

# ANNUAL REPORT 2017



*These figures were our first attempt to graphically promote simulation games in 2008*

CRISP develops projects and facilitates trainings dealing with conflict transformation and civic education. We contribute to peaceful conflict resolution with our work in post-war areas.

That is why we support critical democratic forces, which initiate, support and encourage a peaceful conflict transformation in society. In this process, our guiding principle is to adjust our projects to local needs.

Our activities are targeting mainly young civil society activists interested in experience-based learning. With the use of simulation games enriched by role-play elements CRISP aims for a self-organizing, holistic, and highly hands-on learning culture.



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# FOREWORD

*Dear readers,*

*the year 2017 was quite eventful, as we contracted a new colleague, started new projects conducted workshops for several different target groups and discovered new regions. This was possible due to the great support we received from our partner, friends and donors, for which we are thankful.*

*In Egypt, Kyrgyzstan, Ukraine and the South Caucasus we built up on our previous projects. However, we also initiated some new activities, such as a project in Kenya in cooperation with the Robert-Bosch-Foundation, or the project Hidden Memories, where we developed together with our partners a smartphone-app, that allows deep insights on the events that took place during Maidan Revolution in Kyiv 2013/14.*

*Together with German partner organizations, we were organizing a conference for the Foreign Ministry, which brought together all German organizations active in the framework of the Eastern Partnership and Russia program. By this we hope to contribute to a more comprehensive and efficient approach when it comes to transforming the conflicts in the region. We were also very happy to foster our cooperation with the GIZ, by implementing together three projects in Kyrgyzstan and Morocco. Also becoming a frequent partner in the International Diplomats program of the Foreign Ministry was for sure one of the highlights of the last year.*

*To manage all these activities, and still be close to the needs on the ground the CRISP-Team is still growing. In March, Erzsébet Lajos joined us and was mainly in charge of our different activities in Kyrgyzstan, as well as our cooperation with educational institution, formal and non-formal, in Germany.*

*CRISP now builds on a quite a history, as we celebrated our 10th anniversary last year. For us this was another huge milestone. For 10 years now, we managed to promote the method of simulation gaming in the field of Conflict Transformation in post-conflict areas, as well as a powerful tool for civic education and scenario building. For our tenth anniversary, we asked our partners to contribute with a quote. The response rate was amazing and we very much enjoyed receiving so many nice comments on our work – thanks a lot.*

*We are very much looking forward to continue our work in 2018. As well as in the last ten years, we are also aiming for further cooperation with other organizations or individuals working in Conflict Transformation or Civic Education. If you are interested in our work, feel free to contact us.*

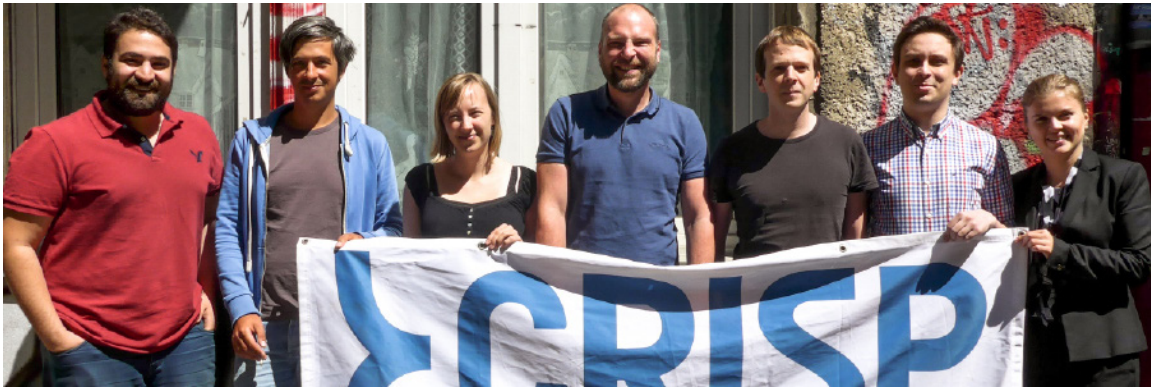


Florian Dunkel



Andreas Muckenfuß

# WHO WE ARE



CRISP is based in Berlin. Since 2007 we have been working in the fields of civic education and civil conflict management. Through our projects we aim to promote a critical transnational democratic culture, in which different groups can engage in constructive dialogue to solve conflicts. We facilitate seminars and trainings dealing with conflict transformation and political participation.

With our work in post-conflict areas we contribute to peaceful conflict resolution. That is why we support critical democratic forces, which initiate, support and encourage a peaceful conflict transformation in society. In this process, our guiding principle is to adjust our projects to local needs.

To achieve these objectives we mainly rely on the method of simulation gaming. We have developed an expertise in the simulation game methodology over the last years. We have developed different types of simulation games for different target groups and on various topics.

Our activities are targeting mainly young civil society activists interested in experience-based learning. With the use of simulation games enriched by role-play elements CRISP aims for a self organizing, holistic, and highly hands-on learning culture.

The permanent goal of our activities is mainly focused on the development of a strong, active civil society and a non-violent management of conflicts. Currently, our focus regions are the Western Balkans, South and North Caucasus, the Middle East, and since 2014 also Ukraine.

However, CRISP also acts as a platform for other projects, supporting the ideas and approaches of our partners and members, as well as looking out for new project proposals

# PROJECTS

## NETWORKING CONFERENCE: *FUNDING PROGRAM EASTERN PARTNERSHIP AND RUSSIA*



### TOPIC

Networking

### LOCATION

Berlin, Germany

### PROJECT COORDINATOR

Florian Dunkel

### DURATION

14.09.2017

### NO. OF PARTICIPANTS:

84

### BUDGET:

45.617,63 EUR

### PARTNERS:

CSSP (Germany) and  
inmedio (Germany)

### DONORS:

Federal Foreign Office

### DESCRIPTION

The conference was organized in order to connect organizations which implement projects in the framework of the “Eastern Partnerships and Russia” (EPR) of the German Federal Foreign Office. We were aiming at further developing professional networks, exchanging best practice and to better coordinate the efforts of different stakeholders, both across countries and topics and to encourage future cooperation.

### ACTIVITIES/OUTCOME

Over 80 attendees, representing a big share of grantees of the EPR Funding-Program gathered at the conference. Participants discussed challenges of project implementation on the ground, synergy potentials and possibilities of cooperation and concrete planning of continuous networking activities. Working groups were organized along regional activity as well as thematic issues.

Furthermore, the Foreign Office updated the participants on changes in the funding scheme, answering questions and acquiring feedback.

### ACHIEVEMENTS/IMPACT

The conference constituted the first opportunity for all grantees of the EPR Funding-Program to get to know each other, network and exchange experience. This created a basis for future cooperation in order to connect the different efforts. The CSOs also adopted a new visual identity for the partnership, to better highlight its more structured approach around the discussed priority areas. Connecting individuals and organizations across countries and topics within the Funding program enhances quality and effectiveness of each program.



## SOCIAL DIALOGUE AMBASSADORS: COUNTERING RELIGIOUS EXTREMISM IN KENYA

### DESCRIPTION

The project was designed to build trust, networks and capacities of community-based organizations in conflict resolution and peace education in six Eastern counties of Kenya. Moreover, the project aimed at strengthening local civil society resilience against extremism and radicalization of youth. Primary target group were representatives of CSOs working on Countering Violent Extremism. The secondary target groups were community leaders and other local stakeholders who participated in the workshops on the local level.

