

ANNUAL ACTIVITY REPORT 2019-2020



Together, we are stronger.

CoCreate Humanity (CCH)

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I. MESSAGE FROM THE CO-FOUNDERS

Hélène Ros, Christoph Hensch and Sébastien Couturier

"Where the hell have you been? I've been looking for you for years". This is what we regularly hear at the sessions when we present the CoCreate Humanity initiative to the humanitarian community.

This statement is an expression of a profound need in the humanitarian sector. The application and sharing of humanitarian values must be exercised not only with the beneficiaries of humanitarian support programmes in mind, but also within the organisations behind these programmes, without distinguishing between the local worker who is often anchored in a perpetually hostile environment, and the 'mobile' expatriate who goes on missions to many conflicts and/or natural disaster zones around the world.

CoCreate Humanity (CCH) was co-founded on 30 August 2019 in Geneva, Switzerland. The three co-founders (Hélène Ros, Sébastien Couturier and Christoph Hensch) come from the International Committee of the Red Cross (ICRC) and have, for the time being, volunteered with the association since its creation. Despite the health situation that has severely slowed down activities worldwide, they are enthusiastic and optimistic because CoCreate Humanity is not only an essential association today, as the first humanitarian peer community in the world, but it is also a path to recovery for those who engage in its activities.

During a 2019 TEDx conference, Tabitha Mpamira stressed that "Untransformed trauma is transferred trauma". These words resonated with us, co-founders and co-creators, because it is clear that from our own traumas, sometimes still painful, a real determination has been born and is developing, in coherence, and based on our individual experiences, on the potentials and assets of each of us.

As a result of our journeys, we have created CoCreate Humanity, with the aim of building and providing a space for care and healing for all humanitarian workers, and we invite the entire humanitarian community to join us.

Hélène Ros is the daughter of two survivors of Pol Pot's Khmer genocidal regime. Her parents suffered, and still suffer, from post-traumatic stress, which has created a transgenerational trauma. Her life experience, childhood trauma and family history are the reasons for why she joined in the creation of the association. CoCreate Humanity pays tribute to her parents who, thanks to the humanitarian organisations present at the Thai-Kampuchean border, were able to be treated and immigrated to France in 1977 as political refugees.

Sébastien Couturier has worked for eighteen years in the humanitarian sector, fourteen of which were spent on the front line in sensitive operational areas. He was the victim of several security incidents and almost lost his life on three occasions. He will never forget the local staff who intervened and without whom he would not be here today. Talking about the traumatic events he experienced and mentioning several symptoms of post-traumatic stress disorder to his employer did not go down well, stigmatising him and eventually leading to his dismissal.



Behind the name "CoCreate Humanity" is a man, or rather a story, that of **Christoph Hensch**. He was the victim of a security incident in 1996 in Novye Atagi, Chechnya, when the war surgery hospital was attacked by gunmen, killing six aid workers and leaving him for dead with a bullet in his chest. Christoph initially had to cope with the impact of this violent injury and traumatic event. But after surviving, he soon discovered that dealing with a physical injury is one thing, but there is much more to deal with...

Healing the 'invisible wounds' left by the event was a different matter altogether. His healing journey has been long and lonely, littered with many obstacles and a severe lack of understanding and support. Looking back, he even acknowledges that this experience was just as traumatic as the initial injury.

Eleven years later, in 2007, he was awarded the Henry Dunant Medal, the highest distinction given by the Council of Delegates of the Red Cross and Red Crescent Movement in recognition of outstanding humanitarian services. With this recognition, he took an important step in his healing process. Much later, twenty years after the attack that night, he was asked by the International Review of the Red Cross to tell his story, through which he called on international humanitarian organizations to take care of their staff, including suggesting an approach to effectively address the impact of violence that directly affects humanitarian workers, not to mention the loss of life in the course of their work. This laid the groundwork and contributed to the foundation on which CoCreate Humanity was designed.

Christoph Hensch concludes his account with the following words: “I propose that an integral approach to the management of stress, burnout and trauma should become a fundamental operating principle for employers in the humanitarian sector in their relations with staff. I also propose that employers in the humanitarian sector create and implement collaborative processes and become active and committed partners in the rebuilding processes of their staff who have suffered injury or trauma while working for the institution and for humanity as a whole.”

