

2019 ANNUAL REPORT

CMW

MESSAGE FROM THE CHAIR AND EXECUTIVE DIRECTOR

2019 was the tail end of our 2016-2019 Strategic Plan. With the right planning and a lot of good fortune, we started this year on the right foot - ready to reach the finish line on all of our goals!



As is the case with home stretches, 2019 was the most challenging, most exciting and most rewarding time of the four year period. Inspirit Foundation provided three-year (2019-2021) funding to build CMW's capacity to do its work and build provincial and national connections. The Department of Women and Gender Equality provided funding for 4 years (2019-2022) for capacity building and development of women and girls leadership. Kitchener Waterloo Community Foundation (KWCF) provided a grant to explore restorative justice approaches to hate crime in partnership with Community Justice Initiative. KWCF also provided a grant for the "Safe Spaces" youth initiative through the RBC Future Launch Community Challenge. Department of Canadian Heritage provided funding for HUQUQ, Muslim Women's Human Rights Education and Awareness Project.

We hired our first Executive Director and increased our staff team to seven in 2019 - from just one staff member in 2018. 200+ volunteers from very diverse backgrounds gave their time and talents to support CMW's work, over 1500 community members attended CMW's events and community forums, and over 100 Muslim women attended various trainings offered by CMW in 2019, including a pilot job search training and Leadership and Board Governance Training. Our staff led the very successful, first-of-its-kind campaign, addressing Bill 21 at the municipal level. HUQUQ project engaged the community in public education and discussions on human rights for Muslim women in employment, housing, and accessing services. Muslimah research project was completed, results have been presented at the Biennial Psychology Conference in Chicago, and we are now looking forward to publishing the results in several academic journals. CMW was honoured to receive the prestigious "Rogers Oktoberfest Women of the Year" award in the "Group Achievement" category, recognizing the success of a very grassroots group of newcomer, visible minority women in building a strong, credible, and reputable organization (CMW) engaged in groundbreaking work on addressing Islamophobia, racism and xenophobia while developing women and girls' leadership in the process.

We are very happy to report that CMW successfully achieved all of the goals of 2016-2019 strategic plan and we have made great strides in all of the strategic directions. We are particularly proud of CMW's increased operational capacity with a full time office and a dedicated staff team, significantly improved financial health with secured multi-year funding for building the organization, innovative and impactful programming, and increased collaborations and partnerships within the social profit sector. A partnership with Capacity Canada is helping us develop governance and operational policies and processes as we get ready to launch a comprehensive strategic planning process for the 2020-2023 period.

2020 is our 10th anniversary year. We will be celebrating this milestone year with a focus on our people: volunteers, partners, allies, and supporters. We invite you to join us at CMW's 10th Anniversary Gala and Awards Night on April 16th, 2020 to celebrate a decade of *Muslim Women Making Change!* in Waterloo Region through advocacy, activism, dialogue, and bridge building. Thank you for being a champion, a friend, and a supporter of CMW!

Ghazala Fauzia and Fauzia Mazhar

WHO WE ARE

Founded by a handful of Muslim women in 2010, Coalition of Muslim Women of KW (CMW) is a federally registered not for profit organization with the mandate to empower Muslim women and girls to be leaders and change makers. CMW provides opportunities for personal and professional growth, and leadership and skills development for Muslim women while addressing issues of racism, discrimination and Islamophobia through outreach, advocacy, and bridge building. CMW facilitates Muslim women's active participation and engagement in civic and democratic life, tirelessly working towards building a society where Muslim women are valued, engaged, empowered and recognized as leaders.

VISION

A just and harmonious community where Muslim women are valued, engaged, empowered and recognized as leaders.



MISSION

- To enhance communication and foster understanding between Muslim women and the larger community
- To provide opportunities for personal and professional growth, and leadership development for Muslim women
- To engage and support Muslim women to actively participate as leaders in the Muslim and larger community



RECEIVED ROGERS WOMEN OF THE YEAR

CMW was honoured to receive The KW Oktoberfest Rogers Women of the Year in the "Group Achievement" Category. This was our third nomination in a row. Sincere thanks to our nominator Jane Mitchell, Executive Director of HopeSpring Cancer Support Centre, and for the Awards Selection Committee for the honour.



