

**Review Report to the Board of
YOUTH FOR UNDERSTANDING (YFU)(SCHWEIZ), Bern**

In accordance with your instructions we reviewed the financial statements (balance sheet, profit and loss account, cash flow statement, capital of the organization and restricted funds, notes) of YOUTH FOR UNDERSTANDING (YFU) (SCHWEIZ) for the year ended September 30, 2018. In accordance with Swiss GAAP FER 21 the Information in the Efficiency Report is not part of our Review.

The review report of the prior year financial statements was performed by another auditor who expressed an unmodified examination conclusion on those financial statements on December 20, 2017.

These financial statements in accordance with Swiss GAAP FER are the responsibility of the Board. Our responsibility is to issue a report on these financial statements based on our review.

Our Review was conducted in accordance with the Swiss Auditing Standard 910 applicable to review engagements, which requires that a review be planned and performed to obtain moderate assurance about whether the financial statements are free from material misstatement. A review is limited primarily to inquiries of personnel and analytical procedures applied to financial data and thus provides less assurances than an audit. We have not performed an audit and, accordingly, we do not express an audit opinion.

Based on our review, nothing has come to our attention that causes us to believe that the financial statements do not show a true and fair view of the associations assets, financial position and result situation in according to the standards of Swiss GAAP FER.

Treuhand-Zentrum AG



Christian Tschanz
Bachelor of Science BFH in Betriebsökonomie
Auditor



Mark Schüpbach-Gutekunst
Certified expert in accounting and controlling
Audit Expert

Attachment: Financial statements

Muri b. Bern, December 19th, 2018

YFU (Switzerland), Bern

BALANCE SHEET PER 30. SEPTEMBER
 (in Swiss Francs)

	2017/2018	2016/2017
ASSETS		
Current Assets		
Liquidity	761'580.39	1'090'497.50
Credits	23'391.63	18'981.90
Total Current Assets	784'972.02	1'109'479.40
Fixed Assets		
Mobile property	12'001.00	2'301.00
Inter-company account world	0.00	7'606.60
Total Fixed Assets	12'001.00	9'907.60
TOTAL ASSETS	796'973.02	1'119'387.00
LIABILITIES		
Short-term liabilities		
Short-term liabilities	130'974.50	330'037.95
Accured/deferred liabilities	218'680.59	228'865.06
TOTAL LIABILITIES	349'655.09	558'903.01
FUNDS		
Funds		
Restricted funds	166'601.95	173'361.95
TOTAL FUNDS	166'601.95	173'361.95
CAPITAL OF THE ORGANISATION		
Unrestricted funds		
Solidarity fund	5'738.21	5'738.21
Equipment fund	697.50	697.50
Total unrestricted funds	6'435.71	6'435.71
Loan ICDF of YFU	90'371.77	113'926.68
Retained earnings	266'759.65	241'003.93
Actual loss / profit	-82'851.15	25'755.72
Total capital of the organisation	274'280.27	380'686.33
TOTAL LIABILITIES AND SHAREHOLDERS' EQUITY	796'973.02	1'119'387.00

YFU (Switzerland), Bern

PROFIT AND LOSS ACCOUNT PER 30. SEPTEMBER
(in Swiss Francs)

	2017/2018	Budget	2016/2017
INCOME			
Outgoing student fees	1'148'902.55	1'743'000.00	1'780'252.00
Support allowances	182'781.65	208'862.00	216'568.20
Other income	265'457.48	161'600.00	208'025.72
Total INCOME	1'597'141.68		2'204'845.92
EXPENSES			
International fees	32'175.85	46'212.80	46'925.13
Outbound support allowances	477'409.56	670'185.90	744'783.95
Student insurance	25'035.10	52'348.00	50'515.66
	534'620.51		842'224.74
Gross profit I	1'062'521.17		1'362'621.18
Personnel expenses	631'453.85	639'462.00	666'817.69
Gross profit II	431'067.32		695'803.49
Other operating expenses	543'161.63	632'226.85	659'645.16
EBITDA	-112'094.31		36'158.33
Depreciation	449.80	5'125.00	6'400.00
EBIT	-112'544.11		29'758.33
Financial expenses	7'529.44		2'457.26
EBT	-120'073.55		27'301.07
Extraordinary income	-37'785.30		-892.45
Extraordinary expenses	562.90		9.10
Withdrawal for international scholarships	0.00		-3'621.30
Allocation of international scholarships	0.00		6'050.00
Loss- / Profit	-82'851.15	67'901.45	25'755.72

