



SEEDS of PEACE

2010 annual report

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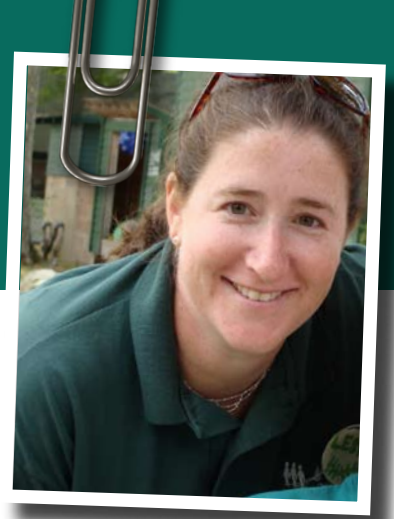
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BINATIONAL IN JERUSALEM

PHOTO | Fatima Negran Back cover PHOTO | Madeleine Pryor



message from the director



Dear Friends,

Each donor, and each member of our Board, Young Leadership Committee, and staff listed in this annual report has contributed to a year in which Seeds of Peace defined its vision for the future, renewed its financial health, sustained its hallmark Camp in Maine, and built programmatic strength in the Middle East and South Asia. To every business, corporation, foundation, and individual listed on these pages, I send my profound thanks for supporting Seeds of Peace in 2010, my first full year as Executive Director. You joined us at Camp, you met us at parlor gatherings, you danced at the Peace Market, you sponsored our Spring Dinner, and so much more: you gave us the spirit and funds that made 2010 a resounding success.

Each contribution is an investment in the growing network of Seeds and educators, now more than 5,000 strong and well represented across public and private sectors. Whatever professional paths our Seeds pursue, their experience with Seeds of Peace has equipped them with the network, skills, knowledge and empathy that contribute to effective peace-building. The political turmoil in the Middle East of 2011 heightens our pride in our Seeds and persuades us that they are needed now more than ever. Through them we all find hope and inspiration in zones of seemingly intractable conflict.

In 2010, we achieved financial balance by streamlining our operations and managing with smart frugality. We raised more than \$4 million from private philanthropy and closed the year in far greater fiscal health than we have enjoyed in the recent past. We are deeply grateful to the US Department of State for its grant commitment to our South Asia Program.

And we enjoyed the process! A dedicated Host Committee and our Board of Directors spearheaded

the Spring Dinner at which Seed parent and *New Yorker* Editor David Remnick delivered timely and meaningful remarks. An energized Junior Board kept us breathless, with 1,000+ guests at the annual Peace Market and hundreds more on the Spring Cruise, at Stand Up for Peace, and out at CitiField. Parents of Seeds and other supporters hosted gatherings in their homes, and we had the pleasure of conversations with dozens of individual donors. We are proud that our strong program inspired your support and hope you know how much you inspire us in turn.

Knowing of our strong foundation, Awista Ayub joined us as Director of South Asia Programs, coordinating the newly-opened offices in Kabul and Lahore as well as our continued presence in Mumbai. Seeds themselves are now leading our organization: our Middle East, Israeli and Palestinian program directors are all Seeds graduates. Kathy Valyi joined us as Director of Development, with a background in Middle East Studies and a 25-year career leading development programs. We build human, not physical, infrastructure, and each new hire has been drawn by your impressive support.

Please allow me to close my thanks with a request: tell everyone you know about the inspiring work of Seeds of Peace. Encourage them to visit our website—where your friends can view our newest video, *First Steps*—and sign up for our events. Renew your support as generously as you can and invite others to join you. We thank you for all you have done to make the success we report in these pages possible, and for the future strength your continued support can build.


Leslie A. Lewin

international camp, maine

AS WE NEAR OUR 20TH YEAR, NEARLY 5,000 SEEDS & EDUCATORS are emerging as leaders of their own societies and in 22 nations around the world.

Our 18th season of the Seeds of Peace International Camp brought together 319 new and returning campers from the Middle East, South Asia, and the US to gain the relationships and skills necessary to become the leaders of their generation and advocates for peaceful coexistence. Through daily mediated dialogue sessions, group challenge exercises, and traditional camp activities, Seeds learned to respect and cooperate with peers from the other side of conflict. Living with members of the 'other side' for three weeks gave Seeds the opportunity to understand issues, perspectives and people they previously had no opportunity to know or explore.

'WAGIN' PEACE'

Inspired by the 2010 World Cup anthem *Wavin' Flag* by K'naan, a group of campers worked to produce their own peace anthem. In just three days, the Seeds wrote original lyrics in Arabic, Hebrew, and English, based on personal experiences at Camp and living in regions of conflict. The adapted song *Wagin' Peace* was recorded with vocals and instrumentation by the Seeds, produced as a music video by Seeds and volunteers, and distributed online in the fall to inspire the Seeds community and give it a vehicle to spread a message of peace. View the video at www.seedsofpeace.org/musicvideo.

