



## **Annual Report 2007**

Glencree Centre for Peace and Reconciliation is a company limited by guarantee.

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## Introduction

2007 was a very active and busy year for Glenree. Our core work consisted of eight distinct programmes in peacebuilding and reconciliation within and between communities. We addressed the challenges of peace and conflict by working with different groups of people:

- Churches – uncovering peacebuilding tasks with people of faith
- Political Dialogue – bringing politicians together
- Survivors and Former Combatants – reconciliation dialogues
- Peace Education – learning experiences for school and youth groups
- Education Development and Training – adult education
- Women’s Programme – a learning circle with women in communities
- International Programme – sharing the learning with other conflict areas
- Sustainable Peace Network – cultivating relationships in the wider community

Groups and individuals from all over the island of Ireland have engaged with Glenree as part of a life-changing process that involves personal development, appreciating multiple perspectives, developing relationships, often across divides, and learning about conflict and the many ways of responding to it.

In addition to our own Programmes, the Centre has also been used by numerous others who have come to the Wicklow Hills to find a space for a different kind of encounter. Groups include: community activists from Haiti, participants in Japan’s Peace Boat, the School for International Training, the Enniskerry football club, the Girl Guides, the Walk to Emmaus, Ballinteer Community School, political leaders from the Middle East and many others. We also hosted volunteers from Soltun University in Norway in the run up to forty-four students arriving in April for ten days of work with the Peace Education Programme team.

2007 also saw the expansion of our site facilities including the opening of the Armoury Café – a new coffee shop and restaurant. August marked the start of a forty-week building project funded by the IFI. Despite building noises and limited site access, Glenree staff and volunteers successfully engaged visitors and programme participants, with record numbers visiting the centre. The building project is a fundamental element of Glenree’s ability to achieve its aims in 2008. The improved site will include expanded accommodation, new purpose-built offices, and enhanced conference spaces.

In August, Chief Executive Máirín Colleary announced her resignation. We held a party in Glenree to say thank-you for her hard work and to celebrate all that she has done for Glenree over the years as Council Member, Chair of the Council and CEO. After a few months with Colin Murphy and Bill Brown kindly serving as interim CEOs, Glenree welcomed Dr. David Bloomfield as our new Chief Executive at the end of the year.

Glenree linked with influential people in the wider community; during March the inaugural meeting of the Glenree Forum took place. Glenree staff made presentations

on the centre's programmes. The Glencree Forum aims to bring visible and influential support to our work, and to assist Glencree in forming and maintaining relationships with key groups and individuals in wider society.

These relationships are essential to Glencree's capacity to continue substantive programme work. For example, during 2007 eircom and Ulster Bank employees both provided key fundraising opportunities. Eircom sponsored Glencree's Annual Golf Classic at Powerscourt Golf Club, where ten participants in the Glencree Sustainable Peace Network joined seventy business people for meaningful conversations. The Graduate Programme at Ulster Bank also organised a race night in aid of Glencree.

Speakers at Glencree events this year included:

An Taoiseach Bertie Ahern

Ivana Bacik, Reid Professor of Law at Trinity College Dublin

Sir Kenneth Bloomfield

Most Rev Richard Clarke, Bishop of Meath and Kildare

Tommy Fegan, Director of the North South Exchange Consortium

Ambassador Tom Foley

Mildred Fox TD

Eleanor Gill, Chief Executive of the Northern Ireland Consumer Council

Dr. Diarmuid Martin, Archbishop of Dublin

Mairéad McGuinness MEP

Nuala O'Loan, Police Ombudsman

Dawn Purvis, MLA

Minister Dick Roche, TD

Martin Territt, Director of the European Commission in Ireland

Minister Trevor Sargent, TD

We extend deep appreciation to all our guests, participants and friends who came into contact with Glencree one way or another. You contribute to and enrich the place in so many different ways. Thank you.

Pictured here, Máirín receiving a parting gift from Pat Fleming, September 2007.



## Key Events at the Centre

In April, a delegation of 12 members of the US Congress visited Glencree, including the current and former Chairs of the Ireland Friendship Committee, along with the Directors and Chair of the International Fund for Ireland (IFI). The US government contributes to the IFI, which supports Glencree's Peace Education Programme, Education Development and Training work, as well as a capital project to build new offices at Glencree. We appreciated the opportunity to share our work with the delegation.



We also had the opportunity to welcome Myrna Lewis, who developed the methodology of Deep Democracy with her late husband Greg in response to changing conditions in post-apartheid South Africa. Glencree staff and volunteers participated in workshops on Deep Democracy to apply this methodology to the Centre in times of change.

As the centre operations expanded, tradition was not lost. Glencree hosted the German Remembrance Day ceremony as in past years. Germany has a long association with the Glencree site. In the aftermath of World War II several hundred German children then living in difficult circumstances were brought to Glencree and cared for by the Irish Red Cross. Some were later repatriated while others elected to stay in Ireland. During the autumn, one of these very children returned to Glencree to visit as an adult, bringing along her granddaughter to aid in translations.



The Japan Room, an improved conference space in the room where the old coffee shop was held, also opened at Glencree. Ambassador Keiichi Hayashi came to the opening and Sony Ireland made a generous donation of a wide-screen television, DVD player and Playstation 3. Glen Dimplex donated space heaters to make the space cosier.

Ambassador of Australia H.E. Ms. Anne Plunkett opened the new Australia Room at Glencree, furnished with support from many Australian businesses in Ireland including Harvey Norman.

Glencree hosted a Friends and Members dinner on June 21<sup>st</sup>, mid-summer's evening. A moment of silence and some reflection on the past conflict and co-operation was followed by a marvellous summer

evening of socialising and sharing.

We were thrilled and honoured to welcome An Taoiseach, Mr. Bertie Ahern, T.D. and Minister Dick Roche, T.D. to the centre in February. Many photographs were taken, a tree was planted, and fun was had by all!