This conclusion sums up, almost perfectly, the motivations for creating such an association in a city as strategic as Geneva, which resonates with humanitarian workers, given the multitude of international and humanitarian organisations based there.

One might think that adequate internal support structures already exist within organisations, and that the existence of CoCreate Humanity would be an unnecessary redundancy, but this is unfortunately not the case. Few people dare to talk openly about their psychological difficulties or post-traumatic stress disorder with their employers. It is more than necessary, indeed vital, that the international scene makes room for an entity such as CoCreate Humanity, which provides a safe and confidential platform and space for aid workers to express themselves in a neutral, impartial and caring place, unconnected to the organisations that employ them.

Today, CoCreate Humanity is an association that is making a name for itself around the world, through social networks and word of mouth, through its concrete actions of support and targeted activities, promoting the mental health and psychosocial well-being of humanitarian workers. This new entity, which seems to be "a drop in the humanitarian ocean", is slowly making its way towards recognition, through its usefulness and legitimacy, as the representative of a community, that of humanitarian workers, of which the general public is not necessarily aware.

II. ACTIVITIES

A. Humanitarian peer support

Humanitarian peer support takes many forms depending on the need expressed by the individual.

CoCreate Humanity believes that each person is an expert on themselves and knows what they need in terms of support.

In this respect, we offer three different forms of support: peer support, mentoring and coaching.

1. Direct peer-to-peer support by Peer Support Specialists (PSS)

The peer-to-peer relationship is a connection between colleagues who share the same values and a common interest through their involvement in the humanitarian sector. It is a very good example of solidarity, empathy and collective intelligence, because the support is shaped by the experiences that each person is going through but in different places and contexts. The aim is to listen to each other, to help each other, to support each other, to overcome taboos and to express oneself on delicate or embarrassing subjects without fear of being judged. Being a peer supporter requires a high degree of availability, as the emergency in the field is constant, without time off. A minimal training in Mental Health First Aid, which CoCreate Humanity can provide through the mental health professionals who work alongside the organisation, is required.

2. Mentoring

Mentoring is carried out by an experienced person, often at the end of his or her career or when retired, by someone who has the time and desire to share the wealth of his or her experience with an aid worker at the beginning of their career, who would benefit from the expertise of an older person. Mentoring builds strong relationships based on trust and mutual respect, and where a mutually beneficial chemistry is growing between the two people.

Such an enriching relationship can be seen as a 'passing of the baton' between two generations. It requires a great deal of availability and active listening on the part of the mentor, as he or she will be the first to be consulted and can be called upon at any time, regardless of the hour of the day.

3. Coaching

Coaching is the art of questioning, so that a person can find the answers themselves, or that helps them to a growing awareness on a particular issue. Such a relationship is more neutral because the coach works on a precise point, on one or more objectives, and his personal involvement is limited to the strict framework established with the coachee. The coach is not a confidant or a friend, but rather a "solution finder" by and for the person. The coach does not express an opinion or a solution, he accompanies the person and triggers a process.

Humani-Peer-Support

 **We need you to cocreate this community**
Recruitment of Volunteer Peer Support Specialists



Together, we are stronger.

www.cocreatehumanity.org

B. Briefings and debriefings

Going on a humanitarian mission is not a trivial act. It is not a leisure trip nor an opportunity to travel at the expense of an organisation. It is very important to know what motivates a person to work in the humanitarian sector, and to identify the motivation for the commitment and for going on a mission. The consequences of engaging for the 'wrong reasons' can be detrimental to the individual, they can also put colleagues at risk, and can

have consequences for the beneficiaries and populations who a humanitarian worker sets out to help on his journey.

In this respect, it is important to consider the impact that such a commitment will have on oneself and on one's family and social environment.

On a mission, the person will be confronted with the discovery of who he or she really is, all without a filter. It will not be possible to cheat in situations of violence and emergency where survival may be at stake. Under these conditions, the person reveals himself to others as he is, because the mask quickly falls off when fear strikes! Individualism, the search for performance or the pursuit of a career are insufficient motivations to cope with the events that can occur in a hostile and highly volatile environment, where title and function sometimes mean nothing.

The return to the home environment is often not trivial either, because the person who returns will not be the one who left. The discovery of secrets about oneself and about the sometimes very dark side of humanity will have strongly challenged one's beliefs and values.

