CRISP

Annual Report 2010/2011

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Dear Crisp Members, Friends and Supporters,

this annual report provides you with an overview of our work during the last two years. During these years our organization undertook some significant developments. Until 2010, we had been running CRISP parallel to our studies; 2010 was the first year, in which we could involve ourselves full time.

This change was accompanied by a higher demand for our seminars, oriented on our target regions. In this way, our projects stopped being self-contained and started building on each other over a longer time horizon. It was important for us to further cooperate with our existing partners and participants in order to achieve our goals and establish the necessary sustainability for our projects.

This change also provided new challenges. The economic and financial crisis affected the non-profit sector; the western Balkan region faded increasingly away from the focus of international donors; and a regional concept in the South Caucasus, on which we jointly oriented with other organizations, was and still is not foreseeable. This challenging environment also had an impact on our work, in so far as we couldn't realize all the projects we were planning in the beginning of 2010. In order to respond to these circumstances, we increasingly focused on organizational cooperation and established further contacts to other relevant actors in our focus regions, as well as in Germany and the European Union. Hence several interesting ideas for projects emerged and we developed a longer-term perspective.

We continued our work on the base of the cooperation established in 2010 despite serious challenges to our projects in the Balkans and the South Caucasus. We designed and organized, for instance, the program Joint Civic Education in the South Caucasus together with our partner organizations *MitOst* (Germany) and *Iris Group* (Georgia). In addition, we took over a more crucial role in the EUROFORUM[1] and became a driving force to implement more concrete projects based on the previous cooperation within the network.

[1]The Euroforum Network has been created in Georgia in summer 2006 and now involves NGOs and young people from South-Caucasus countries (Armenia, Azerbaijan, Georgia), Belarus and EU member states (Spain, France, Poland and Germany). The network today gathers more than 150 participants

As part of the EUROFORUM we hosted the annual Meeting of the network in Berlin and took part at the follow up in Madrid. In cooperation with our partner organization *Kreisau Initiative* we organized the project 'Practice Peace!' with participants from Israel, Palestine, Germany and Poland. As every year, we conducted a two-hour simulation game about the Kosovo conflict for the participants of the 'project choosing meeting (PAT)' of the German NGO *Schüler Helfen Leben*.

Also in 2011, CRISP became an officially registered host and sending organization of the European Voluntary Service of the European Commission. As a result, we were able to welcome our first European Volunteer, Anastazija Mladenovska from Macedonia, who is supporting our team since October. Another important step during the last year was the relaunch of our website.

In the upcoming year, we want to first and foremost continue to support our partners and participants in our focus regions. As part of this support, we are planning a project on constitutional reform in Bosnia and Hercegovina, the implementation of the broader concept of Joint Civic Education (including now Turkey and Russia), and the training of trainer in the method of simulation gaming in the South Caucasus (SimVision). We are also broadening our regional focus and are about to start an engagement in Egypt as well as in Liberia.

This report presents all our activities and projects in detail and provides you with insights to our organization and its work. We are eager to receive any form of feedback, critique or questions.

The CRISP Team
Board of Directors

Gerrit Kraemer
Florian Dunkel
Andreas Muckenfuß

Simulation games are an innovative and promising method for the management of conflicts and for civic education. A simulation game replicates a segment of reality. The participants take over a role and try to deal with a specific problem interactively and through means of play. CRISP develops these simulation games to meet the demands of various segments of reality, ranging from local (e.g. in a town) to regional and international conflicts. Depending on the objective and the target group, the main focus is on political and social decision-making processes, policy developments, actor constellation analyses, or behavioral and conflict dynamics. The corresponding format varies from simple simulations of negotiations or conferences to complex simulations with up to 40 actors that may last several days.

In this way, we can create the fundamentals for a productive exchange of opinions, work towards a constructive conflict resolution, and provide incentives to foster a more peaceful future.

Experimenting

In general, the following rules apply for all simulation games: you create situations, in which the participants do not only learn about the circumstances or discuss about possible actions and reactions, but in which they find themselves in situations that require decision-making and where they are affected by the decisions of others. As a whole, there is the opportunity to experiment within the rigid frame of the simulation environment with social forms of behavior and contentual actions.

Learning

As a result, knowledge does not only come through simple cognitive processing of external stimulus, but as an active construction that takes place

within a group of people. A key element is the learning of authentic and complex problem descriptions. The simulation game thus supports a self-organized and praxis-oriented learning culture.

Change of perspective

A central element of the simulation game is the shift of roles. Taking over a role in a conflict can clarify the motives, the constraints and the possibilities of the stakeholders. New perspectives become visible and resolution methods as well as negotiating strategies can be given a try.

Empathy

The aspect of role-shifting is of particular importance since it can make empathy practically learnable by putting yourself in another person's position. Thereby, the basic requirement is met through an insight in the own behavior and its impact on others.

Self-reflection and conflict-handling skills

Simulation games feature an intensive experience, in which participants can test and train their social abilities: How do I work and how do I behave within a team? How do I manage putting myself in another's position? How do I react under pressure? How do I convince others? How do I personally handle conflicts?

Negotiating skills, strategic planning and the ability to compromise are also trained and promoted in simulation games.

In particular, these personal experiences provide for a high learning effect and it makes simulation games, together with its themes and results, a lasting recollection.

"I hear and I forget. I see and I remember.