In addition, Minister Tom Parlon, TD, officially opened the new Armoury restaurant and coffee shop at Glencree in March. The Office of Public Works (OPW) refurbished the Armoury building to house a bigger Glencree Visitor Centre. The Armoury Café, restaurant, crafts, and exhibition area opened to rapturous applause. The Department of Community, Rural and Gaeltacht Affairs supports this social enterprise. We continue to welcome visitors from the public as well as catering for staff and participants.

Five teams of Global Volunteers from the United States, consisting of approximately 10 volunteers per team, stayed with us in 2007 and as always completed jobs that Glencree would not have otherwise had the resources to complete. The Global Volunteers painted bedrooms, corridors, stairwells, erected shelves and helped us move office. They contribute to Glencree in many ways: they become our friends, strengthen our team and it is always very sad to see them go back home.

German Remembrance Day was celebrated at Glencree with an ecumenical service at St. Kevin's Chapel, accompanied by the Goethe Institut Choir, and a wreath-laying ceremony at the German Military Cemetery. The morning also included a seminar on: "The Contribution of Culture to Peace Building: An Irish-German Cultural Dialogue." Speakers were Mr. Rolf Stehle, Director, The Goethe Institut and Mr. Colin Murphy MBE, Glencree Churches Programme Coordinator.

The theme of the 13th Summer School held in August was *Courage to Continue the Journey: Dismantling Divisions*. The challenge for political dialogue was to move into a post-conflict era and to work on issues like healing the past and creating economic security for everyone.



## Glencree by numbers

- 500 learners took courses in peacebuilding, conflict resolution, managing conflict, understanding conflict, mediation and alternative dispute resolution.
- Over 3000 young people participated in group experiences of peace education— learning about conflict and peace from their own experiences and attitudes.
- 118 people and 10 businesses gave monetary gifts to support peace and reconciliation. 13 businesses gave services in kind to help us deliver our programme work.
- Room occupancy in 2007 was 25% which equated to just under 4,000 people staying for over night accommodation.
- We catered for 35,650 people having breakfast, lunch and dinner and served countless cups of coffee and tea.
- Over 50,000 people came to the Glencree Visitor Centre to enjoy the view over a cup of tea and learn a bit about what we do.
- 90 people came out to support our second annual Golf Classic, and met programme participants.
- Over 200 young people in Croke Park heard about the Sustainable Peace work and what it means to people's lives.
- A team of over 50 staff and volunteers pulled together as part of their day-to-day work to help run a Peace Centre in the Wicklow hills.
- 18 Council Members met regularly to oversee the work during the year.
- Approximately 20 gang leaders in Haiti participated in conflict transformation workshops.
- 180 believers and members of faith communities participated in reflective workshops.
- 200 people of influence from businesses and government gathered in Dublin Castle to learn more about Glencree's work at a dinner sponsored by Vodafone Ireland.
- We spent €1.7 million on running Glencree, conducting 50 weekend events, 5 outreach events, hundreds of meetings and creative brainstorming sessions.



# Programmes

## Churches Programme

### In Brief

- A “Breathing Spaces” workshop for 50 people in Newry in April.
- A series of conversations were held in the Clogher Valley, County Tyrone, as part of the Macartan Project.
- We organised a series of cross-border meetings: “Church in Change, the Way I see it” in County Monaghan.
- Dialogue workshops took place with the Cavan Cookstown cross-border group.
- We organised a Day of Reflective Learning in October in Monaghan town for the programme participants to reflect on what they have learned through this programme and to share ideas about the future.

The Churches Programme, funded by The European Union Peace II Programme, spent the year developing qualitative connections across sectarian divide in Ireland/Northern Ireland. These efforts are difficult to quantify but are nonetheless integral to nurturing dialogue among churches and people of faith within and outside the formal structures. The year saw new consultations with Church Leaders, which identified new areas of work. These consultations are part of an ongoing process that ensures Glenree’s work with faith communities remains central in the search for the reconciliation that must coincide with the implementation phase of the political settlement achieved with the Belfast Agreement in 1988.

Churches Programme workers continued to foster the development and empowerment of local clergy. The support enabled local clergy to engage in cross community and peace building activities. As a result, local inter-church and cross border networks were strengthened during the year.

Overall, the Churches Programme had a positive impact across the “five strands of reconciliation” and on the EU Measure Objective. The programme was particularly successful at building positive relationships and bringing about cultural and attitudinal changes. Through organic processes of fostering dialogue among churches from the bottom up, the Churches Programme facilitated participant acknowledgment of and dealing with the past to develop a shared vision of an interdependent and fairer society.

As one participant from the Cavan-Cookstown residential stated, “This weekend has given me understanding and things I didn’t know. I lost my brother to the Troubles in 1999 – there is a lot of hurt still there. I realised when I spoke to [another participant] at lunch yesterday that he was the first person I’d met who was interned and his humanity was so real.” The Churches Programme created a place for members from all parts of the community to begin a discourse together and face the past to sustain a peaceful future.

## Testimonials

- “What a great, deep experience. I was moved to tears this morning through the power of listening. We have to do a lot more listening – myself, certainly...people are heading for that listening border - most are willing to cross, some turn back and some don’t know what to do. We enjoyed your company this weekend. We need a lot of young people in this group.”
- There are places in Northern Ireland where the Border still exists for me... The rest is my home, including the Republic of Ireland but for 26 years I was confined to 10% of my homeland. Couldn’t go anywhere and couldn’t talk. Now, I’ve crossed borders, this is a wonderful weekend and I can’t stop talking. We came to Cavan, you also came to Cookstown and your warm reception has broken down a lot of barriers for me. Some borders are in here (the heart) and can never be crossed.

The Churches programme was delivered by Programme Co-ordinator Colin Murphy, Field Workers: Katie Rutledge and Sarah Ward, and Facilitators: John Harding, Lynne Murphy, and others.

