



Council of International Fellowship

Council of International Fellowship
2019 Annual Report

Introduction

This is the seventh Annual Report of the Council of International Fellowship (CIF). The Executive Committee of CIF International, together with the Board of Directors and CIF members, has looked back at the objectives set in 2019 and the progress we have made. The mission from the Statutes is our guideline to set objectives and translate these into actions. We would like to discuss these ideas with the Board of Directors and look forward to receiving their input. This document is updated every year, considering progress, discussions and input from various committees and meetings. During the next Board Meeting in Marrakech, Morocco, we will give an update on our progress.



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Purpose

The Organization is a private and not for profit, politically and religiously independent Organization.

Its purpose is to promote professional, cross-cultural and educational exchange for those working in the field of social services. The learning and sharing generated by the exchange provides opportunities for broadening professional as well as personal development and so contributes to peace and understanding.

The Organization works in collaboration with other entities sharing the same core values and respecting Human Rights, guaranteeing equal treatment to all as agreed upon in the United Nations Universal Declaration of Human Rights.

CIF Organizational Objectives

- A) To maintain and facilitate relations, provide learning opportunities and the exchange of work and cultural experiences among its participants, members, host families and anyone else involved in the activities of the Organization and its National Branches.
- B) To promote and support the organization of a two-yearly International Conference, establishment of new National Branches or, where this is not possible, a Contact Person.
- C) To support the organization of International Professional Exchange Programs that combine practical and theoretical information about the social and cultural environment of the host country.
- D) To support recruitment and selection of new participants in CIF International Professional Exchange Programs and CIPUSA Programs, encourage their participation in the activities of the Organization and become members.

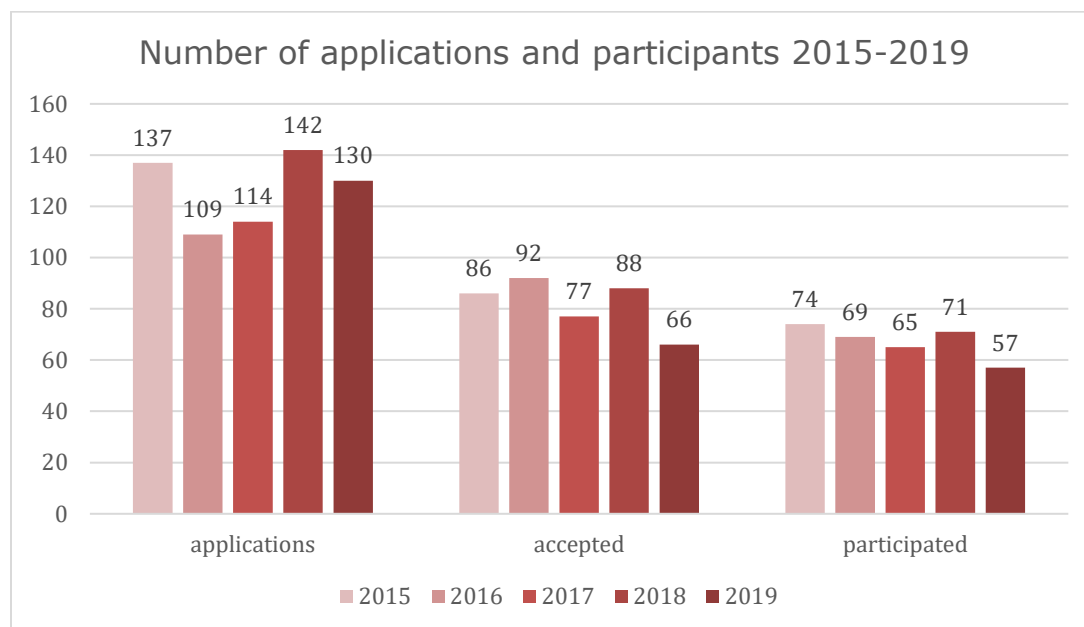
International Professional Exchange Programs (IPEP) in 2019

General IPEP information

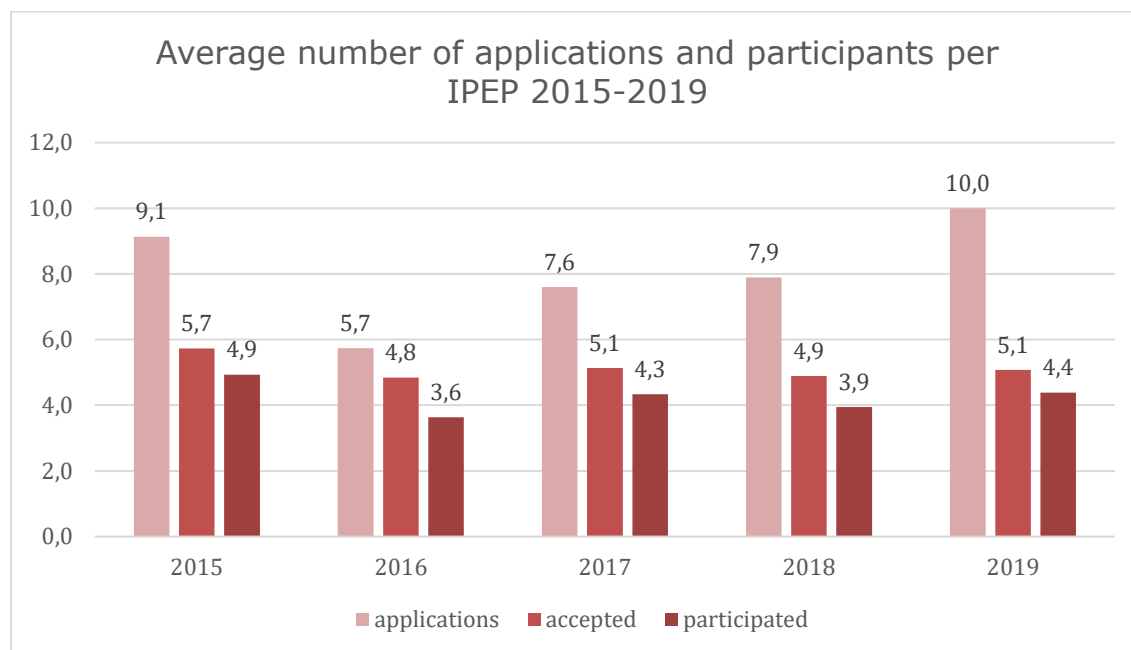
In 2019, 13 National Branches organized 13 CIF International Professional Exchange Programs (IPEPs): Austria, Estonia, Finland, Germany, Greece, India, Israel, Netherlands, Norway, Russia, Scotland, Sweden and Turkey. In addition, CIPUSA offers every year exchange programs that range from two weeks to 18 months in duration and span a variety of professional fields.

