

# FFI | ANNUAL REPORT 2022

World Peace...Grown Locally.



**303**  
YOUNG  
PEOPLE

**42**  
ADULTS

**12**  
COUNTRIES

**18**  
STATES &  
COUNTING...

World Peace...Grown Locally. It's not just a tagline, it is core to what we do at Friends Forever International (FFI). But what do we mean by it? We believe that peace is not a destination or a noun, it is a verb, it is the action we all must take.

How can we build a world at peace if we cannot build it within ourselves, or in our families and communities? At FFI, we believe that leadership must be based on a foundation of self-reliance and social responsibility. Regardless of where they start, when young people take action to dedicate themselves fully to a life that integrates mindfulness, a healthy diet, physical exertion, and connecting with both nature and with their fellow humans, they are ready to make the world a better place.

FFI teaches that we need challenges in order to become the best version of ourselves. There is no bliss without the burn. As a species, we evolved to face existential risks amidst the struggle to survive. Alone, the struggle is too much to handle, but when shared, every problem can not only be solved, but be a catalyst for one of the most wondrous aspects of humanity--the alchemy of the human bond. Unlike what you may have heard, the majority of our youth today desire to be a part of a larger shared struggle. One that will require them to face their fears, leave their cocoon, and not be afraid to challenge a society that is increasingly unwilling to listen to diverse viewpoints without instantly labeling those we disagree with as uneducated, irrational, and immoral. At FFI, we embrace difficult conversations. We listen with the knowledge that we can always be learning, that every voice deserves to be heard and because we do this, we can remain true to our values and not sugarcoat reality nor shy away from sharing tough truths.

Because during our program, we also encourage youth to embrace what makes us fundamentally human: the exponential benefits of compassionate communication, developing one's grit and self-reliance in the face of adversity, the joy of creative and unstructured play, and building our empathy muscle; a muscle grown only through daily reps of kindness even, no especially, when doing so brings one discomfort.

Where is our champion of empathy? The shining example who undertakes self-improvement, not solely to benefit themselves, but rather to become the best version of themselves so that they help their community be the best version of itself. Who strives to create a more just world not simply through tearing old constructs down, but more importantly, building new ones up. We believe that each of us has the capacity to be this champion. When you are a part of FFI's mission, your living example will show young people that we can do big things together. Whether your passion is gender equity, eliminating food insecurity, or saving the planet, it starts with you, but can only succeed with all of us.

Please understand that your existence, your presence right here and now at this time in history has meaning. Your investment in hope, compassion, and the most underutilized natural resource in the world, our youth, will see dividends of peace: in our communities, in ourselves, and in the world.

Please consider investing today. Thank you,



Steve Martineau



# About FFI

“WORLD PEACE...GROWN LOCALLY”



## WHO WE ARE

FFI is an independent 501(c)3 nonprofit organization that believes we can all help build a better world by empowering our most underutilized asset: youth. FFI works with communities around the globe to build the leadership abilities of their youth from diverse backgrounds to tackle local and global issues.

## OUR MISSION

Friends Forever International helps youth become the best versions of themselves so they can help their community become the best version of itself

FFI's vision is that every individual is supported to change their lives, their communities, and the world.

FFI's goal is that every person who desires, regardless of ethnicity, religion, and socio-economic status will have the opportunity to build their leadership skills beyond what they imagined possible before participating in the program. These leaders will transform the way that they see the world and realize that they can change the world for the better. Now.

## OUR HISTORY

The first delegation of FFI leaders, made up of Catholic and Protestant young men from Northern Ireland, traveled to New Hampshire in 1986. For many years, FFI was engaged primarily in the practice of intergroup contact theory. More recently, FFI has evolved its understanding of conflict transformation beyond the status quo of traditional conflict resolution programs that are focused on large scale geopolitical issues, personalities, and themes into one that emphasizes individual leadership and community-level action. We have grown from a grassroots group of volunteers to a global organization with campuses and leadership programs on multiple continents. Learn more at [www.ff.international/about-us](http://www.ff.international/about-us).



*“If you want to really know someone, take the seat next to them in a life raft.”*

Bob Raiche, Founder of Friends Forever International

# Our R.E.C.I.P.E.

These values guide our programs and philosophy for curriculum development.

## Identifying Resilience

Trying new things, being out of your comfort zone, and making mistakes, are crucial parts of living a healthy life. We increase our participants' confidence in their ability to overcome challenges by encouraging them to view failure as an opportunity to learn. Developing the habit of facing your fears, as opposed to avoiding them, is an essential leadership skill.



## Practicing Empathy

Exposure to individuals from a variety of life circumstances and diverse backgrounds allows participants to better connect with those who are different from them. The experiences of intentional service-learning, hearing others' stories, and self-reflection inspire participants to take action in their communities and be compassionate leaders.



## Strengthening Communication

Listening with an open heart and sharing your vulnerabilities and strengths are cornerstones of authentic interaction. Practicing story-telling, creative expression, and intergroup dialogue teaches participants to speak and listen with confidence. Effective leadership requires effective communication.





## Achieving Impact

Small-scale, hands-on experiences reveal to participants that they can consciously affect their world at any age and any time. They identify creative solutions to problems in their own communities and we provide them with the tools and lifelong guidance to turn their ideas into lasting, systemic change. Our leaders undergo a personal transformation, recognizing that as they impact others, the biggest impact occurs within themselves.



## Encouraging Playfulness

By creating a lighthearted and spontaneous culture, we encourage a fun and open environment. Participants innovate without fear, explore different ways of thinking, and practice negotiating conflict. This culture builds bonds between people of all ages and backgrounds as they imagine a better world together. Rediscovering your imagination is essential to becoming a visionary leader.



## Giving Effort

FFI values hard work. We demand the most from ourselves and therefore every program we offer is demanding. Embracing this challenge, participants set the highest goals and work to achieve them, ultimately raising their self-esteem. This gives them the mental, emotional, and spiritual foundation that is necessary to live a fulfilling life. Every leader knows that all things that are worthwhile involve 100% effort; you get out of life what you put into it.

# CURRICULUM COMPONENTS

## **Virtual or Hybrid**

FFI programs are designed to be adaptable in order to better fit each group's needs. Every program can be virtual or in-person.

## **Sessions**

Our collaborative and interactive sessions develop essential soft and practical skills. Sessions are interpersonal, self-reflective, and grounded in team building. When a person builds skills and self-confidence with others' help, they realize they can apply them to overcome challenges in the community. While there is an option to take select modules as stand-alones, FFI currently offers programs with 18+ sessions that can be tailored to the specific group and are found to be optimal.

## **Individual Leadership Plans (ILPs)**

FFI has developed an innovative approach to leadership and life development for our participants, called Individual Leadership Plans (ILPS). Specifically, FFI staff build a personalized plan for each participant that we use alongside the participant to measure their progress throughout the program and at the culmination. FFI uses a multipronged approach to design tailored programs and objectives for each individual that align with team goals. See the following pages for how we used ILPs in 2022.

## **Service-Learning**

FFI designs intentional service projects that focus on broadening participants' perspectives, building their empathy, and digging into the details of how to improve the community.

## **Community Partners**

FFI has a unique network of community partners that include civic organizations, neighbors, CEOs, family-owned businesses, and local activists. Whether it's sharing real-world expertise, personal passions, or unique opportunities, connecting our participants and community partners has a reciprocal impact. Together, they practice empathy, share life experiences, and develop lasting friendships.

## **Evaluation**

FFI is continuously evolving our programs and operations. We rely on various feedback loops, including personal conversations, surveys, formal analysis and reports, and more. We also provide ongoing feedback and guidance to partners and participants.

Our goal is to make our programs as accessible as possible for all to experience. If you would like any more details, please do not hesitate to contact [programs@ff.international](mailto:programs@ff.international).

## **Curriculum Development**

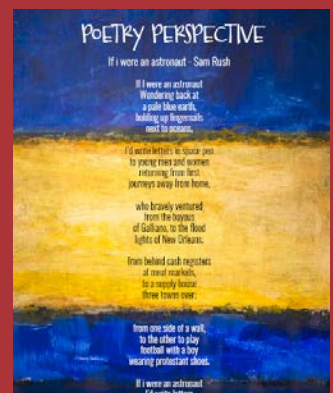
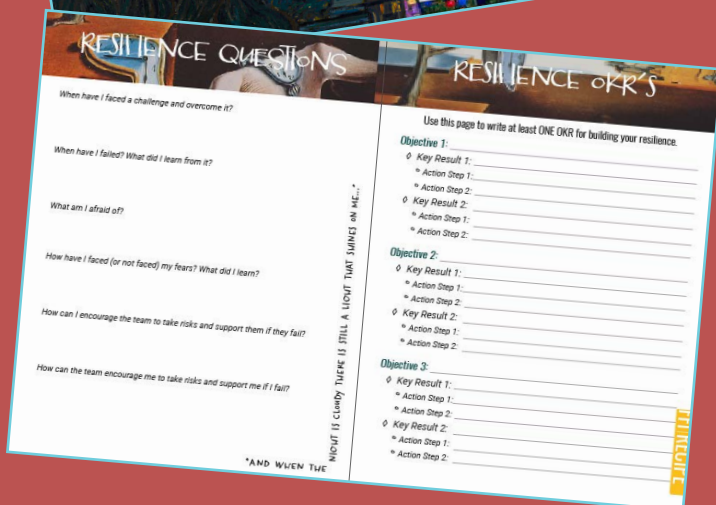
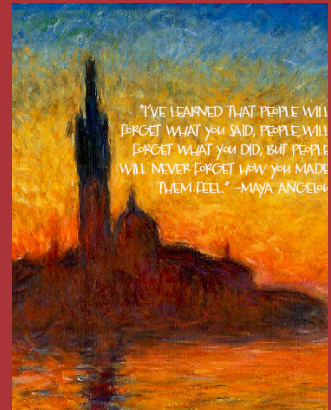
FFI is continuing to dedicate staff time and resources to continue to develop our workshops and modules in our eight concentrations.