OUR KEY INITIATIVES

TOGETHER AGAINST ISLAMOPHOBIA

We welcomed 2019 with a three year grant from the Inspirit Foundation to support our ground-breaking work to address Islamophobia on the local level as we reach out to and build connections with the provincial and national organizations. We adopted a new name for the project **"Together Against Islamophobia"**, reflecting the idea that the whole community has to come together to stop the anti-Muslim hate, working towards providing equity and belonging.

2019 Highlights

- Started in 2017, Give30 KW, a campaign led by the Muslim community to raise funds during Ramadan for the Food Bank of Waterloo Region became regional in 2019 as Cambridge Self Help Food bank was added as a new partner. The total amount raised in 2019 was \$16,000, raising the combined 3 year total to **\$46, 027.94**.
- The report on Community Consultation on Islamophobia, a joint project with Waterloo Region Crime Prevention (WRCPC), was launched in June at a community gathering. The report is available on CMW and WRCPPC websites.
- Our third annual Blood donation campaign in support of Canadian Blood Services was held on the Thanksgiving weekend.
- We continued to provide trainings on Islamophobia throughout the year to various community organizations including The Registry Theatre, Waterloo Region Well-being initiative, Community Justice Initiative and Ontario Provincial Police (OPP)Partnership with CJI to bring restorative justice responses to Islamophobic hate crimes.Partnership with Mennonite Central Committee for Training Active Bystanders (TAB). Two of our staff were trained as trainers.
- We are very proud of our leadership role in creating a municipal movement to bring attention to Quebec's Bill21. City of Kitchener was one of the first municipal governments in the whole of Canada to pass a unanimous motion denouncing Bill21. City of Waterloo followed suit at their next council meeting. Surrounding municipalities of Wilmot and North Dumfries also passed motions. In January 2020, City of Cambridge also passed a motion denouncing Québec's Bill21.



“Community Justice Initiatives (CJI) is excited and honoured to partner with the Coalition of Muslim Women. CJI and CMW are building on the ground-breaking work of CMW to develop a holistic and comprehensive model to address Islamophobia in our community, in both proactive and reactive ways. Together, we are tackling Islamophobia collaboratively with our community, at the individual, community, and systemic level, while also fostering intercultural and interfaith connections. CJI has long admired and esteemed the restorative approaches of CMW – such as holding brave conversation spaces, and are excited to be on this journey of learning and action together.

– Julie Friesen, Community Justice Initiatives

HUQUQ: MUSLIM WOMEN'S HUMAN RIGHTS EDUCATION PROGRAM

Funded by The Department of Canadian Heritage, HUQUQ started with a survey mapping out the extent and forms of discrimination faced by Muslim women which established the grounds for a comprehensive training plan for Muslim women from different social and ethnic backgrounds including Black-identified, Middle Eastern and South Asian communities. In addition to conducting training and organizing community forums, HUQUQ staff has provided one-on-one support for Muslim women who have experienced some form of discrimination and have connected with over 20 service providers and community organizations during the workshops and community forums.

2019 Highlights

21 workshops on Ontario Human Rights Code (two of which have been focused on employment issues) have been conducted in the Region of Waterloo.

Two of the workshops were offered to youth, 30 youth participated in these workshops.

Presentations were delivered to many established newcomer women's groups in the Region including senior women's group at Chandler Mowat Community Centre and Mothers' Group at the Manchester Public School.

Workshop material has been translated into Arabic and was offered to Arabic speakers in November. 24 community members attended.

270+ women, men, and youth from diverse backgrounds including service providers have participated in workshops.

70 community members attended community forum with system leaders on housing and education.

“ Knowledge is power. I learned about my rights and feel empowered.
- University of Waterloo Workshop Participant

“ I work with a diverse range of clients at the Community Center and learning about my organizations responsibilities to ensure that we have to address the client's needs called the duty to accommodate helped me become more inclusive and effective in my work. A community outreach worker working with the Community Center in Kitchener.
- Participant, Service Providers workshop

MUSLIM WOMEN EMPLOYMENT SUPPORT PROJECT (MWESP)

Funded by the Government of Ontario, and led by a steering committee of 9 dedicated members, MWESP aimed to raise awareness about the high rates of unemployment / underemployment of Muslim Women in Kitchener-Waterloo. **120 local Muslim women** participated in MWESP through surveys and focus groups to identify barriers and to help design a job search program based on the findings. MWESP's major achievement was to develop and prototype the job search training program specific to Muslim women job seekers needs. The pilot job search program was offered to a group of 15 local Muslim in winter 2019. Project's findings and learnings were shared with 120 attendees of the Community Forum held on March 20, 2019.



