ourselves, whether they come from a different religion or different ethnic background or a different country altogether."
- Later in July, ten NBA stars arrived at the Seeds of Peace International Camp to participate in the Seventh Annual 'Play for Peace' basketball clinic. They were welcomed by 160 Egyptian, Jordanian, Israeli, Palestinian and American youth

participating in the Camp's second session, focused exclusively on the Arab – Israeli conflict. The NBA players included top draft picks Derrick Rose (Chicago Bulls), Brook Lopez (NJ Nets), Robin Lopez (Phoenix Suns), Russell Westbrook (Oklahoma City Thunder), DJ Augustin (Charlotte Bobcats), Anthony Randolph (Golden State Warriors), along with NBA 'Play for Peace' veterans Brian Scalabrine (Boston Celtics), Jordan Farmar (LA Lakers), and former WNBA star Sue Wicks (NY Liberty). Bulls great BJ Armstrong helped to lead the clinic.

During the event, players worked with campers on basketball fundamentals and teamwork drills that help them understand the value of cooperation, as enemies become teammates on the basketball court. For each player, it was an opportunity to understand the structured interactions that take place during the Camp and how the conflict in the Middle East region has affected the campers. The relationships and respect that have grown between the Seeds was shared with the players and the desire for peace and coexistence was expressed through their dialogue. The event was covered by ABC, MSNBC, The Chicago Tribune, The Boston Globe, The Chicago Sun-Times and The LA

■ In December 2008, Seeds of Peace officially opened an office in the West Bank town of Ramallah, strengthening the organization's ability to conduct effective Palestinian programming on the ground in the Middle East. The office opening was attended by local NGO leaders, diplomats, USAID officials, and Palestinian Authority representatives, as well as by many Palestinian Seeds. Two younger Seeds presided over the ribbon cutting ceremony, while Seeds of Peace Global Programming Director Paul Mailhot delivered the keynote address.



In the summer of 2008, 338 young American, Egyptian, Indian, Israeli, Jordanian, Pakistani and Palestinian leaders joined together on the scenic grounds of the International Camp in Otisfield, Maine as Seeds of Peace began the 16th season of its Camp program. Delegates participated in two three-week sessions where the foundation for reconciliation and coexistence was built. As always, numerous camp graduates returned as counselors and facilitators, bringing vitality and a sense of cohesion to the camp experience.

Campers left behind communities torn apart by conflict to wake up amid the tranquil surroundings and gossamer beauty of cold Maine mornings next to their supposed enemies: teenagers who are just like them, but from the other side of the conflict. Together these youths face the day, speaking seriously about their hatreds and fears in intense daily dialogues. After examining what divides them, they emerged to find common ground in games, shared meals, laughter and good fun.

### PEER SUPPORT PROJECTS

In 2008, Seeds of Peace added a new component to the Peer Support program to better connect the Camp experience to the post-Camp reality and to empower these returning campers (PSs) as young leaders. Each PS designed a community action project for implementation in their home communities. Ranging from combating drop out rates in Jenin to establishing a dialogue between Jewish and Arab youths in Haifa, the programs allow the participants to create change back home.

### **DIALOGUE SESSIONS**

Grouped by conflict region, campers sat together in daily 90-minute sessions to get to know their peers on the other side. Confrontations often centered on some of the most contentious issues of a conflict, including borders, religion, and the media. Guided by professional facilitators, many of whom were trained by Seeds of Peace through the Conflict Management and Mediation Training program, campers learned communication and negotiation techniques that allowed them to listen to unfamiliar viewpoints and develop respect and understanding. Campers were

instructed to avoid personal attacks, respect each other's beliefs and listen with an open mind. Through hard emotional work, the campers grew to value each other as individuals. This extraordinary process can only happen in the neutral, supportive environment that the International Camp provides.

### **CAMP ACTIVITIES**

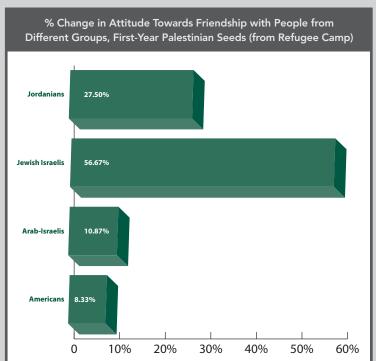
Bonds were built as campers spent time together playing sports, creating arts and crafts, swimming, and socializing with one another. These seemingly run-of-the-mill activities become emblematic of cooperation and tolerance across conflict boundaries. As is tradition, each session concluded with three days of Color Games. Campers were divided into two teams, Green and Blue, and competed in a variety of events, ranging from soccer to art to cooking. As campers learned to depend on both themselves and one another, team spirit triumphed over allegiances - national, political, or religious. Campers from formerly adversarial backgrounds were teamed with one another in order to discover common joys and overcome challenges in a fun atmosphere.

