

# 2018: Future-proofing AFS for greater impact

Develop active global citizens
Increase access to intercultural learning opportunities
Globalize schools and institutions

2018 was a powerful year for AFS. Working together with donors, partners, schools and local organizations in 99 countries, AFS delivered on our three strategic impact goals listed above to expand our reach and be more diverse, inclusive and relevant to the communities we serve.

- We raised more funds for scholarships: \$36.7 million to 41% of students in 2018.
- We connected with 66,371 people through exchange programs, intercultural training workshops and social impact projects in schools and local communities.
- We amplified our international advocacy work by launching an annual AFS Global Conference in Budapest in September. The conference attracted a cross-sector coalition of 450+ delegates from 70 countries with a singular purpose: Integrate global competence education into schools and youth programs.

Year One of our new strategy also compelled us to take a hard look at how international exchange programs can better support young changemakers' dreams of doing social good. We know that innovation and creativity rarely happen when everyone comes to the table with the same point of view. So we laid the groundwork with a new Theory of Change that defines how we develop active global citizens. (See page 5.) This approach ensures that all of our programs develop the key intercultural skills urgently needed to bring people together and get work done—even when differences in cultures, religions, identity and perspectives often keep us apart.

These are the competencies that leaders across the public and private sectors require to build stronger, more inclusive schools, companies, NGOs and communities. These skills also engage experts and funders with communities to solve the challenges presented in the United Nations Sustainable Development Goals.

Many thanks to our strategic partners for supporting our vision. To name just one example, working with Japan's Ministry of Education, Culture, Sports, Science and Technology (MEXT) enabled us to launch the Asia Kakehashi Project in 2018. For the first time ever, high school students from many Asian countries including Laos, Myanmar, and Pakistan participated in an AFS program. In the next five years, this program will provide full scholarships for 1,000 Asian high school students to study in Japan with AFS. You will read about other significant partnerships we made throughout the pages of this Annual Report.

One hundred years after the end of World War I, we reflected on the legacy of our founders, the volunteer ambulance drivers of the American Field Service. AFS was created as a volunteer ambulance corps in 1915, and then reactivated after the start of World War II. Our founders crossed borders and connected cultures to save thousands of lives during both World Wars—and then transformed AFS into what it is today: a global organization that builds understanding among people from diverse backgrounds to create a more just and peaceful world.

We express our sincere gratitude to all AFS alumni, volunteers and staff around the world whose work champions AFS values and makes the programs and activities featured in this Annual Report possible.

Vishakha Desai (AFS '67) Chair, Board of Trustees

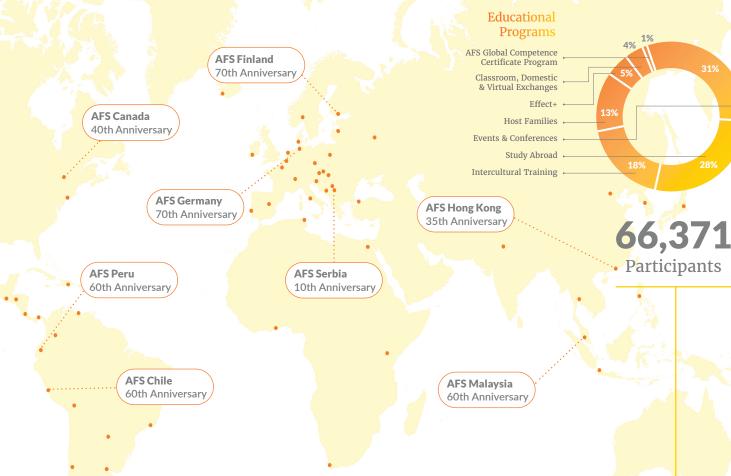
Viskaleha

Daniel Obst
President and CEO



# 2018 Impact

We believe a just and peaceful world is only possible when the global community respects diversity, embraces inclusiveness. and actively works towards advancing global understanding. This mindset transforms communities-and helps solve our most pressing challenges. In 2018, we provided more people with intercultural, exchange and training programs.



500,000+

Alumni

\$36.7M

Scholarships

53,500 Volunteers

5,000+ School Alliances  AFS Global Network = **59** National Organizations with Program Activity in **99** Countries

12,176

Study Abroad Participants

8,500

**Host Families** 

Going forward, we will enhance our current study abroad and exchange programs with new features and more theme-based, short-themed international and intercultural opportunities. These content-rich offerings will also address issues of importance to youth, while facilitating their growth as active global citizens.

Provide young people with

immersive international or

intercultural experiences.

# experience + learn +

Global Skills

Support them with structured and facilitated intercultural learning journeys that lead to global competence.

**Social Impact** 

practice

Give them real-world social impact and changemaking exposure through training, activities and projects.

active global citizens

Have the essential global skills they need to live, learn, work and volunteer to contribute to society and change the world.

Create a more just and peaceful world



#### **EXPERIENCE**

# **AFS** prepares **Generation Z to** navigate the world

Preparing Generation Z to thrive and lead in an evolving and often turbulent world inspired AFS to reimagine our 71-year-old exchange program portfolio. Our research reaffirms that although cultural exploration is the primary motivator for Gen Z youth to study abroad, they also are determined to make their mark on the world by doing social good. That's why we refreshed the AFS High School Exchange and Global Prep Programs to reflect our new experience + learn + practice approach to developing active global citizens. (See page 5.) We have been updating the intercultural learning tools used by AFS volunteers to cultivate critical thinking, problem solving and collaboration in our participants.

## **AFS expanded** its high school **European Citizenship Program to Asia**

Since 2009, more than 2,300 students have participated in the **European Citizenship Trimester Programme (ECTP)** to learn about the rights and responsibilities of European citizenship and what it means to be active citizens. This threemonth-long AFS secondary

school study abroad program attended by 290 teens from 25 countries in 2018 was created by the European Federation for Intercultural Learning (EFIL is the umbrella organization for AFS organizations in Europe).

