



Council of International Fellowship

Council of International Fellowship 2020 Annual Report

Introduction

This is the eighth 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 2020 and the progress we have made. The mission from the Statutes is our guideline to set objectives and translate these into actions. This document is updated every year, considering progress, discussions and input from various committees and meetings. During the next Board Meeting which will be held online in August 2021, we will give an update on our progress.



Executive Committee 2019-2021

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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 2020

General IPEP information

2020 was a very extraordinary year for CIF - there were no CIF International Professional Exchange Programs (IPEPs) organized due to the COVID-19 outbreak all over the world and international travel restrictions. Altogether 18 IPEPs were cancelled because of the COVID-19 pandemic: Argentina, Austria, Finland, France, Germany, Greece, Israel, Nepal, Netherlands, Japan, Morocco, Russia, Scotland, Spain, Sweden, Switzerland, Taiwan and Turkey. Additionally, the Indian IPEP which was planned for January 2020 was cancelled because of the lack of candidates.

At the virtual BD meeting in November 2020 it was clear that the COVID-19 pandemic will affect IPEPs for the next year(s) as well. Therefore it was discussed which alternative ways there are to organize an international exchange for professionals and a few branches announced their plans to organize a virtual IPEP in 2021.

Revised Manual for IPEPs:

The CIF International's Board of Directors (BD) Meeting 2019 decided that the IPEP Manual and all the additional documents needed editing and the BD Meeting in November 2020 approved the revised Manual.

The revised IPEP Manual emphasizes the development of IPEPs. Whilst the Manual gives a comprehensive description of the present situation of IPEP offers, it also states that CIF is a learning organization itself. Therefore further developments of IPEPs are welcome and supported. For CIF to develop and maintain high-quality IPEPs it is necessary to focus on the main goal of the CIF organization: to promote international understanding and world peace through training, and through exchanging experiences for professionals in human services.

In the revised Manual the underlying principles on which IPEPs are based are listed as: cooperation, transparency, openness, flexibility, simplicity and embodying the spirit of CIF: sharing, exchanging, caring, receiving and giving.

Among other topics in the revised Manual, all important stakeholders in IPEPs, are described, their tasks and responsibilities. The manual is not only about organizing an IPEP, but also about preparing the candidates and other issues that concern sending branches or Contact Persons. Also personal data protection requirements are specified.

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. The general Assembly is held once in two years. The last one was in 2019.



General Assembly 2019

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 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 August 2021, when new elections will be held during the online BD meeting. 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

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
- Coordination of the agenda's for the EC, BD and General Assembly meetings

Treasurer Astrid Sehmer - Germany

- Finance and Budget.

Member at Large Merja Niemela - Finland

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

Member at Large Margit Randaru - Estonia

- IPEP coordination
- EC liaison for committee CIF 2028.

Committees

CIF had various active committees in 2020:

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:

- *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), Ya Chuan Hsu (CIF Taiwan), Margit Randaru (EC/CIF Estonia), Tina Trygg (CIF Sweden).

A detailed report on the work of the committee was sent to all NBs and Contact Persons in March 2021. The next tasks for the future of the organization will be discussed at the BD meeting 2021

- *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 2028 committee, to develop a new website for CIF International.

Members : Ilse Hoffmann-Klee (CIF Germany), Ying-Hao Huang (CIF Taiwan) ,Lisa Purdy (CIPUSA), Annica Frank (CIF Sweden), David Scheele (Liaison EC). Margit Randaru (CIF Estonia) and Merja Niemela (CIF Finland) were added to the committee as responsible in the EC for IPEP coordination and communication. Their input was very valuable.

The new website was created with input from members, the BD and EC. A company to actually build the website, was selected out of three quotes, presented to the BD. Pineapple, based in Taiwan won the bid and did a great job in working together with the website working group. In April 2021, the new website was released. We thank all the members of the working group for the great work they did and Pineapple for their patience and involvement. It was a big task that took a lot of time. The result shows that.

EC and BD meeting 2020

Executive Committee 2020

The Executive Committee came together online twice in 2020. The first meeting was held on 30th May 2020. The second meeting took place on 25th October. In May 2020, the EC organized one day BD meeting for only reviewing Financial report 2019.



