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INTERNS FOR PEACE

Nitzanei Shalom

Bara'em As'salaam

Buds of Peace

165 East 56th Street • New York, NY 10022 • Tel. (212) 319-4545 • Fax (212) 319-4549

President Bill Clinton & Vice President Al Gore  
The White House  
1600 Pennsylvania Avenue, Washington, D.C.

January 22, 1993

Dear President Bill Clinton and Vice President Al Gore:

We are inspired by your Inaugural address which calls upon the American people to join a "season of service".

We would like to bring to your administration's attention the philosophy and methodology of INTERNS FOR PEACE (IFP)- a training program of Israeli Jewish - Israeli Arab cooperation through community work. The IFP action approach enables peoples from differing and often conflicting ethnic groups to come together to achieve common goals in business, education, sports, recreation, the arts, community development and the work place. The Interns, who facilitate these Interactions, are primarily college graduates from both conflicting groups. For 17 years, IFP trained 150 community workers, who brought together 68,000 Israeli Jewish and Israeli Arab citizens in COMMUNITY BASED ACTION (not dialogue). (See enclosures)

We believe IFP could offer some pragmatic advice for:

\* A National Service Corps advocated by you, President Clinton. IFP could offer a methodology for the recruitment, training, field assignments and guidance of teams of college graduates, from diverse backgrounds, to live in our inner cities, and cooperatively work with the local residents in designing and implementing projects to renew these neighborhoods. A suggested period of service would be about 22 months, including 6 months of intensive training on native American reservations.

\* A Revised Peace Corps, which is concerned about peace building and not just delivery systems and economic uplifting. A revised Peace Corps needs to respond to the new reality that with the end of bipolar rivalry, communal conflicts now threaten human survival. While a global economy brings us together, ethnic strife is tearing the world apart. IFP fosters the long term solution of mutual tolerance on a communal level. A Peace Corps, utilizing the IFP peace building approach, could bolster all democracies, with 'tribal' divisions, whether they be Asia (India), Europe (Russia) or Africa (Egypt).

We invite you, President Clinton, Vice-President Gore and your Cabinet to explore together with us how INTERNS FOR PEACE and your administration could work together to foster peace and ethnic cooperation in the United States and the world.

In deepest respect, Shalom and Salaam,

Rabbi Bruce M. Cohen  
International Director, Tel Aviv

Karen Wald Cohen  
Education Director, New York

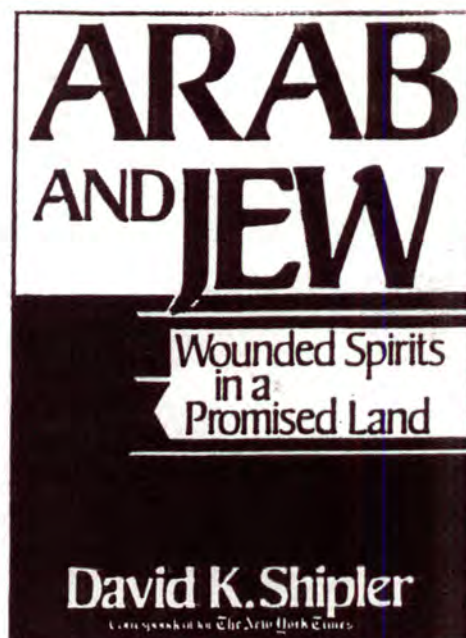


The following is one of many references to *Interns for Peace*\* in David Shipler's Pulitzer Prize winning Arab and Jew: Wounded Spirits in a Promised Land (Times Books, 1986), pages 543-545.

Rabbi Bruce Cohen, who runs the project called Interns for Peace, believes that dialogue is less effective than activities are. And so since the late 1970s he has recruited a few young people each year, mostly American Jews in their twenties, put them through intensive Arabic and Hebrew courses, and assigned them to live for two years in Arab villages in the Galilee with the aim of building up a network of joint Arab-Jewish construction, recreation, and educational projects.

The early years of this effort were difficult, with considerable suspicion and lack of interest on both sides. Radical Arabs spread accusations that the Jews were spies and foreign agents. Some Israeli Jews looked on them as naive, outside do-gooders without the sophistication to understand the ways of the Middle East. But gradually they gained the respect of the communities they worked with, and I found them to be among the most remarkable and impressive young people I have encountered anywhere. They were full of an idealism that never flew off into fantasies about saving the world, a conviction firmly rooted in reality that they might be able to stimulate a process that could do some limited good. Neither romantic nor cynical, they were perceptive about the obstacles but determined to try to mount them. They devoted themselves to taking the small steps that can make small differences, and they were guided skillfully by Farhat Agbaria, a warm, open-minded Arab who provided a healthy balance between the desirable and the possible.

At first, Bruce was able to recruit an occasional Israeli Arab to join the interns, but he had trouble at-



tracting Israeli Jews. This seemed partly because the three years of mandatory army service, followed by college, put a Jew into his mid-twenties by the time he was available for such an enterprise, and at that age he wanted to get on with his life. But it was also the result of a broad lack of sensitivity in Israel to the need for an effort like this, a sensitivity that began to rise during the Lebanon war. In 1984, after a public-relations campaign helped by Arab and Jewish soccer stars, 170 Israelis applied, and three Jews were selected. The program went into four Arab and three Jewish towns. By 1985, with concern stimulated by the

rising popularity of Kahane racism, the program expanded further, into a total of seven Arab and nine Jewish communities.

Like the Peace Corps, the experience was probably more beneficial for the interns than for the Arabs and Jews they were trying to bring together. But by the mid-1980s, the program was beginning to have some visible effects. After completing their two years, some of the interns used their newly gained expertise to foster and lead other projects promoting Arab-Jewish cooperation, thus forming a growing reservoir of talent for Israel in a vital area. And some of the joint efforts they launched as interns were being absorbed into the established routines of local institutions. Some Jewish and Arab elementary schools made periodic visits between fifth-grade classes part of their normal calendar. A joint summer camp was operating for a couple of weeks each year. Community centers were running sports programs for Arabs and Jews, and playgrounds were being constructed and refurbished by Arab and Jewish youngsters working together.

\* Note: In Hebrew, Interns For Peace is called Nizanei Shalom, and in Arabic Bara'em AsSalaam which means Buds of Peace.

Tax-deductible gifts should be made payable and mailed to: Interns for Peace

INTERNS FOR PEACE  
165 East 56th Street  
New York, New York 10022



PHOTOCOPY  
PRESERVATION

Rehov Guela 35  
Tel Aviv, Israel  
(03) 657995





**RABBI BRUCE M. COHEN**  
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**INTERNS FOR PEACE**  
**1993 INTERN SCHOLARSHIP**

**OVER 150 INTERNS TRAINED**

**OVER 68,000 PARTICIPANTS**

## INTERNS FOR PEACE (IFP) - 1993 INTERN SCHOLARSHIP

In 1993, Israeli Jewish-Israeli Arab relations are a top priority. The Cold War has ended and a Middle East Peace process gains in momentum daily. The relations Jews and Arabs develop on a community level now become a major factor for advancing peace throughout the Middle East.

Despite sabotage actions against the peace talks by extremists, IFP witnesses a groundswell in the number of Jews and Arabs participating in joint activities. Over 7,000 Jews and Arabs were brought together by IFP in this past year at a cost of \$18 for a participant per event or \$36 for 2 Israelis- a Jew and an Arab- to be involved in an activity filled day with each other in one of the 6 IFP project areas. ( For \$108, 1 Jew and 1 Arab interact throughout the year in a continuing series of common action.)

Since its founding in 1976, IFP counts over 68,000 participants and 150 Interns trained. Since the mid- 1980's, over 60% of all Interns have been Israeli-equally represented by Jews and Arabs. Our Intern graduates have either founded or staffed over 18 major organizations to improve majority-minority cooperation, initiated since IFP began training professionals. Recognizing these successes, President Chaim Herzog awarded IFP the 1989 Marcus Sieff Prize in Jewish-Arab relations. A full list of awards is attached.

What factors account for this dramatic IFP success?

First, Israeli Jews are more positive towards interaction with Israeli Arabs. During the Gulf War, Israeli Arabs demonstrated their loyalty to their fellow Jewish citizens.

