



# CEMPROC

Center for Mediation, Peace, and Resolution  
of Conflict - International, Inc.



## 2005 Annual Report

# Greetings

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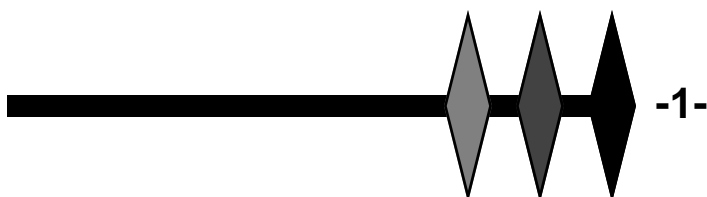
Dear Friends,

Greetings on behalf of CEMPROC - International! 2005 was a successful and rewarding year, and hundreds of people have been served through intensive educational programming focusing on different aspects of conflict resolution, peace, leadership, and human rights. During this year, we continued to consolidate the adult and children's programs we piloted in 2004, improving them and expanding their scope. In addition, we initiated two new major programs: a training and dialogue series (with a related research component) dealing with conflict resolution, leadership and human rights for Colombian and Ecuadorian women; and an environmental conflict study abroad/mini-symposium in Quito and Baeza for American college students. Both of these programs represent the beginning of exciting new possibilities for CEMPROC's future programming, and the environmental conflict study abroad served as a pilot program for future, expanded study abroad programs that CEMPROC is developing. In this second year of operations, CEMPROC is growing in the scope and quality of its programs, its financial resources, and organizational and leadership team.

I want to take this opportunity to thank the many donors, board members, volunteers, and other partners who have made it possible for us to offer high-quality programming that our clients find useful, important, and even life-changing. I especially want to recognize the hard work of CEMPROC's staff, whose dedication and performance ensured the success of many initiatives. Under the leadership of Ecuador Director Diana Palacios and the excellent assistance of Program & Development Associate Katie Windle, as well as the volunteer collaboration of Any Stevens, many lives have been touched this year, and as a result, a stronger and more peaceful civil society is being built. I look forward with anticipation to 2006, and I know that with the help of our supporters and friends, we will be able to build on the successes of 2005 and continue to bring educational conflict resolution programs to people who need them in order to foster peace around the world.

Best wishes,

Jeff Pugh  
Founder and Executive Director, CEMPROC - International



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# Core Programs

*CEMPROC's mission is to reduce destructive conflict and promote global peace*



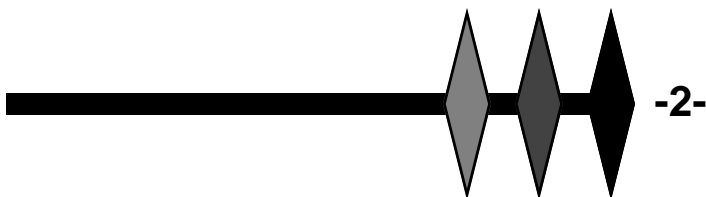
## Ongoing Core Programs

- 20-hour basic conflict resolution training course for community leaders
- Five-session Conflict Resolution for Children course, based on the curriculum developed by Dr. Pamela Lane, adapted and translated by CEMPROC; facilitator's manual has been published and is available from CEMPROC
- Customized study abroad programs for college students relating to conflict resolution
- Survey research project to gauge attitudes and knowledge in developing areas with respect to personal, community, and national conflict, resolution tools and techniques, and the chief sources of conflict in these communities—pilot survey was administered to approximately 100 participants.

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**“THE MOST IMPORTANT THING FOR RESOLVING CONFLICT IS TO HAVE DIALOGUE, BECAUSE IF WE ACT AGGRESSIVELY, WE CANNOT ACHIEVE ANYTHING.”**  
**-6TH GRADE STUDENT**

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# 2005 Highlights

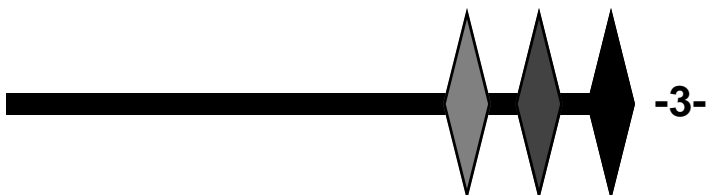
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## Program Highlights from 2005