All 13 National Branches (NBs) provided information about the IPEPs they completed, by sending a Final Evaluation Report (FER) 2019.

130 applications were submitted for CIF International Professional Exchange Programs in 2019. 66 applications were accepted and 57 participants completed the program. So only 51% of the applicants were accepted in the programs, whereas two IPEPs were cancelled in 2019, because they did not get any or enough applications (Nepal, Taiwan).



The number of IPEPs held in a year varies from year to year, this is also one reason why the numbers of applications, accepted applications and participants differ every year. When in 2019 there were 13 IPEPs, the numbers from previous years were in 2018 18, in 2017 15, in 2016 19 and in 2015 15. If we look at the number of participants per one IPEP, the year 2019 was above average and the number of applicants per IPEP was highest in the last 5 years.



The applicants pointed out that they got information about CIF and IPEPs through:

- friend, colleague
- internet (incl. CIF International website)
- local NB
- local social work association.

Reasons some candidates were rejected: candidate not qualified for IPEP (not working in social field/ did not answer the professional request), too many candidates from one country, more applications than places in the IPEP (there were 77 places altogether in 2019 programs), host NB unable to provide a relevant individual placement.

In some cases, the reason to reject the application is that the candidates do not meet the criteria for participation in an IPEP. The role of the sending NB or Contact Person is very relevant here, to make sure that every candidate meets the criteria and if there were some doubts, it would be helpful to consult with the receiving branch before sending the application. Some IPEPs are more open to professionals from closely related fields some are stricter. It would also be helpful for candidates if the hosting NBs announce in their IPEP flyers more precisely the specific fields in which they can offer a program.

Most of the NBs organizing IPEPs report that they had no difficulties in recruiting participants though. Two branches cancelled their IPEP, because they did not get enough applications, but from NBs who organized an IPEP in 2019 only four report that they had a low number of applications or they had to extend their application deadline to get enough candidates.

Three NBs report about participants having problems with the application process, mainly getting a visa to come to the program (two did not get visa in time, one had problems to get travel documents due to changed regulations). All applicants used the Common Application Form.



CIF Sweden IPEP 2019

Most applications got IPEPs of Sweden and Finland (both over 20). Austria, Scotland and Netherlands got over 10 applications (68% of all applications went to these five countries). Programs with no participation fees (Austria, Finland, Norway, Sweden) usually get more applications than they could accept in the program (percentage of accepted applications for the IPEPs with no fees in 2019 is 38% whereas for the IPEPs with fees it is 66%).

From the accepted participants 86% completed the program. The average number of participants per IPEP was four. IPEPs organized in 2019 were 2-4 weeks long (14-31 days). The average duration of a program was 20 days.

All NBs report that their IPEP coordinators (in some cases team of coordinators) are members of their National Board and unpaid. A scientific or organizing committee supported most of the IPEP coordinators (10 IPEPs). Only one NB reports of using also paid help during their IPEP (honorarium for invited lecturers).

Most IPEPs are organized in cooperation with universities/social work schools (only two IPEPs did not have this kind of cooperation), and invited lecturers, mostly for the orientation lectures, lectures about social policy and country's social system (five IPEPs did not invite lecturers). Seven IPEPs also had cooperation with the local professional associations (visits to local social work associations, some IPEPs got financial support from these associations).



CIF Austria IPEP 2019

The orientation program in IPEPs lasts from 1 day to 2 weeks, in average it is 4 days long. All programs have agency visits, which are mostly arranged according to the interests of the participants. Programs include group visits as well as individual visits. Agencies include governmental agencies (ministries, state organizations), local municipalities and their organizations as well as NGOs and different projects in various areas in social work and related fields.

All IPEPs have also host family living that makes CIF programs unique. In most programs, the participants stay at least in two different host families. Many of the host families are CIF

alumni themselves or they have been a host family for several times before. Nevertheless, recruiting new host families is a challenge for many NBs.

Eight programs had other type of living arrangement besides host family living as well – mostly the participants' group stayed together in a guest house/apartment during the orientation period.

All programs also include social-cultural activities such as sightseeing together with locals, visits to museums, concerts and theatre, nature trips, collective lunches/dinners, cultural evening, farewell party, and other gatherings to have cultural exchange.

IPEP Finances

The programs were mainly financed by:

- participation fee - all programs except Austria, Finland, Norway and Sweden have a fee which covers 30-80% of the whole cost of the IPEP,
- contributions by local members – 9 IPEPs used these contributions to cover 20- 40% of the total cost,
- other finances, such as funds and support from professional associations or other partners, NBs own funds and donations were used in 8 IPEPs and 5-100% of the total cost were covered by them (in three IPEPs all costs were covered by funds from local social work association/union).

None of the IPEPs got any financial support from the country's governmental organizations or from international funds in 2019. The NBs, which ask for participants' fee, cover from this mainly transport during the program. Also at least partly participants' meals, socio-cultural activities, and program costs.

Main difficulties in organizing an IPEP:

- finding host families
- not enough volunteers in the NB contributing in organizing the IPEP
- participants' cancellations after time and money has been invested to organize their program
- financial issues
- finding field placements
- visa issues.

Participants feedback:

Seven IPEPs had a mid-evaluation during the program. At the final evaluation, 10 NBs used the Common Evaluation Form, others have their own methods of doing the evaluation. Although most IPEPs use the same

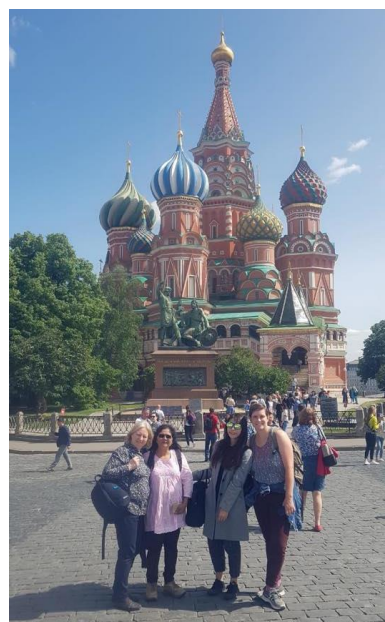


evaluation form that includes assessment of participant's satisfaction with the program, satisfaction rate numbers reported by the NBs, indicate that different methods are used in this assessment. Therefore, exact figures of satisfaction cannot be brought forth. In general, participants are very satisfied with the professional aspects of the program and host family living and satisfied with cultural/social aspects of the program.

