

# ANNUAL REPORT

2023



**CISV USA**

Building global friendship

# A MESSAGE FROM OUR EXECUTIVE DIRECTOR



After navigating the unprecedented challenges of the pandemic, we are excited to present a year of resurgence and renewal, showcasing how our resilience and adaptability have strengthened our commitment to global peace education.

After the pandemic, we realized that the chapters needed more support to rebuild and worked in different areas to increase chapter support at the National level. We updated our chapter assessments to streamline the process and better understand the areas for each chapter's needs. Our chapter development team met with chapters who needed additional support and assisted in creating action plans. Our finance committee worked to stabilize our program and support fees so chapters carried less burden while still maintaining the infrastructure to support chapters including insurance, QuickBooks, and our internal and external websites.



We made strides in increasing our Mosaic programming by hosting a two-part video series that included past project examples, fundraising tips, and explaining the project approval process and timelines. We are also slowly increasing our hosting of the vital lifeblood of our chapters and organization, but hosting takes financial and human resources.

While we are optimistic about CISV USA's future, we realize challenges remain post-pandemic. Recruiting leaders, staff, chapter and national volunteers is still difficult. New challenges have arisen as well and we have started to see a decrease in younger families making it difficult to recruit Village participants. The current state of our economy has taken a toll as costs for hosting and travel have increased exponentially.

As we look to the future we know we need to look at creative ways to support our chapters including: increasing board fundraising, addressing recruiting, and succession plan gaps, and finding new ways to advertise to potential leaders, staff, and new families. Together we will build an even more stable and strong National Association so we can continue for years to come to inspire action for a more just and peaceful world.

**LAURA RIPBERGER**

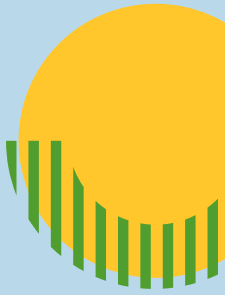
EXECUTIVE DIRECTOR





**CISV USA**

Building global friendship



**“CISV educates and  
inspires for a more just  
and peaceful world”**





# MISSION & VISION

## Building Global Friendship

Every year, CISV USA sends hundreds of participants to programs around the country and around the world. In each program, dozens of participants, leaders, and staff from around the world work together in village-like communities for anywhere from 8 days to 4 weeks. Our programs promote tolerance, understanding, and knowledge of other languages and cultures by creating environments where young people can Build Global Friendships.

## Peace Education

Peace education provides us with the attitudes, skills and knowledge to become agents of change, locally and globally. Through peace education, CISV seeks to educate and inspire our participants to become “active global citizens” working towards a more just and peaceful world. Peace education looks at local and global issues that are relevant to us all, recognizing that peace can mean much more than the absence of war. In fact, peace education encourages us to look at a wide range of issues and helps us gain a better understanding of: our own identity, basic human rights, conflicts and how they can be caused, prevented and resolved, and sustainable solutions for environmental and development issues. Every activity in each program must have an educational focus in at least one of the following content areas:

