The Mission of 
The Institute for Multi-Track Diplomacy 
Is to promote a systems approach to peace-building 
and to facilitate the transformation of 
deep-rooted social conflict.
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Publications
**Multi-Track Diplomacy** is an expansion of the “Track One, Track Two” paradigm that has defined the conflict resolution field during the last decade. Track One Diplomacy is official government diplomacy whereby communication and interaction is between governments. Track Two Diplomacy is the unofficial interaction and intervention of non-state actors: conflict resolution professionals, business, private citizens, and the media.

In 1991, Dr. Louise Diamond and Ambassador McDonald expanded the number of tracks to nine: conflict resolution professionals; business; private citizens; the media; religious and interfaith activities, activism, research, training, and education, and philanthropy. Tracks two through nine help prepare an environment that will welcome positive change carried out by governments. At the same time, they can make sure that government decisions are carried out and implemented properly. This cross-fertilization of the official and non-government sectors of the society allows change to happen.

They reorganized the relationship between the various tracks and placed the tracks in an interconnected circle. No one track is more important than the other, and no one track is independent from the others. Each track has its own resources, values, and approaches, but since they are all linked, they can operate more powerfully when they are coordinated.
From the Chairman

IMTD continues to explore new ways that we can be at the frontiers of peacebuilding, in regions that have, time and again, experienced cycles of instability but for whom the aspiration to live in peace with their neighbors remains.

Over the past twenty two years, we have engaged in communities in Africa, in Asia, in the Middle East and Europe. We have worked in South America and the Carribean, and we have worked to put the principles of peacebuilding and conflict resolution into practice here in North America.

We have always gone where the need has taken us, at the request of those we seek to serve, building communities of practice and vital groups of people inspired by the idea of peace. In 1981, while a U.S. delegate to the United Nations General Assembly, at the request of the Ambassador to Costa Rica I drafted a U.N. resolution calling for the establishment of an International Day Of Peace. The President of Costa Rica took my draft, made it his own, and urged the general assembly to adopt the resolution. They did so unanimously, and the first International Day Of Peace took place in September 1982. Twenty two years later, I was asked to speak on the lawn of U.S. Capitol about that day, now September 21, and some 500 million people across the world celebrated!

I began recruiting our network of Associates twenty two years ago so that the work would be ongoing. It is in large part to their tireless efforts that our work continues to be successful years after an initial project. From Nepal to Northern Ireland, in Libya, Israel, and Eastern Europe, many of our current successes build on work that has been years in the making.

We continue to work for the cause of peace, always mindful of our role: to listen, to share outside counsel, and to facilitate growth from within.

By standing side by side our partners and offering resources – knowledge, expertise, and experience – when they are asked for and ours to give, we strengthen the capacity of people to achieve their own peace in a way that is authentic to them, reflective of their needs and aspirations.

In that vein, I hope you’ll join me to ensure that IMTD continues to have the resources necessary so that when we are called to serve we may by considering how you can continue to support the ongoing work of the Institute.
About IMTD

Multi-track diplomacy takes a systems approach to understanding the nature of international peace building.

**IMTD is uniquely focused on relationships among people, and across sectors.**

IMTD uses a holistic and participatory approach in assessing all key variables in deep-rooted conflicts in both conflict and post-conflict settings. IMTD promotes the breaking down of stereotypes and other barriers, provides differing groups with the skills to transform how they view each other, and facilitates the development of mutual understanding, trust and reconciliation.

**IMTD applies extensive field experience in all its programs.**

Its needs-based approach and interventions include conciliation, facilitation, mediation, adjudication, and negotiations primarily through participatory training and interactive dialogue based on field-tested and tailored curriculum and methodology.

IMTD’s effectiveness lies in its core values of mastering of understanding of facts and prevailing feelings inherent in a conflict, careful listening, building an environment of trust, persistence, and obtaining programming resources to address conflict transformation needs over the long term.

