REPORTING ON A GLOBAL MOVEMENT FOR CHANGE

We live in a time when old norms are shifting and new power structures and political trends are emerging.

Britain’s momentous vote to leave the European Union signals a shift away from the vision of Europe that came to birth out of the ravages of war 70 years ago.

In 2016 Initiatives of Change (IofC) continued its work across 60 countries. The movement’s two international conference centres, the Caux Palace in Switzerland and Asia Plateau in Panchgani, India, served as the focal point for major conferences and training programmes on trustbuilding, ethical leadership and sustainable living.

The election of Donald Trump as the 45th President of the United States marks a change of regime in US politics, not just a change of party. Globalization and massive movements of people across the world have triggered a swing towards populism and extremism in many parts of the world. This is not just an age of change, but a change of age.

At Asia Plateau, IofC principles of ‘listening’ and ‘inner governance’ have been integrated into professional training programmes. These have been delivered to hundreds of business leaders and senior government officials, on a year round basis.

This 2016 annual report celebrates the achievements of both the wider grassroots movement and Initiatives of Change International.

Change starts with the individual, but it gains traction when people work together.

Today, more than ever, we need a long-term vision, which invites an interconnected world to participate in shaping its future together. We need ethical leadership, on all levels of society.

MOHAN BHAGWANDAS  
VICE PRESIDENT

IMAD KARAM  
EXECUTIVE DIRECTOR
IOFC INTERNATIONAL

Initiatives of Change International, a non-profit organization registered in Switzerland, serves the wider IOFC movement. Thirty-six national bodies and programmes comprise its formal membership. Each member operates autonomously on projects addressing specific local needs.

IOFC International has special consultative status with the Economic and Social Council of the UN (ECOSOC and IOM) and participatory status at the Council of Europe. IOFC International is governed by an International Council of up to 11 members who contribute their time and experience voluntarily. Day-to-day management is carried out by an Executive Director who oversees the operations team.

GLOBAL CONFERENCE CENTRES

The two main centres of IOFC are located at Caux in Switzerland, and Asia Plateau, Panchgani, in India. These centres were established through voluntary donations from countless people who were impacted by the ideas of Initiatives of Change.

Owned and operated respectively by the Swiss Foundation CAUX-Initiatives of Change, and Friends of Moral Re-Armament (India), they host hundreds of individuals from around the world every year for training programmes, events and internships.

EXPLORING THE ROOT CAUSES OF EXTREMISM

IOFC’s International Council has chosen the issue of addressing the root causes of extremism as the movement’s overarching strategic priority from 2016 to 2018.

This is the context in which IOFC seeks to make its particular contribution. A rapidly evolving world situation requires constant readjustments of priorities. Yet the core approach of IOFC, with its emphasis on global change through personal change, remains constant.

IOFC’s General Assembly in July 2016 drew participants from IOFC International’s member associations around the world. In a workshop during their meetings, participants identified multiple forms and levels of extremism.

‘For many, extremism is a structural issue related to wealth distribution and related classism,’ reports Barry Hart, a member of IOFC’s International Council. ‘Others make the distinction between violent and non-violent extremism, where the former is linked to terrorism and the latter in many cases linked to social justice interventions – interpreted as positive and transformative.’

‘Shame was noted as a major source of violence. When shamed or humiliated, we experience an attack on our identity, a violation of our dignity and loss of self worth and trust in others – and in ourselves.’

‘The Global Assembly workshop participants suggested a plethora of solutions – from creating safe spaces for deep listening and dialogue to acknowledging the personal and institutional power that many of us have—the kind of power that is sometimes blind to the anger, fears and hopes of others. Above all, we have to act with courage and wisdom for healing and transformation to take place in our communities.’

STRATEGIC PRIORITIES 2016 - 2018

In January 2016, IOFC’s International Council, elected by 36 member countries and programmes, met in Lagos, Nigeria, and proposed three strategic priorities for the IOFC network:

• Addressing the root causes of extremism of all kinds;
• Promoting initiatives for Just Governance;
• Developing ethical leadership in business and economic life;
INTRODUCTION

Initiatives of Change (IoFC) is a worldwide movement of people of diverse cultures and backgrounds which focuses on ‘building trust across the world’s divides’. We are committed to the transformation of society through the change in human motives and behaviour which begins with an inward journey and goes outward to impact others. We aim to connect, equip and inspire people in leadership and civil society to address world needs.

Initiatives of Change is active in 66 countries. One of its strengths is its capacity to generate grassroots initiatives by committed individuals. This report gives glimpses of their action in many countries.
**OUR NETWORK**

Our network consists of individuals, initiatives and members committed to the fundamental principles of Initiatives of Change and connected to its activities.

In many countries, IoC teams are registered as formal organizations, with some paid staff. However, the majority of IoC’s activists work voluntarily in the spirit of service-oriented leadership.