This is why CoCreate Humanity's departure preparation will be quite focused on raising the individual's awareness of how to behave and live in a multicultural, hostile and volatile environment.

1. The briefing before leaving on mission

This phase, prior to the mission, is particularly important to the humanitarian worker.

In preparation and before departure, mental health is often ignored, or little addressed by organisations, even though it is an essential component in preventing injuries to the soul which, like physical injuries, can be avoided and mitigated by good preparation - although one can never be prepared for the worst!

At this point, it is important to talk about resilience, the place of emotions, because these emotions are our whole humanity. Humanitarian workers must know how to manage or live with them when they are confronted with the worst during their mission (such as violence, injustice, powerlessness, the death of colleagues or of the affected populations benefiting from humanitarian aid, etc.).

Wellbeing is directly linked to the state of mind of the person who is going on a humanitarian mission, and it is this state of mind that will be one of the pillars of his or her mental and physical security once deployed in the field.

In the future, CoCreate Humanity would like to offer **specific training to humanitarian employers for their staff, the content of which would be developed by several actors from the sector**: specialists in risk and security in the field, humanitarian peers who have experienced security incidents and psychologists or psychiatrists familiar with the humanitarian context.

2. Debriefing on return from mission

Debriefing is another very important step that we focus on.

In practice, expatriate or 'mobile' humanitarians returning from a mission are only a few hours' flight away from a conflict zone or natural disaster. This short journey does not allow them to settle back down, and many of them return home to a "normal" environment without having been through a decompression phase.

While the organisation is perfectly capable of handling the technical and procedural aspects of returning from a mission, the emotional debriefing is a different challenge. CoCreate Humanity believes that this can best be done with someone who has the time, who understands the context in the field, who is an active listener, who is empathetic and caring, and who is above all non-judgmental.

It is crucial that such a debriefing is given enough time, and that the person can express themselves freely in a safe and impartial environment, without risk to their professional future. A humanitarian worker should be able to depart to the field again with a sense of inner peace and balance, well rested, and not be unduly pressured by the demands of his management or by the employing organisation

Such debriefings are carried out by the co-founders of the association, at our office in Geneva, or by Zoom for colleagues not living in Switzerland. There may be several sessions before a referral to a professional, if that is a request of the aid worker.



C. Promotion and events

Once the statutes were signed on 30 August 2019, it was essential to find a place to host the humanitarian peers who would benefit from CoCreate Humanity's support services. We were lucky enough to find a small office, strategically located near the Cornavin train station in the centre of Geneva, close to the international organisations, with easy access for people arriving by train or from Geneva-Cointrin airport.

The work of promoting our initiative began slowly and timidly, with a community of humanitarians who already knew us, namely current and former staff of the International Committee of the Red Cross (ICRC).

In December 2019, we organised a series of interviews with current and former aid workers as part of a storytelling project. As a result, after reflection and a series of edits, these recordings allowed us to produce our first video presentation of the association. This short, impactful video has made a mark on the humanitarian community because of its authenticity, and it appeals to the general public who are discovering another reality of humanitarian work.

That video published on YouTube and on social networks, and we invite you to watch it to understand the essence of our initiative: <https://youtu.be/yHwXyfaGP7k>



1. Humani-Café

The Humani-Café is an informal monthly get together where aid workers can meet, discuss and exchange ideas. It is not a discussion group where traumatic or stressful experiences are shared.

Initially, these meetings were held in person every last Friday of the month at La Matze restaurant in Geneva. Then, from March 2020, when the first lockdown was imposed to respond to the sanitary situation arising from the circulation of the Corona virus, we had to review our format and switched to online meetings, via Zoom.

The pandemic has been a major factor in the evolution of CoCreate Humanity's work as virtual meetings have opened up new horizons and brought aid workers from all over the world to connect with us.



Illustration by Joëlle Dreidemy, French children's book illustrator

2. Humani-Topic (online webinars)

“Co-creation” implies that we all work together and that everyone will be able to contribute their own potential to move the community forward.

It seemed obvious to survey aid workers to identify their needs, and the topics they wanted to be addressed in relation to mental health, safety and well-being. In this sense, many contribute to the CoCreate Humanity initiative, either by submitting ideas for conferences and workshops or by becoming an expert speaker in a webinar.