This Programme is funded by the European Union through the Cross-border consortium under the EU Peace II Programme and part-financed by the UK and Irish Governments.



Project part financed  
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Peace and Reconciliation Programme

## Women’s Programme

### In Brief

- The Women’s Programme hosted a discussion of “The Missing Voices of Women: From the Margins to the Mainstream of Political Life” on International Women’s Day, March 2007.
- We delivered a 6-module course to two groups.
- We empowered participants to volunteer in community resource centres — one of whom is now in Switzerland working with female immigrants.

During 2007, the Women’s Programme acted on lessons from programme work in past years to solidify training opportunities and augment the programme’s impact. Workshops were organised on the principle that we learn by doing; therefore the participants were engaged in a variety of activities that involved critically examining their own thought processes.

By taking time to think things through, they were encouraged to consider options, alternatives, and the consequences of their decisions. They learned to review decisions and recognise that their thinking influences everything they do, or want, or feel.

This work takes time to achieve results. There is a need to create more opportunities for contact work to take place, to help build trust to create a brighter future for all. The Women's Programme strives to establish safe space in which this can happen. This 'safe space' at Glencree is integral to availing of the opportunity to develop the skills at local community level among women and to nurture the political will to help provide the financial support communities need to develop their own models with marginalised members of society like women.

The programme gained important insights in 2007. For example, the political is not a separate world: it is intrinsically intertwined with everyday experience and existence. Training in the Women's Programme, designed to underpin peacemaking, helps women to understand that they, as group members, are part of a continual process of socio-political education. By defining a vision of how things can be different, women's groups can have a dramatic impact across historical and cultural divisions.

#### Testimonials

- "I learned I had a voice and how to use it"
- "I'm no longer a victim, I now call myself a survivor"
- "People I thought of as different from me turned out to be pretty much the same"
- "Each of us has something in common"
- "Safe place – Outside own environment, very beneficial– very much needed"

Glencree held a conference in celebration of International Women's Day in March. The event was opened by H.E. Ms. Anne Plunkett, Australian Ambassador to Ireland, chaired by Áine Lawlor, broadcaster and presenter of 'Morning Ireland' on RTÉ Radio 1, and facilitated by Bronagh Hinds, Institute of Governance, Queens University, Belfast. Fifty women engaged with the important issue of how to improve the culture of politics to allow more women to take leadership roles within the system.

This programme is financed by the participants' fees, as well as by Glencree.

## Political Dialogues

#### In Brief

- The Ulster Political Research Group (UPRG) came to Glencree to present their Conflict Transformation Initiative (CTI) to the international community represented by Ambassadors in Dublin.
- Glencree participated in the conference *Integration Policy- Strategies for a Cohesive Society*, a subject linked to Glencree's work on sectarianism over the past 30 years.
- Chief Executive Máirín Colleary attended a reception at the Battle of the Boyne site with Northern Ireland First Minister Ian Paisley and An Taoiseach Bertie Ahern.

No political dialogue workshops were held in 2007 because all the political parties were focused on the implementation of the St Andrew's Agreement. This led to the restoration of the devolved powersharing government in May 2007, which generated that now famous photograph of the "Chuckle Brothers," Rev Ian Paisley (DUP Leader) and Martin McGuinness (Sinn Fein) assuming office as First Minister and Deputy First Minister respectively. It was a moment for all of us involved for many years at Glencree in the back channel of the peace process to pause and acknowledge the huge imaginative efforts made by politicians, diplomats and community leaders to get to this point.

The theme of the 13th Summer School held in August was Courage to Continue the Journey: Dismantling Divisions. We welcomed community workers, politicians, economists, ministers, mediators and educators to Glencree to discuss how the divisions of the past can still hamper the building of sustainable relationships, both north and south. The theme was particularly relevant to the issues facing a devolved government in Northern Ireland. Participants engaged in discussion about the forces which continue to divide us including physical divisions, such as 'peace' walls, and psychological ones. The Summer School welcomed many new faces to Glencree.

#### Testimonials

- “This is the first time I have come to Glencree although I have heard so much about it. It is amazing the way you can come here and actually speak your mind, without looking over your shoulder.”
- “I first came to Glencree 12 years ago with two horns and a tail I was so angry. I had a lot to say to the people down here. Then I came here and everything changed. I learned to listen.”
- “For me Glencree is like orange— nourishment for the mind, bright and vibrant.”

This programme is funded by the Reconciliation Fund, Anglo-Irish Desk in the Irish Department of Foreign Affairs, and by the Office of the First Minister and Deputy First Minister, Northern Ireland.

## International Programme

#### In Brief

- Hosted a Youth Exchange Group from Ballinteer Community School and Palestine.
- Collaborated with Mary Akrami, director of the Afghan Women's Skills Development Centre in Kabul, Afghanistan to send a community worker from Galway, who is a member of the Traveller Community, to Kabul for a six-month internship.
- With financial support from the Nobel Tyrell Fund, Glencree brought three long-term volunteers to the Centre, one from Afghanistan and two from Haiti.
- Travelled to regions to deliver conflict resolution interventions and capacity building training to political and community actors in Haiti, Afghanistan, Liberia,

and Israel/Palestine. This contributes to the formation of networks of people from an inclusive range of stakeholder groups.

- Hosted groups of political and community actors from Israel/Palestine, Columbia, Sri Lanka, Bosnia and Herzegovina, and Turkey to meet with key actors and learn from the Irish Peace Process.
- Helped to build relationships, hosted and facilitated dialogue within and between the participants involved.

In 2007, the International Programme continued to grow partnerships in key conflict zones around the world, host international groups interested in conflict resolution training and in gaining insights into the peace process in Northern Ireland. We also explored and fostered links through the Royal Norwegian Ministry of Foreign Affairs between Ireland and Norway in conflict resolution and peacebuilding and to share information and ideas for future joint work.