CIF IPEP: Benefits and Experiences

Reported participant feedback about benefits of the IPEP 2019:

- Meeting people, new friendships
- Learning about cultures and traditions of the host country
- New approach to culture, history, politics and society of the host country
- New professional approaches
- Enriching exchange, sharing experiences, international peer group learning
- Living in host families
- Learning to appreciate success and projects in the home country
- Learning about social realities, social welfare systems and services of the host country
- Spirit of CIF
- Balance between cultural and professional learning
- Best experience ever!



CIF Russia IPEP 2019

Success Stories in 2019 Programs

- CIF Greece: two participants established very cordial relationships with the host families and revisited them later in the year.
- CIF India: our participants used successfully public transport and wore Indian attire.
- CIF Israel: thanks to the participants' professional requests we recruited new agencies and professionals from these organizations became interested in CIF.
- CIF Netherlands: we had participants from four different continents in our program this year. We are particularly happy to have had an African participant on the program this year again as for years African applicants encounter difficulties getting a visa.
- CIF Russia: this year we organized a part of the IPEP in Moscow.
- CIF Turkey: this year we organized various cultural activities, which gave the participants more understanding of local people's daily lives.

Suggestions made for improvement of the IPEPs in the future:

- To find balance between meeting the professional interests for participants along with the social and cultural activities and leave time for personal space – key to a successful program.
- To create a variety of IPEPs with different terms.
- To publish the specific fields of the program in the flyer.
- More cooperation with the selection of candidates by those NBs that have their IPEP approximately at the same time (redirecting good candidates to other programs).
- More discussion about the role of the sending branch preparing the candidates.
- Joint IPEPs. CIF Russia is willing to cooperate in organizing an IPEP with another country.
- Group IPEPs.
- Fundraising.
- International blog possibility for all participants – to share experiences, discuss issues and inspire others.
- To recruit more candidates, we should attract young professionals by using all means of communication they use, such as LinkedIn, Instagram.
- CIF India plans to encourage the participants from neighboring countries to join their program.



CIF India IPEP 2019



CIF Scotland IPEP 2019

Organizational Breakdown

General Assembly

The General Assembly is the highest body of the organization and consists of all CIF members. To be a member of CIF one must be an alumnus of a CIF, CIP, or CIPUSA program or an ISP program. Members can also be individual professionals in social work, social welfare, human services, and closely related fields, who support the objectives of CIF.



General Assembly 2019 St. Malo, France

Board of Directors

The Board of Directors (BD) consists of the Presidents of the National CIF Branches and a representative from CIPUSA.

The Board of Directors decides upon ongoing policy and priorities, policy implementation and the allocation of financial resources under the broad policy and priority guidelines established by the Organization.



Participants of BD meeting 2019 St. Malo, France

Executive Committee

The Executive Committee (EC) is elected by the Board of Directors. The Executive Committee is authorized to act on behalf of the Board of Directors, in accordance with the policy, programs, projects and general guidelines of the organization. The Committee executes decisions of the Board of Directors and takes care of the ongoing day-to-day business.

The Executive Committee consists of the President, the Vice President, the Secretary, the Treasurer and two Members at Large. The position of president, secretary and treasurer are fixed roles with their own related duties.

2019 CIF Executive Committee Members

In June 2019, EC elections took place in St. Malo, France. This EC will serve the organization until November 2021, when new elections will be held in India. All members were re-elected for another two-year period. Members are:

Mireille Boucher (France)	President
David Scheele (Netherlands)	Vice President
Astrid Sehmer (Germany)	Treasurer
Demet Gulaldi (Turkey)	Secretary
Merja Niemelä (Finland)	Member at Large
Margit Randaru (Estonia)	Member at Large



EC with CIF France, St. Malo

Executive Committee 2019-2021 tasks and duties

The EC has divided the several tasks amongst the EC members as follows:

President Mireille Boucher - France

- National Branch Projects
- European Project
- Annual Report.

Vice President David Scheele - Netherlands

- Branch development & contact persons
- Annual Report
- Involvement of new participants without NB or CP.

Secretary Demet Gulaldi - Turkey

- Guidelines coordination.

Treasurer Astrid Sehmer - Germany

- Finance and Budget.

Member at Large Merja Niemela - Finland

- Grants (Conference, BD meetings)
- PR (Website management – Social media)
- Peace projects coordination.

Member at Large Margit Randaru - Estonia.

- IPEP coordination
- EC liaison for The Future of CIF 2028 committee.

Committees

CIF had various active committees in 2019:

Election Committee

The Election Committee is a permanent committee and is composed of a minimum of two and a maximum of three members of which one shall have the function of Convener to call for nomination for membership of the Executive Committee.

Financial Advisory Committee

The Financial Advisory Committee is also permanent and advises and supports the Treasurer on financial matters.

Special Committees:

- *Public Relations Committee*

This committee works to promote and market the organization and its exchange programs. The aim is to increase global awareness of CIF International among target audiences.

- *CIF 2028*

At the BD meeting in Kalamata in September 2017, the committee "CIF 2028" was established to analyze key elements of CIF:

- its products, such as International Professional Exchange Programs (IPEPs), conferences, World News, and others
- its organization (the means we have to accomplish our mission and achieve our goals). This includes people (including the Executive Committee (EC) and Board of Directors (BD), finances, PR tools like the international website, social media, and possibly other aspects of the organization).

Members of the Committee 2028: Elisabeth Fischbacher Schrobiltgen (convener, CIF Switzerland), Lisa Purdy (CIF USA), Mieke Weeda (CIF Netherlands, until June 2019), Ya Chuan Hsu (CIF Taiwan), Margit Randaru (EC/CIF Estonia), Tina Trygg (CIF Sweden, starting from July 2019).