In 2018, EFIL and AFS organizations in Asia launched a similar trimester high school exchange program called PEACE (Peace in Europe and Asia through Global Citizenship Education). Twenty students from seven countries participated in the first round.

## New AFS programs help teens develop STEM skills and become more globally competent

AFS co-developed the Global STEM Academies with BP, the global energy company, to help build a pipeline of diverse and global-ready STEM professionals. This cuttingedge full-scholarship program



will expose 300 students over the next three years to key STEM (science, technology, engineering and math) principles and critical global competence skills. Program participants visited energy facilities, attended classes in geology, math, robotics, climate change and architecture, and enjoyed cultural adventures.

#### 2018 highlights:

- 100 AFS high school students from 14 countries were selected for the four-week, hands-on highly competitive scholarship program.
- 55% of the participants were girls.
- 87% of the participants reported they are highly motivated to become STEM leaders.

Pre- and post-program assessments confirmed that a facilitated intercultural learning curriculum can help students



in short-term study abroad programs build global skills.

- 99% understand how culture influences the way they perceive the world.
- 91% developed a deeper concern for the values, feelings and realities of others.
- 84% feel they are now able to adjust to changing social circumstances.

In 2018, AFS expanded its STEM and global competence learning programs hosted by AFS organizations in Argentina, Germany India, Ireland, Philippines and New Zealand.



# Students create their own social impact projects through AFS USA Project: Change

AFS USA's Project: Change

encourages U.S. teens to propose projects that work toward one (or a few) of the United Nations' Sustainable Development Goals in a relevant country in the AFS Network.

2018 **Project: Change** winner Clare G. from Orono, Minnesota (USA) proposed studying the impact of art, music and sports

on an adolescent's development in Kenya. Working together with staff, volunteers, and AFS Kenya alumni, Clare transformed her proposal into a custom Global Prep exchange program. Clare and four additional winners of the contest received full scholarships to travel to Kitengela, Kenva to work with and learn from the local Maasai community. Trip participants learned first-hand about international development and changemaking, while cultivating their global competence skills. AFS USA's groundbreaking Faces of America program funded the four additional scholarships through donations from community organizations and matched contributions from AFS USA donors. Faces of America helps expand access to study abroad opportunities to all communities, reflecting the diversity of the USA.



# Governmentsponsored programs helped **AFS** expand access to intercultural exchanges

In 2018, AFS celebrated the 15th anniversary of the U.S. Department of State's Kennedy-Lugar **Youth Exchange Program** (YES) programs. Since 2003, 4.275 students went on YES and YES Abroad programs administered by AFS USA and AFS Organizations in Egypt,

Ghana, Indonesia, India, Kenya, Malaysia, the Philippines, South Africa, Thailand and Turkey. AFS USA has also implemented programs in Mozambique and Saudi Arabia. YES provides scholarships for high school students from countries with significant Muslim populations to spend up to one academic year in the United States, and for U.S. students to spend an academic year in 14 of these countries. Overall, the YES program has provided over 12,000 full scholarships involving 40+ countries, implemented through a collaboration of more than

15 non-profit organizations and the U.S. Department of State's Bureau of Educational and Cultural Affairs. AFS India's YES alumni commemorated the anniversary by organizing a high school intercultural program.

AFS delivered the first Asia Kakehashi Project for 100 students in 2018. Created by Japan's Ministry of Education, Culture, Sports, Science and Technology (MEXT), Kakehashi ("building bridges") will provide full scholarships for 1,000 Asian students to study in Japan's

high schools over the next five years. AFS Organizations in China, India, Indonesia, Malaysia, the Philippines, and Thailand selected 100

students in 2018 from their countries, as well as students from Bangladesh, Bhutan, Brunei, Cambodia, Korea, Laos, Maldives, Mongolia, Myanmar, Nepal, Pakistan, Singapore, Sri Lanka, and Vietnam.



#### **AFS Chile partnered with** the Ministry of Education to provide scholarships to

50 outstanding students and five teachers from public schools for a four-week language program, "From Barrancas to New Zealand," hosted by AFS New Zealand.





# The AFS Austria and Austrian Marshall Plan Foundation apprenticeship exchange sponsored 22 apprentices in retail, business and food preparation to spend three weeks in training programs and intercultural and language learning at Miami University in Oxford, Ohio (USA).



AFS was pleased to accept the 2018 Best Partner Award from the China Education Association for International Exchange for expanding intercultural exchange with China and helping globalize schools.



# AFS recognized our most dedicated volunteers for their outstanding support of AFS students and families

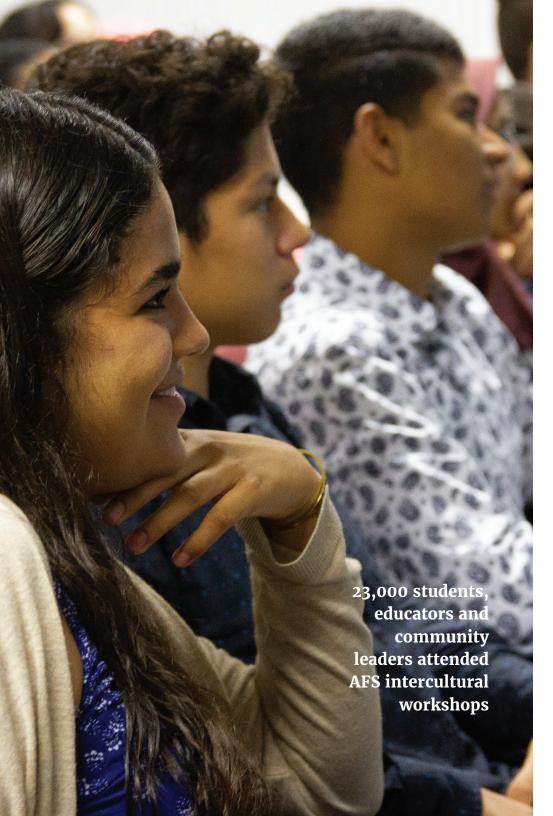
The Guven family (AFS
Turkey)—Ilkay, Irfan, Ozgur
and Deniz received the 2018
Peggy and Art Howe Award
for expanding access to
intercultural opportunities to
diverse youth from underserved



communities in Turkey since 2011. The Guvens are champions of the domestic exchange program titled "Sisters and Brothers of Turkey," which brings together young Turks from eastern Turkey with peers from Istanbul.