EC at work in their own place but all together

Highlights from the BD meetings 2020:

The BD meetings were held on 13 June and 14 -15 November 2020. Some highlights of the BD meetings:

The first BD meeting (13 June) was a half-day meeting scheduled to review the previous year's financial report and the development of the new website of CIF international. The working group of the website was given authorization by the BD to sign the contract with a company for establishing the CIF International new website.

The EC & BD meeting in Morocco which was planned in November to be held face to face was changed to a virtual meeting.

During this BD meeting in November, CIF welcomed Palestine as a new National CIF Branch.

A couple of National Branches (Austria, Finland) announced that they will organize their IPEPs virtually 2021 and it is called Virtual IPEP (abbreviation is VIPEP).

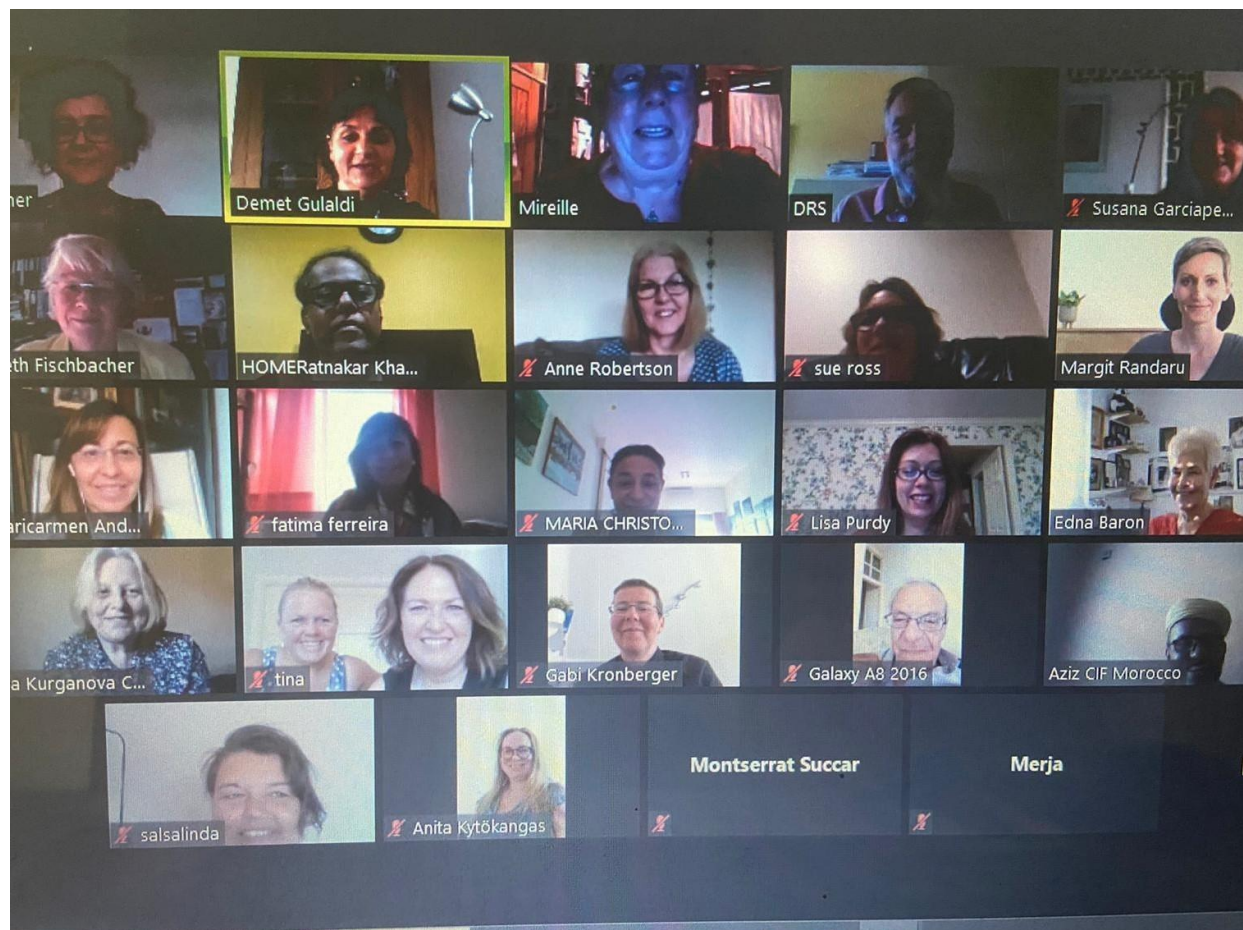
The CIF Manual for International Professional Exchange Programs (IPEPs) was revised and updated.