BD meeting in 2018 decided upon a working group to work on communication and publicity and another working group on standards and quality of IPEP:

- members of Communication workgroup: Szu Hui Huang (convener, CIF Taiwan), Leo Heikkilä (CIF Finland), Kristina Weinsjö (CIF Sweden), Jalindar Adsule (CIF India), Ying-Hao Huang (CIF Taiwan).
- members of IPEP Quality workgroup: Dorte Feierabend (convener, CIF Germany), Mirella Saari (CIF Finland), Carolina Dominguez (CIF Argentina),

Carolina Grudzien (CIF Argentina), Bhavna Mehta (CIF India), Jaffa Wollmann (CIF Israel), Margit Randaru (IPEP Coordinator).

BD meeting in 2019 decided upon new steps:

1. Editing the IPEP Manual and all the additional documents to be approved by the next BD meeting in November 2020.
2. Finding manpower for social media management: for CIF International level and for NBs level. It is up to every branch to try to find these persons.
3. Explore new ways of internal communication, like Zoom
4. Development of the website of CIF International. The rest of the communication plan is postponed until BD 2020.
5. Develop guidelines for fundraising.
6. Continuing the work of CIF 2028 Committee: Tina Trygg replaces Mieke Weeda as a new member of the committee.

A detailed report on the work of the committee as well as the working groups is to be found on page 3 and 4 of the World News Winter 2020.

- *New Website working group*

During the 2019 BD meeting in St. Malo, this new committee was established to execute the proposal of the communication working group of the CIF 2018 committee, to develop a new website for CIF International.

Members: Ilse Hoffmann-Klee (CIF Germany), Szu Hui Huang (CIF Taiwan), Lisa Purdy (CIPUSA), Annica Frank (CIF Sweden), David Scheele (Liaison EC).

To have as much involvement from all national branches and members different steps were taken:

1. Survey of the old page and defining new impacts
2. Presentation to all NBs and asking for comments or adding until end of October 2019. Only a few responses were received.
3. Sending a questionnaire to all members worldwide with survey monkey, the 42 received answers were analyzed. The group added these comments in the further planning for a new website.

Based on all input, functionalities and subjects for the new website were sent to different web companies to ask for a quote. All materials and quotes will be presented to the BD for decision making.

EC and BD meeting 2019

The Executive Committee came together twice in 2019. The first meeting was held in Madrid, Spain with a great hosting by CIF Spain in March 2019. The second EC meeting and Board of Directors Meeting took place in June 2019 in St Malo, France, before the CIF Conference. We thank CIF France and CIF Spain for the wonderful organization of the meetings and the great hospitality.



EC meeting in Madrid 2019: Mireille, David, Demet, Margit, Astrid, Merja

Highlights from the BD meeting:

The BD meeting was held from June 29 - July 1 2019. Some highlights of the BD meeting:

1. It was decided that the Guidelines for Fundraising will be updated and drafted by the working group, who will have it ready for next BD meeting.
2. Two countries are in the progress to establish a National Branch: Jordan and Palestine. Serbia notified its desire to become a branch.
3. The 900 Euros from the Peace Project Fund were granted to CIF Israel for their Peace project.
4. The CIF Future Communication working group reported their work on communication and publicity. The ideas of developing a new website for CIF international, explore new communication ways within the CIF and managing social media came up. The decision was taken to develop a new CIF International website. A working group was established for this task.
5. The IPEP manual and IPEP flyer standards were reviewed and it was decided to work on them until next BD meeting.



BD meeting 2019 in St. Malo

Guidelines for Fundraising

A draft for guidelines on fundraising, based on the workshop in Sigtuna, Sweden in 2015, was presented and discussed in the 2019 BD meeting. Discussions ended up with the decision of assigning a group of five people to work on the guidelines. The working group has made the first draft, which was due in November 2019. The final Guidelines will be ready to be approved for the next BD-meeting.

Executive Committee highlights 2019

The Executive Committee came together twice in 2019. The EC worked on the agenda of organizational and administrative matters. On the last day of the Conference in St Malo, the General Assembly took place, which was prepared by the EC. The EC presented the annual and financial reports for the years 2017 and 2018. The reports were approved by the Board of Directors.



EC meeting in St. Malo

Finances

CIF International did not receive any financial support from outside sources in 2019. CIF International had an **income of about € 14.400**. The main income is the yearly paid membership fee (€7.512). Every National Branch has to ensure that 10 or 5 Euros for every member goes as membership fee to the bank account of CIF International.

In 2019 the membership fee was paid in respect of 647 members. Some national branches might still pay the membership fee in cash at the next BD meeting in Marrakech, Morocco. In order for branches to be eligible to vote at the BD meeting in 2020, the membership fee for 2019 must be paid.

Donations are very welcome to maintain and improve the work of CIF International (see bank account information below). In 2019, CIF received no donations.

CIF **expenses were nearly € 23.000**. The main expenses of CIF International were the costs of the Executive Committee (around € 4.900) and the meeting of all branches (Board of Directors Meeting, around € 5.000).

CIF International gave grants for attending the BD meeting and the conference in St. Malo, France. Seven persons could be supported, the grants together were € 5.650.

CIF 2028 realized two working groups. The working group quality of the IPEP management took place in Tallinn, Estonia, in March. The workgroup communication was in Taipei, Taiwan, in May. The results were reported at the BD meeting in St. Malo. The expenses for both workgroups amounted to € 6.100.

The magazine of CIF International is the CIF World News, which was also financed within the budget of CIF International at a cost of around € 900. In order to save cost, the BD-meeting decided, that the CIF World News will only be published digitally as of 2020.

The operating result showed a deficit of around € 8.500, which was far less than the approved budget allowed. Nevertheless, the EC is working on a balanced budget for the coming years.

The balance sheet is available on request.

The information of the bank account of CIF International:

Name: Council of International Fellowship e. V.