The building blocks of IoC’s vision and action are thousands of individuals around the world who live out its mission and message. They work together in local and regional teams, national and international programmes, through conferences and a variety of initiatives. This report contains highlights of the impact of their commitment.

**OUR APPROACH**

Among the many organizations across the globe doing good work to address vital issues, Initiatives of Change has a distinctive and essential role. Its approach includes:

- **Focusing on the vital link between personal change and global change**
- **Taking focused action to meet local and global needs**
- **Seeking inner wisdom, through space for reflection to unlock the creative potential in everyone**
- **Encouraging dialogue in diversity to build authentic relationships based on trust**
- **Starting with oneself as the basis of personal responsibility and integrity: IoC singles out values of absolute honesty, unselfishness, love and purity of heart and action as practical tests for motives and daily behaviour**
THE NATIONAL MEMBER BODIES ARE:

ARGENTINA
AUSTRALIA
AUSTRIA
BRAZIL
CAMEROON
CANADA
CÔTE D’IVOIRE
DENMARK

EGYPT
FINLAND
FRANCE
GERMANY
GHANA
INDIA
INDONESIA
JAPAN

KENYA
KOREA
LEBANON
MALAYSIA
NETHERLANDS
NEW ZEALAND
NIGERIA
NORWAY

SOUTH AFRICA
SWEDEN
SWITZERLAND
TAIWAN
TANZANIA
UGANDA
UNITED KINGDOM
UNITED STATES

THE INTERNATIONAL PROGRAMME MEMBERS ARE:

CREATORS OF PEACE
GREAT LAKES ASSOCIATION
FOUNDATIONS FOR FREEDOM
INTERNATIONAL FARMERS’ DIALOGUE
INSPIRING CHANGE

"As we walk into the unknown future, we do so with the knowledge that no matter where we come from, we're all the same underneath; no matter how inadequate we may feel, each of us has a special part in the story of humanity; and that every person I run into or learn about, whether similar or different from me, also has a unique part in our future story."

RAJMOHAN GANDHI,
PRESIDENT IOFC INTERNATIONAL
2009-2010
ADDRESSING THE ROOT CAUSES OF EXTREMISM OF ALL KINDS

The continuing rise of ‘religious’ extremism and terrorism has provoked new and no less extremist responses from those who feel threatened. Polarization and division are rising at a seemingly exponential rate in many parts of the world. The war of ideas, between competing visions of a future world order, is back. The collapse of moral codes strips people of meaning and purpose, driving them into the arms of extremists of all kinds.

In the light of the rapidly developing world situation, IoFC’s work of building trust has never been more urgent. IoFC International is working with partners to maximize our limited resources and build on the strengths we have to offer. Our community-focused programmes help to develop a sense of unity across religious, social and political divides.

CREATORS OF PEACE

25 years of ‘living peace’

Creators of Peace (CoP) came of age in 2016, celebrating 25 years of commitment to transforming, empowering and engaging women in peace creation, both as friends and as an entire network. Over 200 women came together from more than 40 countries at the IoFC conference centre in Caux, Switzerland, to tell their life stories, share peace-building skills and refresh their commitment to ‘Living Peace’. Delegates spoke of their work to transform personal and community narratives from ones of violence and despair to ones of compassion and hope. They described experiences of reaching across the world’s divides, in situations of communal conflict, in meeting the health and education needs of women and girls, in leadership and through forgiveness. Case studies from Burundi, Kenya and Lebanon described initiatives which were addressing communal divides through dealing with prejudice, the taking of personal responsibility and the power of apology.
ADDRESSING THE ROOT CAUSES OF EXTREMISM OF ALL KINDS

In addition to plenaries, workshops and small community circles, participants valued shared silence in the search for deeper wisdom.

Each day there were inspiring stories of personal transformation from people who had chosen to embrace a new story of honesty and reconciliation in their lives.

‘This was a transformational experience for me, thanks to all the stories and the love from so many women,’ said a participant from Ukraine. ‘One lesson that I’m taking away with me is that I cannot change my past, but if I learn to be grateful for everything I have, I can change my future.’

The conference provided the launch pad for a fresh phase in CoP’s work. The programme began 2017 with a newly elected international team.

In 2016, Creators of Peace Circles took place in Armenia, Australia, Brazil, Kenya, Malaysia, Romania (with women from Ukraine and Albania), South Africa, Sri Lanka, Syria, Timor Leste, United Kingdom, United States of America and Zimbabwe. The circles offer women a chance to explore what it means to create peace in their countries, communities, families and personal lives.

During the year, Creators of Peace ran facilitation training programmes in Australia, India (with participants from Sri Lanka), Mali, New Zealand (with participants from Fiji) and the UK to equip women to take the Creators of Peace Circle into their own communities.

CREATORS OF PEACE, KENYA
Training 1,000 women

The Creators of Peace Baringo Project was initiated in Kabernet in Baringo County, Kenya, a region which has been plagued with violence over cattle rustling and scarce resources. The hope is to train 1,000 women to be active creators of peace in their own lives, families and communities.