“ MWESP has provided me with skills, to be better. Because of this opportunity I got a full time job.
- Job Search Training Participant

MUSLIMAH RESEARCH PROJECT

The Muslimah Project was a collaborative effort between CMW and Laurier Centre for Community Research, Learning and Action which aimed to understand the health implications of discrimination experienced by Muslim women in Waterloo Region. Grounded in an understanding of Intersectionality in practice, the project centred the voices of Muslim women in discourse surrounding their experiences of discrimination. Five focus groups were conducted in order to gather information surrounding various impacts of discrimination on Muslim women of diverse backgrounds ($n=55$). Data collected in focus groups was supplemented by semi-structured interviews with local service providers. Findings indicate that Muslim women in Waterloo Region regularly experience both subtle and overt discrimination, negatively impacting their sense of belonging, mental health, and overall wellbeing. Findings and learnings from the Muslimah project were shared with about 100 attendees of the Community Forum held on July 18, 2019.

CMW WOMEN WHO INSPIRE AWARDS

CMW's Women Who Inspire in KW Award commemorates International Women's Day by recognizing up to six Muslim women who have made outstanding contributions to the vitality and wellbeing of the KW community. This year's event was attended by **250+ people, hearing the keynote address from Wazhma Frogh, International women's rights activist. Rania Lawendy** (Inspiring Leadership), **Awatef Alkhadour** (Community Service), **Zainab Arkani** (Advocacy and Activism), **Nermin Ozdemir** (Professional Achievement), and **Hafsa Said** (Outstanding Youth) received CMW Women Who Inspire Awards. Friend of CMW award was presented to Jane Mitchell. Fauzia Baig, Nafiseh Moghimi and Zohra Wali received 5 Year Service Awards.



LEADERSHIP AND BOARD GOVERNANCE WORKSHOP

Funded by Department of Women and Gender Equality and Kitchener Waterloo Community Foundation, and in partnership with Capacity Canada, CMW Leadership and Board Governance Training was offered in September and October to a group of highly motivated 25 Muslim women emerging leaders at the Accelerator Centre.

“Sessions were very informative and knowledgeable. I have learned new things regarding board responsibilities and work ethics.
- Participant

“Everything was explained in detail and easy to understand. All of the sessions were interesting and knowledgeable.
- Participant



TASTES OF RAMADAN IFTAR

Tastes of Ramadan, supported by a grant by the City of Waterloo, was an opportunity to bring together the larger community to experience diverse traditions of Ramadan (fasting month) from various Muslim cultures. At this year's event, CMW hosted over 500 people, including 120+ volunteers, majority of whom represented diverse cultures in the Muslim world as table hosts. A number of local businesses and cultural groups sponsored or donated traditional iftaar food and drinks.

“I loved the presentation because I learned so much about Ramadan that I didn't know before, and of course the food...was amazing!

- Guest

“The opportunity for a whole room full of people to CONNECT with other people, cultures, beliefs, cuisines, etc. I loved the inclusive community/coming together/bridging aspects of it, and the sharing of beliefs, perspectives, and culture while sharing food together. I also SO appreciated the compostable dishes and zero waste efforts! Awesome! :)

- Guest



RADIANT LADIES NIGHT

Over 500 delighted women attended this sold out event on November 8th, with proceeds supporting CMW's many programs and services. Highlights of the Gala included delicious multicultural food, dancing to music from around the world with DJ Sarah, and a fabulous Silent Auction.

“The fundraising radiant gala event was amazing, we had great fun, well organized, everything to perfection. I have no words to say thank you, and I wish it was more than once in a year

- Attendee



2016-19 STRATEGIC PLAN MILESTONES

Organizational Development

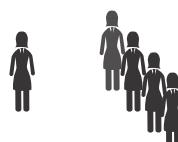
Enhance CMW's administrative functions, policies and procedures and continue to build the organization

2016 2017 2018 2019

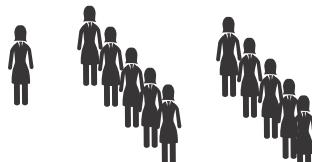
Part Time Staff



Full Time Staff



Students



Executive Director



- Conduct a feasibility assessment of CMW having its own space.
- Establish a policy and practice defining when CMW work will be paid.
- Establish dedicated office space for CMW.
- Establish the organization as a registered charity.