Second, the Gulf War validated the IFP community to community approach. IFP works. The very Israeli Arab cities that offered home hospitality to Jews made homeless by Saddam's Scud attacks were the same cities where IFP community workers lived and labored to improve inter-group relations over these past 16 years.

Third, as a community work program, IFP offers projects which meet the immediate interest of Jews and Arabs and naturally attracts large numbers.

Fourth, IFP projects emphasize doing over dialogue, seek interaction but not integration, are culturally respectful and reinforce community values.

Fifth, IFP Interns are beneficiaries of the wisdom painstakingly learned by IFP over past 16 arduous years. Today, one Intern is able to bring thousands of Israeli Jews and Israeli Arabs-adults and youth- together in the community, home, workplace, classroom, art center, and sports field.

Sixth, and most importantly, the vast majority of Jewish and Arab citizens view their participation in IFP as reinforcing the momentum for peace.

In this volatile time period, IFP seeks to bring greater understanding on a community to community level within Israel among its Jewish and Arab citizens. IFP has served over 25 Jewish and Arab cities. By expanding its programming for graduate Interns to work after their Internship, IFP will be able to reach out to many more Jewish and Arab cities in Israel.



Further, IFP has developed a Guidebooks Project or "Do It Yourself" booklets to help future generations of Interns and community leaders to develop the IFP 6 projects. With Wayne State University's School of Conflict Resolution, the Guidebooks Project catalogues ways for other countries, like Northern Ireland, Germany, South Africa or the United States, to adapt the IFP methodology for resolving their unique majority-minority conflicts.

IFP is reaching out with innovative projects, like "Citizen to Citizen" to nurture tolerance and pluralism among new immigrants from the former Soviet Union. By their sheer numbers, Soviet Jews will determine the face of Israeli democracy in the 21st century. Soviet, Ethiopian and all new immigrants need IFP to improve the quality of life so that they stay in Israel.

IFP requests consideration of one or more full or partial Intern Scholarships. The direct (and indirect) cost of fully supporting the work of one Intern, who has the potential to bring together over 1,360 Jews and Arabs during a year, costs \$25,000. Full or Partial Intern Scholarships can be earmarked. Scholarships may be named in honor or memory of someone. Scholarships may also be designated for Interns to work in one of the following IFP 6 project areas:

Education for Democracy  
Sports As A Common Language  
The Arts  
Workplace Relations  
Mutual Community Improvement  
Women United

All Patron Gift Givers of \$2,500 or more receive detailed quarterly activity reports on their investment in the IFP Internship program. In addition, all gift givers, of any amount, receive the "IFP Reports" about 3 times a year. An audited fiscal report is available at the IFP New York office, 165 East 56th Street, New York, New York 10022 212-319-4545.

Endowments and Living Wills can be established so that the vital work of IFP is passed on from one generation to another in bolstering tolerance, pluralism and democracy in Israel, creating a climate conducive for peace.

Tax-deductible gifts to INTERNS FOR PEACE, Inc.  
should be mailed to:

INTERNS FOR PEACE, 165 East 56th Street, New York, New York 10022

"Interns sends teams of Jews and Arabs into Israeli Arab and Jewish towns to organize... and build long-term personal relationships.."

Thomas Friedman, From Beirut to Jerusalem (1989 Pulitzer Prize)

## **Interns for Peace=Nitzanei Shalom =Bara'em As'salaam=Buds of Peace**

### HISTORY:

Initiated and operated equally by Jews and Arabs, INTERNS FOR PEACE is an independent, non-profit, non-political program to train professionals adept at fostering understanding and respect between the Jewish and Arab citizens of Israel on a community level through common action. Founded in 1976, IFP is a positive response to the first "Land Day", when the death of six Israeli Arab youth underscored the growing tensions between Jews and Arabs and the need to develop a community based training program for professional conflict resolution workers. After Land Day, Rabbi Bruce Cohen went to Israel (Project 5737) to design IFP using an American Jewish Committee study: "The Arabs in Israel -The Challenge, The Dilemma and The Promise."(1970)

IFP has recruited and trained over 150 Jewish and Arab Interns to live and work in neighboring communities for up to two years. The Interns bring together Jewish and Arab neighbors in action projects ranging from education, sports and the arts, to industry and community development. Over 68,000 Israelis have participated in IFP activities. Many graduate Interns and participants continue as leaders in Jewish-Arab relations.

### IFP 's SCOPE: ISRAELI CITIZENS WITHIN ISRAEL PROPER

Within Israel proper, IFP operates in five major regions:

- \* Tel Aviv-Jaffa (Gush Dan),
- \* Herzelia/Netanya (Sharon Plain),
- \* Hadera (Central/Wadi Ara),
- \* Haifa Bay/Acre (The Krayot),
- \* Nazareth/Afula (Jezreel Valley).

Over half of Israel's 4.6 million Jewish and Arab citizens live in these five regions in which more than 35 Jewish and Arab communities have been actively involved.

### OPERATING PHILOSOPHY: ALL DIFFICULTIES ARE CHALLENGES

IFP seeks to turn obstacles into opportunities. The 1982 War in Lebanon pushed IFP to service and, thus, receive support from Jewish cities. The Shatilla / Sabra massacres revealed massive Arab community support for IFP. The Kahane race riots in 1985 motivated Israelis - Jews and Arabs - to become Interns. Since then, over 55% of the Interns are Israeli. The "Intifada", Uprising, motivated Mayor Lahat to invite IFP into Tel Aviv-Jaffa, fostered new IFP programs, like Women United and began Jewish Federation support for IFP. The Gulf War validated the IFP community to community approach. Home hospitality offered to Jews made homeless by Saddam's Scud attacks came from the same cities where IFP community workers lived and labored to improve inter-group relations over these past 16 years. After Desert Storm, the Jewish Agency gave IFP funding to work in the mixed cities of Ramle and Lod.



*"Fruitful cooperation must be based on mutual confidence and confidence can be created only by cultivation of personal relationships."*

*--Albert Einstein*

## DESCRIPTION OF IFP ACTION-ORIENTED PROJECTS

\* EDUCATION FOR DEMOCRACY has the full approval of Israel's Ministry of Education. It pairs neighboring Jewish and Arab schools for a series of carefully structured monthly interactions for 5th through 12th graders. The active involvement of educators and parents (Parent to Parent) is essential to the project's success. Because of IFP, 7,000 Jewish and Arab youngsters visit each other's schools, communities and homes. Cited by Israel's Ministry of Education as a model "Education for Democracy" program, IFP's experiential approach is unique in bringing youth together in each other's communities and involving them in activities that go beyond dialogue. An IFP Hebrew Guidebook is available to parents and teachers.

\* SPORTS AS A COMMON LANGUAGE involves professional Israeli Jewish and Israeli Arab athletes as role models, and major sports institutes, like the Israel Tennis Center. It brings together over 1,500 Jews and Arabs annually in **MIXED** teams and classes in baseball, basketball, tennis and soccer. Regional and national IFP sports events, such as our summer soccer camp, the annual peace run and exhibition games, bring message of cooperation to many thousands.

\* MUTUAL COMMUNITY IMPROVEMENT brings together 1,500 Jews and Arabs each year to build public parks, plant trees and paint wall murals. All projects are done in both Jewish and Arab sectors to improve the quality of life in their shared region.

New Projects for 1993 in this area:

"Citizen to Citizen" -Absorbing Russian Youth in Highway Safety Leadership

" Youth Against Drugs and For Education"

"Mutual Community Development"- Equal delivery systems to Jewish and Arab cities.

\* INDUSTRY PROJECT consists of two components:

1) The Workplace Relations program, which helps approximately 500 workers/managers each year to build understanding by establishing summer camps for their kids.

2) The establishment of the CENTER FOR JEWISH/ARAB ECONOMIC DEVELOPMENT, which encourages economic cooperation between Jews and Arabs. The Center, an IFP affiliate, shares office space and tax-deductible status with IFP.

\* CULTURAL INTERACTION, often in cooperation with the Israel Community Center Association or Histadrut, involves over 2,000 Israeli Jews and Arabs each year in cultural events such as regional art, music, dance, and theater festivals.

\* WOMEN UNITED is our newest Adult Interest Group program. Every three weeks, groups meet alternately in Jewish and Arab hostesses homes. Each group sets its own annual agenda. The 1993 IFP National Jewish-Arab Women's Conference will be held in Tel Aviv-Jaffa and over 200 delegates will attend.