FLAG-RAISING CEREMONY

In a ceremony echoing the United Nations, Seeds of Peace honored each delegation represented at Camp by raising national flags outside the Camp gate. As each flag rose, campers proudly sang their national anthem for the other delegations. Return-



ing campers delivered remarks on the struggles and accomplishments of their first summers at Camp. The campers then left the flags behind and entered the campsite, where only the Seeds of Peace flag flies, symbolizing their pursuit of a new common identity as Seeds.

PLAY FOR PEACE

A day-long visit from world-class athletes brought renewed energy to Camp, relieving the intensity of dialogue sessions. The 2010 Play for Peace included four NBA players and women's basketball legend Teresa Edwards, as well as soccer star Mia Hamm and her husband, former Red Sox All-Star shortstop Nomar Garciaparra. As in past years, professional athletes reinforced the importance of teamwork and leadership in our Seeds, gained new respect for the challenges facing our Seeds at home, and left with their own commitment to our message of peace.

PHOTO | Bobbie Gottschalk



319 TEENAGERS
9 DELEGATIONS —
Afghan American Egyptian
Indian Israeli Jordanian
Pakistani Palestinian
Maine Seeds

DIALOGUE

PHOTO | Madeleine Pryor

MAINE SEEDS PROGRAM

2010 marked the 10th year of Maine Seeds, a program that brings teens from across the state to participate at Camp alongside international Seeds. Surges in African and Asian asylum seeker immigration and refugee resettlement in Maine communities has led to ethnic and racial tension. Maine Seeds confront this tension and discuss methods of resolving conflict. These Seeds are encouraged, through year-round programs, to connect groups within their home communities and spread the respect and understanding they gained at Camp.

PEER SUPPORT (PS) PROGRAM

This platform allows returning campers to develop the self-belief, skills and perspective needed to effect change in their communities. The program consists of two main elements. In Leadership Dialogue, PS's learn to lead with empathy and respect. In Unleashing Change, they explore their role as changemakers—people who create positive social impact. Outside of their own dialogue process, the PS's provide emotional support to first-time campers. At the end of

the 2010 summer, 50 PS's become leaders in their home communities.

INTERNATIONAL DINNER

The annual International Dinner featured dishes prepared by the Delegation Leaders. Campers set aside their green shirts for one evening to dress in the traditional clothing of their cultures. At the dinner, each Seed enjoyed the comfort of food from home and gained cross-cultural awareness of fellow campers' traditions.

COLOR GAMES

Color Games, the Camp Olympics, is the culminating event of every session. During Color Games, campers are divided into two teams, Green and Blue, and engage in sports, team-building challenges, performances, and creative arts competitions. For three days, team allegiance supercedes national identity. While Color Games is intensely competitive, it creates intense cooperation—a spirit that rises above ethnic and national divides and cements the bonds that form during Camp.

HIGH ROPES

PHOTO | Madeleine Pryor



IN 2010, WE LAUNCHED A PARTNERSHIP WITH BEHAVIORAL science researchers at the University of Chicago Booth School of Business to monitor and evaluate our Middle East and South Asia programs.

Surveys of 2010 campers found that their Camp experience created opportunities for positive interaction otherwise impossible at home. Ninety-four percent of Arabs and Israelis, and 90 percent of Indians, Pakistanis, and Afghans, reported having little to no contact with the “other side” before Camp. Only a fraction of those who did have contact described their encounters as positive. By the end of Camp, Seeds from all delegations said they felt closer to the friends they made at Seeds of Peace than they to their friends from home.

We sought to measure the degree to which campers were gaining the relationships, understanding, and skills needed to be effective leaders for peace. It was clear that when young people caught in conflict do have the opportunity to meet face-to-face and engage in open and honest dialogue, the results are extraordinary. When asked to rank the importance of their experiences at Camp, Seeds from both the Middle East and South Asia overwhelmingly listed the opportunity to learn more about people from the “other side.” All delegations increased their trust in and positive feelings towards the “other side,” demonstrated an understanding of each other’s viewpoints and needs, and expressed a greater belief that their societies can create a just and lasting peace.

By the end of Camp in 2010, Seeds from the Middle East and South Asia agreed that two leadership skills stood out as particularly important for peace-building: the ability to listen and understand different viewpoints, and the ability to build relationships with the “other side” in order to work for a common goal.

In a zone of intense conflict, partisan thinking often trumps listening. Seeds’ valuing this capability to understand and work cooperatively with “others” represents a profound transformation. In light of the extremely limited pre-Camp cross-conflict contact, this response affirms the most important achievement of the summer program and tells us we are returning Seeds to home communities capable of sharing a bold new perspective.

Seeds’ belief that attending Camp and making friends with the other side makes one a better member of one’s own community also increased—emphasizing that a strong national identity is not mutually exclusive with the pursuit of peace.

