

# Annual Report 2004

**Karl Kübel Stiftung  
für Kind und Familie**

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On 6th September 2004 Karl Kübel celebrated his 95th birthday.



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Jörg Schmidt



Gabriele U. Herrmann

Dear Readers,

In the last days of 2004, the Karl Kübel Stiftung, in co-operation with the state of Hesse, Hit Radio FFH and the Association of Hessian Newspaper Publishers launched the major project **"Hessen hilft den Flutopfern"** (means "Hesse helps flood disaster victims") in order to alleviate the impact of the Tsunami catastrophe in a specific project area on the south-east Indian coast. We will continue our extensive relief- and reconstruction measures for many years – parallel to our existing engagement in **development co-operation** which concentrates on needy families in India, the Philippines and Kosovo. Flood relief will certainly play a significant role in future annual reports.

We benefit from the close co-operation with regional help organisations in all project areas, especially in the fight against sexual exploitation of children in the Philippines and child labour in India. We focus not only on local projects with the basic concept of "Help towards Self-help" but also on political lobbying and awareness creation in the public opinion.

The three **educational institutes** of the Karl Kübel Stiftung focussed on the pivotal needs, questions and problems of workers, families, parents and children in Germany in 2004. The Odenwald and Osterberg Institutes expanded their programmes and events in many ways - for individuals and groups, one-day events or in week-long seminars. As a result a broad range of offers for personal development, widening professional skills and shaping a successful family life were provided.

After relocating to their new premises in Dresden, the Felsenweg Institute has been particularly successful with significant model projects in Saxony such as the 8th Saxon Family Day and the national FamilyGames. The educational institutes were able to assert themselves successfully anew on the market in 2004, with more than 60,000 participant days despite the difficult economic climate. This is due to their ability to quickly offer new subjects which address the specific needs of participants and recognise new trends and tendencies.

While a donation funded project like "Hessen hilft den Flutopfern" holds a special position due to its dimension and the public interest, the work of our section **"Family Forum"** in 2004 is in view of the often problematic position of parents and children in Germany, less media effective but still significant and highly up-to-date: Apart from misguided media consumption, the demands of the job market with its required flexibility and mobility are a fundamental challenge to family-life.

Young parents, in particular, have to learn their new role without the help and advice of relatives and friends. Since autumn 2004, specialist assistance has been provided for young parents by the "Parents' School – Understand your Baby" in co-operation with the University Clinic Heidelberg. In addition, Family Forum, through the association "Erfurter Netcode", supports internet sites designed for children and provides on- and offline advice for parents on TV-programmes with the magazine "Flimmo".

A comprehensive insight into the diverse activities of our three main sections "Development Co-operation", "Educational Institutes" and "Family Forum" is provided on the following pages including our selected focus areas for 2004.

If reading this annual report makes an impression on you, we would be pleased if you would support our work as have many of our friends and supporters, to whom we would like to express our deep appreciation at this point.

The Executive Board

Gabriele U. Herrmann

Jörg Schmidt

## DEVELOPMENT CO-OPERATION

### India

#### Anti child labour projects in southern India

During 2004, Karl Kübel Stiftung, the Strahlemann Initiative and the German Youth Hostel Association of Rhineland-Palatinate and Saarland further expanded their partnership for children and adolescents in India. The Strahlemann Initiative has supported several kindergartens in Bhopal (Madhya Pradesh) since May 2003. Last year, we focused on three new projects for child labourers and their families in southern India.

India still has the highest number of child labourers worldwide in spite of a legal prohibition and the fact that compulsory education for all children up to the age of 14 is prescribed in the constitution. Poverty, debt, forced seasonal migration and illness or death of parents are causes which lead to child labour. Children are often integrated in the daily working process from an early age and this way contribute to the sustenance of the family.

One of our new areas is the region of Hallimysore in the state of Karnataka. The project is mainly focused on women, children and adolescents of eleven villages in the district Hassan. 871 families (4,941 people) live there, the vast majority belong to lower castes.

It is hardly possible for impoverished smallholders and agricultural workers to maintain their families through their profits because of the disadvantageous rural conditions. A total of 163 children were forced to support their families by working. Life is still controlled by tradition and the caste system. This is a heavy burden, especially for women, as they are considered and treated as second-class citizens.

In 2004, PRACHODANA our long-term, experienced local partner started to build up two bridge schools for former child labourers. In these non-formal institutions, similar to boarding schools, 51 boys and girls are looked after and were introduced to the formal state school system. As soon as they pass the annual exams, they are transferred to state schools. Six pre-school child care centres for 142 young children aged three to six have been established in order to ease the burden on women and to enable children to join the formal schools later on.