For many of the participants, this was their first experience in such an endeavour. Session after session, their enthusiasm and curiosity was apparent. They opened their hearts, and shared their concerns and hopes.

One participant spoke of how moved and encouraged she was by the personal stories shared by the other women. The training had offered her a new beginning through choosing forgiveness and relinquishing any residual bitterness in her life: ‘This is the first training of its kind that I have attended since I was born. I am a totally different person. May God continue to bless you so that you reach other women in need like us.’
ADDRESSING THE ROOT CAUSES OF EXTREMISM OF ALL KINDS

CREATORS OF PEACE, TIMOR LESTE
Light in the darkness

Following 450 years of rule by the Portuguese and a brief period of independence, East Timor was annexed by Indonesia at the end of 1975, leading to years of conflict. In a UN-sponsored referendum in 1999, East Timorese voted in favor of independence and the country today boasts a population of 1.2 million.

A training programme run by IoC in Timor Leste included two days of Tools for Change training followed by Creators of Peace for 13 women and Initiators of Peace for 11 men.

In their evaluation, participants spoke of how therapeutic it had been to share honestly among themselves. Several took first steps in reconciliation and wrote letters of both apology and honesty. One participant said: ‘It motivated me to change and to start from myself.’

The light is getting brighter at the end of the dark tunnel in Timor Leste because 24 young men and women will not allow the darkness to overwhelm them anymore.

CREATORS OF PEACE, SOUTH AFRICA
Making peace with the past

Creators of Peace, South Africa, ran a number of Peace Circles in and around Johannesburg in 2016, reaching the unemployed, people struggling with addiction, parents of the disabled and volunteers in an HIV/AIDS NGO and a youth-mentoring NGO.

‘As a woman in this community you either use drugs because you’re dating a man who sells them or you’re using drugs as a result of the pain men inflict on us,’ said an unemployed woman at a Peace Circle in Noordgesig, a community notorious for gangsterism, gun-crime and drugs. At the end of the three days, another participant said, ‘Before, all I did was close myself in my bedroom and shut the world out, because of the pain I have been carrying for years, blaming my parents for leaving me at an early age to suffer so much. I have had the chance to speak, cry and laugh with other women and it feels good.’

In May, the CoP team ran three Peace Circles for 39 volunteers with PUSH, an NGO which promotes HIV/AIDS awareness. The volunteers run feeding schemes, after-school and holiday programmes, mobile testing clinics, counselling and life skills workshops. As people who devote themselves to helping others, they welcomed the opportunity to attend to their own needs. At the end several spoke of learning to forgive. ‘I have made peace with my past,’ said one. ‘I realized that I had lots of anger and hatred for my father and it was not doing me any good.’

In June 15 men from different Coloured (mixed race) communities took part in a Peace Circle at Nehemiah Restoration Home, a centre which cares for people suffering from chemical dependency. This was a new departure for CoP, South Africa, which mainly focuses on women. ‘These men shed tears as they spoke about their role in destroying peace in those they love,’ said Portia Mosia, a co-facilitator. ‘Listening to their stories gave me hope that if men can heal, they can have a huge role in restoring the essence of family.’
ADDRESSING THE ROOT CAUSES OF EXTREMISM OF ALL KINDS

ERASMUS + PROJECT, UK, TURKEY, SWEDEN, SPAIN
Curriculum for Trainers of Migrants and Refugees

2016 saw the start of a three-year multinational project, fully funded by the EU’s Erasmus+ programme, called ‘Migrants and Refugees as Rebuilders — transforming lives through learning.’

Initiatives of Change UK is partnering with organizations in Turkey, Sweden and Spain on this project. The aim is to develop innovative training responses to support migrants and refugees from the Horn of Africa, the Middle East, Magreb and Latin America.

The material developed will enable educators of migrants and refugees to support them as they settle into new communities, rebuild their lives, and eventually contribute to the development of their home countries. There are promising signs that partner organizations may be able to spread the results of this work to other countries.

BREAKING DOWN CULTURAL BARRIERS

IofC, Australia

Over the last 20 years, some 400 people have taken part in Life Matters courses run by IofC Australia. In January, 2016, 15 young people from ten national backgrounds took part. ‘This turned out to be one of the most inspiring and enlightening experiences of my life,’ said Anam Javed, one of two participants sponsored by the Islamic Council of Victoria. ‘The opportunity to hear from a range of “changemakers” has shaped the direction in which I intend to proceed in the future.’

One of the outcomes of the 2015 Life Matters course was a multimedia production, The Chair and the Choice, which weaves together true stories of lives transformed by taking time in silence to make important decisions. It was performed twice in Melbourne in September, with a cast of 30 from a rich tapestry of cultural backgrounds. At the end of the performance, one Life Matters ‘graduate’ told how a ‘quiet time’ had led him to make the ‘tough but rewarding decision’ to work in development in Samoa, rather than taking up a Masters with guaranteed employment prospects.