"Social barriers build suspicion and mistrust. But, inter-ethnic learning, sports, and action teams knit people together"

--The Journal of Personality and Social Psychology (August, 1989)

### KEY FEATURES OF IFP COOPERATIVE ACTIVITIES

- \* EQUALLY DEVELOPED BY ISRAELI JEWS AND ISRAEL ARABS - Following the first Land Day in 1976, 15 Jews and 15 Arabs designed INTERNS FOR PEACE at a special meeting at Hebrew University. Since then, IFP has been equally governed, staffed, and implemented by both Jews and Arabs.
- \* NON-PARTISAN ALIGNMENT As a community work program, which is invited into communities by democratically elected local officials, IFP abstains from partisan politics. IFP cooperates with all pro-democratic national/local associations and avoids political activism on any governmental level.
- \* NON-POLITICAL FOCUS - IFP has no political platform. Our program goals are to train community workers on how to bring Jewish and Arab citizens together in action-oriented activities.
- \* ACTION-ORIENTED VS. DIALOGUE - Our experience: By starting with cooperative action to achieve commonly shared goals, Jews and Arabs tend to break out of former stereotypes. Action helps people build bridges. On the other hand, by beginning with dialogue, prior inter-ethnic hatreds tend to be reinforced.
- \* MULTIFACETED - Each individual is unique and has a few special interests. IFP develops diverse action-oriented activities which (are legal) and appeal to large numbers of Jews and Arabs.
- \* FOR ALL GENERATIONS -IFP sees Israeli children, Jews and Arab, as the future leadership of Israel. We also work with their older relatives and neighbors who influence the children's fears.
- \* COEXISTENCE WITHIN COMMUNITIES WHERE PEOPLE LIVE - Over 83% of Israeli Jews have still never visited an Arab home, even though Jews and Arabs live no more than a 15 minute drive from each other. A major fear of Jews in joining a cooperative activity is to visit an Israeli Arab community. Structuring the activity in both communities encourages the Jewish side to overcome their fear. A retreat setting or neutral venue only reinforces avoidance which most Jews have already practiced for years.
- \* INVOLVES LOCAL LEADERS IN CONTINUING ROLE - IFP establishes Regional Jewish-Arab Leadership Cabinets in order to actively involve the local leaders in cooperation. Over the past 14 years, IFP has witnessed several of these local advisors, Jews and Arabs, go on to become national Israeli leaders.



"..I found them (the Interns) to be among the most remarkable and impressive people I have encountered anywhere...Neither romantic nor cynical, they were perceptive about the obstacles but determined to try to mount them. They devoted themselves to taking the small steps that can make differences."

David Shipler Arab and Jew (1986 Pulitzer Prize)

### THE INTERNS

Interns are college graduates or adults with an equivalent life experience. Interns are either Jews or Arabs from Israel or abroad, who are proud of their people. If from abroad, Interns must have a six month experience in Israel BEFORE IFP and an advanced level of Hebrew. Interns have skills in one of the six IFP project areas and enjoy working with people. Interns have flexibility, cultural respect, and a high tolerance for ambiguity.

Interns view all difficulties as "challenges or opportunities" for improvement.

One well-trained, motivated and talented Intern can effectively bring together thousands of Jews and Arabs. Community work interns serve for a period of up to two years. The "Intern for Peace" experience is unique. No other conflict resolution program provides such in depth field training. IFP graduates use their experience and training in a variety of ways to further the goals of peace and democracy in Israel and throughout the world.

### INTERN PROFILE

In the past 16 years, IFP recruited and trained over 150 Jewish and Arab interns--from Israel, England, Australia, Germany, Argentina, Canada, The United States and the Commonwealth of Puerto Rico. When IFP began, 30% of the interns were Israeli and 70% non-Israeli. By the mid-1980's, this was reversed, with 60% Israeli Interns, equally represented by Jews and Arabs, and 40% non-Israeli. The partnership among Israeli and non-Israeli Interns increases IFP's impact. The average Intern age has been 32 years old.

### GUIDANCE OF INTERN COMMUNITY WORKERS

Interns receive an intensive but limited one month orientation to IFP theory and practicum and then are assigned, usually 2 per region, to live and work in a Jewish and /or Arab city. Interns meet every Sunday for Arabic training and an all IFP staff meeting. On going training is provided throughout the year. Living and work assignments are NOT guaranteed during the Internship. Constant change exists in community work.

As the Interns are adults, IFP does not serve as "in locus parentis". IFP provides each intern with a 'living'stipend, health insurance, inter-regional travel reimbursements.

The Interns receive free housing from Jewish and Arab host communities and guidance of regional leadership councils composed of local people of both sectors. A professional staff of Jewish or Arab community workers guides the Interns at least once a week. IFP Program Policy is by set the Israeli Board, consisting of 10 Jews and 10 Arabs, whose chairperson alternates every two years between a Jew and an Arab. A North American Board of 20 individuals sets recruitment and fundraising policy. Staff biographies and lists of Board of Directors are found in the Appendix.

"After completing their two years ... interns used their newly gained expertise to foster and lead other projects promoting Jewish-Arab cooperation, thus forming a growing reservoir of talent for Israel in this vital area."

David Shipler, ARAB AND JEW

## 1st SUCCESS: GRADUATE INTERNS IN ISRAEL = PROFESSIONAL PEACE MAKERS

When IFP was founded 16 years ago, a few groups were active in Jewish-Arab relations. Today, after IFP trained more than 150 Interns, over 51 Israeli groups are working to advancing Jewish-Arab relations. IFP graduates have either founded or been on the professional staff of the following Israeli organizations (partial list):

\*Center for Jewish-Arab Economic Development (Initiated by IFP)

"Economic cooperation to create a better life for all Israelis"

\*Givat Haviva Center of Kibbutz Artzi (in Memory of Haviva Reich)

"Weekend Jewish-Arab Youth Seminars, Children Teaching Children"

\*Haifa Center for Rape Crisis Victims

"Outreach Project to Abused Jewish and Arab Women"

\*Heart to Heart Youth Camps: of W.U.P.J. and ARZA, (Reform Judaism)

"Eight day Summer Camp, three day Passover and/or Hannukah Camp"

\*Institute for Education for Coexistence Between Jews and Arabs

"Curriculum reform and In Service Teacher Training"

\*Israeli Interfaith Association

"School curriculum, called 'Neighbors' for junior high schools"

\*Kiyum Yachdav- (Existing Together)

"Jewish-Arab project of Community Centers in the Haifa Area"

\*Neve Shalom/Wahat Al-Salaam (Oasis of Peace)

"School for Peace Workshops for Teenagers"

\*Partnership (Shutafut)

"Jews and Arabs in Haifa cooperate to improve social conditions"

\*Noar (Youth Who Sing a Different Tune)

"Jewish-Arab Teen Discussion Group, often meets in IFP Tel Aviv office"

\*Los Angeles Jewish Federation Project Renewal in Jaffa



"The attitude we Jews adopt toward the Arab minority in Israel will provide the real test of our moral standards as a people."

Albert Einstein

## 2nd SUCCESS: GRADUATE INTERNS IN WORLD= FOSTER GREATER AWARENESS OF ISRAELI ARABS & DEVELOP MODELS TO MIMIC

Several IFP Graduate Interns have returned to North America to assume positions in Jewish communal life, where they are sensitizing Americans towards understanding Israel's Arab minority. Intern Graduates are (or have been) active with the following organizations (partial list):

- \*American Jewish Committee
- \*American Jewish World Service
- \*Arab-Jewish Network-" Newsletter on Reconciliation in Israel"
- \*Barnard College: Development Officer
- \*Bay Area/San Francisco Hillel Association: Rabbinic Director
- \*Dorot Foundation: Israel Program Assistant
- \*Hebrew Immigrant Aid Society (HIAS)
- \*Interns For Peace: Education Director
- \*Jewish Theological Seminary: Judaica Studies Student
- \*NYANA-New York Association of New Americans
- \*New Israel Fund: Education officer
- \*Reconstructionist Rabbinic College: Rabbinic Student
- \*School of Jewish Communal Services-HUC-JIR, Los Angeles: Student
- \*Union of American Hebrew Congregations: Youth Division

INTERNS FOR PEACE is grateful to our Graduate Interns, who have given of their time to join the IFP Speakers Bureau in North America. These IFP graduates have spoken about their experiences as Interns to Synagogues, Churches and civic organizations.

