



ONE.

ONE DECADE.
ONE HUMANITY.
ONE PLANET.
ONENESS.



EUPHRATES ANNUAL REPORT
2018-19

OTTO: TURN THE OTHER CHEEK





INSPIRING HUMANITY TO ACT FROM ONENESS

EUPHRATES VALUES

UNDERSTANDING
INSPIRATION
TRANSFORMATION
SERVICE
SUSTAINABILITY
ONENESS
LOVE

At the Euphrates Institute,

we have a strong connection to rivers as metaphors. For eons, the Euphrates river has flowed, quietly offering life and hope to desert places, and peace and inspiration amidst zones of destruction. Rather than a border or boundary as some rivers are, the water is a connecting space, conjoining river banks on opposite sides. This is the essence of Euphrates Institute since its founding—providing a vision for something higher and better, the hope and goodness of humanity, and the power of connection across differences.

Like the river, time also continues to flow. As we at Euphrates have been diligently developing a new strategic plan over the last few months, we have come to fully appreciate and utilize the lessons learned over the last decade to guide a vision for our future focus and efforts. A key to the success of these past efforts has been all of you, embracing the spirit of the vision and putting the tools we provided to use in remarkable fashion.

The hope and goodness of humanity have taken many forms over the years, including Middle East trip participants' "aha" moments to see that peace begins with them, a Cameroonian leaving his young family to unite youth amidst civil war, a Palestinian working to prove to Israelis he is not their enemy, a Summit participant weeping as she commits herself to being an agent of change, a Chapter embracing Muslims and Jews in their community, a college Fellow realizing the difference he can make in the world, a woman from India championing marginalized voices, the community rallying around the passing of a beloved mentor and Visionary of the Year, a Sudanese risking his life to write newspaper articles about Euphrates to counter ISIS' recruiting efforts, a West African self-made peacemaker uniting rival tribes in his country.

These transformations, while at the grassroots level, hint at the potential for larger, systemic change. They also point at something even greater, an immeasurably deep and powerful force directing the flow, which has and will continue to sustain these warriors for peace. The power of the river affects all humanity at some level, by connecting, uniting, and inspiring us to act from the Oneness that undergirds life.

We honor your tremendous and diverse contributions to Euphrates Institute over the decade, and trust that this collective vision will continue to inspire and transform—an unstoppable force for hope, even in the most challenging times.

Gratefully,

Janessa Gans Wilder
Founder and CEO

Glenn Williams
Chairman, Board of Directors

Partnered with Principia College to launch a Fellows program; established Euphrates offices on-campus; intensive Arabic study in Syria.

2010

Recognized by the IRS with 501(c)(3) status; launched Warriors for Peace program, building bridges with the Middle East.

2008

2009

Traveled to Iraq and Lebanon to film a mini-documentary about grass-roots change, with the title "Seeds of Change in Iraq."



Led Middle East trip in partnership with Educare Unlearning Institute; continued Fellows program; spoke to audiences in Algeria, Tunisia, England, and U.S.

2012

2011

Led 3 month peacebuilding and sustainability study abroad to Israel, Palestine, and Jordan; held Our World Beyond 9/11 Summit with over two dozen speakers at Principia College and later in Washington, D.C.; launched Visionary of the Year (VOTY) program.

Offered online Change-makers course; organized and led Middle East peacebuilding trip.

2014

TEDx

Led Middle East peacebuilding trip; shared Euphrates' founding story at TEDxRedding; launched digital collaborative resource platform.

2016

2013

Offered online Middle East issues course with Principia College; led students in Fellows program on trip to DC.

2017

Conducted international "Listening Tour" with Chapters; expanded Chapters.

2015

Released public service announcement on national CBS network; VOTY tour; featured in United Religions Initiative's CBS special; led Middle East trip; launched Chapters program.

2018

Held virtual and in-person workshops and talks; launched community calls.

2019

Convened global peacebuilders for River of Hope Summit and Gala; started strategic planning process.

