



Initiatives of Change



ANNUAL REPORT 2007



**Bernard de Riedmatten, President
of CAUX-Initiatives of Change**

A Message from the President

Dear friends of CAUX

The year 2007, full of events as it was, confirms yet again that the world seems set on an irreversible course of globalization. It is incontestable that globalization can have positive effects, allowing for a better use of resources, for greater knowledge of the world, for the benefit of all. But at the same time, it accentuates political, social and economic disparities and creates new imbalances, marginalizing and endangering certain groups of people.

It is not by chance if we hear increasingly of the need for change, and even for a break with the past. Each one of us becomes aware of a new balance of power that is being established, that what we were used to is changing, and that the values in which we were grounded are under challenge. There is a real threat that the balance of raw power carries the day instead of dialogue. With the threat of fresh confrontations arising – in politics, economic, the social sphere, religion and culture – it is not surprising that calls for dialogue are on the up.

Since its creation more than 60 years ago now, *Initiatives of Change* has made dialogue a priority. Dialogue needs to be established at every level, and founded on ethical values that encourage each individual to accept their part of responsibility. In this evolution towards globalization that we are all in, the values that CAUX has always promoted – respect and listening to the other, tolerance, reconciliation – far from being outmoded, seem more relevant than ever.

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So it is with the conviction that we're on the right track that I will shortly come to the end of my mandate as the President of the Swiss Foundation, aware that the time has come to hand over my responsibilities to fresh forces. These four years have been marked by important changes in the Foundation. They have led to improved structures, and clarification of its ways of operating, of new ways of preparing and running the conferences, a reinforcement and diversification in the area of fundraising.

We are aware that despite the timeless nature of the ideas that our organization is founded in, they must adapt to a constantly changing world. With this in mind, the Foundation carried out a 'brainstorming' which has already brought some encouraging results. And in all these efforts of up-dating and modernization, the Foundation has always kept in mind that one of its priorities is developing the conference centre and making it available to the whole network of *Initiatives of Change*.

So I leave with feelings of gratitude, as well as a little nostalgia. Gratitude to all those who helped me during these four years, the staff in the secretariat, my colleagues in the Executive Committee and in the Council, as well as all those who have shared without stinting their friendship and their experience. My gratitude also goes to all those I had the pleasure to live alongside in Caux through the summer. They've enriched me with their knowledge and often touched me with their faith and their exemplary commitment. And of course, I cannot forget all those, and they are many,

in Switzerland and outside, who have showed great generosity in providing us with the means necessary for our activities. I would like to single out the many *Initiatives of Change* bodies in other countries that have supported us, either through helping to finance the stay of participants unable to cover the full costs of their stay, or in helping to finance some of the renovations of our buildings. My thanks likewise go to all the volunteers, Swiss and from elsewhere, who offer their services in the different departments of the house, and also to those who help pay for their stays. These are partnerships that we truly value, and we trust that we can continue to develop in the future.

In these last years, there have been many important developments. But there are no less important challenges ahead. Knowing as I do the persistence and commitment of those I've had the pleasure of working with, I want to say to them Pope Jean Paul II's words: 'Fear not.' The power of the ideas that you defend and the depth of your commitment for a world, more peaceful, more just, where the dignity of each individual will be recognized, will continue in the future, as in the past, to give you the strength to overcome the inevitable obstacles along the way.



Bernard de Riedmatten

Programs and International Relations

International Caux Conferences 2007

'Trust Across the World's Divides? Dignity for All?' was the theme for the International Caux Conferences 2007, which attracted participants from across the world.

A 'Grassroots Dialogue of Civilizations' conference took place, largely carried and planned by a French team. Through the 'Initiative-Dialogue' program in the suburbs of Paris, they have built up useful experience of inter-cultural dialogue, notably between native French and French of North African origin. The conference gave space for exchanges of experience in this area between France and other



Mohamed Sahnoun, President of Initiatives of Change International, with Kofi Annan

European countries. Given the importance of this theme, and the interest that it aroused, a conference on a similar theme will take place in 2008.

Conferences with a Tradition

The conferences 'Servant Community – Values, Responsibility and Leadership', 'Trust and Integrity in the Global Economy' and 'Tools for Change' are all part of traditions more or less long, and continue in 2008.

The family conferences take place every other year. In 2007 the theme was: 'Openness and Trust Between Generations'. As usual, it attracted a large number of participants, and from all generations.