In 2010 we measured more deliberately what we have known: at Camp, our Seeds begin to gain and value the skills that are necessary in promoting peace across lines of conflict. Perhaps even more importantly, their commitment to working towards peaceful coexistence in their regions increased over the course of the session. Ninety-three percent of Arab and Israeli Seeds, and 100 percent of Indian, Pakistani, and Afghan Seeds, expressed a desire to stay involved in peace-related activities upon their return home, primarily by being active in Seeds of Peace regional programs and spreading the ideas they learned at Camp to their schools and communities.

Seeds of Peace will continue to survey participants to understand changes in attitudes and abilities over time.

regional programs, middle east

AS CAMP CLOSES, SEEDS REALIZE THAT THE THREE INTENSE WEEKS in Maine are just a first step. Seeds return home and continue their work through our regional programs, incorporating skills gained at Camp.

In 2010 a major re-design of regional programs now focuses on Seeds in three broad age brackets: Junior Seeds (age 14-17), Senior Seeds (age 18-21), and Graduate Seeds (22+, with our oldest Seeds now in their early 30s). Regional programs specifically designed for each age bracket ensure that Seeds have appropriate vehicles to continue their work with Seeds of Peace well into their adult lives.

A peaceful resolution to the protracted conflict between Israelis and Palestinians spurred our Middle East programming in 2010 as our concentrated outreach efforts brought adversaries together, promoting greater understanding and fostering cooperation. Few programs have the standing or capability to navigate the complex visa, permit, travel and political tasks required to keep young people connected in the Middle East. These special abilities sustained connections between Seeds throughout 2010.

SHARING TRADITIONS AND PERSPECTIVES ON JERUSALEM

On September 4th, 86 Israeli and Palestinian Seeds reunited in Jerusalem for continued dialogue and a dinner to mark Ramadan and Rosh Hashanah, holidays that found a rare coincidence in 2010. Seeds graduates gave presentations and led discussions on the significance of Jerusalem for Jews, Muslims, and Christians. The Seeds then shared their family Ramadan and Rosh Hashanah traditions with each other. The event culminated in a holiday meal as the East Jerusalem cannon fired to mark the end of the daily Ramadan fast.



ISRAELI & PALESTINIAN Seeds talk to a Palestinian Muslim cleric at a religion seminar near Jerusalem.

DEVELOPING THE ART OF EFFECTIVE COMMUNICATION

More than 50 Israeli and Palestinian Seeds participated in a six-week summer leadership program designed to hone their communication skills. Led by counselors who had spent past summers at the International Camp, the Seeds began with a series of local training sessions designed to encourage self-expression and active listening. Following their training, Seeds spent several weeks creating media projects like documentaries and poetry to bring attention to issues of concern in and between their communities. The program culminated in a three-day seminar in which Seeds presented and discussed their projects.

A close-up photograph of a woman wearing a white hijab and a teal shirt, smiling and hugging a young child with dark, curly hair. The woman's face is in profile, looking towards the right. The child's head is buried in her chest. The background is slightly blurred, showing what appears to be a bouquet of flowers.

PROGRAMS ACROSS BORDERS, AGES

junior seeds 14-17
senior seeds 18-21
graduate seeds 22+

REUNION

PHOTO | Kaela Frank

middle east programs

ADVANCED DIALOGUE IN JERUSALEM & HAIFA
In 2010, Israeli and Palestinian Seeds continued to hold post-Camp dialogue sessions to build on discussions held at Camp and address current events. Sessions were facilitated by older Palestinian and Israeli Seeds who had completed our 15-month professional dialogue facilitation course. In each of three groups, pairs of these facilitators led ongoing sessions with 16 younger Seeds, building interaction between different generations of Seeds that will continue as they grow older.

RELIGIOUS DIALOGUE BINATIONAL
From February 5-6, 2010, more than 100 Israeli and Palestinian Seeds engaged in an overnight seminar at Neve Shalom/Wahat al-Salam, the only deliberate mixed Arab-Israeli community currently in Israel. Seeds continued dialogue sessions, and explored Judaism, Islam and Christianity with three clerics. A rabbi, a Catholic priest, and an imam discussed distinct tenets of their faiths, the common principles of each faith, and how to improve inter-faith tolerance.



MCKINSEY PARTNERSHIP
In late 2010, the McKinsey & Company Global New Partner Orientation in Jerusalem invited 40 Palestinian and Israeli Graduate Seeds to share their experiences and perspectives on the conflict and engage in dialogue about prospects for peace in the Middle East. The event also allowed Seeds to engage and network with business professionals.



