



# Annual Report 2009

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*Khan Younis Community Center:*  
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# Acknowledgment

**G**aza Community Mental Health Programme would like to take this opportunity to thank those who have enriched our Programme with their hard work, support and encouragement. We are especially grateful to the contribution of our partners, local and international, governmental and non-governmental, who have assured the successful implementation of our various programs and activities. We also express our deep gratitude to our consortium of donors that has greatly participated in facilitating our work and bringing us closer to our aim of building a sound society. Without this technical and financial support of our donors, many of our programs and projects would not have been accomplished. Finally, we would like to deeply thank all the friends of the Palestinian people, who have joined our continuous struggle for justice, freedom, and peace.



## Dr. Eyad El Sarraj on the 20th Anniversary of GCMHP

I am honored to be selected to receive the prestigious Juan J. Lopez Ibor 2010 award in psychiatry. This signals recognition of our work in the Gaza Community Mental Health Programme (GCMHP), which celebrates this year its 20th birthday. It was when Gaza was engulfed in the upheaval of the Intifada of the stone in 1990 that the Gaza Community Mental Health Programme was born. From a small office on the beach, GCMHP has grown to become a renowned organization, serving the whole community of Gaza. We were and remain determined to serve our community and to achieve our goals of helping victims of violence, detention, torture, house demolition, curfew, blockade and war. At the same time, we strive to equip new generations of young therapists, researchers and social workers with the skills to understand and serve our community. We set out to challenge the Israeli occupation and to expose its violations of human rights and its policies which increase feelings of fear and insecurity and are translated into mental health problems, defiance and resistance. Without the staff continuous support during all these years, we would not have received this esteemed award. I remember every one of our staff with all my love and appreciation. I also remember those friends who all-heartedly supported GCMHP since its founding, especially, but not limited to, Dr. Haider Abed Al Shafi, Dr. Ibrahim Abu Al Lughod, Dr. Abed Al Aziz Al-Rantessi, Dr. Riyad Al-Za'noun, and Dr. Mohammed Said Kamal who guided me along the way. On this special occasion, I express my gratitude to exceptional friends who were always there all these years: David Henley, Barbra Harrell Bond, Belinda Allan, Federico Alodi, Nancy Murray, Gerri Haynes, Inge Genefke, Wim Wolters, Rohama Marton, Raija-Leena Punamaki and John Eenwyk. I want to send a special message of gratitude to my friend and brother, Dr. Ahmed Okasha, for all what he is doing for psychiatry in the Arab World and his continuous support for us in Gaza. As the struggle in Palestine for freedom, peace and justice goes on, our work at GCMHP continues modestly contributing to the protection of humanity and justice in Palestine. With my best wishes and gratitude,,,

*Eyad El Sarraj*

*Founder and President of GCMHP*



## Introduction

The year 2009 was an eventful year, internationally, nationally as well as locally. Palestine and the Gaza Strip were affected the most by these events. This includes the continuation of the siege, which has been imposed on Gaza for more than three years, converting Gaza to a limbo. As a result, the economic, social, and health conditions of the civilian population have seriously deteriorated with increasing poverty and a near total dependency on external aid.

The already existing immense suffering of the Palestinians under the siege was drastically intensified by the massive and inhumane war that left the Palestinian people with traumas. The war resulted in more than 1440 Palestinians being killed, about 5000 being injured and thousands of houses, factories, farms and businesses being totally or partially destroyed, including the partial destruction of the Programme's headquarters which led to damages that obstructed our work for few months. This war was a sudden attack on the Palestinian people, which rendered thousands of Palestinians homeless, living with relatives, renting elsewhere or, in some cases, living in tents. Israel used internationally banned weapons, such as white phosphorus bombs which caused serious burns, incidents of inborn disorders, and affected the mental health of patients, especially children. The evidence was the Goldstone Report, which testified that the Israeli forces had committed serious war crimes and breaches of humanitarian law amounting to crimes against humanity. The Gaza Community Mental Health Programme survived amidst all these difficult circumstances, facing a situation that needed the Programme's immediate intervention. As a community-based organization working for the sake of helping people overcome their difficult conditions, GCMHP started to implement crisis intervention activities for the victims of the Israeli war. Such activities accompanied the existing strategic plan that was set for the period 2008-2010 in an effort to achieve the Programme's key strategic objectives targeting children, victims of torture and human rights violations, as well as women who are victims of political and social violence. The Programme aimed at continuing its main mission of being a source of knowledge and expertise in the field of mental health and human rights as well as contributing to building and strengthening the capacity of institutions and personnel working in this field in the Gaza Strip. The Programme continued to work with strategic partners and with all sectors of the domestic and international civil society in an effort to deal with the psychological effects of the destructive consequences of the Israeli occupation. Further, activities were conducted through media and advocacy and lobbying at local and international levels. In spite of major obstacles and difficulties, the Programme managed to implement the vast majority of the activities and goals set for the year 2009. This was achieved through the contribution and efforts of the staff as well as the support and cooperation of partners.

### *Our Vision*

A Palestinian society that respects human rights and in which people live in dignity, free of oppression and feel that their well-being is promoted.

### *Our Mission*

To develop GCMHP as a knowledge-based institution to enhance the capacity of the community in dealing with mental health problems, based on the principles of justice, humanity, and respect for human rights.

### *Our Strategy*

To develop the mental well-being of the Palestinian community through working with three major target groups: children, women, and victims of organized violence and torture.

### *Our Main Objectives*

- Empower vulnerable groups in the society, especially women, children and torture survivors.
- Develop local human resources through mental health training programs.
- Provide humane and high quality community-based mental health services.
- Promote the principles of democracy and human rights in the Palestinian society.
- Combat the stigma attached to mental illness in the Palestinian society.
- Familiarize the international community with the conditions of the Palestinian people in order to gain support and solidarity as well as respect for human rights in Palestine to enhance the mental health of Palestinians.

### *Target Groups*

GCMHP provides mental health services to all sectors of the Palestinian society, with special emphasis on vulnerable groups like children, women and victims of violence and human rights violations. In addition to caring for individuals, GCMHP works on supporting local institutions, such as Non-governmental organizations and Community based organizations through capacity building, professional support, and implementing joint projects. Thus, GCMHP's target groups include:

- Survivors of human rights violations: Empowerment of survivors of human rights violations including tortured individuals.
- Children: Improving the mental health of the children of Gaza.
- Women: Victims of violence, in order to equip them with skills to help them cope with the hard circumstances they have to face.
- Mental Health Professionals in Gaza: Assisting in developing their capacity.
- Grassroots Organizations: Representation work in order to provide quality mental health services for clients.
- Palestinian Civil Society Organizations: Supporting strategic partners (NGOs, CBOs, etc) professionally through capacity building and joint projects in human rights, women empowerment, and children support as well as enhancing the resiliency among children and women.





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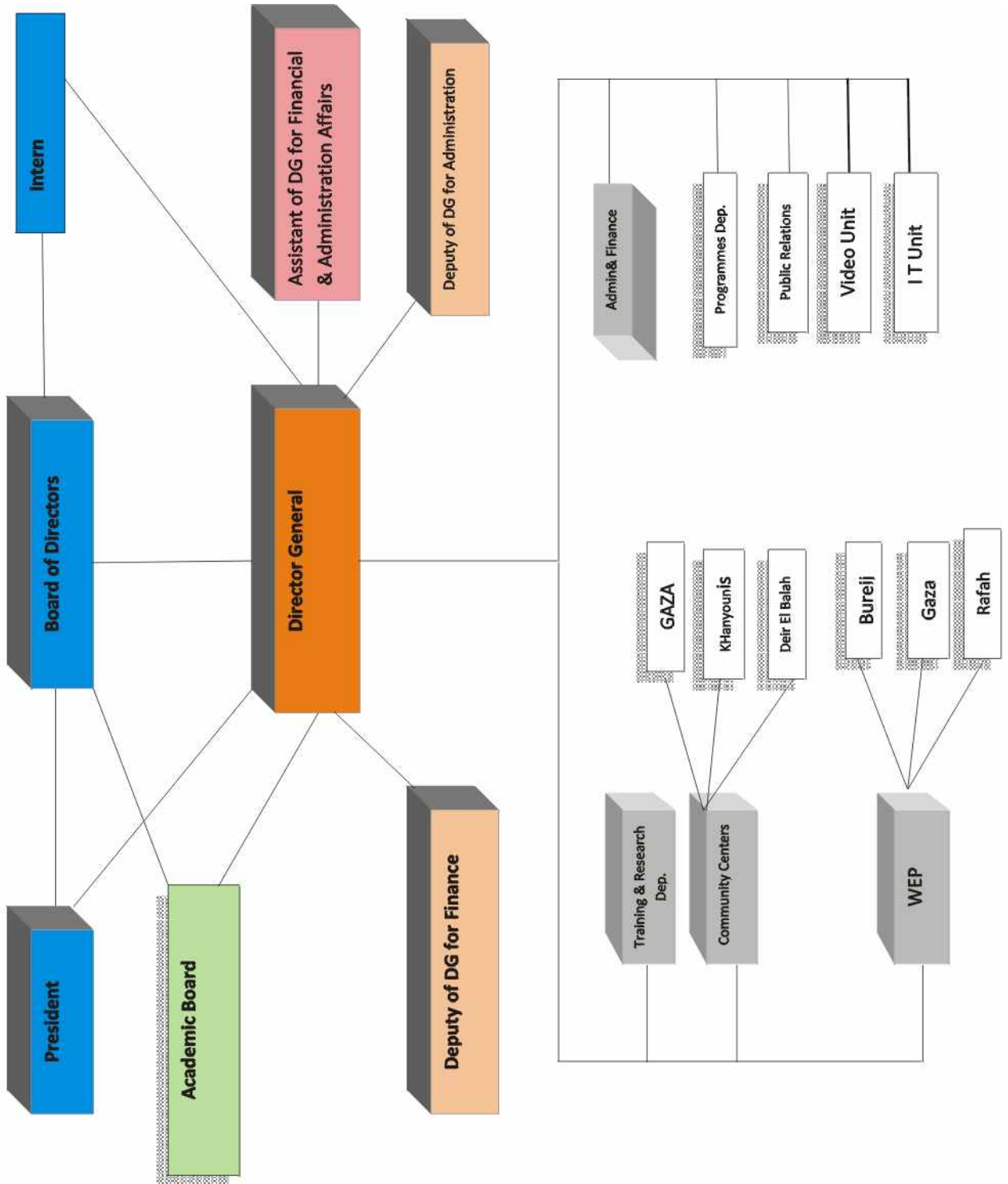
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UNDP Palestine	Arab Fund (EPEC)



# Organizational Chart of GCMHP



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## Children

### Enhancing Resiliency among Palestinian Children

The children's team at GCMHP provides therapeutic and preventive services to reduce the level of mental health problems among children through the therapeutic approach of play therapy as well as community activities with parents, teachers, school counselors, kindergarten teachers and other professionals working with children. GCMHP research studies showed the consequences of the war on children, including various behavioral and psychological problems, such as violence, post-traumatic symptoms, fear, and hyperactivity. As a result, GCMHP targeted kindergarten children through mental health programs in kindergartens. The Programme established play therapy and counseling units in kindergartens where professionals provide training and supervision for the pre-school teachers in dealing with children. They also provided psychological intervention for children with mental and behavioral disturbances, such as emotional debriefing, drawing, and storytelling activities. Furthermore, GCMHP held parents' meetings which targeted mothers on how to manage the psychological and behavioral problems of their children. GCMHP conducted advanced training courses entitled "Psycho Therapeutic Techniques" which targeted KG teachers on child behavioral problems and the proper usage of play and drawing therapy.

### Crisis Intervention

GCMHP coordinated to establish counseling units at primary, preparatory, and secondary schools, and play therapy units in schools throughout the Strip. GCMHP professionals conducted weekly visits to the counseling units to provide both intervention for the children with psychological problems and supervision for school counselors. The professionals carried out consultation sessions, school visits and different activities to identify children with psychological problems which included free drawing, storytelling and group counseling. Some cases were referred to GCMHP community centers for further services such as EEG, intelligence testing, and other tests.

### School Mediation Program

GCMHP research studies showed that the Palestinian children have developed feelings of hostility, anxiety, fear and frustration which led to an increase in the level of violence among school students. Therefore, GCMHP decided to choose a number of schools and students to implement the school mediation program with the aim of reducing the level of violence among children and enhancing children's peaceful conflict resolution techniques. GCMHP professionals trained crisis intervention volunteers on school mediation techniques, and organized workshops for school counselors, teachers and students on the school mediation program, and the importance of conflict resolution. In addition, school counselors, teachers and parents were trained in the importance of conflict resolution, the importance of school mediation, dealing with children's behavioral problems and violent behaviors, and recommending alternative ways to punishment. In addition to the training, the students were given the "School Mediation Manual". GCMHP research team carried out a study to evaluate the effectiveness of the school mediation program which showed a significant decrease in hyperactive, obsessive and anxious behaviors among students.