" ..by the mid 1980's, ... some of the joint efforts they launched as interns were being absorbed into the established routines of local institutions and communities."

David Shipler, ARAB AND JEW

### 3rd SUCCESS: IFP PART OF DAILY LIFE IN CITIES WHERE IFP OPERATES

A measurement of IFP success is when the people make positive Jewish-Arab relations a central part of their lives and they continue the activities with more community responsibility. IFP can point to the following projects, where local leaders advanced the initial efforts of IFP.

\*The Awarding of the President's 1987 Prize for Tolerance to the fifth grade classes from the Arab School of Ibillin and the Jewish School of Kiryat Ata. (These schools were paired by IFP in 1981 as part of our Education for Democracy Project. By 1984, the educators were continuing without the intervention of Interns).

\* American-Israel Baseball League continues to involve Israeli Arab and Jewish Youth, including Soviet and Ethiopian Jewish boys from absorption centers.

\*Israel Tennis Center Association expands its outreach to Israel's Arab communities.

\*The Mata Margarine Factory in Hadera, owned by Koor Industries, Histadrut, maintains its concern for Jewish-Arab relations after participating in IFP Workplace Relations Seminars.

\* The IFP Guidebook on Education For Democracy Used by Israel's Ministry of Education in teacher training program on coexistence.

\* Jewish and Arab Community Centers in Haifa Area form association to institutionalize their relations, called "Existing Together."

\*IFP Interfaith Calendar, the only Israeli calendar to relate to all peoples and faiths in Israel, becomes major educational resource in Israeli schools and governmental offices.

\*Jewish and Arab Artists at IFP Art Festival in 1986 continue to participate in regional art fairs and art camps for children to create IFP Interfaith Art Calendar.

\*Sports Heroes, Jews and Arabs, continue their involvement in sports clinics and camps to teach tolerance to Israeli youth.

\*Women United Groups continue without IFP formal intervention.

\* Ramle Jewish-Arab Art Festival adopted by Mayor Moshe Peretz as annual event-1993.

\*Ministry of Education funds Mosaic Peace Mural at Golani Junction with IFP Education for Democracy Schools in Tiberius and Touraan-1992.

\* The Jewish Teva School in Tel Aviv and Arab Terra Santa School in Jaffa have teachers trained to implement pupil Interactions without IFP-1992.



"President Herzog of Israel came to inspect the work of Interns for Peace,...which specializes in arranging introductions between Jewish and Arab Israeli schools. This year 15,000 children will meet each other to learn about each other's way of life".

Ian Murray, THE TIMES OF LONDON, Thursday January 29, 1987

#### FOURTH SUCCESS: BEING RECOGNIZED AS A MODEL FOR REPLICATION:

A Founding Goal of IFP was to develop models of conflict resolution for other areas where majority-minority tensions exist, such as Northern Ireland, India and Sri Lanka. IFP has received media attention and awards worthy of examination by other peoples in need of reconciliation.

#### AWARDS RECEIVED BY IFP (partial list):

\*February 1981- The Herbert Armstrong Prize in Democracy from the International Cultural Center for Youth, Jerusalem.

\* November 1986, Nobel Peace Prize laureate Elie Wiesel presented Rabbi Cohen with the second annual "Abraham Joshua Heschel Award for Peacemaking in a Jewish Tradition", from the Jewish Peace Fellowship.

\* May 1989, President Chaim Herzog awarded IFP with the 1989 Marcus Sieff Prize in Jewish-Arab relations.

#### TV EXPOSURE RECEIVED BY IFP (partial list):

IFP has also been featured in the following TV news programs and documentaries (the New York office has VHS copies):

\*CBS Morning News - Bob Simon does an in depth study of IFP's first 5 years of operation in the Galilee and Hadersa regions. December 1981.

\*CNN "Looking Up" - IFP Soccer Camp and American-Israel Baseball with involvement of Arab and Soviet/Ethiopian Jewish boys. September 1986.

\*CBS KHOU TV - Interns in Tira, focuses on Education For Democracy. June 1987.

\*PBS " Arab and Jew" - the half hour shows the efforts being made within Israel to build bridges of understanding between Jews and Arabs. Interns and teachers describe these efforts with youth. May 1989

\*PBS "Talking to Enemies" - concise yet detailed segment shows how Interns work in both sectors to prepare youth to meet each other. January 1990

" As a farsighted, creative, and innovative leader, you are invited to join us in this pioneering endeavor by becoming a LEADERSHIP gift giver with a tax-deductible \$5,000 or more per year for the next three years, as we have done. You will have the personal satisfaction of helping to create an environment where Israeli Jews and Israeli Arabs can live together in mutual respect and cooperation. Won't you decide to make an investment toward improving the quality of life in Israel ? Your gift to INTERNS FOR PEACE will help bridge the communication gap between Israel's Jewish and Arab citizens, and thereby help insure its survival as a democratic society in the Middle East."

Edgar Bronfman

Philip Klutznick

Matthew Rosenhaus: IFP Founding Chair, May His Memory Be Blessed.

(Co-signers of above letter to 500 Jewish leaders, September 1978)

#### IFP PATRONS: JEWISH FEDERATIONS, CHURCH AND CIVIC GROUPS:

Almost 16 years ago, IFP was established by "Project 5737", an affiliate of the New Haven Jewish Federation and primarily funded by Herb Setlow, John Liner, Leo Nevas, Hattie and Arnold Segal, Bob Marcus, Audrey Flack and Philip Ritter from North America and Abie Nathan from Israel. Since then, 116 individuals, foundations, Jewish Federations, Church and civic groups responded to the above letter from the Founding Patrons. An IFP Patron has given a gift of \$2,500 or more in one year. We proudly list all IFP Patrons in the Appendix. Their support sustains IFP.

In the 1990's, IFP will be appealing to many more individuals and especially Jewish Federations to help us actualize our full promise. We urge consideration of one or more full or partial Intern Scholarships. The direct (and indirect) cost of fully supporting the work of one Intern for one year is \$25,000. Intern Scholarships and Patron Gifts can be earmarked: in honor and memory of, or for a specific region and project of IFP.

IFP strongly encourages IFP Patrons to consider a multi-year gift, as originally suggested in the 1978 appeal letter, quoted above. Multi-year gifts enable IFP to plan systematically in knowing each year how many Interns we can afford to recruit and the number of Israeli Arab and Jewish communities that will receive a positive response to their request for our community peace workers to live and work with them in building bridges to their neighbors.

Please send tax-deductible gifts payable to:

INTERNS FOR PEACE  
165 East 56th Street  
New York, New York 10022



"... and they were guided skillfully by....a healthy balance between the desirable and the possible."

David Shipler, ARAB AND JEW

### INTERNS FOR PEACE ISRAELI STAFF

**RABBI BRUCE M. COHEN**, International Director/Founder  
Born: 1945, Buffalo, NY.

#### EDUCATION:

B.S., School of Industrial and Labor Relations, Cornell University; B.H.L., M.H.L., Hebrew Union College - Jewish Institute of Religion, Cincinnati Campus.

#### COMMUNITY WORK EXPERIENCE:

Building Organizer, East Harlem Tenants Council; Rabbinic Intern, Union of American Hebrew College Congregations, Inner City of Newark, NJ, Liaison between Jewish and Black communities of Metro New Jersey; Director, Teenage Drop-In Center, Cincinnati Jewish Family Service; Assistant Rabbi, Congregation Mishkan Israel, New Haven, CT; Motivated by death of 6 Israelis during Land Day 1976, Rabbi Cohen moved to Israel to strengthen Jewish-Arab relations (Project 5737). Utilizing an American Jewish Committee Study: "The Arabs in Israel -The Challenge, The Dilemma and The Promise" he initially involved 15 Jewish and 15 Arab conflict-resolution activists in designing and implementing INTERNS FOR PEACE.

**ABED SHAIB**, Israeli Coordinator of Special Projects & Israeli Recruitment  
Born: 1955, Dabouriya - Valley of Jezreel, Galilee Region - Israel.