IBAN: DE02 5705 0120 0000 1884 25

BIC-Code: MALADE51KOB

Bank: Sparkasse Koblenz (Germany)

For all further information we ask you to contact the treasurer of CIF International, Astrid Sehmer by: treasurer@cifinternational.com

Budget + PROFIT & LOSS STATEMENT 2019		
	Budget	Profit&Loss
<i>Income</i>		
Membership fee	6.700,00 €	7.512,00 €
Auction/market	4.500,00 €	3.362,61 €
Conference fees, 20€ /participants	3.000,00 €	2.720,00 €
Conference fees, 5€ /participants, peace project	750,00 €	800,00 €
Donation/fundraising for Peace Projects	500,00 €	
Other Donations/ Legacy	1.000,00 €	
<i>Total</i>	16.450,00 €	14.394,61 €
<i>Expenses</i>		
Travel & board EC	4.000,00 €	4.894,91 €
Travel & board BD	7.375,00 €	5.015,00 €
Grants	5.400,00 €	5.650,00 €
Financial committee	1.000,00 €	
Working group quality of the PEP management	4.000,00 €	3.088,87 €
Working group communication	4.000,00 €	3.026,00 €
World News and Postage	2.500,00 €	926,77 €
Internet expenses/social media	400,00 €	
Administrative expenses, bank charges	100,00 €	273,36 €
Peace Projects	1.500,00 €	
New national branches	400,00 €	
Other expenses	500,00 €	
<i>Total</i>	31.175,00 €	22.874,91 €
	-14.725,00	
<i>Operating result</i>	€	-8.480,30 €

Grants 2019

The EC of CIF got 16 applications for conference grants in St. Malo, France. Seven applicants were given a grant. Three of them got also money for travel costs. All seven grantees did attend the Conference.

The EC decided to give the grants to presidents, their representatives and to contact persons. The financial situation of the applicant was taken into consideration.

Report on the peace projects 2019

The EC was asked to make a clear proposal about the criteria for Peace Projects for the BD. The BD made two decisions: the proposed and discussed guidelines were approved and it was decided that CIF Italy undertakes the task to work on the Peace Project Guidelines, putting it all together (definition and goals of Peace Projects in line with CIF mission and goals) by the next BD.

Only CIF Israel made a proposition for a Peace Project. The BD decided to give 900 Euros for this project which will take place in the year 2020 (project was later postponed to 2021 due to COVID-19 pandemic).

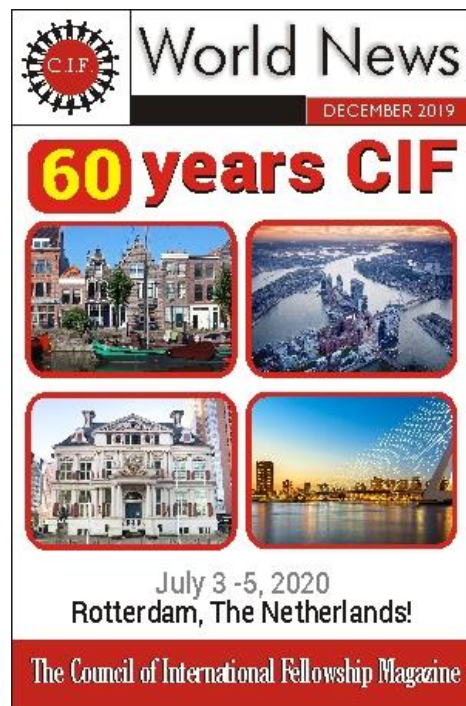
In 2019 no peace projects were organized.

As was decided in the BD meeting of 2016 in Utrecht, The Netherlands, five euros per conference participant was added for the first time to the conference fees for the Peace Project Fund.

World News Magazine

The World News is a magazine produced twice a year (Summer and Winter) with the purpose of informing, exchanging ideas and networking for CIF members and the general public. Included are all of the "happenings", updates of the organization, including information on events, issues, accomplishments, projects, exchange programs and much more.

The World News serves as a means of awareness and public image to be used by all members and people around the world with the aim to help them understand what CIF does, and inspire them to become CIF members in their countries. The WN is published on the websites and distributed in digital form to all CIF members. The BD decided in 2019 to stop printing the hard copies. The World News is available for all other interested on request.



Cover WN Winter 2019-2020
(Event in Rotterdam was cancelled due to the COVID-19 pandemic)

CIF National Branches

CIF now has a total of 29 National Branches plus CIPUSA. Of these National Branches, 13 Provided an International Professional Exchange Program. CIPUSA hosts programs throughout the year. Other Branches have shorter programs. Each program is designed to provide a professional in the human services field an exchange program, host family living, and opportunities to participate in cultural activities.

CIF National Branches include:

Algeria	Finland	Kyrgyzstan	Spain
Aotearoa/ New Zealand	France	Morocco	Sweden
Argentina	Germany	Nepal	Switzerland
Austria	Greece (Hellas)	Netherlands	Taiwan
Cameroon	India	Norway	Turkey
Cyprus	Israel	Russia	United States
Estonia	Italy	Scotland	CIPUSA (U.S.)
	Japan	Slovenia	

Summary of the CIF Branch activities in 2019

28 National Branches and CIP/USA provided information by sending the Annual Activity Report (AAR) back. The following Branch did not send it in: Cameroon.

Information and numbers are therefore based on the 28 reports provided.

Members

The total reported numbers of CIF members in 2019 was 822.

(The National Branch that did not react is not included, so the actual number will be higher; CIP USA pays no fees to CIF International, so no members).

Public relations

Most Branches have contact with their National Association of Social Work and are able to publish articles about the experiences of participants, also in specialized newspapers for social workers. A few Branches have contact with organizations with similar goals as CIF.

Some Branches have exchanges between participants and Universities during the IPEP, to promote CIF. Several Branches were involved in public events, organized by the University of Social Work, like conferences, lectures and workshops.

Promotion takes place during meetings in agencies, in national and international meetings or European meetings.

Some Branches have a Facebook page, some also a blog. Many Branches have a website.

Past participants are encouraged to share their experiences with colleagues.



BD meeting 2019

Some other PR initiatives:

CIF Argentina

Made an agreement of collaboration with the FAAPSS (Federation of Social Workers of Argentina) which allowed spreading information about CIF to more colleagues.

CIF Algeria

Works closely with CIF FRANCE and one member is working on an ERASMUS Project ReSport.

They take a lot of effort to find participants for CIF programs 2020.

CIF Austria

A group with Stacy Moreno (CIPUSA Arizona) came to The University of Applied Sciences and for cultural exchange.

CIF Austria had its 40th anniversary in 2019. They had hoped to celebrate this event during the 30th IPEP in 2020 in Austria.

CIP USA

Works with the Library of Congress to support programs with Sister Cities with more than 300 participants.

Sent American Students and staff to immersion programs to try to connect with CIF.

CIF Cyprus

Works with the Social Work Association to start exposing CIF in the universities.