### ACTIVITIES/OUTCOME

On the base of a comprehensive conflict analysis conducted by our partners from „Africa Peace Forum“ we developed a simulation game highlighting the current challenges in the field of violent religious extremism in Kenya. Local trainers from six counties, which are highly affected by religious radicalization, acquired the skill to implement the method in their local communities. During the local implementation, they managed to engage more than 180 local stakeholders in heated discussions on how to counter violent extremism. In a final networking and evaluation meeting, various actors from the CVE sector met and shared their experience and perspectives on the topic.

### ACHIEVEMENTS/IMPACT

The participants acquired firsthand experience and theoretical knowledge about the method of simulation gaming, and are now enabled to conduct their own simulation games in their contexts. Actors from different communities and levels were able to forge contacts and exchange experiences. The comprehensive conflict analysis provided a deeper understanding of the specific conflict dynamics related to the issue. On a local level concrete measures were developed on how to tackle the issue of Violent Extremism effectively.



#### TOPIC

Prevention of Religious Extremism

#### LOCATION

Kenya

#### PROJECT COORDINATOR

Florian Dunkel

#### DURATION

01.11.2016 until 31.05.2017

#### NO. OF PARTICIPANTS

25

#### NO. OF BENEFICIARIES

180

#### BUDGET

43,666.15 EUR

#### PARTNERS

Africa Peace Forum, (Germany)

#### DONORS

Robert Bosch Stiftung

# PROJECTS

## SIMULATION GAME WORKSHOPS: “EL KOUDIA” IN MOROCCO



### TOPIC

Migration

### LOCATION

Morocco

### PROJECT COORDINATOR

Florian Dunkel

### DURATION

01.07. until 31.12.2017

### NO. OF PARTICIPANTS:

75

### NO. OF BENEFICIARIES:

300

### BUDGET:

22,398.00 EUR

### PARTNERS:

GIZ; Ministry of Interior Morocco

### DONORS:

GIZ

### DESCRIPTION

In the framework of GIZ' RECOMIG program, we conducted a series of simulation game workshops, with the aim of fostering the cooperation of decision makers and civil society actors when it comes to improving the integration process of migrants in Morocco. The three-day workshops therefore brought together representatives of the ministry of migration, elected politicians, representatives of the regional and local administration and civil society leaders from different parts of the country. During the workshops we sensitized the participants about the needs and perspectives of different interest groups and developed ideas for concrete multi-stakeholder cooperation on the social and economic as well as on institutional and legal levels.

### ACTIVITIES/OUTCOME

In close cooperation with GIZ Morocco, the tailor-made simulation game “*El Koudia*” was developed which simulated core aspects concerning the challenges of integration of migrants in different regions in Morocco. During the workshops in Rabat and Oujda the participants developed concrete measures how to improve the legal framework and foster the socio-economic integration of migrants. Also cultural aspects of the integration process were taken into consideration. Furthermore strong emphasis was put on how to improve the cooperation and share responsibilities between the different levels and sectors represented in the workshops.

### ACHIEVEMENTS/IMPACT

The workshops strengthened the capabilities of the above-mentioned actors in the field of migration and integration. It further encouraged an exchange of ideas and interest between employees of the Moroccan state and members of civil society, thus enabling future cooperation. Through that we established a strong base for multi-stakeholder approaches in the different regions.



## DEMOCRACY AND RELIGION – *DIALOGUE BETWEEN EQUAL AND MODERATE VOICES*

### DESCRIPTION

D.R.E.A.M is a two-year project in cooperation with DWV International, IRM and Youth of Osh in Kyrgyzstan. The overall objective of the project is to foster a cohesive, democratic society in Kyrgyzstan through involving and capacitating various stakeholder in the prevention of radicalization and the mitigation of existing tensions between religious and secular groups. It has multiple components, ranging from media work to community security dialogue.

### ACTIVITIES/OUTCOME

In 2017, CRISP implemented five activities within the project frame. The first has been a staff training on innovative educational methodologies, followed by a media training on conflict sensitive journalism. We furthermore trained multipliers from the 14 target cities and villages in community security dialogue in regard of the prevention of religious radicalization. The trained multipliers afterwards implemented local workshops for young people in their communities, who as an outcome developed local initiatives for the prevention of radicalization. The initiators of 14 selected initiatives were afterwards trained in project management and conflict sensitivity to further improve their activities. Last but not least we organized a study visit for relevant Kyrgyz stakeholders from the political, religious, media and civil society sphere to Berlin.

### ACHIEVEMENTS/IMPACT

By the end of 2017 we managed to increase the educational competences of the staff involved in the project, raised the conflict sensitivity of media representatives when it comes to reporting on religion, trained 14 multipliers in community security dialogue and reached other 80 young people through the local workshops. We furthermore prepared 14 young people to implement their local peace initiatives in 2018 and build a strong network to important stakeholders for the next steps of the project implementation.



#### TOPIC

Religious Extremism / Conflict Transformation

#### LOCATION

Kyrgyzstan

#### PROJECT COORDINATOR

Oliver Wiechmann

#### DURATION

01.03.2017 until 28.02.2019

#### NO. OF PARTICIPANTS:

1300

#### NO. OF BENEFICIARIES

8.000

#### BUDGET

860.000,00 EUR

#### PARTNERS

DWV International, Youth of Osh, Institute for Youth Development

#### DONORS

Europe Aid

# PROJECTS

## PEACEFUL DIALOGUE IN KYRGYZSTAN – FINDING COMMON GROUNDS



### TOPIC

Conflict Transformation

### LOCATION

Kyrgyzstan

### PROJECT COORDINATOR

Oliver Wiechmann

### DURATION

01.01. until 31.12.2017

### NO. OF PARTICIPANTS:

Approx. 240

### NO. OF BENEFICIARIES

630

### BUDGET

120.203,83 EUR

### PARTNERS

Independent Analytical Center “Religion, law, and politics”; Spiritual Administration of Muslims in Kyrgyzstan; State Agency of Youth, Sports and Physical Culture.

### DONORS

This project was funded by ifa (Institut für Auslandsbeziehungen) with resources provided by the German Federal Foreign Office

### DESCRIPTION

The project aimed at reducing the increasing tensions between religious and secular groups in Kyrgyzstan and to raise awareness on how people with different systems of norms, values and habits can peacefully coexist within a society. Through creating a space for dialogue, reflection and enabling mutual understanding between societal groups who rarely interact, we have created a possibility for young people to get active and contribute to a peaceful coexistence with their own creative ideas.

### ACTIVITIES/OUTCOME

First we developed a simulation game that was implemented during local workshops. Together with participants we conducted a thorough and differentiated conflict analysis. During a Training of Trainers 24 multipliers from the NGO sector and youth workers from the state-run youth centers were trained in the basics of facilitation and thus enabled to run three-day workshops.

Afterwards the trained multipliers implemented local workshops for young people in 12 communities of Kyrgyzstan. Their participants could submit proposals for initiatives contributing to a peaceful dialogue. To enhance the cooperation between civil society and state actors, five round tables have been held at different stages of the project.

### ACHIEVEMENTS/IMPACT

As an outcome of the local workshops we received a stunning number of 50 applications for local peace initiatives, out of which ten have been implemented. Thus, our activities have reached into a large number of communities, significantly strengthening the dialogue within Kyrgyz civil society and beyond about the relation between religion and secularism.

Additionally, the project contributed to the personal development of the young people, as they have increased their understanding of the rising tensions and conflict dynamics between religious and secular groups.

## SIMULATING EGYPTIAN TRANSITION IV - REALIZING A VISION FOR EGYPT

### DESCRIPTION

The project aimed to establish channels of communication and support inclusion by setting best-practice-examples. It was designed to increase active citizenship by empowering young change-makers, identifying available resources and focusing on the facilitation of how those could be combined, especially among different sectors. The greater goal is a more peaceful society in Egypt where people live the main concept of the common and shared “Vision for Egypt 2025”, and base their decisions on the five values: Honesty, Equality, Social Justice, Freedom and Humanity.