Appendix to Annual Report 2017/2018 and 2016/2017

Information on standards used in the Annual Report

This annual report was prepared in accordance with Swiss Law and the existing guidelines of the accounting and reporting recommendations of Swiss GAAP FER (incl. FER 21). In addition these financial statements are also established in accordance with the policies and guidelines of the ZEWO-Foundation. These financial statements represent also the statutory and Swiss law regulations.

Accounting Principles

These financial statements provide a true and fair view of the assets, financial position and earnings of YFU (Switzerland) and have been drawn up in accordance with all the existing guidelines of the accounting and reporting recommendations of Swiss GAAP FER and the Swiss law. In the case of discrepancy between these recommendations and Swiss law, there are policies applied which deserve both regulations.

The financial statements are based on the principle of historical acquisition costs and on the going concern principle. The relevant accounting principles are part of the Disclosures, breakdowns and notes.

	2017/2018	2016/2017
Disclosures, breakdowns and notes		
to the balance sheet		
Liquidity		
Cash	398.20	1'681.25
Post credit	142'268.02	129'134.69
Bank credit	618'914.17	959'681.56
	761'580.39	1'090'497.50
Credits		
Withholding tax	0.00	0.00
Swiss Post, Credit IFS	0.00	0.00
Deferred charges	23'391.63	18'981.90
	23'391.63	18'981.90
Mobile property		
Office equipment	12'000.00	2'300.00
Promotion material	1.00	1.00
	12'001.00	2'301.00
Clearing		
Inter-company account world	0.00	7'606.60
	0.00	7'606.60
Short-term liabilities		
Supplier debits	47'713.30	41'298.85
Inter-company accounts world	83'261.20	288'739.10
	130'974.50	330'037.95
Funds		
National scholarships fund	37'148.26	42'908.26
International scholarships fund	34'344.39	35'344.39
Student security fund	90'000.00	90'000.00
Exchange rate fluctuation security fund	5'109.30	5'109.30
	166'601.95	173'361.95

2017/2018

2016/2017

Disclosures, breakdowns and notes**to the profit and loss account****Outgoing student fees**

North America	446'910.00	881'730.00
Asia/Pacific	147'910.00	183'830.00
Western Europe	413'999.55	508'992.00
Central Europe	43'550.00	20'020.00
Latin America	65'623.00	151'750.00
Africa	30'910.00	33'930.00
	1'148'902.55	1'780'252.00

Support allowances

North America	4'884.00	27'091.65
Asia/Pacific	47'847.95	49'537.35
Western Europe	44'578.45	48'785.20
Central Europe	40'843.75	52'731.65
Latin America	41'904.60	38'422.45
Africa	2'722.90	0.00
	182'781.65	216'568.30

Other income

Federal support	74'110.00	76'032.00
Kreativcamp (Mercator)	64'422.60	0.00
Corporate scholarships	7'944.00	7'792.00
National scholarship support	18'240.00	24'890.00
Restricted donations (national scholarship)	5'590.00	13'546.55
Unrestricted donations	13'486.88	6'045.80
Administrational income	81'549.90	79'719.37
	265'343.38	208'025.72

International fees

International Center	26'686.10	41'324.50
EEE	5'489.75	5'600.63
	32'175.85	46'925.13

Outbound support allowances

North America	185'697.90	374'142.03
Asia/Pacific	58'046.95	74'781.50
Western Europe	185'739.01	218'260.87
Central Europe	15'203.00	8'464.50
Latin America	22'466.35	58'975.65
Africa	10'256.35	10'159.40
	477'409.56	744'783.95