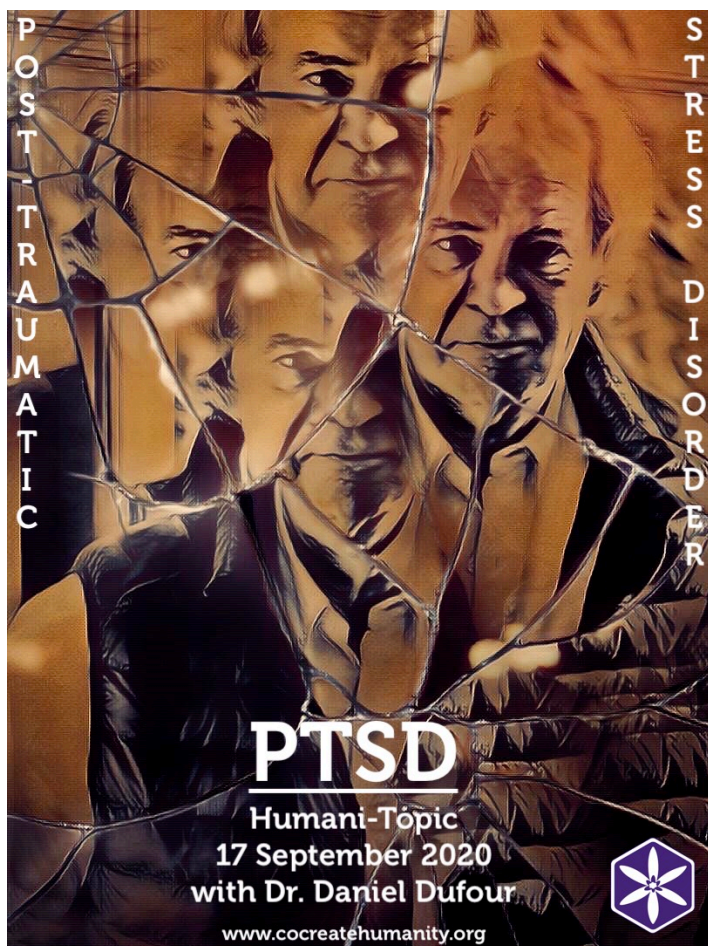
We held three webinars in English during 2020.

The first webinar was on 17 June 2020: "Self-Help for Helpers" with Martine Bourquin, specialist and trainer in stress prevention and trauma awareness (Switzerland): She talked about common reactions of aid workers in the field, what they gain and/or lose when they do not take care of themselves and the consequences this has on them, their loved ones, their jobs, their future, on their teams, and on the people they are supposed to take care of.



The second webinar was held on 17 September 2020: The topic was "Post-Traumatic Stress Disorder - PTSD" with Daniel Dufour M.D., former war surgeon and medical coordinator of the International Committee of the Red Cross (ICRC), author and founder of the OGE method (Switzerland): What is post-traumatic stress disorder, the symptoms, treatments and prevention? He also presented the OGE concept and the method "inside out" to heal from post-traumatic stress.

The third webinar, held on 5 November 2020, focused on "Burnout in the Humanitarian Sector". The expert speaker was Kate Roberts, a certified master coach, psychosocial specialist and wellness consultant for humanitarian workers (Jordan). She focused on what burnout is. What are the risks and protective factors? There was a review of stress and coping theories, burnout recognition and recovery (taking into account cultural considerations), burnout as an organisational issue, and meaningful change in the workplace.



3. Humani-picnic

With less restrictive health measures during the summer, CoCreate Humanity organised a humanitarian peer-to-peer outing by the Lake Geneva, in Cully, on 12 July 2020. This was the first-time people had discovered the existence of a humanitarian community and the picnic provided an opportunity for some to recharge and debrief with colleagues from different organisations.

One of the symptoms of post-traumatic stress is withdrawal. Organising this type of event, outdoors, allows the aid worker to reconnect with nature and to re-establish social links.



4. Humani-Concert

CoCreate Humanity had the chance, via the social network LinkedIn, to meet **Julie Sévilla-Fraysse**, an international cellist working at the Paris Opera Orchestra. Following several written exchanges in July 2020, Julie was very inspired by the association's cause and decided to become an Ambassador.