Susan Rowley (AFS USA)
received the 2018 AFS Galatti
Award for her exceptional
contributions since 1960—
supporting students, managing
local AFS chapters, serving on
regional and national councils
and fundraising.





#### **LEARN**

# Global-ready schools prepare future-ready leaders

The United Nations projects that 1 billion young people will enter the workforce across all sectors in the next 10 years. That's why AFS bolstered our support of the United Nations Sustainable Development Goal #4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. SDG #4 also acknowledges the importance of global skills. AFS's commitment to globalize schools and institutions includes intercultural training programs for teachers and curricula that transform classrooms and broaden the perspectives of future leaders who want to use these skills to reduce conflicts in the world and deliver on the SDGs.

## AFS intercultural training workshops for teachers help globalize schools worldwide

In 2018, AFS provided hundreds of workshops to help educators develop intercultural skills and build them in students.
Curriculum development work was also a major endeavor for AFS Organizations, such as AFS Czech Republic's Complex Education Program for Teachers and AFS Germany's Erasmus+ project

Connect—Intercultural Learning Network. The Network will serve 100 higher education institutions in 30 countries. Teachers from Brazil, Colombia, Costa Rica, Dominican Republic, Guatemala and Mexico received training from the association of AFS Organizations in Latin America (Alianza Latinoamericana de Educación Intercultural). Students in local schools also benefited from AFS workshops. AFS Argentina delivered 200 intercultural workshops reaching 5,600 students. AFS Hungary presented in 110 schools, reaching 10,540 students.

# New AFS Global Competence Readiness Index for Schools supports educators' global agenda

Nearly 1,000 schools in 15 countries completed the AFS Global Competence Readiness Index pilot in 2018. About 78% of schools surveyed reported not having adequate resources to prepare students for an increasingly diverse future.



The AFS Index helps education authorities and teachers make global competence development a core part of their schools, as well as address how diversity is incorporated in the school's overall approach to learning.

Beginning in 2019, annual reports will be published nationally, regionally and globally to track the progress of global competence education implemented in schools.



# Purdue University study validated the effectiveness of AFS Global Competence Certificate Program

In 2018, **2,629 university** students, faculty and staff participated in the AFS Global Competence Certificate program (GCC).

Purdue University research confirmed that students who used the GCC before, during and after their study abroad experience are much more prepared to communicate and collaborate with the people they meet during their exchange.

Pre- and post-program scores of the Intercultural

Development Inventory (IDI) showed that students attending a 6-week program in Florence, Italy attained an astonishing mean increase of 13.54 IDI points, moving from *Polarization stage* (where students were more likely to judge differences) to the *Minimization stage* (where they were inspired to find common ground with people from other cultures).



# EU on track to full recognition of study abroad

On 26 November 2018, the European Commission adopted the recommendation on the automatic recognition of learning periods abroad. The European Federation for Intercultural Learning (EFIL is the umbrella group for AFS Organizations in Europe) collaborated with six other organizations during a two-year long advocacy campaign for the recognition. This should expand study abroad opportunities to more high school students, after national Education Ministries align local regulations with the Commission's recommendation.



#### **PRACTICE**

# Commitment to the UN SDGs shapes AFS 2018 social impact agenda

True to the mission and humanitarian roots of our founding American Field Service volunteer ambulance drivers, AFS integrated social impact projects into dozens of our Global Prep short-term and sponsored programs, allowing teens and young adults to learn through first-hand experiences helping refugees, tackling sustainability and practicing environment stewardship.

## Effect+ introduced 3,379 teens in six countries to the UN SDGs in 2018

Launched by AFS Brazil,
Effect+ empowers young global
citizens to work together on
SDGs in their communities.
AFS Organizations in Brazil,
Dominican Republic, France,
India, Mexico and Peru hosted
Effect+ events. To scale this
program, AFS partners with
influential international

organizations, such as CISV (intercultural summer camps for young children), and private sector firms, such as Ibiritermo, a clean energy company. In 2018, Ibiritermo sponsored AFS Brazil's Effect+ program at an Ibirité, Minas Gerais public school. The \$20,000 grant from the clean energy company allowed AFS volunteers and staff to train 100 Effect+ students and 35 teachers. Two participants also received scholarships for a high school year exchange program in Italy.

## 3,000+ German volunteers participated in social impact projects through AFS since 2008

AFS has facilitated humanitarian work for young German (18-28 years old) volunteers in Africa, Asia and Latin America. In 2018, 392 volunteers participated in 16 countries. The projects covered such areas as education, health, environment, and human rights. This Weltwärts program



is funded by the German
Federal Ministry for Economic
Cooperation and Development.
AFS arranged the six- to
12-month projects through 800+
social impact organizations.

# 2018 AFS youth forum commemorated 100th anniversary of end of World War I

More than 180 students and teachers from over 40 countries gathered in Strasbourg, France at the Forum "Engaging for Peace in Europe" to encourage young people to find new ways to promote peace in Europe.