IMTD’s intellectual capital, lessons learned, and best practices are disseminated and shared through an extensive publications program of occasional papers, frequent public presentations, a long-standing internship program, and through an extensive network of partners and friends spanning most continents.

We have been extremely fortunate to have had 285 interns, who we call program managers, from 68 countries, all of whom are in a M.S. or PhD program in conflict resolution.

**IMTD has a large network of experts from a number of different disciplines, nationalities, and backgrounds willing to help.**

IMTD is based in Arlington, VA, and has more than 1400 members.

**IMTD focuses on conflict resolution training in conflict afflicted areas, and has conducted over fifty successful and innovative conflict resolution workshops throughout the world over the last twenty years.**

Its workshops have focused on providing concrete solutions to communities in conflict. These training workshops help participants build skills in negotiation, dialogue, active listening, and cross-cultural sensitivity.

We also concentrate on intra-governmental coordination, ethnic identity, and leadership trainings.

IMTD has designed and delivered extensive programs and workshops in the arts of conflict resolution, working with groups from around the world. Its workshops are designed to train participants to combine active listening with effective communication skills to arrive at resolutions that encompass the interests of all participants. Our training efforts result in personal and inter-group relationships build on trust, respect and, ultimately, creative cooperation. We help local nationals to create a peace system that makes sense for them, that is respectful of their particular circumstances.

We provide tools and skills that elicit, enhance, and harmonize with the indigenous cultural values, views, and methods of the people involved.

We bring people together across disciplines and conflict lines, in a safe and guided
environment, to listen and learn from one another, to develop trust, and mobilize for action together for a common purpose. All of our activities are opportunities for learning about the resolution and transformation of conflict, the peace building process and our role in it.

We articulate these lessons in a variety of ways - through books and articles, conference presentations, public speaking, films, training manuals, etc.--to make them available to others and to advance the field.

**IMTD has provided many groups and communities over the last twenty two years with the necessary tools and skills to address ongoing, deep-rooted ethnic, religious, structural, and cultural violence while exploring possible applications of conflict resolution methods.**

IMTD always works to build trust and relationships with people on the ground and therefore to enable the formation of a long-term commitment to resolve a specific conflict. IMTD has also cooperated with several U.S. and international institutions that work in a field of conflict resolution and management.

IMTD has facilitated many innovative and dynamic workshops, and conducting dialogues has become a facet in which IMTD has used its good offices to bring people together from diverse ethnic, religious, cultural, and economic backgrounds in the greater Washington DC area to examine differing social thought in a peaceful exchange of ideas.

IMTD has conducted a series of dialogues over the past ten years that have focused on, among others, the countries of Ethiopia, Eritrea, Israel/ Palestine, Libya, Cuba, Nigeria, and Somalia.

**Since 1992, IMTD has initiated and facilitated various conflict resolution and conflict transformation projects in conflicted regions in Europe, Asia, Africa and the Middle East.**

Most recently, IMTD has been working on issues in Jordan, Libya, India, Pakistan and Kashmir, and on issues of Water and Peace.

**IMTD explores ways to address the connection between the fields of conflict resolution, relief, and development.**

By doing so, IMTD seeks to train international development and relief institutions to integrate the theory and practice of conflict resolution and analysis into their operations. By introducing these organizations to frameworks for dealing with conflict situations, they gain a better understanding of how to design and implement projects in conflict systems.

**IMTD has a demonstrated track record of managing projects within budget and time constraints while delivering highest quality results.**

Using the latest in automated project management and tracking software, IMTD can demonstrate with confidence that projects and task orders will conform to bid parameters throughout the life of a project. IMTD plans projects and task orders using a corporate planning cycle that utilizes the full expertise of resident managers, consultants, and program officers to ensure completeness and accuracy.
IMTD in Eastern Europe

**Trip to Georgia**

In September 2013, Ambassador and Mrs. McDonald traveled to Tbilisi, Georgia for 10 days, and met with 4 cabinet ministers (reconciliation, environment, sports and youth, and foreign minister). It was, by all accounts, a very successful visit.