Celebrating Ten Years

Peace around

the world

The Euphrates Chapter program started in 2015 as a way for global citizens to build community, cultivate the values of Euphrates, and serve locally while also connecting to a larger, global community. Over the last five years, the Chapters have:

- brought models of peace into war torn regions
- transformed perceptions of the “Other” in local contexts
- raised awareness and educated communities on root causes of violence and peaceful solutions
- reconciled violent ethnic groups
- ended violence and saved lives

2018-2019 highlights from our Chapters

Abidjan, Cote d'Ivoire

A new entity, United for Peace Against Conflicts International – Euphrates Institute for Transformative Mediation and Social Dialogue Training held its first training in Cote d'Ivoire, conducted by founder James Offuh. Over three days, Offuh equipped participants with communication and leadership skills to abate hatred, discrimination, and conflict. As a result of the training, participants formed the “Dialogue Bridge Builders Corps.” Offuh shared,



“In such a sustained safe space, we explore the ‘Other’s’ pains, anguish, fears, and hopes... Trust is established through sustained dialogue. A new concept emerges: This is who we are now, a new family of dialogue practitioners, ready to effect change across boundaries, beyond barriers.”



Redding, United States

The Redding Chapter hosted the River of Hope Summit and Gala in the spring of 2019. Connecting with local indigenous activists through Native Roots Network and meeting local students were highlights of the gathering. The Redding Chapter has also held film screenings and discussions to inform and inspire the community on issues of race and the civil rights movement, led activities to support International Peace Day, and engaged in a visioning process to provide direction for the year ahead. Local youth at a middle school also launched a new Chapter (Welcome!). The Chapter convened young peace builders in August to discuss the multiple forms peace can take both globally and locally.

“We were able to find commonality between one another beyond just being students, but also sharing the same vision of Oneness. This filled our hearts and minds with much needed hope.” Devin Lee, Redding community member

Kinshasa, Democratic Republic of Congo

Committed peacebuilders Elesse and Virginia Bafandjo lead the Euphrates Chapter in the Democratic Republic of Congo. They have held many powerful events over the past year to humanize albinos - a stigmatized and persecuted group in that part of the world. Through dialogue, role play, and story-sharing, participants learn to live beyond their differences in peace, unity, and inclusion.



Kolkata, India

The Kolkata Chapter, led by Sohini Jana, relentlessly works to build bridges and educate community members on a range of issues, from interfaith dialogue to the conflict in Kashmir, to youth, to women, and more. Through this pioneering work, Sohini is cultivating a network of youth leaders across South Asia, and is an Interfaith Dialogue Fellow with the International Dialogue Center, KAICIID.



Bamenda, Cameroon

Emmanuel Fuhbang, Euphrates Chapter Leader in Cameroon, risks his life daily to work for peace amidst a growing civil conflict. Emmanuel, whose own family has fled to another country to avoid the violence, describes the conflict as “not only steadily

plunging Cameroon into a civil war, but has resulted in hate speeches, thousands of civilian deaths, general insecurity, hostage taking, widespread raping, extortions, closure of many schools and economic activities, destruction of roads, burning down of villages, horrendous human rights abuses, and thousands of refugees and internally displaced persons.” Despite all this, Emmanuel stays put, and brings people together across the Anglophone-Francophone divide through peace clubs.

“A young Francophone teacher confessed that before that event he regarded Anglophones as enemies and was preaching and teaching hatred against them, but as a result of the peace education event his mind changed.”
- Emmanuel Fuhbang, Cameroon Chapter Leader

Monrovia, Liberia

Euphrates Liberia Chapter, led by Victor Garpulee, has taken a stand for peace and justice in conflict in Liberia, calling upon the government of Liberia to establish the War and Economic Crime Court in Liberia. Euphrates Liberia has stepped in to listen and bring messages of peace to the community surrounding the mass protests in Monrovia. The Liberia Chapter also held International Peace Day events bringing together Liberians to inform and inspire on issues of climate change.

Khartoum, Sudan

The Euphrates Sudan Chapter is leveraging media channels to contribute to the stability of Sudan. Publishing articles in English and Arabic, Chapter Leader Abdul Ismail continues to promote messages of peace in a fragile political environment. Abdul shared what the Euphrates community means to him:

“Now I [have a] global family that makes me feel I am not alone as a peace builder.”

