

# Annual Report 2015



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Dear readers,

*the year 2015 was a very intensive one for our organization. Never before we had that many projects, implemented that many activities, reached that many beneficiaries and had such profound internal developments.*

*Similar to the previous years, also in 2015, we managed to forge new links in countries, in which we haven't been active before. In the case of Kyrgyzstan we managed to develop a new project aiming to analyze the causes of Religious Extremism and to elaborate concrete initiatives for counter-measures.*

*At the same time we also tried to continue the cooperation with our long-term partners and to build upon the structures we have created over the last years. In this spirit we carried out several projects in the South-Caucasus, in Egypt and in Germany.*

*In Egypt we developed within 10 months A Vision for Egypt 2025. Due to the very robust Status Quo in Egypt, without much freedom for Civil Society activities, we "escaped" to the future and asked approximately 300 young people in Egypt the question: how they imagine peaceful coexistence in their country. The result was a comprehensive document that we presented to a broader audience in December 2015.*

*In the framework of the Eastern-Partnership-Program of the German Foreign Ministry we implemented two projects with participants from Armenia, Azerbaijan, Georgia, Moldova, Ukraine and Russia. We empowered young peacebuilders to become more efficient and in the second project we had a mutually stimulating exchange of ideas regarding best-practices in dealing with Internally Displaced Persons (IDP).*

*In Germany we intensified our cooperation with the forumZFD (Civil Peace Service). Since last year we implement one week of their Training-Course for Peace & Conflict Consultants. The participants have extremely interesting backgrounds and come from all over the world.*

*Also in the field of urban development we could intensify our efforts which started a couple of years ago. From April to December 2015 we contributed to the creation of a development plan for the former airfield of Tempelhof in Berlin. Here we were in charge of dealing with conflicts which occurred during the development process and consulted the persons in charge for the process in conflict sensitive behavior. We were especially happy to bring back many of our experiences from our work abroad to the German context.*

*Other important issues we were focusing on during the last year were the topics of migration and the growing right wing populism. Dealing with those two phenomena is of great importance for our societies. That is why we conducted different workshops and seminars in Germany and Europe, where we discussed with participants from very different back grounds how to tackle those issues.*

*Internally we had to undergo changes in the structure of our staff. Our founding-father Gerrit Kraemer left CRISP in order to find new challenges. In that effect we were looking for a new colleague and found Julie Janković, who is working with us since November.*

*It was an exciting year. Our biggest gratitude goes to all our partners and the participants of our activities. Without their courage and their commitment, we would not have been able to have such an outreach. Thank you very much!*

*On the following pages you find all details about CRISP in 2015. Enjoy and don't hesitate to get in touch with us.*

  
Florian Dunkel

  
Andreas Muckenfuß

## Who we are

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

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

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

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

The permanent goal of our activities is mainly focused on the development of a strong, active civil society and a non-violent management of conflicts.

Currently, our focus regions are the Western Balkans, South and North Caucasus, the Middle East, and since 2014 also Ukraine.

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

### Contact:

*If you are interested in our method or in one of our projects, please don't hesitate to get in touch with us.*

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### Telephone/Fax:

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[www.facebook.com/crisp.conflict.simulation](http://www.facebook.com/crisp.conflict.simulation)

## The Method

In order to achieve its goals, CRISP develops and uses simulation games. In these simulation games, the participants are challenged to deal with political and social problems by means of play.



In general, all simulation games apply the same rules: you create situations in which the participants not only learn about the circumstances and discuss possible actions and reactions, but also in which they find themselves in situations which require decision-making skills and where they are affected by the decisions of others.

Knowledge acquired through the simulation game method does not only result from simple cognitive processing of external stimulus, but also from the experience as an active participant, which takes place within a group of people. Thus, a key element is the learning of authentic and complex problem descriptions. The simulation game supports therewith a self-organized and praxis-oriented learning culture.

A central element of the simulation game is the shifting of roles. Taking over a role in a conflict give deeper insights regarding the motives, constraints, and possibilities of different stakeholders of a conflict. New perspectives become visible and innovative resolution methods as well as the negotiating strategies can be tested.

### Didactic concept:

*CRISP focuses on an experience-oriented learning approach, and we see ourselves as moderators of transformation processes.*

*In our workshops we encourage our participants in conceptual involvement and responsible action.*

*Our main target group is young people active in the field of civil society. They can transmit the knowledge and experience of our projects back into their society.*

Simulation games are no doubt an intensive experience, whereby participants can train their social abilities: How do I work and how do I behave within a team? How do I manage putting myself in another's position? How do I react under pressure? How do I convince others? How do I personally handle conflicts?

Also different skills such as negotiation, strategic planning and the ability to compromise, are trained and promoted in simulation games.

In particular, these intense personal experiences and the learning in a complex situation leave long lasting impressions on participants.

## Activities 2015 - Overview

Project	Region	Partners	Page
<b>Peace and Conflict Consultant</b> <i>training young people from Azerbaijan, Armenia, Georgia, Moldova and Ukraine to become Peace and Conflict Consultants.</i>	Eastern Europe, South Caucasus	PATRIR (RO), ISKRA (UA), Creative Development Center (GE)	10
<b>A Vision for Egypt 2025</b> <i>creating a vision that answers the question, how young people in Egypt imagine living together peacefully.</i>	Egypt	Center for Development Services (CDS), Cairo, Egypt	12
<b>Conflict advisor for IDPs</b> <i>lobbying for integration of internally displaced persons (IDPs), in order to put the topic on the political agenda in Armenia, Azerbaijan, Georgia and Ukraine.</i>	Eastern Europe, South Caucasus	Creative Development Center (CDC), Tbilisi, Georgia	14
<b>Refugee and Migration Policies</b> <i>supporting the debate about European migration politics, including a bottom-up approach developing recommendations.</i>	Germany	Different German organizations on community level	16
<b>Fighting Right-Wing Populism</b> <i>developing and conducting a simulation game tackling the sources, reasons, dynamics and effects of right wing populism in Europe.</i>	European Union, Western Balkans	ECMI (DE), CIVIL (MK), ISKRA-Youth NGO (UA), JOIN (IT), Antigone (GR), YEU (CY), Plural (RO)	18
<b>Youth, identity and employability</b> <i>developing and implementing a simulation game tackling the topic of employability under consideration of identity issues.</i>	Middle East + European Union	Waseela (EG), CDC (GE), PROPÓSITO INADIÁVEL (PT), Oportunidades Europeas (ES), Scambieuropei (IT)	20