IofC Australia supports the South Sudanese Peace Initiative which brings together members of the diaspora living in Australia. In January, 100 South Sudanese attended the launch of a South Sudanese Peace Alliance in Brisbane. One elder said, ‘Our responsibility is to plant the seeds of harmony and unity among our community here in Brisbane. Let us stop creating hatred within us.’

Among events organized by IofC Australia in 2016 was a dialogue in Melbourne between commentators from Islam, Christianity and Judaism, and showings of the film, Beyond Forgiving, in Adelaide, Melbourne and Sydney. The film tells a story of reconciliation from South Africa and was accompanied by one of its two protagonists.

In May, the Jubilee Room in the Parliament House of New South Wales was packed for a conversation on ‘Australia’s unfinished nationhood’. One of the facilitators, Graeme Cordner, used IofC’s logo to illustrate the spiritual journey of healing from denial and trauma through acceptance to action. A booklet was launched, listing the hundreds of massacres of Aboriginal people across Australia between 1788 and the 1940s.
ADDRESSING THE ROOT CAUSES OF EXTREMISM OF ALL KINDS

TRIBUTE TO CHIEF WALKING BUFFALO, CANADA

The best of old and new ways

In mid-September 2016, the Alberta Champions Society at the Calgary Heritage Park Historical Village unveiled several monuments in their ‘Field of Fame’ paying tribute to individuals who played a significant role in their city and province. One of those so honoured was Chief Walking Buffalo of the Stoney-Nakoda First Nation.

The epitaph on his monument highlights his decision, at the age of 87, to devote himself to spreading the message of love and respect for human dignity and Mother Earth. He travelled to 22 countries with Moral Re-Armament (now IoF) and spoke to millions of people about his mission.

His message to young people in the 1960s is still relevant today: ‘You are going to have to take the best of the old ways and the best of the new ways. My grandparents taught me about the Great Spirit. Today, people forget about God and think they are running the whole world. We have got into the darkness and cannot see each other and bang our heads together and get a pained headache. We need a light. No more hatred, no more encroaching and no more ignoring of each other.’

NORTH EAST DIALOGUE PROGRAMME, INDIA

A neglected region turning away from hate

The second North East Dialogue took place in Siloam, Meghalaya in June. It brought together participants from six states in North East India to discuss ‘The Future We Want’.

Turning words into action was a theme of the dialogue. As person after person committed to letting go of bitterness, resentments and grudges, it was a glimpse of a painless, neglected region turning away from hate.

‘I’ve been a very bitter person since childhood,’ said one speaker. ‘I’ve taken a decision that I will forgive everyone who has hurt me.’ Others spoke of their decisions to apologize to family members or to forgive them.

‘I have decided not to call myself an Ao, Lotha, Sema, Chang, Angami or anything unless the situation demands,’ said another participant. ‘I am a Naga first and my tribe second. It gives rise to more barriers when we insist on being hardcore ethno-centrist.’

Aiban Swer, Director of the award-winning Meghalaya Basin Development Programme, summed up, ‘At the root of all the problems of the North East is greed. If we keep on fighting amongst ourselves there can be no peace. And there will be no development. Through IoF, the Meghalaya Government has adopted a new perspective inserting ethics in public service delivery.’

The dialogue was co-hosted by IoF and the Siloam Transformational Leadership Resource Centre.
ADDRESSING THE ROOT CAUSES OF EXTREMISM OF ALL KINDS

ASIA PACIFIC YOUTH CONFERENCE, INDONESIA

Ethical leadership and trustbuilding

The 22nd Asia Pacific Youth Conference (APYC) was held in Bandung, Indonesia, in August and was attended by 90 young people from 13 countries. Participants were divided into ‘family groups’ led by a facilitator. This enabled each member to listen and share equally.

The keynote speaker was Irakli Khodei, head of Social Human Science Unit at UNESCO. He stated that APYC was a space for youth to share diversity, address social issues, and take action. As a participant in IofC’s Caux Scholars Program in 2000, he had committed to being a changemaker. Youth have a big role in creating peace, he said, because they are innovators, communicators, and leaders.

Irfan Amalee and Erick Lincoln, a Muslim and Christian who founded Peace Generation, described how they work for peace among young people of different religions. Erick spoke of how embracing diversity can reduce conflicts: the key is to listen to others and respect them.

On the last day of the conference the participants shared their action plans to create change.

COMMUNITY TRUSTBUILDING FELLOWSHIP, USA

Learning the art of honest conversation

The 2016 Community Trustbuilding Fellowship, based in Richmond, Virginia, drew 20 participants from Virginia and four other US states. They included academics and students, activists and social workers, a consultant focused on interfaith relations and a prison chaplain, who was himself incarcerated for 17 years. They ranged in age from the 20s to 67.

The programme was the seventh run by Hope In the Cities/IofC since 2004, and consisted of five weekend sessions, aimed at honing the trustbuilding skills of community leaders.