2007 saw the last of the 'Agenda for Reconciliation' conferences. They will be replaced in 2008 by a new series of conferences (see below under 'Perspectives'). This last one on the theme 'Can Integrity, Respect and Justice Lead to Dignity for All?' was as usual well attended and the most international, with more than 300 participants from some 60 countries.

Kofi Annan's Visit

One of the high points of the Caux conferences 2007 was the visit of the Kofi Annan, former Secretary General of the United Nations. On 8 August, he spent the day getting an idea of the activities of the Caux centre, and of the work of *Initiatives of Change*. After addressing a plenary meeting, he answered questions from the participants, and encouraged those working for change and reconciliation.

At the 'Official Day', Ambassador Pierre Combarnous spoke and brought the greetings of the



In April, a seminar to consolidate the peace process in Burundi was held in Caux.

Federal Council and in particular the Department of Foreign Affairs. Other outstanding public events included a talk by Mgr Joseph Roudit, the Abbot of the Saint-Maurice Abbey; an event to mark the United Nations International Day of the World's Indigenous People, with a talk by Visier Sanyü, an Australian originally from Nagaland, India; and a round table on the theme of 'Tolerance and Fundamentalism' with Jewish, Muslim and Christian speakers.

Conference Report 2007

You will find more details of the International Caux Conferences 2007 in the report which we can send you on request.

Perspectives

In 2008, as well as the conferences already mentioned above which continue, there will be a 'Renewal Arts Forum' with the theme 'Can Artists Help Mend a Broken World?' As announced above, there will be the first of a series of conferences on 'Addressing the Root Causes of Human Insecurity', which should continue over the next five years. The aim is to make Caux available as a resource to the global peacebuilding community, and those working for human security. In the medium term, we hope that the *Caux Forum for Human Security* may contribute to broadening the logic of tradi-

tional diplomacy through a deeper kind of listening and greater awareness of the wounds of the past.

There has also been a change in the area of human resources, with the introduction of 'theme developers', who will take on the coordination of some of the conferences. Mohan Bhagwandas, the first of these, is at work on the theme 'Trust and Integrity in the Global Economy'. Since April 2007, this Australian software professional spends 30% of his time working on the preparation of the annual Caux conferences, and on other projects in this field, particularly in Australia and South-East Asia.

Other Events in Caux

Consolidating Peace in Burundi

In collaboration with *Initiatives of Change International* and *Initiatives of Change France* a seminar was organized in Caux from 22-28 April 2007, for about 40 Burundian leaders. This seminar, which was financed by the Swiss Federal Department of Foreign Affairs (DFAE), is part of a long-term project, continuing into 2008, to consolidate the fragile peace process in Burundi.

Other Organizations in Caux

The Caux conference centre is regularly available for other organizations for their meetings. The Swiss Department of Foreign Affairs, in collabora-



Mohamed Sahnoun, Cornelio Sommaruga and Roger de Weck after a round table on the theme of 'Building Trust in a Tension-filled World' in Lucerne.

tion with the International Centre for Transitional Justice organized an experimental seminar on the question of gender in the framework of reparations, following human rights violations in countries in transition towards democracy.

Outreach

Round Table in Lucerne

A well-attended round table took place in the Lucerne town hall, chaired by the well-known journalist Roger de Weck, with Mohamed Sahnoun, President of *Initiatives of Change International* and his predecessor Cornelio Sommaruga. More than 100 people took part, on the theme 'Building Trust in a Tension-filled World'.

Pro Patria in Caux

The end of the first phase of the restoration work in the Great Hall of the Caux conference centre (see more p.7) was marked on 14 June with the unveiling of a plaque honoring the donors. Some 100 delegates from the Pro Patria Foundation, which kick-started the financing of this project, were present and visited the house as part of their annual general meeting.

CAUX-Information and the CAUX Website

CAUX-Information – the German-language publication of *CAUX-Initiatives of Change* – was published for the first time in 2007 in a reduced eight-page format. The issue reporting on the conferences continues to have 24 pages. An online version now appears on the internet. The number of readers remains stable at around 1 100, and we are grateful that contributions from readers bring in slightly more revenue than the previous subscription system.

The number of visitors to the CAUX website www.caux.ch has risen from 45 000 in 2006 to around 50 000 in 2007.