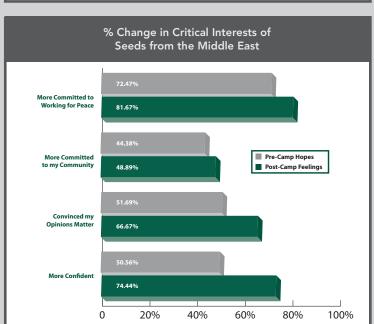
#### MAINE SEEDS PROGRAM

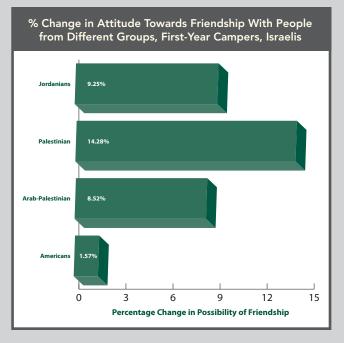
As Maine's immigrant population continues its boom, local communities are facing their own ethnically based tensions. For the ninth year, 30 Maine teenagers confronted the specific problems they face, deconstructing stereotypes and misconceptions in daily life. The goal of the Maine Seeds Program is to create a powerful force of young leaders who can affect change and raise tolerance in their communities.

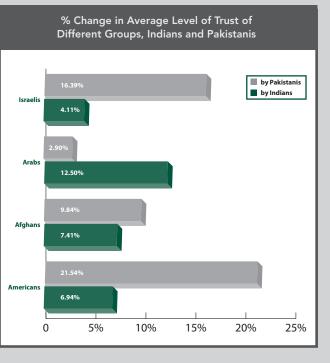
#### **DELEGATION LEADERS**

The adult educators from regions of conflict who travel to Camp with the Seeds each summer participate in their own intense dialogue and coexistence program. At Camp they engage in workshops and create partnerships in order to determine how best to educate the Seeds as well as others back in their communities.











Leadership development that started at Camp in Maine continued through 2008 as new Seeds returned home. This year, Seeds of Peace built upon its many programs that have proven so effective in reinforcing friendships, fostering leadership skills and developing community outreach. New programs, like the Music Program which provides Israeli and Palestinian Seeds with a creative outlet, have also proven extremely successful. With continuing dialogue sessions, language courses, community presentations and SeedsBook, Seeds of Peace continued its drive to motivate the leaders of the future after they leave Camp.

### **DIALOGUE PROGRAMS**

The Dialogue Programs are a pillar of support for Seeds as they return home and are again confronted with the bitterness of conflict. Faced with considerable obstacles—suspicion, intolerance, war, poverty, military occupation, terror—Israeli and Palestinian Seeds met throughout 2008 in small dialogue groups to continue the difficult conversations begun at Camp. Under the professional guidance of Seeds of Peace-trained facilitators (many of them older graduates of the Camp), Seeds once more listened to the opinions of people on the other side of the conflict, and continued the lessons in tolerance and respect that began last summer. During the largest session of 2008, 140 Israeli and Palestinian Seeds met for a day of dialogue near Jerusalem in August.

## **CONFLICT MANAGEMENT AND FACILITATION TRAINING COURSES**

Seeds of Peace offered an 18-month training course to young professionals who want to develop skills as conflict-resolution facilitators. On June 5, 2008, the Seeds of Peace Facilitators Course graduated 15 participants, ten of whom are alumni Seeds. Two of the graduates, Bashar and Lama, facilitated at Camp in 2008.

### SEEDS CAFÉ



Jerusalem Seeds Café Forum continued its success this year. The Café is a public speaker series sponsored by USAID which reaches out to a broad cross-section of interested Israelis and Palestinians from the local community. Speakers included NGO leaders, educators, policy-makers, and journalists. This rare occasion of cross-cultural networking in a neutral setting allows for understanding and opportunities for cooperation by providing a place to people interested in meeting those from "the other side." In 2008, eight Seeds Café gatherings were organized around topics like Media and the Conflict, 60 Years of Different Historical Narratives, and Striving for Peace in the Shadow of Loss. The series was once again hosted by two older Seeds, an Israeli and a Palestinian.