#### EDUCATION:

B.A.W., School of Social Work/Community Work, Haifa University, Israel.

#### COMMUNITY WORK EXPERIENCE:

Intern in IFP in Baka El Gharbiya 1984-85, Intern in IFP in Shfar Am 1985-1986, Intern in IFP in Dabouriya 1986-1987, Coordinator of Israeli Recruitment 1987-1988, Founding Director of Dabouriya Community Center 1988-1990, Galilee Director for the Israeli Society Against Cancer Anti-Smoking Educational Campaign 1991 to present, Currently, IFP Coordinator of Education for Democracy & Israeli Recruitment-Part-time position.

**KAREN WALD COHEN**, Educational Director  
Born: 1947, Ossining, New York

#### EDUCATION:

B.A. New York University, M.A. in Theater, New York University

#### COMMUNITY WORK EXPERIENCE:

Founder of Meet the Artists at Lincoln Center, NY 1976, Organizer of American Jewish Congress and Union of American Hebrew Congregations Refusenik Missions to Russia and Jewish World Communities Tours 1979-1990, Joined INTERNS FOR PEACE staff on full-time basis September, 1989.

**THE GUIDEBOOKS PROJECT**  
**of**  
**INTERNS FOR PEACE**

**"Suggested Avenues to Resolve Ethnic Conflicts  
in Israel and  
throughout a World,  
which is Coming More Together  
and More Apart"**

**Proposed by: Rabbi Bruce M. Cohen & Karen Wald Cohen**



## **BRIEF SUMMARY OF CONTENT OF GUIDEBOOKS PROJECT:**

INTERNS FOR PEACE (IFP) is a leader in developing educational models. IFP remains the pioneer in educating conflict resolution workers through in-field training experiences of up to two years. Our community work Interns learn how to change attitudes by an 'affective' (emotional) or action educational approach rather than a 'cognitive' or dialogue methodology.

New Interns often "reinvent the wheel" if they do not receive documentation. Veteran (graduate) Interns can provide their input based on their field experience of the proper steps to successfully develop a project. These IFP Guidebooks document the work of IFP to help pass on the information and experiences already learned. The IFP Guidebooks also empower local leaders. Local leaders will be more confident to initiate cooperative ventures with these "How To Do It Yourself Manuals" in six IFP Action project areas: Education, Women United, Workplace Relations, Mutual Community Development, Sports, and the Arts.

## **GUIDEBOOK OBJECTIVES:**

The basic objectives of the IFP Guidebooks Project are to catalogue the learning experiences in conflict resolution over the past 17 years so as to:

- \* encourage Graduate Interns to document the lessons learned in the field.
- \* pass on to future generations of Interns a written "Torah" and not reinvent the wheel.
- \* strengthen 1 month orientation of new Interns.
- \* decrease start up time for new projects with this "blueprint for action".
- \* give Interns greater legitimacy as resources in project development.
- \* empower community leaders to initiate and lead project development.
- \* foster greater Israeli public awareness of positive Jewish-Arab relations as a living reality.
- \* replicate in other areas of the world, where majorities and minorities need to improve understanding, tolerance, and cooperation.

## **GUIDEBOOKS PROJECT IS AN EXPANSION OF EXISTING PROGRAMS**

### **METHODOLOGY:** What is Currently Being Done in Guidebooks Project

The project is relatively new as it was commenced in August of 1992. It is an expansion of the IFP Guidebook on Education For Democracy completed in 1987. The current Project Advisory committee consists of Rabbi Bruce M. Cohen, Founder/International Director of IFP; Karen Wald Cohen, Education Director of IFP; Abdel Rauf Shaib, Graduate Intern 1984-1988, Director of Dabouryia Community Center 1988-199 , Guide to IFP Interns 1992; Gershon Baskin, Graduate Intern 1978-1981, Founder of the Institute for Education for Coexistence of Jews and Arabs in Israel 1981-1987, & Founder/Director of the Israel/Palestine Center for Research and Information; Dr. Janet Carter, Executive Director of The Bruner Foundation; Dr. Fred Pearson, Chairman of the Center for Peace and Conflict Resolution Studies at Wayne State University; Rafat Dipsey, Director of Education, Arab Sector of Lod; Dr. Yossi Katan, Director, Graduate

School of Community Work, Tel Aviv University; Sidney Liskofsky, Executive Director, Blaustein Institute for the Advancement of Human Rights of the American Jewish Committee and, IFP would like to invite Professor Eugene Wiener, Co-Founder of the Abraham Fund and IFP Founding Board Member in the late 1970's to the early 1980's.

### **TIMETABLE**

#### **1st Year - Initial Stages of Development**

Summer of 92-Filing and Indexing old Intern Reports-Seth Appel

September of 92-Computer entry of project descriptions, how to do them, what happened and what future Interns need to know.-Gershon Baskin

October of 92-Interviewing Graduate Interns for their critical analysis of their projects.

Spring of 93-First xeroxed edition-English only- tested in a few regions in field

#### **2nd Year- Test Marketing English Edition**

Summer of 93- First edition evaluated by Advisory Council.

Fall of 93- First edition revised for use in 93 Orientation for New Interns.

Winter-Spring of 94- First edition widely tested in field.

Summer of 94- First edition evaluated and undergoes 2nd revision by Advisory council.

#### **3rd Year-Test Marketing Revised English Edition**

Fall of 94- Revised English edition used in 94 Orientation for New Interns.

Winter-Spring of 95- Revised English edition widely tested in field.

Summer of 95- Revised edition evaluated for 3rd English revision by Advisory council.

#### **4th Year-Test Marketing 3rd English revision and first Hebrew translation**

Fall of 95- 3rd English and 1st Hebrew editions used in 95 Orientation for New Interns.

Winter-Spring of 96- 3rd English & 1st Hebrew editions widely tested in field.

Summer of 96- Evaluation of 3rd English and 1st Hebrew editions by Advisory council.

#### **5th Year-Test Marketing 4th English, 2nd Hebrew and 1st Arabic/ Russian editions**

Fall of 96- 4th English, 2nd Hebrew, and 1st Arabic/Russian editions used in 96 Orientation for New Interns.

Winter-Spring, 96- 4th English, 2nd Hebrew, & 1st Arabic/Russian editions widely tested in field.

Summer of 96- Evaluation of 4th English, 2nd Hebrew, & 1st Arabic/Russian editions by Advisory council for first printing on loose leaf paper for spiral punch hole notebooks.

#### **6th Year-New Stage of Funding:**

Printing, Distribution and Marketing of Guidebooks.

System for Continuous Revision of Guidebook Project.



Guidebooks final format is on plastic coated paper with holes to be easily replaced in spiral notebook. In this format, the Guidebooks project can be annually revised, edited and expanded according to the demands of the field of community work in resolving human ethnic conflicts, which is in a continuous state of flux in this rapidly changing world.

## **NEW PROGRAMS**

### **Proposed Development**

#### **THE 11 CHAPTERS OF THE GUIDEBOOK:**

Frontispiece: Recognition of foundations sponsoring IFP Guidebooks Project.  
Introduction by: Rabbi Bruce M. Cohen and Munir Diab, IFP Founders.

**NOTE: Each section in every chapter begins or ends with how section is applicable, with modification, to other trouble spots requiring majority-minority conflict resolution.**

#### **1. INTERNS FOR PEACE- History, goals methods, philosophy.**

This section will provide the Interns (and others) with a full understanding of the unique nature and philosophy of INTERNS FOR PEACE.

GOAL: Intern realizes her/his unique mission

#### **2. THE INTERNSHIP**

In this chapter a schematic plan for the Internship will be outlined. This will include the plan for training the Intern, the in-service plan for the Intern during the Internship, an outline of an Interns life including a month to month plan for activities which will take into account the school calendar and religious holidays.

GOAL: Intern learns how to divide time as Intern

#### **3. THE INTERN**

Intern begins thinking about "Life after IFP" and learns about previous Interns as possible role models, who became professionals in field of Jewish-Arab relations.

GOAL: Intern plans career as IFP Graduate

#### **4. JEWISH-ARAB RELATIONS IN THE STATE OF ISRAEL TODAY**

This chapter will briefly describe the challenges which face the State of Israel today in the field of Jewish-Arab relations. This will include useful quotes by public and government figures.

These quotes will be helpful in understanding the various viewpoints and challenges involved.