The international programme worked with partners in 4 conflict zones:

- Haiti: During three visits to Haiti with Concern Worldwide, Ian White continued to deliver capacity building programmes, peace process training, and facilitate inclusive dialogue with the members of St Martin, a small community in Port-au-Prince.
- Afghanistan: Sean O'Boyle and Ian White delivered training courses and lectures to civil society groups and civil society actors with Afghan Women's Skills Development Centre (AWSDC) in Kabul, Afghanistan. This work was supported in part by the generous support of Support for Afghan Further Education (SAFE).
- Liberia: Glenree delivered capacity building training to staff and commissioners of the Truth and Reconciliation Commission (TRC) in Liberia, as well as peace process training to the Parliamentarians, helping to create a supportive environment for the TRC.
- Israel/Palestine: Glenree has enjoyed its long-standing relationship with the Jerusalem based Van Leer Institute with whom Glenree hosted and facilitated dialogue and relationship building with Israeli and Palestinian Parliamentarians and Political Activists. During two six-day visits to Ireland participants met with the Department of Foreign Affairs, Parliamentarians and Diplomatic missions in Dublin as well as meeting with key actors in Northern Ireland to gain insights into the Irish Peace Process. In addition to this mainstream work Ian White travelled to the Middle East with former prisoners from Northern Ireland to deliver training to Palestinian former prisoners. Geoffrey Corry, Colin Murphy and Susan Hood travelled to the Middle East to learn how the religious aspects and lessons from the Irish conflict could contribute to the challenges faced by the three faiths there.

The International programme had the opportunity to deliver some of this same work to various other groups from around the world. We hosted a group from the human rights presidency in Turkey. The delegation visited Dublin and Belfast to gain insights from the development in human rights practice and law here. They also met with security and civil society organisations; which included an introduction to the lessons from the Irish peace process as well to further their understanding.

A similar visit was made by a group of lawyers and activists from Sri Lanka, who were also interested in learning from the Irish peace process and in the advancements in the area of human rights based approaches. They met with political leaders and engaged in facilitated dialogue on lessons from the peace process. In addition, Glencree hosted a group of lawyers and judges from Bosnia and Herzegovina as part of their trip to Ireland to study the legal system. They learned about the peacebuilding and reconciliation work that has taken place on these islands for over three decades.

Sean O'Boyle was invited to deliver training to volunteers and peace builders on board the Peace Boat, a Japanese vessel which travels the world promoting peace and providing learning opportunities for the students onboard.

The work of the International Programme is reviewed and advised twice a year, (spring and autumn) by an International Advisory Committee consisting of individuals from diplomatic, business and academic backgrounds who bring inspired and informed insight and focus to the scope of the work.

The International Programme Team of 2007 consisted of  
Ian White, Director  
Sean O'Boyle, Co-ordinator  
Trish Anderson, Administrator  
Yaser Alasqar Interpreter  
Geoffrey Corry, Facilitator and Trainer  
Sean McGearty, Facilitator

This programme is funded by the Irish Department of Foreign Affairs, Norwegian Church Aid, Concern Worldwide, Trocaire, and Support for Afghan Further Education (SAFE).

## **Survivors & Former Combatants**

### **In Brief**

- Nine meetings were held for survivors of the conflict on themes such as “Hearing and being heard” and “My past will shape my future”
- The Sustainable Peace Network brought a new group of 18 participants through the one-year process to cultivate relationships between people. The journey included wilderness experiences in Scotland and South Africa.
- We held a Spring Gathering for 30 members of the network.
- A seven-day course, Roots of Reconciliation, has grown out of this programme.
- Glencree worked with *Coiste* and others to help articulate how to better re-integrate former prisoners into society.
- Spanish TV3 Catalonia visited Glencree to learn about the programme for inclusion in a documentary comparing the situation between areas of conflict in the Basque region, and other countries.

Two main areas of activity characterise the Survivors and Former Combatants programme in 2007. A series of dialogues were held for survivors of the conflict exploring the past and how that will shape the future for those who were deeply affected by the troubles. Secondly, a new cycle of the Glencree Sustainable Peace Network was initiated, bringing 18 new people into the network.

In 1999 at the Glencree Centre for Peace and Reconciliation, as an atmosphere of hope prevailed in the political arena, Victims/Survivors joined their voices and spoke together of their personal experiences of the conflict in Northern Ireland. 2007 was a time of new beginnings for Northern Ireland. A sense of euphoria was present in our newspapers and in our daily news reports. Headlines read 'The conflict is officially over'. Therefore to talk of Victims' issues would seem to be moving against the flow of good feeling that is in the air. It could be seen as bringing us back to that past from which we are emerging.

But for many that past is very much present in their daily lives. It is not something they can shake off and get over. Every day they have to live with the consequences of conflict. In the midst of our euphoria we must not forget those who have suffered deeply and paid high prices for the peace we now enjoy. Glencree's work with victims in 2007 examined how that past can be included in the future in ways that are meaningful and personally productive to those who have given so much. Participants were able to clarify and articulate their concerns to political leaders, based on their past experiences.

This Programme is funded by the European Union through the Cross-border consortium under the EU Peace II Programme and part-financed by the UK and Irish Governments.



## **Sustainable Peace Network**

A new group of participants joined the Sustainable Peace Network from diverse backgrounds: former combatants, survivors, and leaders from political, business and community sectors. They met on at least six occasions during the year. The highlight of the year was a two-week trip to South Africa. Participants journeyed through the places and stories of struggle in South Africa, meeting with people from a range of backgrounds: ex-combatants, victims, and leaders in the African National Congress and Pan African Congress.

The participants then moved on to a weeklong wilderness trek, testing their physical, mental, and emotional limits allowing for deeper dialogue and cultivation of relationships. Upon return to Ireland, the new Glencree Sustainable Peace Network participants re-convened at Glencree, with the aim of reflecting on the experience and planning for activities in the following year.

