



Building **PEACE** through Personal Experience

Board of Directors

- Ilise Cohen
Hanan Idilbi
Mark C. Johnson
Darryl Jordan
Douglas and Mary Ann Kerr
Mara Kronenfeld
Gerald Lenoir
Rev. Sandra Mackie
Richard Moss
Rami Natsheh
Allie Perry
Cathy Sultan
Shakeel Syed
Barbara Wien

Staff

- Mike Daly - Program Coordinator
Joe Groves - Senior Fellow
Jacob Pace - Communications and Grants Coordinator
Emily Siegel - Delegation Coordinator

Dear Friends and Supporters,

We want to take a chance with this letter. As members of Interfaith Peace-Builders' Board of Directors, we have an inside view of the organization. We see the successes of IFPB's work, but we also see the challenges. We invite you to look inside.

What we detail below may not be the "received wisdom" of fundraising letter gurus. But we do not aspire to write fundraising letters; we really want to build - together - a stronger and more diverse movement for change.

We hope that you will appreciate this perspective on Interfaith Peace-Builders. We find no reason to beat around the bush: we hope that sharing this reality will encourage you to donate.

A Deepening Relationship

Chances are that you know our work well. You know that more than 700 individuals have been transformed by the experience of an IFPB delegation. You know that IFPB's Education and Advocacy Program uniquely empowers delegates to be advocates for change. And you might remember the Case Study we published detailing how one particular 25-person delegation reached at least 3.5 million people nationwide through media, public speaking, and organizing activities. Multiply that reach by the 40 delegations to date and you will have some sense of the awesome education, advocacy, and movement-building power of IFPB's time-tested delegation model.

With lots of hard work, and much generous support from people just like you, we have built a stable base. We are fortunate to have passionate, highly-trained, and dedicated staff with more than 15 years of collective experience with IFPB (think how amazing that is in today's turnover-happy climate)!

So, how does IFPB's work to strengthen the movement happen? What are the nuts and bolts? How do we keep the doors open every day? How are we careful stewards of every dollar we raise or earn? What are the challenges we struggle with?

IFPB's Inspiration

The two of us have volunteered with Interfaith Peace-Builders in various capacities. Rami hosted delegates at his family home in Hebron, and now serves as IFPB's Treasurer. Gerald traveled with a delegation in 2008, led the first African Heritage Delegation last year, and now chairs the Finance Committee.

We find the work of the organization so profoundly meaningful that we are proud to make it an important part of our lives. We are inspired by the real stories of IFPB delegates who come back from each delegation educated, motivated, and supported to be agents for change.

Look at just one example. In April, members of the United Methodist Church debated ending church investments in three companies profiting from Israeli occupation. While the church's funds have not been removed, the debate brought many more people up to date on the reality of military occupation. Volunteers educated thousands of Methodist representatives at the conference.

Among the volunteers in Tampa were fifteen IFPB delegation alumni, including members of the 2011 African Heritage Delegation and delegates now currently on the ground as members of our May 2012 delegation. They count themselves among hundreds of other IFPB delegates who have made similar contributions to our growing movement for justice in Israel/Palestine.



IFPB delegates and other volunteers rally at the 2012 United Methodist Church General Conference in Tampa, Florida.

Succeeding with Little

As the primary financial officers on IFPB's Board of Directors, we are tasked with looking into the organization's finances. When we do so, we see several things which we want you to understand.

First, **the experience of an Interfaith Peace-Builders delegation is one that nobody forgets.** The majority of recently returned IFPB delegates are financial donors to the organization. More than 2/3 of our operating income comes from individual donors. All board members not only volunteer their time for meetings, governance, and committee service, they are also all donors. That tells us that our efforts are valued and respected by the people with whom we work most closely.

Second, **IFPB does so much with so little.** If you have ever been to either of IFPB's offices, you know that our staff are packed into tiny areas with computers in every corner and boxes stacked against walls. Volunteers and interns donate their time to help programs come alive while gaining practical experience. Tech Support and other work is donated. Most Board members donate their travel costs for meetings as opposed to going on IFPB's dime. And, given their amazing work and long hours, our talented staff are not paid what they should be. It remains one of the priority goals of the Board to better provide for staff.

In short, IFPB lives extremely frugally. We have built a stable program with a track record of success. **Watching**

our finances this closely ensures that we get by; but an organization like this needs to plan for the future and continue to invest in our human resources!