Student Insurance

Student Insurance IN	-11.90	602.29
Student Insurance OUT	25'047.00	49'913.37
	25'035.10	50'515.66

2017/2018

2016/2017

Disclosures, breakdowns and notes**to the profit and loss account****Personnel expenses**

Salaries Office and Field	521'568.15	543'641.04
Social costs	72'918.10	74'831.05
Various	36'967.60	48'345.60
	631'453.85	666'817.69

Other operating expenses

<i>Student national activities</i>		
Outgoing students	51'491.60	52'520.81
Incoming students	157'326.19	94'084.80
<i>Staff national activities</i>		
Training	2'953.28	7'148.84
Meeting	6'265.65	8'335.00
<i>Travel outgoing programs</i>		
North America	59'722.90	127'491.12
Asia/Pacific	22'328.00	23'550.60
Western Europe	12'305.00	13'773.55
Central Europe	2'124.10	1'076.00
Latin America	16'329.60	28'769.00
Africa	4'212.00	3'444.00
<i>Administrations</i>		
Head-Office	132'490.20	156'807.63
Districts I - IV	16'692.56	26'740.41
<i>Merchandising</i>		
Merchandising	0.00	13'083.80
<i>Assignments</i>		
International Assignments	1'952.90	14'337.55
<i>Promotion</i>		
Promotion	38'727.65	41'091.50
<i>Development</i>		
Development national scholarship	18'240.00	45'475.00
Development international scholarship	0.00	700.00
	543'161.63	658'429.61

Significant events after the balance sheet date

There were no significant events between the balance sheet date and finalization of the balance sheet by the Board that would affect the validity of information contained in the balance sheet or which would have to be disclosed here.

YFU (Switzerland), Bern

Cash Flow Statement as of 30.09.2018

	2017/2018 CHF	2016/2017 CHF
Business activity		
Annual result	-82'851	25'756
Depreciation	450	6'400
Changes in contingency reserves	0	0
Capital gain/loss from sales	0	0
Book profit/loss	0	0
Increase/Decrease of outstanding debts	6'414	4'144
Increase/Decrease of other short-term debts	0	0
Increase/Decrease of deferred charges	-4'410	28'083
Increase/Decrease of deferred charges (funds)	-9'303	-9'014
Increase/Decrease of liabilities	0	0
Increase/Decrease of other short-term liabilities	0	0
Increase/Decrease of deferred income	-10'184	100'955
Cash flow from Business activity	-99'884	156'324
Investment activity		
Investment in financial assets	0	0
Investment in fixed assets	0	0
Disinvestment in fixed assets	0	0
Disinvestment in financial assets	0	0
Amortisation of undisclosed reserves	0	0
Cash flow after Investment activity	-99'884	156'324
Financing activity		
Increase/Decrease of Inter-company accounts world	-205'478	12'161
Increase/Decrease of other long-term accrued loan	-23'555	619
Increase/Decrease of retained earnings	0	0
Cash flow from Financing activity	-229'033	12'779
Increase in Liquid assets	-328'917	169'103
Balance of Liquid assets as of October 1st	1'090'498	921'395
Balance of Liquid assets as of September 30th	761'580	1'090'498

YFU (Switzerland), Bern

Capital of the organisation and restricted funds

(Account of Corporate action)

	Balance as of 01.10.2017	Avenues	Disposals	Releases	Balance as of 30.09.2018
Solidarity fund	5'738	0	0	0	5'738
Equipment fund	698	0	0	0	698
Earned uncommitted assets	241'004	0	25'756	0	266'760
Annual result	25'756	0	-108'607	0	-82'851
Capital of the organisation	273'195	0	-82'851	0	190'344
National scholarships fund	42'908	0	-5'760	0	37'148
International scholarships fund	35'344	0	-1'000	0	34'344
Student support fund	90'000	0	0	0	90'000
Exchange rate fluctuation security fund	5'109	0	0	0	5'109
Restricted funds	173'362	0	-6'760	0	166'602

Remarks concerning several balance sheet items

1) Current assets

Asset category	30.09.2018 CHF	Previous year CHF
Liquid assets	761'580	1'090'498
Deferred charges	23'392	18'982
Total current assets	784'972	1'109'480