## Activities 2015 - Overview

Project	Region	Partners	Page
<b>Peaceful Dialogue in Kyrgyzstan</b> <i>empowering those who are already working towards the settlement of religious tensions in Kyrgyzstan.</i>	Central Asia	Ministry of Labour, Migration and Youth, SAMK, Analytical Center for Religion, Law and Politics	22
<b>Conflict Consultancy in urban development</b> <i>providing guidelines for the future usage of the former airfield „Tempelhof“. we were working intensively on trust building between the different stakeholders involved in the process.</i>	Germany	Büro freiraum.planung	24
<b>Contributions</b> <i>we contributed to different other projects and activities of our partners. In this regard we developed tailor-made simulation games, implemented workshops and participated in conferences</i>	Different	Different	26



## Training Course: Peace and Conflict Consultant

### Description

The aim of the project was to train young people from Azerbaijan, Armenia, Georgia, Moldova and Ukraine to become Peace and Conflict Consultants. In order to achieve this aim the project consisted of four modules building up onto each other. In the first workshop, which took place in Ukraine, the participants learned the basic concepts of conflict transformation and reasons for the outbreak of violence, followed by a peer- to peer exchange among the young people regarding their former experiences and achievements.

In the focus of the second seminar in Georgia was the development and establishment of own initiatives or campaigns. Hereby, the participants studied different theoretical concepts and methods for designing, conducting and implementing own projects concerning the transformation of conflict.

At the end of this module the participants were divided into six different groups according to their nationality and given the task to think of an own campaign addressing a prob-

lematic topic causing conflict in their country. This project should later be realized back in their local communities.

**Module 1:** Introduction to the project and the theoretical background of peace and conflict work. Peer-to-peer exchange between the participants regarding former experiences and achievements. Presentation of local 'good practice' projects by external speakers.

**Module 2:** Introduction to theories, types and methods of conflict analysis and management. Presentation and analysis of local conflicts by the participants.



**Module 3:** Introduction to techniques of conflict solving, adult education and project management.

**Implementation phase:** Participants design and implement one workshop in their home-countries.

**Module 4:** Evaluation and reflection of local workshops. Exchange of 'lessons learnt' experiences from the implementation phase and compiling of 'best practice' examples.

### Target group

The project targeted young experts from Azerbaijan, Armenia, Georgia, Moldova and Ukraine with former experiences in the field of conflict management. Furthermore, also people without practical experience in conflict management but former involvement in this field of work were welcomed to join.

The group covered the different conflict areas representing women and men equally and also included civic actors from rural areas.

### Goals

The project intended to improve the quality and flexibility of civic conflict solving in the countries of the Eastern Partnership. Therefore 'quality' refers to the ability of the local experts to adopt methods and standards of conflict solving and as a consequence raise the acceptance of the population towards these actors.



'Flexibility' refers to the ability of the local experts to adapt immediately to changes and new challenges. The aim of the project was thus the training of selected, civic experts from the field of peace and conflict work.

Throughout the training the participants gained the tools to increase the quality and flexibility of local conflict management and therefore are now able to contribute to the solving of current and future conflicts in the countries of the Eastern Partnership.

**Duration:**  
September - December 2015

**Participants:**  
30 professionals from Azerbaijan, Armenia, Moldova, Ukraine and Georgia

**Partners:**  
Institut für Auslandsbeziehungen (DE), PATRIR (RO), ISKRA (UA) and Center for Creative Development (GE)

**Donor:**  
The project used funds of the German Federal Foreign Office.



## Simulating Egyptian Transition - III: A Vision for Egypt 2025

### Description

A Vision for Egypt was the third part of our long-term project Simulating Egyptian Transition (SET). As in SET I and II we again worked together with our partners from the Center for Development Service (CDS) and the recently found nadi al muhaka (Simulations Club Egypt). Together we used the already existing resources to conduct ten local workshops with over 200 young people from various regions, social backgrounds and religious beliefs to formulate a general vision for Egypt with the aim of reaching a peaceful co-existence between the many different sectors of society in the country. In the ten local workshops the task for our participants was to think of values that could support a harmonious together and also include five main social actors, the media and civic society, the religious, private and state sector. At the end our

**Duration:**  
February until December

**Participants:**  
20 local trainers and about 230 young people from ten different Egyptian governorates.

**Location:**  
4 seminars and 10 local workshops all over Egypt

**Partners:**  
Center for Development Services, Cairo, Egypt

**Donors:**  
Civil Conflict Resolution Program (zivik) of the Institute for Foreign Cultural Relations (ifa) with funds of the German Federal Foreign Office

participants found very interesting solutions and intriguing approaches on how to diminish discrimination, overcome religious and political extremism and especially gender inequality. They suggested to start educating young girls from the scratch on about their importance and to give them the same opportunities as boys. Additionally, a quota for female members of parliament was found to raise the political influence of women. Another idea was to abolish the belief of a person from the identification cards of Egyptians in order to increase the chance of equal treatment by state authorities and to decrease the impact of religion on public matters.



### Target group

During the local workshops we reached about 230 young Egyptians differing in their social status, religious beliefs, political attitude and regional background.

### Goals

The project intended to create a long-term vision for Egypt for the year 2025. The vision included a social, an economic as well as a political dimension. In order to attain this ambitious goal, it was crucial to reach profiles from the Egyptian society representing its social, religious, political and geographical diversity. This way the project results will be unassailable and ensure a long-term impact.

In addition many participants got the chance to meet young people from different parts of Egypt for the first time in their lives and enable them to exchange on various topics and change the picture they had of each other. In this way the project's aim of bringing the various parts of society together was achieved on a grass-root level.

### Achievements:

Most important was to stimulate youth in Egypt to critically reflect on the Status Quo and to introduce them to the general concept of a vision. Hence the activities of this project were dedicated to open channels of communication among participants, so they can share their different viewpoints.

For many participants, the simulation games were a safe space where they could express their opinions freely and further could enter into



a constructive dialogue with others, in order to search for common ground regarding a peaceful living together. Hence, it was an exciting experience and served many times as an eye-opener.

In particular the activities of this project increased the participants' abilities in several key-elements, which are fundamental to continue a fruitful exchange of ideas and contribute to overcome today's social conflicts.



## Training Courses: Conflict advisor for IDPs

### Description

The aim of the project was to place the integration of internally displaced persons (IDPs) on the political agenda in Armenia, Azerbaijan, Georgia and Ukraine.