Organized an Erasmus Student and Staff program exchange in Nicosia.

CIF Finland

Organized a mini IPEP with CIF Turkey in Istanbul for CIF members with the topic: getting to know the refugee situation in Turkey.

Seven members from CIF Russia visited Finland to get to know the social services for children and young people.

The Lithuanian contact person was given a conference grant from CIF Finland Fund.

CIF France

Organized the 33th Conference in Saint Malo. This opened the opportunity to have new contacts with universities, schools of social work and institutions of social work.

Finalized an Erasmus Project ReSport, a rehabilitation activity with sports for persons with disabilities (Slovenia, Turkey, Hungary, Italy, Portugal, Northern Ireland, Croatia) with participation of a member from CIF Algeria.

Worked with the Municipality of Saint Florent sur Cher and a member of CIF Algeria for actions in preventive healthcare for women.

CIF Germany

Made a PowerPoint presentation of CIF Germany, used specialized internet platform for social work to spread more directly information to professionals.

CIF Hellas

Organized several activities "get together" between the members and host families to prepare and organize IPEP.

Following close cooperation with CIP USA and Fulbright Foundation, participated in the Building Bridges Program in Arizona.

Cooperation with National Association of Social Workers.

CIF India

Preparing the next 34th conference in Jaipur.

Two members volunteered for the workgroups of committee "CIF 2028".

CIF Israel

Organized a two-day seminar for CIF Israel members.

Maintain contacts and collaboration with academic institutions.

CIF Italy

Was invited as speaker in an international meeting by AIASSW and ICSW (International Council of Social Welfare) about "Improving human relationship as a bridge for the future"

CIF Japan

Redesigned their website.

Had contact with an ex participant IPEP 2017 from Thailand.

CIF The Netherlands

Organized a short exchange program for two social workers from Slovenia.

Worked closely with the University of Applied Sciences in Amsterdam and established contact with the University of Utrecht.

CIF Nepal

Organized a campaign regarding health and sanitation within rural communities by CIF members.

CIF Russia

Organized three study visits: study visit to Finland, study visit to USA with CIF/CIP, study visit to Lithuania with contact person from Lithuania.

CIF Scotland

Had meetings with team leaders in social work.

Organized a fundraising purpose "Pop up" shop.

CIF Slovenia

They had two members to join an Erasmus project with the Netherlands.

CIF Sweden

Is active on Facebook and their Instagram account.

Were selected to do a seminar at the biggest national social work conference in Sweden. Shared their experience during a day about development of social work in Sweden.

CIF Spain

Hosted the CIF International EC meeting in Madrid.

Worked together with associations of social work.

Negotiated for an agreement with the Social Work Faculty of the University Complutense in Madrid.

CIF Switzerland

Organized an information meeting for preparing IPEP 2020 with members, host families and colleagues.

Established a link to the website of Avenir Social Association of Social Work.

Connected with FICE Switzerland, FICE International.

Cooperated with CIF Austria, CIF Germany.

CIF Taiwan

Involved in the committee "CIF 2028" and its communication workgroup.

Connected with other countries.

CIF Turkey

Did activities with universities, as the members are mainly working in university.

They organized a study visit for CIF Finland (11 persons).

CIF USA

Gave presentations in local universities in different parts of the USA.

National and international projects

Every Branch is doing different projects:

CIF Morocco will host the BD and EC meeting in Marrakech in November 2020.

CIF India is preparing the next 34th CIF conference to be held in 2021.

New opportunities:

- CIF Argentina is planning a program within their country like an IPEP 4 days for social worker specific subjects as abortion.

- CIF Cyprus wants to share ERASMUS staff exchange and welcome colleagues from Ireland and Scotland.
- CIF Finland: more meetings via Internet, more mini IPEPs for members like in Turkey.
- CIF France is involved in new Erasmus + European project ECCAY Insertion for young people and migrants.
- CIF Hellas participated in international social work events.
- CIF Nepal: to provide information on the Coronavirus in all communities.
- CIF Russia: study trips and expert events.
- CIF Slovenia joined an experience with Erasmus+.
- CIF USA is planning meetings in different states.

Aims and goals

Many NBs want more people to be involved, more members and people to organize the IPEP. The Objectives of a lot of NB's: more participants, more host families, more active and younger members.

- CIF Argentina: more people involved in the NB and for the IPEP.
- CIPUSA: develop new program models with meetings in different states for cooperation with programs, specific with other countries.
- CIF Turkey: developing the IPEP also in more different cities.
- CIF Cyprus organize a week with university for the international meeting of social workers.
- CIF France work with other French associations of social work. Continue work with countries in Maghreb.
- CIF Italy wants to improve the number of young members, improving the relationship with the university and other professional associations; restore website to upgrade the availability.

Co-operation between the Branch and CIF International

Most Branches have no comment on this. Those who reacted find the co-operation good and approved the work of the team and the fast responses. Continual support of the IPEP in the different countries is important.

Contact Person and Branch development report 2019

CIF Contact Persons

A CIF contact person (CP) is a former participant of a CIF or CIPUSA professional exchange program in a country without a National Branch. The criteria is that the person has to be recommended by a CIF National Branch or CIPUSA and is willing to devote volunteer work for the promotion of CIF International and its professional exchange programs (IPEPs). They also must understand and agree with the CIF Statutes and the CP guidelines.

Some of the duties of a contact person are that they communicate with former IPEP participants in their country and organize regular meetings for them. Contact persons will distribute the World News and other pertinent information. Last but not least, they are responsible for writing recommendation letters for candidates from their country applying for IPEPs.

Like the Branches, contact persons are requested to report on their activities. A survey report of activities and plans was received from all CPs active in 2019, except one, the Philippines.

Names and e-mail of the contact persons are published on the CIF International website and in the World News.

In 2019 four new contact persons were appointed. They are from Australia, Lithuania, Portugal and Vietnam. Australia and Lithuania used to be a CIF Branch, but could not maintain as they both had too few members to help with the work for the Branch. They requested to change their status to Contact Person, which was granted. They both hope to become a Branch again in the future.

The total of contact persons in 2019 is 17.

CIF had CP's in the following countries in 2019:

Australia	Latvia	Philippines	Tunisia
China	Lithuania	Portugal	Vietnam
Costa Rica	Madagascar	Romania	
Jordan	Pakistan	Serbia	
Kosovo	Palestine	Tanzania	

Australia

Used to be a CIF Branch, which was terminated in 2019 on their request. They wanted to keep the contact with CIF by assigning a contact person.