Activity	Number
Counseling units established	5
Beneficiaries of training	68
Home visits	232
Parents' meetings	32
Beneficiaries of parents meetings	807



Activity	Number
Counseling units	6
Play therapy units	6
Weekly visits to schools	142
Referred cases	16
Consultation sessions provided	94

Activity	Number
Targeted Schools	6
Selected student mediators in each school	30
Trained volunteers	24
Workshops held	7
Beneficiaries of counselors & teachers	148
Parents' meetings	6

### Summer Camps (Let's have fun)

GCMHP believes in the importance of the children's participation in the summer camps' activities and programs which make children happy and alleviate the impact of trauma on them. The Programme organized a number of summer camps for children who live in the most destroyed and marginalized areas in the Gaza Strip. In addition to "Let's have fun" summer camps which were established for Al-Samony family, one of the most Palestinian families affected during the war. GCMHP volunteers and professionals with additional support from the pedagogues from Friends of Waldorf Education (Germany) who introduced different expressive and recreational activities including; playing, free drawing, and painting, implemented the summer camps. Parents' meetings to raise their awareness on the appropriate ways of dealing with children during a crisis and how to provide a safe and healthy environment for them followed these summer camps.

### Psychosocial and Professional Support of Counselors and Teachers

GCMHP carried out training courses entitled "Introduction to Mental Health" for school counselors from all Gaza Strip schools to equip the counselors with the necessary techniques for intervention and providing psychological support for students. Furthermore, the Programme held open discussion and case conferences for school teachers and counselors regarding the impact of war and intervention methods to deal with children in a crisis situation. Regarding the preventive intervention at the society level, workshops for parents, teachers and few NGOs were held on protection, behavioral problems and intervention methods with children. These workshops were followed by home visits in order to diagnose children to be referred for further assistance.

### Therapeutic Services for Referred Cases

GCMHP professionals held a number of clinical sessions and home visits for children. Some of these cases were referred to other health service providers. It is noteworthy to say that due to the effects of the Israeli war on Gaza, there has been a remarkable increase in the number of new and follow up cases visiting GCMHP Community Centers.

### Clinical Supervision

GCMHP held regular clinical supervision for the professionals in order to develop their skills in implementing the crisis activities and to solve any additional problems that they may encounter in dealing with clients. In this regard, 93 group clinical supervision sessions were held for those who work with children in the community centers which focused on the clinical interview, intervention methods, transference and counter transference, empathy, sympathy, and personal problems that affect the professional morale.

### Telephone-Counseling

In order to meet the tremendous demands of the victims of the Israeli war on Gaza, GCMHP added three telephone lines to its free telephone counseling service and extended the hours of services. Also, GCMHP carried out two media campaigns through local radio stations and public awareness meetings which targeted women, men and secondary school



Activity	Number
Summer camps held	9
Beneficiaries of camps	492

Activity	Number
Training courses provided	3
Beneficiaries from school counselors	81
Open discussions – case conferences	10
Beneficiaries from the conferences	182
Workshops held	16
Beneficiaries of workshops	384
Home visits	12

Activity	Number
Clinical sessions provided	1616
Children cases	666
Home visits	49
Referred cases	17

Activity	Number
Media campaigns	2
Public meetings	6
Beneficiaries of campaigns	189
Beneficiaries of telephone counseling	2489

students about the importance of this service. The phone counselors delivered the following types of intervention: emotional debriefing, individual and family counseling and guidance on the behavioral problems.

### Service Delivery at Strategic Partners' Premises

In order to disseminate their experience in treating children, victims of the war, and to enhance the local NGOs' experience in providing psychosocial intervention for children, GCMHP has selected some strategic partner organizations and a number of their professionals who are associated with the field of child protection. The selected professionals were provided with intensive practical training on psychological intervention. Furthermore, GCMHP professionals provided support and supervision to these organizations' professionals at their premises.

### Sensitization of Palestinian Civil Society on Children's Rights

International conventions and laws guarantee the rights of all children to enjoy a healthy and normal life. GCMHP professionals held several meetings with civil society organizations on children's issues including UNICEF, WHO, Al-Qattan, and Save the Children. The Programme carried out several events and workshops commemorating international occasions. In this regard, GCMHP organized a workshop on the anniversaries of the International Children's Day, and the International Day of Innocent Children Victims of Aggression. Also, GCMHP organized a folklore Festival and children drawing exhibit on the occasion of World Day for Prevention of Child Abuse and issued press releases and petitions on these occasions.

### Visitors and Journalists

As part of its mission to acquaint visitors and journalists with the mental health and human rights situation of Palestinian children, GCMHP received many international and local visitors. Several delegations visited GCMHP for mutual cooperation and information. GCMHP acquainted the visitors and delegations with information, research studies and reports about the psychological effects of the Israeli war on the Palestinian population in Gaza, especially the children's. In addition, GCMHP professionals participated in interviews and meetings with international and local TV, radios, magazines and journalists in which they elaborated upon the psychological repercussions of the Israeli war on the Palestinian community and their role in mitigating the psychological suffering of the Palestinian people.

### Articles & Stories

The Programme published several articles and stories on children in several local newspapers and international media, bulletins and Amwaj Magazine. Furthermore, GCMHP re-published some leaflets about sadness and mourning, trauma and how to deal with children during crisis, an artistic booklet entitled "Life is worth living", and a poster entitled "Where to go" which reflects the reality of the Palestinian children after the war.

### Public Awareness Meetings

GCMHP professionals conducted public awareness meetings for women, parents, school teachers, university students and the public to raise their awareness on the appropriate ways of protecting their children during



Activity	Number
Selected strategic partners	3
Trained professionals of partners	3
Referred cases to GCMHP	19

Activity	Number
Meetings with civil society	38
Press releases and petitions	6
Workshops and exhibits	3

Activity	Number
Local and international Visitors	323
Interviews with media sources	129

Activity	Number
Articles in Amwaj Magazine	13
Stories & articles in media sources	15
Leaflets	4
Photo Booklets	1
Posters	1

Activity	Number
Public meetings	14
Beneficiaries of meetings	482

traumatic circumstances at several community based organizations and mosques in the marginalized areas. These meetings addressed a wide range of child protection issues, such as the short and long term effects of psychological warfare on children, hyperactivity and attention difficulties, the role of teachers and parents in reducing children's stress and violence among children.

### Non-Involvement of Children & Youth in Violence

GCMHP participated in several youth-related activities. GCMHP participated in a march calling for supporting national dialogue and reconciliation. The Programme also held public awareness meetings about mental health and dialogue of civilizations, conflict transformation, and a national workshop about youth empowerment in the social and political field. Further, GCMHP hosted a dialogue meeting for the international researcher Dr. Brian Barber who presented his research about Palestinian youth and their psychological situation and political violence. Moreover, GCMHP coordinated with several youth organizations to be an independent witness and supervise monitoring at the UNRWA's initiative of flying 6000 kites to beat Guinness World Records. Additionally, GCMHP prepared a report which investigated the effects of war on parents and children. GCMHP gathered children's drawings taken during therapeutic sessions and contributed with the artworks and photos to an art exhibition and analysis of drawings from a psychological point of view to be held in partnership with Israeli human rights partners in January 2010.

### Lobbying about Non-Violence

GCMHP has been an active member in several children and psychosocial networks and alliances that advocate for children's and women's rights, including; the Child Protection Network coordinated by UNICEF, Mental Health and Psychosocial Sector, the Women's World Summit Foundation (WWSF) -Switzerland, Child Rights Information Network (CRIN).

### Public Awareness

GCMHP conducted monthly radio programs on the psychological consequences of the war on children, the role of parents in reducing the effects of trauma on children, positive upbringing practices and skills of dealing with children in local radio stations. In addition, the professionals produced and participated in documentaries, affidavits and video clips for victims of the Israeli war on Gaza.

### Trip to Poland

Based on an invitation from the office of the Chancellery of the President of the Republic of Poland, President Lesh Casshanski, 74 children, exposed to traumatic experiences during the Israeli war on Gaza strip, traveled in a "Recreational and Psychological Support Tour" to Poland. The tour was organized by Gaza Community Mental Health Programme in cooperation with other local organizations working with children. During the tour, the children participated in various recreational and psychological activities for a period of three weeks with participation of eight professionals. The children were also followed up and treated medically in these associations in Poland.

Activity	Number
Peaceful marches	1
Public meetings	2
Beneficiaries of meetings	48
Workshops	2
Art exhibitions	1



Activity	Number
Radio programs	18
Affidavits	7
Video clips	7
Documentaries	4



## Success Story



### Umsiat...Dreaming to be a teacher

This story is about a twelve year old girl, named Umsiat. In the war, her little brother, nine years old, was killed before her eyes, by Israeli soldiers approaching in tanks. It took three days until the family was able to reach his body to bury him. Umsiat is the oldest child, and she is a pretty clever and responsible child. But that incident was more than she was able to handle emotionally. So, she blamed herself, for not having prevented the soldier from killing her brother. She blamed her parents, since they are supposed to be the shield from the outside world for their children. She wanted to take revenge from the soldiers who did it. As a result, she began to have nightmares, stopped eating, couldn't concentrate anymore and her grades went down. "There was just her body in the classroom, her mind was somewhere else", her teacher said. Towards her parents she became rebellious, even aggressive. Then, GCMHP crisis intervention team visited the family and started a form of psycho-education. They elucidated all the family members about trauma, what it does to people, about the long-term effects and how to deal with traumatized children.

In the counseling sessions, they spoke to all sisters and brothers, especially to Umsiat, and tried to help her overcome what happened with drawing, acting, and just listening. The psychologists made her concentrate on the positive things she did at this moment, like supporting her mother and siblings, to make her realize she wasn't responsible. Also the power and energy of her revenge feelings were channeled into something positive. "I am a strong child, I can do positive things, I can grow up and be something good", that's what she relearned to think. The crisis intervention team worked with the school counselor, they together encouraged her in art activities, in drama and writing. Today Umsiat can sleep again. She is a clever child, and a responsible one. "Once I will become a teacher", she says.





# Human Rights



### Human Rights

GCMHP is giving special consideration to the support of the Palestinian victims of human rights violations, particularly those who have experienced detention in prison and its accompanying torture, both at the physical and psychological level. We strongly believe that there is a correlation between human rights and mental health because sound mental health cannot be gained under violent circumstances, and human rights will not be respected in a society exposed to ongoing trauma. To alleviate the impact of torture and organized violence in the Gaza Strip, GCMHP helps victims cope with traumatic experiences; build the community professionals' capacity to deal with the effects of imprisonment and torture and works towards preventing human rights violations.

### Services in Strategic Partners' Premises

GCMHP selected strategic partners to provide its professionals with the necessary skills to perform the psychological intervention with the ex-detainees. In addition, GCMHP professionals have carried out 27 group emotional debriefing sessions for the female ex-detainees as well as holding regular home visits to them to alleviate the psychological, social and emotional problems they are suffering resulting from the imprisonment and torture experiences.

### Human Rights Networks and Alliances

GCMHP has been involved in several human rights and psychosocial networks and alliances that advocate for elimination of human rights violations in the occupied Palestinian territories such Physicians for Human Rights-Israel, Gisha- Legal Center for Freedom of Movement and others. The Programme participated in meetings with these organizations in order to coordinate for joint work and service delivery in different geographic areas and to enhance mutual cooperation and referral system between member organizations. In addition, GCMHP participated in developing acts and legislations that serve the marginalized groups. GCMHP played a key role in the National Mental Health Plan which is sponsored by the Ministry of Health. In this regard, GCMHP participated in several meetings and workshops with the National Mental Health Plan Committee that includes M.O.H, WHO and other local mental health service providers.

### Norms, Traditions and Values for Human Rights

GCMHP organized and participated in 10 meetings and works hops on youth and mental health issues such as addiction to Tramadol drugs among Youths, smoking and its psychological impact. In addition, GCMHP participated in developing a model for Social Reconciliation after a series of meetings and brainstorming sessions with professionals on tools of initiating the social reconciliation. In another regard, GCMHP President decided to follow up these efforts to achieve the reconciliation between the ruling parties in an attempt to end the division in the Palestinian community. The President formed a National Reconciliation Committee that included prominent national, academics, and figures. Heading the Committee, Dr. El-Sarraj lobbied at the national and international levels in order to try to find a solution to the current Palestinian division.