**HUMAN RIGHTS**  
**DIVERSITY**

**SUSTAINABILITY**  
**CONFLICT RESOLUTION**

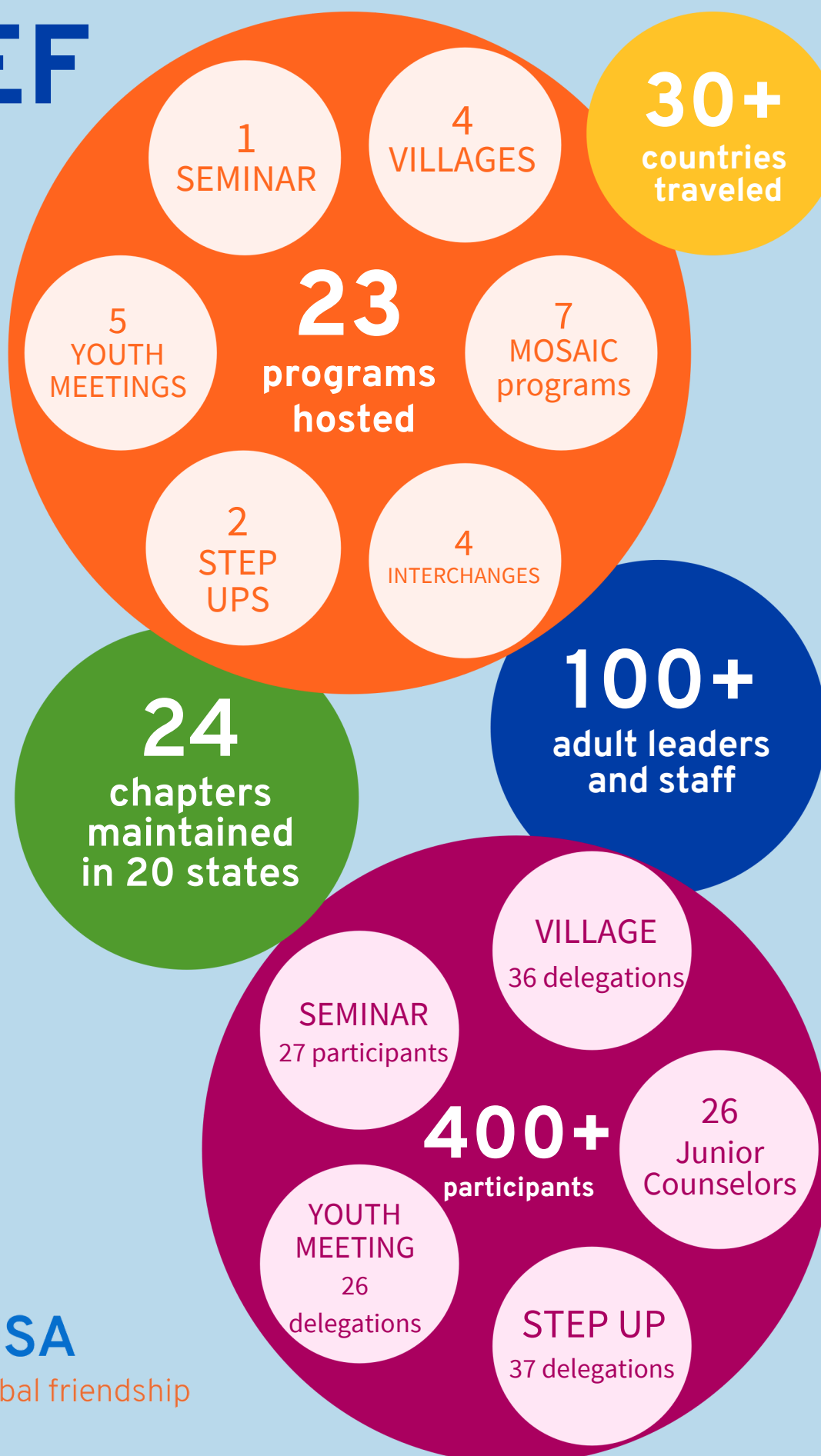




# YEAR IN BRIEF

Despite having to shut down programming almost entirely in 2020 and 2021, we are back to sending hundreds of participants of all ages to programs all over the world.

This year, we sent American participants to over thirty countries. We anticipate growth in donors, participants, and number of chapters each year with the goal of doubling our impact by 2030.