Organized by AFS France and AFS Germany volunteers and staff, the forum celebrated the French-German friendship and used the AFS Effect+ curriculum



to discuss major world issues such as populism, racism, environmental challenges and gender inequalities.

Representatives from the World Wildlife Fund (WWF), Mouvement de la paix, Graines de Paix, SINGA (a refugee support organization), IRNC (Research Institute on Non-Violence Conflict Resolution) and Amnesty International lectured on peace, non-violent communication, theories of change, human rights and migration.

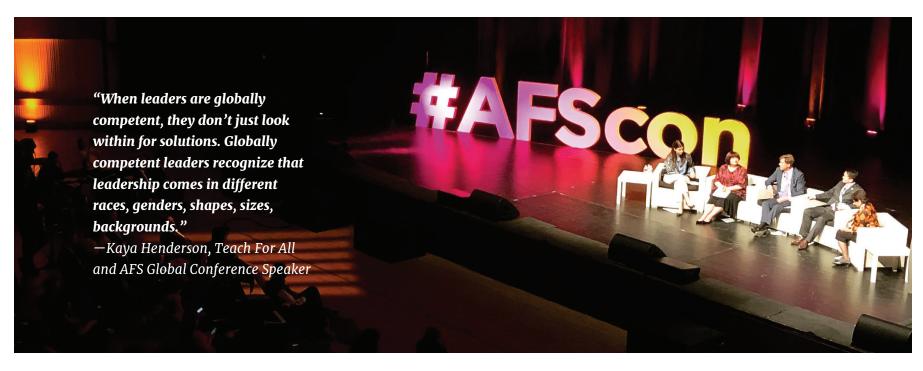
# In 2018, AFS saluted AFS volunteers for using intercultural resources to support displaced children

AFS alumna Madeleine Ströje-Wilken was recognized for introducing local humanitarian aid organizations to AFS' effective intercultural learning tools to welcome and support unaccompanied minors to Sweden. The lifelong diplomat worked with the Red Cross, Save the Children, and the Swedish organization Medborgarskolan, receiving funding from local authorities, AFS Sweden and the Council of Europe, via the European Federation for Intercultural Learning (EFIL), the European umbrella organization for AFS.



AFS alumna Lisa Sophia Marti (AFS Switzerland) received the 2018 AFS Galatti Award for a decade of exceptional work to advance the AFS mission, which included an extraordinary changemaking project. "voCHabular" helps refugees learn German and reflect on their intercultural experience.

On **World Refugee Day** (June 20), AFS published education materials to help teachers transform their classrooms into safe spaces for refugee and other displaced children to build community beyond their homes and neighborhoods. The curriculum leverages the presence of refugees in the classroom to provide a learning opportunity for the entire school.



#### **ADVOCACY**

# AFS builds support for global competence education in 2018

AFS made significant progress advocating for global competence education by convening our first AFS Global Conference in Budapest and 11 AFS forums in Asia, Europe and Latin America. This included the ninth annual Forum on Intercultural Learning and Exchange in Belgium, which explored Intercultural Learning: A Whole School Approach. The forum was organized by Fondazione Intercultura (Foundation of AFS Italy), the European Federation for Intercultural Learning (EFIL) and AFS Intercultural Programs.

# The first-ever AFS Global Conference sets global competence education agenda

450+ delegates from
70 countries joined a
groundbreaking conversation,
Global Competence: Our Future,
Our Responsibility, in Budapest.
The event was designed to
connect prominent educators
and researchers with social

entrepreneurs, policymakers, business leaders and funders. Keynote speakers Andreas Schleicher from the Organisation of Economic Cooperation and Development (OECD) provided an overview of the state of global competence education worldwide.

Delegates also set an ambitious action agenda focused on empowering educators with training and tools to integrate global competence education into school curricula.

The conference was sponsored by BP, GMMI, Rosetta Stone and LOT Polish Airlines. Content partners included OECD, Yidan Prize Foundation, Teach For All, and the Association for Teacher Education in Europe.

Other AFS forums on topics from Xenophobia and Diversity in Europe (AFS Czech Republic) to The Role of Global Citizenship in Nation Building (AFS Egypt) were held by AFS organizations in Argentina, Finland, the Philippines, Malaysia and Turkey.

Presenters and winners of the 2018 AFS Global Awards (from left to right): Angela Roye (Presenter, AFS India); Mario Piacentini (OECD); Peter Halacsy (Budapest School); Martti Majuri (Gira Mundo Program); Daniel Obst (AFS); Allyson Rodrigues da Silva (Gira Mundo Program): Regina Honu (Soronko Solutions): Sinemis Candemir (Presenter, AFS Turkey)



# AFS awarded five outstanding champions of global competence education in 2018

AFS Global Leader Award: Andreas Schleicher,
Organisation for Economic Cooperation and
Development (OECD), helped introduce global
competence into the Programme for International
Student Assessment (PISA), the worldwide
assessment of 15-year-old student competences.

AFS Global Citizen of the Year Award: Regina Honu, CEO of Soronko Solutions, founded Tech Needs Girls, which has trained 5,500 girls to code in Ghana and Burkina Faso since it was launched.

AFS Award for Innovation in Global Education for an Organization: Empatico, Daniel Lubetzky, CEO

and Founder of KIND Healthy Snacks, empowers teachers worldwide to foster empathy through online video conferencing and shared activities.

AFS Award for Innovation in Global Education for a Policymaker: Gira Mundo (Spin the World), Department of Education of the State of Paraiba in Brazil. Since 2016, 350 high school students and 155 teachers have studied abroad, learned new teaching methods and developed social projects to continue back home.

AFS Award for Innovation in Global Education for a School: Budapest School, social entrepreneur Péter Halacsy (CEO of Prezi).

Network of radically inclusive micro-schools that emphasize community building and develop global competence skills.