To achieve this goal the project focused on the training of multipliers or mediators to improve their abilities to develop systematical and stringent projects helping to integrate IDPs. Furthermore, the participants learnt new methods of conflict management to mediate between the IDPs.

Finally, the project also aimed at strengthening the network between national and international, non-governmental and governmental actors to ensure the integration of IDPs in the future.

### Target group

The project targeted young members of organizations coming from Azerbaijan, Armenia, Georgia and Ukraine.

The participants' organizations specialized in working with refugees, internationally displaced persons, and had essential experiences in the field of informal education or with the integration of IDPs.



### Goals

The goal of the project was the better integration of IDPs in the national societies. Therefore, a conflict analysis for each country was being conducted together with the target group and tools (like simulation games) were being developed to tackle the conflicts.

All tools were being tested during the implementation phase. The overall goal of the project was the rapprochement between the IDPs and the national majorities. The developed tools therefore focused on similarities between the different groups and worked towards a strategy to share responsibility between the parties.

**Duration:**  
September until December

**Participants:**  
21 young professionals from Azerbaijan, Armenia, Georgia and 20 from Ukraine

**Location:**  
The seminars were held in Lviv (Ukraine) and Tbilisi (Georgia), the local workshops were implemented in different parts of the participating countries.

**Partners:**  
Institut für Auslandsbeziehungen (IfA), (Germany), Creative Development Center (Georgia)

**Donor:**  
The project used funds of the German Federal Foreign Office.





## Interactive Workshops: German Refugee and Migration Policies

### Description

In 2015 our colleague Mona Hinrichs successfully conducted several workshops regarding refugees and migration policies in Germany. In total she facilitated 13 workshops all over Germany. The participants of the workshops had to deal with the actual European laws on Migration and on that basis had to find solutions to the most urging issues of refugees and migrants.

#### Duration:

January until June

#### Activity:

13 workshops on local, state and federal level

#### Participants:

In total 270 Youngsters from all over Germany

#### Locations:

Germany (Mainz, Hildeburghausen, Düsseldorf and Berlin)

#### Funded by:

ERASMUS+

First, the participants were participating in a simulation game and then asked to develop possible ideas that are applicable in reality and discuss those with representatives from all political parties.

The workshop program was divided into three levels. On the first level we conducted workshops in different cities of three project regions, on the second level we hold regional workshops with former participants from the



local workshops and finally, on the third level, we conducted a workshop in Berlin with participants from all three regions.



We are really happy to hear that all participants enjoyed the workshops. All in all, the participants have been very active and involved in the workshops and interesting approaches had been developed.

### Target group

The project was designed for politically active youngsters, who are interested in actively discussing questions with regards to migration. They were between 16 and 30 years old.

### Goals

This structured dialogue aimed at supporting the debate about European migration politics. Along the lines of the bottom-up approach measured to deal with problems that have been identified on a local level were being developed.

The participants dealt extensively with the field of migration and developed a better understanding of it. Moreover, they had the chance to develop their own ideas for problem solving and discussing their thoughts with policy makers. In the process the potential for innovation of the participants were used and they had the possibility to inject their ideas into the political processes.

## Fighting Right-Wing Populism in Europe

### Description

At the end of August we started to implement the project „Fighting Right-Wing Populism in Europe“. Jointly with our partner organizations that helped us a great deal preparing and conducting the seminars, and highly motivated participants from various countries we addressed issues around the topic of right-wing populism in Europe.

We talked about how one could identify and define right-wing populism and then attempted to get a deeper insight into the dynamics and the workings of right-wing populism in Europe. For that purpose, we used once again a simulation game to gain a better understanding of the dynamics, reasons and mechanism of right-wing populism. The simulation game was developed and tested last year and after some changes is now implemented for the second time.



All the participants were surprised by how well the game managed to resemble the strategies and mechanisms of RWP, not only within the framework of the game but as well when being transferred to the reality of the participant’s home countries.

We conducted the seminars including the simulation game in Skopje, Macedonia, Hungary’s capital Budapest and the beautiful town of Lviv in Ukraine.



In each of these seminars we had five days full of fruitful discussions and valuable. We are happy to hear that all of the participants enjoyed the workshop and developed first ideas to tackle this phenomenon.

### Target group

This project targeted participants who already had some knowledge in the field of right wing populism or racism, and/or good experience in the field of non-formal education.

This way they were able to provide some input during the seminar. In addition there were 3 participants from each partner organization who are active in the youth work sector so that they were able to analyze the simulation game from a critical perspective.

### Goals

The main goal of this project was to develop and conduct a simulation game that tackled the sources, reasons, dynamics and effects of right wing populism in Europe. In the end of the project a simulation game was available for other trainers of non-formal education, as well as for teachers at schools and lecturers at universities. The simulation game is easily transferable, due to a detailed handbook describing the implementation, as well as the evaluation of the simulation game.

#### Duration:

September until December

#### Location:

Skopje (Macedonia), Budapest (Hungary), Lviv (Ukraine)

#### Partners:

European Center for Migration Issue (Germany), Civil- Center for Freedom (Macedonia), ISKRA- youth NGO (Ukraine), JOIN (Italy), Antigone (Greece), Youth for Exchange and Understanding (Cyprus) Plural (Romania)



## Youth, identity and employability

### Description

The main goal of this project was to develop and conduct a simulation game tackling the topic of employability under consideration of identity issues. The simulation game developed together with trainers from six different partner organizations was applied to the different regions in Europe and its neighborhood.

We also developed a workshop concept to embed the simulation game into discussions about important core skills needed for employability like communication, team work and problem solving skills.

During this meeting participants from Egypt, Germany, Georgia, Italy, Portugal and Spain tested the simulation 'Frustralia' and made adjustments. They also got to know more about topics of identity and employability. During the seminar different creative me-

thods were used, such as simulation game and forum theatre.

The meeting was also a good platform for networking and future colorations.

We also got to know more about best practices in policy making by some European countries like Germany and Austria to decrease



youth unemployment by supporting vocational training and the apprenticeship system for example.

By the end of the three day seminar the outline of the Manual was developed and the game was finalized.

### Goals

The main goal of this project was to develop and conduct a simulation game that tackled the topic of employability under consideration of identity issues. The simulation game developed together with trainers from six different partner organizations was applicable to the different regions in Europe and its neighborhood.

We also developed a workshop concept to embed the simulation game into discussions about important

core skills needed for employability like communication, team work and problem solving skills.