While in Tbilisi, we met with 20 veterans, some of whom were disabled, who fought against each other during the 1991-92 internal conflicts within Georgia. Toward the end of our 3-hour meeting, suddenly a retired Major General stood up and said “I apologize and herewith forgive you for all the conflict that has taken place between us.” His counterpart rose and said “We forgive you too.” The two embraced for the first time in 20 years; much to the applause of the entire group.

Ambassador McDonald also spoke about the United Nations treaty on the rights of disabled persons, which the Georgian government had initialed in 2008, but never ratified. McDonald urged the two groups, who were now working together, to contact their respective friends in the parliament, and urge ratification. They were successful, and in March 14, 2014 the parliament ratified the treaty, and it is now posited in the UN headquarters in New York!

During the visit we established a new office in Tbilisi called IMTD-Georgia, and now have a 5-person local staff working together; led by Levan Geradze, and assisted by Irakli Kakabadze.

![Luncheon in Tbilisi, Georgia 2013](image)

**Balkan Peace Institute**

IMTD is also active in Macedonia. On December 3, 2012, IMTD officially launched the Balkan Peace Institute initiative (BPI). It will be located on the Skopje campus of the State University of Tetova in the Republic of Macedonia. While currently still in development, the project hopes to break ground in 2015. The December 3 event originally came together when the President and the Vice President of the State University of Tetova, flew to Washington, D.C. and joined IMTD at a luncheon at the Cosmos Club.

The President of the State University of Tetova signed a letter of intent with George Mason University's School for Conflict Analysis and Resolution in Arlington, Virginia, committing to
working together on issues of conflict analysis and resolution in the Balkan area. Ambassador McDonald has agreed to serve on the Board of the BPI when it is formed.

We look forward to briefing you on the future of the Institute as more information becomes available.

IMTD in the Middle East and North Africa

**IMTD East**
Dr. Avi Moses-Carmel, who holds dual citizenship in Israel and the United States, has agreed to be Chairman and CEO of the new NGO to be located in Tel Aviv, Israel. Dr. Moses-Carmel holds advanced degrees in Law and Conflict Resolution, and is very dedicated to building a more peaceful Israel and a more peaceful region.

IMTD-East will be following IMTD principles and IMTD staff will be available to provide advice and assistance as required. Owing to new guidelines issued by the government of Israel regarding foreign control of NGOs, IMTD East will be administered by an Israeli board composed of Jewish, Muslim and Christian members selected from within Israel.

**IMTD Libya**
IMTD has worked off and on in Tripoli, Libya since 1995. After the fall of Qaddafi, with the dedicated assistance of Dr. Elshtewi, currently the dean of the medical school in Tripoli, we opened a new office called IMTD Libya in 2013. Dr. Elshtewi is currently the executive director. In 2013, Dr. Elshtewi the Minister of Education about peer mediation. After thing settle down in Libya, we hope to set up a peer mediation program for middle school and high school students in Tripoli.

IMTD in Asia

**16th IMTD Tibetan Training**
In January 2013 IMTD completed its 16th training with the Tibetan Exile population. Dr. Eileen Borris, our chief of training, who has had many years of experience with the Tibetans, provides the leadership for this training. IMTD’s Tibet programs focus on giving young Tibetans the skills and a voice to determine their own future by focusing on civic engagement.

The course includes basic skills in conflict analysis and resolution, communication skills, lessons in group facilitation and dialogue, mediation, and negotiation. Sessions included simulations and group discussion.

At the end of the course, participants provide direct feedback on how they would incorporate lessons in their professional and personal lives. The course has been extremely well received by the group, and members of the group requested that a more in-depth course be offered in the future.
Conflict Perspectives

IMTD is pleased to announce its new online magazine and lecture series, Conflict Perspectives.