## AFS steps up commitment to LGBTQ+ diversity & inclusion

AFS is reinforcing our commitment to make our global organization a welcoming space for people from all backgrounds with new programs and initiatives. In 2018, AFS celebrated LGBTQ+ Pride by joining organizations and corporations that transposed the Pride rainbow colors on their logos. This acknowledged the

hard work of AFS Organizations, such as AFS USA and AFS Germany, to foster greater awareness of the needs and challenges of LGBTQ+ students and host families. AFS USA also offers a Pride Scholarship and has placed participants in more than 70 households with host parents that identify as LGBTQ+ since 2017. AFS Iceland celebrated its country's Pride Week in August with a workshop on preparing LGBTQ+ students for their exchange and discussing how to make AFS an even more inviting community to all.





# Donors, Sponsors and Funding Organizations

Thank you to all AFS Intercultural Programs contributors. With your support, AFS provides study abroad scholarships, intercultural educational resources for teachers and volunteer training programs. Below is a list of selected donors, sponsors and funding organizations that contributed to AFS International.

#### Above \$10,000

**BP Oil and Gas** 

Bayard D. Clarkson

**Doris Duke** 

**Charitable Foundation** 

The Hassler Trust

Richard M. Imes Estate

Monica Nicoli and Diego Piacentini

#### \$1,000 up to \$9,999

**American Institute For Foreign Study** 

Barbara Annan

The D. Lane & Anwyl **Bates Foundation** 

**Robert B. Bottomley** 

**Charles W. Craig Estate** 

Vishakha N. Desai

**Global Gateway Advisors** 

**Global Medical Management** 

**Daniel Obst** 

**Maureen Erasmus** 

Royal H. Fowler III

Michael Jakob

William C. McCoy

Robert W. and Gladys S. **Meserve Charitable Trust** 

William G. Meserve

Stephen H. Rhinesmith

**Donald Ridings** 

Peter M. Robinson

Kenneth M. Schubert

**Tsugiko Scullion** 

**Keith and Cathleen Stock** 

**Sheryl Hilliard Tucker** 

**Lucas Welter** 

R. Müge Yüzüak

**Bayly P. Winder** 

### Donors, Sponsors and Funding Organizations that supported individual AFS Network Organizations

We also thank the hundreds of corporations, foundations, government agencies and individual donors that partner with our AFS Network Organizations around the world to expand access to intercultural education. Below is a list of selected donors, sponsors, and funding organizations.

A2A	
Aero Montage Sarl	
Amanda Restom	
Avast Software, s.r.o.	
Banca Intesa (CIB Bank)	

**Barrett Family Fondaction** 

BP

Cameron Twa
Česko-německý fond budoucnosti
Children International Bicol, Inc.
Children's Joy Foundation, Inc.
CM Aménagement
Crowdfunding

CRUSA Foundation
Cruz Azul Salud
Deutsche Bank AG
<b>Dogs Mountain Sanctuary</b>

**Eco Building Sarl** 

EU Erasmus+ Programme
Eurodistrict
Exxon Corporate
ExxonMobil
Ferreira Duarte Top Isolation
Flexhydro Composants SA
Fondation Hippocrene
Gerhard Müller
Grom Nation Siargao
Gruppo Enav
Ibiritermo Corporate
Intervention Center for Autism and Related Exceptionalities
Johan Mokhtar
Jürgen Blankenburg
Karaw Craftventures

**Eco Innov Sarl** 

**Karin Clark** 

KfW Bankengruppe
La Corps
Legacy scholarship by AFS alumni
Little Bamboo Foundation, Inc.
M2Z
Magistrát hl.m. Prahy
Marshall Plan Foundation
Ministerstvo školství, mládeže a tělovýchovy
Ministry of Education, Culture, Sports, Science and Technology of Japan (MEXT)
Ministry of Foreign Affairs of Japan
Modern Schools of Egypt 2000 (MSE)
Ms. Yoshiko Kinoshita: "AFS Peace-Pigeon Project"
Marching J
Tokai Tokyo Foundation

New Ramses College (NRC)

Keith Arthur Voigt of Beachwood, Ohio

R	égion Grand Est
Ri	ise Above Foundation
So	chwarz Foundation
Se	elarl Cabinet Besse
Se	elarl Cabinet Dumont
Se	enetose SAS
	peech Language And Beyond Therapy Clinic
St	Soliselec Gentilly
St	tiftung Mercator gGmbH
St	tiftung Solarenergie Philippines
T	each For Austria
T	elecom Italia
	.S. Department of State Bureau of Educational and Cultural Affairs
_	uraidah Mian

Rajac Language School (RLS)

# **Finances**

AFS Intercultural Programs, Inc. ("AFS International") is a not-for-profit organization incorporated under the laws of New York State, USA, and is a tax-exempt organization under the Internal Revenue Code 501(c)(3) of the United States of America. The full financial statement of AFS International can be found at: afs.org/financialstatement