The biggest challenge to maintain CIF Australia as a branch was that members are scattered in different parts of the country. The ideas of the CP to develop and go on with the CIF work, is:

- Look for 5 dedicated members to form a committee
- Seek more active members to contribute to the CIF work
- Fundraising
- Look for support from CIF International and professional peak body (such as Australian Association of Social Workers).

There is no immediate plan to establish a Branch at this stage due to lack of active members.

China

Is new, there are not many past participants in China, so the first goal is to get more participants in an IPEP. The contact person has no contact yet with other past participants.

The CP has written an article about her experience in participating in the IPEP of CIF Netherlands (2017) program. This story is captured in a Social Work Case Story, to be published by 2020.

CIF is not well known in China. Therefore, a country strategy plan will be developed to promote CIF's program in China. In addition, the CP is currently communicating with Guangzhou Social Work Education Association. They had showed interest to be a partner or participant, more need to be explored.

Costa Rica

The contact person put a lot of effort in promoting the CIF programs. This resulted in three more people applying for the IPEPs. However, because of the health crisis with COVID-19, there is no certainty that they can participate. This will influence establishing a Branch in the near future, which is the goal.

The contact person will however:

- Continue to promote programs through social media.
- Have regular meetings with people who have already been able to participate to share their experience with others.

Jordan

The CP is in contact with the ministry of Social development to establish a CIF Branch in Jordan. They are working hard to make it happen. There are 15 people who have participated in an IPEP. The CP is contact with five.

Kosovo

The contact person is in contact with five past participants in an IPEP.

Work continued during 2019. The CP informed professionals and institutions in Kosovo about CIF and its mission. Social work in Kosovo is relatively a new profession and can be studied at the Public University. Before that, social workers had different backgrounds including sociology, pedagogy etc.

The biggest challenge is getting more participants from Kosovo in CIF IPEPs, considering that many social workers are older and have a lack of knowledge of foreign languages. The financial aspect is also a complication.

Latvia

Latvia used to be a Branch till 2017, but could not maintain it, as too few people were able and willing to do the work. It became more and more difficult to involve new members in the CIF Latvia Branch. They assigned a Contact Person on their request.

Challenges are:

- Still many people cannot communicate in foreign languages especially if they have to discuss the professional issues
- It is difficult for professionals to leave their jobs for 3-4 or even more weeks to participate in an IPEP
- Students do not have the professional experience what CIF asks to apply in IPEPs
- There is no support from the local municipalities etc.

Lithuania

Lithuania also used to be a Branch. They terminated the Branch and moved to a Contact Person in 2019, because it was more and more difficult to involve new members in the Branch. The CP is in contact with eight people. They hope to establish a Branch again in 2021.

A best practice symposium was organized in Lithuania (Klaipeda) from October 28 till November 02, for professionals from Russia (St Petersburg) who work with people with mental diseases. The symposium was organized together with CIF Russia. It was the result of discussions during the CIF International Conference in St. Malo (France).

Challenges are:

- To promote CIF amongst social workers to become CIF Lithuania members
- To look for finances to develop CIF Lithuania branch activities
- Every two years organize an IPEP in Lithuania and best practice visits for Lithuanian welfare professionals in other countries.

In order to develop CIF, the CP wants to increase the awareness of CIF in Lithuania among social welfare institutions and business companies. Also cooperate with business enterprises to obtain additional financial resources for running the CIF branch activities.

Madagascar

The CP promoted CIF and its activities and shared the World News to the social workers in Madagascar. Many are interested to participate in the CIF IPEP, but the problem is always the cost of the flights. They need support for travel fees and registration fees, like from an International NGO who is interested to work in Madagascar, and to work with them to cover costs.

To develop and go on with the CIF work, the CP needs support to:

- join exchange program abroad
- establish a National Branch
- attend the CIF Conference.

Pakistan

The CP reported that Pakistan's economy is not doing so well, and the currency has depreciated. This has resulted in a more challenging situation because it is becoming more difficult for professionals to travel and attend programs without prior funding. Potential participants had to turn down the acceptance to an IPEP for this reason.

Ideas to develop and go on with the CIF work are:

The CP is teaching in the Social Development and Policy program, where the emphasis is on hands-on learning. She works with grassroot NGOs working on a multitude of issues such as environmental degradation, women empowerment, women's reproductive health, primary education etc. These experiences could benefit other IPEPs participants.

Pakistan could possibly become a Branch in the next 3-4 years. The aspiration is there, but is of course depended on international developments.

The CP would like to find ways where students and social workers and development professionals can share their experiences of field work and research through Global (online) conversations and more contact.

Palestine

The CP applied formally to register as a CIF branch in Palestine in 2019, but this is still not approved. They have 7 participants.

The CP proposes to accept Palestine CIF Branch as a member "temporarily" until the registration is accepted.

Philippines

The Contact Person did not send in a report, despite three reminders. We have not heard from her in the past two years after her acceptance as a CP.

Portugal

Portugal became a new CP in 2019. The CP got a meeting with the director of the department for social work of the southern region of Portugal, and a meeting with the country social administration, to discuss the objectives of CIF.

The CIF World News is distributed and information about the different IPEPs given.

Portugal has a big bureaucracy. All decisions go through the government in Lisbon. That slows down activities and results.

The CP wants to establish a National CIF Branch, some people are already interested. The CP is in contact with three former participants.

Romania

Romania has nine people who participated in an IPEP. In 2019 two were in Sweden. The CP is in contact with six of them.

After an intense promotion in Romania of CIF IPEP, six Romanian candidates were selected for IPEPs in 2020: one for Taiwan, two for Sweden, two for Switzerland and one for Finland. The selection of participants is a challenge, as many candidates applied.

Plans of the CP are:

- To promote CIF IPEPs in Romania.
- To organize a national seminar or a conference with all the participants in an IPEP of Romania and other social workers.

The expectation is to be able to establish a Branch in the coming years.

Serbia

The CP is in contact with three past participants. They met four times in 2019. The CP was able to enroll one candidate in an IPEP in 2019, but the program was cancelled due to the COVID-19.

The challenge is to establish and implement an IPEP for participants in Serbia. Next step is to find another CIF branch interested to develop an IPEP together.