The BD decided that the CIF International Conference which would be organized by CIF India in Jaipur, will change to a virtual conference, organized by a conference group with leadership of CIF Cyprus, in November 2021.

EC elections will be organized during the next BD meeting in August 2021. The Election Committee takes the lead in these (virtual) elections. .

The following activities are planned for the next years:

1. BD Meeting in 2022 by CIF Israel (21-23 October 2022)
2. Annual CIF International Conference in 2023 by CIF Germany (in June 2023)
3. Calling for BD Meeting in 2024: CIF Morocco is interested, depending on the pandemic situation (March or November 2024)
4. Annual CIF International Conference in 2025 by CIF India
5. CIP USA take under consideration to organize the CIF International Conference or EC/BD meeting in 2026.



Virtual BD meeting 2020

Guidelines for Fundraising

A draft of the guidelines for 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 (Mani Thapa, Lisa Purdy, Edna Baron, Elisabeth Fischbacher and Merja Niemelä) to work on the guidelines. The group made the next draft and asked comments from the National Branches (NBs).

The Guidelines for Fundraising were approved during the BD meeting in November 2020. It has two parts:

Part I contains General aspects: Introduction, Goals, Financial management, Key principles, Definition

Part II contains Fundraising activities: Fundraising targets, Fundraising techniques, Recognition of donors and sponsors, Communication

Finances

In 2020 CIF International had an **income of around € 30.000.**

The regular income is the yearly paid membership fee (€ 6.639). Every National Branch is responsible that 10 or 5 Euros for every member is paid as annual membership fee to the bank account of CIF International. In 2020 the membership fee was paid in respect of 708 members. Some payments were also based on years before 2020.

Donations are very welcome to maintain and improve the work of CIF International (see bank account information below). CIF is very grateful to have received a legacy of € 23.625 in 2020.

CIF **expenses were nearly € 7.500.**

The main costs were the first payment for our new website (€ 3.500). We also had costs for the cancelled BD meeting in Marrakech and costs for travel and accommodation from 2019 that were paid in 2020 (€ 2,300.50 and € 325).

The magazine of CIF International is the CIF World News. It is published digitally as of 2020. The layout of 2 issues costs € 900.

The peace project had to be postponed to 2021 due to the corona epidemic.

The operating result shows a surplus of around € 22.800, which we owe to the very generous legacy from an inheritance.

Budget + PROFIT & LOSS STATEMENT 2020

	Budget	Profit&Loss
Income		
Membership fee	6.700,00 €	6.638,54 €
fundraising	2.500,00 €	
donation/fundraising for Peace Projects	500,00 €	
Other Donations/ Legacy	500,00 €	23.624,58 €
Total	10.200,00 €	30.263,12 €
Expenses		
Travel & board EC	3.940,00 €	2.300,50 €
Travel & board BD	1.000,00 €	325,00 €
Grants	1.000,00 €	
World News	500,00 €	900,00 €
Internet expenses/social media	400,00 €	149,09 €
Administrative expenses	100,00 €	135,20 €
Website	5.000,00 €	3.500,00 €
Bank charges		176,59 €
Peace Projects	900,00 €	
New national branches	200,00 €	
Other expenses	100,00 €	
Total	13.140,00 €	7.486,38 €
Operating result	-2.940,00 €	22.776,74 €

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

Grants 2020

No grants were awarded in 2020, all the meetings were online without fees and travelling costs.