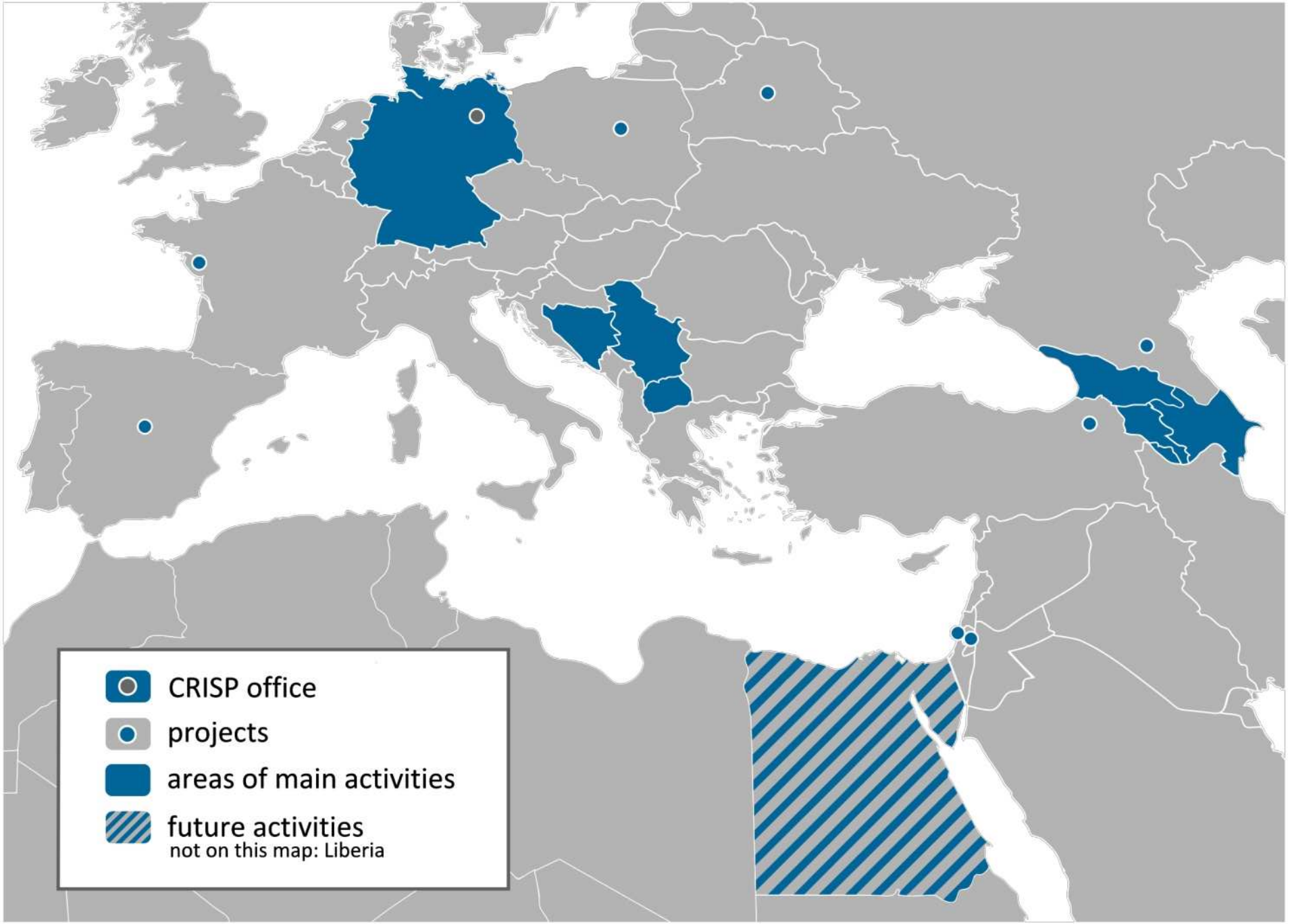
I do and I understand."

General

We develop and organize projects in the fields of civil conflict transformation and civic education. Our work fosters trust-building between different population groups, nationalities and

cultures. Increased mutual understanding, a constructive interexchange of interests and willingness to compromise are essential elements for the development of a functioning democratic system. That is why we support critical democratic forces that initiate, support and encourage a peaceful conflict transformation in society.

Since its foundation, CRISP is mainly active in the regions of the Western Balkans and South Caucasus. Through intensive, partner-based cooperation and joint planning with organizations in these target regions, we have built a sound network for a sustainable commitment in the following years. We cooperate with partner organizations, which also stand up for a peaceful conflict management. We further cooperate with educational institutions, where the potential of simulation gaming can be also utilized. In our work we are always looking for a close cooperation with partners. At this point, we take great effort to focus our projects on local needs and to develop them in a wider context and for longer term perspectives. For this, we integrate our partners in the procedures of formulating project objectives, determining and selecting target groups, and evaluating projects. Through this cooperation, we can improve feedback and the effect of our results.


CRISP office
projects
areas of main activities
future activities
not on this map: Liberia

Western Balkans

Conflict Simulation Balkans on Civil Society 2010

In the field of civil conflict resolution, we ran the conflict simulation project

ConSim Balkans on Civil Society in 2010. The seminar was aimed at active Members of Civil Society working in the field of conflict transformation from Bosnien-Herzegowina, Kosovo, Macedonia and Serbia.

The project was thereby the continuation of our previous activities in the Balkan region. We are convinced that in order to strengthen the particular civil societies systematically, it is necessary to analyse their situation and position within their respective working out their strengths and weaknesses and to attend them specifically. This project contributed to this goal by reflecting and analysing the position of civil society in the respective conflicts and countries.

By bringing people from different countries together to share the intense experience of simulation games, the seminar offered an excellent base for sustainable networking and further cooperation.

Partners:

CIVIL

CBM
Community Building Mitrovica

KULT

Fractal

Funded by:

ifa Institut für Auslands-beziehungen e. V.

Auswärtiges Amt

Regional partners

Bosnia Hercegovina

Institute for Youth Development KULT wants to develop an open society, starting at the municipal level, in which citizens are involved in all the decision-making processes pertaining to public affairs.

Kosovo

Community Building Mitrovica - CBM identifies and advances joint interests of citizens through facilitation of interethnic dialogue and advocacy.

ProPeace's overall objective is to promote sustainable peace by encouraging greater civil society leadership and political participation among Kosovo's youth.

forumZFD Kosovo contributes to a constructive debate on Dealing with the Past (DwP) in Kosovo, as foundation for a future, which is an alternative to the violent past.

Balkan Sunflowers believes that volunteers participating in community life, crucially promotes the ideals of a caring and open society.

Novo Brdo is just a short drive away from Prishtina and the green lung of the Kosovo. The small municipality offers unexpected treasures for travelers to explore

FIZNIKET

Macedonien

CIVIL - Center for Freedom. CIVIL is a non-governmental and non-profit organization for Human Rights and Development of Civil Society, established 1999 in Skopje, Republic of Macedonia.

The **Friedrich Elbert foundation** deals with conflict prevention by developing projects, by building suitable networks, but also through teaching, educating und sensitizing target groups both in local and a national level.

creACTive is a youth association for support of creativity and active citizenship of young people. Its main is aim to assist young people's development by providing them with a variety of non-formal education activities.

Serbia

NGO **Fractal** is a grass-root civil society organization that merged as an authentic response of young professionals to pressing humanitarian, economic, security and social-political problems.

Transconflict - Instead of viewing conflict as a short-term situation in need of a solution, transformative mediation assumes that conflict is a long-term process with numerous opportunities for intervention and transformation.

Association **Fabrik Art** is non government organization of artists – experts of drama, fine arts, applied arts, music and theory, management of culture and art.

South Caucasus

Joint Civic Education 2011

Together with our partner organizations MitOst from Germany and Iris Group from Georgia, CRSIP organized the program Joint Civic Education.

The Joint Civic Education program provides methodological training for young professionals from NGOs in the South Caucasus to take initiative and to create the basis for a sustainable network of individuals connected with organizations active in the field of civic education. The program thus enables a deep understanding of civic education and its application. The internship in a fellow's organization enriches the knowledge about NGO work itself and shows possibilities for future cooperation activities. The Joint Civic Education program brings together future decision makers, who take responsibility to further the democratic progress of the whole region by reducing prejudice against diversity when and wherever it arises.

In July the introduction seminar took place in Georgia with 24 participants from 22 different regional organizations. One goal was to prepare the internships that took place between August and October. We are happy to announce that out of our 24 starting participants, 20 managed to organize and conduct their internship in another fellows' NGO, either as a host or as a guest. Furthermore, almost all of these internships were done cross-border. The internships were accompanied by mentors who are alumni from last year.

In addition to an intensive evaluation of the internships during the seminar, our fellows also worked on future cooperation and projects they have started during their internships.