GOAL: Intern has overview of entire field

## 5. THE INTERNS FOR PEACE 6 PROJECT AREAS:

Here there will be sub chapters outlining and describing in depth the various IFP Projects.

- a. Education For Democracy
- b. The Arts
- c. Women United
- d. Sports As A Common Language
- e. Community Improvement and Environmental Projects
- f. Workplace Relations

GOAL: Intern learns about all "wheels" invented before joining IFP.

## 6. THE COMMUNITY

This chapter will be general for how to involve local leaders in projects. The chapter will also be specific for each IFP community. It will include an historical brief about the community, a sociological description and a guide for knowing the community covering the community and educational services and functionaries. This will include names, address and telephone numbers. It will also include a list of IFP supporters and helpers in the community. Guidelines for how to act in community during home visitations and sponsoring open houses in Intern's home.

GOAL: Intern becomes comfortable about living in host community and learns how to motivate community leaders to continue with projects.

## 7. JEWISH-ARAB RELATIONS DIRECTORY-

This will include a list of other organizations, programs and projects in the field. It will also include a list of lecturers, consultants and friends of IFP. There will also be a list of key source materials-books, pamphlets, films, videos.

GOAL: Each Intern is a "Merchant of Peace" who can guide people in a community to other organizations of Jewish-Arab relations.

## 8. CURRENT ISSUES AND DILEMMAS

This section will provide the Interns with some ideas regarding the issues of the day e.g. Soviet Jews and Arabs, the immigration and Jewish-Arab relations, the Iraqi War and the Israel Arabs etc. This will be based on relevant media pieces and documents which highlight the issues and provide material for thought.

GOAL: Intern knows about new opportunities

## 9. BIBLIOGRAPHY

Two of the highly recommended books on the bibliography will be the following two anthologies compiled by Rami Hochman: "Jews and Arabs in Israel" and "The Mutual Relations Between Jews and Arabs as an Educational Issue."

GOAL: Intern familiar with wealth of printed knowledge in field.

## 10. FUNDRAISING FOR THE GUIDEBOOKS PROJECTS

This section will provide the Intern with potential sources and methods of local fundraising for their projects. It will also describe how to prepare a budget.

GOAL: Intern learns how to fundraise.



## 11. BASIC GROUP SKILLS AND TIPS

This section will provide the Interns with some helpful hints on how to work with a staff, how to run a meeting, how to organize support groups, etc. David Epstein will be a key consultant here.

GOAL: Intern becomes successful group leader

## Guidebooks Project relate to Current Programs

THE GUIDEBOOKS PROJECT WOULD EVALUATE THE FOLLOWING ACTIVITIES FROM THE FIELD IN THE PAST & PREVIOUS YEARS:

### EVALUATING IFP SUCCESSES

FIRST SUCCESS: CATALYZING JEWISH-ARAB COOPERATIVE PROJECTS.

FOR THE REVIEW COMMITTEE: AN EXAMPLE OF THE SCOPE OF IFP ACTIVITIES DURING 1991-1992 CAN BE FOUND DETAILED IN APPENDIX

IFP SECOND SUCCESS: IFP GRADUATE INTERNS IN ISRAEL:

### PROFESSIONALS IN JEWISH-ARAB RELATIONS

When IFP was founded 14 years ago, a few groups were active in Jewish-Arab relations. Today, after IFP trained more than 120 interns, over 51 Israeli groups are working to advancing Jewish-Arab relations. IFP graduates have either founded or been on the professional staff of the following Israeli organizations (partial list):

\*Center for Jewish-Arab Economic Development (Initiated by IFP)

"Economic cooperation to create a better life for all Israelis"

\*Givat Haviva Center of Kibbutz Artzi (in Memory of Haviva Reich)

"Weekend Jewish-Arab Youth Seminars, Children Teaching Children"

\*Haifa Center for Rape Crisis Victims

"Outreach Project to Abused Jewish and Arab Women"

\*Heart to Heart Youth Camps: of W.U.P.J. and ARZA, (Reform Judaism)

"Eight day Summer Camp, three day Passover and/or Hanukkah Camp"

\*Institute for Education for Coexistence Between Jews and Arabs

"Curriculum reform and In Service Teacher Training"

\*Israeli Interfaith Association

"School curriculum, called 'Neighbors' for junior high schools"

- \*Kiyum Yachdav (Existing Together)  
"Jewish-Arab project of Community Centers in the Haifa Area"
- \*Neve Shalom/Wahat Al-Salaam (Oasis of Peace)  
"School for Peace Workshops for Teenagers"
- \*Partnership (Shutafut)  
"Jews and Arabs in Haifa cooperate to improve social conditions"
- \*Noar (Youth Who Sing a Different Tune)  
"Jewish-Arab Teen Discussion Group, often meets in IFP Tel Aviv office"
- \*Los Angeles Jewish Federation Project Renewal in Jaffa  
"Leadership Training of Arab University Students"

### IFP THIRD SUCCESS:

#### COMMUNITY LEADERS TAKE INITIATIVE

A measurement of IFP success is when the people make positive Jewish-Arab relations a central part of the lives and they are able to continue the activities with less input from IFP. IFP points to the following initiatives, where local leaders continued the project:

- \*The Awarding of the President's 1987 Prize for Tolerance to the fifth grade classes from the Arab School of Ibillin and the Jewish School of Kiryat Ata. (These schools were paired by IFP in 1981 as part of our Education for Democracy Project. By 1984, the educators were continuing without the intervention of Interns).
- \* American-Israel Baseball League continues to involve Israeli Arab and Jewish Youth, including Soviet and Ethiopian Jewish boys from absorption centers.
- \*Israel Tennis Center Association expands its outreach to Israel's Arab communities.
- \*The Mata Margarine Factory in Hadera, owned by Koor Industries, Histadrut, maintains its concern for Jewish-Arab relations after participating in IFP Workplace Relations Seminars.
- \* The IFP Guidebook on Education For Democracy Used by Israel's Ministry of Education in teacher training program on coexistence.
- \* Jewish and Arab Community Centers in Haifa Area form association to institutionalize their relations, called "Existing Together."
- \*IFP Interfaith Calendar, the only Israeli calendar to relate to all peoples and faiths in Israel, becomes major educational resource in Israeli schools and governmental offices.



\*Jewish and Arab Artists at IFP Art Festival in 1986 continue to participate in regional art fairs and art camps for children.

\*Sports Heroes, Jews and Arabs, continue their involvement in sports clinics and camps to teach tolerance to Israeli youth.

\*Women United Groups continue without IFP formal intervention.

\* The Education for Democracy Project to Train Youth Leaders in Tel Aviv-Jaffa between The Jewish Teva School and Arab Terra Santa school primarily lead by teachers, with input by Graduate IFP Interns.

\* The Ramla Jewish-Arab Art Festival becomes a recognized cultural community event by Mayor Moshe Peretz of Ramla.

## **A DESCRIPTION OF THE STAFFING REQUIRED**

- 1 Supervisor, Producer & Historian- (Rabbi Bruce Cohen,TA/NY)
- 1 Director (Karen Wald Cohen, Tel Aviv/ New York)
- 1 Editor (Gershon Baskin, Tel Aviv)
- 2 Editors-Arab Edition(Abdel Rauf Shaib & Rafat Dipsey)
- 1 Budget & Computer Director-(Wing Fi Lam,New York)
- 1 Half Time Secretary (Yaffa Glickman, Hebrew)
- 10 Graduate Intern Resource People
- 8 Community Interns,  
Including 1 Intern Coordinator(Seth Ephraim Appel)

## **DURATION OF GUIDEBOOKS PROJECT FOR WHICH FUNDING IS SOUGHT:**

- 5 Years - Preparation to Printing- \$50,000 a year
- 6th Year - Printing-Cost to be determined after evaluation of final edition by the Advisory Council

## **LOCATION OF THE GUIDEBOOKS PROJECTS:**

IFP's experience in placing community work Interns in regions. Please note: IFP encourages all Interns to see themselves operating on a regional basis and not just a Jewish or Arab community. Hence, the following list is written according to region. The IFP Guidebooks Projects seeks to document all past, current and planned activities in the following Jewish and Arab cities.