A live concert was planned in Grandvaux, in the canton of Vaud, Switzerland, with the support of the commune of Bourg-en-Lavaux, which provided the concert hall free of charge. The


restaurant Tout un Monde in Grandvaux showed its solidarity by offering to serve a meal to the concert audience, with the profits going to the association.

The second wave of Covid-19 unfortunately prevented this event from going ahead and new restrictive measures by the government forced us to cancel this public event. CoCreate Humanity was not discouraged though!

Indeed, we wanted to honour this date and offer a moment of sharing, while honouring the humanitarian community through an online concert - with the possibility for the audience to make a free donation.

The video is available on YouTube, at <https://youtu.be/8t0dmanq3vE>

 **Julie Sévilla-Fraysse**
Concert en ligne en soutien à CoCreate Humanity
Vendredi 27 novembre à 20 heures



Online concert in support of CoCreate Humanity
Friday 27 November at 8pm

5. The support of craftsmen and artists in promoting our work

Humani-Soap: Since April 2020, Anne Castaño-Couturier, sister of one of the co-founders, has been a "master soap maker" for years. She has her own workshop and is the manager of the Kaolin Soapery (Savonnerie Kaolin) in Geneva. Anne decided to support CoCreate Humanity by creating organic soaps with our logo.

These beautiful soaps, made of 70% olive oil, coconut oil, sunflower oil, lavender essential oil, and red clay from Roussillon are sold for 6 CHF each and all sales are donated to the association.

Humani-Choc': Benoît Machard, a famous chocolatier and owner of the Chocolaterie du Bugnon in Lausanne, Switzerland, also decided to support us in May 2020. Touched by our project, Benoît sells bars of dark or milk chocolate, with the CoCreate Humanity logo, in his shop and gives us a part of the profits.

These actions, initiated by artisans suffering from the economic crisis linked to Covid-19, have moved and touched us. These actions come from the heart and are small but considerable financial resources - not to mention the effect they have when we offer them to our contacts!



"Embrace": It was through another social network (Facebook) that we discovered the fabulous Dutch artist Tessel van der Putte. After a discussion, a meeting and then a second one, Tessel was inspired by CoCreate Humanity and decided to make this painting for the association.

In her words: "For me, the colour purple symbolizes the mind and the dreaming, but it also refers to wisdom, healing, compassion, kindness and a higher consciousness.

The embrace I painted symbolizes the healing power of such kindness and compassion, and what happens if we are there for each other, and make people feel like they are not alone. If they are listened to and if they are supported.

The hug is also a reference for the times we are living in, and the absence of embrace or warmth people might be experiencing... And that it is even more important than ever to pay attention to being there for each other, sending people around you that “embrace” (...). There is a hidden composition throughout the painting, that uses the fleur de Bach shapes and lines (Star of Bethlehem - Ornithogalum). The center of the composition, and where all the lines end up in, is the heart. »

Today, this beautiful painting by Tessel is featured on our greeting and thank you cards.



Humani-Concert: as mentioned above, we are very lucky to have as our Ambassador the international cellist of the Paris Opera Orchestra, Julie Sévilla-Fraysse. Julie is in symbiosis with her instrument and exudes infinite gentleness and sympathy in each of her performances. Her playing and dedication to CoCreate Humanity is able to raise awareness of the reality of humanitarian workers through classical music.

"Music can change the world" said Beethoven, and that's what we're aiming to do: change the world of the humanitarian sector and give humanity back to those who have lost it. Music can also raise funds while allowing the public to enjoy themselves, it's a real win-win for everyone.

D. Directory of professionals

As a community of peers, the inception of CoCreate Humanity is a milestone for suffering humanitarians. The association responds to an immediate need by offering full availability and an active and supportive ear that listens. It allows aid workers to talk, to bear witness of their history and their journey, in a neutral, safe and benevolent space, with no ties to the employing organisation.

Because we are a community of peers, CoCreate Humanity is surrounded by a network of professionals, most of whom have humanitarian experience.

This network consists of both conventional medical personnel such as doctors, psychologists and psychiatrists, as well as personnel practising complementary, alternative and holistic care and integrative medicine, such as sophrology, art therapy, music therapy, working with animals, yoga, shamanism etc. The network also includes coaching services in the field of health, personal development or professional reintegration.

CoCreate Humanity doesn't apply any methodology as such. We consider that each individual human being is unique, and hence each trauma is individually different and everyone has their own way of healing. In this respect, the association has a duty to offer all possible care without ever imposing anything.