The journal publishes articles submitted by people from all walks of life who live, work or visit conflict zones. We encourage contributors to tell stories of what they witness or experience, their perspectives on the conflict and to apply their insights on how peacebuilding can be promoted in conflicts.

By calling for contributions from different points of view and current stories on the ground, Conflict Perspectives seeks to promote the multi-track approach to peacebuilding. Each article should be from 750-850 words long to encourage writers and readers to be brief and to the point.

To read the articles, please visit conflict perspectives.imtd.org

Diamond Peace Leadership Circle

Recognizing the important role that women assume in conflict prevention and conflict resolution, selected trainers and systems-thinkers met in Washington DC in 2013 as part of The Diamond Peace Leadership Circle.

The Leadership Circle is named after Dr. Louise Diamond, a founding member of IMTD. The Circle developed a transactional and transformative training in response to the National Action Plan (UN Resolution 1325) to promote increased skills training and an increased, visible presence for women in decision-making all over the world.

Northern Ireland Dialogue Project

IMTD is designing a program for those who have lost loved ones during the “Troubles” to people who are currently in government who feel they have no other access to justice.

The goal for the victims or survivors is to be able to sit and talk with the accused and decide between them what justice will look like. Given the particular sensitivities surrounding this project, IMTD staff has travelled to Northern Ireland to meet with people face-to-face, and as a result, have gained much more support from the public, especially bombing support groups.

IMTD will update as more information becomes available in the near future.
Peace through Education

It is with a certain degree of sadness that IMTD must report the end of its successful course series at the National Defense University, which lost its funding as a result of sequestration.

IMTD’s project with the National Defense University was an encouraging and rewarding chapter in our history.

Our Conflict Resolution Course at NDU, the first of its kind taught in the history of the United States military, was a huge success.

The NDU course is the latest in a long line of education initiatives sponsored by IMTD, including peer mediation in schools for young adults, and several university lecture series at American University’s Peacebuilding Institutes and George Mason University’s Institute for Conflict Analysis and Resolution.

IMTD’s approach is innovative, and the style of the courses introduce concepts of peacebuilding and conflict resolution to military officers who are more often trained in the use of force by bringing experts directly into the classroom.

Over the course of 12 semester, covering 6 years from 2007-2012, we graduated 180 participants from 58 countries, 95, including 10 Brigadier Generals, of whom are from non-American countries.

The goal of this course was to teach the participants that there were other ways than a gun to solve conflict.

“If I had only known these skills when I was on the ground, I would have done a lot of things differently.”

This statement was made by a US Marine Colonel to Ambassador McDonald at the end of the first 12-week elective course. At the end of our 2nd course, a Full Colonel in the Army approached Ambassador McDonald, and said “this is the finest course I’ve had in my entire military career.”

The 12-week course was taught by 9 different lecturers, all of whom had hands-on experience in conflict resolution.

But every ending can also be a new opportunity, as IMTD is exploring the possibility of offering the course through another military-affiliated educational institution. We will keep you posted as we know more!
New College, Sarasota Florida

In 2005, Ambassador McDonald, was invited by IMTD board member Dr. Nat Colletta, who had recently retired after 25 years at the World Bank, and moved to Sarasota, Florida to become an adjunct professor, to visit New College and meet with the leadership. After an exciting 4-day visit, McDonald decided, with Nat Colletta’s support, to establish a peer mediation program by training New College students to work with local high schools in the field of peer mediation. 20,000 dollars was raised, and with the help of Marsha Blakeway, an S-CAR graduate, who had been teaching peer mediation in Washington D.C. for 10 years, we launched our program.

Each summer, Dr. Colletta sends 3 or 4 undergraduate students to IMTD for 4 or 5 weeks training and 2 students during the winter vacation to learn about IMTD.

Later, Deri Ronis took over from Marsha, and we launched a 2-year program at Venice High School, an hour South of Sarasota, and more recently a course at the military high school and Sarasota High School in peer mediation.