The Reflection Seminar of this year's Joint Civic Education program took place in Tbilisi from November 21st to 28th. Therefore, we also invited the respective directors and senior staff members of our fellows' organizations to present and discussed with them various ideas for further work. Also, future cooperation within the Joint Civic Education Program in 2012 and beyond was constructively discussed with the NGO representatives and the fellows. After this successful conclusion, we are looking forward to continue in 2012 together with our partners MitOst and Iris Group with a new structure, reaching more young people in more and local NGOs in more countries and to support them in building and shaping civil society in the region.

Funded by:

Robert Bosch Stiftung

ifa Institut für Auslands-beziehungen e. V.

Auswärtiges Amt

Partners:

MitOst

Iris Group
managing diversity

Regional partners

Armenia

Peace Dialogue is an NGO registered in Armenia in 2009.The vision of the organization is, through the formation of multilayer dialogue, to create a consciousness among members of society that they are responsible for peace, that they are vested with the right to demand peace from the authorities.

IDHR's main goal is to contribute to the development of democratic statehood based on the principles of human rights and social justice. We believe that this is the prerequisite for Armenians, as individuals and as a collective, to develop free, dignified, and prosperous lives full of opportunity for human development.

Syunik Benevolent NGO is one of the largest non-governmental organizations in Southern Armenia. We implement various projects that aim to develop and strengthen local communities. We also implement cross-border projects in collaboration with our South Caucasus partners.

Since 2000 **ICHD** is one of the leading think tanks in the region that brings together a team of highly-qualified analysts and researchers with strong academic background and substantial experience.

Institute for Civil Society and Regional Cooperation; Yerevan. Its goal is to research, raise awareness and stimulate debate on a wide range of issues relevant both to Armenia and to the International Community. Particular attention is paid to regional development and security issues.

The **Yerevan State University** offers a variety of faculties and also takes care of its international relations through cooperation with organizations abroad and exchange programs.

Azerbaijan

Azerbaijani youth faces serious deficiencies of timely information. The aim of **Free Thought University** is to help students to enrich their educational experiences by creating an alternative venue where they can gather and get knowledge comfortably, thus creating a real alternative education center in Azerbaijan.

Ganja Education Information Center was created in January 1998. Besides many others, the Center's servises are: trainings for the volunteers, setting up and maintaining professional contacts with Ministry and Embassy officials and other partner organizations, organizing and presenting at outreach programs, including the outreach at others cities of Azerbaijan.

Education Public Support Association of Youth of Azerbaijan

This higher education institution is of the Azerbaijan Republic delivers respect from the people of Azerbaijan and from its government as well. By collaborating with universities and organization from all over the world and by organizing exchanges, the **QAFQAZ** University is essentially modernizing.

Ol Movement is an Azerbaijan youth movement, which aims at a more responsible, well educated and capable youth in order to establish a sustainable and comprehensive development in Azerbaijan. Its activities meet the organizations principles; non-violence, tolerance and modernity.

Georgia

IRIS Group - is a young nongovernmental organization which promotes management of diversity in the Caucasus region. Its associates offer international expertise in providing project management services and conducting education programs.

The historical **Caucasian House** started as a Central Editorial Board for Translation of fiction and literary relations and it became later a cultural-educational peacekeeping centre. Its activities regard in general an active participation as far as the cultural and political life in Georgia is concerned.

IDP Women Association "Consent"
Address: Tbilisi, 20 Tamar Mephe Ave.
Tel/Fax: (+995 32) 34 49 82

ICCN is an independent, peace-making, research and training institution. Its long term goals are to strengthen democracy and civil society building, to build peace and prevent/manage conflict in a divided society. The issues of human rights, tolerance and gender equity also meet their interests and aims.

Europe

Euroforum2011: Berlin and Madrid

In the end of February,we organized the annual meeting of the Euroforum network at House Holon with 40 participants in Berlin.

The participants were from all member countries of the network, the South Caucasus (Azerbaijan, Armenia and Georgia), Belarus, and the EU (Germany, France, Poland, and Spain). The one-week meeting was mainly about further strengthening the Euroforum and fostering the intercultural exchange by working on topics relevant for civil society.

One concrete result of the encounter was the agreement to organize the next meeting in Madrid. In the beginning of September 24, participants then came together again to develop a strategic perspective for the network for the next three years on the base of the results of the Berlin Meeting. Within this strategy, CRISP will play a major role and organize simulation games in 8 countries until 2014 before the respective elections will takes place. We will then compare the results of the simulation game with the outcome of the real elections.
By including the different experiences in all 8 countries, we will furthermore develop a simulation game on the topic of migration.

Partners:

euroforum caucase

Funded by:

Education and Culture DG
'Youth in Action' Programme

Practice Peace 2011

In cooperation with our partner organization 'Kreisau Initiative' we organized the project 'Practice Peace!'. The seminar brought together 24 young people from Germany, Israel, Palestinian Authority and Poland in Krzyzowa, Poland. The main topic of the seminar was the question where discrimination originates from. We discussed how we perceive ourselves and others. To illustrate these discussions - and approach the topic in

a more practical way - we conducted a simulation game on the Northern Ireland conflict at a municipal level.

The main task of the participants was to discuss and create an Action Plan for improving the relations among the people in Belfast. The participants, our partners and we ourselves were very satisfied with the outcome of this seminar and are looking forward to the second part of the seminar, which will be held in the middle of February 2012 in Berlin.

Partners:

Kreisau-Initiative Berlin e.V.

Funded by:

Education and Culture DG

'Youth in Action' Programme

EUROPEANS FOR PEACE

MOVING FORWARD

LOOKING BACK

Regional partners

Belarus

The idea of creating the **Movement for Freedom** was born in 2006. It is a new organisational form of uniting wider democratic forces aimed at achieving common goals and implementing the common strategy. The Movement is represented in 64 districts of Belarus and in Minsk.

Sweden

Pax et Bellum a student-run, non-profit organization hosted and supported by the Department of Peace and Conflict Research at Uppsala University. Their object is crisis simulation and in general the promotion of interest in peace and conflict related questions through lectures and discussion forums. Pax et Bellum was established in 1994.

Germany

Schüler Helfen Leben 2010 & 2011

As every year, we organized two hours simulation game about the Kosovo conflict for the participants of the 'project choosing meeting (PAT)' of the German NGO 'Schüler Helfen Leben' in May. The 15 to 18-year-old participants were playing the roles of the inhabitants of the fictitious Kosovarian town of Leskova. They then negotiated about the question which institutions should be built on the town's central construction side. The main task was to find a compromise between the different groups, Albanians, Serbs and Roma

Since 1998 students leave their classrooms on „social day" to work for a good cause. Their earnings are spent for helping projects in the Balkans. The whole concept is organized from "SchülerHelfenLeben". At the project's choice meeting (PAT) the organizers of the "social day" meet for one weekend approximately 250 student representatives from all over Germany. Their goal is to experience more about the region of Balkans and to choose a project to promote with their "social day" earnings. There are many different workshops offered, that are referred to various social , political and cultural issues as far as Balkans is concerned.