# MEMORY BOOK

The Memory Book is a tool given to every FFI participant that is meant to be as personalized as the program itself. It is a guided workbook that is designed to help participants better understand their FFI journey. We ask them to put 100% effort into it. Each section is color-coded to show how the pages are meant to be compiled, but because it is a binder, pages can be rearranged or added based on participant preference.

The Memory Book is used to guide the participants through their FFI program, including pages that walk them through a meditation in the morning and help them debrief their day each night. During programs, additional pages are added for future sessions and maybe some extras based on how the sessions are going and specific topics that come up during the program. The Memory Book is 50% designed by staff, 50% designed by past participants by integrating the feedback they've given us after their own programs. The Memory Book is meant to grow with those that read and write in it. Staff does not read participant Memory Books unless invited to. It is meant as both a souvenir and a record of the thoughts and feelings of those that have completed FFI's rigorous programming.

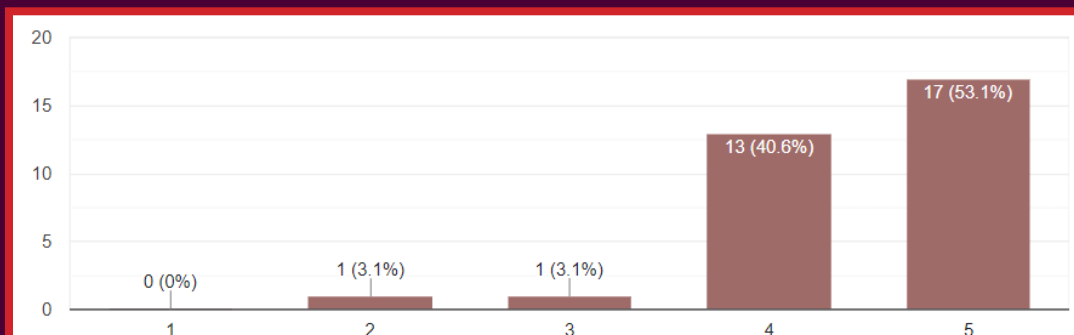


For more information, visit [www.ffi.international/curriculum](http://www.ffi.international/curriculum)

# Individualized Learning Plans (ILPs)

Individualized Leadership Plans (ILP's) were developed for each participant during the Summer 2022 program season based on their application, enrollment form, and introductory meeting to integrate their goals. For the first time, we integrated the participants into the ILP process and informed them of their individual goals. Each participant was assigned an alumni who oversaw their progress, tracked growth, and met with them regularly to discuss further options. Revamping this process led to buy in from the participants and individuals who were actively engaged in bettering themselves in tangible ways.

**How tailored and specific did you feel your ILP's were for your goals and inter-**





Survey responses when participants were asked what they enjoyed most about ILP's:

*"I loved how they were so positive, and all the areas that I needed to work on didn't seem like things that were wrong with me, just things that I could improve."*

*"I enjoyed being able to discuss my personal goal individually with my ILP leader. It was a good opportunity to outline what I wanted to work on and the steps I needed to take to get there."*

*"The ILP's helped open my eyes to goals I had never thought about, before applying for this program, as well as helping me recognize the way I have worked and grown towards reaching my goals over the week, which were things that I enjoyed the most."*

*"I enjoyed learning the ways I've improved over the course of the programme, it was nice for my alumni mentor to acknowledge qualities which I felt I worked on over the trip, as well as giving me advice for the future so I can become a better person and more empathetic leader."*

*"They made me feel as if FFI were looking out specifically for me and that I had an entire team encouraging me to achieve all of my goals."*

*"I really liked having an alumni in charge of my ILP because I knew I had support and that I would definitely be held accountable. I also liked that my ILP encouraged me to be more open with my ideas."*

# Learn Everywhere

## Pushing the Boundaries of Education

Friends Forever International (FFI) is excited to expand educational opportunities to New Hampshire students through the NH Department of Education Learn Everywhere Initiative. This program allows for the delivery of content to continue outside of the classroom through real-world, hands-on, learning experiences.

In June of 2022, FFI was approved for 74 courses totaling 37 credits in 8 content areas. These content areas include Leadership, Social Studies, Creativity and Arts, Science, Healthy Living, Adventure Education, English, and Special Education Electives. FFI will deliver this curriculum and programming to meet the academic needs of students while offering them opportunities that wouldn't normally be accessible through a traditional classroom setting. All programming is done by incorporating our FFI RECIPE and integrating the values of Resilience, Empathy, Communication, Impact, Playfulness, and Effort into everything we do.

We are currently offering a variety of platforms for students to participate in these offerings, including:

**Open Enrollment Programs** - FFI offers applications for individual students from public, private, charter, and home schools grades 9-12 to participate in open enrollment programs. These are 100% tuition covered regardless of financial need and may be any combination of virtual or in person learning.

**School Specific Contracted Programs** - FFI offers weekend, school break, or afterschool offerings in select courses that can reach a target population in a specific school or class. These courses may include a mix of in-person, residential, and/or virtual meetings and are tailored to specifically meet the needs of the partnering organization and students participating.

**Programs Abroad** - FFI offers experiential trips to our campus in Northern Ireland that can be organized through a partnering school or organization.

**Extended Learning Opportunity (ELO)** - All students who complete an FFI program are encouraged to complete a Social Action Project to improve their own communities in a tangible way. Students who complete one of these projects are eligible for additional Extended Learning Opportunity (ELO) credit.

37

Credits

74

Courses

8

Content  
Areas



For more information, visit [www.ff.international/learneverwhere](http://www.ff.international/learneverwhere)