## Testimonials

- “[The South Africa trip was] a sharp reminder that so much in our society is supposedly fixed when peace treaties are signed, arms are surrendered and truths are told. This is far from the reality of lives for both Northern Ireland as well as South Africa. The cultural impact of conflict shapes us for decades and because some of us have moved on we need to recognise that others have not and maybe never will.”
- “It was good to feel part of nature even for that short time. But we can be aware of our contact with the earth and nature anywhere. The respect amongst the animals and the guides’ sense of being part of the wilderness transferred to us. The relevance of awareness of our environment to peace building, in whatever place we find ourselves, became clear in that experience.

This Programme is funded by the European Union through the Cross-border consortium under the EU Peace II Programme and part-financed by the UK and Irish Governments.

The Sustainable Peace Network benefits from the fundraising efforts of the participants themselves, who organise an annual Golf Classic to support the subsequent year’s group. See “Development” on page 21 for more details.

The programme is run by co-ordinators Jacinta DePaor and Wilhelm Verwoerd and administrator Jane Cahier.

## Peace Education Programme

### In Brief

- Developed Peace Education workshops to promote consistent schools experiences at Glencree and created resource packs to encapsulate this progress.
- Facilitated the North-West and North- South link projects, which provided an opportunity for cross-community schools to interact and young people to complete cross-border projects.
- Visited St. Angela’s teacher training college in Sligo to share Glencree methodology with final year students

Peace Education at Glencree developed in three main strands during 2007. Programme staff continued to consult with the facilitator panel (established in 2006), teachers, and young people to improve our one-, two- and three-day workshop offerings. Thanks to dedicated staff, interns, and willing partners in the schools the Peace Education Programme provided educational experiences and materials relevant to school subjects including Religious Education and the Civil Social and Political Education (CSPE) syllabus.

Unprecedented numbers of schools visited the centre to participate in sessions on themes such as Justice in Action, Leadership Skills, and Conflict Resolution. Most of these

schools visited the centre on one-day programmes. The nature of this work made it difficult to develop ongoing relationships with young people and teachers. Nonetheless, schools agreed that the learning opportunities were unique and appropriately challenging. Overall, schools reported a positive experience in the Peace Education Programme with comments including ‘excellent,’ ‘very valuable,’ ‘very fulfilling,’ and ‘of great benefit.’

Schools indicated that the learning methodology implemented by the Peace Education team was much more effective than classroom techniques, due in large part to the safe environment and staff expertise and resources at Glencree. Pupils were encouraged to promote their Glencree learning experiences in their respective schools. The degree to which this was successful was largely dependent on the level of enthusiasm for peace education present among the school’s leadership.

Despite the challenges of delivering a Peace Education Programme to a large volume of participants, Glencree was able to nurture ongoing relationships with several key schools. These relationships were most notable in the North-South and North-West School link projects and with St. Colmcille’s, an experimental school on the forefront of developments in Irish education. These schools highlighted the impact of the Peace Education Programme. For many pupils, Glencree provided the only opportunity to meet others from a different social, political or religious background. This face-to-face interaction developed their life skills, broadened their horizons and led to respect for other’s cultures and beliefs.

In addition to continued work with schools throughout the island, the Peace Education Programme also expanded partnerships with external groups during 2007. Thus, Glencree facilitated a workshop on Primary School Transitions in connection with the Blanchardstown Travellers’ Development Group. It also hosted three young women from an international school in Norway. Programme staff mentored the students for six weeks on facilitation techniques developed in the Peace Education Programme. Finally, programme staff also facilitated a session with participants from Student International Training. This session introduced the participants to interactive facilitation techniques used to engage young people in peacemaking.

#### Testimonials (North-South schools link participants)

- “I enjoyed the whole program, but the best thing was when we could go into different groups, and we could talk with each other. I found the games very fun and enjoyable! The physical activities were also fun...not just because of the actual game, but for that feeling that you are in a team, part of a team, and we could work together as a team as well. This programme gave us a good opportunity to meet new friends, and I think this is the best part of this program”
- “People see the lifestyles of others. Gives us the chance to do projects which help show others in our school respect. So we don’t judge people until we know a lot more about them and their culture and general life.”
- “I think it has reminded us about not judging people and that we should try to avoid conflict. This could improve how we all get along in our towns etc...It makes it less likely for conflict to occur, and because we’re young it will affect

the future. Our generation will be more understanding and sympathetic. It has also made bonds between people in our community who probably would never even have met before.”

This programme is funded by the International Fund for Ireland, as well as by fees paid by the schools and students.



INTERNATIONAL FUND FOR IRELAND

## **Education Development and Training Programme**

### **In Brief**

- Visit to Soltun, Norway to participate in their Peace Festival
- Participants on the Peace Boat visited
- Delivered FETAC-accredited training to the public: Addressing Conflict, and Peace Journalism.
- Developed relationships with Spirasi, Beyond Borders, and the Irish School of Ecumenics.

Education Development grew in 2007 by connecting with independent adult groups throughout the island and strengthening links with the Peace Education Programme. As a result, Glencree has begun to develop a reputation as a Training Centre and is getting more requests to run training. This has developed in the community sector particularly with more offsite work going on.

Numerous participants acknowledged the unique environment that Glencree offers. A community group from Carryduff visited to explore ‘Dealing with the Past’ and one participant commented “The atmosphere lent itself for people to accept the views of others that were different to one’s own and this led to better understanding of each other.” We plan to work more with external organisations and civil society groups to encourage more groups to come to the centre next year.

There is a demand for the courses we offer and we have had many requests to follow up on training. As one participant stated, the Education Development and Training Programme provides an “excellent foundation to work on and opens the door for further training.” We have the capacity to deliver high quality courses as indicated by the development of FETAC training at the centre.

In the next year, we hope to have more participants coming to the centre, making it possible to continue running these training sessions. Ensuring high enough participation

rates for courses to be run without a cost loss was a challenge. In the coming year, we hope to make courses more viable by looking at the possibility of running courses in city centre locations and to develop a more strategic marketing approach to identify where the demand lies.