An important foundation was laid in Hallimysore for establishing the project in this region by organising 166 women into self-help groups and ensuring further education in different areas such as legal advice, savings and loans, animal husbandry, reading and writing. The women are not only enhanced by their knowledge. By providing them with advice and microcredits, we help them to permanently increase their family income.

Adolescents are involved in the project mainly in areas such as vocational education, health and hygiene. As a result a lasting perspective is conveyed not only to them, but also to their region.

The project will be implemented for three years and nine months and is co-financed by the Federal Ministry of Economic Co-operation and Development (BMZ), Germany.



## Income Generation and House Construction Project in Anjengo

A large part of the south Indian fishing population lives in extremely cramped and miserable conditions. Due to insufficient alternatives, many families live in slum-like dwellings directly on the beach. Since 1996, Karl Kübel Stiftung has been involved in various projects. Karl Kübel Stiftung helps the affected people obtain decent housing and supports them in their efforts to generate additional income.

The German Federal Ministry of Economic Co-operation and Development (BMZ) approved a major new project for the above-mentioned target group in October 2004. The project area spans five communities on a narrow coastal strip, approximately 50 km north of the city of Trivandrum, in the southern Indian Federal State of Kerala.

The target group of this project is about 3,400 fishermen and their families. Their social status is similar to that of the Kerala tribals. Their living situation is characterised by low education, low income, absence of occupational alternatives to fishing, and miserable housing conditions.

These people are traditionally dependent on the sea as their only source of income and are concentrated along a small coastal strip. With 2,113 people per square kilometre, the population density is three times as high as the regional average of Kerala. As average family income is less than 11,800 rupies per year (approximately 215 Euro), most people in this region live below the official poverty line.

One of the very few sources of income is fishing which is still carried out in the same way as in previous centuries. In past decades, the fishermen have been pushed more and more to the edge of their existence by modern fishing methods such as powerful motor boats and large synthetic nets. In addition, many women lost their jobs because of the use of machines for processing fish.

Against this background, Karl Kübel Stiftung introduced the following steps within this project in order to improve the living situation of these people over the long term:

- Establishment of local self help groups in order to give the families concerned the ability to articulate their views on their problems and matters
- Allocation of micro credits for locally adapted income generating measures which provide an alternative to fishing
- Education of unemployed youths in their own computer centre. This programme, in co-operation with a large regional educational institution, ensures that the education meets the market needs and supports graduates in their search for job
- Construction of 150 safe and solid houses for fishermen and their families who previously have been living in slum-like beachside huts
- Construction of 200 latrines in order to improve hygienic living conditions and to prevent common infections

With these measures, the Karl Kübel Stiftung wants to support the efforts of the local population. All of the above-mentioned activities were jointly identified by representatives of the target groups and agreed to by Karl Kübel Stiftung.

## **Integrated development programme for poor smallholders in the province of Negros Occidental, Philippines**

The target group of the project is approximately 450 poor families from eight villages of the communities La Castellana, Hinigaran and La Carlotta City in the province Negros Occidental in the southern Philippines.

The families are marginalised smallholders and lease holders who earn little working on plantations of large landowners or who live from unprofitable subsistence agriculture.

Due to the difficult conditions in the province of Negros, these families live invariably on the edge of or below the official poverty line. While day-labourers lack other income sources, the smallholders have no access to extension services, microcredits and other urgently needed services in order to transform uneconomical small businesses into sustainable and commercially successful businesses.

Women and especially children suffer from poverty. Malnutrition and undernourishment are widespread and a large proportion of children suffer from parasitic gastro-intestinal diseases. No basic health service is available. The families lack the financial means for necessary treatment in the nearest town.

Given this situation the project aims to reduce poverty as well as the basic health service especially for women and children. All in all a significant contribution to the direct reduction of poverty is being made as well as effectively improving the health situation of families concerned.



Health Seminars



**Karl Kübel Institute for Development Education  
(KKID, Indien)**

[www.kkid.org](http://www.kkid.org)

Inaugurated five years ago the Institute is an acknowledged partner in the field of development co-operation in India: Known for its Training Programme for NGO personnel as well as for hosting International Conferences.

As a training provider KKID is now well-established in the market, what is a result of its modern learning environment, its capacity for 100 people and especially through its professionals working at the Institute. The wide range of subjects covered by programmes is complemented by customised trainings for organisations. The Institute finances itself by participant fees, projects services, leasing of rooms and is subsidised by the Karl Kübel Stiftung.