# We're Growing!

## 18 states and counting...

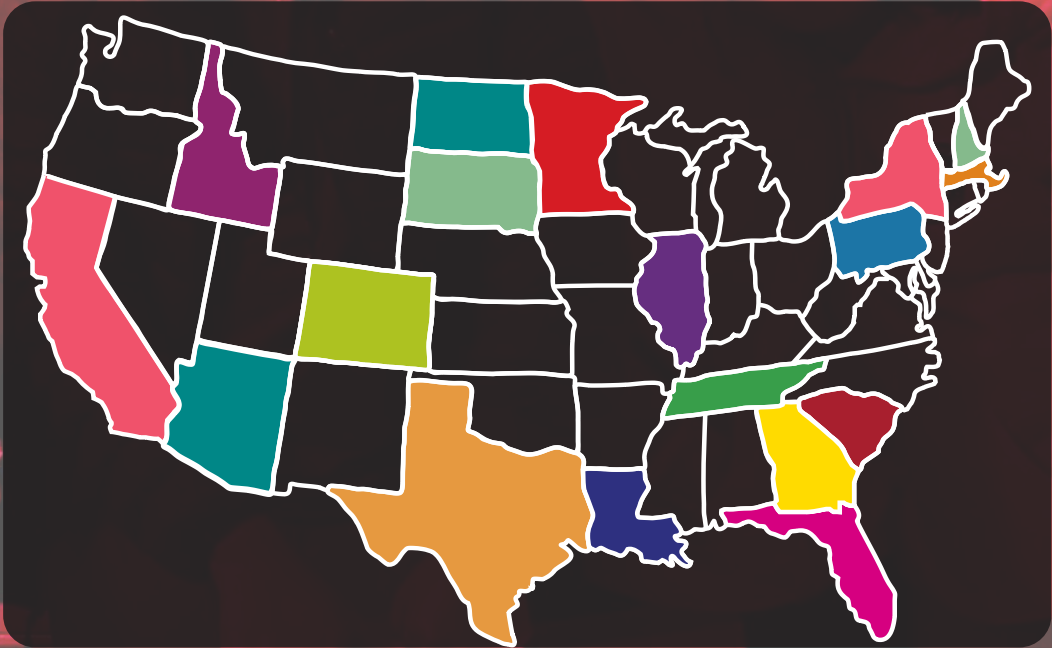
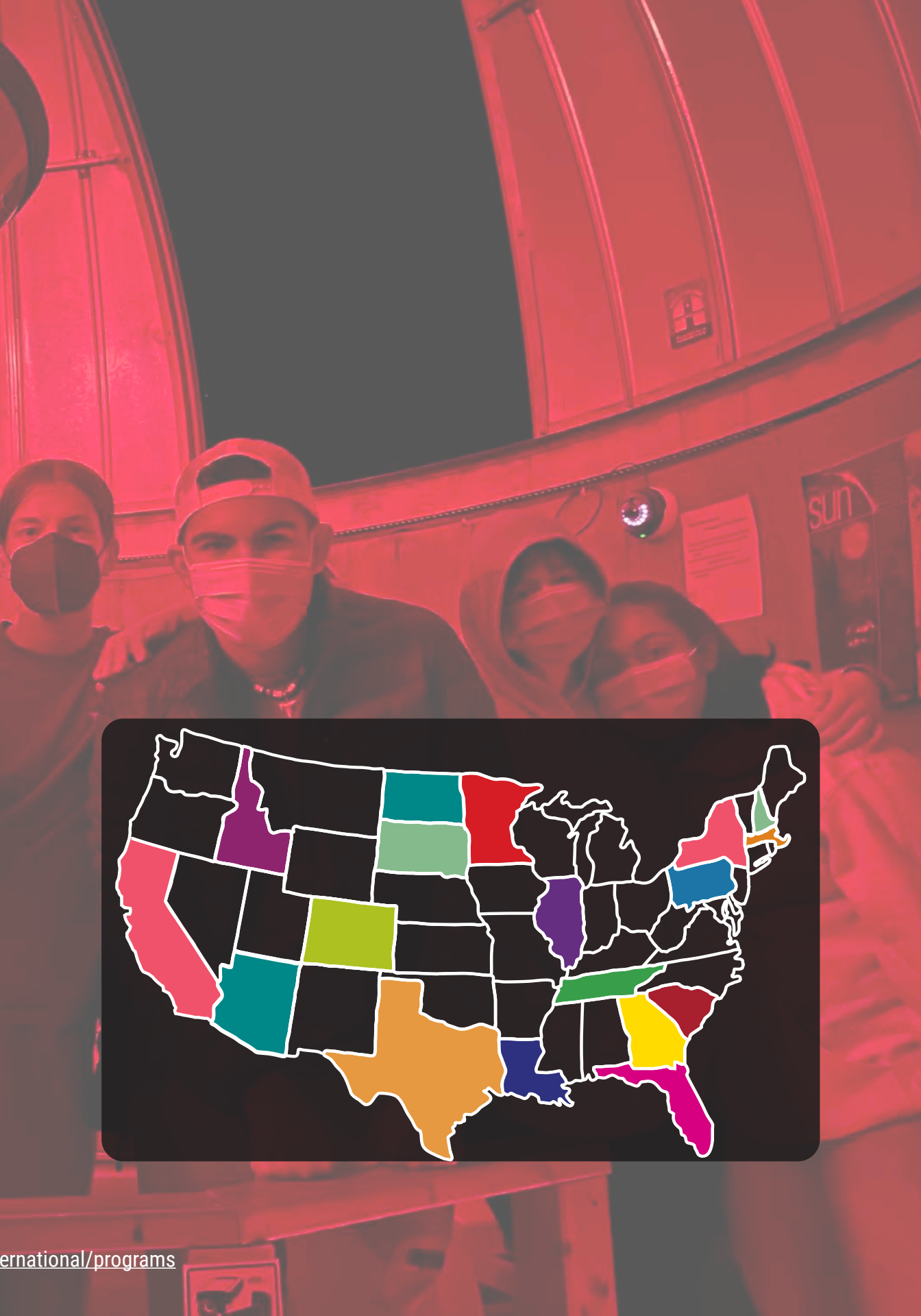
In 2022, we led our second year of Nationwide Immersion Programs for young people in the United States. For this rigorous program, we welcomed 14 young people to our campus in Durham for an intense skill-building trip focused on leadership, community service, communication, and team building. These amazing young leaders came from across the country with diverse backgrounds, but all shared the desire and determination to come together and learn how to build stronger and more empathetic communities. This was a highly competitive program, and accepted participants came from the following nine states: Arizona, California, Florida, Georgia, Minnesota, New Hampshire, New York, Tennessee, and Texas.

While in our fourth decade of existence, FFI continues to evolve to meet the challenges of the time we live in, and remain at the forefront of youth leadership development. We are constantly designing and implementing new strategies to achieve optimal results for the most underutilized natural resource in the world today...our young people. This is why last year in 2021, we decided that each individual youth accepted into our program would have 100% of their expenses (\$3,000 per participant) covered regardless of background and ability to pay.

When asked, "How can we afford to do this?" our reply after meeting these amazing youth was, "How can we afford not to?" With that in mind, we took this calculated risk because we know that those of you reading this message believe in our work. We know you believe in the optimistic power and energy of youth to effect social change. We know you trust an organization with decades of experience, and we know you will step up to the plate, both today and in the future as we continue to grow and expand to serve youth from all 50 states across the U.S. in the years to come.

Because FFI does not receive grants from any national or global foundations, the majority of our funding comes from events and from individuals and families— from people like you.

If you are interested in helping us grow FFI's Endowment so that we can continue to provide tuition-free programs for hundreds and thousands of youth in the decades to come, visit [www.ff.international/impax](http://www.ff.international/impax). However, whether or not you can support us now is nowhere near as important as your understanding that there is a powerful motivation amongst youth from all over the United States to make a positive impact in the world. With FFI, and support from you, these youth will continue to come together and focus on our shared challenges, build their resilience and grit, increase their empathy and communication skills, and heal our communities and the planet.



# Whole Island of Ireland Programs

In 2022, we launched our first-ever island-wide Immersion Program for young people living in the North and South of Ireland. FFI's history in Northern Ireland dates back to 1986 when our founder, Bob Raiche, brought over 10 young men, both Protestant and Catholic, to New Hampshire to remove them from the ongoing conflict known as "The Troubles." Since then, we have worked with hundreds of youth from Northern Ireland to cross divides, build friendships, and impact their communities.

When we launched our direct enrollment programs for youth from across the US last summer, we thought, "Why can't we do the same thing with youth from across the island of Ireland?" A program like this is important because as we work towards saving our planet, these young people will need to be unified with the common goal of mitigating the societal impact that climate change will bring to their island. Also, bringing these two identities together allows these youth to see they have more in common than differences, including issues in their communities.

With this in mind, we opened up an application for young people living in Northern Ireland or the Republic of Ireland to participate in an FFI Immersion Program. We had so many amazing applicants for the spring program that we added a summer program so as to allow 23 young people to participate in a tailored program - all at no cost to them.

We are excited to continue these programs for years to come and increase our global reach.







## Katie | 17 | Republic of Ireland

*"My program built my resilience and encouraged me not to give up when faced with challenges, especially because I was not alone."*



## Ivan | 17 | Northern Ireland

*"I built my skills in empathy and I feel like I can now relate better with people with similar past circumstances than I would've beforehand."*



## Oisín | 17 | Republic of Ireland

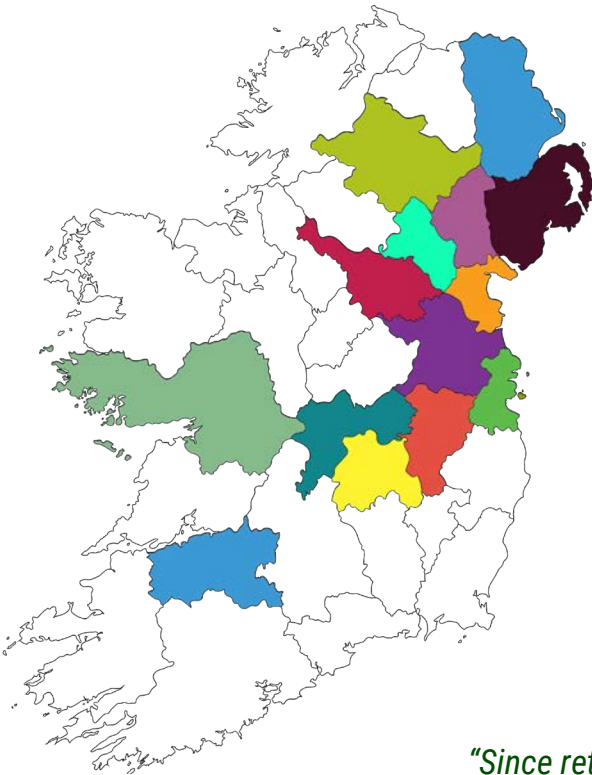
*"Since returning home, I have made it my business to live a healthy balanced lifestyle, with a mixture of the great outdoors and maintaining a relaxed sensation with technology."*



## Olivia | 16 | Republic of Ireland

*"I took part in different activities that pushed me out of my comfort zone. I was encouraged to challenge myself and not to be afraid to be ambitious. I learned how to act in uncomfortable situations and how to recover from failure. Now I strive to fail at least once a day to encourage myself not to be scared of my goals and to normalize failure."*

## Home Counties of our 2022 Participants



# Analysis of 2022 Program Survey

After each phase of the Immersion Program, participants are given an online survey to provide their honest feedback and evaluation of the curriculum, staff, alumni, themselves, etc. This allows us to constantly improve and develop our programming.

The following analysis is based on received participant surveys. As participants may still submit surveys or update responses, the following is based on any surveys that have been submitted as of September 28th, 2022.

**Total Participants: 37**  
**Participants who completed survey: 32 (86%)**

Select your top 2 reasons for participating in FFI's program:

77.4%, to develop leadership skills  
38.7%, to travel  
32.3%, to improve my health (mental and physical)  
19.4%, good for college/university  
16.1%, recommendation from a friend or teacher  
9.7%, it was a full scholarship  
\*All other responses or custom inputs received less than 4%

**Participants responded to the following questions on a scale of 1 (not at all) to 5 (enormously):**

To what extent did the activities in the skill building phase increase your resilience?

96.9% of participants surveyed reported an increase in their resiliency with a 4 or 5

To what extent did the activities in the skill building phase increase your empathy?