### Campaigns in Human Rights Occasions

In order to raise the awareness of the Palestinian civil society on mental health and human rights, GCMHP carried out a number of campaigns to commemorate human rights occasions including; fighting torture in the Israeli prisons at the international level and fighting torture in the Palestinian prisons. Further, GCMHP organized a workshop on the World Mental Health Day about the deterioration of mental health situation after the Israeli war on the Gaza Strip in cooperation with Ministry of Health and World Health Organization. On the International Day of Human Rights and the first anniversary of the war, GCMHP sponsored a documentary entitled "TO BE" in partnership with several NGOs. The documentary narrates the international solidarity activists struggle against the Israeli violations in Gaza. Further, GCMHP participated in an art festival, organized in Gaza city, regarding the impact of war and violence on the Palestinian population.

### Press Releases, Petitions, Articles & Stories

GCMHP issued a number of press releases, petitions, posters, articles and stories about human rights which dealt with many issues on different occasions, including the UN International Day in Support of Victims of Torture, International Day of Human Rights, the Anniversary of the Siege on Gaza and the Palestinian Prisoners' Day.

### Visitors & Media

GCMHP received a number of international and local visitors including delegations, solidarity groups, students, researchers and human rights activists seeking information about the human rights and mental health issues and to coordinate cooperation and joint activities. Among the delegations was an American medical delegation from Physicians for Social Responsibility, who conducted several medical operations in Palestinian hospitals and medical centers. The Programme's professionals participated in interviews and meetings with local and international journalist. Also, GCMHP participated in intensive media coverage about the psychological consequences of the Israeli war on the Palestinian populations and its long-term impacts beside other topics related to human rights issues.



Activity	Number
Campaigns	3
Workshops	1
Documentary films	1
Art festivals	1

Activity	Number
Press releases and petitions	31
Stories	5
Articles	28
Posters	2

Activity	Number
Local and international Visitors	521
Media Interviews	154

### Participation in Palestinian NGOs Network Activities

As part of its alliances and networking efforts, GCMHP participated in meetings with PNGO's (Palestinian Non-Governmental Organizations Network) sectors which focused on enhancing joint activities and networking between the members of the sectors to influence the social and political agenda in the Palestinian society on health and rehabilitations matters. Also, GCMHP participated in peaceful marches calling for supporting dialogue and national reconciliation on World Health Day, the Palestinian Prisoners' Day and other campaigns and solidarity sit-ins, especially with prisoners' families at ICRC and other human rights organizations in Gaza.

### Mental Health Services for Palestinian Prisoners

GCMHP continued its mental health intervention with prisoners in the Gaza Central Prison and their families. In this regard, GCMHP professionals provided psychological and psychiatric assistance for prisoners beside follow up sessions in which prisoners were given mental health therapy.

### Palestinian-Israeli Lobbying and Advocacy

GCMHP participated in lobbying activities with many Israeli human rights organizations including PHR (Physicians for Human Rights, GISHA (Legal Center for Freedom of Movement), and "Center for the Defense of the Individual" - HaMoked. Also, GCMHP participated in filing lawsuits and signing several joint petitions to the Israeli Supreme Court to oblige Israel to hold its responsibility for the war's aftermath and compensate the victims. GCMHP provided GISHA with medical reports and statistics on the mental health situation in Gaza after the war to be used in a report concerning the blockade imposed on the Gaza Strip and denial of international visitors' access into the Gaza Strip. Moreover, GCMHP cooperated with PHR and GISHA to organize an exhibition of drawings of children victims of the war which is scheduled to take place in January 2010 in Tel Aviv. Also, the Programme cooperates with these organizations to facilitate international visitors' access into Gaza Strip, patients' movement for treatment in Israeli and West Bank hospitals and following up the patient prisoners in the Israeli jails.

### Empowerment of Victims of Violence through therapy

GCMHP provided victims of violence with several therapeutic services that included clinical, sessions, home visits, follow-up sessions, occupational therapy sessions, physiotherapy sessions, EGG sessions and free telephone counseling services. Some of these cases were referred to other health service providers to receive further assistance. It's worth mentioning that professionals received clinical supervision to develop their qualifications and improve quality of service delivery to safeguard standards of client care.

Activity	Number
Meetings	59
Peaceful marches	3
Campaigns	1
Solidarity sit-ins	51



גישה - מרכז לשמירה על הזכות לנוע (ע"ר)  
Gisha - Legal Center for Freedom of Movement  
مسلك - مركز للدفاع عن حرية الحركة



רופאים לזכויות אדם - ישראל (ע"ר)  
أطباء لحقوق الإنسان - إسرائيل  
Physicians For Human Rights - Israel  
"אשמור אותם מכל רע ועוולה"  
שבועת היסוקריס

Activity	Number
Beneficiaries of Psychiatric sessions	62
Follow up sessions	53



Activity	Number
Clinical sessions provided	3958
Beneficiaries of home visits	1165
Referred cases to other services	29
Occupational therapy sessions	198
Physiotherapy sessions	446
EGG sessions	412
Telephone counseling beneficiaries	187
Clinical supervision sessions	83

### Community Services for Victims of Violence and Torture

GCMHP concentrated on the families that have been directly affected during the war such as El-Samony family. The Programme's professionals carried out family counseling and debriefing sessions to help them to cope with their traumatic experiences through using different techniques such as relaxation and psychodrama. In another regard, GCMHP held public meetings and lectures for women, men, medical and para medical staff, students and youth in several NGOs which addressed various issues such as family and group therapy, stress management techniques, psychological impact of war and how to cope with their traumatic experiences, psychological problems among children, and political fanaticism among youth.

### Public Awareness campaigns

As part of its outreach programs to raise the awareness of the Palestinian people in Gaza, GCMHP carried out and participated in radio programs on mental health, human rights and youth issues including psychological consequences of the war on adults, trauma, immigration and effects of sedative drugs on adults. Furthermore, GCMHP video unit produced documentaries, affidavits and video clips on "Psychological Warfare" and "War Trauma". In addition, GCMHP professionals participated in documentaries produced by international journalists about "War and its psychological impacts, siege and war and other various issues

Activity	Number
Family counseling sessions	32
Public meetings held	26
Beneficiaries of the public meetings	552

Activity	Number
Participation in Radio programs	18
Produced documentaries	2
Participation in documentaries	3
Affidavits produced	6
Video clips produced	6



# Success Story

## A beer ... a strong child will become a good and strong adult

Abeer is twenty years old, still young, but a mother of two children, the oldest of whom is two and a half. She lives in an extended family, closely watched by her relatives and neighbors. Her biggest problem is not being able to control her anger which made her beat her son regularly. She started to attend the group counseling of GCMHP, together with all her family members and relatives. Even though she usually beats her son, following closely every move he makes. The psycho-drama therapy she attended is specialized for people having depression or trauma, so in the group they act the psychological events in their lives. Every session, they pick up a story from one of the women who will be the protagonist, and by acting, she is able to express all her hidden feelings and emotions. When Abeer acted certain situations in her life, she began to realize that she was treating her son like that because all people around her were criticizing her son and her education, and that was what made her angry in the first place. By being aware of what she felt, and why she was beating her son, she knew things had to change. Also the group members saw that they had to change their attitudes, to encourage her rather than to criticize her, to help and support her to understand that children have needs, that they should be hugged and respected, and deserve a life without fear. "I know now, that only a strong child will become a good and strong man", Abeer says. Still, from time to time, she is visited at home by the GCMHP workers, and whenever she feels helpless again, she calls the number of the GCMHP phone-counseling for consultation.



## Women Empowerment



## Women Empowerment

The Women's Empowerment Project (WEP) is providing rehabilitation, psychological care and training, and other services to women who come to one of four three centers, seeking help for a wide range of problems, such as health issues, family planning, early marriage or violence against them. In addition, WEP is active in raising women's awareness in political issues such as elections, political participation and other legal and political matters. The WEP selected a number of Palestinian women victims of violence to receive vocational training. Also, WEP targeted the most vulnerable women especially, victims of the psychological, social and sexual violence as well as women who have economic hardship, widows, and divorced women. The training was in sewing, hairdressing, knitting, ceramic and video.

## Meetings for the Trained Women

During the vocational training, WEP carried out group meetings to raise the targeted women's awareness on psychosocial, legal, and health issues such as domestic violence, gender, social rearing, women and children's rights. Also, the WEP held follow up, individual and counseling meetings for the trained women to monitor their psychological social and economic status after the end of the training and to develop their economic plans and to help them find opportunities to market their products.

## Clinical Supervision for WEP Professionals

The Programme is always interested in providing clinical group and individual supervision sessions for its staff. In this regard, GCMHP carried out clinical and individual supervision sessions for the WEP professionals to equip WEP staff with the necessary skills to deal with the traumatized women and facilitate their provision of services.

## Home Visits

Home visits aim at providing the families with support and family counseling as well as to follow up and evaluate the participants' social and economic status. Also, these visits come to find out the women victims of violence to involve them in the training to be productive members in the society and to alleviate the suffering of the Palestinian women with the easiest methods.

## Networking for Women at Risk in the Community

WEP lobbied with several local community organizations to promote for the adoption of the individual empowerment model as well as to help the targeted women and their families with different health, educational, and humanitarian organizations. Further, WEP helped some women to receive health services and coordinated with Ministry of Education to provide special education for some women and secure scholarships.

## Addressing Gender Issues

In order to enhance knowledge and skills in gender issues, WEP carried a number of training courses, meetings and workshops that targeted school teachers, counselors and students. Also, WEP worked on

Activity	Number
Group meetings	320
Individual meetings	562
Legal and counseling sessions	977
Home visits	55
Training courses	12

Activity	Number
Group clinical sessions	14
Individual clinical sessions	15

Activity	Number
Home visits	772
Home visits-Crisis intervention	66

Activity	Number
Beneficiaries of health services	16
Beneficiaries of educational services	13

Activity	Number
Training hours provided	60
Workshops held	2
Beneficiaries of workshops	85





developing competencies to better respond to the gender needs of the community. Twelve key service providers were chosen to train their staff in gender issues. They were followed up on a monthly basis by WEP mental health workers, social workers, and legal counselors. In addition, WEP carried out a training course in gender issues and gender based violence for medical staff, psychologists, social workers and nurses working at the Ministry of Health.

### Adoption of Individual Empowerment Model

WEP contacted a number of organizations to choose suitable partners to adopt the individual empowerment model with women victims of the violence and at risk. WEP selected three organizations working with women to train their employees. In this regard, an introductory workshop and training course took place for the professionals at each organization.

### Participation in Protection of Women

WEP has been an active member in the Palestinian Non-Governmental Organizations Network (PNGO) -Women Cluster- through regular meetings and discussions that took place at PNGO on women issues. WEP carried out a training course on Gender Based Violence and Gender Issues, and conducted dialogue meetings with young females, mothers youth and men which discussed various issues on gender, domestic violence...etc. Also, WEP facilitated the production of documentaries and affidavits for women victims of war through the Video Unit.

### Lobbying and advocacy on domestic violence

WEP greatly focuses on lobbying and advocacy to protect women from domestic violence through conducting focus group meetings with journalists, community leaders, women and youth to raise their awareness on gender issues, legal rights of women and psychological impacts of war. In order to highlight the issues of domestic violence, the Programme and WEP staff participated in a number of workshops, conferences and training courses about women with different organizations. Also, the WEP participated in a sit-in calling for the end of the internal division, supporting the national dialogue and calling for women involvement in the dialogue.

### Women International Day

WEP organized a campaign on the occasion of Women International Day which included a workshop that highlighted the psychological, social

Activity	Number
Training courses held	1
Dialogue meetings held	82

Activity	Number
Focus group meetings	24
Beneficiaries of these meetings	246
Public meetings	15
Beneficiaries of public meetings	286
Beneficiaries of training courses	15
Conferences & workshops	4

Activity	Number
Workshops and public meetings held	2
Beneficiaries of workshop	90
Demonstrations	1
Exhibitions	1





and economic consequences of the Israeli war on the Palestinian family. In addition to other activities such as a public meeting, a peaceful demonstration, an art exhibition and a free medical day in the WEP centers.

### Anti-Domestic Violence International Day

On the occasion of Anti-Domestic Violence International Day, WEP organized a Cultural Club "For Us" that included WEP contributions to combat violence against women, different arts and poetry works. Also, WEP organized a workshop and human chain of women to convey the message of "stopping violence against women" in front of the Palestinian Legislative Council. Furthermore, WEP participated in a workshop about "Reality of Palestinian Women's Mental Health" and carried out a series of public meetings on domestic violence and gender issues in Northern Gaza Strip.

### Media Activities on Women Issues

WEP professionals participated in several media interviews with local and international media outlets which focused on the psychological and social impact of war on family, violence against women, and other issues. Moreover, GCMHP professionals published several articles promoting the women issues, social norms and traditions that respect human rights and combat domestic violence.

Activity	Number
Media Interviews	21
Articles published	7

## Success Story

### Nura ...I dared to say "I have rights"

Nura is living with her husband and eight children in an extended family in a rural area. Once she used to be the most important person in the extended family, being the only daughter-in-law. But with other sons marrying too, she lost her daily work in the family, the attention she used to have, and with that all of her self-esteem too. She retreated into herself, and since she wasn't allowed to leave the house anymore, she fell into complete isolation.