KKID 2004 in numbers:

13,000 participant days  
130 events incl. 4 international events  
104 organisations sent participants, thereof 78 NGOs (non-governmental organisations)  
55 organisations utilised the KKID facilities, 36 thereof NGOs

The Foundation Headquarters and the Institute are working together closely, in particular to co-ordinate international events and programmes, e.g.: March 2004 a Southasian Conference took place at the Institute regarding "Indigenous Peoples and Natural Resource Management".

The conference was a joint co-operation of KKID, Karl Kübel Stiftung and the International Fund for Agricultural Development (IFAD), the Rome-based UN Organisation fighting against poverty and for food security. Raising this issue KKID again took up a controversial topic of development politics, in order to create public awareness and publicity for people, who are still marginalised.

Since 2004, KKID is the responsible institution to implement the three year project "NGO Impact on Development, Empowerment and Actions" (NGO-IDEAs). 14 German and their 28 Indian partner organisations form a network to develop appropriate tools to measure the impact of their project activities.

In 2004, the Institute introduced a new programme: Study tours to initiate intercultural dialogue and create an understanding on how development projects work. The concept has proven successful, and two trips to India will be offered annually from 2004 onwards.

There was a change in management at KKID in 2004 well known in advance: The Managing Director for India, Mr. Jose Tachil, went into well-deserved retirement. The transition to the new Director of the Institute, Mr. Roy D'Silva, flowed smoothly, well prepared and celebrated at the 10th jubilee of the co-operation between the Karl Kübel Stiftung and the Indian sister organisation Karl Kübel Foundation for Child and Family, Charitable Company, India (KKF), the legal holder of KKID. Another good reason to celebrate in India and Germany. KKID invited friends, neighbours and interested people to an open day and for KKID, it was the fifth birthday as well.



#### A selection of KKID Training Programmes

##### For NGO personnel

- Creating, developing and strengthening of self-help and women groups
- Participatory approach towards village development
- Self-help groups and handling of micro-credit
- Production and use of medical herbs for basic health care
- Watershed-development (Storing rainwater for agricultural use)

##### For NGO management:

- Planning, monitoring and evaluation of projects
- How to reach sustainability of projects
- Project management
- Financial management
- Documentation, reporting and project proposal writing

##### For personal development:

- Leadership qualifications and career planning
- Communication, crisis and conflict training
- Moderation and Training tools used in development co-operation
- Working in and with groups

## Youth Campaign „Learn to Live in One World“

The Youth Campaign for more than 2.000 students and teachers in the regions of Darmstadt, Bergstrasse and Odenwald was directed at life in the “One World“. It was about people who come to Germany from countries suffering from famine, war and oppression. The campaign promoted understanding and equal opportunity, especially for the children of these families, in schools and society.

The focus point was India, as this was a major project area of the youth campaign. The Youth Campaign enabled students to discuss at their level: daily life, religion, education and child labour.

### Intercultural Meetings in Schools



One morning in May at a primary school in the Bergstrasse region: Africans in colourful clothes amongst excited fourth graders. A sceptical glance, then after some hesitation a smile, which little by little, gives way to catching cheerfulness. Thus, music lessons are successfully taught in an unusual manner.

The topic “refugees“ started off the educational measures which demonstrated that the best way of learning is through experience. A workshop on the topic “Africa“ was held together with the Hemsberg-School in Bensheim and the band “Black and White“. The evening concluded with a music and information session.

The activities during 2004 proved once more that most of the teachers and students hardly have contact with people who have taken refuge in our secure democracy. There is prejudice and distance on both sides. Meeting each other and doing things together provides a chance to associate with people from countries in the south.

It is very unusual for the whole primary school class when Ivon, the primary teacher from Uganda, sets the rhythms. Drumming together requires a little bit of practice. Conversations and enquiring questions arise automatically. The children learn something about cultural diversity in a playful way, for example something about “Lingala“, one of more than 2,000 African languages as well as family unity in a rural large family.

Thus, students develop an interest in the background for flight, expulsion and the personal circumstances of migrants. It makes possible a change of perspective which in turn helps to eradicate prejudices. Sometimes, it is plain to the teacher for the first time, too, what kind of experiences a foreign student brings along apart from the perceived shortfalls.

Various issues as well as focus on certain countries formed the background for the intercultural meeting projects which were always adapted to the respective subjects and class levels. Thanks to the support of the Federal Ministry of Economic Co-operation and Development (BMZ), the Youth Campaign was able to visit schools with people of diverse ethnic origins and life stories. The Youth Campaign will continue these educational development policies in 2005.

### “Come with me to India“

For this purpose, one only had to visit the 44th Hessian Day in Heppenheim, from 18 – 27 June 2004. Together with seven other organisations, the Youth Campaign created a tiny part of India in the turmoil of the traditional Hessian Day. People who normally wouldn't think about Hindu deities or child labour, were targeted by utilising development policy issues.