Caux Books and the CAUXexpo

Four new books or booklets were published by Caux Books in 2007: *A Journey of Discovery – a Muslim Encounters Initiatives of Change* by Imam Abduljalil Sajid, *A Serious Guide to Remaking the World* by Jean Brown, *Trust and Integrity in the Global Economy – Stories of People Making a Difference* by Michael Smith and *L'aventure de l'Oratorio pour notre temps* by Félix Lisiecki.

The CAUXexpo continues to welcome visitors to the conference centre from Thursday to Saturday, and every day during the conference periods. On request, guided tours of the building are arranged.

We Express our Gratitude

Our special thanks especially go to all those people who sustain our work over the years, either through gifts or by their voluntary work. Without them, the Foundation could never accomplish its task.

The Conference Centre

The conference centre is a large hotel complex that opened in 1902 as the Caux-Palace Hotel. In 1946, in poor condition, it was taken over by the Foundation and transformed into a conference centre. Given its troubled history, stretching back over 100 years, the building is increasingly recognized as a monument of major importance.

Over the last year, a major project has been undertaken, thanks to financing from outside organizations supporting restoration work in historical monuments. With support from the Swiss Pro Patria Foundation, the 'Loterie Romande', and the bank JP Morgan, Switzerland, and with the help of the historical monuments department of the Canton of Vaud, the restoration of the mural paintings in the Great Hall – without question one of the jewels of the house – has been completed. The dome of the Hall is probably the only such space in Switzerland to have its original decoration. It was painted in 1902 by Otto Haberer, in the eclectic style that is typical of the Belle Epoque period of the building.

This restoration entailed cleaning, consolidating and retouching small cracks in the paint and plaster. Some elements which had wholly or partly disappeared were renovated. Paintings on both chimney breasts, under a whitewash put on probably in 1946, have been uncovered.

The funds raised so far cover most of the hall, and fundraising continues for the last phase which is still under way.

Alongside this restoration of the hall and the regular maintenance work on the century-old edifice, the following projects have been started or finished in 2007:

- Restoration of room 427 (the 'Maharajah suite') and 401 sitting room.



Detailed work in the Great Hall.

- The transformation of the theatre workshop into an internet café, done in partnership with our tenant, the SHMS hotel school, which was finished in the Summer.
- The final phase of creating a small roundabout in front of the main entrance, finished in the Spring.
- Six bedrooms, with their attached bathrooms, have been completely renovated.
- A minor renovation of 'Chalet Repos', an annexe used to house participants during the conferences, was completed also in the Spring.
- Other maintenance work: The renovation of the South-facing corridors was finished. Most of the bathtubs in the rooms on the 4th and 5th floors, dating from the early years of the Caux-Palace, have been equipped with showers. The carpets and curtains were replaced in six rooms, nine rooms had the parquet floors redone, and the balustrade in the park was repainted.

Statement of Income

on 31 December

	2007 / CHF	2006 / CHF
INCOME		
Conference contributions	421 620.78	427 393.23
Donations	973 303.17	1 502 166.22
Legacies	112 000.00	18 347.30
Fundraising special campaigns	121 443.56	296 601.80
Release renovation fund	355 700.40	364 806.35
Rental income	1 626 760.10	1 613 130.87
Contribution SHMS to renovations	11 836.70	86 369.20
Financial income	12 699.20	19 673.01
Other income	180 456.70	296 538.56
Extraordinary income		
– Sale of painting	789 962.85	0.00
– Sale of securities	68 800.00	170 907.85
– Tax refunds, release provisions	216 531.95	0.00
	4 891 115.41	4 795 934.39
EXPENSES		
Food & Beverage	177 131.77	189 592.93
Various conference expenses (interpretation, mandates)	116 372.48	125 976.24
Public relations, documentations	103 981.15	118 452.82
Staff	1 452 633.30	1 364 807.12
Repairs and maintenance	381 474.95	457 094.46
Renovations	367 537.10	440 752.55
Operational expenses, rental, insurances	685 125.03	763 010.31
Administration, IT, travel, various expenses	179 825.89	181 303.25
Financial expenses	16 305.91	49 185.61
Depreciations	295 311.58	55 339.50
Provisions	962 639.29	805 562.80
Taxes	133 835.00	236 808.07
	4 872 173.45	4 787 885.66
Profit of the year	18 941.96	8 048.73
	4 891 115.41	4 795 934.39