Then, one day, workers of the Women Empowerment Project came to visit the family which became the turning point of Nura's life. They convinced her husband to let her participate in the project since she was too weak to insist herself on it at that time. So the main objective of WEP was to strengthen the woman. Nura was provided with individual counseling, with guidance, and with knowledge about her rights and possibilities. In her group counseling sessions, she learnt that she was not the only woman suffering in society; she got to know other women who had gone through the same as her so she listened to their experiences, found recommendations and advice, and an open ear for her own problems. But her main success was to start being able to stand on her own feet. She took part in the project's vocational training, attended a sewing course, and after six months she found a job in an exhibition for bride dress one of the local companies and institutions which is in partnership with the WEP. This success gave her the power she needed to have. "I dared to say I have rights, I dared to say I want to have a place for myself", she says it proudly. And this courage reflected on her husband so they and their children left the extended family and moved into the apartment above. And it was the money she earned by herself that enabled them to renovate the flat. Her new success in life is due to the efforts of the WEP, she thinks. So sometimes, when a woman of the WEP enters her bride dress shop, she secretly cuts the price in appreciation for their efforts with her.



# Institutional Capacity Building



### **Institutional Capacity Building**

#### **Developing Generations of Mental Health Professionals**

As part of its mission to be a knowledge-based institution that serves as a resource for the whole community in mental health issues, GCMHP is working to enhance the community capacity in dealing with mental health problems. In this regard, GCMHP made a contract with the Islamic university to deliver the psychiatry module to the fourth year students of Medicine. Additionally, GCMHP provided practical training for university students in its Community Centers, Research and Public Relations Departments. In addition, GCMHP professionals provided support, supervision, and consultation for many master degree students from the local universities. In another regard, GCMHP received Prof. Paul Komesaroff from Monash University - Australia, in which issues of supervision, research, and cooperation with Monash University were discussed.

#### **Post Graduate Diploma in Community Mental Health**

GCMHP Training and Research Department continued the study in the Community Mental Health and Human Rights Diploma, with the aim of preparing a wide experienced cadre in the fields of psychology and psychiatry and providing them with professional competencies to move from the role of service providers to facilitators. Having finished the theoretical part, the students received practical training at GCMHP Community Centers which includes clinical interviews, diagnosis of new cases, and conducting home visits for the patients. Furthermore, the students held 36 journal clubs and case conferences. Moreover, the students received 34 individual and group supervision sessions.

#### **Resources Center Developed**

GCMHP Resource Center provides access to different knowledge resources including books, researches and online journals such as Personality and Mental Health and British Journal of Psychotherapy that GCMHP diploma students and other students in local universities can benefit from. It is worth to mention that the Resource Center library contains different books of psychology and modern books in both Arabic and English in addition to some specialized periodicals on topics of specialization.

<b>Activity</b>	<b>Number</b>
Online journals	2
Book titles	2157
Periodicals	2

#### **Empowering the Community**

GCMHP designed a new specialized Diploma in Counseling and Psychosocial Support that will enhance the counselors' skills to carry out their work with students at schools efficiently. The ultimate goal of the diploma is to prepare qualified cadres in the field of mental health who are able to provide adequate mental health services. In this regard, GCMHP signed an agreement with the Islamic University to have the academic coverage. In addition, joint committee from GCMHP and the Islamic University in Gaza designed special curriculum to be used upon receiving approval from the Ministry of Education.

### Capacity Building on Crisis Intervention

The Programme depends on the capacity building to create qualified and multi-skilled cadres who are able to intervene in response to anticipated crises. In this regard, GCMHP recruited a number of volunteers from various psychosocial disciplines and trained them in crisis intervention, psychological counseling, school mediation, behavioral and emotional problems among children, mental illnesses, trauma and community work. In addition, GCMHP organized several courses for school counselors and teachers on mental health, hyperactivity and poor attention among children, educational difficulties to equip them with the skills that will enable them help the students cope with the consequences of traumatic experiences.

### Post Graduate Education for GCMHP staff

GCMHP launched a series of training programs for the professionals to enhance their capacities in dealing with victims of the Israeli war on Gaza, especially in mechanisms of crisis intervention and techniques of dealing with mourning plus other psychosocial and psychodrama workshops. In addition, GCMHP conducted study days on family intervention in crisis, mental illness, adolescents and war.

### Management Information System

GCMHP aims at computerizing its work using the management information system (MIS). In this regard, the IT technicians developed six programs for patients' files, personnel department, professionals' agenda, pharmacy, consultations, and timesheet programs. These programs help in providing computerized data base for GCMHP work. Such programs are aimed at enhancing the information databases and providing accurate information about GCMHP services in different areas.

### GCMHP Website

Information Technology technicians updated the Programme's website (www.gcmhp.net) with information about its activities and programs which included new sletters, press releases, news items, video clips, researches and articles. Also, the IT technicians are working on developing the new website (www.gcmhp.org) that is planned to be ready in 2010.

Activity	Number
Training courses held	5
Trained volunteers	47
Trained school counselors & teachers	81



Activity	Number
Training courses	6
Beneficiaries of training	113
Psychosocial workshops	11
Beneficiaries of workshops	121
Study days	7
Beneficiaries of study days	20



### Building Civil Society Organizations capacities in Psychosocial Services

In order to build the civil society organizations' skills of psychosocial services, GCMHP held a number of training courses, supervision and follow-up sessions for professionals in civil society organizations on stress management, crisis intervention, and other relevant issues.

### Mental Health Integration in Primary Health Care

GCMHP started a new specialized long-term training (diploma) targeting doctors and nurses working in Primary Health Centres of the Ministry of Health and other NGOs. The training included specialized modules including: Child Development, Child Psychopathology, Mental Health, Adolescent Psychiatry, Addiction, Personality Disorder, Geriatric psychiatry, Introduction to Psychotherapy, Introduction to Psychopharmacology, Families and Violence, Emergency and Crisis intervention.

### Capacity Building of New Graduates

GCMHP conducted a number of training courses in cooperation with civil society organizations in the southern and northern areas in the Gaza Strip. The courses covered mental health, dealing with children in difficult circumstances, child development, trauma, depression, and relaxation and mechanisms of dealing with children's psychological problems resulting from the war.

### Capacity Building of Strategic Partner Organizations

Based on the capacity building approach for civil society organizations, GCMHP selected three strategic partners working with children as well as a strategic partner working with human rights. In this regard, GCMHP provided intensive practical training for a period of three months for professionals from local organizations on psychosocial issues and conducted weekly supervision and follow up visits for such organizations.

### Protocols for Therapeutic Intervention and Monitoring System

GCMHP Research Department carried out several evaluation studies to evaluate the impact of its therapeutic programs through evaluating the impact of therapeutic intervention on increasing capabilities and efficiency among children, the effectiveness of free telephone counseling to investigate the common problems among the beneficiaries from children and adults. In addition, the Research Department carried out several studies to investigate the impact of different psycho-educational programs including a study on "Effectiveness of Counseling Sessions in Decreasing Psychological Reactions among Palestinian Children in Gaza Strip" and the "Effectiveness of School-Based Psychodrama in Improving Mental Health of Palestinian Adolescents". Further, GCMHP has supervised the implementation of external research project in coordination with the University of Tampere - Finland about "Preventive Intervention among Children in War and Military Violence: Effectiveness of Preventing Mental Health Problems and Promoting Healthy Development".

Activity	Number
Training courses held	7
Beneficiaries of training	123
Follow-up & supervision sessions	40

Activity	Number
Training courses	8
Beneficiaries of courses	87









## Success Story

### Omar ... I have gained skills to distinguish between physical and psychological disorders

Omar was born in 1982, and after he graduated from High School in 2000 with perfect results, he wanted to study medicine. Unfortunately, it was the time of the second Intifada, so the siege started. Normally, students from Gaza wishing to study medicine went abroad because there was no fully developed faculty of medicine. But Omar wasn't able to do that so he was one of the first students ever to finish studying medicine in Gaza. He only was able to go to Egypt twice, for programs that are not available in Gaza. So he got his bachelor of medicine in 2007, and after an internship in the hospital, he got his license. But what Omar really was interested in was psychology and psychiatry, but there is no way to study that in Gaza. Students still have to travel abroad to complete their studies in that specialization. Therefore, he and twelve other students, doctors, nurses, psychologists and social workers, participated in the GCMHP post-graduate Community Mental Health studies. There, he was taught psychological trauma, post-traumatic stress disorder (PTSD), research and statistics, health education, international law, and many other things concerning the mental health of the society. Besides that, he had clinical and practical training. When he was about to graduate, it was the end of the war, so he started to work as a phone counselor and dealt with many traumatized children and students suffering from PTSD. Now, he works in Shifa hospital as a general practitioner, because the Ministry of Health did not allow him to practice psychiatry. Still, he is sure that he benefited a lot from his studies in Community Mental Health. "I can distinguish between physical and psychological disorders comfort my patients after surgery and have a broader view on how to deal with patients", he says. However, most important for him is that he now works as a medical tutor at the university for one of the psychiatric courses. This is considered as a distinguished and valuable addition to his work which he acquired through his enrollment in the specialized diploma in mental health at GCMHP.



## General Activities

## General Activities

### Dissemination of Information

As part of the Programme's endeavors to promote GCMHP locally and internationally, it published a number of its bimonthly "AMWAJ" Magazine that focused on daily issues in the community related to children, human rights and women. GCMHP is sued monthly newsletters, annual report, and daily news; which are distributed to local and international media sources about GCMHP activities, programs and visitors. In addition, GCMHP provided visitors with articles, reports, video clips, drawings and affidavits as well as research studies and publications and responded to different questionnaires and enquiries about information needed on mental health and GCMHP activities.

### Telephone-counseling Services

The free telephone counseling service was provided to a large number of people from the Palestinian populations in Gaza and West Bank. This easily facilitated services and benefited many people who have psychological problems, behavioral problems, social problems and emotional problems. The phone counselors delivered emotional debriefing and marital counseling for adults as well as guidance on dealing with behavioral problems of children.

### Clinical Psychological Intervention

GCMHP professionals provided clinical therapeutic, consultation, follow-up and group counseling services and home visits for the population in the Gaza Strip and for those who suffer from psychological, social and behavioral problems. Parts of these services were provided in coordination with other strategic partners and civil society organizations. Some of the cases were referred to other health providers for further assistance.

### Local & International Conferences and Workshops

As part of GCMHP networking activities, it participated in many local and international workshops and conferences on medical, psychological, social and human rights issues in Gaza, Egypt, Jordan, Britain and Denmark.

Activity	Number
Amwaj Magazine issued	6
Newsletters published	12
News items published	138
Beneficiaries from visitors	57
Questionnaires filled	82

Activity	Number
Free counseling beneficiaries	1556
Females benefited	1093
Males benefited	463

Activity	Number
Clinical sessions	2290
Follow-up sessions	2139
Home visits	58
Consultation sessions	732
Group-counseling sessions	57
Referred cases	282

Activity	Number
International workshops & conferences	4
Local workshops & conferences	66



The main aim of such participation is to highlight the psychological and social conditions of Palestinians and the interventions used in dealing with mental health disorders.

### CRISIS Intervention with Victims of the War

GCMHP recruited volunteers from psycho-social disciplines in order to carry out the crisis intervention program. They were provided with training courses on Crisis Intervention to form multi-disciplinary satellite teams consisting of volunteers and professionals in the community centers in order to respond to the increasing needs of people for mental health services. These teams were involved in intensive home visits to the most affected areas, public awareness meetings, summer camps activities and other community activities, including the school mediation program. Immediate Crisis Intervention also included hospital visits to victims of the war in the Strip's hospitals and home visits to the most affected areas to provide people with family counseling and emotional debriefing.

### Community Psycho-Educational Programs

GCMHP carried out several psycho-educational programs about different psychological issues such as trauma and its psychosomatic disorders, behavioral problems among children, family stressors, and coping mechanisms in many social gatherings and public meetings which targeted different segments of the society.

### Activities at Sports Clubs

The Palestinian children in Gaza have experienced continuous traumatic and stressful conditions resulted from war, siege and internal division. These experiences have negative consequences on their psychological, emotional, behavioral and cognitive development. GCMHP launched a series of sports activities as a developmental approach of trauma recovery. The activities aimed at alleviating the children's hyperactivity, sustaining their resiliency, enhancing their self confidence, self-esteem, and developing their team work and cooperation. In this regard, GCMHP sponsored sports activities for 10 football and basketball teams of boys and girls from 10 sports clubs all over the Gaza Strip.