These Sarasota students have all been very bright and dedicated, and have gone on to graduate institutions across the country.

Professional Development Program

IMTD draws upon a network of leading experts, built over the course of 22 years, to design and lead the professional training courses. We use a participant-centered approach in the design of each course, taking into consideration the participants’ fields of study, cultures, ages, genders, needs, and goals obtained through a careful research and evaluation process. The program is structured to ensure that students will be able to apply newfound skills immediately to their professional and personal lives by learning through a variety of teaching techniques and analyzing real-world case studies. Participants will leave each course with a greater understanding of the systems-based approach to resolving conflict after they learn about the interconnectedness of various entities and how they can operate simultaneously in a conflict.

While IMTD offers pre-scheduled courses, we are also equipped to design courses that meet the needs of a particular business or organization.

Mediation Services at IMTD

IMTD's Mediation Services now offers several highly-qualified mediators with expertise in the following areas:

- Personal Injury mediation
- Insurance contract mediation
- Victim-offender mediation
- Domestic and International business contract mediation
- Professional partnership dissolution
- Church mediation
- Landlord-Tenant mediation

Mediation allows people should try to work out disputes between the parties involved before they resort to litigation or arbitration, which can be costly and time-consuming. In mediation, the participants are in control. You can schedule the mediation when it is convenient for you, and you have the freedom to end the mediation at any point. Mediation allows you to address the issues that are important to you and it gives each party the opportunity to develop an agreement that meets everyone's needs.
A Message from the Executive Director
Karen Dickman

I am very grateful to the foundations and private donors who have supported IMTD for the past 22 years. We need you and would not survive without you. Please continue your support, confident in the knowledge you have our deep appreciation. We will continue to need you, and to use your contributions to do the best work we know how to do.

That being said, it seems to me that the amount of conflict related work in the world far exceeds the amount of grant money designated to fund it.

This isn’t the typical NGO complaint that we can’t get enough grants. I am taking a look around a field where ISIS is afoot, Ferguson boils over, Detroit circles the drain, and girls are kidnapped by the hundreds in Nigeria. Meanwhile professional peace-builders are tied to metaphorical chairs with our mouths gagged shut.

When I was in grad school taking my class on Monitoring and Evaluation the professor emphasized quite clearly that we cannot measure impact. Anyone can measure output. Anyone who wants a second round of funding should be able to design for achievable outcomes. The real question, the one that makes us marketable, is: “Do they matter?”

The field needs to suck it up and step up to impact. We have talked about scale for years, but usually do small. Why would Presidents needing solutions right now care about the tiny projects most of us have been doing? We don’t need to stop doing them because they matter in a very real way to small groups of people. But we need to also design up, with an eye towards larger-scale projects.

We cannot and should not wait around for somebody with money to discover how smart and helpful we can be. We have the power to unshackle ourselves. It takes a broader business model. For example IMTD is very seriously pursuing fee for service work now. Please check out the Services section on our web site for details. Marketing suggestions and business advice will be accepted gratefully if you have any.

But simply expanding the business model is not enough unless we can demonstrate value. We need to embrace measurable or easily observable standards. Sympathetic and like-minded donors have been gracious in supporting the field for decades now, but we will never be called into large scale, scary, do-something-now-or-else conflict until we can demonstrate we can handle it in a meaningful way.
Executive Staff

Karen Dickman is IMTD’s Executive Director. Reverend Dickman is a mediator/conflict professional with extensive restorative justice experience. She is a frequent speaker at conferences and universities on topics related to religion and/or restorative justice. Within IMTD she manages the Water Program, promoting the Water for the World Act and access to safe drinking water and sanitation facilities in developing regions around the world. She also crosses into projects related to women and forgiveness movements. She holds a BA in Criminal Justice and has undertaken graduate studies in Criminal Justice, Religious Studies, and International Peace and Conflict Resolution.

Dr. Eileen Borris is IMTD’s Director of Training since 2002. She has a Ph.D. in clinical psychology from Columbia University, and has worked on reconciliation and trauma healing issues.