### **MUSIC PROGRAM**

The Seeds of Peace Music Program has helped many Seeds deal with the sparks of violence in the Middle East over the past year by giving the Seeds a forum through which they can creatively express themselves. On December 26, 2008, the Israeli-Palestinian Music Ensemble held its first meeting at the Hadar Community Center in Haifa. Six Palestinian and five Israeli Seeds began a six-month exploration of music's power to foster understanding and trust between the two nations. The group studied the use of music as a means of communication through improvisational activities, as well as listening to one another's favorite music from their

respective nations and around the world. By the end of the meeting, the Ensemble had composed three original songs as a testament to their newfound connection.

## **ISRAELI-PALESTINIAN CROSS BORDER EVENTS**

Eighty Seeds and 20 Seeds of Peace staff members, Delegation Leaders, facilitators and volunteers gathered in the Negev/Nagab Desert for a bi-national event focused on strengthening relationships with "the other side" through facilitated advanced dialogue. From April 10-12, 35 Israeli Seeds and 45 Palestinian Seeds from the West Bank and Jerusalem from the 2005-2007 Camp sessions spent three days discussing recent developments in the conflict and how to create mutual trust and understanding in their communities by leading projects and initiatives of their own.

More than 140 Israeli and Palestinian Seeds and 10 Delegation Leaders from both sessions of the 2008 Camp year met for a day of skill building activities, including advanced dialogue, at Neve Shalom/Wahat al-Salam near Jerusalem on August 29. This was the first reunion since the end of Camp earlier that month and served to reunite our newest Israeli and Palestinian Seeds and provide critical follow-up support as they return to their home communities. The event was led by key staff members of the regional field offices and critical support was provided by over 20 Seeds from earlier Camp years who served as volunteers. This important event gave participants the opportunity to build on the training and skills they acquired at the International Camp and begin thinking about how those methods could be applied at home.

In August, 15 Israeli and Palestinian Seeds participated in a day-long basketball clinic run by Los Angeles Lakers point guard Jordan Farmar. The NBA player, who has been a regular participant in the Seeds of Peace NBA Day in Maine, taught the Seeds basic dribbling, shooting and passing skills. He was later the guest of honor at a dinner in Jerusalem where he and the Seeds discussed the value of sports as a way to break down barriers, build trust and foster mutual understanding.

In December, over 100 Palestinian and Israeli Seeds participated in Haifa's annual Holidayof-Holidays event. The Seeds organized workshops at the street festival, which symbolizes the coexistence between the city's Jews, Christians and Muslims. One group led art projects like face-painting for festival participants, while another handed out information about Seeds of Peace and answered questions about the organization and their experiences as Seeds.

### MODEL SCHOOLS INITIATIVE

As part of a partnership with USAID, Seeds of Peace has designed a number of different programs aimed at nurturing an environment of tolerance, dialogue, respect, and civic engagement. As these concepts must be encouraged particularly among youth, Seeds of Peace has geared many of its efforts toward teaching tolerance in Israeli and Palestinian schools—a "Model Schools Initiative." The objective of this project is to increase the number of educators in the region who support incorporating dialogue, peaceful learning environments, respect for the opinions of others, non-violent resolutions to conflict, and civic responsibility into their everyday lesson plans. Seeds of Peace chose a select group of 20 Israeli and 20 Palestinian educators who are committed to introducing these ideas and methods into their school system and are committed to training their colleagues in these concepts. This project started with a seven-day seminar in the spring of 2008 and continued with a year of follow-up, including site visits.



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## INDIA/PAKISTAN **HOMESTAYS PROGRAM**

The India/Pakistan Homestays Program is an intensive and rewarding week of workshops, facilitated dialogue and educational visits to historical and cultural sites and the Indo-Pak border. In August of 2008, the program brought 18 high school-aged Indian Seeds and seven Indian Delegation Leaders to Pakistan's cultural capital, Lahore, where they stayed with their Pakistani friends from Camp. Workshops led by Delegation Leaders taught leadership skills and explored attitudes toward key conflict issues, like the Kashmir dispute. In total, 43 Seeds participated in the Homestays Program, funded by the U.S. Department of State.