COMMUNICATION BINATIONAL

PHOTO | Alia Lahlou



SAVE A CHILD'S HEART

PHOTO | Save A Child's Heart

SAVE A CHILD'S HEART

In conjunction with the organization Save a Child's Heart and with funding from the European Union, pairs of Israeli and Palestinian Seeds volunteered weekly at a hospital in Tel Aviv, visiting young patients from the Middle East and Africa receiving emergency care. The Seeds coordinated fun activities for patients and helped hospital staff and family with translation and more difficult aspects of the child's stay in the hospital. "Seeing these kids smiling and laughing is priceless," said one Seed, who expressed gratitude for "the chance to help them feel better and give their families a few minutes to themselves."

WORLD LEADERS FORUM IN JERUSALEM

In early May, six Palestinian and Israeli Seeds spoke as members of a panel discussion on the history and future of the Israeli-Palestinian conflict, officiated by Sam Donaldson, a former ABC News anchor. After an impressive panel, the Seeds interacted personally with guests at a dinner.

MUSIC PROJECT

Ten Palestinian and Israeli Seeds formed a band and recorded an album called "Tomorrow is Coming," with each band member singing, writing, or playing an instrument. The band sang about their struggles with and triumphs over the conflict: "every drop of blood and a every tear of misery/let's end this suffering."

LEARNING THE LANGUAGE OF PEACE

Thanks to our partnership with SAFRA, we continued our Language Enrichment Program, which provided opportunities for hundreds of Israeli and Palestinian Seeds to learn basic Arabic and Hebrew in hopes of bridging cultural and language barriers. Our 2010 classes were so immensely popular that we added seminars to accommodate the increased number of participants. In 2010, we completed nine language groups and one language boot camp and 115 Seeds achieved basic level competency in the language of their supposed adversaries.

middle east, **uninational**

Seeds in the Middle East met regularly to conduct service learning and outreach activities within their own communities. They also met to hold internal dialogue sessions in advance of binational meetings with their peers from the other side of the Arab-Israeli conflict. Dozens of such uninational activities were held throughout 2010, including workshops in Gaza, Sesame Seeds activities for pre-schoolers outside Jerusalem, and seminars in Nablus.

For example, to prepare for a binational event with Palestinians, 20 Israeli Seeds toured the East Jerusalem neighborhood of Sheikh Jarrah, the site of confrontations and protests between Jewish settlers and those opposing their presence, to better understand the ongoing conflict in the area.

In Ramallah, 55 Palestinian Seeds from all over the West Bank met for a two-day seminar to discuss “normalization” and objections within their society to meeting with their Israeli peers. Palestinian Seeds also participated in a two-day seminar in Nablus to focus on religion.

Israeli Seeds also conducted internal dialogue along religious-secular lines, and between Arab and Jewish members of the delegation.



Meanwhile, Jordanian and Egyptian Seeds organized Ramadan *iftar* dinners for underprivileged children. In Amman, Seeds held an event for 70 orphans, and in Cairo, Seeds worked with an Egyptian nonprofit to organize a dinner for dozens of children.

Other uninational activities included harvesting olives on the Mount of Olives in Jerusalem to benefit medical care for Palestinian refugees, a Model United Nations simulation during which Israeli Seeds represented Pakistan, and outreach during a street festival in Haifa celebrating the convergence of three major Jewish, Christian and Muslim holidays.



ISRAELI UNINATIONAL

PHOTO | Seeds of Peace

regional programs, south asia

THE 2010 PROGRAM CONTINUED TO ADDRESS THE INTERTWINED conflicts of Afghanistan, India & Pakistan with the support of the US State Department.

Seeds of Peace brought young people from this region together for the 10th year as we continue to support their efforts to diffuse hostility, build trust, encourage honest dialogue and open the door to increased tolerance, mutual understanding, and respect. In addition, toward the end of 2010 the South Asia Program recruited a talented regional director in Awista Ayub, an Afghan-American with exceptional previous experience creating a girls' soccer team in Afghanistan. Through programs and with Awista's leadership, 2010 established a strong foundation for our work in 2011 and beyond.

EXPLORING WASHINGTON, DC

After Camp, South Asian Seeds were given the opportunity to witness diplomacy in action by spending three days in the nation's capital where they participated in meetings on Capitol Hill, visited their countries' respective embassies, spoke to South Asian media outlets, and attended a reception at the U.S. Department of State.

PAKISTANI FLOOD RELIEF

After the devastating floods that affected Pakistan in late July, Pakistani Seeds mobilized a relief effort with the aid of Seeds of Peace and their fellow Seeds worldwide. These Seeds, who were inspired by the hopeful lessons learned in Maine, called on other Seeds both regionally and globally to raise money to help save as many lives as they could, urging that "one life lost is one too many." The Seeds community raised over \$7,100 to support both immediate flood relief and long-term building projects through a partnership with Kot Addu, Pakistani organization. They will build 20 houses and three schools in flood-devastated areas.