Testimonials: Some comments made by participants in training programmes in 2007

- “Thank you very much for excellent facilitation skills”
- “This was very liberating for me”
- “I found the day interesting and thought provoking”
- “What I found easy was the interaction with everyone”
- “I liked the informal approach to learning”

This programme is funded by the International Fund for Ireland, as well as by participant fees.



INTERNATIONAL FUND FOR IRELAND

## Volunteers

### In Brief

- From Austria, Australia, Palestine, USA, Germany, Ghana, Haiti, Afghanistan, Canada, Japan, South Africa & Italy
- John Harding conducted a creative writing workshop with the Glencree team of staff and volunteers.
- Glencree volunteers and staff were brought together for two days of camping and facilitation in Glendalough as part of a pilot for the Sustainable Peace Network.

As always the Glencree volunteers played an integral role in the centre. Without their support and commitment Glencree would not be such a unique place. We had 30 volunteers in 2007 from across the Globe. Brendan Crowley, our neighbour and friend is the longest serving volunteer at Glencree and we thank him for his support to incoming volunteers throughout the years. The volunteer experience would not be the same without him, nor would Glencree itself.

Last year was marked by greater awareness of the vital role volunteers and interns play in Glencree. Both volunteers and staff worked diligently to provide greater opportunities for the volunteer team and to help volunteers feel more valued at the centre. This led to a series of changes for the volunteers.

Volunteers organised a special activity day during the summer. Volunteers and staff led workshops on themes such as Tai Chi, Céili dancing, and many more, for each other to share their skills. The day was a fun-filled chance for everyone to enjoy some sunshine on the mountain.

In the autumn, Glencree volunteers visited Northern Ireland thanks to a generous donation from the Presbyterian Committee for Northern Ireland. They toured Belfast and Derry and had an opportunity to visit the volunteers at Corrymeela. Later on, Glencree volunteers invited the Corrymeela folks to visit Glencree for a few days during the year as part of an effort to “share the learning” between the two centres.

Finally, during one of the darkest months of the winter, Diageo Ireland offered Glencree's international volunteers a trip to the famous Guinness Storehouse. This was a great opportunity for the group to spend some time together off site. Thank you to those who made it possible.

### Testimonials

- “I think the thing I benefited most from was the international aspect of Glencree. Not just living with people from all over the world, although that was incredible. But while at Glencree I've met government ministers, diplomats, and refugees, all with stories to tell. Incredible stories from North and South America, Bosnia, Iraq, and Africa, just to name a few. And the intensity of the situation constantly tested my boundaries and also bonded me to a completely unique group of people. That is what I thank Glencree for the most.” Megan Kelly, Intern, USA

- “Really appreciate Glencree for having let me live and work there. We did encounter a lot of difficulties and frustrations, but still it was really a meaningful experience. I think the volunteer program is like sowing seeds in the fields. It will take some time until you could see the outcome, but I believe seeds are growing in various parts of the world now.” Yukari Yoshida, Short Term Volunteer, Japan
- “My favourite thing about Glencree was learning about the cultures of different countries. The volunteer programme brings together people from all over and they bring what they learn about other cultures back to their home countries. They also bring back things they learned from the programmes at Glencree. When I go back I will be able to help young people learn about peace in Afghanistan.” Nadia Hanifi, Long Term Volunteer, Afghanistan

## Development

Glencree's work is made possible by the support of government, businesses and private individuals. The Reconciliation Fund of the Anglo-Irish Desk at the Irish Department of Foreign Affairs provides programme funding each year. The Office of Public Works provides invaluable support by maintaining and upgrading the state-owned buildings that house the Glencree Centre.

The European Union Peace Programme has provided significant support for Glencree's programme work since 1998. Specifically, the Churches Programme and the Survivors and Former Combatants Programme have been funded by the EU via Border Action.



The International Fund for Ireland provides invaluable support to Glencree's Education work, and to the new building project. Both the Peace Education Programme and the Education Development and Training Programme are funded by the IFI. The new office building has been made possible by a grant by the IFI and is a Legacy Project also benefiting from the support of the Office of Public Works.

The Business Club is a way for businesses to support peace and reconciliation in Ireland, north and south. The highlight of the year was a Business Club Dinner in Dublin Castle in May, sponsored by Vodafone Ireland. At the event we presented Senator Feargal Quinn with a Peace Award to honour his generous support of Glencree over the years. David Pierce of Ulster Bank was a most entertaining Master of Ceremonies.



The 100 Club and the Friends of Glencree are giving clubs for individuals to support the development of Glencree's work. Growth is underpinned by a 5-year Strategic Plan that outlines the steps to reaching more people and becoming more effective as an organisation.

Pictured here, Senator Feargal Quinn receiving the Peace Award at Dublin Castle, May 2007.

## **Business Club**

In 2007, generous donations were given:

Vodafone Ireland  
Heatons Homestores  
Tilestyle  
Diageo  
Ulster Bank  
eircom  
Russel Court Hotel  
AXA  
Parc Group  
Patrick Lynch Ltd.  
Grafton Recruitment  
RTE  
Irish Austrian Society  
Irish Life & Permanent

Gifts in kind were also received from:  
Aqua Fire Prevention  
Glen Dimplex  
Harvey Norman  
Infomarex  
Ireland Australasia Business Association  
King Tree Services Ltd.  
Microsoft  
Paragon Business Systems  
Siemens Ltd.  
Silentnight  
Sony Ireland  
Westpoint Health and Fitness  
Whirlpool  
Yellow Asylum Films

The following companies took part in Glencree's Annual Golf Classic supporting the Sustainable Peace Network:

A&L Goodbody  
ACE European Group Ltd  
Allianz  
C&C Group plc  
Coyle Hamilton Willis Ltd  
Direct Brand  
Eagle Star  
EBS Building Society  
eircom  
ESB  
Hibernian  
IBM Ireland Ltd  
Irish Aviation Authority  
Kainos

LM Ericsson  
Merrion Capital Group  
Motorola Ireland Ltd  
National Lottery  
Price Waterhouse Coopers  
Quinlan Private  
Setanta Sports Channel Ireland Ltd  
Small Firms Association  
Symantec  
Tesco Ireland  
Thorntons & Partners  
VHI Healthcare  
Waterford Crystal

## 100 Club and Friends

The 100 Club and the Friends of Glencree also provide important financial support for Glencree. We would like to extend a ‘Thank You’ to everyone who contributed this year, some of whom are listed below.