### Crisis Intervention through Pedagogy

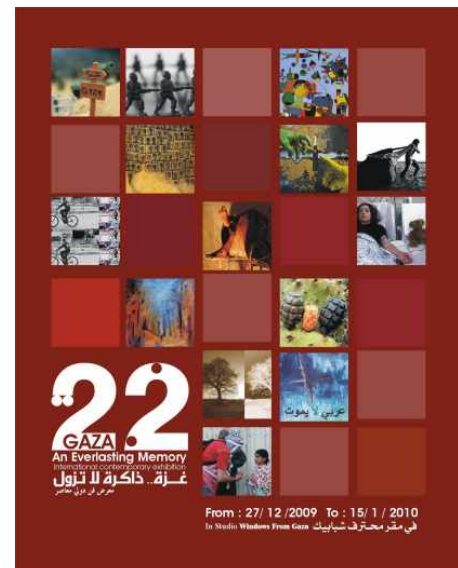
GCMHP received a German mission from the Association of Friends of Waldorf Education including professional therapists and pedagogues. The pedagogues carried out "Crisis Intervention Program through Emergency Pedagogy" that included workshops on painting, experiential education, and group playing for children, sandplay therapy, and Movement therapy "Eurhythmy". In addition, the mission conducted lectures on emergency education, important steps for healthy development, and child development plus other recreational activities.

### Participation in Art Exhibitions

As we at Gaza Community Mental Health Program believe that both art and mental health have a human message to convey and as every message has its own language, we chose to use these means and languages to externalize our thoughts. One of the art exhibition GCMHP participated in was "Gaza an Everlasting Memory."

Activity	Number
Training courses given	5
Targeted volunteers in training	46
Multi-disciplinary teams formed	11
Schools targeted	6
Hospitals visits	11
Home visits	2320
Direct beneficiaries from visits	9440
Indirect beneficiaries from visits	5362
Referred cases to GCMHP	185
Referred cases to health providers	326

Activity	Number
Psychosocial programs	32
Beneficiaries of services	860



Department/Section	Admin	Professional	Support Staff	Assistants	Total	Males	Females	Total
<b>Headquarters</b>								
General Administration	3		4		7	4	3	7
Financial Administration	2		1		3	1	2	3
Personnel Affairs	2		1		3	1	2	3
Tr Training & Scientific Research	4	5		3	12	8	4	12
Publ Public Relations	1	3			4	3	1	4
Documentation & Awareness Unit		-			1	1		1
Projects' Administration	2		1		3		3	3
General Services' Unit	1			6	7	6	1	7
<b>Community Centers</b>								
Gaza Community Center	1	4		2	17	10	7	17
Khan Yunis Center	1	7		2	10	6	4	10
Deir El Balah Community Center	2	5		1	9	4	5	9
<b>Women Empowerment Project</b>								
Womer Empowerment Project –Gaza	2	18		7	27	2	25	27
Womer Empowerment Project – Middle Area	2	11		3	16	1	15	16
Womer Empowerment Project- Rafah	1	10		3	14	1	13	14
<b>Total</b>	<b>27</b>	<b>75</b>	<b>7</b>	<b>27</b>	<b>133</b>	<b>48</b>	<b>85</b>	<b>133</b>

### Board of Directors:

The new Board of Directors was elected in the annual meeting of the Programme's General Assembly, which was approved by the Ministry of Interior for three years consisting of the following members:

Mohammed Abu Shahlah	Chairman
Isam Yonis	Vice Chairman
Hal eem El Halabi	Secretary
She hadah El Ebwini	Treasurer
His ham Ab u Shaab an	Member
Tag hreed El Khodary	Member
Hai them Ab u Shaa ban	Member
Ess a Al Na hal	Member
Mo na Kaskeen	Member

### *The Board of Directors held several meetings since it assumed its office in 2009. Most important decisions taken were:*

- The approval of fixing the dollar exchange rate for the staff salary.
- The approval of helping in bearing the expenses of the late colleague Dr. Ragheb Abu Molek and dropping his debt.
- The approval of appointing the deputies of financial and administrative affairs for the Director General.
- The formation of a committee to study and solve administrative problems of the research related to Tampere University in Finland and the relation with the Programme.
- The approval of the recommendations of the committee discussing the conditions of the colleagues studying abroad and those who failed to return back to GCMHP.
- The formation of a committee to study the file of paying debts by the graduates of the high diploma students in community mental health and making specific recommendations to solve this file.
- The approval of the decision of signing all the contracts with the Programme by the Board of Directors' Chairman according to the law.
- The approval of the independence and spin off plan of the Women Empowerment Project centers from the Programme.
- Preparation for updating the administrative and technical systems for the Programme.
- The approval of appointing a new Director for the Personnel Department.
- Discussing the problem of maintaining the capacities in the Programme and amending the salary scale.
- Discussing appropriate means of publishing GCMHP research findings.
- Discussing suitable channels of communication with the donors. "Discussing the formation of the Programme's leadership committee.

### General Assembly:

The annual meeting of the Programme's General Assembly was held, with the attendance of the majority of the members. During the meeting, the annual report of 2008 was discussed. The Programme's Director General presented a review on the narrative report discussing the most important accomplishments achieved by GCMHP. He also talked about the challenges, problems the staff faced, and the lessons learnt during the year 2008. Meanwhile, the financial manager presented a review on the audited financial report clarifying the Programme's financial position, including revenues and expenses. The meeting was held at the Programme's headquarters, with the presence of a representative from the Ministry of Interior. At the end of the meeting, the attendants unanimously approved the narrative and financial reports for the year 2008, taking into consideration the remarks which were discussed. Then, the election of a new nine-member Board of Directors for the year 2009 took place.

### Major Challenges and Problems:

*During the reporting period, GCMHP has encountered many internal and external challenges that have relatively*

*affected the work implementation including, but not restricted to :*

- ◆ The general situation, particularly in the Gaza Strip, has extremely deteriorated since the beginning of 2009 after the destructive war on Gaza that led to collapse of all infrastructures in Gaza. Besides, Gaza Strip isolation from the world and the West Bank has continued and the siege was tightened and paralyzed all aspects of life where GCMHP ability to interact with international community was significantly crippled.
- ◆ New mental health problems resulted after the last war which would need long-term intervention and that were difficult for the professionals to handle.
- ◆ The partial destruction of GCMHP main office because of targeting adjacent buildings causing severe damages that obstructed our work.
- ◆ Status of despair between Palestinian people due to ongoing siege and poverty have accumulated their suffering and resulted in increasing of needs for community mental health services.
- ◆ Brouth of employees and feeling of powerlessness due to the ir clients complicated problems which are beyond their capacities.
- ◆ The quit of employees from GCMHP and inability to hire new professionals with the same capacity, as the salary scale of GCMHP has been perceived by the professionals as unrewarding.
- ◆ Duplication of services in different areas due to not commitment with coordination between service providers from many local and international bodies.
- ◆ Inability to form a research coalitions with regional and international experts due to siege and movement restriction ;
- ◆ Research revealed that Gaza is not a safe place according to outcomes of GCMHP research "Trauma, Grief, and PTSD in Palestinian children Victims of War on Gaza" indicated: "Results showed that 98.7% of children reported that they were not safe at homes, 96.3% were not able to protect themselves, 96% were not able to protect their family members, and 94.4% said other people outside the family were not able to protect them." These results indicate the difficult atmosphere where GCMHP professionals do their work and the effects it has on the psychological functioning of populations.
- ◆ Political division between Gaza and Ramallah government has affected GCMHP work especially at schools as most of the trained teachers on school mediation went into strike including the coordinator of the program.
- ◆ Electricity cut off and lack of fuel supplies increased costs of GCMHP expenditures and accessibility.

## SUCCESS ACHIEVED

*Despite all challenges and problems, GCMHP recorded several successes at different levels:*

**-Crisis Intervention:** GCMHP developed immediate crisis intervention plans to meet the community overwhelming demands for mental health services by traumatized people where GCMHP staff started their work shortly after the war.

**-Comprehensive approach:** GCMHP responded successfully for the most urgent needs requested by the community including working with kindergartens, schools, civil society organizations and community in general.

**-Diversity of Services:** GCMHP managed to respond to the immediate needs of the community at the level of capacity building and service delivery.

**-Reference:** GCMHP became a reference for Mental Health of the Palestinian people and source of information about the situation in Gaza, where GCMHP gave a testimony in Goldstone report and provided reports for Arab League and investigation committees, local, and international human rights organizations and journalists about the psychological impact of the Israeli war.

**-Independence:** GCMHP managed to carry out Diploma modules without relying on international trainers and also its capacity building programs became more systematic and long term.

**-Integrating mental health in Primary Health Care:** GCMHP took steps of integrating mental health within CB R and Primary Health Care centers.

**-Monitoring and Evaluation:** GCMHP used researches as a monitoring and evaluation tool of its activities.

**-Lobbying and Advocacy:** GCMHP contributed in showing suffering of the Palestinian people either in media or art works; also, GCMHP received incredible number of national and international visitors and delegations and carried





**-Steering Role:** GC MHP advocacy efforts in PNGO were crowned with leading a steering role in PNGO and winning in its board of directors' elections.

**-Documentation:** GCMHP documented the psychological impact of war for showing the human nature of the Palestinian suffering, and for any other legal goals.

**-International Missions:** GCMHP has cooperated and facilitated many international missions that came to contribute to respond to the urgent needs where GCMHP integrated their efforts in its plans such as two German missions.

#### LESSONS LEARNT:

- Working with those who are concerned such as parents, teachers and medical staff proved to be more useful which means that parents should be trained in how to identify the problems, intervene and help their children face the traumatic experiences.
- The effectiveness of the school mediation program in reducing violence among children as reported by the researchers.
- The importance of using the research as evaluation and follow-up tools.
- The importance of forming effective coordination bodies for the services' providers.
- The Programme was cooperative in the field of coordination, networking and service delivery with the local and international civil society organizations to avoid the duplication of the services. Furthermore, there is a need for the continuation of this cooperation at a high level.
- The importance of the communication initiatives with the international commissions to intervene with GC MHP and integrate their efforts with its goals and activities.





## **Financial Statements And Independent Auditor's Report**

For The Year Ended 31 December 2009

## Independent Auditor's Report

**To the Board of Directors**  
**Gaza Community Mental Health Programme**  
**Gaza – Palestine**

### **Report on the financial statements**

We have audited the accompanying financial statements of **Gaza Community Mental Health Programme (GCMHP)**, which comprise of statement of financial position as at 31 December 2009, statements of activities, changes in net assets, statement of functional expenses, and statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory notes.

### **Management's responsibility for the financial statements**

Management is responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards and the United States of America Statements on Financial Accounting Standards No. 117 and 124 applicable to not for profit organizations. This responsibility includes designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

### **Auditor's responsibility**

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Opinion**

In our opinion, the financial statements give a true and fair view of the financial position of **Gaza Community Mental Health Programme** as at 31 December 2009, its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards and the United States of America Statements on Financial Accounting Standards No. 116, 117, and 124 applicable to not for profit organizations.



**Gaza Community Mental Health Programme**  
Gaza – Palestine

Statement of Financial Position  
As of 31 December 2009

	Note	2009 USD	2008 USD
<b>Assets</b>			
<b>Current Assets</b>			
Cash on hand and at banks	5	322,891	224,550
Receivables and prepayments	6	27,525	49,103
Pledges receivable	7	40,409	33,846
Inventory of medicine		53,310	18,363
Total current assets		444,135	325,872
<b>Internally restricted assets:</b>			
Deposits at bank – restricted for end of service benefits and pension funds	8	2,149,671	1,735,500
Investment in land	8	149,680	149,680
Due from employees	12	826,224	865,752
Total internally restricted assets		3,125,575	2,750,932
Fixed assets – Net	9	571,322	457,632
<b>Total Assets</b>		<b>4,141,032</b>	<b>3,534,436</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Due to banks		32,807	8,350
Payables and accruals	10	263,212	348,142
Deferred grant	11	163,566	40,000
Total current liabilities		459,585	396,502
<b>Long term liabilities</b>			
Reserve for staff benefits	12	3,517,409	3,301,616
<b>Total Liabilities</b>		<b>3,976,994</b>	<b>3,698,118</b>
<b>Net Assets Represented by</b>		<b>164,038</b>	<b>(163,682)</b>
Unrestricted fund deficit		(530,519)	(818,370)
Temporary restricted		123,236	197,056
Investment in fixed assets		571,321	457,632
<b>Net Assets - Surplus (deficit)</b>	Statement – C	<b>164,038</b>	<b>(163,682)</b>