Leadership Development and Capacity Building

Increase CMW member engagement and develop and implement a leadership capacity building plan

2016 2017 2018 2019

Trained Table Host Volunteers

24 40 60 100

Trained Leaders

25 59 25

Increase member and supporter engagement to enable enhanced involvement and commitment to the organization's Vision and Mission.

Identify members and supporters interested in making presentations to the community. Provide guidance and coaching support to help them make effective presentations.

Establish a mentor/shadowing program for the development of future leaders.





Completed Action Item



In Progress Action Item



Community Service

Create a cohesive community service strategy that includes a range of events, services and resources to engage and inform the community

2016 2017 2018 2019

People Served 1000 1600 1800 2000



Enhance CMW's Community Profile

Enhance CMW's profile in the community and promote CMW to target community partners and organizations

2016 2017 2018 2019

Total Volunteers 60 100 140 200+ Annual Revenue (\$)
42,440 47,233 53,270 176,630

Event Attendees 400 900 1200 1500

Total Funders 3 3 4 7

- Replace the annual June event with several smaller events.
- Establish CMW as a community resource of information concerning Muslim women.
- Establish a respected "Speakers Bureau" called upon to comment on issues relevant to Muslim women.
- Develop the Culture Cafe' concept (part of Tea and Tales) as a vehicle for building bridges with the larger community.
- Establish public forums or "Meet and Greets" featuring members of public office at all levels as presenters.
- Identify and implement two community service projects in partnership with other organizations in KW.

- Rebrand the organization, and launch the new brand.
- Clarify and promote CMW's purpose and aspirations in the larger community.
- Develop a brief information document describing CMW's history, vision, mission and future plans.
- Distribute this document to organizations important to CMW's reputation and opportunities.
- Post this information and FAQ on the CMW website, LinkedIn and Facebook page.
- Collect stories of Muslim women in KW and publish them as a book or blog.



Financial Sustainability

Develop and implement a sustainable financial plan for the CMW

2016 2017 2018 2019

Annual Revenue (\$)
42,440 47,233 53,270 176,630

- Create a fundraising strategy to cover the costs of administration and programs.

- Build on collaborative relationships with past funders (local charities, community service agencies, local funders and municipal government).

- Identify sources of funding that offer a high probability of support and submit proposals or inquiries to the identified sources of funding.

FINANCIAL STATEMENTS

Statement of Financial Position As of December 31, 2019

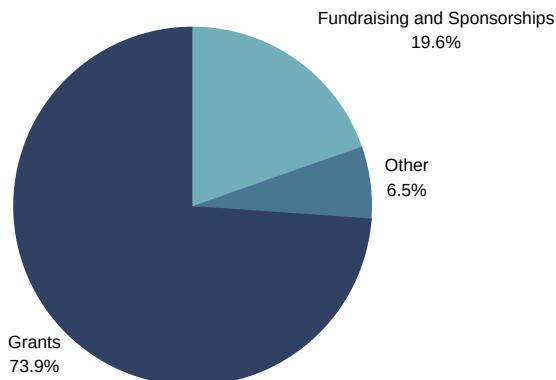
	2019 (\$)
Assets	
Current	
Cash	87,447
Accounts Receivable	0
	87,447
Liabilities	
Current	
Accounts Payable and Accrued Liabilities	10,992
Deferred Contributions (Note 5)	56,298
	67,290
Net assets	20,157
	87,447



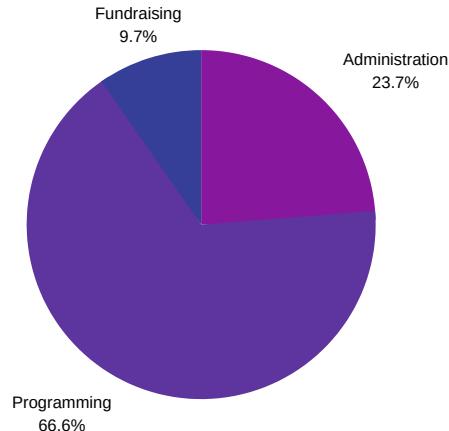
Statement of Operations and Changes in Net Assets Year Ended December 31, 2019