MONTHLY MEETINGS

Seeds in the Indian and Pakistani delegations held regular meetings throughout the year in order to reconnect, plan for upcoming events, and discuss contemporary local, national, and international issues. An average of 18 Seeds attended 13 sessions in Lahore and over 20 sessions in Mumbai in 2010. In addition, they created monthly meetings for educators in each region to discuss ways in which teachers and other adults can support Seeds' community outreach efforts.

COMMUNAL HARMONY AND RELIGIOUS IDENTITY WORKSHOP

In an effort to engage the Seeds in discussions related to religious harmony and identity, 21 Indian Seeds attended a two-day workshop where they participated in activities toward better understanding their own prejudices and stereotypes as well as identifying the roots of religious biases. Seeds attended lectures on these topics, took part in art activities focused on countering stereotypes, and watched an award-winning documentary related to these issues. Further, as they worked toward lessening prejudice in future generations, the Seeds created a school syllabus that included stories that teach children about different religions.


TACKLING AFGHANISTAN'S HEROIN TRADE

In partnership with the Afghan Ministry of Education, Seeds designed and implemented a project aimed at beautifying Kabul schools while also encouraging farmers to halt poppy cultivation. Seeds purchased trees from nurseries in the Nangarhar/Jalalabad region that participate in the Alternative Livelihoods Project. This USAID-funded program combats opium

PLANTING TREES IN KABUL

PHOTO | Seeds of Peace





production by providing meaningful economic alternatives to poppy farmers. With help from friends and family, the Seeds planted the trees at partner schools throughout Kabul. Upon completion, the Ministry of Education held a ceremony in honor of Seeds of Peace that was covered by Afghan TV and radio.

COMPARING HISTORICAL NARRATIVES

In January, a group of 30 Indian and Pakistani Seeds participated in a week-long conference held in Mumbai that focused on community building through exploring and comparing historical narratives. Activities included presentations, visits to cultural and historical sites in Mumbai, and panel discussions with various media and State Department officials. Professor Anil Sethi, a renowned historian with the National Council of Educational Research and Training in New Delhi, conducted an interactive lecture on the components of historical composition in hopes of preparing our South Asian Seeds as they work toward the goal of publishing a book that addresses all sides of significant historic events that have contributed to the conflict between the two countries. For this conference, Indian Seeds raised the funds to bring the Pakistani Seeds to Mumbai, and then hosted them in their homes.

MOCK PARLIAMENT PRESENTATIONS

Indian and Pakistani Seeds jointly organized a Mock Parliament session with the aim of allowing Seeds to think through political issues of the other side of the conflict. The event began with a video conference call where Indian and Pakistani Seeds taught each other about their own parliamentary systems. Seeds from each respective country then held a two-day conference in which Indian Seeds debated and voted on current issues related to the Pakistani parliament, and Pakistan Seeds did the same on issues related to the Indian parliament. Seeds were ad-

ditionally encouraged to bring a friend to the Mock Parliament sessions, thus allowing them to share their Seeds of Peace experience with friends who have not attended Camp, a significant step in our effort to spread our message beyond the established Seeds of Peace community.

DIGITAL VIDEO CONFERENCE CALLS

Throughout 2010, Indian and Pakistani Seeds were reunited across their border through Digital Video Conference (DVC) calls that enabled them to learn about particular issues facing the South Asia region. Discussion on the calls was generated from a range of sources, from meeting with US Under Secretary of State for Public Diplomacy and Public Affairs Judith McHale, to a screening of the award-winning film *Harun Arun* followed by a discussion with its filmmaker, Vinod Gantara. The DVC call has been one of the more unique ways that Seeds are able to personally connect across borders after Camp.

CONFLICT RESOLUTION WEEK IN LONDON

A team of six Indian and Pakistani Seeds spent a week at the American School in London (ASL) where they led discussions on conflict resolution with American and British students. Through these efforts, they imparted their extensive and specific knowledge of the South Asia conflict as well as lessons on the process of applying active listening and discussion skills to resolving differences. Although Afghan Seeds were unable to attend, ASL students heard the Afghan perspective through a Skype interview in which a young Afghan woman shared her experiences living under Taliban rule as well as her views on a woman's choice to wear the veil. Through her testimony, ninth graders who attended the call were able to integrate their class reading, Khaled Hosseini's novel *A Thousand Splendid Suns*, into the reality of life during that time.



AMERICANS HAVE BEEN INVOLVED AS SEEDS SINCE OUR INCEPTION and have had their own leadership training since 2006.

The Seeds of Peace American Seeds Program enhances the leadership skills of American teenagers, inspires a commitment to global citizenship, and spreads knowledge and skills to the US communities in which Seeds are represented.

DISCUSSING INTERNATIONAL ISSUES IN WASHINGTON, DC

This year, 30 American Seeds attended our annual seminar at Georgetown University where they explored issues related to the conflicts in South Asia with experts. During this three-day seminar, Seeds debated peacekeeping issues and were challenged to present their own entrepreneurial ideas for making change in their local communities.