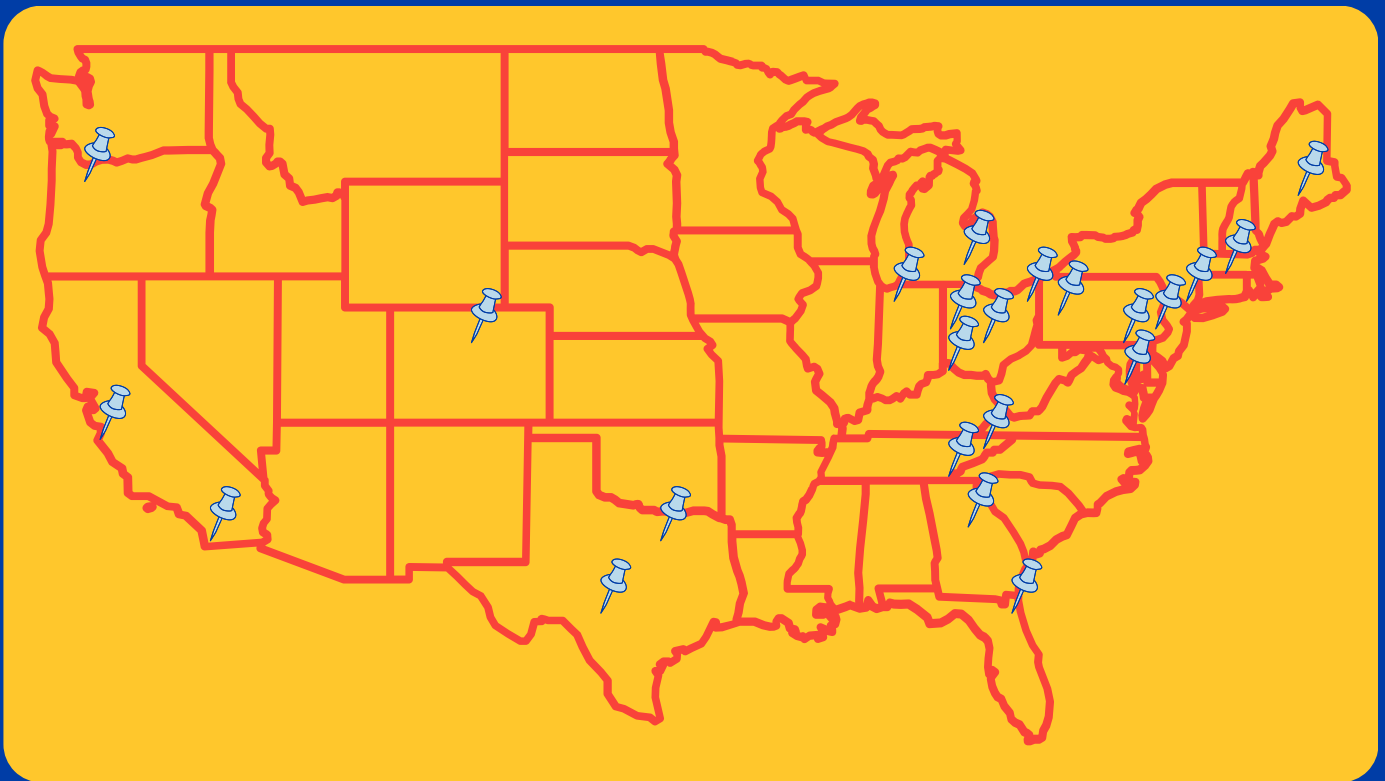


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# NATIONAL CHAPTERS



Atlanta  
Austin/San Antonio  
Brandywine Valley  
Chattanooga  
Cincinnati  
Columbus  
Dallas/Fort Worth  
Detroit

Jacksonville  
Maine  
Miami  
Michigan City/Lakeshore  
Midwest Ohio  
New York  
Northeast Ohio  
Philadelphia

Pittsburgh  
Portland  
Rocky Mountain Denver  
San Francisco Bay Area  
Smoky Mountain  
Southern California  
Greater Springfield  
Washington D.C.



# GROWTH & DEVELOPMENT



## PROGRAM ASSESSMENTS

At CISV USA, we are always reassessing both our systems and our programs. This has allowed us to make large-scale structural changes to the benefit of our participants. For example, this is the last year we will be running our Interchange program. This decision was made in an effort to refocus our programs towards our mission of global peace education.

## CURRICULUM ADJUSTMENTS

In addition to reflecting on each program, we also interrogate the quality of the curriculum within each program. This year, we have implemented a number of updates to the curriculum, including adjusting activities that are considered high-risk, and eliminating activities that do not fit under our educational content areas.

## HEALTH & SAFETY UPDATES

CISV is committed to ensuring that the safety of each child in our care is paramount. Since the COVID-19 pandemic, we have implemented safety initiatives including COVID testing, isolation protocols, etc.

## INCLUSIVITY INITIATIVES

We pride ourselves on having extremely diverse participants from all around the globe. In recent years, we have made a deliberate effort to celebrate and accommodate other aspects of our participants' identities, including gender, sexuality, level of ability, and so on.





# STRATEGIC GOALS



2022



Created a “Network Skills” directory to provide specialized resources to the board and to chapters



Increased financial stability by creating donation/membership processing policy

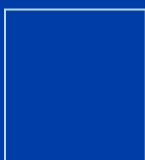


Created a “Fiduciary Duties” training for chapter boards and treasurers



Updated governance documents and bylaws including terms of reference

2023



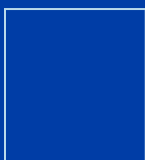
Increase our domestic programs and support for national chapters



Develop a Mosaic video training that include best practices, past examples, and fundraising ideas



Create a detailed board orientation packet along with transition timelines

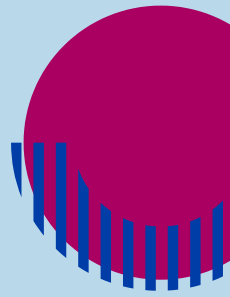


Conduct Chapter Development workshops on topics including Canva for social media and best practices in recruiting leaders





# FINANCIAL HIGHLIGHTS

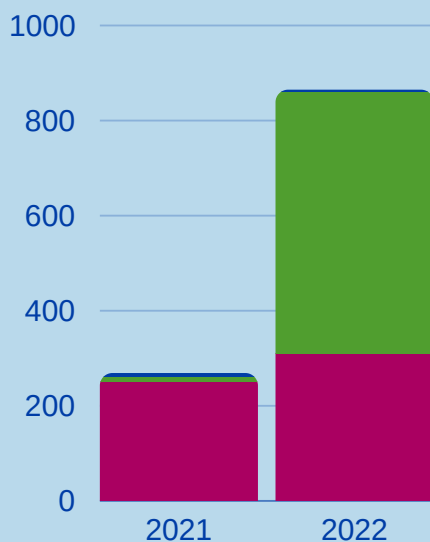


## OPERATING EXPENSES

## OPERATING REVENUE

Grants Paid	\$411,597	Contributions and Grants	\$310,458
Salaries, Employee Benefits, etc	\$130,949	Program Service Revenue	\$551,130
Other	\$274,333	Investment Income	\$4,087
<b>Total</b>	<b>\$816,879</b>	<b>Total</b>	<b>\$865,675</b>

## OPERATING REVENUE



Due to COVID, programs were still suspended in 2021. In 2022, our revenue tripled, primarily due to increased program revenue when operations returned to their pre-pandemic capacity

The y-axis indicates dollars in the thousands.