87.5% of participants surveyed reported an increase in their empathy with a 4 or 5

To what extent did the activities in the Skill Building Phase help you to positively impact others?

93.8% of participants surveyed reported that they were able to positively impact others with a 4 or 5

To what extent did the activities in the Skill Building Phase encourage you to be playful (creative, stress-free, letting go)?

96.9% of participants surveyed reported that activities encouraged them to be playful with a 4 or 5

To what extent do you feel like the activities in the Skill Building Phase helped you understand the value of giving maximum effort?

93.7% of participants surveyed reported that activities helped them understand the value of giving maximum effort with a 4 or 5

<p>To what extent do you feel like the activities in the Skill Building Phase built your self confidence?</p>	<p>96.9% of participants surveyed reported that the activities built their self confidence with a 4 or 5</p>
<p>To what extent do you feel going technology free positively impacted your Skill Building Phase experience?</p>	<p>100% of participants surveyed reported that technology free programming positively impacted</p>
<p>Tell us how much you agree or disagree with the statement: I made meaningful friendships during this program</p>	<p>100% of participants surveyed said they strongly agree or agree</p>
<p>Tell us how much you agree or disagree with the statement: I am more able to accept opinions different from my own</p>	<p>100% of participants surveyed said they strongly agree or agree</p>
<p>Tell us how much you agree or disagree with the statement: Since participating in this program I am more likely to get involved in community service or volunteering</p>	<p>96.8% of participants surveyed said they strongly agree or agree</p>
<p>Tell us how much you agree or disagree with the statement: I strengthened my leadership skills</p>	<p>100% of participants surveyed said they strongly agree or agree</p>
<p>Tell us how much you agree or disagree with the statement: I feel prepared to give a speech to 15-20 people of all ages</p>	<p>87.5% of participants surveyed said they strongly agree or agree</p>
<p>Friends Forever offered a scholarship in the amount of \$3,000 for your attendance in this program. Would you have been able to participate without this full scholarship?</p>	<p>9.4%, yes 65.6%, no 25%, maybe</p>
<p>Are you interested in becoming an alumni leader in the future?</p>	<p>90.6%, yes 9.4%, no</p>





# One Year of Plant-Based Programming

While FFI integrates multiple aspects of healthy living in its programs (mindfulness, no technology, physical challenges aka hikes) in 2022 we instituted an entirely plant based diet. This change has allowed us to build on our holistic approach to not only encouraging individuals to improve their health and wellbeing but also that of one's community and our planet. Some of the reasons were:

- Physical health
- Planetary health
- Inclusivity in working with diverse communities and cultures
- Allergy friendly
- Safety as it relates to participants cooking food (less risk if there is no meat being cooked)
- Showing young people they can take on a challenge and make dietary changes

FFI Staff and Alumni coordinated various plant based resources to help ensure participants had what they needed to eat plant based throughout their program. The community of plant based resources in the Seacoast area was present, welcoming, and excited to interact with our teams. Here is an overview of some of the resources and meetings participants were provided:

## *Cooking Workshop facilitated by FFI Alumni*

- » Participants learned how to make tofu, tempeh, easy marinades, and more to help build skills in plant based cooking.

## *Baking Workshop facilitated by FFI alumni*

- » Participants had the chance to cook a sweet treat and learn about vegan substitutes as it relates to baking.

## *Visiting Plant Based Restaurants*

- » Teams engaged in various meals at plant based restaurants and locations that sell local produce where they engaged with owners and employees, learned about plant based alternatives, and sampled tasty meals!

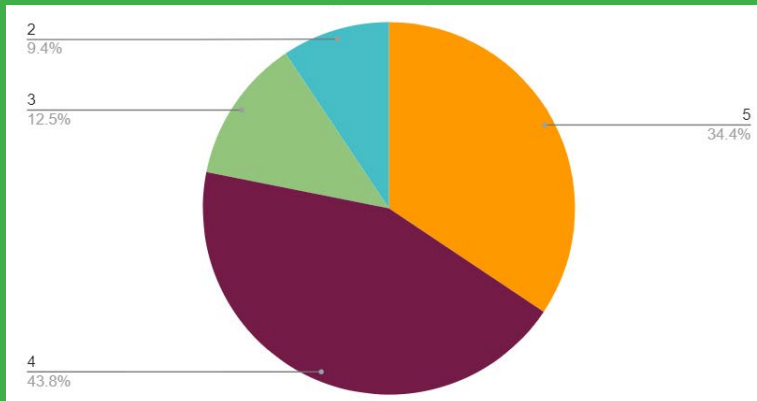
## *Meeting and campus visit with Nina Holland, owner of t o a s t in Kittery, ME.*

- » Discussion around opening a business, her switch to plant based eating, and how people can integrate veggies into their diet in new ways/get their body used to eating them if they aren't normally eating veggies. This was facilitated as a "Plant Based Q & A" at the start of programs.



## The following information is based on survey responses related to Plant-Based eating:

To what extent do you feel eating plant based positively impacted your Skill Building Phase experience?



Participants were asked in relation to the plant based resources they were provided, “How helpful were these resources and what additional resources would you recommend for future teams?” Here are some of their responses:

*“Since I had no knowledge on what a plant based life looked like before I joined the program, the resources given to us were very helpful. I, along with my team, were able to use the cookbooks and cooking workshops to create our own plant based dishes and deserts, which turned out pretty amazing, if I am being honest. The local plant based business owners also opened my eyes to all the food possibilities one can make while on a plant based diet.”*

*“They were very helpful because it shows you that plant based foods are not only healthier but cheaper than unhealthy restaurants back home.”*

*“It was helpful because for some people that have never eaten a plant-based diet, those resources provided the necessary inspiration for us to create delicious and nutritious meals.”*

Participants were asked if, “Plant based eating was more challenging than expected”. 91% of participants surveyed said it was not as challenging as they had expected. Here are some of their responses:

*“Eating plant based was easier than I had expected. As there was still a variety of things one can choose and make while in this lifestyle, I felt no need to drink or eat any type of animal product.”*

*“I actually found eating plant based easier than I thought I would, especially because I didn’t eat vegetables at all before going to America. I’ve learned there’s a lot of amazing meals you can try while eating plant-based meals which aren’t just salads.”*

*“It was less challenging than expected. I think this might be because where we stayed there was so much delicious vegan food available.”*

# FFI Alumni

The FFI journey doesn't end with the first program. Our Alumni are our strongest asset. Alumni engagement has been a core component of FFI's success over the last several years. In 2012, we brought back our first alumni to the United States to assist with programs. By the end of 2022, we have brought back over 50 alumni as program counselors and interns, with more coming every year.

This year, our Alumni Leaders helped lead our spring and summer programming, among other things. Their responsibilities included participating fully in day-to-day programs, leading and mentoring youth, being an ambassador for FFI, participating in the design and development of the FFI curriculum, meeting with community members, giving public speeches, and more!

They also piloted a new leadership system for our first-year teams: each day, two alumni were designated as the "Alumni Leaders," meaning they led the team from when they started their day, during their activities, and through debrief. We knew that the alumni could step up to this challenge, and they certainly delivered! Our alumni are our greatest asset, and this program year would not have been as successful without them.

Unlike other organizations that work with youth, we keep our door open for any young people who have ever participated.

Opportunities for alumni include returning to the U.S. as program leaders, meeting with community members, leading fundraisers, coordinating virtual programs, assisting with recruitment and participant selection, traveling for advanced leadership programs, facilitating in-person and online workshops, and many more.





# 2022 Alumni Testimonials



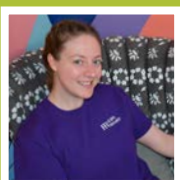
## Dima '19

I feel like FFI is a place where I grow a lot. We know how to help people open their minds and thoughts and not be afraid to dream! At FFI, Steve always says that you should fail at least once a day, but if you go one step before that, it's all about making that space that allows people to dream and set the goals they will fail at first.

In 2021 I was alumni leader, what I cared about the most was all the responsibilities: making sure the participants all ate, wrote their speeches, slept, and paid attention in the meetings. I was serious. When I came back home to Palestine, I felt I didn't spend enough time making jokes, talking with participants about their families, etc. When I came this summer, it was important to me to balance spending time with the teams and being responsible of all the things they needed to do. Now when I look back, it makes me a better leader. When you support participants on a personal level it's easier to walk them through the practical work.

Other thing is that I'm 19 years old, just finished high school, and don't know how to take "adult decisions". Meeting a lot of community members and hearing about their life and decisions they make helped me understand what I want or don't want to do. Also, having a meeting with Steve to talk about what I am going to do next year (FFI related and not) showed me in what way I want to grow, and what growth I want to see in myself.

To summarize, FFI taught me how to be in a place where I grow, that there are many ways to give, and the most important thing is that the more you give the better you grow.



## Steph '05

Being an alumni leader is something I had dreamed of since being welcomed back to FFI in 2019, so having the opportunity to do so, really meant a lot to me. Something I learned was that every young person is different; they have various skills, capabilities, wants and interests and by throwing them all together in a group, absolutely beautiful moments can happen. They encouraged each other, supported one another and developed precious everlasting friendships. To see at first shy young people, flourish and blossom and become outspoken, confident and working together as a team, is exactly why I wanted to become a leader.