Equipped with a passport for the “One World”, more than 800 boys and girls started out to find the traces of international solidarity. They were successful: “The audio-visual Indian exhibition was the highlight of the campaign, educationally well-thought and skilfully implemented in detail”, praised a teacher from Heppenheim. The boys and girls were very enthusiastic about it, too.

A radio play created by students of the Martin-Luther School in Rimbach guided the visitors past the display cabinets which provided insights into the lives of Indian children. The journey went from morning prayers to encounters on the way to school, English lessons and back home into the kitchen. It was obvious that the German students understood the message as their wish lists for the Indian school students included clean water, good education and jobs for their parents.

Additionally, with the support of groups from schools, associations, the economy and NGOs, the Youth Campaign demonstrated how the living standards of disadvantaged people in India can be improved.

All these activities were enabled by a grant from the Hessian Ministry of Economics, Transportation, Urban and Regional Development. The huge interest from representatives of the Government and governmental authorities for these activities was shown lastly by the joint visit of the Hessian Premier Roland Koch and the Indian Consul-General to the exhibition.



Hessian Premier Roland Koch (left) meets Matthias Wilkes and Renate Tietz at the Hessian Day 2004 in Heppenheim.

The exhibition which was used for the first time at the Hessian Day was also very well received by the Anna-Schmidt School in Frankfurt. As a result the school will now launch a solidarity partnership with a child-labour school in the south Indian province of Karnataka. Hence twenty former child labourers have received additional education and a better chance for the future.

## NGO Impact on Development, Empowerment and Actions (NGO-IDEAs)

[www.ngo-ideas.net](http://www.ngo-ideas.net)

"The impact of non-governmental organisations' (NGO) projects in the area of savings and credits"

Since 1 July 2004 the German coordination office of the project "NGO Impact on Development, Empowerment and Actions" (NGO-IDEAs) is located at the Karl Kübel Stiftung in Bensheim/Germany.

NGO-IDEAS is a joint venture of 32 Indian and 14 German non-governmental organisations (NGO) - supported by Parität International (legal holder) and the Association of German Development Non-Governmental Organisations (VENRO). The main objective is to measure the impact of NGOs in the area of savings and credits and simultaneously identify and improve NGO-specific mechanisms for monitoring and evaluating this impact.

The sub-objective is for NGOs to be able to measure and document, in a participatory way, the effect of their project work on target groups and the social environment and to orient their management decisions accordingly. Hence rural and urban families who are living in poverty will be integrated more intensively and actively in the monitoring of the NGO projects and in the learning processes, in order to make better use of the possibilities of NGO projects to alleviate poverty.

### History

Approximately since 1997, NGOs represented in the VENRO Working Group Co-financing, had intensively discussed the subject "Impact Monitoring and Evaluation". The basic concept of NGO-IDEAs was drafted by a working group of German NGOs in conjunction with VENRO. It was decided that the objectives should focus on "savings and credits" and the region of South India. The three year project is co-financed by the German Federal Ministry of Economic Co-operation and Development (BMZ).

### Procedure

The project is characterised by the collection, documentation and joint analysis of Best Practices of NGO approaches in the field of "savings and credits" as well as existing procedures and mechanisms of NGOs to monitor and evaluate the impact of these programmes.

This process takes place - in addition to joint workshops at the Karl Kübel Institute for Development Education in Coimbatore (Tamil Nadu) – on an internet platform which provides assistance for German and Indian partners to communicate and exchange experiences under professional and academic supervision. Global Campus 21 ([www.gc21.de](http://www.gc21.de)) is used as the basic platform. The process is led and moderated by an Indian and a German co-ordinator.

Two important results of NGO-IDEAs are thus gradually achieved:

- a study on the impact of the savings and credits programmes of NGO and
- to develop a toolbox for NGOs on impact monitoring

### Evaluation

NGO-IDEAs is a historical project for German NGOs, because new concepts and methods are identified and developed together with NGOs from the "South" and the "North". At the same time NGO-IDEAs is a quite complex project.

It provides a unique and innovative combination of research, knowledge management, learning, training, counselling, coaching as well as tutoring in four specialist areas:

Impact monitoring and evaluation, savings and credit, participation – self-help – empowerment, virtual team work; all of which can be combined in various forms.

## Quality

NGO-IDEAs departs from the traditional ways of research and knowledge transfer. In addition to implementing NGO Best Practices, NGO-IDEAs has been exposed to criticism because of its openness towards innovative approaches which are not always compatible with scientific norms and standards.