- INVESTMENT INCOME
- PROGRAM SERVICE REVENUE
- GRANTS AND CONTRIBUTIONS



# COMMUNITY SUPPORT



**\$50,000+**  
in donations

**150+**  
individual donors

**300+**  
volunteers

**500+**  
families

CISV is a volunteer-led organization. Every year, our dedicated and passionate volunteers of all ages give their expertise, skills, life experience, energy, and time to run our Chapters, programs, and Junior Branches. Safe travel and educational programming simply would not happen without our indispensable volunteer support. Our volunteers are also involved at every level of CISV International, offering leadership and support to our network of volunteers worldwide. Our volunteers accomplish incredible feats including travel planning, risk management, hosting delegates, maintaining budgets, and more at every step of the process. Even those without a formal volunteer position are enormously helpful in making CISV programs successful. Every year, hundreds of families help support not only their own child in the CISV experiences but delegates from other families and other countries as well.

We also feel extremely grateful for our donors at every level. This year, we reached over \$50,000 in donations from individuals alone. We hope to double this number by 2030 in order to make our programs even more rewarding for participants, as well as to be able to provide more financial aid opportunities for our low-income families.



# GOVERNANCE & LEADERSHIP

## BOARD OF DIRECTORS

Melissa Donohue

*Board Chair/President*

Valerie Maurais

Jude Albukhari

Venkat Memula

Madeline Collison

Arnold Miller

Sam Taussig

Jamila Daniel

Nikita Raheja

*Junior Branch Director*

Tim Morin

*National Treasurer*

## LEADERSHIP STAFF

Laura Ripberger

*Executive Director*

## HONORARY COUNSELORS

Phil Long

Joyce Maroney

Vicki Tejada

Kathleen Samul

Brett Vottero

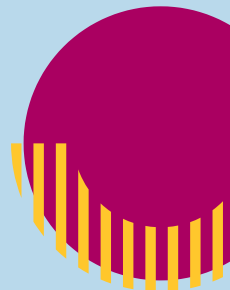
Linda & Randy Winski

Honorary Counselors are individuals who are elected for life, based on their long service, dedication, and contributions to the growth and development of CISV USA

## OUR VISION

BY 2030 WE WILL BE WELL-KNOWN FOR CREATING EDUCATIONAL EXPERIENCES THAT REACH AT LEAST TWICE AS MANY PEOPLE AS WE DO TODAY.

WE WILL STAND TOGETHER TO LEAD, ACT AND INSPIRE CHANGE IN OUR COMMUNITIES TO HELP BUILD A MORE JUST AND PEACEFUL WORLD





# YOUTH LEADERSHIP

## JUNIOR BRANCH



**JB USA empowers youth through education to foster inclusiveness, social awareness, and action within local, national, and international communities.**

Junior Branch, the youth-led division of CISV, represents an active and integral component of the organization. CISV's Junior Branch members (JBers, typically between the ages of 11-25) are local CISVers, who develop their intercultural and leadership skills through organizing educational and local activities, with an emphasis on community impact. JBers often take an active and independent role in the functioning of their chapters. Through their national and international network, JBers develop confidence and problem-solving skills while driving the organization forward year-by-year. Junior Branch places young people in new and complex environments, preparing them for the challenges and opportunities of college and life beyond. The JB experience results in a community of inspired, autonomous, and ambitious young people who have found their voice and are ready to tackle the world.

### Leadership and Community Involvement

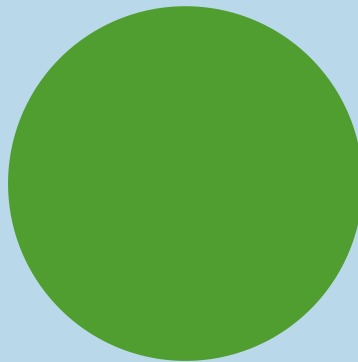
JBers lead the charge in committing CISV principles at the local level. Each local Junior Branch has a JB board that plans activities and projects for the year, connecting young leaders with their communities. Activities focus on experiential and hands-on work, bringing JBers from across the city together to navigate through critical issues on a variety of real-world concerns, including human rights and diversity.



**CISV USA**

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# THANK YOU



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