**Duration:**  
May - September

**Participants:**  
Egypt, Germany, Georgia, Italy, Portugal and Spain

**Location:**  
Berlin (Germany), Lisbon (Portugal), Madrid (Spain)

**Partners:**  
Waseela (Egypt), Creative Development Center (Georgia), PROPÓSITO INADIÁVEL (Portugal), Oportunidades Europeas (Spain), Scambieuropei (Italy)

**Funded by:**  
Erasmus+



## Peaceful Dialogue in Kyrgyzstan

### Description

Our project 'Peaceful Dialog' brought together young adults from the civil society and representatives from different levels of the government to identify causes for religious tensions in Kyrgyzstan. We conducted a series of workshops in Bishkek, Osh, Jalalabat and Cholpon Ata in spring and summer 2015 in order to educate youth about religious extremism and radicalism in Kyrgyzstan.

More than 80 young people participated in those workshops and they represented local NGOs, youth centers, mosques, schools (teachers), universities (teachers and students), local offices (city, village) of the Ministry of Labour, Migration and Youth.

The participants developed potential solution to the problems caused by religious radicalism that

can also be of assistance to increase the tolerance for other religious beliefs. In doing so, we examined the needs and concerns of Muslim extremists and draft a strategy that outlined a scenario for a peaceful coexistence of all religions.

Following those workshops a round table discussion against religious extremism and radicalism was organized in October 2015 with government officials, Kyrgyz experts on the topic and 18 participants from different regions of Kyrgyzstan taking part in it.

The roundtable also brought together participants of previous workshops for them to share their point of views and thus to merge

the fruitful results of all workshops. During the roundtable, participants raised and discussed issues related to the threats by the extremist



movements, the work of government agencies in preventing and countering extremism and the role of youth activists, unions, NGOs in addressing this issue.

It is noteworthy to mark that the youth made its own presentation to the high level government officials and experts on how we could fight religious extremism.



### Target group

Participants were young adults from the age of 20 to 30 who commit to the peaceful coexistence of various religions through their involvement in the civil society. Most of them came from rural regions, namely Bishkek, Chui, Issyk Kul, Jalalabat and Osh.

### Goals

The overall goal of this project was to empower Kyrgyzstan's civil society with a special focus on young adults who were already working towards the settlement of religious tensions.

Facilitating our workshops in less urban areas, we gathered many different opinions and ideas that were presented to policy makers and religious stakeholders. This contributed the process of establishing a broader concept of overcoming the religious conflicts. We planned to form long-term cooperation to empower the civil society in establishing the peaceful coexistence of all religious groups.

### Duration:

February to December

### Participants:

more than 80 young people representing local NGOs, youth centers, mosques, schools, universities, local offices of the Ministry of Labour, Migration and Youth

### Location:

Bishkek, Osh, Jalalabad and Issyk Kul (Kyrgyzstan)

### Partners:

Ministry of Labour, Migration and Youth of the Kyrgyz Republic, the Spiritual Administration of Muslims of Kyrgyzstan, the analytical center for Religion, Law and Politics

### Funded by:

the Civil Conflict Resolution Program (zivik) of the Institute for Foreign Cultural Relations (ifa) with funds of the German Federal Foreign Office

# Conflict Consultancy in urban development

## Description

Since the successful referendum, which prevented the construction of buildings on the former airfield of Tempelhof, many intensive discussions have been going on how the area should be used in the future. With its size of more than 360 ha, the airfield is one of the biggest inner-city parks in the world, making any discussion a city wide issue.

In this framework it was decided, that in a one year process the citizens of Berlin, in cooperation with the administration, should come up with a development plan, providing guidelines for the future of the airfield.

The development plan should define spaces

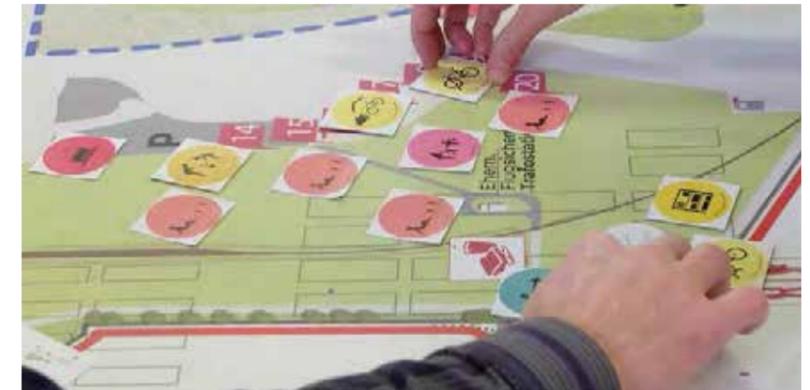


for different needs and uses on the airfield, ranging from recreation, to history and from sport to nature conservation.

CRISP was part of this process, being responsible for dealing with conflicts which might occur during the negotiations and consult the persons responsible for the process in this manner.

Therefore we were working intensively on trust building between the different stakeholders involved in the process. Our goal was to establish a constructive attitude towards the collaboration process. As opinions and ideas were collected from different parts of society it was of great importance to establish a culture of acceptance of different perspectives on the future development of the airfield.

Furthermore we were consulting the process coordinators and the staff of the administration in conflict sensitivity, and process management. In the end the development plan was accepted by all stakeholders involved. Now it will be implemented by the parliament of Berlin and can be checked here: <https://tempelhofer-feld.berlin.de/>



## Target group

Citizens being actively engaged in the process of creating the development plan. As well as staff of administration and process coordination.

## Results

The skepticism towards the cooperation with actors from different areas was transformed into a culture of constructive cooperation.

As our contribution was designed in a way of permanently accompanying the process we could always interfere and facilitate in cases of occurring conflicts.