A German and Indian scientific advisory board advises NGO-IDEAs in order to ensure quality results. At the same time the project is being used to break away from the mainly quantitative evaluation and approach of savings and credits programmes. Savings and credits are mainly used – apart from the economic dimension - to initiate processes for social and political transformation as well as empowerment, especially by and for women.

Concept, partners and interim results of NGO-IDEAs are publicly accessible on the homepage ([www.ngo-ideas.net](http://www.ngo-ideas.net)).



## FORUM FAMILY

The Forum Family of the Karl Kübel Stiftung focused its activities in 2004 on creating a better environment for parents and children in Germany. The Forum Family embarked on a variety of strategies in order to achieve these objectives: Strengthening and expanding current projects in the areas of prevention and media education as well as expanding co-operations, events and grants. This was accompanied by well-aimed public and media relations as public perception forms a basic requirement for a change in social attitude in favour of families.

### Familientage

#### Family Day in the State of Thuringia

The State of Thuringia and the Arbeitsgemeinschaft Thüringer Familienorganisationen (Working Committee of Family Organisations in Thuringia) organised the 1st Family Day in the State of Thuringia on 8 May 2004 in Erfurt. As an official partner, the Family Forum took an active part in this major state-wide event.



More than 12.000 people visited the event in the Gunda-Niemann-Stirnemann Hall, where the Karl Kübel Stiftung was introduced to the general public for the first time in Thuringia with a stand and a comprehensive programme by FamilyGames. Premier Dieter Althaus and the Minister for Social Affairs, Klaus Zeh, were impressed by the work of the foundation and praised the foundations' commitment.

Premier Dieter Althaus visited the Karl Kübel Stiftung during the Family Day.

Experience gained at the Family Days in Hesse in 2002 and 2003 was provided to the project partners in Thuringia during the planning stages. In spring 2004, the Arbeitsgemeinschaft Thüringer Familienorganisationen (Working Committee of Family Organisations in Thuringia) and the Forum Family organised a state-wide art competition for children and families in order to draw attention to the Family Day in advance. This campaign was supported by the regional newspapers and was with 600 entrants very successful.

#### Preparations for the 3rd Hessian Family Day

[www.hessischer-familientag.de](http://www.hessischer-familientag.de)



In addition to the commitment in Thuringia, the Family Forum together with the Hessian Ministry for Social Affairs launched the preparations for the 3rd Hessian Family Day in 2005: after a state-wide request-for-tenders in March, the family-friendly town of Hofgeismar finally won the competition.

The nomination of Hofgeismar was officially announced to the public at a press conference on 29 July 2004 as the coming Family Day town 2005 in northern Hesse. On the same day, a working group was established by the Ministry for Social Affairs, the Karl Kübel Stiftung and the city council of Hofgeismar in order to immediately commence the extensive planning for this big event. The 3rd Hessian Family Day was set for 9 July 2005.

Already during autumn and winter 2004, important foundations were being laid for a successful event: numerous organisations and associations in Hofgeismar and northern Hesse responded to the offer to participate in the Family Day. The Landessportbund Hesse (State Athletic Federation of Hesse) became a co-operation partner for family sport activities, the newspaper Hessische Niedersächsische Allgemeine (HNA) and the Hessian Broadcasting Association agreed to support the Family Day through reports about it as well as live broadcasts on 9 July 2005.

#### Saxon Family Day

A well-known saying is "All good things come in threes"

This is why the Forum Familie participated in the 8th Saxon Family Day with its own stand and children's activities. A wooden paint wheel brought by our team proved very popular with children. The 8th Saxon Family Day was organised by the Felsenweg Institute of the Karl Kübel Stiftung on behalf of the Free State of Saxony on 26 June 2004 in the picturesque town of Annaberg-Buchholz in the Erzgebirge.

#### "Understand your Baby" – Focus Family gGmbH

[www.focus-familie.de](http://www.focus-familie.de)



While big events such as the Family Days are addressed to the general public, the Forum Familie concentrates on the individual needs of parents-to-be and young parents. After the foundation had supported for two years the development of a preparatory course for parents by Professor Cierpka and his department for psychosomatic co-operation research of the University Heidelberg, the course was offered to young parents on a larger scale.

A first joint press conference was held in March at the University Clinic Heidelberg in order to inform the public about the new course. In November the handbook "Understand your baby" and a manual were published by the publishing house of the Karl Kübel Stiftung as a guide to the specialist courses. Simultaneously, Focus Family launched its website ([www.focus-familie.de](http://www.focus-familie.de)). The publications and the Focus Family gGmbH were introduced in another press conference in Heidelberg at the end of November. All of these activities were rounded up by a specialist course at the Odenwald Institute in Wald-Michelbach.