EXPLORING ISRAEL AND THE WEST BANK

From June 29 to July 12, four American Seeds traveled to the Middle East through Seeds of Peace. Graduate Seeds arranged visits to Seeds' families, historical sites, local NGOs, and areas of the region

that have been affected by the conflict. Over 50 Israeli and Palestinian Seeds met with the Americans to provide them with a diverse and authentic set of perspectives on the region. The group reinforced cross-community dialogue in addition to gaining insights typically unavailable travelers to the region.

SHARING IN GIVING THANKS

Over Thanksgiving, more than 40 Seeds attended our Annual Thanksgiving Retreat in New York City. Because Seeds of Peace often inspires American Seeds to engage in various international studies programs, the conference linked in those studying as far away as Senegal and Jordan. Seeds focused on strategic planning to give Seeds meaningful roles and connection, defining a path for continuing their relationship with Seeds of Peace and their friends from Camp. The American Seeds who had traveled to the Middle East extended the impact of their trip by delivering a presentation on their experience in Israel and the West Bank.

VISITING THE WEST BANK

PHOTO | Ashleigh Zimmerman



awards and recognition

Seeds of Peace drew notable honors from JP Morgan Chase, Slingshot, the Maine Community Foundation and Credit Suisse as visibility and grants combined powerfully.

Chosen as one of six Advisory Board Picks in the Chase Community Giving Challenge, a first-of-its-kind Facebook challenge designed to give the public the power to vote for their favorite non-profit from a pool of hundreds of thousands of nominees. Seeds of Peace garnered thousands of votes from its network of Seeds, parents and friends, making it into the final round of 100. In addition to demonstrating the reach of Seeds of Peace's mission and network, selection as an Advisory Pick by a panel that included NBA Hall of Famer David Robinson and actress Eva Longoria brought grant support of \$125,000.

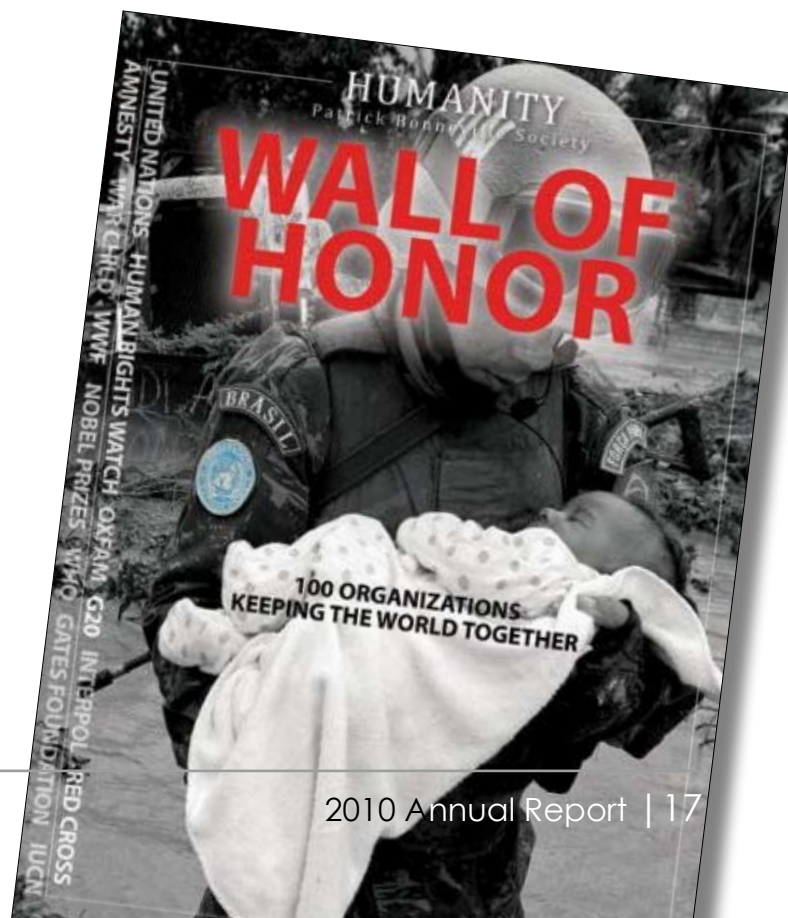
Selected from a pool of over 600 applicants as one of 50 nonprofits highlighted in the 2010–2011 *Slingshot Resource Guide*. *Slingshot* evaluators choose nonprofits based on innovation, organizational strength, and service. Evaluators noted that Seeds of Peace has "remained fresh and relevant after 18 years" and thus would be eligible for a grant of \$40,000, for which we applied in January 2011.