#### **AFS International Finances**

Statement of Financial Position (in US dollars)	2018	2017	Statement of Activities (in US dollars)	2018	2017
ASSETS			OPERATING ACTIVITIES		
Current assets			Public support and revenue:		
Cash and cash equivalents	7,515,705	6,576,076	Fees from partner organizations	12,375,389	11,896,514
Investments	2,940,411	3,370,170	Donations and grants	1,829,713	1,379,678
Other assets	2,910,857	3,488,413	Travel operations	3,060,517	2,877,823
Total current assets	13,366,973	13,434,659	International conference fees and projects	761,510	735,301
Noncurrent assets			Investment income	(234,292)	657,485
Property and equipment, net	200,734	205,233			
Collective insurance account, net	1,118,703	1,062,841	TOTAL REVENUES	17,792,837	17,546,801
Total noncurrent assets	1,319,437	1,268,074			
			EXPENSES		
TOTAL ASSETS	14,686,410	14,702,733	Program services:		
			Partner services	9,473,112	8,916,973
LIABILITIES AND NET ASSETS			Services to Network Funds	7,984,870	6,978,832
Liabilities			Total program services	17,457,982	15,895,805
Accounts payable and accrued expenses	1,474,928	678,610	Supporting services:		
Due to partner organizations in clearinghouse	627,540	368,605	Management and general	1,611,093	1,849,337
Other Liabilities	3,405,393	5,053,445	Fundraising expenses	11,558	20,277
Total liabilities	5,507,861	6,100,660	Total supporting services	1,622,651	1,869,614
Net assets					
Without donor restrictions	7,404,380	6,689,195	TOTAL EXPENSES	19,080,633	17,765,419
With donor restrictions					
Time and purpose restrictions	672,670	748,267	Change in Net Assets from Operations	(1,287,796)	(218,618)
Perpetual in nature	1,101,499	1,164,611	Non-operating Activities (net)	1,864,272	(808,741)
Total net assets	9,178,549	8,602,073			
			CHANGE IN NET ASSETS	576,476	(1,027,359)
TOTAL LIABILITIES AND NET ASSETS	14,686,410	14,702,733			
			Net Assets at beginning of year	8,602,073	9,629,432
			Net Assets at end of year	9,178,549	8,602,073

#### **AFS Network Finances**

The AFS Network Finances reflect the combined financial activity of all AFS Partner organizations, which are incorporated under the laws of the country in which they are located, and likewise prepare financial statements and tax reports as required by the jurisdictions in their respective countries. Each Partner undergoes an annual fiscal audit and presents to AFS International a copy of the independent auditor's opinion along with its financial statements.

Statement of Financial Position (in US dollars)	2017	2016
TOTAL ASSETS	154,682,678	157,361,479
TOTAL LIABILITIES	72,125,808	74,447,050
Unrestricted Assets Restricted Assets	66,629,096 15,927,774	69,875,943 13,038,486
TOTAL NET ASSETS	82,556,870	82,914,429
TOTAL LIABILITIES AND NET ASSETS	154,682,678	157,361,479

The tables presented below are not the result of an audit performed by one firm. The information for the two years shown has been gathered from the audited financial statements of all the Partners and AFS International for these years. The resulting tables reflect the combined financial activity in the AFS worldwide network of Partners. The compilation of the 2018 financial statements will be available once the annual audits around the world are completed.

Statement of Activities (in US dollars)	2017	2016
OPERATING ACTIVITIES		
Program Revenues	149,226,414	158,102,174
Contributions Received		
Corporations, Foundations & Governments	17,056,558	18,471,725
AFS Volunteer Network	12,952	264,898
Individual Donors	417,193	711,109
Other Fundraising Income	3,959,418	2,653,853
Subtotal Contributions Received	21,446,121	22,101,585
Interest & Other Income	9,276,599	4,813,783
TOTAL REVENUES	179,949,134	185,017,542
EXPENSES		
Program Expenses	(132,871,580)	(134,605,827)
Other Expenses (Administrative & Financial)	(46,687,410)	(48,711,983)
TOTAL EXPENSES	(179,558,990)	(183,317,810)
SURPLUS	390,144	1,699,732



#### **AFS Board Of Trustees**

#### **Term Trustees**

#### Vishakha Desai (Chair)

New York, USA Senior Advisor for Global Affairs to the President of Columbia University, Senior Research Scholar at the School of International and Public Affairs, President Emerita of the Asia Society

#### J. Brian Atwood (Vice Chair)

Massachusetts, USA Senior Fellow at the Watson Institute, Brown University, Former Dean & Chair of Global Studies at the University of Minnesota's Hubert H. Humphrey School of Public Affairs and Professor Emeritus. Nonresident Fellow at the Brookings Institution

#### Dr. Jackie Chimhanzi

Johannesburg, South Africa CEO of the African Leadership Institute

#### **Amalie Ferdinand**

Copenhagen, Denmark Consultant, CO-Industri, the Central Organization of Industrial Employees in Denmark

#### Makiko Haraga

Tokyo, Japan Independent Writing and Editing Professional

#### Isada Hiranwiwatkul

Bangkok, Thailand Partner and Managing Director at The Boston Consulting Group (BCG), Head of BCG Thailand

#### Ivonne de Leon

Florida, USA Founding Partner at TrueCore Group & Transmutis

#### Eric Lomeli

Texas, USA Geographic Information Solutions (GIS) Supervisor at Bexar County (Texas)

#### Dr. Veronica Boix Mansilla

Massachusetts, USA Principal Investigator and Steering Committee member at Project Zero, Harvard Graduate School of Education

#### Najmuzzaman Mohammad

Bengaluru, Karnataka, India Chief Product Officer at Capria VentureBasecamp

#### Daniel Obst (ex officio)

New York, USA President and Chief Executive Officer, AFS Intercultural Programs, Inc.

#### Ernesto Rey Moreno

Bogotá, Colombia Founder & CEO, Empresas REYMORENO

#### Dr. Willibald Plesser

Vienna, Austria Attorney at Law, Partner, Freshfields Bruckhaus Deringer LLP

#### Roberto Ruffino

Colle di Val d'Elsa, Italy Secretary General of Fondazione Intercultura

#### **Ulrich Voss**

Kronberg, Germany Founder and Managing Partner at Kronberg Advisors

#### Alexis Zlocowski

Córdoba, Argentina Latin America Big Data Sales Director at Teradata Aster

We thank the following trustees whose service ended in 2018:

#### Maureen Erasmus

London, United Kingdom Advisory Partner, Bain & Company

#### William (Bill) Meserve

Massachusetts, USA Retired Partner, Ropes & Gray LLP

#### Don Mohanlal

New York & Maryland, USA President & Chief Executive Officer The Synergos Institute Vice Chair, Nand & Jeet Khemka Foundation, New Delhi, India