#### Media Education – Erfurter Netcode

[www.erfurter-netcode.de](http://www.erfurter-netcode.de)

In one of the key performance areas of the Karl Kübel Stiftung, Media Education, the Forum Familie became substantially involved in the executive board of the association Erfurter Netcode e.V. together with the Catholic and Lutheran Churches in 2004. Through close collaboration the course was set for the association to reach its goal of assessing, for the first time, high-quality, child-friendly sites on the internet which were then awarded the Seal of the Netcode.



At the end of the year more than 60 applications from internet sites had been received. After close examination, nine applicants were awarded the newly created seal. The award ceremony of the Netcode Seal was scheduled to take place on 21 February 2005 in the Erfurt City Hall.

Apart from the online area, the Forum Familie continued its long-term involvement in the area of television through the association Programmberatung für Eltern e.V (TV Programme Advice for Parents). In addition to the three regular editions, the association published a special Christmas edition of the brochure FLIMMO which had a total circulation of approximately 1.4 million copies in 2004. Additionally, the website [www.flimmo-online.de](http://www.flimmo-online.de) has had a complete relaunch in order to add important issues and to make it more user-friendly.

## Regional support

In addition to current projects and events, Forum Family continued to support a number of different institutions as well as providing assistance to parents and children.

An example for this is the co-operation with the Karl Kübel School in Bensheim, where the Karl Kübel Stiftung annually presents awards to the best students.

Another organisation we support is the Spielerei Bergstrasse, a library that lends games and leisure equipment at a low cost to families. Child care centres, schools and advisory centres were also supported and financial means for equipment and other assets appropriate for children was provided in south Hesse.

Karl Kübel Stiftung  
presents awards to the  
best students of the  
Karl Kübel School on  
September 14<sup>th</sup> 2004.



## EDUCATIONAL INSTITUTES

2004 was another successful year for the three educational institutes of Karl Kübel Stiftung which is located in Bensheim. The Odenwald Institute (Wald-Michelbach/Hesse), the Felsenweg Institute (Dresden/Saxony) and the Osterberg Institute (Niederkleveez/Schleswig-Holstein) had over 64,000 participant days during 2004.

This is an increase of nearly 20 percent over the previous year. Given the continuing difficult economic situation in Germany it is a more than satisfactory outcome.

The Odenwald Institute is still one of the major and renowned seminar organisers in Germany with about 6,000 participants in 2004. The Institute has further expanded its programme during 2004.

The Felsenweg Institute mainly focused on projects and the Institute's educational games section, FamilyGames. While the number of courses decreased overall because of the relocation of employees from the seminar building in Langenhennersdorf into offices in Dresden on the Elbchaussee-Ufer, there was strong demand for projects and FamilyGames.

The Osterberg Institute recorded continuing strong demand over the year for courses in its general programme; in particular, family courses were extremely popular.

The target groups for all three educational institutes were, firstly, parents and children and, secondly, more and more managers, skilled personnel and so-called multipliers who by attending the various seminars and leisure offers gained new insights for their professional and personal development as well as new strength.



Odenwald-Institut



Osterberg-Institut



Felsenweg-Institut

## Odenwald-Institut

[www.odenwaldinstitut.de](http://www.odenwaldinstitut.de)

2004 was another successful year for the Odenwald Institute. With about 6.000 participants, the Institute is still one of the biggest and most renowned seminar organisers in Germany and has further expanded its programmes on offer in order to demonstrate a clearer profile. For that reason, the programme brochure was re-designed and public and media relations intensified.

The offers and programmes emphasise the strengths of the Odenwald Institute: competence and professional courses aimed at the goals, wishes and needs of people to support their daily life, careers, families and communication with others. Special attention is given to human relationships – within families, partnerships, professions and in every day life. A sound personal development needs time and freedom as well as professional support. This is summarised by the Institute's mission statement "Time and Freedom for Personal Development".

The programmes include an established range of top-class courses, including more and more job-related courses for executives and skilled personnel as well as courses for families, parents and young adults, about self-awareness and the topics of life.

High in demand were the further education programmes such as add-on courses in coaching which were supplemented by an advanced training course (coaching in practice), courses in aggression counselling, methodological training (theme-centred interactions/TCI, Neuro-Linguistic Programming/NLP, systemic advice and therapy, process oriented work and hypno-therapy) as well as the newly developed add-on courses in Ki, Body and Gestalt psychotherapy.

The new offer of relaxing in the Tromm region in summer and combining it with active courses proved popular instantly. In particular, families increasingly appreciate the courses as a supplement or as an alternative to a holiday away. The combination of relaxation and personal development is a positive experience.