2013 Project Staff

Enole Adapoyi  Peter Kelly  Hilary Smith
Chizuru Asahina  Alexis Kramer  Shabana Stationwala
Adhik Badal  Natalie Littlefield  Rosana Tavarez
Mary Calomiris  Whitney Louderback  Camille Vaillon
Kaitlin Conway  John McCormick  Regina Vayaliparampil
Hilda Dunkwu  Cathryn Meurn  Vikhas Vohra
Malala Elston  Kali Michael  Tanweer Wani
Lauren Ettinger  Antonella Mulas  Naskah Zada
Pat Fiander  Alessia Palma  Dylan Zehr
Malgozata Grajewska  Rojit Punj  Naskah Zada
Reem Kabbani  Ian Schramm

Office Manager: Tadios Tekeste
Front row from left:
John W. McDonald, Ambassador (Ret.), Karen Dickman (Executive Director)

Second row from left:
Tadios Tekeste, Vikas Vohra, Jonathan McAtee, Enole Adapoyi, Rajit Das, Megan Stupak, Andrew Utman, Clara Barbarini, Adria-na Galardini, Michael Dorney, Carolina Shin, Dr. Hilda Dunkwu, Hailey Pulman

Not present:
Dr. Mary (Regina) Vayaliparampli (in India), Adam Zemans, Dylan Zehr, Dr. Eileen Borris (in Phoenix, AZ), Peter Kelly (in Bel-fast), Ben Whitehead, Adam Nester (in Philadelphia), John McCormick
IMTD Board of Directors

John W. McDonald  
*Chairman and CEO*

Ambassador John W. McDonald, a lawyer, author, lecturer, professor, negotiator, and peacebuilder, was a U.S. career diplomat for forty years. He spent sixteen of those years on United Nations affairs and twenty years in Europe and the Middle East.

Ambassador Claudia Fritsche

Ambassador Fritsche is the first resident Ambassador of Liechtenstein in Washington. She also served as the Permanent Representative of the Principality of Liechtenstein to the United Nations in New York from 1990 to 2002.

Brian Polkinghorn,  
*Ph.D.*

Dr Polkinghorn is executive director of Salisbury University’s Center for Conflict Resolution.

Mr. Nat Colletta

Mr. Colletta spent 25 years with the World Bank and was the founding Director of the post-conflict unit at the World Bank Group. He is a private consultant working internationally in the field of Conflict Resolution.

John Paul Fuller

Mr. Fuller is an EEO and Diversity Officer with Johns Hopkins Hospital in Baltimore, MD, holds graduate degrees in education, and is a retired US Army officer.

Mr. Richard Ruffin

Mr. Ruffin is the Executive Vice President of Initiatives of Change-International in Washington DC.

Mr. Tom Colosi

Mr. Colosi is a professional Dispute Resolution Trainer, Facilitator, and Mediator. He is currently the Principal of The Colosi Group.

Rukudzo Joseph Murapa

Dr. Murapa recently served as the Vice Chancellor of Africa University in Zimbabwe. Professor Murapa has undertaken a number of short-term consulting assignments with UNESCO, UNICEF, UNDP, the World Bank, the Commonwealth Secretariat, USAID and GTZ.

Susan Shearhouse

Mrs. Shearhouse provides facilitation, mediation and training in conflict resolution processes through her own firm, Frameworks for Agreement.

Mr. Tom Donahue

Mr. Donahue currently serves as a Senior Fellow of the Work in America Institute. He has served the trade union movement in a variety of positions throughout his career.

Mr. John Oldfield

John Oldfield is currently Managing Director of the WASH Advocacy Initiative. His previous experience with safe drinking water, sanitation, and hygiene comes from founding two implementing nonprofits in the sector.
International Advisory Council

Dr. Landrum Bolling is former President of Earlman College. He is a renowned Middle East expert and is currently advisor to Mercy Corps and the Conflict Management Group.