### ACTIVITIES/OUTCOME

In 2015, the ‘Vision for Egypt 2025’ was agreed upon with our partners and participants. Together with CDS (Center of Development Services), we designed and implemented five different initiatives which were focusing on the grassroots level. Furthermore, we created a simulation game “Nidal’s conflict” together with our local trainers. The simulation game aims to promote the five values of our vision and was implemented in eight different governorates. Here we could rely, as in the past, on our local network “Nadi El Mohake” (Simulation Gamers Club Egypt).

### ACHIEVEMENTS/IMPACT

Through the local grassroots initiatives real change occurred in the communities. Projects include the advocacy for women’s economic opportunities, rising awareness for the importance of blood donation and establishing communication between civil society and media. Almost 100 guests attended the closing event in December 2017, highlighting the high degree of networking and cooperation – across sectors and regions – the project has facilitated.



#### TOPIC

Conflict Transformation / Citizen Participation

#### LOCATION

Egypt

#### PROJECT COORDINATOR

Andreas Muckenfuß

#### DURATION

01.01. until 31.12.2017

#### NO. OF PARTICIPANTS

350

#### NO. INDIRECT BENEFICIARIES

approx. 1.000

#### BUDGET

307.941,51 EUR

#### PARTNERS

Center for Development Services

#### DONORS

This project was funded by ifa (Institut für Auslandsbeziehungen) with resources provided by the German Federal Foreign Office

# PROJECTS

## PEACE AND CONFLICT CONSULTANT



### TOPIC

Conflict Transformation

### LOCATION

Armenia, Azerbaijan, Georgia, Moldova, Russia and Ukraine

### PROJECT COORDINATOR

Florian Dunkel

### DURATION

01.03. until 31.12.2017

### NO. OF PARTICIPANTS:

14 young professionals from above mentioned countries

### NO. OF BENEFICIARIES:

400

### BUDGET:

98.544,76 EUR

### PARTNERS:

ISKRA (Ukraine), PATRIR (Romania)

### DONORS:

German Foreign Federal Office

### DESCRIPTION

The project “Peace and Conflict Consultant” took place for the third year now. Its objective is to increase the quality and the quantity of activities aiming for conflict transformation in the target countries. Quality here refers to increasing skills of the participants to use techniques of conflict management. Quantity refers to the underlying concept of empowering local key actors (multipliers) of conflict transformation, so they can pass on their knowledge and motivation to others and this way increase the number of people that join efforts of conflict transformation. Through their participation, these key actors gained competencies that enabled them to run their own local workshops for young peacebuilders.

### ACTIVITIES/OUTCOME

Using the skills acquired through the Training-of-Trainers (ToT) activities in the past two years, the 14 consultants focused on realizing the local projects in their communities. Here they were mainly concentrating on passing on their knowledge to a new generation of multipliers. This new generation of multipliers managed to organize more than 20 different peace initiatives in their countries. Due to the needs driven approach of this project all local activities were different regarding the topic (conflict), the methods applied and the target group. Varying in their scope from the fight of early marriage to monitoring local elections. During the three ToT’s the consultants acquired further skills on the concept of infrastructure, curriculum development and impact measurement.

### ACHIEVEMENTS/IMPACT

The project contributed significantly to the acceptance of non-violent conflict resolution methods in the different communities the initiatives took place in. It empowered the participants to take over responsibility for changing and transforming the conflicts in their societies, and to reach out to other stakeholders in order to combine their efforts.



## HIDDEN MEMORIES A WALKABLE AUDIO-INSTALLATION

### DESCRIPTION

The aim of the project is to highlight the consensus of basic fundamental values and thereby contribute to a democratic and pluralistic society. In collaboration with Ukrainian NGO Iskra and experimental media laboratory xm:lab we developed an app for smartphone-users which makes the events before and during the Maidan revolution in Kyiv 2013/2014, accessible in a new audio drama. Through the app, third parties get the opportunity to better understand the events that took place.

The project is a collaboration of artists (authors and musicians) and civil society groups from different political parties and different regions of the country, who jointly created an audible interpretation of a heavily loaded place with complex and largely invisible past

### ACTIVITIES/OUTCOME

Out of 60 collected and clustered interviews, we extracted 12 stories representing a maximum range of different perspectives. They include highly committed activists, women working in the kitchen, Facebook and Instagram fanatics, but also Anti-Maidan-Activists and police officers. During the last weeks of 2017, we had Studio-Sessions in Berlin and recorded the stories in Ukrainian, Russian, English and German languages. Parallel musicians are developing adequate compositions that will put the stories into the right mood.

### ACHIEVEMENTS/IMPACT

The participants showed a high level of ownership and their tremendously committed contributions already highlight the potentialities of the project and the method of oral, publicly accessible history. The interviews they gathered covered a wide range of conflicting perspectives on the events of 2013/2014. The app can be downloaded here:

<http://hidden-memories.org/en/>



#### TOPIC

Conflict Transformation / Citizen Participation

#### LOCATION

Kyiv, Ukraine

#### PROJECT COORDINATOR

Andreas Muckenfuß

#### DURATION

01.03. until 31.12.2017

#### NO. OF BENEFICIARIES

28

#### NO. INDIRECT BENEFICIARIES

approx. more than 1.000

#### BUDGET

87.665,71 EUR

#### PARTNERS

Iskra (Ukraine), experimental media laboratory xm:lab (Germany)

#### DONORS

Federal Foreign Office (Germany), The Black Sea Trust for Regional Cooperation

# PROJECTS

## YOUTH AND RELIGION IN KYRGYZSTAN



### TOPIC

Democracy

### LOCATION

Kyrgyzstan

### PROJECT COORDINATOR

Oliver Wiechmann

### DURATION

15.07. until 31.10.2017

### NO. OF PARTICIPANTS:

14 Multipliers

### NO. OF BENEFICIARIES

163 young people

### BUDGET

33.666,14 EUR

### PARTNERS

GIZ Kyrgyzstan

### DESCRIPTION

The consultancy for GIZ Kyrgyzstan aimed at exploring the interests and needs of young people towards religion. The outcomes of the consultancy should contribute to the 2nd phase of the overall project, which aims at creating need based communication formats for young people about religion.

### ACTIVITIES/OUTCOME

CRISP developed a tailor-made simulation game and workshop format to explore and assess the interests and needs of young people about religion in a participatory way. During a Training-of-Trainers, 14 youth workers were prepared for the implementation of local workshops in their communities. In total seven workshops were implemented, reaching a total number of 163 young people.

During the workshops, the young participants not only had the chance to learn more about Islam from invited experts, reflect on their own identity and to work on their attitudes towards religious and secular groups but also gave concrete proposals about what and how they would like to learn about religion in general.

### ACHIEVEMENTS/IMPACT

As a result of the workshops we not only got a clearer understanding on how young people currently learn about religion but also on which topics and in which format they would like to learn more. The information and ideas gathered during the workshops will be used to develop communication formats for young people on religion in 2018.



## PEACE PRAXIS – PARTNERSHIPS FOR NON-VIOLENT CONFLICT TRANSFORMATION

### DESCRIPTION

Peace Practice was a partnership building activity for civil society actors from EU countries and EECA partner countries. During the meeting in Berlin, participants introduced their organizations, and discussed and exchanged best practices of implemented projects in their home communities.

They also had the opportunity to visit and meet major German stakeholders in the field of conflict transformation, to exchange on different approaches related to topic.

### OUTCOME

New links between different organizations from 10 countries were established. On the base of that the participants planned new common activities on an international level.

This was in order to facilitate greater cooperation of different local organizations from conflict areas and across initiatives in Europe.