Awarded the 2010 Noyce Award for Nonprofit Excellence for Strengthening Community by Building Leadership, an honor given by the Maine Community Foundation to our Maine Seeds Leadership program. According to Maine Community Foundation's President and CEO Meredith Jones, the 2010 selection committee was particularly impressed with "Seeds of Peace's efforts to draw participants from low-income and racially diverse populations from all 16 counties," and


added, "we salute Seeds of Peace for bringing its leadership training to youth all across Maine."


Rewarded €20,000 for 2nd place in Credit Suisse's donation competition among its employees. Camp counselor and Board Member Matthew Courey nominated Seeds of Peace for the competition and when Seeds of Peace was chosen as a top 5 finalist, Courey pitched the organization to senior management, earning us a second place finish. Courey's colleagues at Credit Suisse donated an additional €8,000 to the sum, totaling a €28,000 (\$42,000) donation.


Included in *Humanity: Wall of Honor* as one of "100 organizations keeping the world together" published by the Patrick Bonneville Society. Seeds of Peace joins the United Nations, Human Rights Watch, Amnesty International, and the Red Cross on this tribute to the work of NGOs around the world.



partnerships and achievements

 Partnered with Kiss My Face, the nation's leading natural skin care company, for their new Peace Soap product line. Kiss My Face donates 10 percent of the gross profit to Seeds of Peace.

 Redesigned our Strategic Planning with the help of Eva Armour, Director of Strategic Initiatives. In 2010, Eva led a group of industry experts, business consultants, Seeds graduates, Board members, and other stakeholders in designing a new five-year strategic plan to launch in 2011.

 Deepened our monitoring and evaluation of Camp and regional programming with the help of a new team of permanent evaluators at the University of Chicago Booth School of Business.

NEW STAFF

 Kathy Valyi, Director of Development, came to Seeds of Peace as the latest step in her 25-year career in non-profit work. Most recently, Kathy spent almost 14 years at Hackley School, leading a development program that included a capital campaign and initiatives raising approximately \$65 million, events that netted more than \$1 million, and a \$2.5 million annual fund. Her previous development work included the U.S. Fund for UNICEF, the environmental group INFORM and the Cathedral School at St. John the Divine. Kathy's early career, in corporate public affairs, included seven years at Exxon, mostly in its Middle East division. Kathy has a BA from Carleton College and a Masters in International Relations, with a Middle East concentration, from Johns Hopkins/SAIS. Kathy lives in Riverdale, New York, with her husband, Peter Nulty, also a Middle East specialist as well as a financial journalist. They have three adult children.

 Awista Ayub, Director of South Asia Programming, was born in Afghanistan and

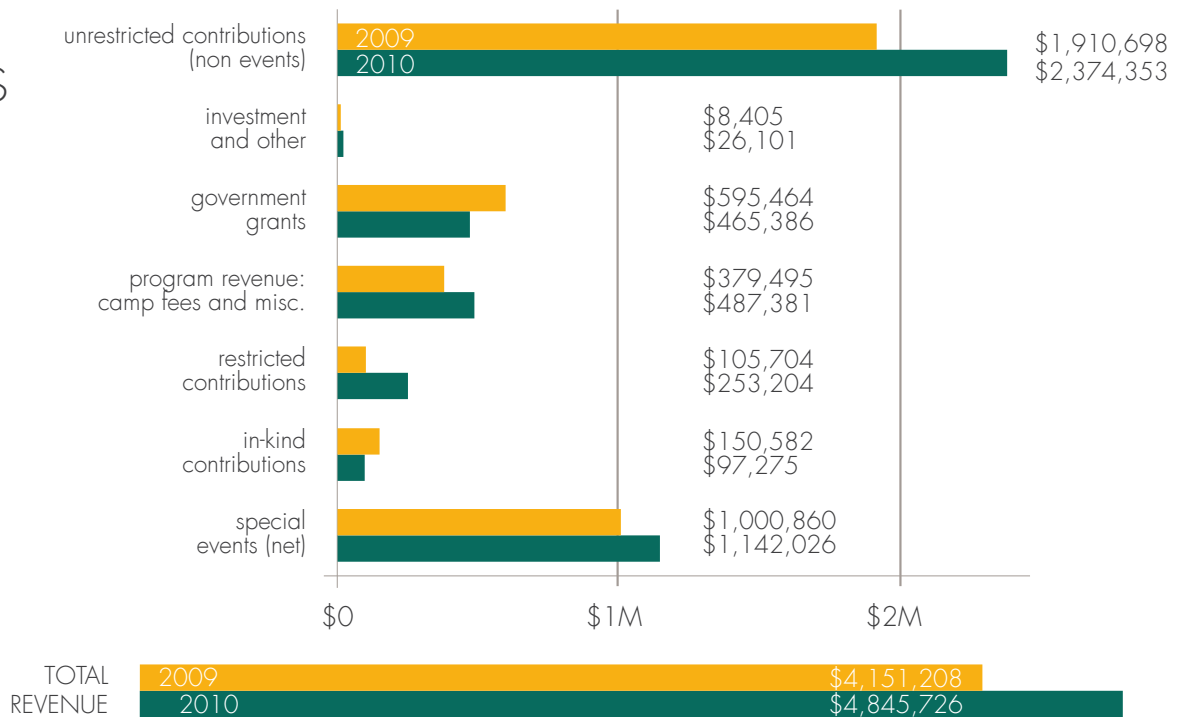
immigrated to the United States in 1981. She is the author of the book *Kabul Girls Soccer Club*. Awista served as the Education and Health Officer with the Embassy of Afghanistan in Washington, D.C. where on several occasions she met with and interacted with Seeds during their trips to the Embassy. She received her Bachelors of Science in Chemistry from the University of Rochester in New York and received her Master of Public Administration from the University of Delaware. Awista has been featured in a number of national news publications and programs for her work in Afghanistan including ABC Nightly News, NPR, ESPN, *Glamour Magazine*, CNN, *New York Daily News*, *Sports Illustrated*, *The San Francisco Chronicle*, *The Washingtonian*, and *USA Today* and is a contributor to espnW.com.