Chairman Board of Directors

Financial Director

The accompanying notes form an integral part of these financial statements

**Gaza Community Mental Health Programme**

Gaza – Palestine

Statement of Activities

For the year ended 31 December 2009

	Note	2009			2008
		Unrestricted	Temporary		Total
			Restricted	Total	
		USD	USD	USD	USD
<b>Grants and Revenue</b>					
Grants	14	18,876	3,495,885	<b>3,514,761</b>	2,853,679
Local activities income		16,016	---	<b>16,016</b>	41,084
Provision for staff vacation no longer required		---	---	---	69,891
Training and research income		---	24,565	<b>24,565</b>	3,812
Bank interest gained		10,614	---	<b>10,614</b>	37,128
Total		<b>45,506</b>	<b>3,520,450</b>	<b>3,565,956</b>	3,005,654
Net assets released from restriction	14	<b>3,594,270</b>	<b>(3,594,270)</b>	---	---
<b>Total Grants and Revenues</b>		<b>3,639,776</b>	<b>(73,820)</b>	<b>3,565,956</b>	3,005,654
<b>Expenses</b>					
<b>Program</b>					
Children		382,116	---	<b>382,116</b>	490,380
Human Rights		626,780	---	<b>626,780</b>	683,302
Women Empowerment		648,947	---	<b>648,947</b>	602,332
Institutional Capacity Building		741,689	---	<b>741,689</b>	740,783
General Activities		218,569	---	<b>218,569</b>	407,314
Crisis Intervention		454,119	---	<b>454,119</b>	---
Other program activities		57,273	---	<b>57,273</b>	80,278
<b>Total program</b>	Statement - E	<b>3,129,493</b>	---	<b>3,129,493</b>	3,004,389
Depreciation		108,743	---	<b>108,743</b>	92,748
<b>Total</b>		<b>3,238,236</b>	---	<b>3,238,236</b>	3,097,137
<b>Change in net assets for the year</b>	Statement - C	<b>401,540</b>	<b>(73,820)</b>	<b>327,720</b>	<b>(91,483)</b>

Chairman Board of Directors

Financial Director

The accompanying notes form an integral part of these financial statements

**Gaza Community Mental Health Programme**  
Gaza – Palestine

Statement of Changes in Net Assets  
For the year ended 31 December 2009

	Unrestricted	Temporary Restricted	Investment in Fixed assets	Total
	USD	USD	USD	USD
<b>Assets deficit - 31 Dec. 2007</b>	(870,161)	321,179	476,783	(72,199)
<b>Transactions during the year:</b>				
Change in net assets for the year	32,640	(124,123)	-	(91,483)
Depreciation	97,748	---	(97,748)	---
Additions to fixed assets	(44,656)	-	44,656	---
Construction in progress transferred to fixed-assets	(28,941)		28,941	
Sub-total	51,791	(124,123)	(19,151)	(91,483)
<b>Assets deficit - 31 Dec. 2008 (Statement - A)</b>	<b>(818,370)</b>	<b>197,056</b>	<b>457,632</b>	<b>(163,682)</b>
<b>Transactions during the year:</b>				
Change in net assets for the year (Statement - B)	401,540	(73,820)	---	<b>327,720</b>
Depreciation	108,743	---	(108,743)	---
Additions to fixed assets	(222,432)	---	222,432	---
Sub-total	287,851	(73,820)	113,689	<b>327,720</b>
<b>Assets Surplus 31 Dec. 2009 (Statement - A)</b>	<b>(530,519)</b>	<b>123,236</b>	<b>571,321</b>	<b>164,038</b>

Note 15

Chairman Board of Directors

Financial Director

The accompanying notes form an integral part of these financial statements

**Gaza Community Mental Health Programme**

Gaza – Palestine

## Statement of Cash Flows

For the year ended 31 December 2009

	2009	2008
<b>Cash Flows from Operating Activities</b>		
Change in net assets for the year	327,720	(91,483)
Depreciation	108,743	92,718
Decrease in receivables and prepayments	61,106	43,282
(Increase) decrease in pledges receivable	(6,563)	85,806
(Increase) decrease in inventory of medicine	(34,948)	8,624
Decrease in construction in progress	—	28,941
(decrease) increase in payables and accruals	(84,930)	200,097
Increase in deferred grant	123,566	40,000
Increase in reserve for staff benefits	215,793	290,121
<b>Cash provided from Operating Activities</b>	<b>710,487</b>	<b>698,136</b>
<b>(Increase) in Banks accounts internally restricted for staff benefits</b>	<b>(414,171)</b>	<b>(385,185)</b>
<b>Cash Flows from Investing Activities</b>		
Additions to fixed assets	(222,432)	(73,597)
<b>Net Cash Flow for the Year</b>	<b>73,884</b>	<b>239,354</b>
Cash on hand and at banks at 1 <sup>st</sup> Jan.	216,200	(23,154)
<b>Cash on hand and at bank's at 31<sup>st</sup> Dec. presented by:</b>	<b>290,084</b>	<b>216,200</b>
Unrestricted Cash and Banks	322,891	224,560
Due to Bank's	(32,807)	(8,360)
<b>Cash on Hand and at Bank's at 31<sup>st</sup> Dec.</b>	<b>290,084</b>	<b>216,200</b>

The accompanying notes form an integral part of these financial statements



**Gaza Community Mental Health Programme**  
Gaza – Palestine

Statement of Functional Expenses  
For the year ended 31 December 2009

	2009							2008	
	United USD	Israeli USD	Major Employment USD	Capacity Building USD	General Activities USD	Unemployment USD	Other [Note 6] USD	Total USD	Total USD
<b>Salaries and related expenses</b>									
Salaries	152,829	346,361	334,622	273,696	77,548	165,876	2,100	1,419,322	1,470,561
Pension fund share – SCM-F share	19,077	33,344	25,217	36,647	7,308	9,246	—	136,241	142,411
Provision for end of service	26,320	32,477	42,287	40,354	12,743	—	—	187,090	133,241
Income tax – SCM-F share	9,349	19,381	11,459	11,017	3,915	4,438	—	63,880	—
Work accident and medical insurances	3,918	6,309	4,665	4,517	3,515	—	—	22,604	32,928
Staff Contribution (fixed rate each 1 USD on salary, equal 4 MS as Dollar increased)	9,386	12,316	19,103	9,701	3,155	—	—	43,154	108,538
<b>Total salaries and related expenses</b>	<b>270,902</b>	<b>468,838</b>	<b>466,853</b>	<b>381,032</b>	<b>109,884</b>	<b>180,533</b>	<b>2,100</b>	<b>1,873,752</b>	<b>1,949,679</b>
Training and consultants	300	229	27,473	23,327	4,300	—	14,724	30,379	52,183
Stationery, printing and computer software	36,319	14,385	14,054	23,222	5,436	4,610	5,024	56,880	74,689
Supplies and materials (training and work cost)	32,116	12,347	28,474	43,048	11,343	13,511	132	152,371	95,226
Medical supplies	14,441	19,171	—	—	5,110	2,111	—	46,811	38,809
Rent of facilities (Occupancy cost of buildings and mechanical)	15,318	18,365	24,264	31,076	2,418	—	28,360	62,177	102,978
Transportation and vehicle costs	12,325	18,318	23,890	34,624	14,772	14,427	369	118,549	86,370
Publications and subscriptions	7,785	14,149	9,151	1,637	12,120	18,798	126	61,143	46,982
Communication	1,471	12,407	1,250	17,399	3,116	1,635	—	47,614	30,898
Uniforms and accessories	—	23,301	—	5,126	1,110	—	—	31,157	4,977
Staff capacity building Academic board planning meetings	—	1,420	3,069	715	—	—	—	5,204	4,154
Conferences	—	—	—	17,710	—	—	—	122,940	122,726
Pre-events salaries Lobbying and fundraising activities	3,376	5,306	5,370	8,252	1,546	13,870	—	37,830	28,897
Travel expenses	—	1,300	1,319	719	500	—	—	4,232	3,734
Travel support fees	—	—	—	2,000	—	—	—	20,000	20,000
Office services	1,364	1,320	10,735	9,211	2,727	173,624	—	205,221	14,573
Secretarial fees	—	—	—	—	—	18,174	—	19,514	—
Bank fees and administrative charges	—	10	202	—	11,017	—	—	26,542	10,064
ICMHC Uniforms (theasing the stage)	—	—	—	—	—	—	—	—	110,954
Material (men's shirts, shoes, for counselling units – PRCB, etc.)	—	—	1,263	7,910	589	—	6,369	16,085	70,824
<b>Total (statement - B)</b>	<b>362,116</b>	<b>613,710</b>	<b>618,977</b>	<b>711,689</b>	<b>218,589</b>	<b>454,139</b>	<b>57,275</b>	<b>3,129,793</b>	<b>3,009,389</b>

*Continued...*

The accompanying notes form an integral part of these financial statements

**Gaza Community Mental Health Programme**

Gaza – Palestine

Statement of Functional Expenses ... (Continued)

For the year ended 31 December 2009

\*(Note): Others for the year 2009 in the amount of USD 57,273 represent the following:

	2009					Total USD
	Others					
	Build Repair	Prior Years	Family Helos	Refund on Donors	Field Research	
USD	USD	USD	USD	USD		
<b>Salaries and related expenses:</b>						
Salaries	–	–	–	–	2,100	<b>2,100</b>
<b>Total salaries and related expenses</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>2,100</b>	<b>2,100</b>
Trainers and consultants	–	–	–	–	14,724	<b>14,724</b>
Stationery, printings and computer software	–	–	–	–	5,054	<b>5,054</b>
Supplies and material (training and workshops)	–	–	–	–	132	<b>132</b>
Occupancy costs (utilities and maintenance)	28,680	–	–	–	–	<b>28,680</b>
Publications and Subscriptions	126	–	–	–	–	<b>126</b>
Transportation and vehicle costs	–	–	–	–	368	<b>368</b>
Miscellaneous	–	7,000	7,841	1,748	–	<b>6,089</b>
<b>Total (Statement - B)</b>	<b>28,806</b>	<b>2,000</b>	<b>2,841</b>	<b>1,248</b>	<b>22,378</b>	<b>57,273</b>

The accompanying notes form an integral part of these financial statements

## Gaza Community Mental Health Programme

Gaza – Palestine

Notes to the financial statements

For the year ended 31 December 2009

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### 1. Organization

Gaza Community Mental Health Programme (GCMHP) was established in Gaza in 1990. It was registered as a not-for-profit organization with the Ministry of Interior under registration number 5631-0451.

The GCMHP's objective is to operate as a comprehensive community based mental health programme and its main strategic goals presenting its activities are as follows:

- Children: contribute to creating a non-violent environment where children can enjoy a healthy psychological development and where their rights to live peacefully are secured.
- Human rights: to promote human rights and break the cycle of violence and human rights abuses that lead to mental health problems.
- Women empowerment: to contribute to the reduction of violence against women and to address its consequences in the Gaza Strip.
- Organizational development – Institutional capacity building: to develop GCMHP to become knowledge-based centre inspired by highest institutional professional and academic standards.
- Crisis Interventions: To provide emergency human rights and mental health services and counseling in the Gaza Strip after the war.
- Other general activities that serve GCMHP Strategic Plan

GCMHP operates different specialized departments covering its various activities. Its clinics in Gaza, Khan Younis, Jabalia and Der Al Balah areas offer services to the society and mainly women, children, drug abusers and victims of human rights violations.

GCMHP operations are funded through a Strategic Plan Document 2008-2010 by the Consortium donors based on terms and conditions of the agreed Joint Financing Agreement (JFA) and Bilateral Agreement with RCT, in addition to the Non Consortium donors' grants. The Consortium donor's contract amounts as follows:

Consortium donors	Contract Amount
	US
Swiss Agency for Development and Cooperation (SDC)	2,000,000
Ministry of Foreign Affairs of the Netherlands	1,195,000
Rehabilitation and Research Centre for Torture Victims (RCT)	1,100,000
The Swedish International Development (SIDA) through the Palestinian Solidarity Association (PSA)	1,500,000
Christlicher Friends Dienst Switzerland	140,000

## Gaza Community Mental Health Programme

Gaza – Palestine

Notes to the financial statements

For the year ended 31 December 2009

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### 2. **Adoption of new and Revised International Financial Reporting Standards (IFRSs)**

The accounting policies adopted are consistent with those of the previous financial year except for the following:

#### 2.1 **Standards and Interpretations effective in the current period**

The organization has adopted the following relevant and amended IFRS and IFRIC interpretations as of 1 January 2009:

- IFRS 2 Share-based Payment: Vesting Conditions and Cancellations effective 1 January 2009,
- IFRS 2 Share-based Payment: Cash-settled Share-based Payment Transactions effective 1 January 2010 (early adoption is permitted)
- IFRS 3 Business Combinations (Revised) and IAS 27 Consolidation and Separate Financial Statements (Amended) effective 1 July 2009 (early adoption is permitted) including consequential amendments to IFRS 7, IAS 21, IAS 28, IAS 31 and IAS 39.
- IFRS 7 Financial Instruments: Disclosures effective 1 January 2009,
- IFRS 8 Operating Segments effective 1 January 2009,
- IAS 1 Presentation of Financial Statements effective 1 January 2009,
- IAS 23 Borrowing Costs (Revised) effective 1 January 2009,
- IAS 32 Financial Instruments: Presentation and IAS 1 Puttable Financial Instruments and Obligations Arising on Liquidation effective January 1 2009,
- IAS 39 Financial Instruments: Recombination and Measurement – Eligible Hedged Items effective 1 July 2009 (early adoption is permitted), IFRS 9 Re-measurement of Embedded Derivatives and IAS 39 Financial Instruments: Recognition and Measurement effective for periods ending on or after 30 June 2009,
- IFRIC 31 Customer Loyalty Programs effective 1 July 2008,
- IFRIC 16 Hedged of a Net Investment in a Foreign Operation effective 1 October 2008,
- IFRIC 18 Transfers of Assets From Customers effective 1 July 2009 (early adoption is permitted),
- Improvements To IFRSs (May 2008),
- Improvements to IFRSs (April 2009), (Early adoption is permitted).