Bill Brown  
Tony Carey  
Máirín Colleary  
David Hanley  
Alfie Kane  
Isobel Kane  
Christine Kane  
Roy Keenan

Conor McCormick  
Katie Rutledge  
Campbell Scott  
  
Argyle Asset Management  
Kinsale Union of Parishes  
Winterslow Parochial Church Council

## Themes

During the year, overlapping themes began to emerge out of multiple programmes at Glencree. These included an increased focus on symbiotic relationships with the environment and an understanding of the value of the natural world in peace work, the value of leadership, and the power of language.

As the Sustainable Peace Network continued to use wilderness experiences to nurture peace, the Glencree site itself was again recognised as an invaluable resource. For example, the Wicklow Uplands Council worked with Glencree to develop a Youth Project with five County Wicklow schools to foster an understanding of life in the Wicklow Uplands. The programme included a study of recreation facilities, the environmental impact of tourism, and also approaches to sustainable peacemaking. Glencree’s location, high in the Wicklow Hills, in an area popular with hill walkers and tourists alike. In May, the Forest Friends group also visited Glencree for the day.

Leadership has become increasingly important throughout programme work at the centre. Glencree’s vision is not about an elitist group of peacemakers directing future possibilities to prevent conflict. Rather, each programme has been increasingly aiming to empower participants to be leaders in their own communities, nurturing peace on these islands and globally in an organic way. This focus has also been infiltrating the administration and business end of the organisation. One example of this was Paul O’Hara, Director of Ashoka Ireland, who visited the Glencree team. He spoke about what it means to be a social entrepreneur, particularly in the field of peace building. Ashoka is an international organisation which promotes social entrepreneurship by providing fellowships and other types of support.

Finally, in 2007 we took a step back to reflect on how we have been relating to each other at the Centre, participants, and external partners in peace and reconciliation. One of the key themes that emerged in this reflection was the value of language. Programme staff increasingly discussed the meaning and power of our language. This reflection added another dimension to programme work. For instance, participants in the Women's Programme found that by participating in thinking activities and applying ideas from the programme to their own experiences, their abilities to use language to express their experiences became sharper and more powerful.

Another important theme that emerged is 'practicing what we preach'. How do we respond to conflict within a peace organisation? Do we respond in the way that we teach participants to? The answer is not straight forward. We spent some time looking at our own relationships and our own procedures with facilitator Dermot Hand, and it became clear that we need to be doing this self-reflection on an on-going basis. We need to make sure that we are living by the values we teach in order to feel a sense of integrity in our work. Myrna Lewis described the challenge as 'walking the walk, and not just talking the talk.'

In 2008, we will continue to explore these themes and their capacity to interlink the web of programme work at Glenree. The environment, leadership, language and self-reflection are all important dimensions to holistic approaches to peace work. We look forward to seeing the development of these themes and the emergence of new ones in the coming year.

## **The People**

The team of people at Glenree are a dedicated group who spend a great deal of time and energy organising, implementing and, in short, making miracles happen!

### **Staff**

Patricia Anderson, International Programme Administrator

Geraldine Breen, Accountant

Fiona Brennan, Sous-Chef

Helen Browne, Executive Assistant

Michelle Burke, Housekeeping

Nicky Butler, Executive Assistant

Jane Cahier, Bookkeeper

Gerard Cahill, Financial Controller

Ann Cogavin, Women's Programme Administrator

Máirín Colleary, Chief Executive

Sheila Cannon, Development Officer

Geoffrey Corry, Political Dialogue Facilitator

Rosalind Crean, Sous-Chef

Jacinta De Paor, Survivors and Former Combatants Programme Co-ordinator

Geraldine Fitzgerald, Administrator  
Anne-Marie Fleming, Bookkeeper  
Pat Fleming, Maintenance  
Siobhan Garvey, Bookkeeper  
Seth Gyambibi, Kitchen Porter  
John Harding, Churches Programme Facilitator  
Eugene Hearne, Administrator  
Kelly Hempenstall, Administrator  
Seamus Kennedy, Accountant  
Phil Killeen, Women's Programme Co-ordinator  
Edel Kinsella, Operations Director  
Ray Kinsella, Administrator  
Malgorazata Klicka, Housekeeping  
Paula Lawler, Administrator, Peace Education Programme  
Geraldine McAleese, Housekeeping and Women's Programme Facilitator  
Caoimhe McCann, Bookkeeper  
Steven Morris, Chef  
Conn Mulvenna, Peace Education Manager  
Colin Murphy, Churches Programme Co-ordinator  
Lynne Murphy, Churches Programme Facilitator  
Sean O'Boyle, International Programme Coordinator  
Emily O'Callaghan, Administrator  
Catherine O'Connor, Administrator  
Peter O'Hara, Administrator  
Declan O'Sullivan, Maintenance  
Eamon Rafter, Education Development and Training Officer  
Gareth Rogers, Maintenance  
Katie Rutledge, Churches Programme Field Worker  
Martin Shepard, Chef  
Thomas Reichert, Housekeeping  
Sorcha Tormey Peace Education Officer  
Wilhelm Verwoerd, Survivors and Former Combatants Programme Co-ordinator  
Sarah Ward, Churches Programme Field Worker  
Ian White, International Programme Director  
Agnieszka Wsolek, Housekeeping