- International conflict resolution course at Johns Hopkins University taught by Jeff Pugh.
- Children's conflict resolution course taught by Diana Palacios and Gabriela Delgado for over 400 children at Escuela Salazar in a low-income area of Quito; anecdotal feedback indicated better behavior and fewer violent conflicts among children who participated in the course.
- Environmental conflict minisymposium/ study abroad program for college students from Salem International University, led by Diana Palacios, Jack Rodriguez, and professor Jen Osha.
- Research project to examine conflict dynamics between Colombian refugees/immigrants and the Ecuadorian host community and how this conflict is mediated upward to affect international relations; see preliminary results at [www.cemproc.org/research.html](http://www.cemproc.org/research.html).
- Research results presented as part of speaker series at the Johns Hopkins Program in Latin American Studies (PLAS), which provided a grant for the project.
- "Breaking Destructive Cycles" dialogue and training series on leadership, conflict resolution, human rights, and intercultural communication for over 20 Colombian and Ecuadorian women, presented by CEMPROC, UNIFEM, UNHCR, CIF, and la Ciudad Educadora in the Municipal Government of Ibarra.
- Children's conflict resolution course taught by Katie Windle and Diana Palacios in Ibarra, including several children of Colombian refugees.
- Children's conflict resolution course series initiated in Cumming, Georgia, taught by Any Stevens and supported by grants from Target and from the North Georgia Conference of the United Methodist Church.
- Series of short conflict resolution presentations



*"Breaking Destructive Cycles" Teaching Team: Jeff Pugh, Katie Windle, Diana Palacios, Norma Bravo, and Andres Quintero*





# Experiences and Results

*Program/Development Associate Katie Windle on the August Children's Program in Ibarra:*

*This children's program was the most special of the three that I presented this year. The presence of the refugee children enriched the experience for me and for all the children because it added a new dimension to the workshop that we had not experienced previously. I also enjoyed continuing with the same themes that we dealt with in the adult course we carried out in Ibarra. I realized the crucial necessity of our workshops, and this was also reflected in the level of interest that the Ibarra press has shown in our work. This program reinforced my belief both in the importance of providing safe spaces for dialogue and in the capacity of children to confront tough issues. This workshop has inspired me and given me hope that change can indeed occur in communities through programs like ours.*



*Breaking Cycles participants practice effective communication*

## **WHAT PEOPLE ARE SAYING ABOUT CEMPROC PROGRAMS:**

### **Breaking Cycles Program in Ibarra:**

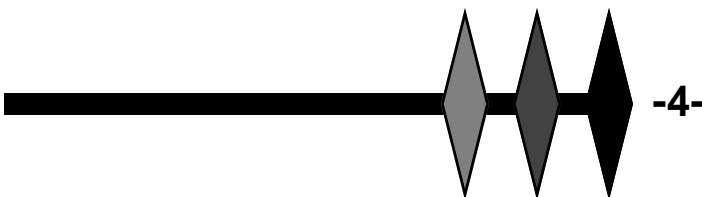
- "This was an inspiration for my future. Thanks for everything-- it was wonderful!"
- "This workshop was and is important for me because I work with all of the boroughs of my dear Ibarra. I hope that all of you continue to help other people resolve their conflicts as happened with me. Thanks!"

### **Environmental Study Abroad/Minisymposium in Quito/Baeza:**

- "I never realized before how much environmental exploitation goes on, and how this affects conservation--my eyes have been opened. This trip has changed my life! Now I want to go back to the United States and raise awareness about what is happening."
- "CEMPROC is a great organization! Keep it up!"

### **Children's Program in Quito:**

- "I would like to be a mediator because, as we have learned, you can be part of the solution to reconcile people." (4th grade student participant)
- "I think life is better when we act, fomenting values and having the opportunity to learn more; we teachers need these opportunities because we are the ones in the best position to help and educate children...it would be fabulous and important if every school in Ecuador had the opportunity to take this course." (5th grade teacher)



# Board of Directors

**Chuck Pugh (President)**, is an assistant vice president-level technical manager in the Enterprise Planning and Architecture department of Equifax and is a colonel in the United States Air National Guard. He served as the President of the Board of Jesse's House, an emergency shelter for girls, for three years, has filled a number of leadership positions in his church and a local Boy Scout troop, and has been active in supporting social change in Latin America.