Apart from new offers to strengthen professional and personal competence, the Institute developed and provided special programmes for entrepreneurs, skilled personnel and executives of small and medium-sized companies.

There was a growing demand for the Institute, in particular the Trommer Hof, as a conference location for external groups. Apart from that, numerous companies, institutions, government departments and councils authorised the Odenwald Institute to conceptualise and implement complete seminars for their employees, either at the institute or in-house. The Institute has again proven its competence as a market-oriented developer of custom-made solutions.

We would like to emphasise the contract with the Council for the Bergstrasse Region to provide seminars for youth education in the municipality. Tailor-made seminars designed for students ("Arguing – but fair", "Fight differently" and "Get fit for school, job and life") were successfully realised within a couple of weeks and implemented with teenagers from different schools. Due to high demand, these courses will be expanded in 2005 and will also be available to schools and adolescents from other regions.

### New central kitchen

In March 2004, the mayors Joachim Kunkel (Wald-Michelbach) and Markus Röth (Grasellenbach) attended the official opening of the new kitchen complex at the Trommer Hof after substantial renovations. The requirements and wishes of all participants attending various Odenwald Institute courses can now be catered for more effectively from the new Trommer Hof kitchen.

### Studio atmosphere at the Trommer Hof

On the initiative of Karlheinz Moosig, the well-known course instructor for family courses and the course "Arguing – but fair, young families and the film team, MediLive, met in June in order to shoot a film at the Odenwald Institute. On that occasion a special insight into the course was provided through filming the family courses as well as the training course „Arguing – but fair“. The impressive documentary showing the work of the Odenwald Institute is to be featured in training courses and adult education.

### The Odenwald Institute at the Hessian Day in Heppenheim in 2004

The Hessian Day (18 – 27 June 2004) in Heppenheim had nearly one million visitors. The Odenwald Institute presented its training courses at the stand of the Hessian Ministry for Social Affairs in the middle of all the exhibitors. "Courses are an important way to cope with life when working with children and families", said the Hessian Minister for Social Affairs, Mrs. Silke Lautenschläger, who is a mother of two and who visited the stand of the Odenwald Institute with her small son.

### Annual Meeting 2004 – on the subject "Discovering Rituals"

The 2004 meeting of the Odenwald Institute in co-operation with the Department for Medical Psychology of the University Heidelberg was conducted by Professor Dr. Rolf Verres. The various workshops provided introductory statements about characteristics, applicability and usefulness of rituals. Thus, an easier approach to the subject "rituals" from a personal, biographical and occupational view was provided.

### Quality Certificate from "Weiterbildung Hessen e.V." (Further Education in Hesse)

Since 30 April 2004, the Odenwald Institute bears the quality seal of the association "Weiterbildung Hessen e.V." (Further Education in Hesse) and has therefore become an accredited educational institution. The association, supported by means of the European Social Fund and the Hessian Ministry of Economics, aims to improve the quality of educational institutions and make them more transparent for interested people. The certificate acknowledges that the Odenwald Institute and its courses meet the required standards and provide participants with recognised service, competence and reliability. With the certificate, the Odenwald Institute belongs to the leading educational institutions in Hesse.

### High participant satisfaction

The regularly conducted questionnaires among participants of the Odenwald Institute reveal that over 96 percent of participants rated the seminars as meeting their expectations well or very well. This feedback is very positive and an incentive for the Institute to maintain this level of satisfaction and to improve it further.

**Osterberg-Institut**  
[www.osterberginstitut.de](http://www.osterberginstitut.de)

The Osterberg Institute was able again to strengthen its important position within the education scene in North Germany in 2004. Relationships with competent partners were partly recommenced, partly intensified – always successful.

The Osterberg Institute consolidated its appeal as a high quality seminar venue and clearly gained in market awareness and acceptance in the region, for example to a large institution such as the Bundeswehr (German Armed Forces): For the first time, soldiers of the Bundeswehr attended seminars lasting several days at the Institute for post-deployment counselling after stressful foreign missions.

New and well-established offers for further education: With 23 participants, the new qualification programme "Train the Trainer", a partnership with the Institute for Further Education at the School for Economics and Politics at the University of Hamburg was an immediate success. Another programme is planned for 2005. Also very successful was the intensified co-operation with the "Future workshop dance – music – Gestalt" in Neukirchen-Vluyn. The further education programme "Gestalt Therapy" in September was fully booked. The same applied to the further education programme "Music Therapy" which will start in 2005.

The 10th Basic Curriculum of the further education programme "Relationship Therapy" started in November. The course "Strong parents, strong children" in co-operation with the Kinderschutzbund Schleswig-Holstein (Schleswig-Holstein Association for the Protection of Children) was high in demand. All three courses were fully booked with 16 participants each.