## **GALILEE REGION:**

INTERNS LIVED IN THE FOLLOWING ARAB CITIES, which paid for Intern housing:  
Tamra(1978-1985) Shfar Am (1985-1988) Dabourya (1985-1987) Kfar Manda(1987-1988)

INTERNS INITIATED PROJECTS IN THE FOLLOWING ARAB CITIES:  
Ibillin, Touraan, Shibli, Kfar Yusif, Central Nazareth, & Dalyat HaCarmel  
Majid Il Krum, Nahef, & Kfar Kana.

IFP PLACED INTERNS TO LIVE IN THE MIXED JEWISH-ARAB CITY OF Akko/Accre:  
1985-1987 - In Accre, IFP cooperatively worked with Van Leer Foundation & Shutafut

INTERNS INITIATED PROJECTS IN THE MIXED JEWISH-ARAB CITY OF Haifa.

INTERNS LIVED IN THE FOLLOWING JEWISH CITIES, which paid for Intern housing:  
Kiryat Ata (1982-1987), Kiryat Yam,(1985-1988), Afula (1985-1989)  
& Kibbutz Hanaton (1988-1990),

KIBBUTZ HOSTING INTERN ORIENTATION:  
Megiddo (1985)

INTERNS INITIATED PROJECTS IN THE FOLLOWING JEWISH CITIES:  
Kiryat Bialik, Kiryat Haim, Upper Nazareth, Tivon, Tiberius

## **WADI ARA/ HADERA REGION:**

INTERNS LIVED IN FOLLOWING ARAB CITIES, which paid for Intern housing:  
Kfar Kara (1978-1985), Ar Ara (1978-1980), Baka El Gharbiya(1985-1988)

INTERNS INITIATED PROJECTS IN THE FOLLOWING ARAB CITIES:  
Um El Fahem, Jatt, Barta'a, Ara, Um El Kutef,Misra

INTERNS LIVED IN THE FOLLOWING JEWISH CITIES, which paid for Intern housing:  
Hadera (1985, 1986)

JEWISH KIBBUTZIM HOSTING INTERN ORIENTATION:  
Barkai(78-82, 90-91), Maanit (87), Metzger (86),

INTERNS INITIATED PROJECTS IN THE FOLLOWING JEWISH CITIES:  
Pardess Hannah, Karkur



## **THE SHARON:**

INTERNS LIVED IN THE FOLLOWING ARAB CITIES, which paid for Intern housing:

Tira City (1985-1991) Taibe(1993-1995 promised: home already rented at \$200 per month or \$2,400 a year)

INTERNS INITIATED PROJECTS IN THE FOLLOWING ARAB CITIES:

Tira 1986- 1992 and Taibe in 1984

ARAB CITY HOSTING INTERN ORIENTATION:

Taibe in 1992-1993 will be the first Arab city to host Intern Orientation. IFP is experimenting with kibbutz (Gezer) 33% and Arab City 67% of Orientation period as host site. The reason for this is that IFP wants its Interns, who primarily live in large urban areas, to experience life in the bedroom suburbs, where over 92% of all Israeli Arabs live according to all levels of social strata.

INTERNS LIVED IN FOLLOWING JEWISH CITIES, which paid for Intern housing:

-0-

JEWISH KIBBUTZIM HOSTING INTERN ORIENTATION:

Ga-ash (1984, 1988) Yakum (1985)

INTERNS INITIATED PROJECTS IN FOLLOWING JEWISH CITIES:

Nof Yam, Herzlia, Kfar Saba, Ranaana, Kochav Yair, and Kibbutz Ramat HaKovesh

## **CENTRAL REGION-GUSH DAN:**

PRIMARILY JEWISH AREA, WITH SMALL POCKET OF ARAB CITIZENS IN JAFFA:

1988-to present - Tel Aviv-Jaffa with Mayor Shlomo Lahat inviting IFP into his city. Promised housing payments still not received.

## **SHEFELA-INNER LOWLAND, SURROUNDING BEN GURION AIRPORT:**

1991 to present

MIXED JEWISH-ARAB CITIES OF RAMLE & LOD:

Ramle with Mayor Moshe Peretz inviting Interns and providing his full support to IFP programs and free housing.

The UJA-Federation of New York paid for apartment in 1991

Lod with Mayor Maxim Levy inviting Interns and promising Intern housing. By February 1992, IFP felt required to transfer 2 Interns from living in Lod as they were operating without the Mayor's full endorsement. IFP wants all Interns to have the best chances to succeed and therefore transferred these two Interns to Schunat HaTikvah of Tel Aviv-Jaffa, where they have been most active.

## AN HISTORICAL PERSPECTIVE ON THE IMPORTANCE OF THE GUIDEBOOKS PROJECT IN EVALUATING SUCCESSES IN VARIOUS CITIES.

Every city provides unique learning lessons. Indeed, in 1993, IFP seeks to succeed in encouraging Mayor Maxim Levy to stand forward for Jewish-Arab relations. If IFP learns how to succeed in Lod, it will help IFP in similar cities, like Afula or Accre (Acco), where the Mayor's often view Jewish-Arab relations with suspicion.

Please Note: From the perspective of Lod, Accre, and Afula, the receptivity already given IFP in Herzlia from Mayor Eli Landau and Vice-Mayor Shmuel Levy seems most promising for the success of Herzlia/Taibe. IFP has done good networking in BOTH cities, Herzliya and Taibe, due to last summer's 1992 Highway Safety Camp, which drew upon the youth and resources of both Herzlia and Taibe Municipalities.

Mayor Eli Landau of Herzliya and Mayor Rafik Haj Yihia of Taibe are two of the most respected and influential mayors in the entire state of Israel. An IFP success in pairing these two communities would be extremely beneficial for the overall advancement of Jewish-Arab relations on a community level throughout the State of Israel.

## THE TARGET GROUP OF THE GUIDEBOOKS PROJECT

On an Individual level:

The training of professionals in Jewish-Arab relations by intensive (living in the community) and extensive (1 to 2 years of) in field community work.

On a Community level:

Works with all generations in both sectors and in all areas of mutual interest.

On an Israeli National level:

Provides a critical mass of 68,000 Israeli adults and youth with "tachlis" concrete activities, generating positive emotional experiences with the 'other side'.

Throughout the State of Israel, the Guidebooks Project fosters greater Israeli public awareness that positive Jewish-Arab relations are a living reality.



INTERNS FOR PEACE was founded to fulfill several unique mandates and the Guidebooks project helps IFP actualize the following:

- \*professionally train human relations workers by in field service.
- \*action-oriented vs. dialogue approach to conflict resolution.
- \*community based coexistence for people to achieve common goals.
- \*relevant projects with appeal for all generations.
- \*involve local leaders for continuing role.

On A Global Level:

Future Interns and Educators that work with INTERNS FOR PEACE as well as Human Relations Workers around the world.

#### **EXPECTED NUMBER OF PARTICIPANTS IN THE PROJECT:**

Over 35 Israeli Jewish and Israeli Arab cities, 68,000 former participants, 150 Graduate Interns.

#### **THE EXPERIENCE IFP HAS HAD IN PRINTING GUIDEBOOKS:**

In 1987, INTERNS FOR PEACE developed a Guidebook but exclusively for it's Education For Democracy Program. This Handbook was funded by the generosity of the Botwinick-Wolfensohn Foundation and the American Jewish Committee's Blaustein Institute for the Advancement of Human Rights. The Guidebook sought to strengthen a series of athletic, artistic, cultural and educational activities which bring Jewish and Arab pupils into positive interaction as part of the regular school calendar during school hours. This 1987 Guidebook suggests a step by step approach for interaction and even offers multiple options for implementation of each step in the process. This Guidebook serves several purposes. It helps the Interns and Educators already involved in the project to expand their work within the school systems in which they presently operate. Secondly, the Guidebook allows the Education For Democracy Program to expand by initiating interactions in regions where IFP does not presently operate.

The 1987 Education For Democracy handbook was written only in Hebrew. The Guidebooks Project is intended to be created in Hebrew, English, and Russian. The 1992-1996 Guidebooks project is multi-disciplinary and a multi-year project. It is also a project that has applications to other trouble spots.