**Sam Bagwell (Treasurer)**, earned his BBA and JD from the University of Georgia, and he works in the law offices of Bagwell & Corso. He is a licensed Georgia Real Estate salesperson, and he has also worked for the law offices of Boling, Rice, Martin, and McGruder in Cumming, GA. Sam is an Eagle Scout and has been a member of the Board of Directors for the Athens Area Attention Home.

**Scott Hitch (Secretary)**, is an associate in the Environmental Practice Group of Epstein, Becker, & Green, PC, where he specializes in transactional and regulatory compliance matters and other areas of environmental law. He previously worked as an associate in Alston & Bird, LLP, and as a law clerk at the U.S. Department of Justice and the Georgia Environmental Policy Institute, among other positions. Scott is an Eagle Scout, he has served on the Board of Directors of Premier Academy, Inc., and he has been a volunteer for Rivers Alive and for the Truancy Intervention Project.

**Kathy Bryson**, is the International Health & Training Director for Servants in Faith and Technology (SIFAT), an international Christian nonprofit organization focusing on community training and development in the developing world. She has carried out community health programs and cross-cultural training all over the world, worked as a program director for Urban Ministry, Inc. and served as Bilingual Family Services Coordinator for Los Niños Head Start Program.

**John Cromartie**, is the Senior Minister of Cumming First United Methodist Church, a growing congregation with over two thousand members in Cumming, Georgia. Prior to being ordained, he practiced law before many courts, including arguments before the United States Supreme Court, and practiced both in the private sector in Gainesville and in the public sector as Executive Director of the statewide Georgia Legal Services Programs.

**Eduardo Stevens**, is the Intern in Hispanic Ministry at Cumming First United Methodist Church. A native of Chile, Eduardo has a record of distinguished service as a pastor and as an educator, and he and his family have been instrumental in helping people within the Hispanic community of Forsyth County who need social services, spiritual guidance, or other services. He has a Masters of Divinity from Emory University.

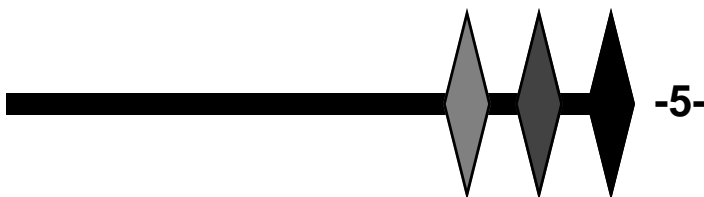
*The CEMPROC Ecuador Consultative Board includes Jeff Pugh (President), Dr. Roberto Contreras (VP), Jack Rodriguez (Treasurer), Dr. Diana Palacios (Secretary), and Monica Albuja (at-large).*

## Honorary Advisory Board

Dr. Edward J. Larson  
Pulitzer Prize-winning professor  
of Law and History at the University  
of Georgia

Dr. Salomon Cabezas  
Bishop of the United Methodist  
Church of Ecuador, former Vice-  
Rector of the Central University

Dr. Fausto Sarmiento  
Asst. Professor of Geography,  
University of Georgia



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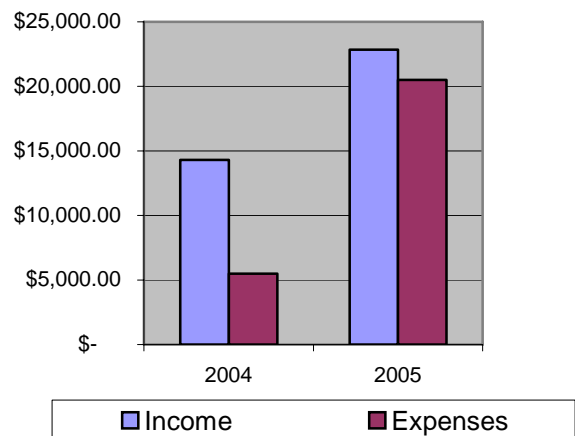
# Financial Report

2005 EXPENSES	Program	Administration	Total
Personnel	\$16,501.25	\$1,000	\$17,501.25
Publicity			\$550.25
Programs	\$8,892.56		\$8,892.56
Airfare	\$866.80	\$1,963	\$2,829.80
Organizational expenses		\$1,349.24	\$1,349.24
<b>TOTAL</b>	<b>\$26,260.61</b>	<b>\$4,312.24</b>	<b>\$31,123.10</b>