2) Fixed assets

Assets analysis	Office equipment CHF	Office furnishings CHF	Promotion material CHF			Total
Acquisition values						
Balance as of 01.10.2017	2'299	1	1			2'301
Investments	10'150	0	0			10'150
Disinvestments	0	0	0			0
Depreciation current year	-450	0	0			-450
Amort. undisclosed reserves	0	0	0			0
Balance as of 30.09.2018	11'999	1	1			12'001

The assessment of capital assets is done according to acquisition value and original value. The activation limit is between CHF 500 and CHF 1000. Depreciation is done during the useful economic life of assets.

3) Inter-company accounts

	30.09.2018 CHF	Previous year CHF
Inter-company accounts world (assets)	0	7'607
Inter-company accounts world (liabilities)	-83'261	-288'739
	-83'261	-281'133

This figure represents the difference between the two balance sheet items dealing with inter-company accounts. The amount reflects balances with international partners which could not be settled before 30.09.2018.

4) Short-term liabilities

Composition	30.09.2018 CHF	Previous year CHF
Supplier debits	47'713	41'299
Deferred income	218'681	228'865
	266'394	270'164

The deferred income includes overtime and outstanding leave days of the office staff. Furthermore, it includes advance payments of future program participants (Program Year 2019/2020).

YFU (Switzerland), Bern

5) Restricted funds

Area	National scholarships Fund	Total
Balance as of 01.10.2017	42'908	42'908
Release of reserves	5'760	5'760
Creation of reserves	0	0
Balance as of 30.09.2018	37'148	37'148

National Scholarship Fund: Assets in the National Scholarship Fund remained relatively stable. A total of CHF 24'000 was assigned as scholarships to 6 outbound students (approx. 5% of all outbound students). Most of these scholarships (CHF 18'240) were financed directly through a part of the income from program fees. The remainder (CHF 5'760) was taken from the National Scholarship Fund. According to YFU Switzerland's scholarship policy, each application is assessed on the ground of the family's income, assets and number of children in education.

Area	International scholarships Fund	Total
Balance as of 01.10.2017	35'344	35'344
Release of reserves	1'000	1'000
Creation of reserves	0	0
Balance as of 30.09.2018	34'344	34'344

International Scholarship Fund: International scholarships are mainly awarded to students from countries where the means to go on exchange are not readily available. This year, no international scholarship was granted to inbound students.

Area	Student Security Fund	Total
Balance as of 01.10.2017	90'000	90'000
Release of reserves	0	0
Creation of reserves	0	0
Balance as of 30.09.2018	90'000	90'000

Area	Exchange rate fluctuation security fund	Total
Balance as of 01.10.2017	5'109	5'109
Release of reserves	0	0
Creation of reserves	0	0
Balance as of 30.09.2018	5'109	5'109

Exchange rate fluctuation security fund: CHF 0.00.- were allocated from the annual result FY 2017/2018. In FY 2017/2018 CHF 0.00.- were withdrawn from the Exchange rate fluctuation security fund to cover the capital loss.

YFU (Switzerland), Bern

6) Unrestricted funds

Area	International Solidarity Fund	Total
Balance as of 01.10.2017	5'738	5'738
Release of reserves	0	0
Creation of reserves	0	0
Balance as of 30.09.2018	5'738	5'738

Area	Equipment Fund	Total
Balance as of 01.10.2017	698	698
Release of reserves	0	0
Creation of reserves	0	0
Balance as of 30.09.2018	698	698

YFU (Switzerland), Bern

Remarks concerning several profit and loss account items**7) Income from Programs**

Title	2017/2018 CHF	Previous year CHF
Outgoing student fees		
North America	446'910	881'730
Asia/Pacific	147'910	183'830
Western Europe	414'000	508'992
Central Europe	43'550	20'020
Latin America	65'623	151'750
Africa	30'910	33'930
Total	1'148'903	1'780'252

This year's number of outbound students (89) was considerably lower than last year (137). This decrease was in big parts due to an over 50% decrease in demand for programs in the US.