Two who took part were Carl Epps and Ben Wheeler, African American and European American from Troup County, Georgia. Epps, a pastor and former state representative, co-chairs an effort for honest conversation and trustbuilding in this diverse community. This initiative is important, says Epps, because ‘race always has a way of seeping into the conversation’. Wheeler, who works for a housing non-profit, agrees.

‘We’ve not addressed the heart of what’s going on because no one wanted to address it.’

During the course the participants learnt from trainers, academics and practitioners with experience in inspiring personal change, which is able to reach wider communities. Topics included leadership skills, the impact of history, dialogue design and facilitation, and teambuilding. ‘I have already begun to use this in my job,’ said Hasan Zarif, who is chaplain to 40 prisons. ‘We often let stuff fester inside us because we have not had honest conversation with others.’

‘I go back to do things differently and respond differently,’ said Danna Johnson, who teaches English to Hispanics in Mississippi. ‘This has been a gift beyond description,’ said Cheryl Groce Wright, who leads the Neighborhood Resource Center in the east end of Richmond. She particularly appreciated the regular times of reflection built into the programme. ‘I have found a way to make quiet a part of my daily life. It has become an important part of my personal mental care and my ability to be who I am.’
ADDRESSING THE ROOT CAUSES OF EXTREMISM OF ALL KINDS

IOFC, GENEVA OFFICE
Human library and tool kit

The Geneva office of IoFC International is responsible for relations with the UN and other international organizations. As well as helping to bring representatives of Geneva-based organizations to the Caux conferences, the office organized four public events.

In May, as part of its 70th anniversary celebration, IoFC International and Caux-IoFC Foundation collaborated with UN Library in creating a 'human library'. Speakers from the International Organization for Migration (IOM) and the UN High Commissioner for Refugees (UNHCR) took part in an interactive event which strengthened the participants’ sense of humanity and their relationships with each other.

The IoFC office shares an office building with many other NGOs. On Peace Day and during the Geneva Festival, IoFC organized two events to connect these NGOs.

Finally, during Geneva Peace Week, IoFC and the UN library partnered on an interactive event entitled ‘The Personal Toolbox of a Peacebuilder’. Jens Jonathan Wilhelmsen, Amina Khalid and Rama Mani shared their stories of working for peace, and offered ‘tools’ which the participants could take away with them and utilize in their peace efforts.

Following up on a closer collaboration with IOM, whose Director-General spoke at the official opening of IoFC’s Caux conferences in July, IoFC International was granted Observer Status to the IOM Council in December. The status will allow IoFC to participate more actively in this important global forum on migration and the refugee crisis.

70 YEARS OF CAUX-INITIATIVES OF CHANGE
Anniversary celebrations

2016 marked 70 years of Caux-IoFC’s dedication to building trust, peace and reconciliation. Caux Palace has long served as a site for intercultural, intergenerational, and interreligious dialogue.

A wide range of public events were held over the summer to mark the anniversary. They included the official opening of the Caux conferences, an all-day event where national and international policy-makers, refugees and migrants addressed the theme of migration as a positive force.

The Caux-IoFC Foundation marked its 70th anniversary with First Steps, a photo exhibition about its rich history and vision. This made ‘the Caux Palace’ its debut in Montreux and then moved up to the gardens of the Caux Palace for the conference season. The exhibition consisted of portraits and stories of people who had initiated extraordinary changes after attending Caux conferences.
ADDRESSING THE ROOT CAUSES OF EXTREMISM OF ALL KINDS

COUNCIL OF EUROPE

Tools for dialogue

For 10 years, IofC International has been represented at the Council of Europe, which now has 47 member states. The IofC representative has played an active part in the conference of International Non-Governmental Organizations (INGO), helping to elaborate the CoE White Paper on Intercultural Dialogue and heading up the team which developed its Dialogue Toolkit. This has become one of the conference’s main outreach tools, offering a way to shift situations from polarization towards participation.

Since 2013, the IofC representative to the CoE has been responsible to the INGO Conference President for coordinating INGO Dialogues, working with the University Women of Europe, with community workers in Paris and Stockholm, and with a civil society project in Tunisia. He is also responsible for following up on the CoE’s Committee of Ministers Recommendation on Human Rights and Business of 2016.

FOR THE LOVE OF TOMORROW FILMS (FLTfilms)
Catalysts for conflict transformation

FLTfilms, part of the IofC network, focused on Kenya in 2016, producing two new films to uplift peacebuilding, with a grant from the United States Institute of Peace.

The Road Back Home tells the story of Joseph Wainana, whose home was burnt down during ethnic clashes in 1992. Wainana began mobilizing youth to retaliate. On his way to buy weapons, he had an encounter which inspired him to forgive; he has worked with IofC for peace and reconciliation ever since. The film debuted in the Rift Valley where the ethnic clashes took place.

Pasture and Peace highlights responses to environmental degradation and conflict in Baringo County, through the work of a team of peacebuilders from three ethnic groups who have clashed in the past over access to land. The team is addressing the roots of conflict and land degradation simultaneously, bringing hope to their communities and pioneering a new approach. The film debuted in Baringo in April 2016, at the Kenya Dialogue on Land and Security.