## **STRATEGY FOR OBTAINING FUNDING:**

The Guidebooks Project is already being funded by the following foundations:

|                                    |               |
|------------------------------------|---------------|
| The Bruner Foundation              | \$10,000      |
| German Embassy in Tel Aviv         | 7,000         |
| The Martin Tananbaum Foundation    | 5,000         |
| American Friends Service Committee | 5,000         |
| United Council of Churches         | 5,000         |
| Fox Family Foundation              | 3,000         |
| <b>TOTAL</b>                       | <b>35,000</b> |

## **THE CRITERIA OF SUCCESS OF THE GUIDEBOOKS PROJECT: (How IFP wishes to be evaluated)**

\*Goal - The quality, practicality and useability of each Guidebook.

Method: During the year long field test, we will give incentives to people in the field to implement projects with use of the Guidebooks. Such incentives will include the subsidizing of project expenses, i.e. transportation, offering supervision and guidance, as well as giving credit in Guidebook to those involved in the field test.

Criteria for Success:

1. Demand for Guide Books
2. Score of Evaluation Forms  
(From 1 - 10: a score of 7 would be successful)

Long Term Evaluation

\*Goal: Increase in the number of projects implemented on the community level and raise the satisfaction of the participants.

Criteria for Success:

1. Each team of Interns working in a region would map out the number of projects in the area before using handbooks and re map after one year of having use of the Guide books.
2. Have the Interns do follow up meetings with written and oral feedback of the projects.



\*Goal: Raising the Level of Training

Criteria for Success:

As word of mouth has been our best method for recruitment, we would measure whether the number of eligible applicants increased after two years of using and publicizing the Guidebooks. Our base year of 1992 witnessed 70 eligible candidates. By 1992, we would expect more than 100 applicants per year as an index of success.

\* Goal: Raising Israeli Awareness about Jewish-Arab relations and Guidebooks:

Criteria for Success:

Following Press Conference at Beit Sokolov-The Writer's Union in Tel Aviv-where IFP announces uniqueness of Guidebooks project. IFP measures:

1. How many newspaper articles appear on Guidebooks Project.
2. How many TV shows interview IFP staff/participants.
3. How many community leaders/educators call IFP Tel Aviv office for help.

\*Goal: Recruiting new communities, organizations, countries - The Guidebooks should give a legitimacy and importance to IFP, where communities, especially Jewish communities, would become more receptive to pay for Intern housing in their communities.

Criteria for Success:

1. The number of new communities that approach IFP about placing Interns in their communities.
2. The number of new communities that agree to host IFP (after being approached by us).
3. The number of new organizations that request IFP assistance.
4. The number of countries that request IFP insights.

\*\*\*\*NOTE: The evaluation will be the responsibility of the Volunteer Steering Committee.

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INTERNS FOR PEACE

# REPORTS

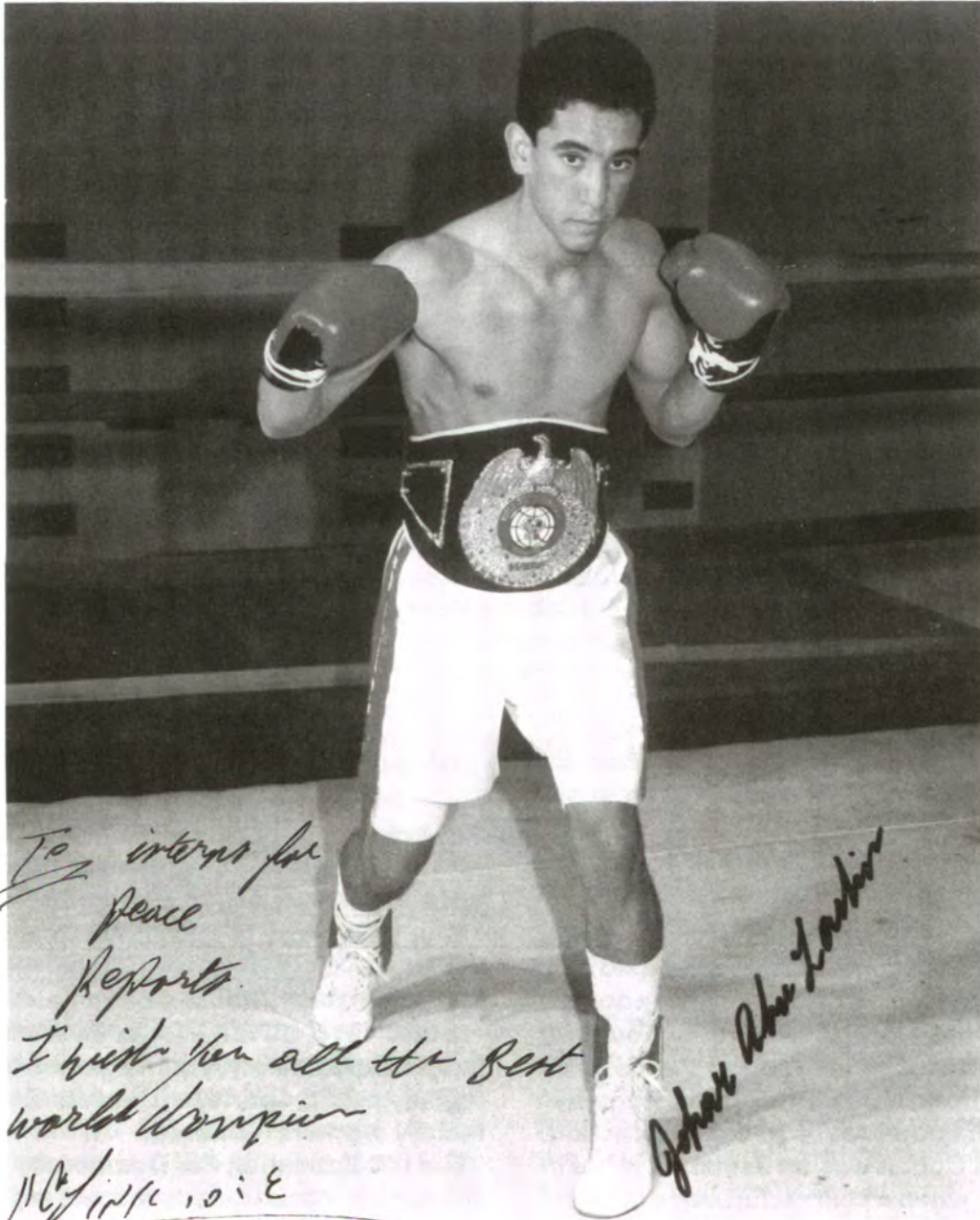
**JEWISH - ARAB RELATIONS THROUGH COMMUNITY WORK**

Vol. 17/Issue 1

Winter/Spring 1993

Ramadan/Shwal 1443

Adar/Nisan 5753



*To interns for  
peace  
Reports.  
I wish you all the best  
world champion  
Johar Abu Lashin*

**ISRAELI KID**

LIGHTWEIGHT CHAMPION

**The Israeli Kid - Johar Abu Lashin - World Lightweight Boxing Champion  
Joins IFP Fight for Highway Safety & to 'K.O.' Drug Abuse** (see page 2)

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## Volume 16 / Issue 4

## Fall 1992

**Rabia Thani 1443**

## Tishrei 5753



From National Geographic, June, 1992. Writer: Tad Szulc Photo: Joanna B. Pinneo

**INTERNS FOR PEACE = NITZANEI SHALOM = BARA'EM ASALAAM = BUDS OF PEACE**

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# INTERNS FOR PEACE REPORTS

## JEWISH-ARAB RELATIONS THROUGH COMMUNITY WORK

Vol.16/Issue 3

Summer 1992

Sefer 1442

Tammuz 5752

### REPORT ON RAMLA & LOD REGION:

From MAARIV, The Israeli Hebrew Daily, 23.2.92

## PEACE IS THE ANSWER



INTERNS FOR PEACE (IFP) continues via cooperative activities to bring together Jewish and Arab youth and adults. This time IFP made it happen at "El-Manar," an Arab school in LOD, with invited pupils from the neighboring BEN SHEMEN "Youth Village" Jewish school. In the photo: MAI-TAL (R), from Ben Shemen and HANAD (L), from Lod, cooperate in solving a crossword puzzle whose solution is: the word "Shalom." Photo: Israel Hadari

INTERNS FOR PEACE = NITZANEI SHALOM = BARA'EM ASALAAM = BUDS OF PEACE