Support allowances

North America	4'884	27'092
Asia/Pacific	47'848	49'537
Western Europe	44'578	48'785
Central Europe	40'844	52'732
Latin America	41'905	38'422
Africa	2'723	0
Total	182'782	216'568

This year's number of inbound students (57) was clearly lower than the previous year (66) but within the historic framework. The demand for our inbound programs by partner remains as Switzerland is considered an attractive country.

8) Other Income**Other Income**

Federal support	74'110	76'032
Individual support	7'944	7'792
National scholarship support	18'240	24'890
Kreativcamp (Mercator)	64'423	0
Restricted donations (national scholarship)	5'590	13'547
Unrestricted donations	13'487	6'046
Administrational income	81'664	79'719
Total	265'457	208'026

Federal support refers to contributions from the Swiss Federal Government. These contributions consist of financial support for our activities in the field of youth work ("Finanzhilfen für die Betriebsstruktur und regelmässige Aktivitäten von Einzelorganisationen (Art. 7 Abs. 2 KJFG)" BSV year allowance CHF 66'610.-) and for our training events for volunteers ("Aus- und Weiterbildung (Art. 9 KJFG)" BSV training support CHF 7'500.-).

Administrational income mainly consists of the inbound students' contributions to our language courses (this money is directly reinvested into the language courses) and cancellation fees.

YFU (Switzerland), Bern

9) International fees

International fees		
International Center	26'686	41'325
EEE	5'490	5'601
Total	32'176	46'925

The International Center fees consist of the fee for the Global Office and the contributions to the ICDF (International Contingency and Development Fund). The EEE fees are supporting the EEE (European Educational Exchanges) office in Bruxelles and its activities. EEE is the umbrella organisation of European YFU organisations. All of the aforementioned fees are calculated on a per student basis.

10) International remits

Support allowances	2017/2018 CHF	Previous year CHF
North America	185'698	374'142
Asia/Pacific	58'047	74'782
Western Europe	185'739	218'261
Central Europe	15'203	8'465
Latin America	22'466	58'976
Africa	10'256	10'159
Total	477'410	744'784

The Support allowances are the fees that are paid to international partners for hosting our outbound students. They reflect the student numbers. Since support allowances are a part of the program price that the participants pay, the same explanations apply as for 7) "Income from programs".

11) Staff expenses

The remuneration to staff members does not exceed salaries of employees fulfilling similar tasks in other organizations or in the public service of the Canton of Bern.

12) Exchange rate fluctuations

YFU Switzerland pays most of its bills to other YFU organisations in USD. To have a good basis for setting the program prices, some of the USD needed was bought on a regular basis throughout the year. This procedure led to an extraordinary net capital gain of CHF 22'574.26 (capital gain of CHF 30'103.70 and capital loss of CHF 7'529.44)

13) Development

Development		
Development national scholarship	18'240	45'475
Development international scholarship	0	700
Development equipment fund	0	0
Development solidarity fund	0	0
Total	18'240	46'175

Assessment of risk

The Board adequately assessed the potential risks periodically. Where applicable, measures were taken so that the risk of relevant misstatements in the financial report can be considered minor.

Accounting principles

The financial accounting was done according to the rules of Swiss GAAP FER (FER 1 - 6, FER 21 and FER 27)

The valuation of the assets and the liabilities and shareholders' equity is done by the principle of conservatism.

14) Open positions in financial derivative instruments

	30.09.2018			30.09.2017		
	Assets	Liabilities	Purpose	Assets	Liabilities	Purpose
Forward currency transactions	0		0 Hedging	40'657		0 Hedging
Forward transactions (Total)	0		0	40'657		0
There of hedge of future cash flows	0		0	40'657		0
Recognized values (Total)	0		0	0		0

The market values of forward currency transactions aimed at the hedging of future cash flows (analogous to the underlying transactions) are not recorded. The gains resulting from the derivatives are only recorded when the hedged transactions have taken place.