Ngozi, Burundi



Euphrates Burundi has been working to promote peace as they approach the electoral period in 2020. The Chapter is also working towards the implementation of UN Resolution 2250 on Youth, Peace, and Security. Chapter Leader Oscar Ndayisenga shared,

“Today, some groups of political parties (especially youth) who were looking at each other like enemies are understanding and sharing common vision of building a Burundi free from war. This is one among other results of my participation in the Euphrates Chapters program.”

Kampala, Uganda

Following his participation in the River of Hope Summit, Hudson Ssemyano launched a Euphrates Chapter in Uganda. Hudson has experience leading his own NGO, Education Forum Africa, which helps provide hygienic supplies and counseling for young women in order to stay in school. With detailed plans in development, Hudson and the forming Chapter meet regularly to leverage their strong contacts with schools to engage youth and inform, inspire, and transform the approach to peace-building in Uganda.



Visionary of the Year

The Visionary of the Year (VOTY) award recognizes change-makers doing extraordinary work at a grassroots level, **striving to make the idealistic realistic and the impossible possible.**

The 2019 recipient is Nipun Mehta, founder of ServiceSpace. ServiceSpace is an incubator of projects that works at the intersection of volunteerism, technology, and gift-economy. What started as an experiment with four friends in the Silicon Valley has now grown to a global ecosystem of over 500,000 members that has delivered millions of dollars in service through radical generosity. Nipun's mission statement in life is to "bring smiles in the world and stillness in my heart." Centered and anchored in stillness and service, Nipun states he wants to "live simply, love purely, and give fearlessly." This mission largely manifests through small, collective acts of kindness through ServiceSpace.

"I have that chance for that pure, simple spirit of service in this moment, and that's all there is to it. That opportunity of inspiration lies in each action and each action can manifest the purest spirit of service. Starting right here, right now." --Nipun Mehta



Celebrating a decade of Visionaries

- 2011 **Sami Awad**
head of Holy Land Trust in Bethlehem
- 2012/13 **Ronny Edry**
founder of Israel Loves Iran
- 2014 **Thomas Henry Culhane**
an inventor and sustainability activist in the Middle East
- 2015 **Zuhal Sultan**
founder of the National Youth Orchestra of Iraq
- 2016 **Nousha Kabawat**
founder of Syria's Project Amal ou Salam
- 2017 **Len and Libby Traubman**
founders of the Jewish-Palestinian Living Room Dialogue
- 2018 **James Offuh**
founder and CEO of the United For Peace Against Conflict International (UFPACI)
- 2019 **Nipun Mehta**
founder and CEO of ServiceSpace



Connecting with our Community

River of Hope Summit

In March 2019 we brought together eighty peacebuilders and visionaries at the beautiful McConnell Foundation in Redding, California. Participants were introduced to peacebuilding tools and techniques and engaged in authentic listening and community building. Utilizing a peace leadership model moving through personal, interpersonal, community, and global practice, participants deepened connections and strengthened practices of peace.

The summit included workshops facilitated by Sally Mahé, Kern Beare, Aaron Wolf, James Offuh, Sara Vetter, Barbara Leger, Sohini Jana and 2019 Visionary of the Year, Nipun Mehta. This extraordinary group of facilitators led us in the exploration of questions including:

- How can we find peace in this moment?
- How can we appreciate the good that is present now?
- How do we engage in difficult conversations?
- How do we include voices of those historically marginalized?
- How can we live in harmony with our natural environment?
- How do we experience scarcity and abundance?
- How can we serve others and give more to our communities?

Funded by your donations, Euphrates was able to sponsor international Chapter Leaders to attend the River of Hope Summit, including James Offuh from Cote d'Ivoire, Sohini Jana from India, and Hudson Ssemyano from Uganda. Their participation was invaluable and brought a global perspective to the gathering.

River of Hope Gala

On March 29th, nearly 300 people gathered in Redding for our first ever River of Hope Gala. The gala was a night of celebration of our international community, featured an inspiring talk from our Visionary of the Year 2019, Nipun Mehta, and musical performances from local Redding artists. Euphrates is grateful for the many volunteers and sponsors whom made this night possible.