#### TOPIC

Conflict Transformation

#### LOCATION

Berlin, Germany

#### PROJECT COORDINATOR

Florian Dunkel

#### DURATION

07.02. until 12.02.2017

#### NO. OF PARTICIPANTS:

30

#### BUDGET:

21.178,00 EUR

#### PARTNERS:

ISKRA (Ukraine), Millennium FER (Armenia), CET Platform (Poland), Youth Power Initiative Group (Azerbaijan), PATRIR (Romania), Creative Development Center (Georgia), As-far CIC (UK), Informal education center „Diversity“ (Moldova), Informal Group of young people „In Case“ (Russia), Mellem Education (Denmark)

#### DONOR:

Youth in Action Erasmus+

# ACTIVITIES

## SIMULATION GAME WORKSHOP: *FIGHTING RIGHT WING POPULISM*



### TOPIC

Right-Wing Populism,  
Civic Education

### LOCATION

Cologne, Germany

### NO. OF BENEFICIARIES

28

### PARTNERS

Berufskolleg Kartäuser Wall +  
Friedrich Ebert Stiftung, Germany

### CONTACT

Andreas Muckenfuß

### DESCRIPTION

The mission on fighting right-wing populism in Europe could not be more relevant and important than these days. To build on it we conducted a simulation game with over 20 students from the Berufskolleg Kartäuser Wall in Cologne.

At the beginning, the participants discussed the meaning and characteristics of right-wing populism. Due to this, the students had the opportunity to reflect and debate this issue outside the classroom. It not only helped them to reflect the causes of right-wing populism, it was also a thematic preparation for the simulation game Rexania on fighting right-wing populism in Europe.

The overall objective of this simulation game is to help participants identifying the characteristics of right-wing populism. It focuses on the demonstration of the ability of right-wing populist parties and movements to exploit existing crises and conflict lines within societies. It also puts emphasis on the question of how far the mere existence of a right-wing populist party influences the political culture as such.

### OUTCOME

The participants had the opportunity to learn through their role profile, how to oppose populism and populist opinions. At the end of the simulation game, the participants discussed again the attributes of right-wing populism as well as existing approaches against it. It also became clear, due to the presence of the press, which reported about the fictional conference, that the media plays a large role and has a not to be underestimated impact, when it comes to right-wing populism.

At the end of the two days, the participants reflected their experiences during the simulation game and their learning results. Understanding what right-wing populism means and learning which methods are possible to fight populist tendencies was one of the main goals.

## **SIMULATION GAME: SIMIGRATION** *HEINRICH-BÖLL STIFTUNG, MOROCCO*

### **DESCRIPTION**

On invitation of the Heinrich-Boell Foundation in Morocco, we implemented our Simulation Game „SI-Migration“ for civil society representatives who are working on the topic of migration.

The simulation game analyzes the current European migration policy and shows institutional mechanisms of decision-making processes within the European Union. Furthermore, the simulation game highlights the impact of such decisions on local communities. It aims at a sensitization regarding the issue of migration and the social and political conflicts inherent to it. The simulation game particularly focuses on rising awareness regarding the need and possibilities of cooperation to find a solution for social and political problems outside a single state perspective.

The seminar happened in the frame of a long-term project by the Heinrich-Boell Foundation, which wants to strengthen the voice of Moroccan civil society actors in this important discourse.

### **OUTCOME**

Through the simulation game, the participants got a deeper understanding of the difficult negotiations within the EU as well as in between EU and transit states for a coherent European Migration Policy. The learning outcomes were immediately used to update a previously drafted position paper concerning the demands and suggestions of the Moroccan civil society towards a European Migration Policy.



### **TOPIC**

Migration

### **LOCATION**

Khémisset, Morocco

### **NO. OF BENEFICIARIES**

24

### **PARTNERS**

Heinrich-Böll-Foundation  
(Morocco)

### **CONTACT**

Oliver Wiechmann

# ACTIVITIES

## TRAINING COURSE FOR THE ACADEMY FOR CONFLICT TRANSFORMATION



### TOPIC

Professional Qualification

### LOCATION

Königswinter, Germany

### NO. OF BENEFICIARIES

12

### PARTNERS

Academy for Conflict Transformation, ForumZFD, Germany

### CONTACT

Florian Dunkel

### DESCRIPTION

The Academy for Conflict Transformation trains professionals who want to increase the efficiency of their efforts in the field of peacebuilding and conflict transformation. CRISP contributed two times to the course by a one-week training module centered on the tailor-made conflict simulation: *Kodori*. The module aims at familiarizing the participants with possible situations and environments of their future employment.

During our course, the participants have the chance to apply the knowledge and the tools they have gained previously. In the safe environment of the “conflict simulation” they experienced the challenges, when it comes to actually applying those tools. By this we raised self-awareness about their individual learning process and helped them to identify the personal and technical aspects they would like to develop further. The simulation furthermore helped the participants to understand conflict dynamics and (un)intended effects of their decisions. The method thereby allowed to experiment with social behavior and different positions on issues in a pre-defined setting.

### OUTCOME

Due to the participation in the simulation game, the participants experienced conflict dynamics personally and had a chance to try out and internalize methods learned in the previous course modules. The simulation did not only improve the subject knowledge, moreover it fostered social competencies, communication skills, conflict management abilities, negotiation skills, willingness for compromises and empathy.

The participants appreciated the method a lot and the feedback regarding the simulation game was very positive. Especially the fact to experience a “change of perspective”, as well as the “realistic setting” of the simulation game was mentioned several times during the evaluation phase.

## SIMULATION GAME: *TABERLINGEN* *INTEGRATING REFUGEES – BUT HOW?*

### DESCRIPTION

For scholarship holders of the “Heinrich-Böll-Foundation” we organized a two-day workshop implementing our Simulation Game “Taberlingen”. It deals with the question of how to organize the integration process of refugees in Germany on a local level. The participants had the chance to take over the roles of different stakeholders of the fictitious county of “Taberlingen”.

In their roles as politicians and civil society representatives, they had to come up with a plan of how to better organize integration in the fields of education, health care, labor market and housing. In the de-briefing, we elaborated on which of the measures developed during the simulation game could be put into practice, and what would be potential obstacles and chances to it.

### OUTCOME

During the workshop it became clear that besides the many challenges present in this field, there is also a lot of space for innovative ideas, and unused potentials. The rich experience and commitment of the participants in this field led to very productive debates during the workshop, which helped us to get new insights of the topic.

We therefore would like to thank all the participants for making this event successful and the “Heinrich-Böll-Foundation” for inviting us.



### TOPIC

Migration

### LOCATION

Göttingen, Germany

### NO. OF BENEFICIARIES

25

### PARTNERS

Heinrich-Böll Stiftung,  
Berlin, Germany

### CONTACT

Florian Dunkel



# ACTIVITIES

## SIMULATION GAME: *BRIBANIA*



### TOPIC

Corruption, Civic Education

### LOCATION

Berlin, Germany

### NO. OF BENEFICIARIES

18 students and civil society activists from Ukraine and Germany

### PARTNERS

„Meet up! Deutsch-Ukrainische Jugendbegegnungen“

### CONTACT

Andreas Muckenfuß

### DESCRIPTION

Together with “Meet Up! Deutsch-Ukrainische Jugendbegegnungen” a group of young people from Ukraine and Germany took part in the simulation game “Bribania”. Within this simulation game, the participants discuss different approaches how to fight corruption.

The setting is a fictitious island, where massive corruption scandals took place in the past years. It is the task of the participants to identify the causes and based on that design initiatives that limit corrupt behavior in the future. The participants step into the roles of national and international stakeholders and develop their own strategies to fight corruption.