I grew as a leader by not only encouraging the young people to face their fears, try new things and embrace their programme, but also through encouragement from the other leaders and staff when I needed it. Their support and friendship was modeled to the young people and really helped me to know I didn't have all of the responsibility just on me.



## Una '17

It meant so much to me to be a leader this summer. It could be very easy to think you're just one of many people that the young people meet, but hearing from the young people particularly after the second phase how you individually made an impact on not only their time with FFI but on their life is unbelievable. It is still unbelievable to me how I was able to be a leader and a friend to these young people in such a deep and meaningful way.



## Tyler '18

Coming back as an alumni leader felt surreal. I knew I'd face challenges like speaking up more and being confident in what I was saying and doing. Along the way, my confidence and leadership skills grew. Now I'm adapting those skills I learnt and applying them to the course I am studying at university; paramedic science. It meant a lot to me to go back as a leader because since I did FFI, I knew how much impact leaders have on the participants, and I wanted the participants to grow and develop as much as they could, which is what the participants did. I loved my two groups, Cosmos and Mellifera, and I would do it again!

# 2022 Social Action Projects

FFI's mission is to help young people become the best versions of themselves so they can help their community become the best version of itself. To work towards the second part of the mission, all participants of our Immersion Programs create a Social Action Project that addresses a need in their home community. They can choose any issue or topic they are passionate about. They participate in a series of workshops that help them design their project, including creating a project online, setting goals, budgeting, and writing a proposal. Once these have been completed, participants create a presentation describing their project and their execution plan to community members.

View the participants' Social Action Project presentations at [www.ffi.international/socialactionprojects](http://www.ffi.international/socialactionprojects).

## Jackie, California

### *"The Reality I Wanted to Escape"*

"For my project, I will be writing book with a story that includes my personal experiences and advice about struggling with mental health, and how to be resilient."



## Adedamola, Texas

### *"Garbage to Goods"*

"I hope to fund composting bins to be added to my school cafeteria to combat food waste. The waste collected will then be brought to food recycling centers within Houston, TX, and the collected food will be brought to local farms and redistributors."

## Megha, California

### *"Sexual Education Mock Legislation"*

"I plan to research existing Education Code and Legislation throughout the nation on the topic of sexual education. I will also be collecting facts and statistics to create medically accurate, safety-focused guidelines for sexual education before compiling the information into a bill that I will present to various individuals and organizations."



## Aidan, Northern Ireland

### *"Erase the Past, Paint the Future"*

"Catholics and Protestants will work together by painting over derogatory and sectarian terms on walls and painting something positive."



## Sarah, Republic of Ireland

### *"Nursing Home Music"*

"I plan to create a school club where students volunteer to visit elderly centers. We will be planning activities to do with them like playing musical instruments and creating connections across people in my community."

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## Molly, Republic of Ireland

### *"Learning For All"*

"For my project I will be focusing on improving the dyslexic services in my community by fundraising for c-pens to help dyslexic people in my school feel less isolated in the classroom and feel that learning isn't a chore."

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## Orla, Republic of Ireland

### *"Packs for People Experiencing Homelessness in Galway"*

"I am aiming to fundraise for and create 50 packs to distribute amongst people experiencing homelessness in Galway. These packs will contain toiletries, clothing, tupperware, vouchers and other items, which will then be distributed to people experiencing homelessness in Galway city."

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## Donaven, California

### *"Free Expression, No Oppression"*

"This project will be an event where those of oppressed minority groups can come together in one space to express and celebrate their culture, ethnicity, passions and overall backgrounds."

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## Emma, Republic of Ireland

### *"St. Mary's Sanitization Station"*

"I will fundraise to provide students with hygiene products. Students should be able to focus on their education without having to worry about how they're going to afford to meet their basic needs. Financial issues are prominent around my area and I want to bring my school community together so students know they're not alone in the hardships they face."



# FFI in Uganda

In 2022, FFI completed our pilot virtual Uganda program with Peace Works Initiative! Peace Works Initiative is an organization based in Kampala led by one of our Uganda Alumni, Abe, that brings together young people through peacebuilding and wanting to create change in the world. When we premiered our Course Catalog and new virtual program offerings in 2020, Abe reached out and said he wanted to bring FFI programming to his home country again. After an application process that included a video submission and an interview conducted by FFI Alumni, eight professionals were chosen to be a team and begin their FFI journey.

Led entirely by FFI Alumni, the Peace Works Initiative team participated in 30 virtual sessions focused on team building, communication, public speaking, community engagement and more. At the end of the virtual session, this team went above and beyond by executing not one but two social action projects. For the first, they traveled a combined distance of 2,928 km to clean up 2,645 pounds of waste along the beach in Masaka by mobilizing residents and training students on the ecological impacts. For the second, one of the participants, Ivan, organized and led a weekend-long seminar for 20 young environmental and social justice leaders in his country. This was the first of many planned weekends. This is a prime example of how our innovative and tailored virtual programming allows us to reach young people and adults in all areas of the world.



To learn more, visit our website at [www.ffinternational.com/regions](http://www.ffinternational.com/regions)

**“Peace and service are the core of sustainable development. I am really excited and happy for being a part of the 30+ week training and hope to teach others what I learned.”**  
**- Daniel, Uganda**





# Congressional Office for International Leadership

Congressional Office for International Leadership (COIL), formerly Open World, is a congressionally approved exchange program that offers opportunities for professionals living in post-Soviet countries. The goal of the program is for up-and-coming leaders of COIL countries to share their insights from their work and for Americans to provide our perspectives.

Through a rigorous selection process, subcontractors or “host sites” are chosen to execute each program. Since 2018, FFI has hosted one group per year, however, in 2022, we hosted four groups and are slated to host four next year. When applying to be the host sites for these programs, we strategically select which groups we apply for based on their country of origin and their focus. FFI has hosted six COIL groups from Ukraine, Tajikistan, Azerbaijan, Armenia, Romania, and Kyrgyzstan. In 2023, we will host groups from Mongolia, Georgia, Poland, and maybe more!



## 2022 COIL Programs

Think Tank Analysts  
April 29th-May 7th

Think Tank Analysts  
October 14th-22nd

Community  
Preparedness  
November 11th-19th

Community  
Engagement  
December 2nd-10th



# ership (COIL) Programs

## Azerbaijan



### Professional Meeting Highlights:

- UNH Carsey School of Public Policy
- Martha Fuller Clark, President pro tempore of the New Hampshire Senate
- Good Shepherd Food Bank of Maine

## Armenia



### Professional Meeting Highlights:

- Professor Stephen Walt at the Harvard Kennedy School
- Marjorie Smith, NH State Representative
- Middlesex Sheriff Peter Koutoujian

## Romania



### Professional Meeting Highlights:

- Massachusetts Emergency Management Agency
- NH DHHS Bureau of Infectious Disease Control
- Todd Selig, Durham Town Manager

## Kyrgyzstan



### Professional Meeting Highlights:

- Justin Roy, Principal of Spaulding High School
- Joyce Craig, Mayor of Manchester (NH)
- NH Department of Business and Economic Affairs, Office of Workforce Opportunity



# Endowment

SUPPORTING FFI, SUPPORTING WOMEN



After 35 years of operation, we are proud to announce that we are partnering with Portsmouth, New Hampshire-based Impax Asset Management LLC and launching the FFI Endowment to provide ongoing support for the work we do both here in the US and around the world.

The Endowment is managed by Impax, the North American division of Impax Asset Management Group and investment adviser to Pax World Funds. Impax President Joe Keefe is a long-time supporter of and volunteer for FFI; Joe understands how important it is for FFI's Endowment to invest in companies that meet key environmental, social, and governance standards. With this in mind, FFI is investing in the Pax Ellevate Global Women's Leadership Fund, which invests in the highest-rated companies in the world for advancing women.



The Endowment lets individuals contribute to our long-term sustainability while also actively promoting social justice values through their investments. FFI believes that everyone should be able to contribute to this Endowment and has no minimum threshold for gifts to it and the funds are 100% invested in the Pax Ellevate Global Women's Leadership Fund. Our goal is to have \$10 million in our Endowment in order to fully fund our growth and scholarships for hundreds of youth annually in the decades ahead.



FFI currently has six named funds in our Endowment which generate much-needed scholarships from the returns.



Bob Raiche, Sr.



Hollis & Dorothy Caswell



Maxine Morse



Eileen D. Foley



Guy Buesing



Josephine A. Lamprey

Each named scholarship requires a total investment of \$50,000, which cannot be touched, in order to provide the annual return of \$3,000. This return is required to cover the expenses of one participant annually for generations to come.

By 2025, FFI's goal is to have \$10 million in total endowed investments in order to fully fund 200 participants. We encourage you to consider creating a named fund in honor or memory of a loved one today.

**\$50,000 =**



**\$1,000,000 =**



**x 20**

**\$10,000,000 =**



**x 200**

If you are interested in contributing to FFI's endowment fund, visit [www.ff.international/impax](http://www.ff.international/impax) for more information.



# Josephine A. Lamprey Fellowship

Friends Forever International is deeply saddened by the passing of our dear friend Jo Lamprey. She embodied all of the values that we work to instill in the young people of FFI, including resilience, empathy, playfulness, communication, having an impact, and of course, putting in the effort. She was constantly engaged in helping build a more sustainable, just, beautiful, and compassionate world. Jo was a mentor to many of our participants and an inspiration to all whom had the opportunity to meet her. Our hope is that these youth (and all of us who knew her) will use Jo's life as a model for how one person can make a difference in so many ways and build on her legacy.