All participants from both countries participated in the Seeds of Peace International Camp program in Otisfield, Maine, between 2004 and 2007. Having returned to their home countries, they frequently participate in programs on the ground aimed at furthering their education and training as peacemakers and leaders. The annual South Asia Homestay Program is the centerpiece of this training following Camp.

The Seeds were then given an opportunity to use their skills during school visits, during which they gave talks about Seeds of Peace and answered questions about their thoughts on the Indo-Pak conflict. Despite rising tensions between India and Pakistan, Seeds of Peace completed a week-long program in Lahore, Pakistan aimed at empowering young people with the skills to resolve conflict. No other organization in the world conducts this kind of Homestay Program on the subcontinent. For these young leaders, this was their first opportunity to collaborate faceto-face on peace issues in nearly two years. In

2007, Seeds of Peace was unable to complete the program due to intense political unrest in the region, including the assassination of Benazir Bhutto, former Prime Minister of Pakistan.

Program activities included professionally facilitated dialogue sessions focused on key issues in the India-Pakistan relationship, such as security, economic cooperation, political unrest, and the ongoing conflict in Kashmir. The Indian and Pakistani Seeds also took their skills into Pakistani school districts, where they gave presentations to nearly 400 high school students about Seeds of Peace and the critical role of young people in resolving seemingly unending conflict. In addition, they participated in cultural, sporting and religious activities that allowed each side to gain a richer and more tolerant understanding of supposed historic enemies.

While speaking to a delegation of Indian and Pakistani Seeds during their July 2008 visit to Washington, DC, Deputy Secretary of State John Negroponte said: "I encourage you to continue seeking out opportunities at home to support tolerance and understanding. Your dedication to religious and cultural tolerance, coexistence, and dialogue is important to achieving lasting peace ... By participating in Seeds of Peace, you have shown that you have the imagination and dedication to help give your societies the precious gift of peace."

#### **BRING-A-FRIEND WORKSHOPS**

Graduate Seeds in Afghanistan, India, and Pakistan met with their friends as well as professionals to discuss community-building, volunteerism, leadership skills and other topics. These three-day workshops allowed Seeds to spread the message of Seeds of Peace within the community as well as

continued to prepare Seeds for leadership roles in business, government, health care, and the nonprofit world.

### **SEEDSBOOK**

In order to maintain bonds between Seeds separated by vast distances, Seeds of Peace uses the Internet as a means of communication. The SeedsBook website includes a chat room, which allows Seeds to speak daily with one another as well as share photos, film, and music. A neutral moderator hosts weekly discussions. Similar to Facebook, each member has a registered profile that he/she can edit at any time.







## **SEEDS OF PEACE GRADUATE PROGRAM**

The Graduate Seeds Program aims to reunite Seeds who attended Camp prior to 2000 and are starting, or have already started, their professional careers.

## **GRADUATE SEEDS SUMMIT IN** AQABA, JORDAN | APRIL 24-27, 2008

Forty-four Israeli, Palestinian, Egyptian, Jordanian and American Seeds, spanning Camp years 1993-2000, attended the four-day Seeds of Peace summit in Agaba in order to adopt a proposal for launching the Seeds of Peace Graduate Association. The Seeds also participated in workshops on community organizing, working with the media, and using and entrepreneurship to build understanding. At the Summit's conclusion, the Seeds proposed the Association's structure and its relationship with the larger Seeds of Peace organization.

## GRADUATE SEEDS SUMMIT IN RABAT, MOROCCO | OCTOBER 23-27, 2008

To follow up on the Agaba Summit, a Graduate conference was held in Rabat, Morocco. During the four-day Summit, 50 graduate Seeds met in order to further develop the Graduate Association and

examine the role of community service in graduate-initiated actions. During the Summit, Afghan, Indian, Pakistani, Egyptian, Israeli, Jordanian, Palestinian and American graduate Seeds participated in intensive workshops, seminars, and discussions. They also adopted a mission statement for the Graduate Association. Additionally, Seeds met with seven Seeds of Peace board members, including Board Chairman Richard Berman.

### **MISSION STATEMENT**

The Graduate Association serves as a vehicle for all Graduates, in their diversity, to network, encourage and create local and regional initiatives to end conflict and promote cross-border opportunities.

We act in service of our communities to respond to their various needs. We support the Seeds of Peace community by mentoring younger Seeds and helping to shape the future of the organization.