Rev. Dr. Sam Kobia, Senior Advisor to the President of Kenya, bought 200 DVDs of The Imam and the Pastor and An African Answer, films about the work of Nigerian peacemakers, Muhammad Ashafa and James Wuye. He invited Dr. Alan Channer, Director of FLTfilms, to introduce An African Answer at a seminar and symposium in the region.

In November 2016, a woman’s interfaith initiative in Mombasa invited Channer, and his wife, Mary, to facilitate a community-building workshop. The MIKA Initiative (Mothers in Kenya for Amani) was founded in 2012, inspired by FLTfilms.
ADDRESSING THE ROOT CAUSES OF EXTREMISM OF ALL KINDS

INTERNATIONAL PEACEBUILDERS’ FORUM, CAUX

Peacebuilding among people displaced by violence and war

In light of the ongoing mass migration of refugees, the International Peacebuilders’ Forum (IPF) in Caux brought together practitioners in the peacebuilding and migration sectors with asylum seekers and refugees. Over three days, participants heard from peacebuilders from a variety of backgrounds and working contexts. Workshops included wellness for peacemakers, awareness of social positioning, and youth activism.

Participants left the conference with a metaphorical tool bag of ways to overcome challenges that they encounter in their work. More importantly, they were inspired to continue building peace, knowing that they had a community to support them. One shared, ‘I left with a heart full of gratitude, joy and sadness. I left feeling more empowered, inspired, and with a pressing voice inside me saying that it’s time to take responsibility, it is time to take action.’

ADDRESSING EUROPE’S UNFINISHED BUSINESS, CAUX

New reasons for hope in challenging times

At a time when relationships within and between European countries were under major stress, the opportunity to seek new reasons for hope drew 148 participants from all over the continent to this year’s Addressing Europe’s Unfinished Business (AEUB) conference at Caux. They came from countries as far apart as Spain and Russia, Cyprus and Norway, and from many walks of life, ethnicities and belief traditions. More than half were of the younger generation, including young people selected from 39 European countries to take part in the Young Ambassadors Programme.

Apart from plenary gatherings, there were enquiry streams on such themes as learning to live in a multicultural Europe, the role of faith communities, creating a just and sustainable economy, and arts voicing the narrative of hope. Participants also met in smaller groups to discuss the conference themes and share something of their life journeys.

The Young Ambassadors Programme aimed to break down barriers and create productive, innovative initiatives for the betterment of Europe as a whole. One participant commented, ‘The programme reiterates that what unites us outweighs what could ever divide us.’
ADDRESSING THE ROOT CAUSES OF EXTREMISM OF ALL KINDS

PROMOTING COMMUNITY DIALOGUE IN THE HAGUE, NETHERLANDS

Ethical leadership and trustbuilding

In 2016, IofC Netherlands embarked on a two-year project, which uses ‘mapping’ to enhance dialogue between local residents. During a mapping activity session, participants from segregated areas team up to explore each other’s neighbourhoods and ‘map’ it around themes which they choose together.

IofC Netherlands has received external funding for this project, which seeks to promote dialogue between different social groups and neighbourhoods in The Hague, in the face of rising social tensions. Residents and entrepreneurs from socially segregated neighbourhoods and students from different higher education institutions took part in meetings.

Participants said that they enjoyed the personal nature of mapping. ‘Because of this encounter a lot of my fear and incomprehension are taken away’, reflected a resident. ‘You know a neighbourhood by what you hear and read. But if you really want to know it, you have to go there yourself.’

Willem Jansen, project coordinator for IofC Netherlands, presented mapping as a new ethnographic research method at a conference on Participatory Action Research at the International Institute for Social Studies in The Hague. The municipality of The Hague and educational institutions have expressed interest in further exploration and collaboration.

INITIATIVES IN COLOMBIA

Training local leaders in peacebuilding

2016 was a difficult year in Colombia, with the referendum on the peace agreement with the FARC guerrilla group exposing deep divisions in society.

IofC Colombia operates as a series of initiatives, led by individuals and institutions. Those involved are connected by regular meetings to fuel fellowship, harvest inspiration and provide mutual support. Coherence comes from the strong relationships between people, and from a shared vision based on IofC’s values. During the year, IofC held a public meeting in Bogota, attended by 90 people.

One of these initiatives, run by Fondacion Agape, trained local leaders and militia members in peacebuilding. Some 30 people took part, and created a series of sketches telling their stories of reconciliation and forgiveness. They aim to present these in different parts of Colombia.

Another IofC activist was involved in the creation of the Campus on Educational Innovation for Peace and Reconciliation, which the Colombian Catholic University, UniMinuto, is developing in the Caribbean. This is the outcome of a long process of working with local communities. The campus aims to lead dialogues for peace and development in the region.