### OUTCOME

The simulation game rises awareness for the subject of corruption, particularly regarding the difficulties of its control. Furthermore, during the various rounds of negotiations, actors are required to create innovative win-win situations or deal with the consequences of failure. The evaluation phase focused on the efficiency and transferability of possible actions, and on the complexity of the negotiation process.

The participants enjoyed the change of perspective and gained a deeper understanding of the phenomenon, what is useful in the struggle for transparency.



## SIMULATION GAME: *TANDERA*

### DESCRIPTION

The three day workshop was organized for students of Ukrainian Universities with an interest in peace and conflict-research. It consisted of an introduction to theories and practice of conflict transformation and the implementation of the conflict simulation “Tandera”.

During the simulation game, which focuses on the dynamics that evolve around a fictional secessionist’s conflict, the participants tried to apply the knowledge obtained during the first sessions. The actors in the simulation game were representatives of governments and non-recognized territories, civil society organizations, armed groups, third countries and international organizations, attending a conference to find a peaceful solution to the conflict. This simulation game is modelled after real conflict situations and refers to the diverse causes for conflicts. The participants realized how complex such negotiations can be and that resolutions should be as comprehensive as possible.

### OUTCOME

The participants learned about basic concepts of peace and conflict studies, like the ABC triangle, structural violence and the PIN-model. Applying those tools and concepts to the model of the conflict situation, they understood the necessity of viewing conflicts from different perspectives.

They further understood that in order to actually transform conflicts we need to go beyond exchanging positions, but try to identify the needs in play. The fictional scenario was hereby a helpful way of discussing the possible solutions in an experimental environment, and then apply it to the actual conflict setting of the participants.



### TOPIC

Conflict Transformation

### LOCATION

Kyiv, Ukraine

### NO. OF BENEFICIARIES

30

### PARTNERS

Kyiv-Mohyla Akademie (Ukraine),  
Robert-Bosch Stiftung (Germany),  
DAAD (German Academic  
Exchange Service)

### CONTACT

Florian Dunkel

# ACTIVITIES

## SIMULATOIN GAME: REXANIA WORKSHOP ON “RIGHT-WING-POPULISM” IN EUROPE



### TOPIC

Right-Wing Populism,  
Civic Education

### LOCATION

Eitorf (Bonn), Germany

### NO. OF BENEFICIARIES

26 high school children

### PARTNERS

Friedrich-Ebert-Stiftung, Germany

### CONTACT

Florian Dunkel

### DESCRIPTION

In early March we conducted a two-day workshop tackling the burning issue of growing right-wing populist movements and parties in Europe. The workshop was organized in cooperation with the Friedrich Ebert Foundation and took place at the high school in Eitorf (close to Bonn). Together with the pupils, we discussed characteristics and sources of the phenomenon of right-wing populism, and tried to think about ways how to fight it.

The overall objective was to help participants how right-wing populist movements work and what makes them so successful. Here we were focused on the demonstration of the ability of right-wing populist parties and movements to exploit existing crises and conflict lines within societies. We also discussed the question of how far the mere existence of a right-wing populist party influences the political culture as such. In the end we were addressing the issue of how this phenomenon could be tackled on both an individual and societal level.

### OUTCOME

Within the two-day workshop the participants gained a better understanding of the techniques and means right-wing populist parties and movements use in order to be successful. The pupils understood that many of the problems and challenges our societies are facing are much more complex as those parties and movements want us to believe. Additionally the participants found quite promising ways how to curtail those tendencies by self-confidently promoting the merits of an open and pluralistic society.

## SIMULATION GAME: QUO VADIS SYRIA

### DESCRIPTION

In cooperation with our Partner Al Sharq we conducted a simulation on the conflicts in Syria for the Heinrich Böll Foundation.

Different conflict lines and numerous actors with changing and contradicting interests characterize the situation in Syria. Since the start of hostilities in 2011, the conflict has evolved into a complex situation, which is a black box for many.

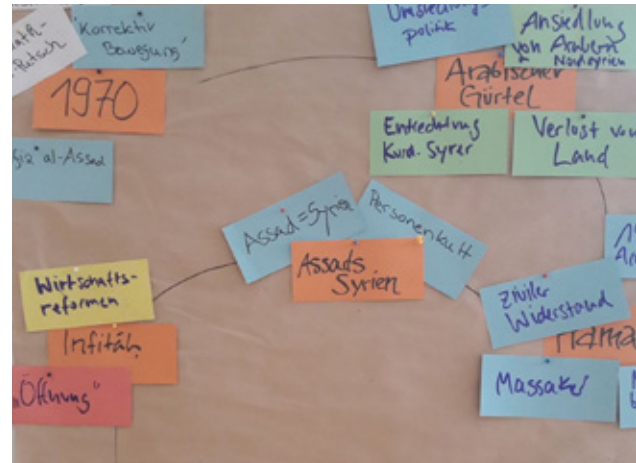
The simulation game is centered on the negotiations on a zone of de-escalation in a fictitious region of Syria. The main objective is to create a better understanding for the conflict as such and to give the participants the chance to explore different options for stopping the violence in Syria.

### OUTCOME

The participants took over the roles of state and non-state actors, armed groups and civil society. Thereby they familiarized themselves with the existing positions and interests.

During the negotiation-rounds, the participants then tried to find common ground for an agreement that facilitates solutions on important issues like power-sharing, demobilization, distribution of resources, and the fight against terrorism. In the end, the participants developed a roadmap to implement measures to stabilize the zone of de-escalation.

In order to picture concrete future scenarios for Syria, they shared and discussed the chosen strategies after the simulation game.



#### TOPIC

Conflict Transformation

#### LOCATION

Berlin, Germany

#### NO. OF BENEFICIARIES

12

#### PARTNERS

Al Sharq, Germany  
Heinrich-Böll-Stiftung, Berlin,

#### CONTACT

Florian Dunkel

# ACTIVITIES

## SIMULATION GAME: *IPS TABERLINGEN*



### TOPIC

Migration

### LOCATION

Döllnsee, Germany

### NO. OF BENEFICIARIES

25

### PARTNERS

Al Sharq e.V. (Berlin, Germany)

### CONTACT

Oliver Wiechmann

### DESCRIPTION

Within the international parliament scholarship program of the German Bundestag and in cooperation with Al Sharq e.V., we have implemented our simulation game „Taberlingen“. The scholarship holders came from different Arab countries, reaching from Morocco to Iraq.

The simulation game deals with the topic of integration of refugees in Germany on a local level. During the game, the participants took different roles, ranging from political parties over business representative to migrant associations, in order to develop an action plan for improving the integration of refugees on various levels such as education or the labor market.

### OUTCOME

Through the simulation game the participants got a deeper insight in one of the most relevant societal topics in Germany, and could enhance their understanding of the different positions existing in the public debate.

Furthermore, they had the chance to explore the chances and challenges of specific integration measures as well as to exchange their own viewpoints in the discussion after the game.

## **SIMULATION GAME: TABERLINGEN** **ANNUAL CONFERENCE OF THE FORUM CIVIL PEACE SERVICE**

### **DESCRIPTION**

We have conducted the simulation game „Taberlingen“ in the Frame of the Annual Conference of the Forum Civil Peace Service (forumZFD) in Köln.

The conference aimed at reaching persons who are engaged in activism for peace and sustainable development from all over Germany and are interested in learning more about debating and dialogue in a divided society.

### **OUTCOME**

The conference focused on reducing the fear of conflicts in activism for peace and sustainable development. In this context, the simulation game aimed at strengthening the ability of peaceworkers for constructive debating and dialogue, in the face of the challenges of a divided world.

The simulation game gave the participants the opportunity to assume the positions of the different actors, thus enabling them to experiment with different argumentation and communication strategies. Through this experience, they went through a wide range of emotions connected to debating values and core ideas and have learned to reflect on their own communicational habits. The target group was extremely open to the method and were very engaged in the process.- we enjoyed the workshop a lot.