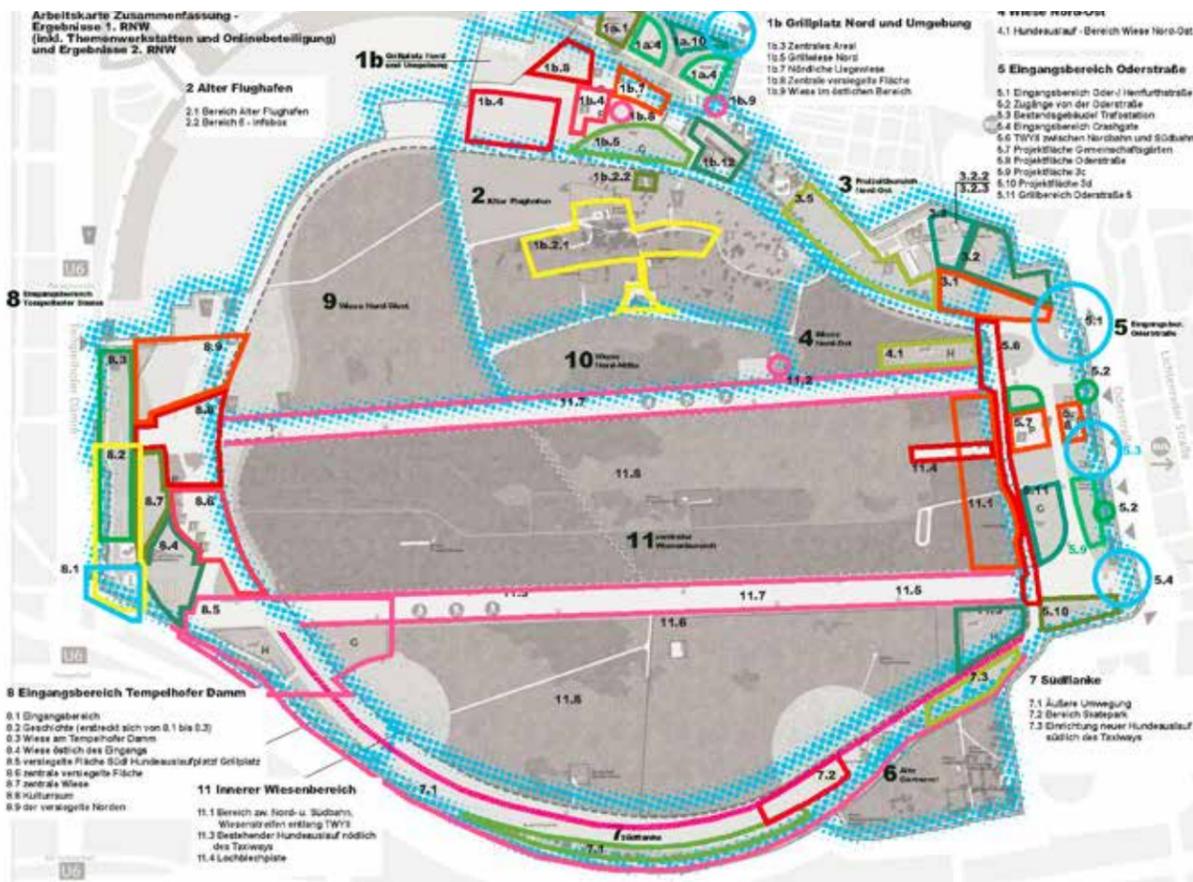
**Duration:**  
April to December

**Location:**  
Tempelhofer Feld,  
Berlin Germany

**Partners:**  
Büro freiraum.planung

**Funded by:**  
Senatsverwaltung für Stadtentwicklung und Umwelt  
(government of Berlin)

This led to the result that those actors who have been distrustful towards the process were integrated and played a constructive role during the process. In the end our contribution helped enabling the process to function, as the actors involved were not mainly focusing on dividing issues, but tried to identify common grounds. In order to build more sustainable and trustful structures more time would have been needed.





## Peace-Building and Conflict-Management in Georgia

### Description

Together with our partner organization in Georgia we conducted a two-day workshop for around 20 young activists from all parts of Georgia on the general concepts of peace building and conflict management.

The participants learned the basic principles of conflict behavior, how dynamics of conflict evaporate and what is necessary to avoid the escalation of an argument. In addition to the theoretical concepts on peace and conflict management, there was also the chance to practice the new knowledge in dealing with personal conflicts and to apply them on the simulation game the following day.

*"I had the role of an observer and what immediately caught my attention was that the nine steps of escalation, which we had learned just about a minute ago, were being used in the simulation game directly."*, said Goga Khatiashvili (21), one of the participants.



Apart from analyzing the reasons for conflicts, the young people also tried to find out about and differentiate between the needs and agendas of the different groups given by the simulation game by referring back to the communication techniques learnt throughout the workshop.

At the end of the two days our participants were able to find a democratic solution for a problem and to avoid its escalation.

**Format:**  
2 day workshop

**Participants:**  
24 young people from Georgia

**Location:**  
Bakuriani (Georgia)

**Partners:**  
Auswärtiges Amt (Germany),  
Institut für Auslandsbeziehungen  
(Germany)

Partner:



## Training Course: Peace + Conflict Consultant

### Description

The "Forum Ziviler Friedensdienst" (Civil Peace Service) is a Cologne-based NGO that promotes the culture of nonviolence and a nonviolent conflict solution.

In doing so they offer a variety of courses, classes and seminars, one being a nine-week full-time advanced course in Peace and Conflict Work.

Participants will be introduced into the concept of peace workers, they will learn methods of conflict assessments and improve their skills on strategy and project planning.



Afterwards they will receive the certificate "Peace and Conflict Consultant".

The academy of the forum asked us to assist them with conducting a simulation game, which would give their participants the opportunity to practice their skills and test their abilities in a safe environment.

We then adopted one of our simulation games to fit their special needs, which are e.g. lack of information and complex conflicts of interest.

**Format:**  
5 days seminar

**Participants:**  
12 future Conflict-Consultants  
from different countries

**Location:**  
Königswinter (Germany)

**Partners:**  
Academy for Conflict  
Transformation (Germany)



## Conference: Civil Society in Eastern Europe

### Description

The Evangelic Academy Loccum invited us to their conference in March on the question of how can Western Europe strengthen the civil societies in Ukraine, Belarus, Moldova and Georgia as the German Federal Foreign Office established a special program that aims at developing the civil society of the countries of the Eastern Partnership.

The goals of the conference were to enable an open exchange on different approaches and strategies of civil conflict resolution in Ukraine, Belarus, Moldova, and Georgia.

Furthermore, together with experts for Eastern Europe the strategies' transferability to other regions in conflict will be evaluated and approaches of conflict management for Ukraine will be de-

**Format:**  
Conference-Talk

**Participants:**  
approx. 80 people from Germany and the countries of the Eastern Partnership Program of the German Foreign Ministry

**Location:**  
Rehberg- Loccum (Germany)

**Partners:**  
Evangelischen Akademie Loccum (Germany)

duced therefrom.

Hence, the aspiration of the European Union's Eastern Partnership, namely to strengthen civil society, will be reviewed critically."