"The Euphrates community exemplifies the courage, commitment, and creativity we all need to heal our fractured communities, nation and world. Being at the River of Hope Summit showed what's possible when love is the operating principle that binds us."

Kern Beare, Pop the Bubble

"The privilege of being included in the River of Hope Summit was immensely impactful by inspiring and equipping me with practical insights and tools that I am already putting into practice in my extended family and community."

Chris Cheney, Summit Attendee

"I witnessed how we went from being allies to becoming a community: we felt our hearts beat as one. I felt the birth of hope; the birth of creativity; the birthing of a beautiful future community emerge."

Elizabeth Pimentel-Gopal, ServiceSpace



GRANTS

Euphrates has awarded 13 small grants to support Euphrates Chapters' peacebuilding events around the world in the last two fiscal years. Grants from the past year have supported initiatives including:



- UFPACI - Euphrates training institute for peace building in Cote d'Ivoire
- Peaceful co-existence between Christians and Muslims conference in Lemba, Democratic Republic of Congo
- Hearing and non-hearing events to promote community connection in Kinshasa, Democratic Republic of Congo
- "Being the River" International Day of Peace in Kolkata, India
- "Prevent then Heal" during the electoral period in Ngazi, Burundi
- Peace event and Peace Camp for youth in Monrovia, Liberia
- Youth peace initiatives in Cameroon

EDUCATIONAL TRIP TO THE MIDDLE EAST

In January, Euphrates' CEO co-led a Principia College trip to the Middle East focused on religion and peace building with professor Dr. Barry Huff. Exploring the Israeli-Palestinian conflict proved to be inspiring for students who experienced hearing from all sides and on the ground realities via homestays and checkpoints. Moved by Ross Singer, a Zionist Jew who joined the group in Bethlehem to hear about Palestinian life under occupation, Janessa wrote an inspiring blog post upon her return which can be found on the Euphrates website entitled, "Peace between Israel and Palestine requires going into dark places of fear".



WORKSHOPS

Workshops and talks allow Euphrates to widen our reach and connect to our existing community as well as new audiences. Euphrates staff have offered and collaborated on a range of events in the past year, including a global citizenship workshop at the Parliament of World Religions, featuring international Chapter Leaders at The Shift Network's "Summer of Peace and "Inspiring Women with Soul" events, hosting half a dozen "Difficult Conversations" workshops, and keynoting peace conferences in Orange County.



COMMUNITY CALLS



Euphrates holds community calls to connect with our global Chapter Leaders and individual community members. These virtual calls became increasingly important to us when visas were not granted for Chapter Leaders to attend the River

of Hope Summit. Some of these community gatherings are check-ins to hear about the activities and personal stories of our changemakers. Other times we offer tools, such as Appreciative Inquiry and a virtual seminar on Managing Stress, Building Resiliency by Gretchen Steidle, Founder of Global Grassroots.

PERSONAL PEACE DAYS

This summer, the Euphrates team launched Personal Peace Days. Understanding the importance of personal peace practices in building a more peaceful and just world, our staff dedicates one work day each month to cultivating personal peace.



A decade of reflection

LESSONS LEARNED

Euphrates lives reflection in action. Reflecting on the past decade, the staff, board, and community members shared key lessons learned to carry us into the next decade with curiosity, courage, integrity, compassion, and purpose.

Euphrates needs to clarify what we do and how we do it.

Euphrates has evolved over the past decade and has experienced growing pains and changes in focus. Shifting organizational focus from the Middle East to a global scope did not happen smoothly, and we experienced unexpected rapid growth in our Chapters. As this scale occurred, direction and purpose became blurred and there has been a need to re-align. The upcoming year will be a turning point for the organization as we confidently re-establish purpose, hone strategy, revitalize program delivery, and uplift inclusivity in community.

Listening & story sharing is a powerful act of peace building.