In order to expand activities and get more participants, the CP would like to start a project/exchange program with another CIF Branch. In that way, they could get more members and create a National Branch.

If any of CIF branches has interest to develop specific programs or training for professionals working with vulnerable populations, based on principles of Gestalt therapy which is created and practiced by the CP under her supervision, feel free to contact her.

Tanzania

The CP is in contact with eight participants, they have met twice in 2019.

Two candidates were selected for an IPEP.

The CP attended the CIF Board of Directors meeting as an observer in St. Malo, France. This was the first time since the branch was suspended in 2012. After the BD meeting the CP and a new Tanzanian CIF member participated in the 33rd CIF conference.

Tanzania is in the process to again establishing a Branch in Tanzania, the goal is in 2021. The CP wants to engage youth social workers and human services professionals in the board to improve CIF work especially in developing country like Tanzania.

Tunisia

The CP is in contact with two participants. He has good contacts with CIF France.

It remains a challenge to find candidates. In 2019, no candidates were sent out. Finding new participants is the real challenge in Tunisia.

In order to develop CIF in Tunisia, the idea is to work with the two national Branches in North Africa and with CIF France, to offer the possibility for social workers to participate in CIF IPEPs.

Branch development report

There were no new applications to become a CIF Branch in 2019. Palestine is in the progress of establishing a Branch and is working on the paperwork.

Future plans of the contact person coordinator

- Maintain regular contact with current CPs to work toward recruitment of participants to IPEPs and to develop a National Branch.
- Look into possibilities to support CP's in neighboring countries in working together, for them to become stronger by sharing experiences and best methods.
- Continue to provide CPs on-going support and information about CIF & CIPUSA, IPEPs, meetings, conferences and efforts towards the establishment of a National Branch.
- Explore opportunities for financial assistance for active CPs to attend BD meetings.
- Assess the requested criteria for becoming a CP from applicants and approve when everything is in order.

CIF International Conference

In 2019 the 33rd CIF Conference was held in St. Malo, France. Further on, you will find a summary of the Conference. For more information please see the website: <http://cif-france.org/en/conference-lectures/>



Introduction

The organisation of this event began 3 years earlier, in autumn 2016 by research about the theme and the location. The candidacy could be submitted at the conference in Kalamata in September 2017, where the approval of CIF International was received. After the BD in Vienna 2018, CIF International helped with a loan, to cover the start-up costs. This loan was paid back later.

Three committees were established:

1. support committee
2. organizing committee
3. programme committee.

The Coordination between the groups was the responsibility of each committee convener.

As members are scattered in different regions of France, most of the exchanges were through internet (e-mail and video conferences) and phone. There also were six meetings in Paris with everybody together.

There was assistance and support by all the CIF France members and some friends of CIF.

Theme

The theme of the Conference was: "New Public Management (NPA) in the social field: impacts and alternatives".

Figures

There were 200 participants from 28 countries present.

People came from North and South America, Asia, Africa and Europe. The largest delegations came from Germany and CIF France with the staff. The other countries were: Argentina, Australia, Austria, Brazil, Costa Rica, Cyprus, Estonia, Finland, Greece, India, Israel, Japan, Jordan, Kosovo, Morocco, Nepal, Netherlands, Norway, Scotland, Spain, Sweden, Switzerland, Taiwan, Tanzania, Turkey and USA.

As the field of social workers is essentially represented by women, also in this conference the majority of participants were female, about 20% were male. 75 attendees were over 66 years old, 14 were under 40 years old.

Economic support/sponsors

The revenue of the Conference was € 130.000.

Support was given by the following authorities and organisations:

- € 2000 from the Regional Council of Brittany
- € 1000 from the Department Council of Ille et Vilaine
- Vin d'honneur offered by the municipality of Saint Malo
- Municipality of Saint-Florent-sur-Cher
- Tourist Office of Saint Malo
- Sirops Monin (syrups)
- Yves Rocher (toiletries)
- Maison Bordier (Sweets)

Lectures and workshops

The Workshops

Workshop n°1: Social workers struggling with primitive forms of management.

Workshop n° 2: Taking into account the voice and knowledge of the people we are working with: leverage for change.

Workshop n° 3: Impact of new public management and the economic context on professions.

Workshop n° 4: Ethic of accompaniment and criticism of technicality.

Workshop n°5: Heritage and transmission, expressing our professional knowledge.

Workshop n°6: Creativity and social work.

The Plenary sections for lectures:

Lecture n°1: NPM: philosophical and anthropological foundations.

Lecture n°2: Market logic as regulation of the offer in social action: an inept practise for working with and for others.

Lecture n°3: Creativity and innovation in a context of management constraints: which conditions to achieve it.

Lecture n°4: Grounding management on real people's voices: a critical perspective following "the partners in knowledge experience".

Lecture n°5: Trade expertise and transmission: new contexts, new challenges.

Social work visits

Seven visits in different social work areas were included in the program:

- CAT Armor (Centre d'Aide par le Travail). Sheltered workshop for mentally disabled and autistic adults.
- Jardin solidaire: Community gardening organisation. Kitchen gardening on plots made available for persons at risk wishing to grow fruits and vegetables.
- Banque alimentaire: an organisation collecting and distributing food to disadvantaged people.
- EHPAD Jean XXIII (Etablissement d'hébergement pour personnes âgées dépendantes). Support and accomodation facility for elderly dependent persons.
- CHRS Le Goëland (Centre d'hébergement et de réinsertion sociale). Centre for accommodation and social reintegration, or halfway house. Support facility for women exposed to domestic violence.
- AMIDS (Association malouine d'insertion et de développement social). A local organisation for social integration and development that seeks to meet emergency needs.
- IME La Pouparderie (Institut médico-social). An agency for children with special needs between 3 and 20 years of age.

Other events during the Conference.

Meetings of the Executive Committee and Board of Directors beginning five days before the start of the Conference. These were organized and supported, as well as the official events during the Conference: Election of Executive Committee members, a fundraising event for CIF International and the General Assembly for all CIF members.

On the last evening, a nice closing ceremony on a boat was offered, with Celtic and international music, with a very festivity atmosphere.



33rd Conference closing party on a boat



EC at the closing party

In 2021 the CIF International 34th Conference will be held in Jaipur, India.

www.cifinternational.com

June 2020