YFU (Switzerland), Bern**Definition of Funds****Purpose**

The purpose of these guidelines is to define the policies for all the funds to be found in the YFU-CH balance sheet: to clarify the process (guidelines) for their attribution and their refill.

1) National scholarship fund

Aim: to financially support participants leaving on an exchange year with YFU-CH

This fund collects the **direct contributions** paid by all participants leaving with YFU-CH (contribution is part of the programme fee). Allocation of the direct contributions is decided by the National Director (ND). The sum of all regular participant direct contributions should be distributed during the same fiscal year.

The National Conference might decide, in case of healthy financial years, to allocate an **extra contribution** to the fund, as a result of the profit distribution of the fiscal year (assuming there is a profit). The extra contribution must not necessarily be allocated in the same fiscal year but might be used later when financial needs for participants are higher. The ND is responsible and free to decide upon the exact timing and allocation of such extra contributions.

2) International Scholarship Fund

Aim: to financially support participants coming to Switzerland through other YFU organisations. Especially countries for which Switzerland is too expensive should benefit from this fund.

The National Conference decides every year, but only in case of a positive financial result, the amount allocated to this fund. The timing for the allocation is open but should take place within 2 fiscal years after the allocation. The ND is responsible and free to decide upon the allocation. ND is required to inform Board after any allocation.

3) Student Security Fund

Aim: to ensure that YFU-CH can always fulfil its contractual obligations to partner countries and participants. The payment of support allowance for incoming year students occurs during the fiscal year preceding most of the actual spending.

The Student Security Fund contains at least CHF 90'000. In case of usage the fund must be refilled at the next upcoming possibility: at the National Conference. The ND, together with the Finance Committee, decides upon the allocation of the Student Security Fund. ND is required to inform Board after any allocation.

4) Solidarity Fund

Aim: to support specific international operations and actions in a spirit of solidarity. It may consist of loans or grants to national committees in need, or in some cases, of actions to promote the further training and education of staff abroad.

The Solidarity Fund can only be filled at the National Conference, but only in case of a positive financial result. Proposals for Solidarity Fund allocation are made by the ND and are decided upon by the Finance Committee. ND is required to inform Board after any allocation.

5) Equipment Fund

Aim: to have a reserve for IT or office equipment (furniture, not paper and pens). The Equipment Fund will enable to purchase IT-infrastructure and office equipment in case of unexpected need (extra personal, IT breakdown, etc.). Planned renewal or new purchase of IT and/or office equipment must be appropriately budgeted.

The Equipment Fund should contain an amount of CHF 20'000. In case of usage the fund must be refilled at the next upcoming National Conference, but only in case of a positive financial result. The ND, together with the Finance Committee, decides upon the allocation of the Equipment Fund. ND is required to inform Board after any allocation.

6) Exchange rate fluctuation security fund

Aim: to have a reserve for currency exchange losses, due to currency exchange rate fluctuations. Foreign currencies are bought throughout the year, while the year ending is calculated with a compounded average of the daily exchange rate throughout the year. The program prices for outbound programs (in CHF) are determined in the fiscal year preceding the payments of the support allowances to partner organizations (in foreign currencies).

The National Conference decides every year, but only in case of a positive financial result, the amount allocated to this fund. The ND, together with the Finance Committee, decides upon the allocation of the exchange rate fluctuation security fund. The ND is required to inform the Board after any allocation.

YFU (Switzerland), Bern**Efficiency Report****Yearly Report 2017-2018**

At its core, YFU helps to create positive global change. Founded in 1951 to offer the world a new beginning, healing the devastation of World War II, we have grown into a network of 50-plus countries that connects the world through cultural exchange. Students experience tremendous personal growth, and at the same time, the positive impressions they make on host families, friends, schools, teachers and neighbors can influence entire communities. Personal opinions ultimately change public opinion; public opinion sways elected officials who draft public policy which informs international diplomacy. What starts with a single person, over time, influences nations.