Together with Dirk Splinter, from the Berlin based organization Immedio, Andreas talked on the topic of minority and emphasized the

attention and consideration that the civil society must undertake in regard to minority groups.

We had the opportunity to talk to a lot of interesting people while expanding our network of people working in the civil society.



## Workshop: Fighting Corruption in Belarus

### Description

During 4 days we discussed the phenomenon of corruption, its manifold faces and theoretical models that try to explain under which circumstances are most likely to happen. Not surprisingly we figured out that the political system in Belarus appears to be a fruitful soil for corruption to prosper. Further we analyzed the different types and the main causes for corrupt behaviors in Belarus.

The simulation game "Bribania" provided a suitable framework, within which the participants could develop measures and combine them to a holistic strategy in order to fight corruption. The actors of the simulation game had different approaches and preferences regarding the fight against corruption. As a matter of fact it was

**Format:**  
4 days workshop  
**Participants:**  
21 participants from different regions of Belarus  
**Location:**  
Vilnius (Lithuania)  
**Partners:**  
Swedish International Liberal Center (Lithuania)

even in the interest of some to spoil any kind of anti-corruption-agreement in order to protect their own interests.



From this it becomes clear that the simulation game had goals on two levels.

On the one level, the efficiency of possible measures was discussed and moreover the complexity of the negotiation process and its influence on the overall strategy became accessible to the participants.

Thus the simulation game provided the participants with a fruitful basis to develop their own projects. In the end of the workshop we had six project-ideas designed by the participants to fight corruption. All of them took place on a local level and aimed to increase transparency in the municipalities.

We hope many of them will be actually implemented and we wish our participant good luck in their fight against corruption. Don't forget that corruption usually is a win-win-situation and thus you will create losers by fighting against it.

Partner:



## Workshop: Trainers against Discrimination

### Description

Trainers against Discrimination was a project led by Creative Development Center in cooperation with CRISP e.V. It aimed at raising awareness about the problems of discrimination as well as Empowering

of integration and challenges related to minorities.

Furthermore the project aimed to provide the space for discussion around the topic of

identity, discrimination and conflict and to help participants develop new skills and competences, in facilitation of simulation games.

Young trainers were supported in acquiring skills of developing simulation games

on the relevant topics and were encouraged to conduct local activities with their target groups using simulation games as a tool.

Also network of the trainers working on the topics of discrimination and conflicts was created.



Local Organizations in Caucasus and Europe with the Tool of simulation Games.

The project began by a meeting in Berlin, Germany, on July 3-5, and was followed by a Training of Trainer's workshop in September. Hereupon the local organizations implemented simulation games in eight countries raising awareness for the problems

**Format:**  
Kick-Off-Meeting + Workshop

**Participants:**  
24 young professionals

**Location:**  
Berlin (Germany)

**Partners:**  
Creative Development Center (Georgia)

Partner:



## Workshops: Politik\_Lab. Demokratie 2.0

### Description

The Konrad-Adenauer-Foundation invited us to the event „Politik\_Lab. Demokratie 2.0” in Hamburg and more than 240 students from Hamburg, Bremen und Mecklenburg-Vorpommern came to participate.

During the event we organized three different workshops, on the topics of “Energy and Peace”, “Integration” and the “Arab spring in Egypt”. During all workshops the students dealt with questions regarding the possible forms of participation in modern democracies. In order to make this task more practicable we organized two simulation games and our colleague Zina El Nahel from Egypt led a workshop regarding the role of the social media during the Arab Spring in Egypt in 2011.

The event venue “Haus 73” was totally packed with students as so many came by to participate in the workshops.



At the end of the day all of the participants were thrilled by the workshops as it was the first time for most of them to participate in a simulation game.

Especially Zina's workshop opened the eyes of many that it is actually possible to actively influence the political process through social media.

**Format:**  
3x 1-day-workshops

**Participants:**  
approx. 240 students from Hamburg, Bremen and Mecklenburg-Vorpommern

**Location:**  
Hamburg (Germany)

**Partners:**  
Konrad-Adenauer Foundation (Germany)



## Simulation Game: *Krapowa - Sustainable Development*

### Description

At the beginning of July we conducted a simulation game on the topic of sustainable development with high school students in Ingelheim.

During the simulation game the students played the roles of citizens in Krapowa – a city, which faces several social and economic problems – and had to find solutions to improve the situation of Krapowa. During the last years, many factories and plants had to shut down, leading to high unemployment rates, depopulation, and tight budget situations.

In addition to the economic crisis, the town also faces environmental issues, the educational facilities are outdated, and other social and cultural institutions are not able to withstand the economic difficulties. The students had to find new



concepts and creative approaches in order to sustainably revive their town.

Therefore, the residents of Krapowa are challenged to re-organize the city resources. Through the negotiation process, participants realized the importance of using a holistic approach that includes environmental, cultural, social, and political aspects to ensure an inclusion of all actors and therefore an optimum utilization of the available resources.

**Format:**  
2 day workshop

**Participants:**  
High school students

**Location:**  
Ingelheim (Germany)

**Partners:**  
Fridtjof- Nansen Academy (Germany)



## Simulation Game: *SIMigration - Migration Policies*

### Description

We had the chance to implement our Simulation Games “SiMigration” two times with scholarship holders of the Heinrich Böll Foundation.

During the two workshops the participants had to analyze the current European migration policy. Furthermore, the simulation game highlighted the impact of such decisions on local communities. Due to the two level format of this simulation game (European and local level), the focus on the change of perspective is very strong.

Through this, participants were challenged in a special way. On the one hand, they needed to develop adequate political approaches to solve the problem of migration. On the other hand, they later slipped into the roles of local



actors who then needed to implement the decisions made before.

The simulation game caused a sensibilization regarding the issue of migration and the social and political conflicts inherent to it.

The results of both implementations showed that the simulation game offers a very good base to discuss about current and future developments in this field, and how to deal with them.

**Format:**  
3-day-workshop

**Participants:**  
Scholarship holders of the Heinrich Böll Foundation

**Location:**  
2 times in Weimar (Germany)

**Partners:**  
Heinrich Böll Foundation (Germany)



## Simulation Game: *SIMigration* - Migration Policies

### Description

During autumn, we had the chance to conduct our Simulation Game *SIMigration* with different representatives of member organizations of the German section of Anna Lind network in Nurnberg.

During the annual network meeting, the participants discussed different approaches to react on the ongoing refugee crisis in Europe. Therefore we emphasized the importance of a coherent European migration policy.



Within the Simulation Game, the participants recognized the different needs and interest of EU member states in this field.