### SEEDS OF PEACE INC. STATEMENTS OF ACTIVITIES

Years Ended December 31, 2008 and 2007

SUPPORT AND REVENUES:	2008	2007
Unrestricted:	¢4 070 740	#0.774.000
Contributions (non-event)	\$1,878,740	\$3,774,290
Government grants Contributions in-kind	\$450,868 \$126,968	\$400,462 \$147,133
Camp fees & misc. program services	\$538,661	\$520,112
Investment and other income	\$240,619	\$142,410
Release of restricted assets	\$193,784	\$251,709
Total before special events	\$3,429,640	\$5,236,116
Special events:		
Auction sales	\$78,980	\$123,580
Event related revenue and support	\$1,891,392	\$2,269,989
Less: related direct costs	(\$490,768)	(\$726,028)
Net special event income and support	\$1,479,604	\$1,667,541
Temporarily Restricted:		
Contributions (non-event)	\$876,687	\$76,042
Release of restricted assets	(\$193,784)	(\$251,709)
Permanently Restricted:		
Investment and other income	(\$21,437)	\$18,839
Total support and revenues	\$5,570,710	\$6,746,829
EXPENSES:		
Program Expenses:		
International camp	\$1,778,754	\$1,722,624
MiddleEast/Multinational	\$1,861,485	\$1,231,910
Education/Public relations	\$255,470	\$336,967
South Asia (SA)	\$134,604	\$133,327
Program administration	\$269,108	\$353,146
Total program expenses	\$4,229,421	\$3,777,974
Supporting Services:		
Management and general	\$1,366,072	\$1,659,858
Fundraising	\$333,665	\$431,215
Total expenses	\$5,999,158	\$5,869,047
Increase/(Decrease) in net assets:		
Unrestricted	(\$1,089,914)	\$1,034,610
Temporarily restricted	\$682,903	(\$175,667)
Permanently restricted	(\$21,437)	\$18,839
Increase/(decrease) in net assets	(\$428,448)	\$877,782
Net assets, beginning of year	\$1,575,254	\$697,472
Net assets, end of year	\$1,146,806	\$1,575,254

## SEEDS OF PEACE INC. STATEMENTS OF FINANCIAL POSITION

Years Ended December 31, 2008 and 2007

	2008	2007
ASSETS		
Cash and cash equivalents	\$1,594,245	\$1,924,796
Grants and pledges receivable, net	\$754,831	\$114,296
Other receivables	\$9,728	\$17,895
Inventory	\$14,417	\$3,989
Investments	_	\$875,748
Prepaid expenses	\$215,992	\$132,463
Property and equipment, net	\$356,787	\$447,604
Intangible assets, net	\$14,221	_
Security deposits	\$1,808	\$6,246
Total assets	\$2,962,029	\$3,523,037
LIABILITIES AND NET A	ASSETS	
Liabilities:		
Accounts payable and accrued expenses	\$309,390	\$386,768
Loans payable	\$1,505,833	\$1,510,000
Due to grantors	-	\$15,133
Deferred income	_	\$35,882
Total liabilities	\$1,815,223	\$1,947,783
Commitments and contingencies*		
Net assets:		
Unrestricted	(\$124,985)	\$964,929
Temporarily restricted	\$928,957	\$246,054
Permanently restricted	\$342,834	\$364,271
Total net assets	\$1,146,806	\$1,575,254
Total liabilities and net assets	\$2,962,029	\$3,523,037

\*Independent Auditors' Report – We have audited the accompanying statements of financial position of Seeds of Peace, Inc., (a not-for-profit organization) as of December 31, 2008 and 2007, and the related statements of activities and cash flows for the years then ended. These financial statements are the responsibility of the Organizations' management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with U.S. generally accepted auditing standards. Those standards require that we plan and perform our audit to obtain reasonable assurance about whether the financial statements are free of material misstatements. An audit includes examining on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Seeds of Peace, Inc. at December 31, 2008 and 2007, and the results of its activities and its cash flows for the years then ended, in conformity with U.S. generally accepted accounting principles.

Skody Scot & Company, CPAs, P.C.

#### \$100,000 AND ABOVE

Mrs. Kathryn W. Davis Edmond J. Safra Foundation

ExxonMobil Corporation

The Gould-Shenfeld Family

Mr. and Mrs. James M. and Nora Orphanides

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