Partners:

Germany

In Germany we cooperate with different organisations operating in the field of conflict transformation or rather we coact in organizing and conducting seminars for political education.

As the self-conception of CRISP is not only to center around our own ideas, but to be an open platform for other projects having a similar motivation as we do, we are aiming for a vivid exchange of information and ideas.

With the following partners we had and want to continue a fruitful cooperation:

Other Partners

moe-kompetenz
Gespräche zu Mittel- und Osteuropa

CSSProject for Integrative Mediation

steps for peace

socius
Organisationsberatung gemeinnützige GmbH

planpolitik

Project Partners

Freie Universität Berlin

Globale Fragen

ravir film

MitOst

ENTER KULTUR

SCHÜLER HELFEN LEBEN

Kreisau-Initiative Berlin e.V.

projekt:film

krisenspiel

Self-conception and Background

CRISP was founded in 2007 under the concept of adapting and utilizing the Simulation Game Method for conflict management and civic education purposes. With our work, we pursue our aims of promoting international and intercultural under-standing, tolerance and democratic values, especially in conflict affected areas and regions. By this, we support a non-violent conflict management culture. CRISP is an independent, non-party and non-confessional organisation.

CRISP is an advancement of the students project krisenspiel. This actor centered simulation-game is

Krisenspiel

annually organized by students for students at Freie Universität Berlin.
All founding members of CRISP participated in the krisenspiel and organized it several times. After this experience, we realized that we were doing this not only for fun, but also found a powerful tool to make complex political systems more accessible. By participating and by watching others appreciate this experience-based way of learning, we became ever more convinced and deeper involved with the method.

By creating a model of reality, strong personal ties emerged. On this ground, we started to further explore the idea of applying simulations to other circumstances and to adjust them to the needs of conflict management.

The idea

After months of looking into mind games, getting in touch with experts of conflict-transformation, trauma treatment, simulation-game designers and donors, we came to we came to believe that the krisenspiel method can be a powerful tool to solve intricate social and political conflicts.

In November 2007, the non-profit, non governmental organization CRISP was founded.

Our first project started with an information tour, presenting our idea to partners in the Balkans, in order to get feedback, suggestions, critique and opinions from people on the ground. Until today we cooperate closely with these partners.

The first project was called **ConSim Kosovo 2008** and was conducted in the beautiful little town Novo Brdo/Novoberde [Kosovo]. Together with 24 brave participants from Kosovo, Serbia and Macedonia, we simulated the independence of Kosovo.

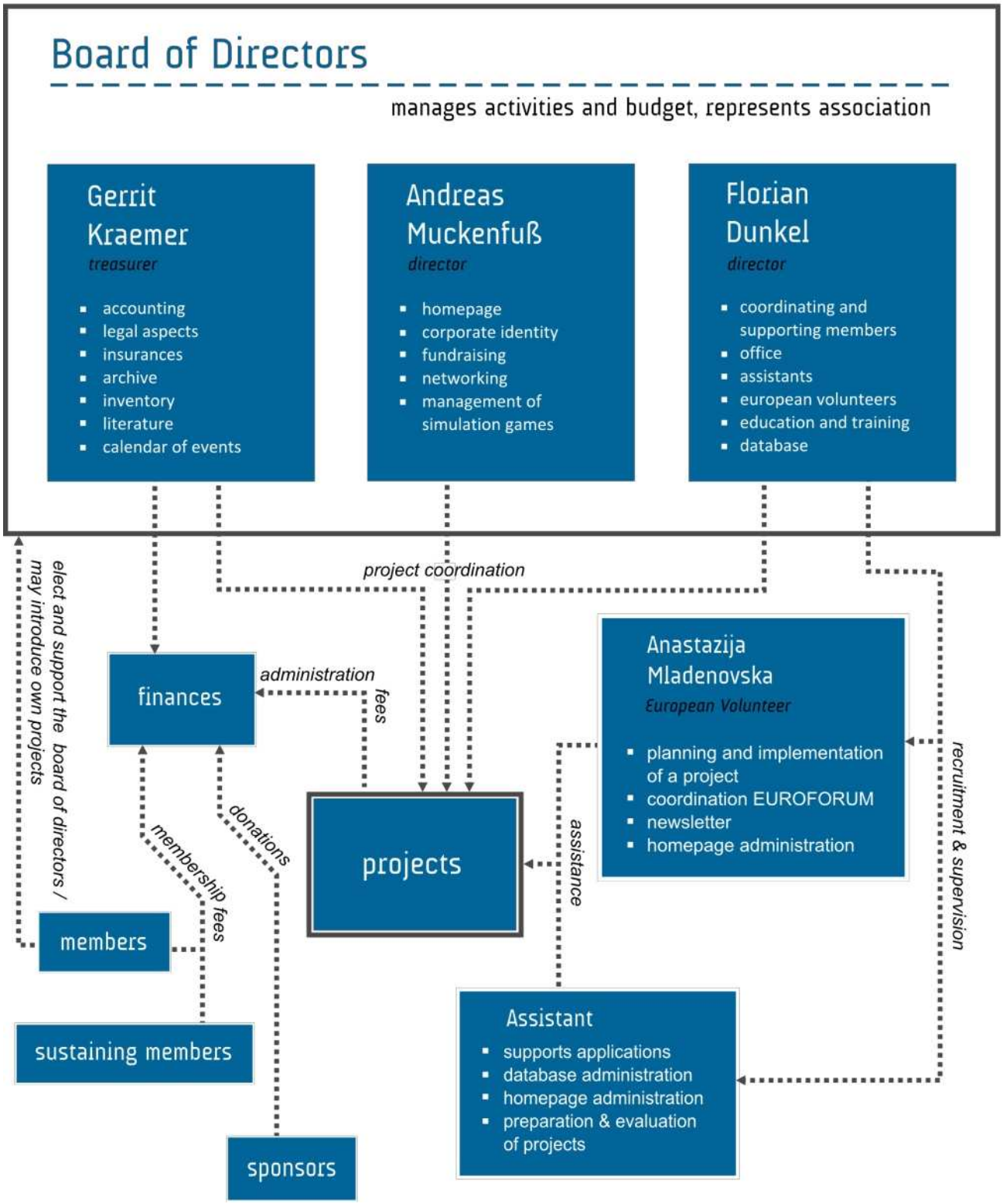
1st project

Although we had to improvise a lot and it was an extreme experience for all of us, our partners and participants encouraged us to continue what we had started. And this is what we did.

Today CRISP is one of only very few organizations worldwide that develop and apply the method of simulation-gaming to the field of conflict management and conducted a considerable number of further projects.

At this point we would like to specially thank all these people who supported us already at the beginning, when the whole CRISP-thing was just a crazy idea by a few university students.