#### **TOPIC**

Conflict Management

#### **LOCATION**

Cologne, Germany

#### **NO. OF BENEFICIARIES**

32

#### **PARTNERS**

Forum Ziviler Friedensdienst  
(Germany)

#### **CONTACT**

Andreas Muckenfuß



# ACTIVITIES

## SIMULATION GAME: KODORI TRAINING FOR YOUNG DIPLOMATS FROM IRAQ



### DESCRIPTION

In November 2017, we conducted our simulation game *Kodori* for young diplomats from Iraq in the frame of the ‘Training for International Diplomats’ program of the German Federal Foreign Office. During the simulation, the participants engaged with a complex post-conflict scenario and had the task to negotiate a sustainable peace agreement from the perspective of their roles.

The workshop also included an introduction to conflict transformation and the participants had the chance to apply the gained knowledge immediately in the simulation game.

### OUTCOME

Through our simulation game *Kodori*, the young diplomats got the chance to better understand the complexity of peace negotiations in a dynamic environment and to improve their skills in mediating between different interest groups.

#### TOPIC

Conflict Transformation

#### LOCATION

Berlin, Germany

#### NO. OF BENEFICIARIES

12

#### PARTNERS

Federal Foreign Office, Germany

#### CONTACT

Oliver Wiechmann



## SIMULATION GAME: *TRANSOLVIA* FOR CROSS CULTURE FELLOWS

### DESCRIPTION

This simulation game focused on the role of the civil society and on the way it can reform and be reformed as a basic part of a contemporary society. The participants stepped into the roles of different civil society actors. Their task was to find a way for cooperating and through this to help and contribute to the goals of democracy and stability.

Through the evaluation of the simulation game, the progress of cooperating and the decisions taken are estimated. The effects on society created through this method and practice are being observed and thoroughly discussed.

### OUTCOME

Through the experience of the simulation game, the participants learned about the diversity among civil society actors. They learned methods, how to identify common goals and to build coalitions beyond organizational differences, in spite of the apparent competition for limited funds.

The participants, 24 Cross Culture fellows from 17 nations, had fruitful discussions and raised up many questions to themselves.



#### TOPIC

Conflict Management

#### LOCATION

Berlin, Germany

#### NO. OF BENEFICIARIES

24

#### PARTNERS

Institut für Auslandsbeziehungen (ifa), Germany

#### CONTACT

Andreas Muckenfuß

# ACTIVITIES

## PANEL ON MIGRATION AND ASYLUM (IOM)



### TOPIC

Migration

### LOCATION

Warsaw, Poland

### NO. OF BENEFICIARIES

30

### PARTNERS

International Organization for Migration, European Commission

### CONTACT

Erzsébet Lajos

### DESCRIPTION

The Eastern Partnership Panel on Migration and Asylum (EaPPMA) Meeting on the Economic Integration of Migrants was organized by Poland and Georgia with the support of the European Commission and the UN Migration Agency. CRISP e.V. was invited by the International Organization for Migration (IOM) in order to deliver the interactive session during the second day of the panel meeting.

CRISP ventured outside its usual methodology repertoire by suggesting Appreciative Inquiry (AI) as a method of choice. AI enables participants to find innovative solutions to complex problems by approaching these from a positive perspective.

Among the main goals of the practical exercises was to formulate concrete positive examples from professional experiences of the participants, to understand what factors lead to success and what can be learned from that experience for the current issue at stake.

### OUTCOME

The participants have identified aspects of successful measure implementation, necessary attitudes and good practices from their experience that can support the envisioning of ways to integrate migrants into host societies. More importantly, participants interacted actively during the session, enhancing networks and contributing to increased cooperation and exchange in the future.

## SIMULATION GAME: *SIMIGRATION*

### DESCRIPTION

As a part of the “Together for Europe” Project, young people from Western and Eastern Europe, from old and new member states of the EU, took part in our Simulation game “SIMigration” to sensitize the students about the issues around migration on EU and community level.

The workshop lasted two days and 40 young people between the age of 16 and 19 from Germany, Poland and France participated.

### OUTCOME

The simulation game gave the participants an insight into the pressing social, economic and political conflicts regarding migration in the EU and in a playful way raised awareness about the importance and opportunities for cooperation and dialogue regarding the topic.

By the end of the simulation game, the evaluation took part where the students shared their experience and reflected upon the complex dynamics of migration policies. They also learned to understand the reasoning behind political decisions, and what effects they have on a local level for individuals.

Due to the evaluation modules, the participants also discussed delicate questions, such as who has a right to join the EU and how the laws and procedures could be adjusted to the needs of the EU-population, as well as to the needs of migrants.



#### TOPIC

Migration

#### LOCATION

Krzyżowa, Poland

#### NO. OF BENEFICIARIES

40

#### PARTNERS

Kreisau-Initiative e.V., Germany

#### CONTACT

Kateryna Pavlova

# ACTIVITIES

## SIMULATION GAME: *DIVINI* TRAINING YOUNG DIPLOMATS FROM CENTRAL ASIA



### TOPIC

Religious Extremism

### LOCATION

Berlin, Germany

### NO. OF BENEFICIARIES

10

### PARTNERS

Federal Foreign Office, Germany

### CONTACT

Oliver Wiechmann

### DESCRIPTION

In September 2017, we conducted our simulation game DIVINI for young diplomats from Central Asia in the frame of the 'Training for International Diplomats' program of the German Federal Foreign Office. In the frame of the simulation, the participants had to deal with the challenges arising from an increasing threat through violent extremism and different approaches to countermeasures.

A special focus was put on the discussion of concepts in favor of increasing enforcement measures vs. approaches focusing on the prevention of radicalization processes, especially among young people.

### OUTCOME

Through the workshop the participants got a deeper understanding of the phenomena of violent extremism and different ways of dealing with the challenges arising from it. They also got more familiar with approaches towards a cross-sectoral cooperation in this thematic field.

## 10 YEARS OF CRISP



We almost cannot believe it ourselves, but the calendars are not lying and a look in the mirror also proves it: CRISP is 10. It has been an amazing journey and looking back brings up plenty of moments we will never forget.

We are extremely delighted about the fact that we were able to expand our efforts to more and more different regions and we reached out to very diverse target groups. Especially, we are glad that we managed to support local organizations and initiatives in our target countries, which today are playing a vivid role in their societies.

For the next 10 years, we want to increase our attempts to link civil society actors with decision makers on local, as well as on national and international level. Here we see one of the main contributions as an external actor. Furthermore, we want to continue extending our different methodological approaches and grow as an organisation that supports and develops innovative approaches for conflict transformation. However, we will definitely continue in further refining the method of simulation gaming, by including more digital elements and anticipating relevant topics for social and political development in our target countries, but also in Germany. Moreover, we will use the method even more for scenario planning and this way contribute to constructive conflict transformation.

Without the support of our partners in our target regions, but also in Germany, without the support of our friends and families and without the phenomenal contributions of our participants, we would not have been able to grow that much during the last ten years. Many, many thanks to all of you and we sincerely hope that our joint journey will continue...see you soon, somewhere...