 Eldad Levy, Director of Israeli Programs, was a member of the Israeli delegation to the Seeds of Peace Camp in 1998 and 2000, returned as a counselor in 2007, and has remained an active participant in regional programming and the Graduate Association. Prior to accepting the position of Director, Eldad organized many Seeds of Peace regional activities as program coordinator. Eldad is a graduate of Haifa University. The hiring of Eldad is especially poignant because he joined forces with Sawsan Samara, Palestinian Program Director, whom he first met at Camp when they were campers. For the first time in Seeds of Peace history, we have two Seeds heading our Israeli and Palestinian programs.

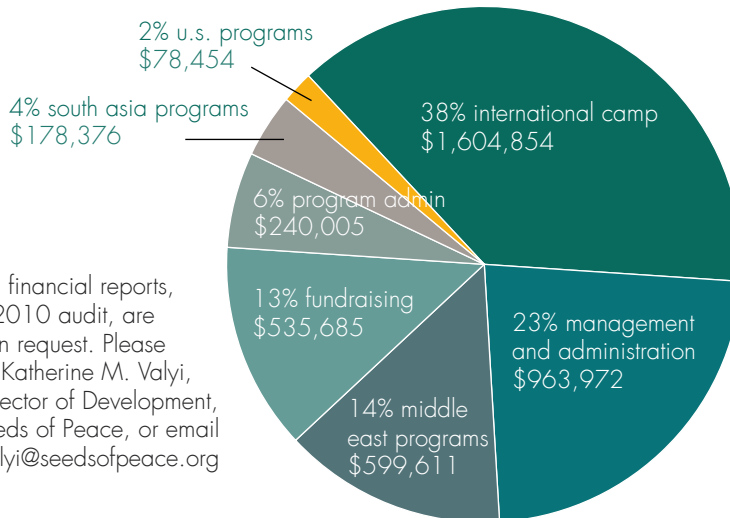
 Qara Consulting joined Seeds of Peace through a consulting partnership to manage day-to-day activities in Afghanistan and to establish stronger relations between Seeds of Peace and the Ministries of Education and Foreign Affairs. Qara has been instrumental in establishing a partner school model to create a stronger relationship with several schools in Kabul.

2010 financial statements

SOURCES OF FUNDS



USES OF FUNDS



KEY HIGHLIGHTS

Revenue increased by \$694,518 in 2010 over the previous year, driven by generous individuals, foundations and corporations and a significant commitment by the U.S. State Department.

Special events, including the annual dinner and the Young Leadership Committee's signature Peace Market, contributed 24% of the revenue.

With prudent streamlining of administrative and office expenditures, expenditures were reduced by \$720,965 which enabled us to replenish reserves depleted in 2009, protecting the financial health of Seeds of Peace.

More detailed financial reports, including our 2010 audit, are available upon request. Please write to Katherine M. Valyi, Director of Development, Seeds of Peace, or email kvalyi@seedsofpeace.org

INCREASE/DECREASE IN NET ASSETS



2010 donors

// By leaving home, the young people risk the certain controlled, supportive environment. The hardest part a passionately held perspective they need to convey to once the Seeds return as well as to keep lit the intense

\$100,000 AND ABOVE

Kathryn W. Davis
Exxon/Mobil Corporation
JPMorgan Chase Community Giving
Estate of Ellen Kagan
Robert and Jane Toll
US Department of State
Vital Projects Fund, Inc.

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nty of their identities for the unknown. At Camp, they become Seeds within a
of the work begins once they're back home, alone with a new, inconvenient but
others. I fund the Changemakers program to lessen the solitude of their struggle
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