In the spring of 2022, FFI was able to surprise Jo with an intimate event where we honored her lifetime of service by creating the Lamprey Fellowship which is awarded annually to an FFI Alumni who, like Jo, is dedicated to having a positive impact on their community and building a better world. It was not easy to pull one over on Jo, but we did this time and it was very special.

As part of the event, we had a video made with some of her friends. We also had one of our alumni and one of Jo's best friends, Jessica Maye, give a testimonial to the impact Jo had had on her life. Both of these videos can be found at [www.ff.international/lampreyfellow](http://www.ff.international/lampreyfellow) and we encourage anyone that knew Jo or would like to know more about her, to view and share them.

Jo was literally one in a million and she will never be forgotten. Her legacy and example will be a part of this organization for decades to come. Take care Jo.



## Jessica Maye, 2022 Josephine A. Lamprey Fellow



She is also developing additional adult programs to serve seniors that are members of residential and assisted living communities.

*"I often get asked 'Why are you taking a whole year away to only volunteer?' and my response is always the same... 'Why not?' Why would I not want to give back to an organization that has played a huge role in shaping me as a person? I first participated in the FFI program in 2014 and since then, I have had several amazing life-changing experiences with the organization. It was during my program that I decided to follow my dreams of becoming a nurse, a dream that then became a reality in 2020.*

*I am very fortunate. I love my job and feel lucky to have found my purpose and passion early in my career working as an Oncology Nurse. However, I think it's important to also dedicate time to other passions. This is why I have taken a whole year to volunteer with FFI, which is, without a doubt, one of my biggest passions in life.*

*This experience is even more special as I am incredibly honored to be the inaugural Josephine A. Lamprey Fellow. I met Jo in 2018, and straight away I knew she would play a huge role in my life. Jo and I stayed in touch on a regular basis since then, she soon became my mentor and friend. She was one of the first people I told about my Registered Nurse post. After I arrived in August, I was very fortunate to spend a lot of time with Jo, mainly sitting together in her living room, laughing, and telling stories. With every story, she taught me a new lesson or offered new advice. These conversations I will carry with me forever. Jo taught me that we are all just people; no single person is better than the next. Jo taught me to believe in my dreams, and that if I put my mind to something, I can achieve everything I want. Jo taught me to take every opportunity possible and to live life to the fullest. Finally, she taught me to always remember your inner child, laugh, be silly, and don't take life too seriously.*

*Like Jo, at FFI, we don't talk about the changes that need to be made, we make the changes that need to happen. I have been here since August and have written the first draft of my senior curriculum, worked with several COIL/Open World teams, created a new partnership with Lydia's House of Hope, began planning the Advanced Leadership program in New Orleans, and hope to facilitate programs at the Dempsey Center in the new year.*

*It would have been easier to simply travel, to just take a career break - this however doesn't bring fulfillment, something I have always got with abundance when volunteering with FFI. This year I know I will gain new skills in leadership, program development, and enhanced communication that work hand in hand with my nursing career, making me a better nurse upon my return. I know Jo will continue guiding me and cheering me on throughout the rest of my time with FFI and my career.*

*I have big shoes to fill but I'm excited for this opportunity. Thanks, Jo, for being my role model, mentor, and most importantly, a very, very dear friend." -Jess*

We love having her energy in the office and are excited to see what she accomplishes this year! If you would like to meet with Jess or have her visit your company/organization, you can contact her at [jessica@ff.international](mailto:jessica@ff.international).

# 2022 Eileen D. Foley Award & Roast



## Honoring Joe Keefe

Friends Forever International (FFI) honored Joe Keefe with the 2022 Eileen D. Foley Award at its Annual Dinner & Roast on Wednesday, October 12th. Each year, FFI presents the Eileen D. Foley Award to a New Hampshire citizen(s) who takes personal responsibility in making the world a better place. Joe's family, friends, and fellow community leaders gathered to present him with this year's award and watched as he was "roasted" by members of his family, colleagues, and long-time friends. The event also included moving speeches from FFI Director, Steve Martineau and FFI alumni, Jessica Maye ('14) and Jonah Wheeler ('21).

Joe is president of Impax Asset Management LLC, the North American division of Impax Asset Management Group, and investment adviser to Pax World Funds. Under Joe's leadership, Impax has become a leading specialist asset manager investing in opportunities arising from the transition to a more sustainable economy.

Joe is a passionate advocate for investing in women and the critical role that gender diversity plays in business success. He has received numerous awards for this work from international and national investment organizations and periodicals, including Financial Times naming Joe one of its 10 "top feminist men" of 2015 for his work to help women succeed in business and beyond.

Joe has spent decades championing for gender equity and women's leadership in business by investing in and empowering women. His community leadership and service exemplifies everything the Foley Award symbolizes.

If you would like to be on our VIP mailing list for future Roasts, please get in touch with Amelia at [amelia@ff.international](mailto:amelia@ff.international).

To learn more, watch videos of the speeches and roasts, and view more photos from the event, visit our website at [www.ff.international/roast](http://www.ff.international/roast).





## Jonah Wheeler 2022 Eileen D. Foley Fellow



Jonah was raised in the Monadnock region of New Hampshire in Peterborough. He and his sister were raised by a single mother. He has used his story to fuel his passion for politics and building a new world.

He began working in New Hampshire politics six years ago by organizing with thousands of others in the state who have dedicated their lives to building this new world. In 2021, Jonah participated in FFI's pilot virtual nationwide program that offered 18 sessions focused on leadership from young people across the United States. He felt like this program would help with the skills needed to further his career in politics and community leadership. He successfully completed these sessions and is now a member of the FFI Global Alumni Movement.

Since then, Jonah has continued working in local politics. He was recently elected into the New Hampshire House of Representatives for Hillsborough 33 district. Having participated in the legislative process, testifying in committee, and sitting in the gallery, he sees the dire need to elect people who understand the urgency of the moment because they are going through real struggles. He has chosen the career of politics because he wants to help bring vision to a legislative body sorely lacking it. He knows we can build a new world of community, compassion, and justice for all.

*\*FFI, a 501(c)3 organization, does not endorse any political candidate for office*



# GOLF FORE PEACE

June 12<sup>th</sup>, 2023

Our annual golf event will be held at the Wentworth By the Sea Country Club in June. This intimate tournament provides our partners with an opportunity to support our mission and leadership programs through individual or corporate sponsorships.

100% of the tournament's revenue goes towards our programs. Over cocktails, attendees will hear from one of FFI's alumni about our programs, their impact, and how it changed their life and community.

Learn more at [www.ff.international/golf](http://www.ff.international/golf)



# PINTS FOR PEACE

Have a reason to celebrate? Turn any gathering into your very own Pints For Peace fundraising event! Whether it's for a birthday, a job promotion, or just getting together with your close friends, there are plenty of reasons to meet for a drink anywhere around the world. Why not turn these reasons into a fundraiser for a great cause? A Pints For Peace gathering can now happen year-round from any where within your own community! After registering your event, forward your invitations to anyone you'd like to share a drink with. Each attendee can register under your event and begin their own fundraising. Individuals that hit the \$30 milestone in donations to FFI will be mailed a Pints For Peace shirt.

Learn more at [www.pintsforpeace.org](http://www.pintsforpeace.org). Cheers!



# Parent Testimonials

How has the FFI program impacted your child or family?

"We feel it has opened Luca and us all up to another part of the world (New Hampshire). Luca was noticeably happier after coming home. He seems to feel so much more is possible for him in his life. Luca's new friendships have brought a new dimension to his life, which in turn has made his family happier. Luca's FFI experience was inspiring for his three younger brothers (who now hold hopes of applying for FFI in the future)."

"It has given us a greater understanding and appreciation of all the community services and supports around us and the small ways to make a difference. Julia has driven that point home, that even small impact is impact. It's given us a more direct Julia when it comes to communication. It has given me a wider perception of the concept of empathy, especially in leadership."

"I think that Emma feels that the obstacles of travelling away from home and experiencing different cultures and meeting other people have been greatly diminished. She feels now that anything is possible if she really wants to do it. Seizing opportunities now holds no fear."

"Anna is more open to stepping out of her comfortable zone and take challenges. She is more independent and confident in herself. She pays more attention to her diet/ healthy living."



# FFI Campuses

*The Mourne Mountains*



*The Center*



## FFI Center at Annalong

In 2019, FFI acquired a 70-bed campus in Annalong, Northern Ireland. The Center is located in a quiet village at the foot of the famous Mourne Mountains on the east coast of Northern Ireland. It's 1 hour from Belfast and 1.5 hours from Dublin. Annalong is a picturesque fishing village situated in the heart of the 'Kingdom of Mourne'. It offers an idyllic and peaceful setting to engage with the diverse beauty of the Northern Irish countryside.

# The Many Uses of the Campus

By operating our own safe and secure hub, we are able to bring our programs to hundreds more participants annually from around the world, including the United States, Israel and Palestine. It also empowers us to connect with partners such as universities, corporations, and nonprofits from around the world to accommodate their residential and programming needs. The possibilities are endless!