Balance Sheet

on 31 December

	31.12.2007 / CHF	31.12.2006 / CHF
ASSETS		
Liquid funds	316 013.24	63 284.24
Securities	198 045.76	245 785.11
Accounts receivable and accrued income	192 360.54	199 646.11
Current assets	706 419.54	508 715.46
Real estate	1 733 000.00	1 733 000.00
Renovation accounts	1 427 000.00	1 517 000.00
Office equipment, machines, vehicles and computers	104 815.00	139 215.00
Investment Caux Books	1.00	1.00
Non-current assets	3 264 816.00	3 389 216.00
	3 971 235.54	3 897 931.46
LIABILITIES		
Accounts payable and accruals	411 870.74	552 034.27
Loans	118 683.30	116 929.37
Mortgage CS	0.00	300 000.00
Earmarked funds	968 624.89	707 960.13
Renovation funds	721 702.95	489 595.99
Liabilities	2 220 881.88	2 166 519.76
Capital of the foundation as of 1 January	1 731 411.70	1 723 362.97
Profit of the year	18 941.96	8 048.73
Capital of the foundation	1 750 353.66	1 731 411.70
	3 971 235.54	3 897 931.46

Notes and Comments

I. Structure, Aims and Organization

I.1 Legal Structure

CAUX-Initiatives of Change is a foundation under Swiss law, recognized as being of public service. It is registered in the Canton of Lucerne, under the reference CH-100.7.008.597-8 dated 31.12.1964, which was last modified on 28.11.2006.

I.2 Aims

- Working for a more just society by strengthening the ethical foundations of democracy;
- helping to heal the wounds of history
- encouraging care and responsibility in family life and personal relationships
- strengthening ethical commitment in economic life
- forging networks among people from different faiths and cultures

I.3 Organization

I.3.1 Council of the Foundation

President

Bernard de Riedmatten, Geneva

Vice-President

David Forbes-Jaeger, Lonay

Members

Jean Fiaux, Prévèrenge
Catharina Fischer, Menziken
B. Anne Hamlin, USA-Cambridge, Mass.
Antoine Jaulmes, F-Paris
Andrew Lancaster, AUS-Canberra
Johannes de Pous, NL-The Hague
Cornelio Sommaruga, Geneva
(up to 5 May 2007)
Anja Snellman Orphelin, F-Paris
Christoph Spreng, Littau
Antero Tikkanen, S-Göteborg
Michel Tobler, La Tour-de-Peilz
(up to 5 May 2007)
Maria Wolf, D-Munich

I.3.2 Management Team

Secretary General

Erwin Böhi

Manager Conference Centre

Eric Jaeger

Manager Programs and International Relations

Marianne Spreng

1.3.3 Staff in Caux, Geneva and Lucerne

Jean-Louis Berthoud
Elsa Biruk
Jean-Claude Blum
Erwin Böhi
Guiseppe Bono
Camillo D'Angelo
Daniel Egli
Maria Gander
Eric Jaeger
Christoph Keller
Ulrike Keller
Gerit von Medem
Alfonso Sarcone
Christoph Spreng
Marianne Spreng
Andrew Stallybrass
Pascal Styger
Philipp Thüler
Romano Torregiani
Heidi Zehnder

Alongside its permanent staff, the foundation counts on the support of a large number of volunteers, not only during the conference periods, but all the year round. They give their time without any salary, or for a purely symbolic remuneration, some of them on a full time basis.

1.3.4 Auditors

PriceWaterhouseCoopers
Werftstrasse 3
6005 Luzern

1.3.5 Supervisory Authority

Federal Department of
Home Affairs, Bern

2. Accounting Rules and Evaluation

2.1 Principles and Presentation of the Accounts

The accounts, balance sheet and evaluations are made according to the requirements of the Swiss Code of Obligations and in conformity with the law on foundations of 30 April 1985. The annual accounts present the balance sheet, the statement of income and the notes.

2.2 Changes in the Principles and the Presentation of the 2007 Accounts

There has been no change since the presentation of the accounts on 31 December 2006.

2.3 Principles of Evaluation

Exchange Rates for Foreign Currencies

Income and expenditure in foreign currencies are converted into Swiss francs on the day of the transaction. Assets and liabilities in foreign currencies are evaluated at the end of the year.