# INTERNAL - NEWS

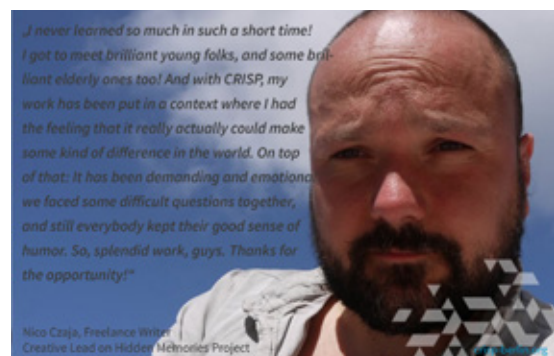
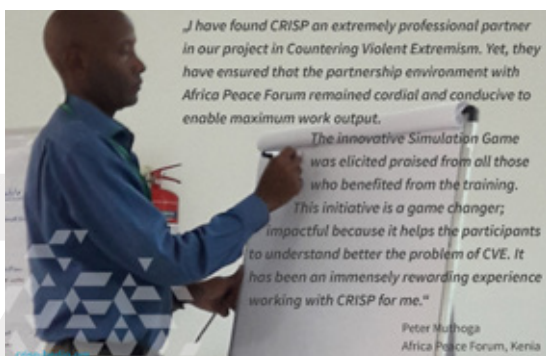
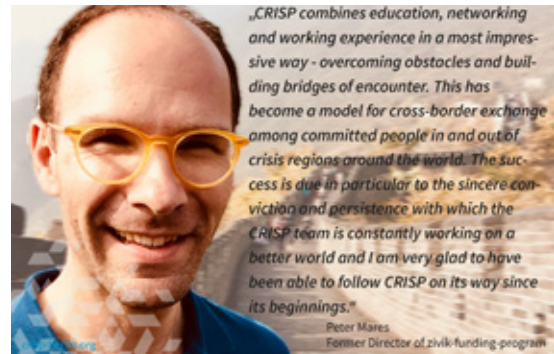
## 10 YEARS OF CRISP

In 2017 we celebrate CRISP's 10<sup>th</sup> anniversary. Unbelievable. Therefore we asked our friends and partners, from our different target-regions, from the last 10 years, to share testimonials about their cooperation with us.



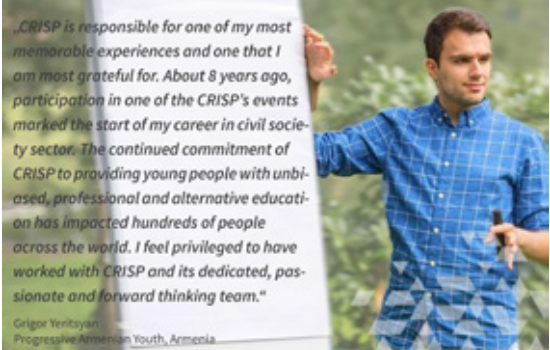


## 10 YEARS OF CRISP



# INTERNAL - NEWS

## 10 YEARS OF CRISP



## NEWS & EVENTS IN 2017



07.03.2017

### **FACELIFT: CORPORATE DESIGN**

As the dimensions of our projects increased, our geographical outreach became wider and our organization grew in several aspects, we felt the need to update our logo.



22.03.2017

### **NEW STAFF MEMBER: ERZSÉBET LAJOS**

Erzsébet comes originally from Romania, has lived in Berlin for the last seven years and contributes six years of project management and facilitation experience to our team.



30.08.2017

### **NEW SIGN FOR CRISP OFFICE**

That's how we do it at CRISP! With a nice team work and cooperation of everyone, now we have a new sign for our office. There is no hiding anymore, everyone should see us. We are looking forward to welcoming you!



11.09.2017

### **OPEN DOORS DAY**

The event gave the opportunity to visitors to talk directly with CRISP'eers and get to know the organisation better. We have arranged slideshows from previous projects, simulation game scenarios, project reports and detailed information about the organisation. Team members informed our guests about the history, projects and achievements of CRISP in 2017.



27.11.2017

### **SIMULATION GAME MEDIA 2.0**

Our simulation games are characterized by a high level of realism. Now we have managed to upgrade the media-team of our simulation games. Now, the news-show is located in a virtual studio and because of the new greenscreen, we can create any kind of setting. Moreover everything is in HD-Quality of course.

# INTERNAL



**STAFF-MEMBER**  
**FLORIAN DUNKEL**  
**DIRECTOR**

## SHORT BIO

Florian was born in the central German town of Eschwege, but soon moved to the Wedding district of Berlin, where he spent most of his youth. He also lived near the North Sea for a few years, and in 2000, he spent the year in Greece in the European Voluntary Service working at the Environmental Center in Kalamata.

He finished secondary school in the German town of Göttingen, and then returned to Berlin in 2003, where he has lived ever since. Since then he has completed community service work in psychiatry, finished his studies in political science, and founded CRISP.

Since 2004, when Florian first participated in „Das Krisenenspiel“ at the Freie Universität Berlin, simulation Gaming has been an integral part of his life.

## PERSONAL FOCUS

Civil Society Development, Civic Participation, Conflict Management

## REGIONAL FOCUS

East- and Southeast Europe, Morocco, Kenya

## LANGUAGE SKILLS

English, French, Greek (a bit)

## EMAIL

dunkel@crisp-berlin.org





STAFF-MEMBER  
**ANDREAS  
MUCKENFUß**  
DIRECTOR

## SHORT BIO

Andreas was born and raised in the little town of Bad Urach in the heart of the Swabian Alb. After finishing secondary school, he went to Chile in order to do a social service at the Fundación Cristo Vive. This was a formative period of his life and he was encouraged to work independently. When he came back to Germany, he began his studies in 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 caught his attention already in school. At university, he participated in the krisenspiel and subsequently joined the student's group. There he met Florian and together with others, they frequently co-organized simulation games at Freie Universität Berlin.

During that time, he became one of the driving forces in adjusting the simulation game method to other circumstances and needs. Consequently, he was one of the founding members of CRISP and is one of its directors until today.

## PERSONAL FOCUS

Geopolitics, Peace & Conflict, Anti-Corruption-Policies, Organized Crime

## REGIONAL FOCUS

Middle East (Egypt), Caucasus, South-America and others

## LANGUAGE SKILLS

German (mother-tongue), English (fluent), Spanish (fluent), Portuguese (a bit)

## EMAIL

muckenfuss@crisp-berlin.org





**STAFF-MEMBER**

**JULIE JANKOVIC**

**PROJECT COORDINATOR**

## **SHORT BIO**

Julie Jankovic feels at home in many places in the world. She was born and grew up in southern Germany, studied, worked and lived in Eastern Germany, Northern France, Rwanda and Lebanon among others. Her new adopted home is Berlin.

She has been working for different organizations in the realm of international cooperation since 2008. Her main experience as a project coordinator, trainer and advisor lies in the fields of youth work, conflict transformation and peace education. Crossborder activities have been her focus over the years. Working with people from different social and cultural backgrounds as well as dealing with transformation processes inspires and motivates her immensely, which is what brought her to CRISP.

Julie Jankovic is working as a project assistant with CRISP since November 2015 and supports the team in managing and implementing different projects and simulation games.

## **EMAIL**

[jankovic@crisp-berlin.org](mailto:jankovic@crisp-berlin.org)



STAFF-MEMBER

**OLIVER  
WIECHMANN**

PROJECT COORDINATOR

## SHORT BIO

Oliver has a scientific background in sociology and educational science and has been active in the NGO field since 2007. He has extensive experience in the development and implementation of educational projects of different scales, being a professional trainer and project manager for several years.

Apart from Germany, he had been living in Chile, Vietnam and for several years in Armenia, therefore developing a strong interest in the cooperation with the Eastern Partnership countries. In his work he likes to focus on the connection between theory and practice, being convinced that both spheres can have mutual benefits from each other.

Within CRISP, he is working as project coordinator and trainer since 2016, contributing with his rich experience to the development and implementation of new programmes and simulation games.

## EMAIL

wiechmann@crisp-berlin.org



**STAFF-MEMBER**  
**ERZSÉBET LAJOS**  
**PROJECT COORDINATOR**

## **SHORT BIO**

Erzsébet was born and raised in the beautiful town of Cluj in Romania where she discovered her enthusiasm for civic engagement, grassroots initiatives and sustainability in all areas of life.