This directory of professionals is currently on an internal Excel file of the association, but we hope to put it online, on an intuitive and professional website developed by the company Liip SA, in Lausanne, which we met on 11 March 2020 and whose ethics and values closely correspond to our own commitments. We are in the process of raising the necessary funding.



III. CHARTER

Our charter is published on our website. It is accessible to all, outlining transparently what we stand for, who we are, our values we promote and why we created CoCreate Humanity.

Our guiding purpose statement is as follows:

We are a community of humanitarian peers that is providing and promoting integral, psychosocial and holistic solutions for healthy, inspired and effective humanitarian workers worldwide.

Humanitarian work in conflict and disaster zones around the world is difficult and not much respected. The challenges and increased danger put pressure on individuals and organizations, and many humanitarian workers experience trauma, stress and burnout. The aid agencies sometimes struggle to recognize these invisible injuries and to support their own workers; they also struggle to honour, acknowledge, recognize and remember colleagues appropriately who get injured or die while carrying out their humanitarian missions.

The results are that:

- Humanitarian workers, who put their lives on the line to help others in need in dangerous environments, when experiencing trauma, burnout and stress, are often left hanging in situations when they need support, healing and recovery themselves;
- The aid agencies' humanitarian impact, through the work, trust and motivation of its staff, is not as effective as it could be;
- Appropriate memorials and practices to recognize, commemorate and honour lost colleagues are missing.

Purpose (Objectives)

The purpose of CoCreate Humanity is to work as a community of humanitarian peers, providing and promoting integral, psychosocial and holistic solutions for healthy, inspired and effective humanitarian workers worldwide.

CoCreate Humanity aims to support individual humanitarian workers individually and collectively to advocate for and co-creatively influence the organizational culture of how we in the sector deal with the impact of violence and the resulting trauma, injury and loss of life. CoCreate Humanity also aims to support organizations and to work in partnership with others to implement such a 'Culture of Care', which should be reflected at all levels, in organizational strategies, policies, procedures and operations.

What we value

HUMANITARIAN WORKER: A humanitarian worker is a person who is or has been engaged in activities that promote human dignity, alleviate suffering and promote human welfare for humanity as a whole. We acknowledge humanitarian work in its broadest sense.

COCREATE HUMANITY: To ‘cocreate humanity’ means that we all work together to manifest the universal sense and values of humanity, with everyone contributing in their own unique ways, to their own potentials. What we aim to achieve as humanitarians in the world, congruently, we will also apply in the way how we act among ourselves, in a consistent set of practices that invite us to reclaim our inner wholeness and bring all of who we are to work.

DIVERSITY: Every person is on their own unique path to unfold their full potential. There is no single exclusive way to approach the resolution of trauma, burnout and stress. We include all humanitarians, welcoming their diversity, and stand in solidarity with them.

CULTURE OF CARE: A culture of care is present in an organizational context when it provides timely and effective caring response mechanisms, supporting workers - helping them understand, cope with, heal and recover from the individual and collective impact of the violence that they and/or their colleagues are exposed to in the environments in which their organization is active. A culture of care is also present when colleagues who lost their lives while carrying out their humanitarian mission are duly honoured and remembered, individually and over time.

Projects and initiatives

CoCreate Humanity is a Geneva, Switzerland based association with global reach, working with both individual humanitarians and organisational partners, seeking to achieve its goals by engaging in issues such as:

- Prevention and preparedness: helping to ensure physical and psychological safety of staff on humanitarian assignments
- Acknowledgement and support: recognizing the efforts and suffering endured by those humanitarians affected directly and indirectly by visible and invisible injuries, and how we support them and their dependents
- Memory: commemorating and honoring those who have lost their lives while carrying out humanitarian missions
- Accountability: recording, learning from and sharing knowledge of security incidents and their impacts, and advocating for improved strategies, policies and procedures

CoCreate Humanity achieves this by:

1. Creating and maintaining an inclusive community of humanitarian peers for our mutual support

For example:

- Creating both virtual (online) and physical meeting opportunities that enable and encourage communication, solidarity among humanitarian workers as well as peer-to-peer and self-help networks worldwide
- Create and maintain platforms and places that bear testimony to humanitarian work and serve as a memorial to those who have lost their lives while on a humanitarian mission