During the fiscal year 2017-2018 YFU Switzerland sent 89 outbound students on exchange. This number is considerably lower than last year (137). A number of measures are being considered to increase program participation as well as income in general, and to decrease operating costs. Some of these measures have been implemented quickly. Apart from the recruitment and the selection process, the main activities in connection with our outbound programs were the two orientation week-ends in November and May. In September, a reentry seminar took place for the returning students of the previous program year.

YFU Switzerland hosted 57 inbound students (an over 13% decrease compared to the previous year). YFU assisted these students throughout the year and organized three national student support events: the week-long post arrival orientation (PAO) in October, the week-long midterm orientation in January and the pre-return orientation weekend (PRO) in May. Host families were supported before, during and after the exchange year. The largest part of the recruitment, selection and support work for both outbound and inbound students as well as for host families is handled by our volunteers.

On a national level, YFU offered two weekend workshops for our volunteers in October and March in order to give them the necessary tools and knowledge to volunteer for YFU. YFU Switzerland's trainer team held regional evening training events in order to ensure that volunteers are adequately trained to perform their jobs and responsibilities.

Throughout the year, over thirty Regional Directors and approx 250 volunteers volunteered their time in the areas of host family and student recruitment, selection and support. Seven board members volunteered on strategic level of the organization, complementing the work of the office team. For the coordination and organization of our national events, the National Event Coordinators together with approx. one hundred volunteers supported camps, events and meetings with tasks that range from kitchen team to group leaders for the inbound students. The trainer team (16 members) developed and facilitated educational seminars and training material.

The coordination of YFU Switzerland's volunteer force, support for sending and hosting parents and international coordination is handled by the National Office. In 2017-2018, YFU employed a total of 7 people who shared 5.2 full-time equivalent positions and were supported by one full-time internship position throughout the year.

YFU Switzerland awarded scholarships amounting to CHF 24'000 to 6 outbound students (approx. 5% of all students) covering part of their program fees. These scholarships enabled the students to participate in the exchange experiences despite their families' limited means. These scholarships are financed through a scholarship contribution that is part of each program price as well as through organizational and individual private donations. The "world explorer" merit-based scholarship that was again offered this year is also included in that sum. Additionally, the Embassy of the USA has charged YFU to promote and grant two "celebrating diversity" scholarships for youth who are from a cultural minority background.

This fiscal year, YFU started and/or implemented several projects and initiatives. The most prominent one was the "Kreativcamp 2018", funded by Mercator Foundation Switzerland: in July 2018, 42 young people from Germany, Turkey and Switzerland have experienced a two-week-summer camp in Einsiedeln. They could chose from workshops in graffiti art, artistic skills (e.g. juggling and acrobacy), hiphop dancing and music composition while being made of aware of intercultural aspects of life and cooperation. The camp was led accompanied by YFU volunteers, joining forces with YFU Germany, YFU Turkey and YFU Switzerland. Furthermore the two-year project for Youth Worker Mobility, funded by Movetia Foundation, came to a close: overall, the project allowed 41 participants from YFU organisations in 9 different countries to benefit of 86 days in total with best practice exchange in camps, workshops and meetings. Participants shared their experience with the wider YFU-network ant the public in blog posts. YFU Switzerland hopes to iniitate a follow-up project in 2019.

Board members:

Name	First name	Election year	1st term	2nd term	3rd term
Dr. Beeli-Zimmermann	Sonja	2014	2014-2016	2016-2018	2018-2020
Brechbühler-Peskova	Marie	2017	2017-2019		
Buser	Marco	2015	2015-2017	2017-2019	
Choffat	Vincent	2018	2018-2020		
Condrau	Sophie	2017	2017-2019		
Kattrup	Henrik	2018	2018-2020		
Zurfluh	Anouschka	2017	2017-2019		

YFU came into existence to meet the real need to heal a broken world. Our mission is still as vital as it ever was. Our cultural exchange programs provide the ultimate reality check to a worldview based on stereotypes. In helping people of all ages to make the world their home, we help them to appreciate differences and embrace similarities. As we now have the potential to profoundly and immediately impact one another, it is imperative that we make an effort to be better acquainted. YFU is a positive first step in a lifelong journey of international connection.

National Director since May 2018:

Sandra Alefsen