Organigram


Board of Directors
manages activities and budget, represents association
Gerrit Kraemer
treasurer
accounting
legal aspects
insurances
archive
inventory
literature
calendar of events
Andreas Muckenfuß
director
homepage
corporate identity
fundraising
networking
management of simulation games
Florian Dunkel
director
coordinating and supporting members
office
assistants
european volunteers
education and training
database
project coordination
elect and support the board of directors / may introduce own projects
finances
administration fees
Anastazija Mladenovska
European Volunteer
planning and implementation of a project
coordination EUROFORUM
newsletter
homepage administration
membership fees
donations
projects
assistance
recruitment & supervision
members
sustaining members
sponsors
Assistant
supports applications
database administration
homepage administration
preparation & evaluation of projects

Team

Florian Dunkel

Florian was born in the town of Eschwege, right in the centre of Germany. Together with his parents he left the small city life shortly after his birth and went to Berlin, were he grew up in the district of Wedding. He then lived at the North Sea for a couple of years, before in 2000 he went to Greece for one year to do a European Voluntary Service at the Environmental Center in Kalamata.

Before coming back to Berlin in 2003, he finished secondary school in the German town of Göttingen. Since 2003, Florian lives in Berlin again, where he did one year of community service in psychiatry, finished his studies in political science, and founded CRISP.

Simulation Gaming is an integral part of his life since 2004 when he first participated at "Das Krisenenspiel" at the Freie Universität Berlin.

dunkel[at]crisp-berlin.org

Gerrit Kraemer

After growing up in a small town near Hamburg and finishing High-School, Gerrit moved to Berlin to study political science with a focus on peace and conflict studies at the University Potsdam and the Free University. After being active in the student's self-administration and after several internships, one of them in Kenya, he finished his studies in 2009 with his final thesis on organized crime and armed conflicts using the case of the Kosovo conflict.

Gerrit first came in contact with simulation games in High School, while trying to lead a simulated company with poor success. After participating in a Model-United-Nations in Lübeck, he joined in 2005 the krisenspiel simulation game at the FU Berlin which he co-organized several times. This was also the place where he met Andreas and Florian.

Gerrit is the treasurer of CRISP since 2008.

kraemer[at]crisp-berlin.org

Andreas Muckenfuß

Andreas Muckenfuß was born and raised in the little town Bad Urach in the heart of the Swabian Alb. After finishing secondary school he went to Chile for social service at the Fundación Cristo Vive. This was a formative period of his life and he was encouraged to work idenpendently and self-organized. When he came back to Germany he started to study Public administration at the University of Potsdam and made Kreuzberg/Neukölln the center of his life. His final thesis was entitled Fighting Corruption in post-conflict-countries - Kosovo.

The method of simulation gaming got his attention already in school. At university he participated at das krisenspiel and subsequently joint the student's group. Here he met the others and was co-organizing the seminar several times.

During that time he became one of the driving forces to adjust the method to other circumstances. In doing so he was one of the founding members of CRISP and is still a member of the board of directors.

muckenfuss[at]crisp-berlin.org

European Voluntary Service

In 2011 CRISP became an officially registered host and sending organization of the European Voluntary Service of the European Commission. In late October 2011, the first EVS volunteer Anastazija Mladenovska started working at CRISP. Her tasks include general administrational work as well as the self-responsible development of project ideas.

Within the seminar Practice Peace she was member of the project team. Due to this she was responsible for parts of the conduction of the seminar itself, as well as for the short documentary. She has been a very welcome help for our

work here at CRISP, especially for the 'Practice Peace seminar' team and the preparation of the short documentary for this seminar. We thank Anastazija for the great work she has done so far and we are looking forward to continue what has been started in also in 2012.

Assistant

In 2010 and 2011 CRISP was constantly providing the position of an assistant in its Berlin office. The assistants have proved to be a great enrichment for our work, and a big help to cover all our duties.

By offering an internship we want to give young professionals or students a possibility to get deep insides in the work of an international NGO and to apply her/his knowledge on a pratical level. Therefore we seek a close cooperation and try to integrate them deeply into the daily operational procedures and the planning of ongoing and new projects.

Overview of assistants until today

Time period	Name
Beginning of January till beginning of April 2012	Robert Hackenfort
Beginning of October till end of December 2011	Nota Avgerinou
Beginning May of till end of July 2011	Alexandra Vlachopoulou
Beginning of October 2010 till end of January 2011	Julia Schell
Beginning of July till end of September 2010	Jan-Phillip Neetz
Beginning of January till end of March 2010	Oksana Graf

For further information you find the internship reports in the appendix of this document.

Members

CRISP has 18 members and 11 sustaining members.

Internal Developments

General assembly

At the 2010 general assembly the former board members, as well as the treasurer, were reelected for two years and so CRISP's businesses are still run by Florian Dunkel, Gerrit Kraemer (treasurer) and Andreas Muckenfuß. In addition, several adjustments to the statute of CRISP were made, such as including civic education as a goal of our organization.

At the latest general assembly on 30th of January 2012 the board of CRISP was formally approved. Furthermore the projects of the previous year were presented and the organization's orientation for the next year were discussed.

Homepage and Social Media

The work on our new website is finished. Finally! After working on it for several months, we appeared with a new face in the net at the end of October 2011. It provides information on our current projects and contains a news sections where you find articles about the latest developments at CRISP and at our partners. The new website is also the start of a new outreach initiative with all facts and figures about CRISP easily accessible on the web.

Also our facebook and Flickr account have been updated and shine like new, on

http://www.flickr.com/photos/crisp-berlin/

and

http://www.facebook.com/pages/CRISP/111511402214061

Outlook 2012

The planning for next year has reached its final stage: some projects are coming up soon and others wait for the final approval. Here is a short overview about what we plan next year.

Joint Civic Education

After the successful collaboration with our partners MitOst and Iris Group, we are happy to continue our work with Joint Civic Education in 2012 in the South Caucasus.

SimVision

SimVision is a new project in the region that focuses on a simulation game for developing a common vision for a peaceful future of the South Caucasus. Together with our Georgian partner, the "International Center on Conflict and Negotiation" (ICCN), we plan to train local trainers and facilitate with them a simulation game seminar. We successfully applied for grants from the Black Sea Trust and the Robert Bosch Foundation.

Practice Peace

The second part of Practice Peace will be held in mid-February next year. After having worked on the origin of discrimination, we will now focus on strategies to prevent it. To do so, we will combine the mediation method of Betzavta with simulation Gaming.

Macedonia

Our Activities in Macedonia continue in 2012. With our main partners CIVIL, Friedrich Ebert Stiftung and Krusevo Youth Alliance we are planning various projects. We will inform you about the details in our next newsletter and on our homepage.

Egypt

We are heavily impressed by the events that took place in Egypt recently and are still going on. Concerning the latest developments in Egypt, we are wondering in which ways and contexts it might be interesting and of benefit to implement projects using the innovative and interactive method of simulation gaming. One first concept of a possible project or program is about a training-of-trainers on a simulation game, which then can be implemented by local trainers. In January we will have a roundtable talk in the foreign ministry with other German organizations active in the region to discuss possible projects in Egypt.

Relocation of our office

After two-and–a-half years in our office at Weisestraße 27 we plan to relocate to a bigger and little brighter location in the summer of 2012.