Euphrates continues to be reminded that listening and sharing from the heart cultivates deep connection. Vulnerably sharing our authentic stories, being fully present, and practicing deep listening is what enables people to “turn the Other into a brother.” This simple yet powerful interaction dispels stereotypes, breaks down barriers, and opens sacred space between people where we can transform conflict and end violence. Euphrates will continue to explore the depths of listening and story sharing and in all programs will equip others to listen and share deeply and authentically.

We need to evolve from scarcity mindsets.

Financial limitations have tiring impacts on nonprofits, and Euphrates is no exception. Fundraising struggles mean the organization is unable to hire needed staff, leading to burnout and the inability to sustainably carve out time for intentional assessment and reflection as our values purport. We cannot live in this scarcity model. We need to make shifts towards sufficiency and abundance, and commit ourselves to nourishing a sustainable work-life balance while meeting the financial needs of the organization and community. We have also learned the tremendous value of angel investors!

Community is critical.

We cannot build and sustain peace alone. Community acts as a centerpiece for all Euphrates does. We acknowledge that technology can be a powerful yet limiting factor for cultivating such deep community. We experience this challenge as a virtual organization who understands the magic and depth of in-person interactions. We dedicate ourselves to better understanding and designing a balance of in-person and virtual activities, and developing tools for virtual interaction to capture the same power of community.

A sense of hope and taking action are essential.

Together we can share inspiration and cultivate hope in the dark corners of the world. However, Euphrates has continuously learned that inspiration and hope are not enough, and must be paired with continual committed action. Euphrates is dedicated to the deep, holistic work of ensuring that we sustain hope while also actively serving towards peace. In the decade ahead, we strive to find fresh, innovative ways to merge inspiration and action, and commit to serving as an example in our personal and interpersonal lives.

WHERE DO WE GO FROM HERE

Euphrates Board of Directors and staff have been engaged in a strategic planning process. The goal of the strategic planning is to align our direction and areas for growth for the 2019-2020 fiscal year and beyond.

We are striving to more clearly articulate what it means to inspire humanity to act from Oneness; understand what programs will best support this purpose; meet the needs and desires of our community; and implement, measure, and evaluate activities to achieve this together.

As a learning and living system, we value reflection and being true to ourselves in where we need to improve and grow. We are so grateful to take the time to truly pause and look within, and we are so excited to share with the world where Euphrates is headed in the next decade. Stay tuned for exciting announcements and opportunities for engagement in early 2020!

HOW TO GET INVOLVED

Euphrates is ever-growing and evolving, and we want to collaborate with you. Learn more about our opportunities for engagement!

Ways to get involved:

- Join a community call
- Join the Euphrates Personal Peace Days
- Follow and share on social media
- Contribute media, video, and storytelling skills to share stories of peacebuilders
- Conduct research and compile resources on peacebuilding
- Become a Euphrates organizational partner
- Publish on the Euphrates blog
- Donate to Euphrates

To launch your Euphrates journey through any of the opportunities above, connect with a team member via info@euphrates.org. Don't see something for you? Start a conversation with us and we'll explore new and exciting opportunities to join our community of peacebuilders.



Circle of Hope

AS OF OCTOBER 1, 2019

The Circle of Hope is a community of committed donors who have significantly invested in Euphrates's work. We are grateful to these friends who enable Euphrates to work at the deepest level of transformation—inspiring humanity to act from Oneness. We enjoy partnering with each donor to ensure that their values are aligned and that they feel they are truly making a difference in the world with this investment. To seed Euphrates's sustainability, we invite a three-year commitment.

Anonymous

Kaye and Jim Barker

Vincent Campos

Mika and Don Chin

Mary Anne and Henry Cuenca

Cherie and Paul Gans

Penelope and Edward Glassmeyer

Joan and Theodore Hoffman

Whitney and Russell Prag

The Ranz Family

Carol and Ken Rawie

Joy and Bob Schwentker

The Shift Network

Libby and the late Len Traubman

Janessa and Forrest Wilder

Donor List

JULY 1, 2018 - JUNE 30, 2019

Euphrates is an independent nonprofit organization that is sustained 100% by individual financial and in-kind donations. Your investment enables this work of peacemaking and local and global transformation to continue and grow.