Securities

They stand on our books at the value at which they were acquired.

Physical Capital Assets

The value of physical capital assets is that of their acquisition, taking into account the necessary depreciation for the good administration of the enterprise.

Other Assets and Liabilities

Other assets and liabilities appear at their nominal value.

3. Remarks on the Balance Sheet and the Statement of Income

3.1 Balance Sheet

ASSETS

Securities

Some securities were sold to guarantee essential liquidities, with a book profit. The bulk of our remaining securities guarantee our regular annual contribution to the umbrella body *Initiatives of Change International*.

Real Estate

The book value of our buildings remains unchanged. The insurance value of the buildings is set at CHF 62 000 000.-.

Renovation Accounts

The balance in this account represents the value of the restoration work minus depreciation.

Caux Books

Caux Books SA runs the bookshop in Caux. It is wholly-owned subsidiary of the Foundation.

LIABILITIES

Mortgage

Thanks to the favourable liquidities situation, the mortgage was paid off in 2007.

Earmarked Funds

This item covers a number of special funds for specific needs. It includes a fund to cover our regular payments to *Initiatives of Change International* and a travel fund. To guarantee honorariums to 'theme developers' for the conferences, a new fund has been set up, thanks to the sale of a painting.

Renovation Funds

After allowing for depreciation on investments, the balance outstanding of this fund is made up of reserves taken from extraordinary income and gifts for specific projects, including the renovation of bedrooms and bathrooms planned for 2008 and the renovation of the Great Hall in the conference centre.

Capital of the Foundation

It will be put to the Council of the Foundation at its meeting on 26 April 2008, that the 2007 surplus of CHF 18 941.96 be transferred to the capital account of the Foundation, making the total CHF 1 750 353.66.

3.2 Statement of Income

INCOME

Conference Contributions

The 2006 bed-night figure was 15 876, whereas in the current year, it was 14 118, a drop of 1 758. Thanks to an important seminar held in the Spring, the overall contributions to conferences dropped only marginally.

Donations

This item includes general and regular gifts as well as contributions with the specific aim of financing the stays in Caux of participants who cannot pay their full stay for themselves. The drop on the previous year's figure is largely explained by the exceptional gift received in 2006 from Sweden to mark the 60th anniversary of our Foundation.

Legacies

The Foundation received four legacies in the year covered by this report, two of which represented significant sums.

Fundraising Special Campaigns

Fundraising efforts for specific projects and needs continue, notably for projects that can be financed only by gifts.

Rental Income

Our tenants, the Swiss Hotel Management School SHMS, used the same number of rooms during this period, which explains the rental figure close to last year's.

Financial Income

This item covers income from our postal account, from bank balances, securities and differences in exchange rates. Securities have been sold, which explains the drop from last year's.

Other Income

Under this heading come repayments by the SHMS for different services, and insurance compensation.

Extraordinary Income

Following the confirmation by the Canton of Vaud (in which Caux is situated) of our status of public utility, taxes paid on capital in previous years were reimbursed. Further, reserves were drawn down to a total of CHF 1 31 200.

And finally, the sale of securities and the sale at auction of a painting brought in further income.

EXPENSES

Staff

This item includes the cost of all personnel in Caux, Luzern and Geneva, as well as the supplementary part-time staff needed during the conference periods. Costs were higher because there was a winter conference and a seminar in April which required more staff.

Renovations

Most of the investments made during 2007 related to the cost of the complete renovation of another series of bedrooms and bathrooms, and the restoration and renovation work in the Great Hall.

Operational Expenses

The largest item here is heating oil, electricity and taxes on treatment of water, part of which is paid by our tenant, the hotel school.

Financial Expenses

This covers interest paid on loans and other debts, as well as banking charges and commissions on credit card payments.

Depreciations

Depreciation on the investment accounts came to approximately CHF 254 000, the remainder covers equipment and installations.

Provisions

This includes just over CHF 613 000 for renovations and for a recently established fund to provide honorariums for confer-

ence 'theme developers'. Other special funds are also provisioned.

Taxes

Thanks to the exemption accorded by the Canton of Vaud, the tax payable on capital has dropped considerably from previous years.

3.1 Final Remarks

Thanks to the extraordinary income from legacies and the refund of taxes, as well as strict management of costs, the current year ends with a small profit.