Income	
Members' fees	1.384,00 €
Donations	2.533,20 €
Grants EU-Commission "EUROFORUM Berlin"	15.485,60 €
Grant EU-Commission "European Volunteer"	6.072,00 €
Project coodrinations	9.099,00 €
Expense allowances	129,25 €
Travel / lodging & boarding reimbursements	7.797,49 €
Interests	40,60 €
Sales (Food & Drinks / T-Shirts)	25,00 €
Service charge reimbursements	172,07 €
SUM	36.288,37 €

Expenses	
Salaries / fees	7.150,00 €
Investments	489,80 €
Insurances	466,73 €
Office rent	3.978,92 €
Electricity	583,24 €
Telephone/Internet	480,95 €
Server	36,68 €
Participation fees	69,00 €
Administration costs	664,54 €
Printing costs	332,15 €
EVS	980,00 €
Project related travel/ lodging & boarding costs	23.270,00 €
Repayment of project grants for 2010	139,68 €
Bankgebühren	50,35 €
SUM	38.692,04 €

Bank account (1) 1st Jan	17.513,18 €
Bank account (2) 1st Jan	154,02 €
VISA	0,00 €
Cash 1st Januar	164,31 €
total	**17.831,51€**

Bank account (1) 31st Dezember	2.380,56 €
account (2) 31st Dezember	18.772,18 €
VISA 31st Dezember	37,27 €
cash 31st Dezember	165,82 €
total	**21.355,83 €**
OVERPLUS	**3.524,32 €**

Income	
Members' fee	753,00 €
Donations	5.563,32 €
Project grants ifa	44.522,60 €
Project grants EU Kommission "Jugend in Aktion"	19.929,60 €
Expenses' fees	139,62 €
Sales (Sommerfest/T-Shirts)	342,10 €
Equipment rentals	189,00 €
Interest	51,62 €
Other	70,80 €
Other	358,00 €
SUM	71.919,66 €

Expenses	
Salaries / fees (CRISP)	-26.578,00 €
Insurances	-445,29 €
Investment in consumer goods and equipment	-1.836,27 €
Office rent	-3.917,16 €
Electricity	-465,00 €
Telephone/Internet	-478,26 €
IT	-624,24 €
Public relations	-348,18 €
Administration costs (inc. taxes & fees)	-1.550,65 €
Printing costs	-1.469,01 €
Education and training	-1.820,00 €
Project related travel/ lodging & boarding costs	-25.873,27 €
Repayment of project grants for 2009	-10.227,28 €
SUM	-75.632,61 €

Bank account (1) 1st Jan	21.277,14 €
Cash 1st Januar	29,03 €
Bank account (1) 31st Dezember	17.513,18 €
Bank account (2) 31st Dezember	154,02 €
cash 31st Dezember	174,31 €
SUM	**17.841,51 €***

* This includes leftover grants for the projects ConSim Balkan and EUROFORUM

CRISP is financed mainly through its projects. That means that infrastructure investments as well as investments in technical equipment is for Crisp a financial tour de force. Any support is more than welcome in order to improve our working environment and to come closer to our goals. To continue our work in the future we still rely on your support.

We hope you got to know CRISP due to this report and got more familiar with our goals and activities. We'd highly appreciate, if you considered supporting us financially or in kind To help us making our work possible you can make a donation, or support us in a sustainably by becoming a sustaining member. Please find the membership form in the appendix of this report.

Donation Account:

CRISP e.V.
DKB - Deutsche Kreditbank
Kto.-Nr.: 1001175866
BLZ: 120 300 00
IBAN: DE63120300001001175866
BIC/SWIFT-Code: BYLADEM1001

Please use the term "donation" to specify reason for transfer!

Other potential contributions are welcome to be channelled through e.g. technical support, legal or professional advice, networking and joint promotion possibilities. If you wish to support us with human or technical resources, or have further enquiries about strategic partnering opportunities, please contact us.

To continue our work in the future we still rely on your support. To help us making our work possible you can become a member (You can find the membership application on our homepage:

http://www.crisp-berlin.org/index.php?id=38),

fulfil a wish on our Amazon wish list

(http://www.amazon.de/registry/wishlist/35V8KGFTLVKO1/ref=cm_wl_search_1)

or donate in-kind to the account below.

We are grateful for our partners that contribute to our projects and play a vital role to its success on the ground. We are thankful and proud of our cooperation and our friendship.

Impressum

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Herausgeber:
CRISP e.V.

Adresse:
Weisestraße 27
12049 Berlin

Telefon:
+49 (0) 30 63 41 33 76

Email:
hello[at]crisp-berlin.org

Internet:
www.conflictsimulation.org

Vorstand:
Florian Dunkel
Gerrit Kraemer
Andreas Muckenfuß

Redaktion: Robert Hackenfort
Gestaltung: Robert Hackenfort
contac.rbt@web.de

Bildnachweise: © CRISP e.V.

Praktikumsbericht von Nota Avgerinou
Praktikantin bei CRISP e. V. von Oktober bis Dezember 2011

Ansprechpartner:
Florian Dunkel
[Vorstand]
Email:
dunkel(at)crispberlin.org
Fon/Fax:
+49 (0) 30 6341 3376
Datum:
30. Dezember 2011

Von 17. Oktober bis 24. Dezember habe ich mein Praktikum bei CRISP e.V. (Crisis Simulation for Peace) absolviert. Ich arbeitete 25 St. Pro Woche und die Aufwandsentschädigung betrug monatliche 100 Euro. Aufmerksam wurde ich auf diese Praktikumstelle durch meine Suche nach einer Betätigung im NGO Sektor.

CRISP ist eine Nicht-Regierungsorganisation, die im Bereich der Konfliktbearbeitung und der politischer Bildung tätig ist und hierfür Planspiele entwirft. Neben Deutschland sind die Tätigkeitsregionen von CRISP der westliche Balkan und der Südkaukasus. Durch Planspiele und Seminare werden junge Leute politisch informiert und können in angenehmer Atmosphäre Konflikt untersuchen und besser verstehen. Die Teilnehmenden der Planspiele werden zusätzlich nicht nur informiert, sondern auch angeregt sich in Zukunft politisch und sozial zu engagieren.. Diese Tatsache trägt bei Bedarf zu einer besseren Zukunft bei.

Seit meinem Studienabschluss in Politikwissenschaft an der Universität von Athen, Griechenland, zielte ich auf ein Praktikum bei einer NGO ab. Einerseits wegen des Gegenstandes meines Studiums und andererseits wegen meiner verschiedenen gegenwärtigen Erfahrungen im Rahmen der NGOs. Von dem Praktikum erhoffte ich mir mich in Zukunft besser orientieren zu können und neue Aspekte innerhalb der Arbeit einer NGO zu entdecken. Außerdem fand ich, dass ein Praktikum mir helfen würde, ein Masterstudium später in Deutschland zu führen. Nicht zuletzt spielt für mich sowohl die Sprache und das Land als auch die Auslandserfahrung eine große Rolle für meine Entscheidung.