## Volunteers and Interns

### *2006-2007 Team*

Tracy Anderson, Canada  
Lawrence Blankson Amisher, Ghana  
Margaret Casey, USA  
Normil Joseph, Haiti  
Alexandra Kroeil, Austria  
Andreas Kruska, Germany  
Sharon Layton, Australia  
Kenneth Monette, USA  
Sian Mycock, England  
Mathias Neumayer, Germany  
Erica Scalfi, Italy  
Kimberly Smith, USA  
Zoltan Szecsi, Hungary  
Marie Walsh, Wales  
Sebastian Zilch, Germany



### *2007-2008 Team*

Majorie Accy, Haiti  
Courtney Cook, USA  
Krystal Cooper, USA  
Mira Dabit, Palestine  
Katherine Drop, USA  
Nadia Hanifi, Afghanistan  
Megan Jerke, Canada  
Megan Kelly, USA  
Rianna Olefson, South Africa  
Kari Lynn Pope, USA  
Eslin Seide, Haiti  
Yukari Yoshida, Japan  
Amer Zagot, Palestine



## **Peace Education Facilitators**

Claudia Bradshaw  
Eimear Friel  
Gail Varian  
Jude Lal Fernando  
Judith Hamill  
Louise Keating  
Louise Sheridan  
Mieke Neven McMahon  
Naro Longcharo  
Padraig O'Sabhain  
Riona Judge McCormack  
Sonja Tammen

## **Glencree Visitor Centre Staff**

Charlene Bradshaw  
Sandra Burke  
Charlotte Carolan  
Jessica Davis  
Joanne Donnelly  
Rebecca Drew  
Sandra Elworthy  
Susan Hinch  
Amanda Kelly  
Eileen Kennedy, Manager  
Monica Morrin, Exhibition Co-ordinator  
Rebecca McInerney  
Wendy Murphy, Chef  
Karolina Norgrove  
David Perry  
Fiona Quinn  
Alice Redmond  
Bernie Vickers



**Council:**

Jonathan Murphy, Chairman  
Manus Hanratty, Vice Chair  
Bill Brown, Honorary Treasurer  
Jacqueline Nelson Honorary Secretary  
Paddy Crean, Past Chair  
Alan Barrett  
Tony Carey  
Denise Collins  
Denis Duggan  
John Ewins  
Pat Fox  
Bronagh Hinds  
Isobel Kane  
Margaret Murphy  
Garry Nolan  
Campbell Scott  
David Thompson  
Rosy Wilson

We are honoured and privileged to have two high-profile individuals support our work:

Patron: President Mary McAleese



Glencree President: Alfie Kane



## **Company Information**

Registered charity number: CHY5943

Company number: 50088

Business Address: The Glenree Centre for Peace and Reconciliation  
Glenree, County Wicklow

Auditors: Ray King & Associates  
5 Bridge Court, City Gate, St Augustine Street, Dublin 8

Bankers: AIB, 100-101 Grafton Street, Dublin 2

Ulster Bank Ltd., 33 College Green, Dublin 2

Solicitors: Arthur Cox  
Arthur Cox Building, Earlsfort Terrace, Dublin 2

# Accounts

## The Glencree Centre for Peace and Reconciliation

### Profit and Loss Account For the year ended 31/12/07

	Continuing Operations	
	2007	2006
	€	€
<b>Income</b>	1,218,800	1,113,150
Direct Cost	<u>(81)</u>	<u>4,912</u>
<b>Gross Income</b>	1,218,719	1,118,062
Programme costs	(1,053,897)	(889,908)
Administrative expenses	(721,192)	(540,336)
Grants released – Annual	<u>375,935</u>	<u>309,269</u>
<b>Operating surplus/deficit</b>	(180,435)	(2,913)
Grants released – Exceptional	-	-
Interest payable and similar charges	<u>(8,007)</u>	<u>(3,701)</u>
<b>Surplus/deficit on ordinary activities before taxation</b>	(188,442)	(6,614)
Tax on surplus on ordinary activities	<u>-</u>	<u>-</u>
<b>Surplus/deficit on ordinary activities after taxation</b>	<u>(188,442)</u>	<u>(6,614)</u>
<b>Retained surplus/deficit for the year</b>	(188,442)	(6,614)
Accumulated deficit brought forward	<u>(63,764)</u>	<u>(57,150)</u>
<b>Accumulated surplus/deficit carried forward</b>	<u>(252,206)</u>	<u>(63,764)</u>
<b>Statement of total recognised gains and losses</b>	(188,442)	(6,614)
<b>Loss on ordinary activities after taxation</b>		
Unrealised movement on re-valuation of property	<u>-</u>	<u>50,000</u>
Total recognised gains & losses relating to the year	<u>(188,442)</u>	<u>(43,386)</u>

On behalf of the Board

**The Glencree Centre for Peace and Reconciliation**  
**Balance Sheet**  
**As at 31/12/07**

	<b>2007</b>		<b>2006</b>	
	€	€	€	€
<b>Fixed assets</b>				
Tangible assets		1,288,980		683,307
<b>Current assets</b>				
Stocks	7,140		7,221	
Debtors	265,491		253,306	
Cash at bank and in hand			<u>400,003</u>	
	<u>125,535</u>			
	398,166		660,530	
<b>Creditors: amounts falling due within one year</b>	<u>(554,072)</u>		<u>(532,701)</u>	
<b>Net current (liabilities)/assets</b>		<u>(155,906)</u>		<u>127,829</u>
<b>Total assets less current liabilities</b>		1,133,074		811,136
<b>Accruals and deferred income</b>		<u>(1,130,636)</u>		<u>(620,256)</u>
<b>Net assets</b>		<u>2,438</u>		<u>190,880</u>
<b>Capital and reserves</b>				
Revaluation reserve		254,644		254,644
Profit and loss account		<u>(252,206)</u>		<u>(63,764)</u>
<b>Equity shareholders' funds</b>		<u>2,438</u>		<u>190,880</u>

On behalf of the board