Those amendments to the standards had no effect on the performance or the financial position of the programme.

#### 2.2 **Standards issued but not yet effective**

- Standards issued but not effective up to the date of issuance of the financial statements are listed below.
- IFRIC 17 Distributions of Non-Cash Assets to Owners.
- This Interpretation is effective for annual periods beginning on or after 1 July 2009 with (early adoption is permitted). It provides guidance on how to account for non-cash distributions to owners. The interpretation clarifies when to recognize a liability, how to measure it and the associated assets, and when to derecognize the asset and the liability. The programme does not expect IFRIC 17 to have an impact on its financial statements as the Programme has not made non-cash distributions to owners in the past.

## Gaza Community Mental Health Programme

Gaza – Palestine

Notes to the financial statements

For the year ended 31 December 2009

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### 3. **Summary of Significant Accounting Policies**

The significant accounting policies followed are described below:

#### 3.1 **Basis of Accounting and Presentation**

The financial statements have been prepared on the accrual basis of accounting and in conformity with International Financial Reporting Standards and the United States of America Statements on Financial Accounting Standards No. 116, 117, and 124 applicable to not-for-profit organizations.

The net assets of GCMHP and changes therein are classified and reported in accordance with the United States of America Statements on Financial Accounting Standards No. 116, 117, and 124, "Financial Statements of Not-for-profit Organizations", which establishes standards for external financial reporting by not-for-profit organizations.

Under the provision of these standards and statements, net assets and revenues, expenses, gains and losses are classified based on the existence or absence of donor-imposed restrictions. In order to ensure observance of limitations and restrictions placed on the use of the available resources, the accounts are maintained in accordance with the principles of fund accounting. Accordingly net assets of GCMHP and changes therein are classified and reported as follows:

- **Unrestricted net assets** - Net assets whose use by GCMHP is not subject to donor-imposed restrictions.
- **Temporary restricted net assets** - Net assets whose use by the programme is limited by donor-imposed stipulations that either expire by passage of time or can be fulfilled and released by actions of GCMHP pursuant to those donor-imposed stipulations.
- **Revenues** are reported as increases in unrestricted net assets unless their use is limited by donor-imposed restrictions. When a donor restriction expires, that is, when a stipulated time restriction ends or purpose restriction is accomplished, temporarily restricted net assets are classified as unrestricted net assets and reported as net assets released from restrictions.

#### 3.2 **Contributions**

Local activities income is recognized as revenues when received. Pledges receivable represents expenses incurred prior to 31 December and reimbursed by donors subsequently.

## **Gaza Community Mental Health Programme**

Gaza – Palestine

Notes to the financial statements

For the year ended 31 December 2009

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### **3. Summary of Significant Accounting Policies** (Continued)

#### **3.3 Fixed Assets and Depreciation**

Fixed assets are stated at cost net of accumulated depreciation, depreciation is computed on a straight-line basis over the estimated useful lives of the respective assets ranging from 5 to 20 years.

If the recoverable amount of an asset is estimated to be less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. Impairment losses are recognized as a loss in the statement of activities.

The useful lives of fixed assets reviewed at the end of each year. In case the expected useful life is different from what was determined before, the change in estimate is recorded in the following years, being as a change in estimate.

Properly, plant and equipment are disposed of when there is no expected future benefit from the use of that asset.

#### **3.4 End of Service**

The programme provides for end of service by accruing for one month compensation for each year of service based on the last salary paid during the year. The fund is fully funded in a separate bank account.

#### **3.5 Pension Fund**

The programme has a defined pension fund plan which covers all permanent employees. The contributions of the programme and the employees into the plan are 10% and 7% respectively of their basic salaries. The fund is fully funded in a separate bank account.

#### **3.6 Estimates and Assumptions**

The financial statements include certain estimates and assumptions made by management related to reporting of assets, liabilities, at the statement of financial position date, and the reporting of revenue, expenses, gains, and losses during the year. Actual results may differ from those estimates adopted by the programme's management. Estimates used in the preparation of the financial statements are the following:

- Useful lives of fixed assets.
- All other provisions.

## Gaza Community Mental Health Programme

Gaza – Palestine

Notes to the financial statements

For the year ended 31 December 2009

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### 3. Summary of Significant Accounting Policies (Continued)

#### 3.7 Functional Expenses

The programme allocates its expenses on a functional basis among its various programs and general administration. Expenses that can be identified with a specific program or administration are charged directly. Other expenses that are common to several functions are allocated between functions based on best estimates and judgment of management.

- **Cash and cash equivalent**  
Cash and cash equivalent is comprised of cash on hand and at banks maturing within three months net of balances due to banks maturing within three months.
- **Inventory of Medicine**  
Inventory of medical supplies is stated at cost determined on the first in first out method of valuation.
- **Reserve for End of Service**  
GCMHP provides for staff end of service leaving indemnities (severance pay) by accruing for one-month compensation for each year of service computed on the last salary paid during the year.
- **Pension Fund Plan**  
GCMHP has a pension fund plan, which covers all salaried employees. The Plan operates in accordance with the following principles:
  - Employees' contribution into the fund is 7 percent of their monthly salaries.
  - GCMHP contribution into the fund is 14 percent of the employees' basic salaries. The Board of directors of GCMHP decided to reduce the institute contribution to 10 percent effective 1 January 2005.
  - In May 2003, the board of directors of GCMHP decided that 50 percent of the pension dues are paid to employees who served for more than five years, and 30 percent of the pension dues be paid to employees who served for more than three years but less than five years.
- **Grants**  
Committed grants are accounted for on accrual basis. Pledges Receivable represents amounts due for expenses and costs incurred prior to year-end and reimbursed by donors in the subsequent period. Pledges receivable is recorded when related grants become measurable and available. Other contributions are recognized as revenues when received.
- **Taxation**  
Based on laws of Palestinian Authority, GCMHP is exempted from direct tax. These laws oblige the GCMHP to withhold tax for its staff and pay it to income tax department. All the expenses presented at the financial statements are related value added tax.

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### 3. Summary of Significant Accounting Policies (Continued)

▪ **Foreign Currency Transactions**

The books of accounts are maintained in US Dollar. Transactions in foreign currencies are translated to US Dollar equivalent at the rate of exchange prevailing on the date of the transactions. Assets and liabilities denominated in foreign currencies are translated to US equivalent at the exchange rates prevailing on the date of the statement of the financial position. Exchange gains and losses, including foreign currency revaluation gains and losses are included in the statement of activities.

Applicable foreign currency exchange rates as of 31 December 2009 and 2008 were as follows:

	<u>2009</u>	<u>2008</u>
	USD	USD
NIS	<b>0.264</b>	0.264
Euro	<b>1.437</b>	1.410
GBP	<b>1.617</b>	1.900



#### **4. Risk Management**

▪ **Operational Risk**

The costs of the programs, administrative as well as fixed assets procurements are significantly financed by donors through donations. The management believes that the funding level in the year 2008-2010 will be sufficient to finance all of its disbursements and will be consistent with the funding level in the prior years. Furthermore, the management believes that the political and economical conditions prevailing in the area will not materially affect its operations.

▪ **Credit Risk**

GCMHP credit risk is primarily attributable to its liquid funds and receivables. The credit risk on liquid funds is limited because they are placed with reputable financial institutions. The Receivables are stated in the statement of financial position net of allowances for doubtful debts, if any, which is estimated by GCMHP management based on prior experience and the current economic environment.

▪ **Interest Rate Risk**

GCMHP interest rate risk arises from the possibility that changes in market interest rates may affect the value of its interest bearing assets. The management of GCMHP usually monitors the fluctuation in interest rates in every individual currency in order to maximize the benefits from placements.

▪ **Currency Risk**

Currency risk arises from the possibility that changes in the exchange rates may affect negatively the value of the financial assets and liabilities. In case GCMHP does not hedge its currency exposure by means of hedging instruments, the management usually distributes its liquid assets over its functional currencies to minimize any possible loss from currency rates fluctuation.

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**5. Cash on Hand and at Banks**

	<u>2009</u>	<u>2008</u>
	USD	USD
Cash on hand – NIS	2,702	5,430
Cash at banks – NIS	112	148
Cash at banks – USD	194,775	130,902
Cash at banks – Euro	125,268	88,046
Cash at banks – Sterling Pound	34	34
	<u>322,891</u>	<u>224,560</u>

**6. Receivables and Prepayments**

	<u>2009</u>	<u>2008</u>
	USD	USD
Due from institutions and individuals	32,275	32,275
Less: Allowance for doubtful accounts	(31,000)	(31,000)
Net receivables balance	1,275	1,275
Prepaid rent	26,250	47,828
	<u>27,525</u>	<u>49,103</u>

**7. Pledges Receivable**

	<u>2009</u>	<u>2008</u>
	USD	USD
Dutch Government (a)	16,650	16,650
Austcare Australia	6,509	---
OSN Norway	17,250	17,196
	<u>40,409</u>	<u>33,846</u>

(a) Dutch Government pledge receivable of \$ 16,650 represents the 5 % of the total amount that should be transferred to GCMHP for 2008 according to article 6 of the contract between the office of The Kingdom of Netherlands to Palestinian Authority and GCMHP.

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**8. Internally Restricted Assets**

**A. Deposits at banks**

	<u>2009</u>	<u>2008</u>
1. Deposits at banks – restricted for employees severance pay:		
Balance as of 1 January	912,895	715,616
Less: payments from the accounts	(93,648)	(43,946)
Add: interest revenue	5,308	18,929
Add: unrestricted donations	112,704	45,252
Add: local income	35,879	24,694
Add: transfers from unrestricted bank accounts	157,654	151,350
Balance as of 31 December	<u>1,130,792</u>	<u>912,895</u>
2. Deposits at banks – Restricted for pension fund plan:		
Balance as of 1 January	822,604	633,698
Less: payments from the accounts	(60,084)	(32,020)
Add: interest revenue	4,959	17,179
Add: transfers from unrestricted bank accounts	251,400	203,748
Balance as of 31 December	<u>1,018,879</u>	<u>822,605</u>
Total deposits at banks – restricted as of 31 December	<u>2,149,671</u>	<u>1,735,500</u>

**B. Investment in Land**

In the year 1993, the employees of GCMHP contributed in an amount of USD 132,811 to invest in a land in order to build a housing project for the benefit of the employees. The land was purchased and was registered in the name of GCMHP employees (employees represented by director of personnel department). Later the project was cancelled and GCMHP paid back to its employees from the pension funds available. Total amount paid back to employees amounted to USD 149,680.

Accordingly, the land is considered part of the restricted assets to fund the employees' pension fund plan.

During 2005 GCMHP finished the construction of a new building on this land in Der Al Balah for its services and activities. Funding of this building was mainly from UNDP. On the 4<sup>th</sup> June 2009, the land was registered with the Registration Authority in the name of GCMHP.