As a means to generate much-needed income, FFI renovated four cottages to be private AirBnb's, and we welcome all visitors! You will be close to the Annalong Harbour that has centuries of history and explorable footpaths and gardens, as well as the town of Kilkeel harbour for fishing. Of course, the real draw are the mountains as this village is the starting point for some of the most majestic mountain hikes on the whole island. Interested in learning more?

Visit [www.ff.international/annalong](http://www.ff.international/annalong)



## Naming Opportunities

There are many naming opportunities (rooms, cottages, etc.) still available. For more information, please contact [steve@ff.international](mailto:steve@ff.international).



Interested in staying with us?

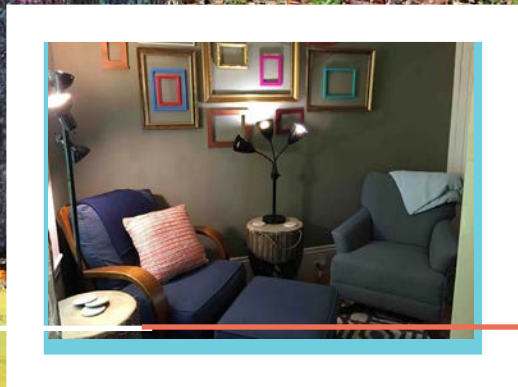
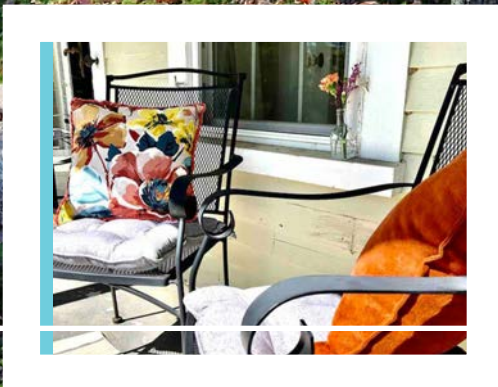
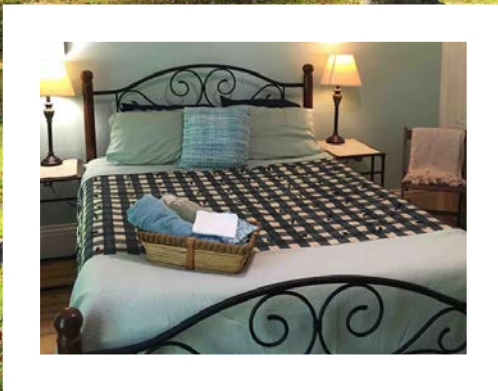


## The Raiche Farmhouse

In 2015, FFI purchased the Raiche Farmhouse, named after our Founder, Bob Raiche. Since then, the Farmhouse has hosted participants from over dozen cultures and has become a staple part of our Immersion Programs.

We are also happy to host guests and offer private rentals when programs are not in session. 100% of proceeds go directly towards funding FFI's mission of empowering young leaders to connect, strengthen, and serve communities around the globe by combining their passion to make the world a better place.

You can find more info on our website at [www.ff.international/durham](http://www.ff.international/durham). You can also find us on Airbnb.





## The Leonard Seagren Home

In 2020, Leonard Seagren gave the gift of a lifetime - his home.

Leonard has hosted numerous teams from many cultures at his house on New Castle over the years, and now teams and alumni far into the future will get to stay in his fantastic home for years to come. It is also the perfect home-base for our professional development programs, which may include time in nearby Portsmouth, NH, and Boston, MA.

You can find more info on our website at:  
[www.ff.international/leonards](http://www.ff.international/leonards)





# FFI Global Headquarters

Our headquarters are located in Durham, NH and include two adjacent properties: the Office and the Raiche Farmhouse. This is the epicenter of FFI's programs and work around the world. The Raiche Farmhouse has hosted participants from over a dozen cultures



*The Office*







*The Farmhouse*

## The Many Uses of the Campus

On any given day, visitors will see staff Zooming with participants from across the country and globe, young people doing a Zumba class in the parking lot, alumni practicing workshops, local community groups using our meeting space, or volunteers outside on the green space helping us beautify the campus. At FFI, there's always something exciting and innovative happening! Stop by and visit us to see for yourself!

The Office provides an open concept that is conducive for staff to accomplish daily tasks and for alumni to lead workshops for participants. It is also a perfect place for community use. We offer our meeting and event space to nonprofits, companies, volunteer groups, faith-based groups, universities, and more. Interested in using our space?  
Visit [www.ff.international/durham](http://www.ff.international/durham)



# FFI Center for Empathetic Leadership

FFI is asking for our committed supporters and partners to help us envision how we can best utilize the three acres we have in Durham, New Hampshire as we expand to meet the growing demand for our programs.

While still in the beginning stage of brainstorming, we are working with nationally renowned architects, engineers, and landscape designers in order to transform our headquarters into a sustainable and beautiful testament to the power of the human spirit; a space that will bring together individuals and organizations from around the globe as they learn and practice how to lead from a place of empathy first. As buildings and landscapes shape our approach to the world in ways overt and hidden, the FFI Center for Empathetic Leadership will provide a place where all visitors feel listened to and communicate to them that there is hope. Please feel free to contact [steve@ff.international](mailto:steve@ff.international) if you would like to learn more about this once in a lifetime opportunity.





# FFI Gear

## Show your FFI love!

Stay eternally hip while demonstrating your commitment to “world peace, grown locally” by adding some of our alumni-approved finery to your wardrobe. Whether it’s a fleece lined hat perfect for the frigid New England temperatures, limited edition team tees, or one of our special 35th anniversary sweatshirts, you can find everything you need in our gear store.

Peruse our wares at  
[www.ff.international/shop](http://www.ff.international/shop).





# Board of Directors



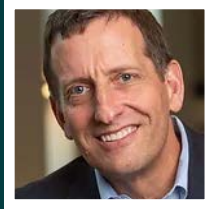
As an international and local organization, FFI takes special care in the recruitment of our board members. They all reflect our values as an organization devoted to youth empowerment. Our board is filled solely with people deeply committed to our mission and a strong desire to engage with our participants and alumni.

FFI's board is an active one, with 100% of its members actively engaging in volunteering with the youth, leading the charge for special events, and providing decades worth of professional expertise which is essential for the continued development of the organization. If you are interested in meeting with any board member to discuss FFI, please don't hesitate to reach out.

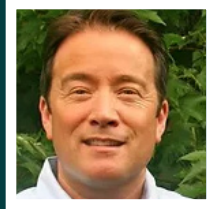




Jameson French  
Board Chair



Tim Allison  
Board Secretary



Bob Raiche, Jr.  
Board Treasurer



Jenifer Cannon  
Secretary



Catherine McLaughlin-Hills  
Board Member



Rick Gilmore  
Board Member



Funso Afolayan, Ph.D.  
Board Member



Eric C. Buesing  
Board Member



Bob Gibson  
Board Member

To learn more, visit our website at [www.ff.international/our-team](http://www.ff.international/our-team)

# New Year,

## Global Program

In 2023, FFI plans to launch its first-ever global leadership program. Our Immersion Program will be offered to 15-18 year olds across the world with **full** scholarships. This one-of-a-kind program will not only expand FFI's reach, but also bring together youth from cultures like never before.

This 16-day program will focus on conflict transformation (personal and community), public speaking, communication, and identity. It will take place at the FFI Center at Annalong. It will be one of the most challenging youth leadership programs in the world and emphasizes resilience, empathy, and action. Participants will develop concrete skills and the confidence that will help them unify and transform the world into a better place. We are excited to see this idea come to life in 2023.

• \$50,000

## Immersion Programs

FFI will continue to offer our Immersion Programs designed to develop bold and empathetic youth leaders (15-18 years old). There will be one team from both Northern Ireland and the Republic of Ireland and two teams from across the United States, all traveling to our campuses here in New Hampshire with **full** scholarships. Using our unique curriculum, these programs will focus on conflict transformation (personal and community), public speaking, communication, and identity. Additionally, each participant is required to create a social action project that addresses a need in their home communities, increasing the reach and impact of these young leaders.

• \$78,000

## Expansion Programs

The US Nationwide teams are headed to Annalong for the second year of their program. FFI has seen that our impact increases exponentially the more time we are able to spend with the youth leaders that participate. Therefore in 2023, we will be delivering a 2nd year of programming for the young leaders that came to New Hampshire from across the country in 2021 and 2022. However, this year, they will be headed to our campus in Annalong, Northern Ireland. It will continue their training to become effective leaders back home and also prepare them for their journey as an alumni.

• \$45,000

## New England Young Professionals Program

As we continue to expand our program to develop empathetic young professionals from around the globe, we were asked to design one for local New Hampshire residents that are in the beginning stages of their careers. This program is different from other young professional programs as it will focus on building the communication, project management, and team-building capacities of the participant. They will be integrated into our international programming opportunities and supported in creating social action projects that will benefit their New Hampshire communities.

• \$25,000

# New Programs

## Youth Weekend Experiential Programs

FFI is excited to offer this program designed to develop resilient and empathetic leaders (13-18 years old). Each program will be a weekend in length and include two overnights. This program will focus on team-building, public speaking, communication, and identity and can be tailored to the group's interests. Participants will have the opportunity to develop leadership skills, social-emotional learning skills, engage with their community, and bond as a team. Each FFI program incorporates components of our RECIPE.

Applications will be accepted from public and private school groups, out-of-school and afterschool programs, and homeschooled cohorts. All weekends will be hosted at the FFI Campus in New Hampshire.