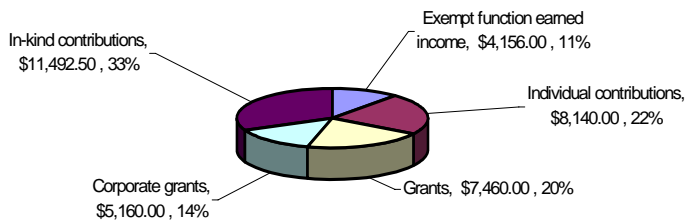
## 2005 INCOME

Grants	\$7,460
Corporate contributions	\$5,160
Individual Contributions	\$8,140
Exempt Function Income	\$4,156
In-kind Contributions	\$11,492.50
<b>TOTAL</b>	<b>\$36,408.50</b>

Income/Expense Comparison: 2004/5



Income sources: 2005



*\*Note: The 2004/5 comparison chart uses cash flow data from the IRS Form 990 Information Return, while the other charts also include in-kind donations and collaborative grant award amounts.*



# 2005 Supporters & Volunteers

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Thanks to the following generous individuals, organizations, and corporations for their financial, in-kind, or volunteer support during the 2005 fiscal year:

## CEMPROC PATRONS:

Bob & Becky Hitch  
Carol White  
Chuck & Lynn Pugh  
Jeff Pugh  
Myrtle West  
Scott & Angie Hitch

## PATRON-LEVEL INSTITUTIONS:

Cane Creek Farm  
Cumming First United Methodist Church  
Equifax, Inc.  
Johns Hopkins University Program in Latin American Studies  
North GA Conference, United Methodist Church, New Church Development Office  
Samanta S. Ribary Foundation  
Target, Inc.  
UGA International Academic Program Development Fund

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## OTHER DONORS, PARTNERS & VOLUNTEERS:

Alberta Boulware  
Miriam Acevedo & Garred Giles  
Centro Integral de la Familia  
EFGE  
Escuela Javier Francisco Salazar  
Paul & Judith Greear  
Reeyaz Habib  
Mary Jean & Rick Holden  
Hotel Ajavi  
Hotel Nueva Estancia  
Hotel Madrid  
Hotel Nueva Colonia  
Rachel Kassel  
Olive & Owen Kellum  
Municipal Government of Ibarra, Ciudad Educadora  
Diana Palacios  
Marcelo Palacios  
Annabelle Powell

Peace Corps  
Andres Quintero  
Deana Shuman  
Salem International University (Jen Osha)  
SIFAT  
Angela Stevens  
Any Stevens  
Francisca Stevens  
Ann & Dwight Tallant  
Joel Tinjaca  
Jaroslav Tir  
United Nations High Commission on Refugees, Ibarra Office  
United Nations Development Fund for Women, Quito Office  
Janet VanderHoff  
Grace Webb  
Julia & Will Weeks  
Katie Windle





# CEMPROC 2005 in Photographs



*Graduates of the training and dialogue series, "Breaking Destructive Cycles," for Ecuadorian and Colombian women; presented by CEMPROC and various partners, Ibarra, Ecuador*



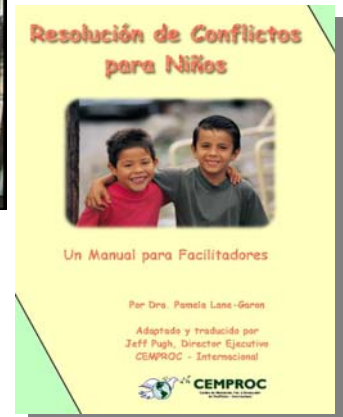
*The Director for Ecuador, Diana Palacios, is hired in January*



*Environmental Conflict Study Abroad*



*Breaking Destructive Cycles series is featured on Prism TV evening news in Ibarra, Ecuador*



*Completed Children's Course Manual Published by CEMPROC in Spanish*



*Children's course for 400+ children in Quito*





**CEMPROC - International**  
5110 Jekyll Rd.  
Cumming, GA 30040

[www.cemproc.org](http://www.cemproc.org)

[cemproc@cemproc.org](mailto:cemproc@cemproc.org)