Peace project activities 2020

CIF Italy had a task to work on the Peace Project Guidelines, putting all together (definition and goals of Peace Projects in line with CIF mission and goals) by the next BD. This work needed more time. The BD decided in November 2020 to give the task to a group of three persons (Anna Caldarone, Tina Trygg and Merja Niemelä) to make a draft for the Guidelines for Peace Projects to be presented in the BD meeting in August 2021.

CIF Israel was given 900 Euros for their peace project in the year 2020. Because of the pandemic, CIF Israel postponed the project to next year.

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.



Cover WN Summer 2020

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 cancel the printed hard copies. The World News is available for all other interested on request

CIF National Branches

CIF has a total of 30 National Branches plus CIPUSA. CIF National Branches (NBs)

include:

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

Summary of the CIF Branch activities in 2020

All National Branches and CIPUSA provided information by sending the Annual Activity Report (AAR) Except CIF USA.

Information and numbers are therefore based on these reports provided.

Members

The total reported numbers of CIF members in 2020 was 785

(CIPUSA no fees so no members). This is an increase of 8%

in relation to 2019.

Situation 2020:

Due to the pandemic many NB activities were cancelled and postponed.

NBs tried to maintain contact and some activities via online communication tools. Face-to-face meetings were postponed. Each NB has worked to adapt to these different means to maintain the life of their Branch and CIF International.

Each NB wishes to organize activities as soon as possible by proposing exchange programs and other actions that keep the CIF alive and growing.

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, to promote CIF. Several Branches were involved in public events, organized by the University of Social Work, like conferences, lectures and workshops, However, this year all activities were online.

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.

Some other PR initiatives and New opportunities:

CIF Nordic-Baltic meeting: Five countries participated in the online CIF Nordic-Baltic meeting: CIF Estonia, CIF Finland, CIF Russia, CIF Sweden, CIF Scotland.

CIF Germany, CIF Austria and CIF Switzerland would also like to exchange in this way.

National Branches reports:

CIF Argentina:

To celebrate the CIF 60th anniversary, CIF Argentina, with the cooperation of the Association of Social Workers from the City of Buenos Aires, organized an online international workshop^[1], which took place on August 8th. Four speakers, social workers and CIF members: Carolina Dominguez – Argentina-, Monserrat Succar Guzman – Costa Rica-, Vanesa Santos Casado -Spain- and Helena Olsson – Sweden, discussed the impact of the pandemic in their professional fields

[1] www.youtube.com/c/ConsejoProfesionalTrabajoSocial

Following a proposal from CIF Spain they partnered up with them and the Costa Rica contact person to foster CIF international, its goals and IPEPs among the Spanish speaking population. They created an international presentation –in Spanish- of the CIF through a digital platform to reach those countries where it is not well known, especially in Latin America and Caribe, in order to promote the IPEPs to a wider number of professionals.

CIF Algeria

Works closely with CIF FRANCE and one member is working on an ERASMUS Project ReSport, which ends February 2020. The plans would be to work collectively with other branches or contact persons in the Maghreb.

CIF Austria

As the IPEP had to be canceled due Covid-19 CIF Austria organized a virtual ZOOM meeting on April 28th, with the participants of 2020 who had been accepted for their program, but also invited former participants. Many CIF Austria members and social work students took part.

The first Virtual International Exchange Program (VIPEP) will take place in 2021 and that is a big challenge.

CIF Cameroon

CIF Cameroon has reorganized the NB. They have organized many field prevention actions for health, related to the Covid 19 pandemic.

CIF Cyprus

Took part in the ERASMUS virtual program, which this time, due to the fact of being online, was international and had 89 students from all over the world. It was a four day training with three main topics on children's rights: poverty, abuse and recovery programs after the pandemic. It was very well organized and done via webinar, very interactive. All left with a sense of fulfillment, good networking and making new friends.

Aims and goals for the coming year(s): organizing the 34th international conference virtually in 2021.

CIF Estonia

CIF Estonia initiated a (social media) activity to celebrate CIF 60th anniversary – "CIF goes around the world" – to bring people from around the world together and to help people to stay active and healthy in these crazy times. It has been quite successful with many posts: <https://www.facebook.com/search/top?q=cifgoesaroundtheworld>

And it still goes on, although the event was planned until the end of 2020, people still make posts. Altogether around 100 people from 20 different countries have participated.