2. Providing humanitarian peer support services

For example:

- Provide confidential spaces for individual and personal debriefing and expression, outside of the confines of an employment relationship
- Providing information and support services for victims of stress, burnout and PTSD
- Supporting individuals who are seeking redress from current or former employers for visible and invisible injuries sustained during the course of their humanitarian work
- Provide programs to support social and economic (re)integration
- Provide support to internal employee resource initiatives within humanitarian agencies and NGO's

3. Advocacy and awareness raising among employers in the humanitarian sector and the public in general

For example:

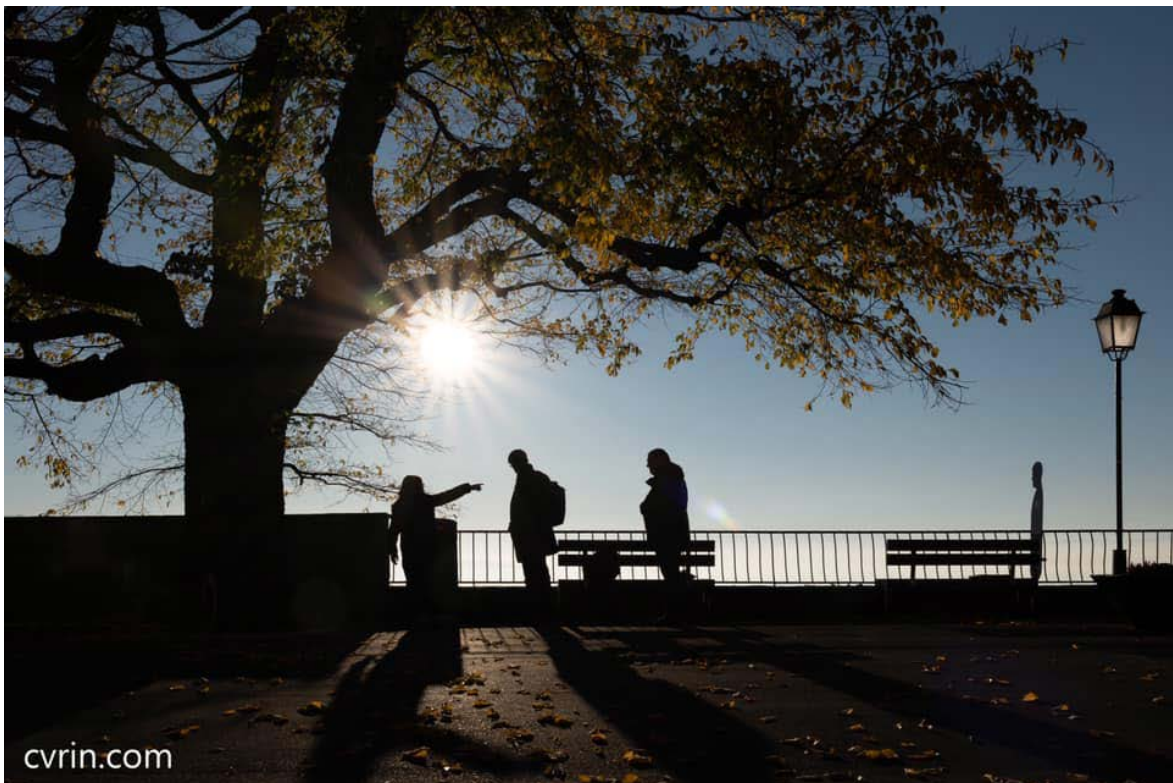
- Public awareness raising on working conditions in the environments of activity and the impact of humanitarian work on the workers themselves
- Work with employers, in an advisory and/or service provision role, to improve organisational culture, processes and procedures, deployment preparations and short as well as long term support systems for their staff
- Undertake and/or support research into the impact of stress, burnout and trauma and ways to address it
- Working for the official recognition of burnout and PTSD, conditions often arising from the work and environment humanitarian workers are exposed to

4. Setting up and maintaining a capital fund to ensure continued financial support

For example: setting up of a trust for earmarked monies to support program delivery, research and individual support costs

Summary and conclusion

We believe that humanitarian work is among the most fundamental human activities there is. Nobody should be left behind or unduly suffer because of the choice to engage in humanitarian work. CoCreate Humanity stands for the unconditional solidarity with all humanitarian workers worldwide.