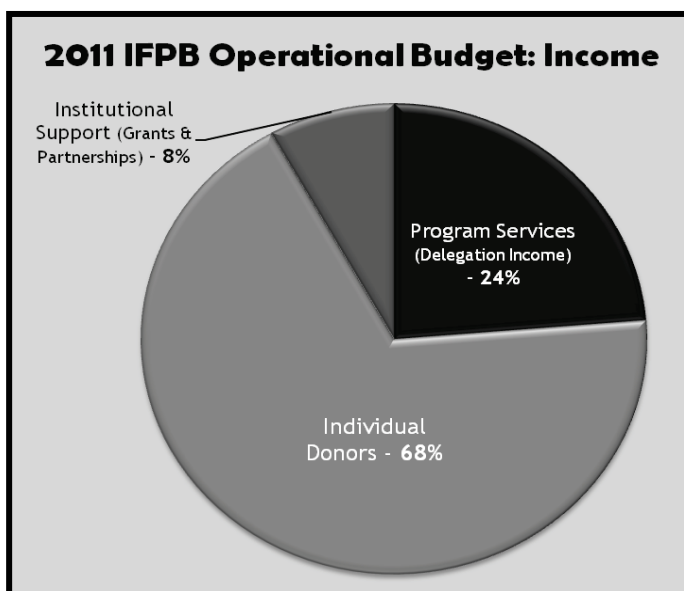
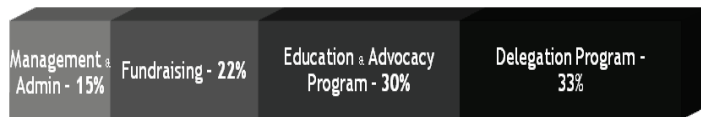
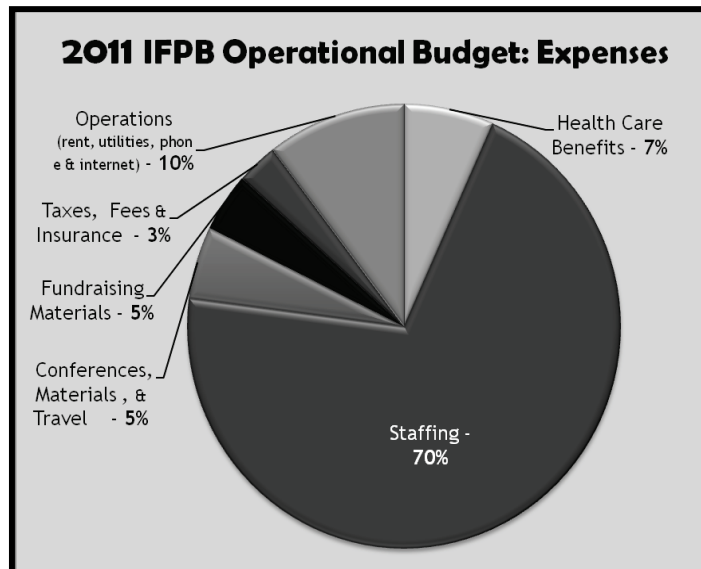
Real Numbers

The pie chart at right shows a percentage breakdown of IFPB's **operational expenses** in 2011. In our planning, we work mainly with the "operational budget" (about \$150K/year) which excludes payments/expenses for delegation costs. Since delegation payments balance delegation expenses, this budget shows the true sense of what we spend (and bring in) to make the work happen – and contribute to movements for justice in Israel/Palestine.

You can see that most of our budget is spent on our staff. That is because **talented staff drive IFPB's work and make our programs happen**. As a non-hierarchical, consensus-based organization, our three staff members – Emily, Mike and Jake - are paid equally.

The bar graph displays the percentage of staff hours devoted to each of IFPB's program areas (*Delegations and Education and Advocacy*) and to fundraising and administrative tasks. IFPB has no dedicated administrative staff, so Emily, Mike, and Jake share those responsibilities. We are proud to note that **they spend 2/3 of their work time on our most important programs**.

The pie chart below shows the organization's income streams. Notice that **68% of IFPB's income is supplied by individual donors like you**.



Interfaith Peace-Builders staff and board know we are stewards of our donors' resources and trust; **we leverage every dollar to maximize its impact**. With over 10 years of experience we have learned how to prioritize our budget to spend on that with the largest returns.

We have said it before, but it bears repeating: Interfaith Peace-Builders would not exist without the support - the very generous support - of individuals just like you. That means that you can make an incredible difference in our work.

The single largest piece of the organization's income is provided by individual donations – that is why even a small donation can make a big impact.

Just Reality

Rami grew up in Hebron and spent the majority of his life under Israeli occupation. His family and friends live there today. His work with Interfaith Peace-Builders is deeply personal. For those that live under such conditions, every individual who returns from an IFPB delegation represents a hope that change will come.

For many years, **Gerald** worked against the system of *Apartheid* in South Africa. He organized members of African American communities in Seattle and the San Francisco Bay Area to work in solidarity with Black South Africans. It took many years, but eventually *Apartheid* fell, and a new future became possible.

Those experiences continue to inform our work with Interfaith Peace-Builders. **We know we are not alone.**

We noted above that **68%** of our funding comes from individual donors. We should also point out that there were **407** people who donated last year. **But we are sending this letter to *more than 2000!***

If each of you took the enclosed envelope and sent in only what you know you can afford to pass on, those numbers above would multiply dramatically.

Interfaith Peace-Builders' work really does depend on you. That's why this letter takes the road less traveled and invites you to consider (or *recommit to*) financial support. It is our hope that by looking at it from the inside, you will better understand exactly what your investment helps build and sustain.

IFPB envisions a better world, where the achievement of peace and justice in Palestine/Israel can serve as an inspiration for creating just results in other conflicts. You are part of this vision, and you are part of Interfaith Peace-Builders. Our sisters and brothers in Palestine, and their allies in Israel, are telling us: *this is the time to stand up and be counted*. **This is the time when we begin to see a flicker of light at the end of a long tunnel.**

Won't you help us make that light shine brighter?

In peace,



A handwritten signature in cursive that reads "Gerald Lenoir".

Gerald Lenoir
Chair, Finance Committee



A handwritten signature in cursive that reads "Rami Natsheh".

Rami Natsheh
Treasurer

PS: Log on to **ifpb.org** to read reports from the May 2012 delegation currently on the ground. ***Your donation today ensures that their work for peace and justice continues!***