CIF Finland

Faced the challenge to have meetings online and work with the members online.

CIF France

CIF FRANCE began a European Project in March 2020 with Austria, Italy, Romania and Spain: ECCAY. Empowering and co-constructing agency of young people at risk of social exclusion for professional on Solution focused approach.

<https://eccay.eu/>

CIF FRANCE also began actions with schools of social work but it was stopped because COVID-19.

CIF France works with ex participants from Maghreb.

CIF Germany

Following an idea from CIF-members from Austria, Switzerland and Germany, CIF Germany wanted to organize a meeting for members and interested colleagues in Vienna. The Nordic-Baltic-meetings and some other countries-collaborations served as an example, but here again that that meeting was cancelled due to the pandemic.

One activity for sure is the planning of the CIF International Conference in 2023. It is a big undertaking to inspire and involve members and hopefully other supporters. The challenge will be now to start with the planning in an online-modus.

CIF Hellas

Most of the activities were canceled but CIF Hellas addressed the other CIF Branches asking for information on measures for the elderly under COVID. An article is produced and will appear in WN.They will invite NB's and CP's to their event to celebrate the New Year next January 2021.

CIF India

Cancelled the conference 2021 because COVID-19 and proposed to organize in 2025.

CIF Israel

New website in Hebrew, English and Arabic.

They participated in the organization of the next conference online 2021.

CIF Morocco

Had to cancel its program that started on the first day of the lockdown as well as EC and BD meetings scheduled in November 2020 due to the Covid-19 situation.

CIF The Netherlands

CIF Netherlands started cooperation with the University of Applied Social Sciences in Utrecht, department of Social Work. This was due to the fact that the over 25 years of cooperation with the University of applied sciences in Amsterdam was discontinued. CIF Netherland is very grateful for their support in the past 25t years.

CIF Palestine

CIF Palestine was accepted as a new National Branch.

CIF Scotland

In the year 2020 CIF Scotland (UK) was not active in public activities because of the restrictions imposed by the Corona Virus lockdown.

CIF Spain

CIF Spain organized an online workshop with CIF Argentina and CIF Costa Rica 'DIALOGUES OF SOCIAL WORK. State Responses in a Pandemic context': 8th August.

Also they are producing an Informative Video to promote CIF International Exchange Programs in Latin-America, in collaboration with CIF Argentina and CIF Costa Rica This is in progress.

CIF Sweden

A Climate- and Environmental policy was adopted during the CIF Sweden annual meeting on February 6. This is important as CIF is an organization who challenges the climate and the environment through travels, often by air, as one of the main purposes are international personal professional exchanges in different countries. CIF Sweden is i.e. promoting the use of alternatives to flights whenever it is possible and also using digital BD and EC meetings more often.

CIF Switzerland

CIF Switzerland was heavily involved in reviewing the new Manual for IPEPs and the guidelines for fundraising. They participated in organizing the CIF international conference online in November 2021.

CIF Taiwan

There were three symposiums online about social work strategies dealing with COVID-19 pandemic. These symposiums were designed to help social workers to know more about various strategies of frontier professionals coping with COVID-19. Social workers from various fields were invited to share their knowledge.

This symposium was designed to invite social workers of these three countries (Sweden, Argentina and India) sharing their experience about helping families in need and vulnerable groups under this pandemic. They invited the chairwoman of Taiwan Social Workers Association, Mei-Kuei Yu, to facilitate this symposium. The content was shared with CIF Switzerland and an article was published in CURAVIVA Schweiz. All information is available on their website.

CIF Taiwan is also involved in the project group "CIF 2028".

CIF Turkey

Participated in the preparation of the 2021 conference.

CIP USA

CIP USA has sent out monthly newsletters, weekly Facebook posts and Instagram posts.

Due to COVID-19 CIP USA has started a program called Global Chats where we can have a virtual discussion on relevant issues of the day. So far 4 Global Chats were held on Refugee Crisis & its Implication for Social Work, Todas Somos Abril – Repression and Resistance in Nicaragua, Lessons on Virtual Classrooms on the Frontline, COVID-19 Education for Refugee

& Immigrant Populations.