But they also realized on which issues common ground can be made, and how an effective and human European migration policy could look like.

During the evaluation we linked the outcomes of the simulation game to the current situation in Germany. As many of the participants were active in the field of dealing with refugees, the discussion was very fruitful.

#### Format:

1-day-workshop

#### Participants:

Members of the German Network of the Anna Lind Foundation

#### Location:

Nuremberg (Germany)

#### Partners:

Anna Lindh Foundation (Germany)

## Staff overview

### General

CRISP is an independent, non-partisan and non-confessional organization. At present, CRISP has 17 members and 15 sustaining members. Since 2010 CRISP has also worked continually with assistants. Furthermore, CRISP is an approved sending and receiving organization within the framework of the European Voluntary Service. We welcomed our first volunteer in September 2011. For the implementation of our seminars and workshops, we draw on external trainers.

### Board of Directors

The deciding committee of CRISP is, besides the Member's Meeting, the Board of Directors. The board manages the business of CRISP and is mainly responsible for the accomplishment of its goals. During an annual meeting, the members of CRISP elect the board of directors for a time period of two years. At the last general meeting (06.02.2015) the former board members, were re-elected and so CRISP's business continues under the leadership of Florian Dunkel and Andreas Muckenfuß.

### Project Coordinator

Part of the permanent staff of CRISP are the project coordinators. In general they are in charge of one particular or several project(s) and assuring their smooth implementation. Beyond, they are also involved in the simulation game development processes.

### European Volunteers

Within the framework of the European Voluntary Service (EVS), we give volunteers the chance to fully familiarize themselves with our work. The volunteer will not only be involved in the general activities of the organization, but will also carry out a project of his/her own, starting from its conception through its development, preparation, realization, and evaluation. Through the acquisition of these general and specific tasks, we aim to motivate the volunteer to engage as an active citizen in her/his homeland.

### Assistants

We are regularly looking for highly motivated assistants to support our team. The assistants usually already have some experiences in project management while possessing a strong interest in international cooperation. By offering the position of an assistant we hope to give young professionals or students the possibility of gaining deeper insights into the work of an international NGO. The assistant is always encouraged to apply her/his knowledge on a practical level.

## Florian Dunkel

### Director



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

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

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

#### Language Skills:

- German (*mother tongue*)
- English
- French
- Greek (a bit)

#### Personal Focus:

- Civil Society Development
- Civic Participation
- Conflict Management

#### Regional Focus:

- East- and Southeast Europe
- European Union
- Germany

## Andreas Muckenfuß

### Director



Andreas was born and raised in the little town of Bad Urach in the heart of the Swabian Alb. After finishing secondary school he went to Chile in order to work in social service at the Fundación Cristo Vive. This was a formative period of his life and he was encouraged to work independently.

When he came back to Germany he began his studies in Public Administration at the University of Potsdam, and he made Kreuzberg/Neukölln the center of his life. His final thesis was entitled Fighting in Corruption in post-conflict-countries - Kosovo.

The method of simulation gaming caught his attention in school. At university he participated in the krisenspiel and subsequently joined the student's group. There he met the others and co-organized the seminars frequently.

During that time he became one of the driving forces in adjusting the simulation the method to other circumstances. In doing so he was one of the founding members of CRISP and still holds a seat on board of directors.

#### Language Skills:

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

#### Personal Focus:

- Peace & Conflict
- Non-Violent Resistance
- Organized Crime
- Fighting Corruption

#### Regional Focus:

- Middle East - Egypt
- Caucasus
- South-America

## Julie Jankovic

Project Coordinator



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

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

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

### Language Skills:

- German (*fluent*)
- French (*fluent*)
- English (*fluent*)
- Spanish (*intermediate*),
- Arabic (*basic*)
- Kiswahili (*basic*)

### Personal Focus:

- Conflict Transformation
- Transcultural Learning
- Peace Education
- Youth Work
- Participation

### Regional Focus:

- Great Lakes Region / Africa
- Middle East
- Europe
- North Africa

## Annette Reinecke

Accountancy



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

### Working Experience:

- Schüler Helfen Leben

### Talents:

- Likes numbers
- Good in maths

### Regional Focus:

- Finanzamt Körperschaften I (Berlin)

## Zina El Nahel

European Volunteer



Zina was born and grew up in Cairo, with her parents and her younger brother. She went to the German School there and finished her Abitur in 2007. Afterwards she studied Pharmacy and Biotechnology at the German University in Cairo and graduated in 2012.

Since her graduation Zina has been teaching and volunteering in several NGOs and initiatives finding her passion mostly in the alternative Education and development fields. Working mostly in the last two years with the civil society she co-founded an initiative called Education Square in 2013 that is collecting data about initiatives and NGOs working in the field of alternative education in Egypt.

Zina believes that education should be fun and that the best way to learn is through doing things yourself not through theoretical knowledge only.

### Home Country:

Egypt

### Language Skills:

- Arabic
- English
- German
- Spanish (a bit)
- French (a bit)

### Personal Focus:

- Social Entrepreneurship
- Non-formal Education
- Development in general

### Regional Focus:

- MENA - Region

## Armani Gambaryan

European Volunteer



Armani was born and raised in Tbilisi, Georgia. He graduated from American University for Humanities in Tbilisi, with a degree in international Relations. During his Bachelor's studies he visited USA as a GLOBAL Undergraduate Fellow, where he studied in the same field for one academic year. Armani's educational background includes areas such as International Management (Tbilisi, Georgia) and International and European Law – Economic Law/Management (Saarbrücken, Germany).

He has worked with youth and was involved in intercultural projects since the early age. During his Bachelor's studies he interned at several different NGOs. He has been working as trainer for Theodor-Heuss-Kolleg program "Joint Civic Education" since 2012. Gambaryan took part in the same program in 2011 where he participated in a simulation Game. This method was a true discovery for him. He finds non-formal education an interesting and fun way of learning.

Gambaryan believes that diversity drives innovation. He is planning to work and advocate diversity issues in the future.

### Home Country:

Georgia

### Language Skills:

- Georgian
- English
- Armenian
- Russian
- German
- Spanish (a bit)

### Personal Focus:

- Human Rights
- Intercultural Dialogue
- Gender Equality
- Social Entrepreneurship

### Regional Focus:

- South Caucasus

## Staff - Assistants

We are regularly looking for highly motivated assistants to support our team. By offering an internship/assistance we hope to give young professionals or students the possibility of gaining deeper insight into the work of an international NGO. The assistant is encouraged to apply her/his knowledge on a practical level. Usually the internship/assistance lasts three months.