Dr. Parris Chang is a member of Taiwan’s Legislative Yuan. He is the DPP’s co-chairman of the Foreign Relations Committee and a former Professor of Political Science at Pennsylvania State University.

Dr. Louise Diamond is a co-founder of IMTD, has over twenty years experience as a psychotherapist, human relations trainer, author, OD consultant, and health educator. She now runs the Peace Company.

Dr. Jean Freymond has been Director of the Centre for Applied Studies in International Negotiations in Geneva, Switzerland since 1980. He is an author, lecturer, professor, and practitioner.

Mr. G. David Hurd
Mr. Hurd is Chairman Emeritus and former Chief Executive Officer for the Principal Financial Group, a Des Moines-based financial services organization.

Ambassador Princeton Lyman is the Executive Director of the Global Interdependence Initiative at the Aspen Institute in Washington, DC and led a distinguished US diplomatic career before that.

Mr. Joseph Montville is a former US diplomat, coined the phrase "Track- Two Diplomacy." In 1982, he served as the Director of the Preventive Diplomacy Program, Center for Strategic and International Studies in Washington, DC for nine years.

Dr. Paul van Tongeren is Executive Director of the European Centre for Conflict Prevention. He was the initiator of the Searching for Peace programme that aims at recording, describing and analysing prevention and management efforts in the main violent conflicts in the world.

Ven. Dhyani Ywahoo is founder and director of Sunray Meditation Society. She has traveled around the world speaking on Cherokee philosophy and Native American sovereignty issues.
Associates

Many of IMTD’s projects were enriched by the talents and skills of a wide range of Associates. These individuals bring their expertise and experience to IMTD’s initiatives and their contributions are invaluable. We thank them, and look forward to working with them in the future.

Dr. Mohammed Abu-Nimer has been conducting negotiation and conflict resolution training workshops for diplomats, community leaders, journalists, academics, and other professionals internationally since 1980. He is currently an Assistant Professor in the International Peace and Conflict Resolution department of the School of International Service at American University in Washington, DC. He has been an integral part of IMTD’s work with Care Sri Lanka.

Prof. Mahmud Elshtewi is the Dean of Medical Science School at Alacademia for Graduate Studies in Tripoli. a professor of Opthalmology at Al-Fateh Medical School and Director of Opthalmology at Tripoli Medical Center. The Libyan Olympic Committee recently opened the Office of U.S. Libyan Relations and appointed Prof. Elshtewi as its first Chairman.

Alexander Gritsinin is a governance and management advisor to the Global Environmental Governance Project Currently, Alexander provides analytical and operational support to enhance IMTD’s management systems and strengthen the sustainability of the Institute’s projects internationally.

Michaela Hertkorn, Ph.D. was IMTD’s European Representative from 1997-2000, prior to which she was an intern with the Institute. Michaela received her Ph.D. from the Free University of Berlin and is currently on the faculty of NYU in New York City, and on the faculty of Seton Hall University, in New Jersey.

Aneesha Kumar was born in Bombay, India and came to the United States in 2004 to earn her Bachelor of Arts degree in Political Science with from The College of Wooster in 2008. Recently, she completed her Master of Arts degree in Conflict Resolution at University of Denver and is a certified mediator and facilitator. Aneesha is the Program Manager for projects regarding India-Pakistan-Kashmir relations and peacebuilding.

Bill Lincoln is an internationally recognized teacher, trainer, and negotiator. His impartial intervention activities include prison uprisings, Native American affairs, environmental issues, court diversion/restitution cases, desegregation of schools, community development projects, labor management issues, public policy disputes, and environmental scenarios. He is also the Co-Director of the Russian-American Program on Conflictology and the Sudan-American Program for Peace. We have worked together in Russia, Cuba, and Sudan.