IV. ASSESSMENT ON 31 DECEMBER 2020

The recognition of our trauma, the strength and balance of the three of us, our different personalities, our different life experiences and the energy of each, have, without a doubt, given us the strength to create such a supportive association as CoCreate Humanity. We knew in August 2019 that we were filling a 'void' but we had no idea how big our initiative would become, how much it would resonate with so many people, with the 'positive' impact of the pandemic around the world.

We have seen the power of social networking and the absolute necessity to communicate, constantly, and be visible to support our colleagues around the world, and sometimes even save lives.

"Spread the word!" This is what we hammer home after each webinar, each exchange, because yes, it is very difficult to go it alone but having the possibility to rely on a community, belonging to a group can really change everything.

The results of a few months in 2019 and the whole year of 2020 are very positive.

Have very limited financial means at our disposal (annual dues from associate members, one-off donations from private individuals, donations from the concert, and profits from CCH products), CoCreate Humanity has been able to tap into the potential of each of the co-founders and has been able to count on the incredible solidarity of all the actors-contributors of this community.

On the eve of 2021, the association's agenda is taking shape. Several expert speakers will lead one or two webinars per month (pro bono), a classical music concert with Julie Sévilla-Fraysse is planned at the prestigious Rosey Concert Hall in Rolle, with the support of Marie-Noëlle Gudin (Director of the Le Rosey Foundation), and a final administrative announcement will add some cheer to the heart.

The Disability Insurance Office (Assurance-Invalidité, AI) of the cantons of Geneva and Vaud have agreed to grant daily allowances to Sébastien Couturier and Hélène Ros, both of whom were dismissed by their former employers in 2019, until CoCreate Humanity can stand on its own feet, financially. Sébastien Couturier will benefit from a professional reintegration measure within the association from January 2021, and Hélène Ros will benefit from the same exceptional measure from March 2021. In the long term, the AI Office also intends to include CoCreate Humanity in its services, as it is often faced with humanitarian workers who can no longer carry out professional activities following the many traumas or burnouts they have suffered.

We are ready for 2021 and all the years to come, and we are serious about following our vision of opening the world's first-ever aid workers' health centre in international Geneva.

V. ACKNOWLEDGEMENTS

CoCreate Humanity would like to thank all the key players over the past months.

We thank Martine Bourquin, for her supervision and unconditional support, Dr Daniel Dufour and Kate Roberts, speakers in our first webinars. We thank Magali Beurrier and Rodney Gallwey for their kindness, and for coaching us in our "trio" work; we acknowledge Claudia Hensch-Müller for the graphic design work on our phantastic logo; a thank you to Yves Daccord, former Director General of the ICRC, for welcoming us in January 2020, for listening and inspiring us with his attention while giving us great ideas to consolidate our action; and thank you to Denis Ricca, an active retiree, consultant in weapon-related violence reduction and member of the board of directors of Bioforce Lyon, for his expertise and friendship.

We would like to thank our Ambassador Julie Sévilla-Fraysse for her generosity and sincerity, Tessel van der Putte for her talent and kindness, and for transcribing what CoCreate Humanity inspires in her painting, and Séverine Gonzalez (artistic agent and photographer) for the audio-visual editing of our first concert.

We would like to thank the Commune of Bourg-en-Lavaux, Céline Gsponer and Chef Yohann Magne of the restaurant Tout un Monde, who have already announced that they will be supporting us for future events in Lavaux; thank you to José of the restaurant La Matze, Geneva, for his smile and his welcome during our first Humani-Café, and thank you to the artisans of the Kaolin Soap Factory and the Bugnon Chocolate Factory. We hope that there will be many other nice partnerships in the following years.

We would like to thank the Office Assurance-Invalidité of the Canton of Geneva (Sandra Rutishauser and Mathias Manini), and the Canton of Vaud (Nathalie Jan Constantin) for their incredible confidence, which has given us the reprieve to look for all the necessary funding.

A Thank-you to Didier Dérobert of Phinoma, for his precious help and patience in the financial beginnings of the association.

We would like to thank Marie-Noëlle Gudin for her wonderful solidarity and for allowing us to organise our next Humani-Concert at the Rosey Concert Hall in Rolle again in 2022.

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