At this point we want to thank all our former interns for their commitment and their contributions to our work. Without your assistance and your inputs CRISP would not be, what it is today. Thanks a lot!!!

### Joseph Wilson

**January - March**

*Political Science*

*Free University Berlin (Germany)*



### Elisa Stahmer

**April - June**

*B.A. Social Management*

*Fachhochschule Nordhausen*



### Simone Kreutz

**July - September**

*B.A. Gouvernance and Public Policy*

*University of Passau*



### Eva Hochreuther

**October - December**

*B.A. Middle Eastern Studies*

*Philipps- University Marburg*



### Marius Kreienborg

**October- February 2016**

*B.A. International Relations*

*University Groningen*



## Staff - Contributors

Besides the regular staff-members we also are very grateful to receive support from volunteers, who work on specific topics, according to their personal interests. The following contributors worked on a voluntary basis for us and assisted us in developing simulation games, conducted several researches for us or gave us input on certain political, social or cultural topics. We want to thank you for your great support over the last months!

### Tobias Burgers

Country: Netherlands

Main Function: Head of Research-Department

About: Tobias Burgers grew up in a little and quiet town in the east of the Netherlands. After finishing high school he moved to Amsterdam to start studying political science. The following year he moved to Berlin to continue his studies in political science at the Otto-Suhr-Institute of the Free University, from which he graduated in 2011. During his studies he focused on peace and conflict - and security studies, with a regional focus on Central - and East-Asia. After acquiring his degree he started working for CRISP as a researcher on various projects, providing the board of directors with research on current and future projects. In addition to this CRISP work he is since December 2012 a doctoral candidate at the Otto-Suhr-institute, where he researches on the digital and robotic Revolution in Military Affairs.



### Dinah Riese

Country: Germany

Main Function: Simulation Game Development on Migration

About: Dinah Riese has studied cultural sciences at the Europe-University Viadrina in Frankfurt (Oder). As her focal points she has set cultural history and comparing social sciences. Her main interests were eastern European contemporary history, Jewish history, constructions nationalism and identity and commemorative cultures. She also visited some international law classes. Currently, Dinah is writing her bachelor thesis about construction of nationalism and policy of remembrance in Ukraine. Besides her studies she is active in the field of journalism.



Dinah supported CRISP as an assistant in the beginning of 2013. Having finished her internship she started developing a simulation game about the issue of migration. The result is SIMigration, which Dinah has already several times conducted in the name of CRISP and which she is still upgrading.

As in previous years, we received interns via the *CrossCulture-Programme* of ifa (Institute for Foreign Cultural Relations). With its CrossCulture Internships funding programme, ifa is advocating intercultural exchange and the strengthening of networks between Germany and the Islamic world. In 2015 the programme got enlarged to the countries that are part of the Eastern Partnership Program of the German Federal Foreign Office.

The programme enables internships for young professionals and volunteers from the participating countries and from Germany. International experience is gained and intercultural competence developed through work stays in another culture. CrossCulture internships open up and strengthen the exchange between people, institutions and cultures and thus enable an enhanced partnership.

## Mohammed Abo Ssour

From: Bethlehem, Palestinian Territories  
 Time Period: June – August  
 Education: Public Law, Palestinian Ahliyya University (Palestine)  
 Occupation: Master-Student



## Aynur Salmanova

From: Baku, Azerbaijan  
 Time Period: September – November  
 Education: International Relations  
 Occupation: Founding her one NGO (Good luck!!!) and member of ADDIM Creative Youth Organization, Azerbaijan



## Gerrit's Farewell

CRISP's personnel structure changed dramatically in 2015. One of our founding-fathers *Gerrit Kraemer* left the organization, in order to find new challenges. After 7 years our paths went separate ways.

Only due to Gerrit's input and his absolute commitment it was possible to grow our organization. Over all the years he was using a lot of energy to push CRISP and to shape its strategies.

*Thank you so much for all your contributions!*

Currently Gerrit is working for ZFD - Ziviler Friedensdienst in Macedonia. We wish him all the best for his new assignment.



### A. Ideal Field of Activity

Income	in EUR
membership-fees	1.464,05
donations	2.310,00
project coordination & trainings	34.239,41
project grants	591.270,73
European Volunteer Service (Erasmus+) + CrossCultureInternship (IfA)	2.988,50
reimbursement travel-costs and catering	1.493,75
other:	0,00
<b>total sum</b>	<b>633.766,44</b>

Expenditures	in EUR
payment of project coordination to other institutions	215.528,38
travel costs, including project related costs	80.433,30
projects related costs (other)	95.684,06
honoraries	92.516,03
accommodation and catering costs, including project related costs	16.248,51
back-payment project grants	3.378,15
acquirements	318,00
personnel costs	76.000,46
european volunteer programm	5.526,81
office rent	4.266,72
electricity costs	611,45
telephone & internet	673,55
stationery	953,65
postage and packing	118,74
insurances	376,98
software	348,07
catering costs	596,25
bank charges	609,98
others	697,42
<b>total sum</b>	<b>594.886,51</b>

**Surplus of funds: A) Ideal Field of Activity** **38.879,93**

### B. Trust Administration

Income	in EUR
interests	127,44
<b>total sum</b>	<b>127,44</b>

Expenditures	in EUR
<b>total sum</b>	<b>0,00</b>
<b>Surplus of funds: B) Trust Administration</b>	<b>127,44</b>

### C. Special Purpose Operations

Income	in EUR
invoices	8.411,00
VAT (19%)	1.598,09
<b>total sum</b>	<b>10.009,09</b>

Expenditures	in EUR
personnel costs (allowance)	1.500,00
others (allowance)	2.500,00
<b>total sum</b>	<b>4.000,00</b>

**Surplus of funds: C) Special Purpose Operations** **6.009,09**

### D. Economic Business Activities

Income	in EUR
<b>total sum</b>	<b>0,00</b>

Expenditures	in EUR
<b>total sum</b>	<b>0,00</b>

**Surplus of funds: D) Economic Business Activities** **0,00**

### Total Accounting

	in EUR
<b>Total Income 2015</b>	<b>643.902,97</b>
<b>Total Expenditures 2015</b>	<b>598.886,51</b>
<b>Total Surplus 2015</b>	<b>45.016,46</b>

## *Imprint*

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Andreas Muckenfuß

**Picture credits:**

CRISP e.V.