Richard Moon, MA joined IMTD at the first Lake Trails camp in 1999 where he showed the young participants how to use Aikido as a conflict resolution tool. Richard lives in San Rafael, California and coaches business leaders and corporations as a partner in the Performance Edge, an Aikido-based consulting firm.

Dhirendra Nalbo was born and raised in Lingtep, Taplejung, far northeastern Nepal. After he finished schooling there, he moved to Kathmandu for further studies. He received his Bachelor’s degree from Tribhuwan University and Master’s degree from IACER (Pokhara University). While in Nepal, he worked as a Program Manager with an NGO that provided vocational training for conflict-affected youths and helped them integrate into society. Later, he received his second Masters with honors in Conflict Resolution from the University of Bradford, UK. As a part of the team at IMTD, he is an associate for projects in Nepal and Tibet.

Jonathan W. Reitman Esq., JD has been affiliated with IMTD since 1999. He is a lawyer and is a partner with Gosline, Reitman & Ainsworth, which is based in Brunswick, Maine and offers dispute resolution services to a wide variety of clientele. Jonathan also teaches at the local law school and is one of the three key consultants who work on IMTD’s Youth Leadership Adventure Program in Bosnia.
Stanford Siver, MBA, PhD
IMTD’s former Executive Director is currently the Director of the Global Process Institute, an organization promoting process oriented awareness based interventions in conflict and dialogue. See www.worldwork.org.

Dhirendra Singh joined the Indian Administrative Service in 1968 and served in various capacities in the Government of the State of Karnataka and the Government of India. He was the Union Home Secretary during 2004-2005 from which position he retired from the civil service in March 2005.

Peter Swanson, MA has served as a mediator and facilitator in a wide variety of negotiated rulemaking, public policy, enforcement, grant administration, EEO, employment, and labor related disputes. He was a commissioner with the Federal Mediation and Conciliation Service and a consultant in conflict resolution for the Tibetan Government in Exile.

Carol Yamasaki, MA is an expert in the martial art of Aikido, lives in San Rafael, California, and is the lead consultant since 1999 for the Youth Leadership Adventure Program. She has spent a great deal of time traveling within Bosnia and Herzegovina coaching the YLA participants in project design and implementation.

Azmat Zaidi
Architect Azmat Zaidi is a licensed architect from Pakistan. He is a longtime member of the Pakistan Council of Architects and Town Planners (PCATP). From 2005 to 2006, Mr. Zaidi was the Chairman of Institute of Architects, Pakistan, Rawalpindi/Islamabad Chapter. He is now a vital link for our ongoing Kartarpur Corridor project at the Institute.
IMTD Cash Flow 2013

Revenue
Total Revenue for 2012 was valued at $494,978
During the year ending December 31, 2012 in-kind donations were valued at $318,600.

Expenses by Type
For the year ending December 31, 2013 program expenses, general and administrative expenses, and fundraising were $371,368 (76 percent), $106,760 (22 percent), and $10,424 (2 percent) respectively.

Total Expenses reported for 2013 were $488,552.

Cash Flows, Institutional Benchmarks, and Funding Priority
IMTD’s administrative costs marginally exceeded traditional benchmarks of 15 percent for all activity categories outside of direct program services (see Expenses). This reflects an institutional commitment to ensure that priority funding is given to direct program services.

Revenues and Expenses result in a net increase in cash on-hand of $30,325.
Members

In giving, IMTD’s donors and patrons not only sustain our programs. More importantly, they make a tangible contribution on a very personal level towards ending conflicts, addressing gross inequities.

We regret that we cannot list all our supporters over the years in the limited space provided, but know that your contributions are deeply appreciated and put to the best possible use - creating the conditions for sustainable peace.

**Honorary Lifetime Members**
- Mr. Horace B. Deets
- Ms. Denise Dolan

**Peace Angels**
**$50,000 or more**
- Prince Hans Adam II von and zu Liechtenstein
- Mr. David Douglas
- Mr. and Mrs. G. David Hurd
- Mr. M. Albin Jubitz, Jr.
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