Durch meinen Aufgabenbereich wurden alle meine gesetzten Ziele erreicht. Meine Aufgaben umfassten hierbei die allgemeine Büroarbeit und -organisation, Übersetzungen vom Englische ins Deutsch und umgekehrt für die Homepage von CRISP, Betreuung des Facebooks Accounts, Einrichtung Des Flickrs und Xings Accounts, Auswahl von Fotos für die Social Media Accounts, Forschung bezüglich der künftigen Pläne von CRISP in anderen Gebieten der Welt und Vorbereitung des Newsletter und des Jahresberichtes.

Diese Tätigkeiten im Rahmen meines Praktikums bei CRISP boten mir wertvolle Kenntnis und Erfahrung und es war ganz spannend und interessant für mich in

Kontakt mit neuen Bereichen zu treten, die mit der Organisation der NGO verbunden sind. Besonders war die Beschäftigung mit den verschiedenen Sozialen Medien und der Übersetzungsarbeit sehr kreativ und auch die Forschung an unterschiedlichen Themen hat mir persönlich zu wichtigen Themen stimuliert.

Die Praktikumsperiode verlief angenehm und die Umgebung im Büro war immer positiv und freundlich. Meine Mitarbeiter waren immer hilfreich, gut organisiert und standen für jede Frage oder jedes Problem zur Verfügung. Eine Bürobesprechung wurde jede Woche geführt und auf diese Weise kommunizierten alle Leute miteinander und jeder konnte Informationen und Gedanken teilen. Die Durchführung der Aufgaben wurde selbstständig entwickelt und somit wurden auch meine Kreativität und Selbstorganisation gefördert.

Sicherlich und ohne Zweifel habe ich viele nützliche Erfahrungen und Kenntnisse von meinem Praktikum bei CRISP bekommen, die wertvoll und bedeutsam für meine zukünftige Beschäftigungen sind, entweder für ein Masterstudium oder für eine Arbeit im gleichen Feld. Ich bin ganz froh und zufrieden, dass CRISP mir diese Gelegenheit gegeben hat, durch sie bekam ich Auslandserfahrung und Wissen. Ich würde gerne dieses Praktikum weiterempfehlen, denn es bietet eine bedeutsame Einsicht in den Themen der Konfliktbearbeitung, politische Bildung und des Projektmanagements zusammen mit einer gefälligen Arbeitsumgebung.

Nota Avgerinou
(ananaki2003@yahoo.gr)

Praktikumsbericht CRISP e.V.
Praktikantin:
Alexandra Vlachopoulou
Graefestraße 51
10967 Berlin
alexandra.10383@yahoo.de
Matr. Nr. 43 22 851

Ansprechpartner:
Andreas Muckenfuß
[Vorstand]
Email:
board(at)crisp-berlin.org
Fon/Fax:
+49 (0) 30 6341 3376
Datum:
30. Dezember 2011

Bericht
Ich habe von 01.05.2011 bis 31.07.2011 im Büro von Crisis Simulation for Peace (CRISP) e.V. ein Praktikum im Umfang von 30St./Woche absolviert. Die Aufwandsentschädigung betrug monatlich 100 €.

CRISP ist ein in Berlin ansässiger gemeinnütziger Verein und unterstützt unterschiedliche Ideen und Ansätze im Zusammenhang mit Planspielen. Der Verein ist sowohl in der zivilen Konfliktbearbeitung in Nachkriegsregionen als auch in der politischen Bildungsarbeit aktiv. Die Förderung des Verständnisses von Konfliktstrukturen und einer friedlichen politischen Problemlösung stehen dabei im Vordergrund. Zur Erreichung seiner Ziele organisiert CRISP Seminare, Begegnungen als auch Workshops und entwirft hierfür spezielle Planspiele. Diese reichen von der Simulation internationaler Konferenzen bis hin zur Abbildung von vielschichtigen Konflikten, und von 2-stündigen Workshops bis hin zu mehrtägigen Seminaren und Fortbildungen. Das Spektrum reicht hierbei von der Vermittlung grundlegender Kenntnisse politischer Prozesse bis hin zu umfassenden Erfahrungen von Konfliktdynamiken. CRISP ist seit seiner Gründung 2007 vor allem in den Regionen Westlicher Balkan und Südkaukasus aktiv und legt dabei besonderen Wert auf die Zusammenarbeit mit lokalen Partnerorganisationen. Durch die intensive und gleichberechtigte Zusammenarbeit und gemeinsame Planung mit lokalen PartnerInnen in den Zielregionen, konnte sich CRISP mittlerweile ein tragfähiges Netzwerk für ein nachhaltiges Engagement aufbauen.

Auf die Praktikumsstelle wurde ich durch Freunde und Bekannten aufmerksam geworden. Für die Stelle habe ich mich direkt auf die von Freunde vermittelte Anzeige der Organisation beworben und an ein Vorstellungsgespräch teilgenommen. Mein Zielsetzung und meine Erwartungen für das Praktikum waren: meine Kenntnisse im Bereichen Projektmanagement, Fundraising, Öffentlichkeitsarbeit und der Methode Krisenspiel zu vertiefen, Auslands- sowohl als praktische Erfahrung zu sammeln, an laufende Projekte teilzunehmen und generell die organisatorische Abläufe eines jungen NGOs kennenzulernen und zu verstehen. Mein Aufgabenbereich betrug die Koordination der

Öffentlichkeitsarbeit und Vernetzung der Organisation, Recherchen zu institutionellen Förderprogrammen und Kontaktaufnahme mit potentiellen Förderern, Betreuung des Facebook-Accounts, Pflege von Datenbanken, Korrekturlesen und Übersetzen vom Deutschen ins Englische von diversen Texten (Förderungen, Newsletter, Internetseite), Mitarbeit an der Entwicklung und Durchführung eines Planspiels zum Thema Integration für Jugendliche des Vereins Schüler-Helfen-Leben im Rahmen des Projektauswahltreffens (PAT) 2011 in Berlin, Vorbereitung und aktive Teilnahme am Joint Civic Education (JCE) Seminar 2011 in Georgien. Meine Aufgaben vor, nach und während des JCE Seminars beinhalteten die Mitarbeit an der Entwicklung und Durchführung des Planspiels Anopolis im Rahmen des Seminars zum Thema Zivilgesellschaft, Teilnahme und Protokollierung von Teamsitzungen und Feedbackgesprächen der Seminarleitung, Durchführung einzelner thematischer Einheiten während des Seminars (Vorstellung des Planspielszenarios, Feedbackrunden, Evaluationsrunden, u.a.) und Erstellung des kompletten Seminarreaders (ca. 80 Seiten), der alle Inhalte, Theorien und Methoden präsentiert, die während des Seminars durchgeführt worden sind.