IofC continued to host a twice-monthly programme on the Catholic radio station, Radio Maria.
PROMOTING INITIATIVES FOR JUST GOVERNANCE AND SUSTAINABLE LIVING

In countries ridden by internal conflicts, IoF aims to engage with leaders in politics, public service and civil society to inspire ethical living and sustainable development systems aimed at ensuring peace, security and social justice for all. In particular, we attempt to facilitate the participation of leaders with strategic influence in the Just Governance conferences at our centres in Caux and Asia Plateau.

FOUNDATIONS FOR FREEDOM, UKRAINE

With the current conflict unfolding in Ukraine the need for dialogue on all levels and between all stratas became evident.

In response, Foundations for Freedom, an IoF-inspired NGO based in Ukraine has created a network of dialogue facilitators, who are active in supporting dialogue and social cohesion throughout the country. In 2016, the Network has conducted 19 dialogues and 40 trainings and workshops in different regions of Ukraine on request from United Nations Development Programme, Organization for Security and Cooperation in Europe and other international and national NGOs. Network members became co-authors of the on-line course ‘How to effectively plan and lead a dialogue’.

One dialogue brought together Ukrainian soldiers, who come from different parts of Ukraine, with a local community in Eastern Ukraine. This led to the commander giving townspeople his mobile number, so that they could reach him if they had a problem with his soldiers. Shortly afterwards, the town council invited the soldiers to join them at a celebration.

Volunteers have collected the stories of mining communities in Western and Eastern Ukraine, and produced a documentary film as a tool for community dialogues. ‘Through this they discover that they have much in common,’ says Oleh Ovcharenko, dialogue facilitator in the Miners’ Stories from Eastern and Western Ukraine project and newly appointed Executive Director of Foundations for Freedom. ‘That has brought new understanding and a sense of solidarity to mining families across the country.’

Foundations for Freedom is partnering with the Lower Saxony Memorials Foundation/Bergen-Belsen Memorial Foundation in Germany and the International Youth Meeting Centre in Auschwitz, Poland, to bring together young Germans, Poles and Ukrainians to ‘learn lessons of the past in order to connect the unhealed past to the present and future’. During encounters in Germany, Poland and Ukraine, participants considered how intergenerational dialogue about World War II takes place in families and how historical consciousness is formed in a wider European perspective. In 2016, the Ukrainian team of the History

Begins in the Family project developed a historical quest in Lviv, to introduce young people to the city’s painful history during World War II. This year the partners will carry on a second project for youth from Ukraine, Poland and Germany.

LEAD FOR CHANGE, INDIA
Youth workshops

A Lead for Change youth workshop at Asia Plateau drew participants from a variety of backgrounds, who took personal and collective steps toward a more positive and sustainable future. They also did practical work in the conference centre’s gardens, replanting the rose garden. One participant commented, ‘There are many people who help me, but I hardly help anyone. To keep that chain of goodness going on, I will start helping people around me from today.’
PROMOTING INITIATIVES FOR JUST GOVERNANCE AND SUSTAINABLE LIVING

INITIATIVES OF CHANGE FOR LIFE, INDIA

Workshops in Bihar and Meghalaya

Initiatives of Change for Life is a three-year programme based at the IoC centre at Asia Plateau, Panchgani, India. In 2016 the team travelled to Bihar, and conducted workshops in the districts of Chapra, Nalanda, Buxar, Patna, and Gaya. They were invited by a local NGO working with the Bihar government in the field of maternity and child health services. The team conducted workshops for doctors, nurses, and various administrative staff.

The team also spent two weeks in Tura, Meghalaya. They conducted a workshop on ethics and development for senior officials from government departments and trade unions and medical professionals.

The participants were encouraged to get out of their comfort zones and to explore the possibility of change in their personal lives, using skits and teambuilding exercises. One said, ‘Today onwards I’ll change myself, work with society, my friends, my mom and dad, live alongside God and try to live a new life, to earn and support my family.’

JUST GOVERNANCE FOR HUMAN SECURITY, CAUX SWITZERLAND

Focus on the human dimension

The struggle for just governance depends on people of integrity, vision, and commitment at every level. This year’s Just Governance for Human Security conference drew over 180 people from 41 countries.

Participants brought their own experiences to bear on the challenges of migration, violent extremism and climate change. A session on the skills of trustbuilding heard from people working in the Middle East, the Great Lakes area of Africa and other conflict situations. Leela Mani Pauliyal, former Chief Secretary of the Government of Nepal, told of his struggles to overcome corruption in his country, and interacted with others involved in the same fight in Europe, America and Africa.

Armenians and Turks met to dialogue on how to improve the relationship between their nations. A delegation from Tulsa, USA, told of their work to heal wounds resulting from the city’s tragic history of racial conflict. The former Mayor of Tulsa, Susan Savage, said, ‘The capacity of individuals to forgive is a very important part of what I hope to take from Caux.’