	2019 (\$)
Revenue	
Grants (Note 6)	130,524
Fundraising and Sponsorships	34,665
Purchased Services	6,925
Donations	3,656
Other	860
	176,630
Expenses	
Administration	
Wages and Benefits	21,891
Subcontracts	5,143
Rent	4,968
Professional Fees	4,706
Office and Miscellaneous	4,473
	41,181
Programming	
Wages and Benefits	92,133
Supplies and Food	6,427
Rent	5,677
Subcontracts	4,689
Office and Miscellaneous	4,276
Marketing	2,241
	115,443
Fundraising	
Supplies and Food	10,529
Advertising	2,342
Rent	2,044
Subcontracts	1,880
	16,795
	173,419
Excess of Revenues over Expenses	
	3,211
Net Assets, Beginning of Year	
	16,946
Net Assets, End of Year	
	20,157

Revenue



Expenses



Notes

Deferred Contributions

Deferred contributions consist of restricted operating funds received in the current year that relate to the following year. The deferred revenue consists of:

	2019 (\$)
Inspirit Foundation	4,172
Department of Women and Gender Equality	17,067
Department of Canadian Heritage	23,552
Kitchener Waterloo Community Foundation	11,507
	56,298

Grant Revenue

During the year, the organization received operating grants as follows:

	2019 (\$)
Inspirit Foundation	45,000
City of Kitchener	7,119
City of Waterloo	3,000
Department for Women and Gender Equality	53,845
Department of Canadian Heritage	60,759
Government of Ontario	0
Kitchener Waterloo Community Foundation	13,960
Ontario Arts Council	3,139
Women's Xchange	0
	186,822
Less: Deferred Contributions	(56,298)
	130,524

Thank you to our funders



Women and Gender Equality Canada

Femmes et Égalité des genres Canada



THANK YOU TO OUR EVENT DONORS AND SPONSORS

Thank you to the following individuals and business for their cash and in-kind donations and sponsorships.

DONORS (CASH CONTRIBUTIONS)

Platinum

Dr. Faisal Raja & Dr. Iram Abbasi
Maliha Mehmood
Mohammad Alam

Silver

Syed Nayyar Asif
Uzair Memon

Bronze

Aida Kamel
Asma Razzaq
Ekram Momani
Fauzia Baig
Safa Ouissini

DONORS (IN-KIND CONTRIBUTIONS)

Aliaa Gadalla
Ayesha Anjum
Behiye Ahram
Hadbaa Alghazy
Hiba Fallah
Howida Sayed Ahmed
Fariba Chaghband
Fariha Meraj
Fatemeh Arbab

Howida Sayeed Ahmed
Husnia Barakzay
Jumana Alsabah
Maliha Mehmood
Manal Mehmood
Maryam Salehi
Nafiseh Moghimi
Nahid Alhaj
Najiba Soudi

Najmeh Nabavi
Nazneen Zaidi
Nermin Ozdemir
Parisa Fazeli
Raga Osman
Rouba Al Sabbagh
Shatha Alasadi
Sepideh Samadari
Wisam Osman
Zohreh Mohamadkhani

SPONSORS (CASH CONTRIBUTIONS)

Platinum/Gold

Affinity Real State Group
Bank of Montreal - Strasburg & Ottawa Branch
Continental Driving School
Kindred Credit Union
Paradise Boutique
Fashion Decor
Sheeba Kaladgi
Royal Lepage
Toyota Motor Manufacturing Company-TMMC
Zabiha Halal

Silver

Dr. Khurram Ashraf

Bronze

Makeup By Nour



THANK YOU TO OUR EVENT DONORS AND SPONSORS

Thank you to the following businesses for their cash and in-kind support!

All About Them Photography
The Cooperators-Jeff Lyle Group
Cakes Laziza
Creative Henna by Sadaf
Design by Bebo
DermaEnvy, Skincare
Eastern Splendor
Emily Bouchard
Fit for Life, Boardwalk
Heffner Lexus Toyota

Henna by Mehdiya
Jiddin (Arwa Faroun)
Makeup by Tima
Muse - Selfcare
The Body Shop, Fairview Mall Location
THEMUSEUM
The Rock Spa
The Village, Restaurant, Cambridge
Yves Rocher, Fairview Mall Location



THANK YOU TO OUR PARTNERS AND COLLABORATORS

PARTNERS & SUPPORTERS

ABC Network of Waterloo Region
Accelerator Centre
African Family Revival Organization
Capacity Canada
Cambridge Self Help Food Back
Canadian Aweil Youth Association
Canadian Blood Services
Canadian Rohingya Development Initiative
Centre for Community Research, Learning and Action (WLU)
Community Justice Initiatives
Conestoga College
Eritrean Islamic Community KWR
Family & Children's Services of the Waterloo Region
Hate Crime and Extremism Unit-Ontario
House of Friendship
Immigration Partnership Waterloo Region
Interfaith Grand River
Islamic Humanitarian Services
Kitchener Public Library
Kitchener Waterloo Art Gallery
Laurelwood Public School
MAC Kitchener Masjid
MAC Maple Grove School
Manchester Public School, Cambridge