CIP USA also has worked with Grant Funders to create Virtual Programs that are about 2 hours long.

New opportunities:

The new opportunities have been to develop online work for NBs during these special times. Most of those who share this experience, however, wish to return to face-to-face activities.

Aims and goals

Many NBs want more people 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 when the situation will come back to "normal".

Co-operation between the Branch and CIF International

Most Branches have no comment on this. Those who reacted found the co-operation good and approved the work of the team and the fast responses. Only one NB questioned EC's work.

Contact Person and Branch development report 2020

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 are that the person 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 have to 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 most CPs active in 2020. seven CP's did not send in a report, despite reminders. No report was received from China, Latvia, Lithuania, Madagascar, Pakistan, Philippines and Serbia. The Philippines CP did not send in a report the past two years. We have not heard from this CP in the past three years after her acceptance as a CP.

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

In 2020 no new contact persons were appointed. Palestine became a National Branch, so is not a CP anymore.

The total of contact persons in 2020 is 16.

CIF had CPs in the following countries in 2020:

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

Reports CP's over 2020:

Australia

Used to be a CIF Branch, which was terminated in 2019 on their request. Since then they have a contact person. The biggest challenge to maintain CIF AU as a branch is that members are scattered in different parts of the country.

The ideas to develop and go on with the CIF work was:

- Look for 5 dedicated members to form a committee. That proved to be difficult in 2020
- Seek more active members to contribute to the CIF work. Due to the Covid-19 pandemic, almost everything was inactive.
- Fund-raising was not possible in this Covid-19 year
- Look for support from CIF International and professional peak body (such as Australian Association of Social Workers). This was also not achieved, because of Covid-19.

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

Costa Rica

Before the Covid-19 pandemic, quite a few people were interested in participating in the IPEPs. However, when the COVID-19 pandemic came and the face-to-face programs were canceled, the interest dropped. The virtual programs that were organized were of low interest to people.

The challenge for 2021 will be to promote the virtual programs in such a way that it becomes attractive for the participants.

The best achievement was to introduce CIF to more social workers.

To develop CIF work, the contact person will:

- Continue with the promotion through social networks.
- Participate in conjunction with CIF Spain and CIF Argentina in the promotion of programs for Spanish-speaking countries (in process)
- Attend virtual meetings of CIF.
- Participate in the BD Meeting in August 2021.

Establishing a National Branch was planned for 2021, but it will be postponed. There are six people who participated in an IPEP, the CP is in contact with two of them.

Jordan

The CP is in contact with the ministry of Social development to establish a CIF Branch in Jordan. The Ministry requires a lot of information. The way an IPEP in Jordan can be established is also a topic of discussion.

They are working hard to make it happen. There are 15 people who have participated in an IPEP. The CP is in contact with five.

Kosovo

The contact person is in contact with five past participants.

The 2020 year was difficult, as CIF is new to Kosovo and made the first steps to a program that is accepted many people. Work continued during 2018 and 2019. The CP participated in the events organized by CIF International. The biggest was being a participant in the international conference in Saint Malo in France.

During 2020, the CP worked to make the professionals and institutions in Kosovo aware about CIF and its mission. Social work in Kosovo is quite a new profession and there are just some generations who have a diploma in Social Worker from the Public University in Kosovo. Before that social workers had different backgrounds in the social field including sociology, pedagogy etc.

The biggest challenge is the involvement of people in programs, considering that some of the social workers are people of average age and have a lack of knowledge of foreign languages, as well as financial means. The agreement and discussions with institutions and universities in sensitization of the CIF International remains important.

The ideas to go on with the CIF work are:

Establish a working group in the near future regarding the possibility of forming a branch for Kosovo or establish a network with the countries in the region to offer a common program in some countries. The CP is currently in contact with the institutions and the University of Pristina to enable the expansion of cooperation and the provision of professional opportunities to participate in CIF IPEPS. Creating a program with the opportunity to hire international CIF experts to provide their experience in Kosovo with a project that could be funded by the European Commission, is also investigated.