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**9. Fixed assets – Net**

	Balance	Additions	Disposals	Balance
	1 Jan. 2009	Year 2009	Year 2009	31 Dec. 2009
	USD	USD	USD	USD
<b>Cost</b>				
Furniture	222,973	31,739	---	<b>254,712</b>
Equipment	297,108	45,113	---	<b>342,221</b>
Computers and related equipment	515,436	100,867	---	<b>616,303</b>
Medical equipment	115,133	10,060	---	<b>125,193</b>
Library books	61,154	5,000	---	<b>66,154</b>
Training and other equipment	45,088	29,653	---	<b>74,741</b>
Vehicles	98,934	---	---	<b>98,934</b>
Fence construction	28,941	---	---	<b>28,941</b>
De' Al Balah building	256,097	---	---	<b>256,097</b>
<b>Total cost</b>	<b>1,640,864</b>	<b>222,432</b>	<b>---</b>	<b>1,863,296</b>
		Note 14		
<b>Accumulated depreciation</b>				
Furniture	187,782	13,151	---	200,933
Equipment	247,683	22,163	---	269,846
Computers and related equipment	443,023	33,072	---	476,095
Medical equipment	94,037	8,305	---	102,342
Library books	54,921	1,324	---	56,245
Training and other equipment	33,481	9,117	---	42,598
Vehicles	80,854	7,360	---	88,214
Fence construction	---	1,447	---	1,447
De' Al Balah building	41,452	12,804	---	54,256
<b>Total accumulated depreciation</b>	<b>1,183,233</b>	<b>108,743</b>	<b>---</b>	<b>1,291,976</b>
<b>Net book value</b>	<b>457,632</b>	<b>113,689</b>	<b>---</b>	<b>571,322</b>

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**10. Payables and Accruals**

	<u>2009</u>	<u>2008</u>
	<u>USD</u>	<u>USD</u>
Income tax withheld	82,216	98,335
Professional fees	28,365	21,930
Suppliers and service providers	123,160	74,765
Held in trust - Rafah house building	61	61
Held in trust - Rachel Corrie football	353	353
Held in trust - Family Help (Nancy)	169	---
Due to employees	1,960	1,960
Accrued Salaries	---	121,883
Accrued capacity building fees	2,390	2,390
Accrued travel staff expenses	---	179
Accrued Rent	4,438	---
Accrued WEP Gaza	100	---
Accrued telecommunications expenses	---	6,286
Accrued university support fees	20,000	20,000
	<u>263,212</u>	<u>348,147</u>

**11. Deferred Grants**

The amount of USD 163,566 represents the grant payment received from Open Society Institute; Switzerland (OSI), covering Women Empowerment in the year 2010. The amount was received in November 2009.

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**12. Reserve for Staff Benefits - Net**

**A. Reserve for severance pay- End of Service**

	<u>2009</u>	<u>2008</u>
	USD	USD
Reserve balance as of 1 January	1,521,852	1,416,605
Less: indemnities paid during the year	(90,904)	(50,928)
Add: provision for the year	187,990	135,241
Add: provision for prior years	----	20,931
Reserve balance as of 31 December	(1) <u>1,618,938</u>	(1,521,852)
Balance as per bank account (Note - 8)	(2) <u>1,130,792</u>	(912,895)

**B. Pension fund plan**

Details of the account are as follows:

Fund balance as of 1 January	1,779,764	1,594,890
Less: pension paid during the year	(112,903)	(58,356)
Add: employees contribution into the fund	95,369	100,820
GCMHP contribution into the fund	136,241	142,410
Fund balance as of 31 December	(3) <u>1,898,471</u>	(1,779,764)
Balance per bank account (Note – 8)	1,018,879	822,604
Investment in land	149,680	149,680
Accounts receivable – employees *	826,224	865,752
Total	(4) <u>1,994,783</u>	(1,838,036)
Total reserves (severance pay & pension fund)	(1+3) <u>3,517,409</u>	(3,301,616)
Total related assets (banks, receivables & land)	(2+4) <u>3,125,575</u>	(2,750,931)
<b>Deficit in funds for termination reserves</b>	<u>391,834</u>	(550,685)

On 15 January 2007, GCMHP presented to the Consortium donors a deficit plan in order to gradually reduce GCMHP deficit over the years 2006-2013. The plan will mainly depend on utilizing Interest Gains from deposits at bank (employee Pension fund - Reserve for severance pay), cost recovery fees (clinic, training, etc...) and other unrestricted funds. The tentative plan would be revised if necessary according to development each year.

**\* Due from employees (Accounts receivable – employees)**

As of 31 December 2009 the total outstanding staff loans were USD 826,224 and USD 865,752 as of 31 December 2008. After February 2007, the Board of Directors decided to stop deducting the remaining balance of these loans. Therefore these amounts were considered as down payments from staff pension fund.

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**13. Staff benefits Deficit Movement**

	2005	2006	2007	2008	2009
	US\$	US\$	US\$	US\$	US\$
<b>A. Reserve for end of service</b>					
Details of the account are as follows:					
Staff End of Service as of December 31,	(1,226,017)	(1,271,089)	(1,415,005)	(1,521,802)	(1,619,939)
Less (-): Restricted Bank Accounts	488,893	541,797	716,816	817,895	1,180,797
End of Service Deficit as of December 31,	(1)	(729,292)	(698,189)	(703,907)	(439,142)
<b>B. Pension plan fund</b>					
Details of the account are as follows:					
Pension Fund Balance as of December 31,	11,277,032	11,369,055	(1,597,680)	(1,778,755)	(1,898,471)
Less (-): Restricted Bank Accounts	1,029,772	1,116,540	1,193,599	1,229,804	1,118,879
Less (-): Investment in Loans	119,580	175,680	119,580	119,580	119,580
Less (-): Accounts Receivable (Staff Loans)	90,564	698,74	895,229	915,725	826,224
Pension Fund Surpluses as of December 31,	(2)	13,916	73,698	58,271	96,312
Staff benefits Deficit as of December 31,	(1+2)	(800,640)	(626,291)	(645,636)	(391,834)
Deficit/Increase (Decrease) by the amount	---	115,449	58,900	75,606	158,850

Note 14:  
Disposition  
of Grants







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**15. Composition of Temporary Restricted Fund Balance**

To clarify the amount depending on the Disposition Statement:

**Composition of Temporary Restricted Fund Balance**

Temporary Restricted Fund (See Note 14, Disposition of Grants)	123,736
Less (-)	
Pledge Receivables (Statement-A)	<u>(10,409)</u>
<b>Total</b>	<b><u>82,827</u></b>

To clarify the amount depending according to the Cash on hand and at banks:

**Composition of Temporary Restricted Fund Balance**

Cash at Banks (Statement-A)	322,891
Due to banks (Statement-A)	<u>(32,807)</u>
	290,084
Less (-)	
Special Account for Provision of Staff Income Tax Including in Cash at Banks	(84,100)
Deferred Grants (Statement-A)	(163,566)
Pledge Receivables (Statement-A)	<u>40,409</u>
<b>Total</b>	<b><u>82,827</u></b>

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**15. Composition of Temporary Restricted Fund Balance (Continued)**

**Internally restricted assets-Deposits with banks**

Transactions of internally restricted bank accounts during the years 2005-2008 and 2009 are as follows:

**1. Deposits with banks – Restricted for employees End of Service**

	2009	2008	2007	2006	2005	Restricted for Employees Benefits	
						2009	2005-2008
Balance as of 1 January	912,895	716,516	571,737	499,898	328,700	--	---
Less: payments from the accounts	(93,648)	(44,544)	(7,307)	(57,142)	(48,956)	--	---
Adv. interest revenue	5,308	18,329	24,020	17,166	7,541	5,308	68,155
Adv. Unrestricted Donations	112,704	45,252	15,956	3,740	2,203	112,704	66,142
Adv. repayment from advisors	--	--	--	7,790	14,818	--	22,708
Adv. Olives through CHU Switzerland donation	--	---	---	2,780	---	--	2,780
Adv. Local income	35,879	24,384	12,352	7,259	13,182	35,879	54,687
Adv. transfers from internally restricted bank accounts	157,654	151,350	138,634	120,822	128,599	--	---
Balance as of 31 December	<u>1,140,792</u>	<u>912,895</u>	<u>716,616</u>	<u>541,797</u>	<u>439,893</u>		

**2. Deposits with banks – Restricted for pension fund plan**

Balance as of 1 January	822,604	501,388	535,530	1,029,772	775,197	--	---
Less: payments from the accounts	(60,084)	(53,627)	(57,368)	(863,157)	(79,276)	--	---
Adv. interest revenue	4,958	17,179	21,137	26,021	17,838	4,958	82,145
Adv. transfers from internally restricted bank accounts	251,400	203,746	145,046	372,869	275,974		
Balance as of 31 December	<u>1,018,879</u>	<u>822,605</u>	<u>633,609</u>	<u>565,530</u>	<u>1,029,772</u>		
Total deposits with banks – restricted as of 31 December	<u>2,149,671</u>	<u>1,735,500</u>	<u>1,350,225</u>	<u>1,107,327</u>	<u>1,469,665</u>	<u>158,850</u>	<u>296,617</u>

Note - 8

Note 14, Disposition of Credits

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**16. Net Assets Surplus (Deficit)**

Temporary restricted fund balances were used to finance the assets deficit to the years as follows:

	2004	2005	2006	2007	2008	2009
<b>Total Assets</b>	1,094,677	2,381,085	2,782,082	3,218,575	3,534,436	<b>4,141,032</b>
<b>Less (-)</b>						
<b>Total Liabilities</b>	2,810,792	2,807,868	2,889,786	3,290,774	3,698,118	<b>3,976,994</b>
	<b>(825,115)</b>	<b>(516,782)</b>	<b>(107,704)</b>	<b>(72,199)</b>	<b>(163,682)</b>	<b>164,038</b>
<b>Asset Deficit Represented By</b>						
Unrestricted	(1,174,909)	(1,049,078)	(884,718)	(870,161)	(818,370)	<b>(530,519)</b>
Temporarily Restricted	204,687	98,195	278,996	321,179	197,056	<b>123,237</b>
Investment in Fixed Assets	145,167	434,100	498,018	476,783	457,032	<b>571,320</b>
<b>Assets Surplus (Deficit)</b>	<b>(825,115)</b>	<b>(516,782)</b>	<b>(107,704)</b>	<b>(72,199)</b>	<b>(163,682)</b>	<b>164,038</b>

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### 17. Actual Expenses Versus Budget 2009

	Actual	Budget		Excess (deficit)
		Original	4th Revised	
	USD	USD	USD	USD
Salaries and related expenses	1,873,752	1,940,121	1,852,800	(20,952)
Trainers and consultants	80,379	76,871	75,873	(506)
Stationary, printings and computer software	26,880	80,827	90,827	(5,053)
Supplies and material (training and workshops)	152,371	58,331	143,331	(9,040)
Medical supplies	46,603	79,302	79,302	32,699
Rent	99,272	114,600	114,600	15,328
Occupancy costs (utilities and maintenance)	62,177	37,430	66,110	3,933
Transportation and vehicle costs	118,549	101,386	112,386	(5,163)
Publications and subscriptions	51,143	72,753	72,753	11,610
Communication	47,644	62,996	62,996	15,352
Conferences and seminars	31,157	16,674	28,285	(2,872)
Staff capacity building	5,204	38,400	38,400	33,196
Academic Board planning meetings	1,958	17,984	1,958	---
Training posts (Two Years Postgraduate Diploma)	122,940	115,200	115,200	(7,740)
Training posts (One Year Diploma in Counseling)	---	40,000	40,000	40,000
Professional fees	37,830	31,897	37,897	67
Lobbying and fundraising activities	4,232	13,028	13,028	8,796
University support fees	20,000	30,000	30,000	10,000
Recreation activities	205,271	299,740	299,740	94,519
Sport Activities	19,541	25,000	25,000	5,456
Bank fees and difference of currency	26,548	15,000	15,000	(11,548)
Miscellaneous (Family aids, Toys for Counseling units – PECEP, etc.)	16,088	8,255	15,255	(833)
<b>Total expenses (Statement – E)</b>	<b>3,129,499</b>	<b>3,288,797</b>	<b>3,334,741</b>	<b>205,248</b>
Furniture, equipment, computers and vehicles	722,432	725,717	718,439	(3,993)
<b>Total</b>	<b>3,351,925</b>	<b>3,514,484</b>	<b>3,553,180</b>	<b>201,255</b>

GCMHP management believes that the above-mentioned deficit (over budget) is reasonable and can be justified as follows:

- **Salaries and related expenses:** due to the decrease in USD exchange rate over the NIS, the GCMHP BOD decided to compensate the employees for that inflation.
- **Different activities:** due to revising the budget and there is a great need by the community; this item should not be decreased.
- **Bank fees and difference of currency:** This item is not a bank fees only, but it also includes a difference of currency valuation at the last date of the fiscal year 31<sup>st</sup> Dec.2009.

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### 18. Highest Five Salaries

Title	2009			2008
	Yearly gross salaries	Salaries related benefits (*)	Total	Total
	USD	USD	USD	USD
President	50,644	9,876	<b>60,520</b>	58,757
Director General	44,249	8,629	<b>52,878</b>	50,499
Senior Clinical Supervisor	30,620	5,971	<b>36,591</b>	35,525
Psychiatrist	28,766	5,609	<b>34,375</b>	33,374
Deputy Training Department	24,934	4,862	<b>29,796</b>	27,135
	<u>179,213</u>	<u>34,947</u>	<u><b>214,160</b></u>	<u>205,290</u>

(\*) Related benefits include 10 percent GCMHP share of pension fund plan, provision for severance pay.

### 19. Financial Instruments and fair values

#### Fair Values of Financial Assets and Liabilities

The carrying book values of financial assets and liabilities are not materially different from their fair values at the date of the statement of financial position.

### 20. Prior year financial statements

Certain figures of the financial statements of the prior year were adjusted and reclassified to confirm with the current year presentation.