Mennonite Central Committee Ontario
Muslim Social Services
Muslim Students Association (WLU)
Muslim Women of Cambridge
National Council of Canadian Muslims
Ontario Provincial Police (OPP)
Pat The Dog Theatre Creation
Region of Waterloo
Pakistan Canada Association-Waterloo Wellington Counties
Shamrose for Syrian Culture
Sir John A MacDonald Public School
Somali Canadian Association of Waterloo Region
The Food Bank of Waterloo Region
THEMUSEUM
Victoria Hills Community Centre
Waterloo Region Crime Prevention Council
Waterloo Region District School Board
Waterloo Masjid
Waterloo Public Library
Waterloo Region Police Service
Waterloo Region Well-being Initiative
Wilfrid Laurier University
YW Kitchener-Waterloo

VOLUNTEERS

207

individuals gave their time to CMW in 2019!

“ I love, I love and I love CMW! Thank you to all the ladies and to everyone who is behind the success of CMW.
- A Volunteer

“ Our voices are important to be heard and we will continue to do more awareness and bring more people.
- Together Against Islamophobia Volunteer

“ Tea and Tales is such a beautiful way of connecting with each other stories of being a woman, sharing the various cultures and enjoying the tradition tea and treats.
- Tea and Tales Volunteer

“ My kids are waiting to be part of CMW again this year in baking cookies for our wonderful neighbours and community. It gives them a platform where they feel a sense of belonging.
- A Volunteer



CMW'S 2019 AT A GLANCE

JANUARY

- Quebec Mosque Shooting Remembrance at Kitchener City Hall
- Women's March (Participation)



FEBRUARY

- Annual General Meeting
- Wellbeing Waterloo Region Training
- Muslim Women Employment Support Project (MWESP) - Job Search Training



MAY

- Give30WR
- Tastes of Ramadan
- Waterloo Region Diversity Training (Participation)
- Waterloo Region District School Board Systems Leaders Iftaar

AUGUST

- Give30WR Community Volunteering Day at the Food Bank
- Family Centre Eid Celebration (Participation)



NOVEMBER

- Huquq training for University of Waterloo Students
- Huquq training for Muslim Women of Cambridge community members
- Huquq training for Cambridge Muslim youth group
- Huquq training for Arab community in KW
- Radiant ladies Night Gala
- TAB training for SHORE Centre
- Training for Ontario Provincial Police (OPP) - Training for Muslim Women of Cambridge

JUNE

- Waterloo Region Crime Prevention Council (WRCPC)
- Scavenger Hunt (Participation)
- Training for Registry Theater
- Know Your Rights Training in partnership with National Council of Canadian Muslims (NCCM)

MARCH

- Vigil for Christchurch Mosque Shooting
- CMW Women Who Inspire in KW Awards Gala
- Report published: Islamophobia in Waterloo Region
- MWESP Job search training for Muslim Women (Cont.)
- MWESP Community Forum
- Hosted Meet and Greet with The Honourable Maryam Monsef, Minister of Status of Women and International Development
- New members orientation session
- Waterloo Public Library Ramadan program

JULY

- Muslimah Community Forum
- New members orientation session
- WRCPC Porch Chats



SEPTEMBER

- Leadership and Board Governance Training
- CMW Youth Group Initiation
- HUQUQ workshops for community and service providers
- Take Back the Night March (Participation)
- WLU Volunteer Fair (Participation)

DECEMBER

- CJL training for the Together project
- Huquq forum on Housing
- Tea and Tales at Leadership Waterloo Region Diversity Day
- Family and Children's Services Foundation Tree of Hope Launch (Participation)

OCTOBER

- All Candidates Meeting
- Thanksgiving Blood Drive
- Leadership and Board Governance Training
- Huquq for Service Providers: Human Rights Code
- Huquq for Muslim women: Human Rights Code and Employment
- Huquq: School board forum
- Oktoberfest Rogers Women of the Year Award
- New members orientation session
- Train the Trainer: The Active Bystander (TAB)





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**Coalition of
Muslim Women**
Kitchener-Waterloo



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