Die Einarbeitung verlief unkompliziert, da bereits während des Vorstellungsgesprächs mein Aufgabenbereich angesprochen wurde. Die Kommunikation mit anderen Mitarbeiter bzw. mit dem Vorstand verlief positiv, da es um eine freundliche, offene und nicht hierarchische Kommunikation bemüht wurde. Das Praktikum förderte eine hohe Menge an Selbständigkeit bei der Durchführung von Aufgaben oder Vorschlägen, sowohl auch Teamfähigkeit. Ich könnte zum großen Teil meine im Studium erworbene Kenntnisse anwenden, vor allem meine Osteuropa- und Sprachkenntnisse, die sehr hilfreich während des JCE Projektes im Georgien waren. Das Praktikum hat eine bedeutende Auswirkung auf meine zukünftigen beruflichen Vorstellungen, da ich mich weiterhin mit Projektarbeit engagieren will. Durch meine erworbene Erfahrung in der Friedensarbeit, könnte ich mich vorstellen auch zukünftig in dem Bereich tätig zu werden und an Projekte für die Unterstützung der Zivilgesellschaft im Ausland teilzunehmen oder mitzuentwickeln. Ich kann das Praktikum uneingeschränkt und ohne Vorbehalt weiterempfehlen, da es die Möglichkeit bieten einen interessanten Einblick in die Projektarbeit eines jungen NGOs zu bekommen und selber in eine angenehme Atmosphäre ein Teil dieser Arbeit zu werden.

Praktikumsbericht von Jan-Philipp Neetz
Praktikant bei CRISP e.V. von Juli bis September 2010

Vom 01. Juli bis 30.September 2010 war ich bei CRISP e.V. in Berlin als Praktikant tätig. Meine Entscheidung, für diese junge NGO zu arbeiten, ergab sich zum einen aus meinem Interesse an politischer Bildung für Jugendliche und Erwachsende mit dem politischen Planspiel als didaktische Methode. Insbesondere reizte mich desweiteren die Möglichkeit, an der Unterstützung und Ausbildung zivilgesellschaftlicher Akteure in Süd-Osteuropa und dem Kaukasus beteiligt zu sein und die Idee, das Konflikte auf friedlichem Wege unter Berücksichtigung demokratischer Werte zu lösen sind. Darüber hinaus erhoffte ich mir, meine bisherigen Kenntnisse im Bereich der Projekt- und Öffentlichkeitsarbeit gezielt anzuwenden und erweitern zu können.

Meine Hauptaufgaben lagen neben der Mithilfe zur Ausarbeitung von Förderanträgen für internationale Projekte und der Vorbereitung von Seminaren und Workshops vorrangig in den Bereichen Öffentlichkeitsarbeit und Fundraising. Für eine verbesserte Kommunikation der Vereinstätigkeiten nach außen erstellte ich ein Konzept zur Steigerung der Bekanntheit von CRISP und nahm Kontakt zu Medien und Multiplikatoren auf. Um den finanziellen Spielraum von CRISP zu erweitern und dringende Vorhaben, wie etwa die Neugestaltung der Homepage finanzieren zu können, wurden Unternehmen über die Tätigkeiten des Vereins informiert und zur Unterstützung animiert. Darüber hinaus gab es folgende Aufgaben und Projekte an denen ich beteiligt war:

- Recherchen zu institutionellen Förderprogrammen und Kontaktaufnahme mit potenziellen Förderern.
- Vorbereitung und aktive Teilnahme am Euroforum Netzwerktreffen in Berlin vom 31. Juli bis 04. August 2010 sowie die Betreuung der Teilnehmer aus verschiedenen europäischen Ländern und Erstellen eines Begleitprogramms.
- Vertretung des Vorstandes in dessen Abwesenheit im Büro und auf Veranstaltungen.
- Entwicklung eines Planspiels zum Thema Korruptionsbekämpfung.
- Vorbereitung des CRISP Sommerfestes.
- Betreuung des Facebook-Accounts.
- Korrekturlesen und Übersetzen von Texten für Förderanträge vom Deutschen ins Englische und umgekehrt.

Die Wochenarbeitszeit von 20 Stunden konnte ich mir dabei selbständig einteilen. Vergütet wurde die Arbeit lediglich mit einer symbolischen Aufwandsentschädigung von 100 Euro im Monat.

Über den gesamten Zeitraum des Praktikums herrschte eine kollegiale und angenehme Arbeitsatmosphäre, die darüber hinaus von der guten und unkomplizierten Kommunikation zwischen mir und den Vorstandsmitgliedern profitierte. Das Praktikum erforderte ein hohes Maß an Eigenständigkeit und eröffnete die Möglichkeit, eigene Ideen einzubringen und umzusetzen. Meine Erwartungen wurden daher vollständig erfüllt und in einigen Bereichen sogar übertroffen weshalb ich das Praktikum empfehlen kann. Ich werde dem Verein auch in Zukunft verbunden bleiben und Freue mich über die Erfahrungen, Kontakte und neue Freundschaften, die ich während meiner Zeit bei CRISP knüpfen konnte

Praktikumbericht von Oksana Graf

Im Zeitraum vom 1. Januar 2010 bis zum 31. März 2010 habe ich ein Praktikum im Büro von CRISP e. V. gemacht. Ich habe entschieden das Praktikum beim CRISP zu machen, da die NGO in Südosteuropa aktiv ist und durch ihre Tätigkeit, mit der Hilfe von Planspielen einen wesentlichen Beitrag zur Konfliktbearbeitung leistet und gesellschaftliches Engagement junger Sudosteuropäer im Aufbau demokratischen Denkens stärkt.

Zu meinen Aufgeben gehörten:
- Internet-Recherchen zu nationalen und internationalen Förderprogrammen
- Mitarbeit bei Ausarbeitung von Förderanträgen für internationale Seminare
- Mitwirkung beim Relaunch der Homepage
- Mitarbeit bei der Organisation internationaler Seminare
- Erstellung eines Flyers für Fördermitglieder

Ich teilte ein Büro mit dem CRISP-Team und es herrschte während des ganzen Praktikums eine freundlich-kollegiale Atmosphäre, die ein angenehmes Arbeiten ermöglichte. Ich hatte einen gut ausgestatteten Arbeitsplatz und wurde von den Kollegen als gleichwertig akzeptiert. Die wöchentliche Arbeitszeit meines Praktikums betrug 20 Stunden, die aber nur mit 100 Euro pro Monat vergütet war.

Mein Praktikum bei CRISP fand ich im Großen und Ganzen interessant. Ich konnte selbstständig die mir zugeordneten Aufgaben erledigen, die für mich im Bereich der NGOTätigkeit informationsreich waren. Während des Praktikums habe ich viel Informationen gesammelt, die mir ein gutes Bild von NGO-Arbeit dargestellt haben. Ich habe einen Einblick in das Innenleben der NGO bekommen, die für junge Menschen arbeitet und von jungen Menschen geführt wirt. Mich hat es sehr beeindruckt, mit wie viel Engagement das CRISPTeam seine Arbeit macht und wie viel Energie und Motivation dazu gehört, um die kleine Friedensfabrik von CRISP im Betrieb zu haben/halten.

Wenn man die Inspiratio n der CRISP-Menschen sieht und ihre Erfolge miterlebt, fällt es nicht schwer an ihre Ideen zu glauben, dass jeder Konflikt gelöst werden kann, wenn man versucht die Ursachen des Konfliktes zu verstehen und wenn die beiden Seiten zum Dialogbereit sind. Ich denke, dass ich während des Praktikums bei CRISP nicht nur meine Kenntnisse über Arbeit einer NGO erweitert, sondern auch gute Freunde gefunden habe.