#### Ragnar Thorvardarson

Reykjavik, Iceland Specialist at Directorate for International and Security Affairs, Ministry for Foreign Affairs of Iceland

#### **Life Trustees**

#### Richard M. Hunt

Massachusetts, USA The University Marshal, Harvard University (retired)

#### Sachiye Kuwamoto

California, USA Regional Director Japanese-American Citizens League, California

# AFS Partner Director Representatives

#### Luc Estape

AFS Switzerland

#### Andrea Franzoi

AFS Italy

#### Rosario Gutierrez

AFS Colombia

#### Juan Medici

AFS Argentina & Uruguay

#### Ingeborg Suppin-Fabisch

AFS Austria

#### Ulrik Wehner

AFS Denmark

We thank the following Partner Director Representatives whose service ended in 2018:

#### Rita Bangáné Jarecsni

AFS Hungary

#### Simone Caporali

AFS Italy

#### Jorge Castro

AFS USA

#### **AFS Executive Team**

#### **Daniel Obst**

President & Chief Executive Officer

#### Rita Bangáné Jarecsni

Chief Financial & Operational Officer

#### **Efrem Fisher**

Chief Program Officer

#### Maria Grazia Brizi

Associate General Counsel. Corporate Secretary & Data Protection Officer

#### Hal Denton

General Counsel & Chief Risk Management Officer

#### Melissa Liles

Chief Global Engagement Officer

#### **Sheryl Tucker**

Chief External Affairs Officer

#### Lucas Welter

Chief Organizational Development & Strategy Officer

Ended their service:

#### **Bert Vercamer**

Chief Program Innovation and Educational Products Officer & Sentio CEO

#### **Urs-Rainer von Arx**

Vice President, Chief Operations & **Financial Officer** 

#### **AFS Educational Advisory Council**

#### Melissa Liles (Chair)

New York, USA Chief Global Engagement Officer, AFS Intercultural Programs

#### Milton J. Bennett. Ph.D.

Oregon, USA and Milan, Italy Executive Director, The Intercultural Development Research Institute

#### Darla Deardorff, Ph.D.

North Carolina, USA Executive Director Association of International Education Administrators and Research Scholar Program in Education, Duke University

#### Dr. Roberto Ruffino

Colle di val d'Elsa, Italy Secretary General, Fondazione Intercultura

#### **Professor Nagesh Rao**

Ahmedabad, India President & Director, MICA Institute of Strategic Marketing and Communication

#### Michael (Mick) Vande Berg, Ph.D.

Maine, USA Principal, MVB Associates

#### Veronica Boix Mansilla, Ed.D.

Massachusetts, USA. Principal Investigator at Project Zero, Lecturer in Education at Harvard Graduate School of Education

#### Board of Directors, Sentio Global Education Network\*

#### Daniel Obst (Chair)

New York, USA President & Chief Executive Officer, AFS Intercultural Programs, Inc.

#### **Evelyne Suter (Vice Chair)**

Bern, Switzerland Lawver and partner. Wernli Biedermann Partner

#### Bert Vercamer (Ex Officio)

New York, USA General Manager, Sentio

#### Cecilia Vasquez

Guatemala City, Guatemala Partner Director, AFS Guatemala

#### Christian Kurtén

Helsinki, Finland Former Chair & Trustee AFS Intercultural Programs, Inc.

#### Chirawatana Charoonpatarapong

Bangkok, Thailand Partner Director, AFS Thailand

#### Lennart D'hulst

Brussels, Belgium Manager, Contact and Planning Center Facilities, Bpost

#### Najmuzzaman Mohammad

Bengaluru, Karnataka, India Chief Product Officer Capria VentureBasecamp

#### **Nina Lemmens**

Hamburg, Germany Member of the Executive Board. Joachin Herz Stiftung

\*Sentio is an AFS subsidiary, which sent more than 1,300 adults on international volunteer, language, study abroad, teacher and internship programs in 2018, supported by the Global Competence Certificate education program.

# **Offices**

#### Argentina

AFS Programas Interculturales

- © Eliana Papes
- Juan Medici

#### Australia

AFS Intercultural Programs Australia

- © Mr. David Wilmoth
- Frances Baxter

www.afs.org.au

#### Austria

AFS Austauschprogramme für interkulturelles Lernen

- © Gernot Winter
- Ingeborg Suppin-Fabisch

#### Belgium

AFS Interculturele Programma's vzw

- © Lennart D'hulst
- Caroline Stevaert

www.afsvlaanderen.be

AFS Programmes Interculturels asbl

- © Sebastien Annet
- Brian Jurczik-Arnold

www.afsbelgique.be

#### Bolivia

AFS Programas Interculturales. Bolivia

- © Jorge Rivera
- Carla Limache de Freire www.afsbolivia.org

#### Bosnia and Herzegovina

UG Interkulturni susreti u Bosni i Hercegovini - UG ISU BIH

- © Isidora Ikic
- D Leina Chelebchic

#### Brazil

AFS Intercultura Brasil

- © Rodrigo Castanhas
- Ann' Andreza Martins

#### www.afs.org.br

#### Bulgaria

Intercultural Exchanges Bulgaria © D Svetla Kaisheva

www.afs.org

#### Canada

AES Interculture Canada

- © Robert Deslandes
- Anisara Creary www.afscanada.org

#### Chile

AFS Chile

- © Bruno Maggio Escobar
- Rodrigo Casareios Leon

#### China

AFS China China Volunteer Committee for

- Intercultural Education © Ling Zhang
- Yang Li

#### Colombia

Asociación AFS Programas Interculturales Colombia

- © Julian Camilo Delgado
- Rosario Gutierrez Becquet

#### Costa Rica

AFS Costa Rica

- © Victoria Soto Navarrete
- Maria Teresa Casas

#### Czech Republic

AFS Mezikulturni Programy, o.s.