She moved to Berlin to continue studying in 2009 and has lived there ever since, apart from three months spent in Prague. After finishing a Master in Cultural and Political Sciences focused on Eastern Europe, she worked as a freelance project-manager and facilitator for several NGOs and foundations. Her work allowed her to travel as far as Russia, Tunisia and Kosovo, enabled her to work with people from various backgrounds and tackle the topics of diversity, sustainability and social transformation.

## **PERSONAL FOCUS:**

Diversity & Complexity, Organisational Development, Non-formal Learning and Sustainability

## **REGIONAL FOCUS:**

South East Europe, Ukraine

## **LANGUAGE SKILLS:**

English, German, Hungarian, Romanian and Russian (a bit)

## **EMAIL**

[lajos@crisp-berlin.org](mailto:lajos@crisp-berlin.org)



STAFF-MEMBER

**KATERYNA  
PAVLOVA**

EUROPEAN VOLUNTEER

## SHORT BIO

Kateryna Pavlova comes from Ukraine and lived there until 2014, when she moved to Hungary to study Cultural Diplomacy at the German-speaking Andrássy University of Budapest. She has been active in projects and conferences organization since 2010 and earned lots of knowledge and experience in the field of international cooperation and management.

The first time Kateryna took part in a volunteering project was in 2012 in Kraków, Poland, where she worked for AIESEC as a teacher in a school for children from socially unprivileged families. This involvement was one of the factors she became interested in non-formal education and its methods.

In 2016 she spent half a year as an assistant in the Department of Culture and Information at the Embassy of Ukraine in Berlin, what gave her an opportunity to learn high diplomacy from inside.

## PERSONAL FOCUS:

Non-formal education, cultural diplomacy, peaceful conflict transformation

## LANGUAGE SKILLS:

Ukrainian, Russian, English, German, Polish

## EMAIL

pavlova@crisp-berlin.org

# INTERNAL



**STAFF-MEMBER**  
**MOHAMED ALI**  
**EUROPEAN VOLUNTEER**

## **SHORT BIO**

Mohamed Ali is a Dentist who has always had interest in culture, peace and security, humanitarian issues and social work as he is a member of several national organizations working in these fields.

In 2011, he was selected for ISFIT (International Student Festival in Trondheim) Norway. This was his first, direct and real contact with multiculturalism apart from books. It was a golden opportunity for him to understand the different aspects of multicultural dialogue, try to tackle interfaith hot discussions, challenge himself and personal values.

He is Passionate about social change; he has been working with slums and marginalized areas since youth, developing several projects for local empowerment and social inclusion.

He also has participated in numerous international student conferences, simulations and volunteer projects in Norway, Germany, Czech Republic, Turkey, Azerbaijan, Tunisia and Tanzania. During his academic years and has been actively involved in different youth organizations.

Mohamed Ali's favorite quote is: „No matter where you're from, your dreams are valid“

## **PERSONAL FOCUS:**

Civil Society Development, Organizational development, Conflict Management

## **LANGUAGE SKILLS:**

Arabic (mother-tongue), English (fluent), German (basic)

## **EMAIL**

haggag@crisp-berlin.org





STAFF-MEMBER  
**ANNETTE  
REINECKE**  
ACCOUNTANT

## SHORT BIO

Since 2015 Annette is taking care of the CRISP's bank accounts. Due to our numerous projects and in particular due to the different currencies and exchange-rates we have to handle, being the CRISP's accountant is an unborring job.

## WORKING EXPERIENCE:

Schüler Helfen Leben

## TALENTS:

Likes numbers and is good in maths

## REGIONAL FOCUS:

Finanzamt Körperschaften I (Berlin)

## EMAIL

reinecke@crisp-berlin.org

# INTERNAL

## ASSISTANTS & INTERNS



January – March

**YULIA  
MUZHICHENKO**

By offering an internship, we hope to give young professionals or students the possibility of gaining deeper insight into the work of an international NGO.

During the internship, we focus on the interests, the existing knowledge and talents of the assistant and thus receive great input.

Further, we try as good as possible to offer the assistants tasks in the course of our projects that allow them to look behind the curtains of project management and to gain experience-based knowledge.

At this point, we want to thank all our assistants who worked with us this year and contributed tremendously to the implementation of our projects and to the organization in general.

All of the assistants shaped our organization and became reliable and highly committed colleagues during their internships.



April – June

**AYDAR  
GAZIZULLIN**



July - September

**ESTHER-MARIA  
ROHDE**



October - December

**ALEXANDER  
SACHAROW**



August - September

**NOUR EDDINE  
BELLAHBIB**

CrossCulture-Intern  
Morocco



September- October

**JAVID MUSTAFAYEV**

CrossCulture-Intern  
Azerbaijan

## OUR TARGET REGIONS

CRISP cooperates with congenial organizations, which also stand up for peaceful conflict management. We also cooperate with educational institutions, where the simulation game method can be also utilized.

In our work we always look for a close cooperation between partners. At this point, we make great efforts to orient our projects to local needs and to develop them in a wider context and in longer-term perspectives.

Thus, we always try to improve the sustainability of our work and we are close to the local development processes. At present we still work together with our first partners. At the same time, we continuously and actively seek to broaden our network.



# FINANCIAL REPORT

## FINANCIAL OVERVIEW – NET INCOME DETERMINATION 2017

### A. IDEAL FIELD OF ACTIVITY

#### Income

membership-fees	1.507,00 EUR
donations	1.716,52 EUR
project grants	724.077,83 EUR
project coordination & trainings	44.058,37 EUR
reimbursement travel-costs and catering	3.006,41 EUR
other:	3.201,00 EUR
<b>sum:</b>	<b>777.567,13 EUR</b>

#### Expenditures

payment of project coordination to other institutions	-331.553,41 EUR
salaries incl. reimbursables	-149.022,06 EUR
honoraries & external personnel costs	-67.171,38 EUR
volunteer programm payment	-15.671,00 EUR
travel costs, accommodation etc.	-67.436,44 EUR
back-payment project grants	-8.320,79 EUR
(technical) acquirements	-1.559,34 EUR
stationery & printing	-7.023,09 EUR
catering costs	-4.825,83 EUR
office rent & electricity costs	-4.693,61 EUR
telephone & internet etc.	-754,19 EUR
software	-179,60 EUR
insurances	-644,97 EUR
postage and packing	-191,00 EUR
bank charges	-1.402,40 EUR
others	-2.327,51 EUR
<b>sum:</b>	<b>-662.776,62 EUR</b>

# FINANCIAL REPORT

## B. TRUST ADMINISTRATION

### Income

interests	0,08 EUR
<b>sum:</b>	<b>0,08 EUR</b>

### Expenditures

—	
<b>sum:</b>	<b>0,00 EUR</b>

## C. SPECIAL PURPOSE OPERATIONS

### Income

invoice	0,00 EUR
VAT refund	285,00 EUR
<b>sum:</b>	<b>285,00 EUR</b>

### Expenditures

others (allowance)	0,00 EUR
<b>sum:</b>	<b>0,00 EUR</b>

## D. ECONOMIC BUSINESS ACTIVITIES

### Income

—	
<b>sum:</b>	<b>0,00 EUR</b>

### Expenditures

—	
<b>sum:</b>	<b>0,00 EUR</b>

## TOTAL ACCOUNTING

<b>Total Income 2017</b>	<b>777.852,21 EUR</b>
<b>Total Expenditures 2017</b>	<b>-662.776,62 EUR</b>
<b>Total Surplus 2017</b>	<b>115.075,59 EUR</b>



# IMPRINT

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CRISP - Crisis Simulation for Peace e. V.

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