\$6,000

## Credit-Bearing Programs

FFI is excited to expand educational opportunities to New Hampshire students through the NHDOE Learn Everywhere Initiative. This program allows for the delivery of content to continue outside of the classroom through real-world, hands-on, learning experiences.

In June of 2022, FFI was approved for 74 courses totaling 37 credits in 8 content areas. FFI will deliver this curriculum and programming to meet the academic needs of students while offering them opportunities that wouldn't normally be accessible through a traditional classroom setting. All programming is done by incorporating our FFI RECIPE and integrating the values of Resilience, Empathy, Communication, Impact, Playfulness, and Effort into everything we do.

\$60,000

## Adult Programs

FFI will continue to offer our innovative curriculum to adults, including to residents at Lydia's House of Hope. Lydia's House of Hope is an organization in Somersworth, NH with the vision of ending homelessness by helping them achieve a state of independence, sustainability, and productivity. We will facilitate a three-month-long program for their residents on a weekly basis. We have created a tailored program based on their assessed needs and self-identified goals with a focus on group/personal development and positive mental health outcomes.

\$9,000

## Senior Programs

We are excited to begin a formal program with residents at various senior living facilities in the Greater Seacoast area. After connecting with seniors virtually and in-person for the last five years, we have seen firsthand the potential for them to participate in our leadership programs. Our curriculum is designed to be adaptable for people of all ages, so this program will follow the same structure as our youth programs!

\$15,000



# New Year, New Alumni Opportunities

## New Orleans Advanced Leadership Program

After a hiatus due to COVID, alumni will be returning to New Orleans for an advanced leadership program in the Spring of 2023. This high-level leadership program for our most engaged and advanced alumni is focused on social justice and includes a trip to our Gulf Coast region. Alumni travel to New Orleans to meet with community members, practice facilitating workshops, and work with their teammates to develop the Global Alumni Movement. In the spirit of empowering our alumni to take on advanced leadership roles, this program will be entirely planned and led by one of our alumni.

• \$35,000

## Israel/Palestine Alumni Fund

FFI will continue to work in Israel and Palestine with a new initiative! With over 200 alumni from the region, we will be focusing our resources on supporting projects that they will implement locally. These projects will range from environmental, educational, social justice, etc. Alumni will be lead through a series of workshops on budgeting, project management, and marketing in order to develop the most impactful projects possible as well as continuing their leadership development.

• \$25,000

## Alumni Global Symposium

Now more than ever, countries around the world are looking for effective leaders. At FFI, we have found that the most effective leaders are young people so we plan to bring leaders from all over the world to our center in Northern Ireland for a Global Symposium. This will include strategy meetings, workshops, planning sessions, presentations from peace leaders, and more. It will be a space for FFI Global Alumni to come together for a common goal: to make the world a better place.

• \$40,000

## Other Alumni Opportunities

Other future opportunities for Alumni include increased weekend-long training seminars, camping and hiking trips, youth programming for their home communities, virtual training options, and more.

• \$30,000

# New Year, New Campus Work

## FFI Center at Annalong

The FFI Center at Annalong is a fundamental part of our future global programming in Europe, the Middle East, as well as for USA teams. Centrally located in between Dublin and Belfast, this center allows us to provide a safe, secure, and welcoming hub for our international programming. We are looking to complete the fundraising for this acquisition in 2023. There are numerous naming opportunities, including the naming of the conference room, dining room, and bedrooms in the dormitory, as well as two private cottages. See previous pages for more photos of this beautiful seaside campus.

• \$250,000

## Diane M. Seagren Rainforest Academy

We aim to complete the second phase of renovations to this gem in the rainforest. This campus sits on 30-acres of untouched rainforest surrounded by nature. A newly rehabbed dormitory will include brand new ceilings, floors, bathroom facilities, and paint. Once completed, we will be able to host individuals as well as university and other teams that are looking to be immersed in an off-the-grid environment. Programs at this campus will focus on understanding more natural and conscientious ways of living in nature, with an emphasis on indigenous knowledge.

• \$80,000

## FFI Center for Empathetic Leadership

As discussed in pages prior, FFI will be embarking on reimagining our 3-acre campus (and buildings) in Durham, NH, so that it can inspire all who visit, or even just drive by, for generations to come. We are still in the beginning stage of brainstorming, we are working with nationally renowned architects, engineers, and landscape designers in order to transform our headquarters into a stunning space to be shared and used by people from all over the world.

By adding on significant outdoor program space, including classrooms, green and tree houses, and backyard farming, this center will become a community hub for individuals and organizations that need this type of space, while allowing FFI the opportunity to expand our programs safely and sustainably.

• STBD

# New Year, New

## Financials

FFI takes seriously the responsibility of stewarding the funds donated by our committed donors. We combine best practices and effective software to provide comprehensive and efficient financial reports on a monthly and annual basis. Each year, our Board of Directors outlines three distinct budgets that are based on the variables that can occur in any given year and what impact these budgets have on our program offerings. One policy that assists us greatly in managing our finances is that we do not operate any program or capital renovation without funding in hand (no pledged, but actually received).

This policy is why your support at the end of each year is so important for us to determine how many youth we can serve with our programs in 2023 and what phases we can undertake in the improvement of our global campuses.

We not only fund short-term programs with funding from donors, but we also continue to pay down existing debt (our current mortgage is \$700,000) as well as work to grow our endowment to \$10,000,000 to ensure that we can continue without fear for generations to come.

If you are interested in seeing our 990/Financial Review or have any questions about FFI finances, please contact [steve@ff.international](mailto:steve@ff.international) or call 603.397.5301

## Your Gift

Every gift is important to us. The act of giving implies a grasp of our mission and a belief that we can accomplish it together. We accept each gift and donation with the understanding that we have a pact with the donor to invest their support in the most effective means possible and to apply their input where possible.

Please visit [www.ff.international/donate](http://www.ff.international/donate) for options on how to donate directly to FFI.

## Donate Stock

Donating appreciated stock to Friends Forever International is a great way to move us forward in our mission while also realizing significant tax benefits (ask your broker or financial advisor for more information).

If you are interested in supporting FFI in this way, please visit [www.ff.international/donate-stock](http://www.ff.international/donate-stock) for further details.



# Ways to Give

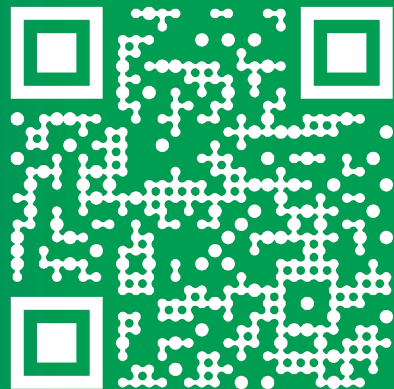
## Including FFI in a Will & Planned Giving

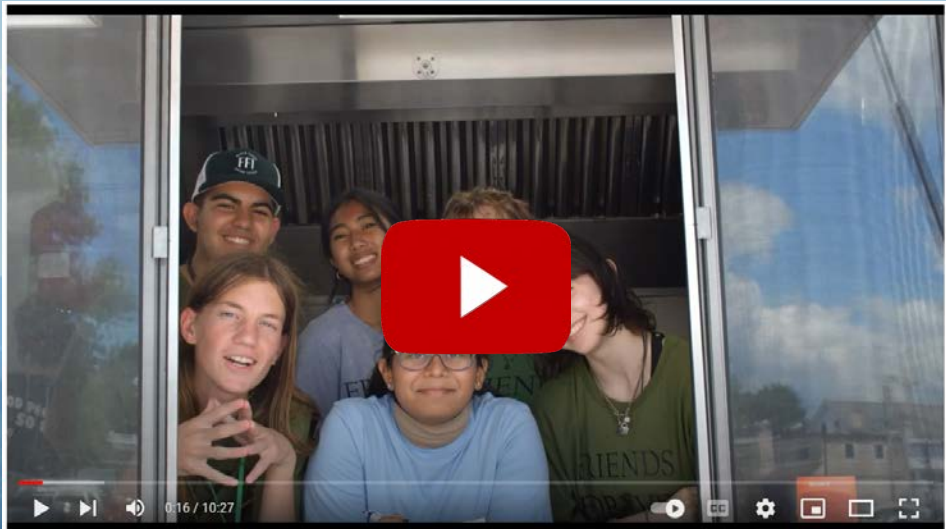
No matter one's age or socioeconomic status, deciding how to bequeath one's assets is one of the most important decisions of a lifetime. How will you choose where to leave your legacy? Will you support our cause fifty years from now? At Friends Forever International, we help people determine an area of our program they feel passionate about sustaining for the long term. What better gift is there to leave this world than leaving the legacy of peace?

Please visit [www.ff.international/planned-giving](http://www.ff.international/planned-giving) for more information.

**Interested in supporting any of 2023's opportunities?  
Or supporting FFI through our various forms of giving?**

**Visit [www.ff.international/donate](http://www.ff.international/donate) or scan this QR code.**





About Friends Forever International, 2022

Excited about what you've read in this report? Hear more from our 2022 participants by watching and sharing out latest video at [www.ff.international/report](http://www.ff.international/report).

FFI designed and printed this report in-house with minimal cost.

Excited about this report? Please consider passing it on to a friend or family member that would be interested in learning more about FFI!

**FRIENDS FOREVER  
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