- © Petr Kostohryz
- Klára Kutisová

#### Denmark

AFS Interkultur

- © Marie Jacobs
- O Ulrik Wehner

www.afs.dk

#### **Dominican Republic**

AFS Intercambios Culturales, República Dominicana

- © Raisa Gil
- Pablo Viñas

www.afs.org.do

#### Egypt

AFS Egypt for Educational and Cultural Programs

- © Nagwa Takla
- Sherifa Fayez

www.egypt.afs.org

#### **European Federation for** Intercultural Learning (EFIL)

- Anni Siltanen
- Paul Claes

www.efil.afs.org

#### Finland

AFS Intercultural Programs

- C Anni Siltanen
- Kirsi Erofejeff-Engman

www.afs.fi

#### France

AFS Vivre Sans Frontière - VSF

- © Sylvie Yeche
- D Laure Metro Savelli

www.afs-fr.org

#### Germany

AFS Interkulturelle Begegnungen e.V.

- C Andrea Arnemann
- Marcel Krause

#### Ghana

Intercultural Exchange Programs, Ghana

- © Allan Okomeng-Mensah
- Diana Sey
- www.afs.org.gh

#### Guatemala

AFS Programas Interculturales Guatemala

- © Roberto Porras
- Ceci Vasquez

www.afs.org.gt

#### Honduras

AFS Honduras

- © Mirian Hernández
- Lidia Landaverde

#### Hong Kong

AFS Intercultural Exchanges

- © Seth Morgan Peterson
- Imbert Fung

www.afs.hk

#### Hungary

AFS Magyarország

- © Gergely Csaba
- Agnes Vaida

#### Iceland

- AFS á Islandi
- C Halldora Gudmundsdottir Solveig Tryggvadottir

#### India

AFS Intercultural

- Programs India © Angela Roye
- Divya Arora

www.india.afs.org

#### Indonesia

Bina Antarbudaya

- C Asmir Agoes
- Nina Nasution

www.afsindonesia.org

#### Ireland

EIL Intercultural Learning

- © Katy Dobe
- (D) Kevin Hickey

www.eilireland.org

#### Italy

Intercultura

- © Franco Tosi
- Simone Caporali and Andrea Franzoi

www.intercultura.it

#### Japan

AFS Intercultural Programs, Japan

- C Akiko Kato
- D Junko Kawano

www.afs.or.jp

#### Kenya

Organization for Intercultural Education (OFIE)

- © Samson Oganga
- Athman Lali Omar

#### Latvia

AFS Latvia Intercultural Programs

- C Arturs Šveide
- Ineta Leikuma

www.afs.lv

#### Malaysia

Yayasan Antarabudaya Malaysia

- © Khalilah Mohd Talha
- Atty Sulaiman

#### Mexico

AFS Intercultura Mexico, A.C.

- © Francisca del Bosque Alanis
- Lourdes Álvarez

www.afs.org.mx

#### Netherlands

Stichting AFS Nederland

- © Jeroen Goes
- Vlady Kasperaitis

#### New Zealand

AFS New Zealand

- © Mahanga Maru
- Tim Brown

www.afs.org.nz

#### Norway

AFS Norge

Internasjonal Utveksling

- © Ingun Raastad
- Marit Groenskei

#### Panama

AFS Programas

Interculturales-Panamá

- © Sergio Cardenas
- Plinio Benavides www.afs.org.pa

Paraguay AFS Paraguay

- © Ignacio Lloret Imizcoz
- Diego Martínez Escobar

www.afs.org.pv

#### Peru

AFS del Perú

Programas Interculturales

- © Eduardo Linares
- D Lisbeth Sánchez www.afs.org.pe

#### **Philippines**

AFS Intercultural Programs Philippines Foundation, Inc.

- © Rahiema (Bonnie) Guerra
- Froskhan Abdurahim

#### Poland

AFS Polska

Programy Miedzykulturowe

- © Erik-Jan Kuipers
- Dorota Kuipers www.poland.afs.org

#### Portugal

Intercultura - AFS Portugal

- © Rita Santos
- Ana Fachada

www.intercultura-afs.pt

#### Russia

Intercultura Foundation

- © Aleksandr Galitskikh
- Nonna Kovrizhnykh

#### Serbia

Interkultura Serbia

(C) Ivana Gazikalovic-Pavlovic

#### Slovakia

Intercultura Slovakia, o.z.

- © Zora Lovisková
- Natália Cuková www.afsslovakia.sk

#### Slovenia

Izobrazevalno drustvo Interkultura

© Tosja Kobler Jovanovic www.interkultura.si

#### South Africa

AFS Interculture South Africa

- © Palesa Ramatsepe
- Dennis Lane

www.afs.org.za

#### Spain

AFS Intercultura España

- © Nuria Fuster Valls
- Sandra Lois Fraga

www.afs-intercultura.org

#### Switzerland

AFS Intercultural Programs Switzerland

- © Suzanne Weigelt
- Luc Estapé
- www.afs.ch

#### Thailand

AFS Intercultural Programs Thailand

- © Sanan Angubolkul
- O Chirawatana Charoonpatarapong www.afsthailand.org

#### Tunisia

AFS Tunisie

- © Bochra Malki
- Leila Zahmoul

#### Turkey

Türk Kültür Vakfı AFS Intercultural Programs

- © Sinemis Candemir Kursun
- Derya Komitoglu www.afs.org.tr

#### United States of America

AFS Intercultural Programs/USA

- © Homer (Jed) Hepworth

Tara Hofmann www.afsusa.org

#### Venezuela

AFS Programas Interculturales Venezuela

© Emilio Paez Rujano

www.afs.org.ve