*three years or more of giving

**matching donor

~sustaining member (monthly donor)

50,000+

Anonymous*

20,000+

Anonymous*

10,000+

Penelope and Edward Glassmeyer*
The McConnell Foundation

5000+

Anonymous*
Carol and Ken Rawie*

2000+

Vincent Campos*
Mika and Don Chin*
Mary Anne and Henry Cuenca
Cherie and Paul Gans*
Whitney and Russell Prag
The Ranz Family*
Joy and Bob Schwentker*
The Shift Network
Joel Stratte-McClure*
Libby and Len Traubman*
Janessa and Forrest Wilder*

1000+

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Rozanne Zwick

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Delaney Amonino
Kern Beare
Suzanne Birch
California Heritage YouthBuild
Academy: Chelsea Martinez, Dave
Forseth, and students
Craig Hunter
Natalie Moser
Michael Moynahan
Debra Myers
Tammy Parker
Teresa Rust
Patty Shackleton
Betsi Shays
Trader Joe's Redding
Frank Treadway
Weaver Lumber
Nathaniel Wilder

With special recognition of the pioneers who supported and built the foundation of Euphrates

The late Dr. Michael Booth,
founding Board member
Dr. John Glen,
founding Board member
Jean Jenkins,
founding Board member
Torkel Patterson,
founding Board member
Hillary Brownell,
founding staff member
Heather Libbe,
former staff member
Moriah Early-Manchester,
former staff member
Emily Osborne,
former staff member
Katlyn Straub,
former staff member
The late Dr. Jonathan Palmer and
Principia College,
founding investor

Thank You!

The future for Euphrates is bright as this community flourishes, deepens, and spreads its influence and effectiveness.

We are deeply grateful for your life-changing support of this community.

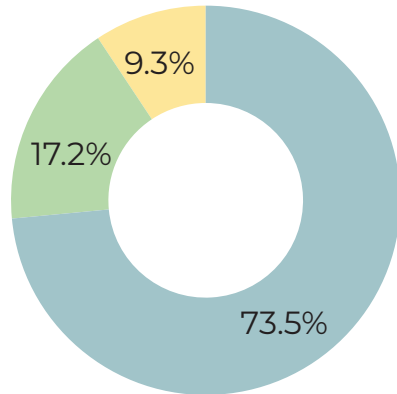


Financial Report

FISCAL YEAR JULY 1, 2018 - JUNE 30, 2019

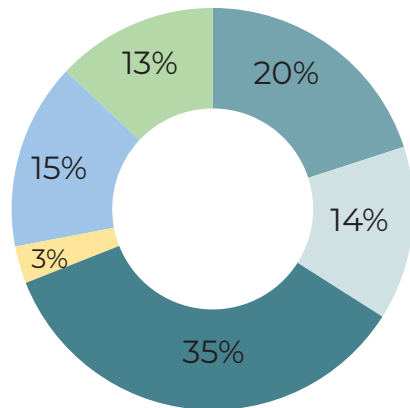
Total Sources of Funds: \$283,464.05*

- Individual Contributions
- Events and Educational Workshops
- In Kind / Pro Bono Contributions



Total Expenses: \$283,464.05

- Chapters and Grants
- New Programming/ Strategic Planning
- Educational Workshops
- Visionary of the Year
- Fundraising
- Management General



*includes a transfer of \$10,569.83 from prior year reserves

Acknowledgements

Euphrates is all of us who have a heart for greater peace and understanding in our world. We are grateful to our leadership team for their commitment to the Euphrates mission and community.

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Anna Zoë Herr, Director of Design
Natalia Garvey, Administrative Director
Devin Lee, Assitant
Craig Hunter, Attorney
Sylvia Murray, Strategic Impact Consultant
Duncan Wilder, Videographer

*Served in FY2018-19

"The creator is one and we the created are one-family forever."

Len Traubman


We dedicate this report to **Len Traubman** (1939-2019), who, along with his wife, Libby, were visionaries of the year for 2017. Len dedicated his life to listening to others, and nurtured relationships across divides for many decades. Len was family to all who knew him and lived peace wholeheartedly.





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