#### Special events and highlights

A record attendance was set at the information day "Further Education" on 11 May 2004: more than 80 interested people transformed the seminar buildings into a small busy exhibition centre in regard to further education.

In June, Fanita English, born in Rumania and American by choice, the "grande dame" of the transaction analysis (TA), presented the book "Fanita English" at the Institute. The book written by Sigrid Röhl, combines the biography of Fanita English with the theory of TA. Also attending were 55 TA-experts, many of them her companions. The speech in honour of Fanita English was delivered by Klaus Vopel.

In July, an employee of the well-known family magazine "Familie & Co" accompanied the family seminar "Viking Pleasures". Her colourful illustrated report was published in May 2005.

More than 50 participants attended the Fathers and Children Festival weekend in May, a co-operation with the Adult Education Centre and the Nordelbische Maennerforum (North Elb Men's Forum). Through its successful event, the Osterberg Institute has raised the issue of the new self-perception amongst a growing number of fathers.

The symposium of the Association of German Development Non-Governmental Organisations (VENRO) in May was closely followed by the media. Detailed reports were published in the regional press.

In November 2004, the Social Issues Working Party of the Federal Association of German Foundations held its autumn symposium "Socially involved foundations introduce themselves".

The symposium "Transaction analysis – classical and modern" was the prelude for the jubilee year "10 years Osterberg". About 100 participants met from 12 – 14 November, in order to discuss one of the most prestigious communication models: transaction analysis. Transaction analysis has always been popular at the Osterberg Institute since it began operations 10 years ago with a TA seminar.

The close relationship of the Osterberg Institute to its region was demonstrated on 26 November 2004. 19 students from 3<sup>rd</sup> grade at the Breitenau School in Plön actively lent a hand during the reforestation of a coniferous forest, which had become infested with the bark beetle, on the grounds of the Institute. Fielmann, a well-known optician company, supported the project with a donation of approximately 1,500 trees.

## Felsenweg-Institut

[www.felsenweginstitut.de](http://www.felsenweginstitut.de)



The Felsenweg Institute in 2004 mainly focused on projects and FamilyGames. More than 30.000 participant-days confirmed the positive development.

Due to the relocation of the Institute from Langenhennersdorf to an office in Dresden and the associated loss of the seminar building, the courses offered to teachers and multipliers in family work were substantially reduced. The family courses which continue to be popular were held externally.

### Projects

The three year state model project "Family Education in co-operation with child day-care centres" was concluded on 26 August 2004 with a closing ceremony in the Saxon Parliament. More than 130 guests, many of them members of the State Parliament, as well as managers of Youth Welfare offices and teachers were invited by the Saxon Minister for Social Affairs, Mrs. Helma Orosz to the presentation outlining the achievements of the project.

The Saxon Committee for Youth Welfare Services highly praised the project as an important initiative for further enhancing the youth welfare service in Saxony. The Committee is convinced that the achievements simultaneously provide prospects and new approaches. An implementation plan which is anticipated to commence in May 2005 is currently being drawn up.

In 2004, the Felsenweg Institute implemented the project „Together for our children – our mission to educate“ for the city of Radebeul. The aim of the project is to support the co-operation between child care centres and primary schools in order to ensure a smooth transition from one institution to the other. During workshops, parents, kindergarden and school teachers worked on aspects of effective co-operation and who should bear which responsibilities.

### FamilyGames

FamilyGames expanded again in 2004. Despite the poor economic situation, FamilyGames significantly increased their event days and turnover. In addition to the expansion of the successful FamilyGames Days, FamilyGames increasingly worked for various publishers of games (Catan Mobil for Kosmos, tournaments for Queen Games, consulting for Winning Moves).

### The Institutes' other highlights:

- Held six games events for families in Baden-Württemberg in co-operation with the project "Strengthen the power of education through kindergartens"
- Co-operated with the Karl Kübel Stiftung at the 1st Thuringian Family Day on 8 May 2004 in Erfurt where the Thuringian Prime Minister, Dieter Althaus, attended the stand of both FamilyGames and the Karl Kübel Stiftung
- Successfully held new family game events in Dresden and Görlitz
- Co-planned the world record attempt "The longest puzzle in the world" in Königsbrunn/Bavaria
- Organised the Alhambra-championship finals on a flight from Cologne to Barcelona in co-operation with Queen Games and Germanwings
- Organised the 1st "Play Boat" on the River Elb on 17 November 2004 in Dresden
- Planned and executed the 8th Saxon Family Day in Annaberg-Buchholz on 26 June 2004. This was another successful event with 5.500 visitors.