It is difficult to predict when a CIF National Branch can be established in Kosovo.

Portugal

Portugal has two past participants. The Portuguese CP is in contact with one and they met once.

No activities were undertaken due to the Covid-19 pandemic. There are no plans at the moment, as the near future is uncertain. The goal to establish a CIF Branch remains.

Romania

Romania has nine 9 persons who participated in an IPEP. Because of the distance and the Covid-19 pandemic, they were in contact only via WhatsApp and email.

After an intense promotion in past years in Romania of CIF-IPEP and after many requests for participation in professional exchange programs, one Romanian was selected for the Taiwan CIF-IPEP 2020, and the same person was selected for Greece. Another was selected for Sweden, two were selected for Switzerland and one was selected for the Finland CIF-IPEP 2020. In 2020 the big challenge was that the five Romanian specialists selected were forced by the Covid-19 pandemic situation to make new decisions for their safety, to reorganize their professional activities, to cancel flights, to accept the idea that it is safer to stay in Romania and to hope that they will be able to participate in the CIF programs in the next years.

The CP will continue to promote the IPEPs online.

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

Tanzania

The CP managed to recruit and made references for four participants for 2020 IPEP. Three of them were selected for the programs in Sweden, Finland and Austria. The candidate who applied for the Greece program was not accepted due to the short time between the previous program. Unfortunately for the three selected, their programs were cancelled due to the Covid-19 pandemic. Austria organized a virtual program in which the CP and the candidate who was selected for the Swedish IPEP participated

In collaboration with CIPUSA, the CP managed to recruit five candidates to participate for two months in the international youth exchange program, which also included Costa Rica, Nicaragua, The Netherlands, Turkey and the USA. The youth recently graduated as social workers from the Institute of social workers.

The CP participated as an observer in the two days virtual Board of Directors meeting in November 2020.

Two on-site meetings for previous CIF participants were conducted to discuss the progress of the association, including an update of recruited participants for IPEPS.

Challenges are coping with the Covid-19 pandemic. The fact that three programs in which candidates from Tanzania were selected were cancelled, means there are three past participants less than expected. This hinders the goal of becoming a National Branch.

Ideas to develop are the focus on investing in youth programs, in order to boost the number of young participants, which is necessary in view of the average age of current CIF members. For example, during the BD meeting in St Malo, Some branches shared that the number of members decreases, because members are not active anymore due to their age.

Moreover, through the use of technology, CIF Branches can put effort into utilizing the virtual programs for youth who are recently graduated in social work or another human services profession. This can help to engage them in the very early beginning of their professional life in the CIF organization and to develop interest in the onsite programs, conferences and other professional events that may help to support their branches.

The plan is to establish a National Branch in Tanzania again in the near future.

Tunisia

The CP is in contact with two participants. They work in the same organization.

It remains a challenge to find candidates. They are working very hard but it is not possible at the moment to send people to a CIF IPEP, due to the Covid-19 situation. After the pandemic, they hope to have the possibility to select candidates to attend CIF IPEPs.

To develop CIF, they will give Information about CIF Programs. Maintaining contact with CIF France and the other countries in the North of Africa: Morocco and Algeria.

To establish a National Branch, they need to send persons from the field of social work to CIF IPEPS in order to develop.

Vietnam

The CP is the only person in Vietnam who participated in an IPEP. It is a challenge to promote CIF and propose candidates to an IPEP. For IPEP 2020, a candidate to CIF France was selected, but unfortunately, the program was cancelled because of the Covid-19 pandemic.

The CP hopes to select candidates for CIF IPEPs when it will be possible to travel and to get a visa.

To develop and go on with the CIF work, it is necessary to have more members in Vietnam.

Branch development report

Palestine was accepted by the BD as a National Branch in 2020. No other Branches were established.

Future Plans of the contact person coordinator

- Maintain regular contact with current CPs to work toward recruitment of participants to PEPs 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, PEPs, 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 2020, no CIF conference was scheduled.

In 2021 a virtual conference will be held, due to the Covid-19 pandemic.

Next CIF Conferences are scheduled in 2023 in Germany and 2025 in India.

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