For restoration and renovation projects like the Great Hall of the conference centre, which require very specialized skills, we have received substantial donations from Pro Patria, the 'Loterie Romande' and other institutions. Our special thanks go to them.

Auditor's Report

The firm of *PriceWaterhouseCoopers SA* in Luzern, as the designated auditors, have examined the annual accounts (balance sheet, statement of income and the notes) for 2007 which are here presented. They recommend without reservation their adoption, as of 4 March 2008. The auditor's report is available on request at the address of the Foundation in Kriens.

News of the Council

Cornelio Sommaruga

It is no easy task in a few lines to thank Cornelio Sommaruga for all that he brought to the Foundation while he was President from 2000 to 2004, and as a member of the Council from 2005 to 2007, and for all that he accomplished. One could write books to pay tribute to all his achievements.

His determined and dynamic commitment brought the change of name of the Foundation, its re-structuring and the updating of the statutes.

Themes such as human rights and human security have become priorities of the Foundation and of the conferences in Caux thanks to the weeks that he has spent each year planning and preparing and then participating in the conferences. Many fruitful partnerships for the Foundation have grown with the teams running the conferences and with outside organizations and international personalities, and more recently with the Federal authorities in Bern dealing with these issues.

At the Caux conference centre he was an enthusiastic host, whose joy and openness were contagious. He was convinced that the methods and approach of *Initiatives of Change*, coupled with open dialogue and an awareness of personal responsibility, could make an important contribution to peace and human security, including at the international level.

Aware as he was of the need to render *Initiatives of Change's* efforts more effective, visible and coordinated, he was a driving force behind the creation of *Initiatives of Change International*. He was its President from 2002 to 2006, when his Algerian friend

Mohamed Sahnoun took over the task. Alongside Sahnoun, Cornelio Sommaruga remains Honorary President of this international body.

Michel Tobler

Michel Tobler was a member of the Council from 1997 to 2007. He was always strongly committed to the projects and aims of the Foundation. He was a competent and convincing proponent of long-term financial planning. With others he pushed for the introduction of a new financial accounting system which enables us to have a far clearer picture of costs, and adds greater transparency. His innovative ideas led the Foundation in May 2007, with the help of an outside consultant, to carry out a 'brainstorming' on medium to long-term perspectives. This has already born fruit in a series of measures, particularly in the area of communications. The process continues in April 2008.

Tribute to a Pioneer of Caux

Gunnar Wieselgren, Swedish member of the Council from 1969 to 1993, died on 9 December 2007. In 1946, he was part of the team of young Europeans who came to prepare the house for the first conferences. With his wife, he accompanied many Scandinavian groups to Caux, particularly to the industrial and artistic conferences. Later he supported and encouraged groups coming from different parts of Eastern Europe, Africa and Asia. And with his colleagues in Sweden he organized fundraising for the maintenance of the centre.

Addresses

Postal Address

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Euro account: 249270-62-3

IBAN CH58 0483 5024 9270 6200 3

Swift Code CRESCHZZ60A

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The International Network

CAUX-Initiatives of Change is part of the international network of *Initiatives of Change* and a member of the umbrella body *Initiatives of Change International*.

Initiatives of Change is a diverse, global network committed to building trust across the world's divides. At work in more than sixty countries, it comprises people of many cultures, beliefs and backgrounds who are committed to transforming society through changes in individuals and relationships, starting in their own lives.

Initiatives of Change International has its registered office in Caux and offices in Geneva. It is the umbrella body bringing together the different national organizations of the network. It has Consultative Status at the Economic and Social Council of the United Nations (ECOSOC). It has also been granted Participatory Status at the Council of Europe in Strasbourg.

The encounters during the Caux conferences are often the starting-point for new initiatives and programs of *Initiatives of Change* in different parts of the world:

- **Caux Initiatives for Business:** Aims to promote trust and integrity in the global economy. (www.cauxbusiness.net)
- **Farmer's Dialogue:** An international network of farmers committed to sustainable development. (www.farmersdialogue.org)
- **Creators of Peace:** A women's initiative aiming at the management and resolution of conflicts in all areas of society. (www.cop.iofc.org)
- **Hope in the Cities:** An initiative to create just and inclusive communities through reconciliation among racial, ethnic and religious groups. (www.hopeinthecities.org)

For other programs and activities see: **www.iofc.org**