A delegation from 27 regions of the Sahel in Africa was sponsored by the Swiss Federal Department of Foreign Affairs.
REFUGEES AS REBUILDERS, UK
Harnessing the potential of the diaspora

During the year, Dr Muna Ismail, a Somali refugee working with IoFC’s Agenda for Reconciliation programme, launched the foundation stage of a new course, ‘Refugees as Rebuilders’. The idea behind the course was that refugee groups are potential rebuilders of the war-torn countries from which they have fled.

The course, over six weekends, was attended by 17 people, most of them from the Horn of Africa. It focused on dialogue facilitation for social cohesion, ethical governance and sustainable livelihood. As with all events organized by IoFC, there was a strong emphasis on moral and spiritual values and the importance of individuals starting the process of change in their own lives.

An intermediate course was held later in the year. The plan is to hold further foundation and intermediate courses in 2017, followed by ‘training of trainers’ so that these skills can be disseminated more widely.

CHANGE IN PROGRESS, SOUTH AFRICA
A neglected region turning away from hate

South Africa’s Change in Progress youth programme runs activities throughout the year as a build up to an annual camp and a means of mentoring past participants. Activities in 2016 included visits to the Togoloko Centre for the disabled, the Adopt Gogo Organization for the aged and the Nanga Vhutshilo HIV/AIDS and life skills centre for youth. Over 40 young adults from Johannesburg and from Botshabelo in Free State Province were exposed to IoFC principles during the year.

Fifteen young people, aged between 17 and 24, took part in the Change in Progress 2016 camp in Heidelberg, Gauteng province. They came from the south west of Johannesburg, including Soweto, Kagiso and Noordgesig.

An intermediate course was held later in the year. The plan is to hold further foundation and intermediate courses in 2017, followed by ‘training of trainers’ so that these skills can be disseminated more widely.

CHILDREN AS ACTORS FOR TRANSFORMING SOCIETY (CATS), CAUX
From local to global

Children as Actors for Transforming Society (CATS) 2016 explored how children, young people and adults can contribute to achieving the UN’s Sustainable Development Goals (SGDs). The six-day conference examined the theme of influencing policy through the lens of People, Planet, and Possibilities. Three hundred participants – half of them children and young people from over 40 countries – engaged in a variety of activities including together times, workshops, and community groups.

One participant said, ‘It’s given me the communications skills and the confidence boost I needed to just go out into my life and do things.’
PROMOTING INITIATIVES FOR JUST GOVERNANCE AND SUSTAINABLE LIVING

INITIATIVES FOR LAND, LIVES AND PEACE

Building land-peace partnerships

The Initiatives for Land, Lives and Peace (ILLP) programme focuses on the links between land degradation and human security – and the need to build trust and ‘land-peace partnerships’. In April 2016 it organized a three-day Dialogue on Land and Security in Kabarnet in Kenya’s North Rift region, on the invitation of the government of Baringo County.

Hundreds died in ethnic violence in North Rift after the national elections in 2007-8. Land degradation exacerbates cattle-rustling in the counties of Baringo, Samburu and Turkana, and clan fighting erupted in Elgeyo Marakwet county in July 2015, with hundreds of homes torched.

The Dialogue was launched by the Governors of Baringo and Elgeyo Markwet, which shared in the costs. Other partners included the National Drought Management Authority, Coffey Kenya and World Vision. The 120 participants developed action plans on land fertility, sustainable grazing lands, land government, water resources and on women’s rights and role in decision making.

Three months later, the 2016 Caux Dialogue on Land and Security (CDLS) drew 80 farmers, activists, scientists, policy-makers, entrepreneurs and diplomats from around the world. It focused on the role of land restoration in stemming migration.

Ethiopian community leader Abo Hawi told how the 5,000 people of his town, Weatsbha in Tigray Province, had been facing internal relocation because of land degradation. They had so improved the fertility of their land that this plan had been dropped, and people who had already migrated started to return. The story was featured online by Le Monde.

CDLS 2016 also saw the public launch of Land Restoration: reclaiming landscapes for a sustainable future: a compilation of academic essays arising from previous Caux Dialogues.

Teams and individuals from 12 pioneering environmental restoration projects attended the conference as part of the Fellowship Programme for Emerging Leaders, which offered mentoring and training in public speaking, pitching and project design. Their projects ranged from seed banks in Syria and scientific communication in the Netherlands to banana farms in Cameroon and mangrove forests in Costa Rica.

The Emerging Leaders Programme built a bridge between the big ideas of the conference, and small-scale, local, practical solutions. Many of those who took part were exposed to peace-building expertise for the first time.
PROMOTING INITIATIVES FOR JUST GOVERNANCE AND SUSTAINABLE LIVING

FARMERS DIALOGUE INTERNATIONAL

Events in India and Cambodia

The Farmers Dialogue International (FDI) held two international gatherings in 2016 in India and Cambodia. The Indian gathering took place in February in Akola, Maharashtra; the Cambodian in November in Battambang. Both events led to fruitful exchanges between local and foreign farmers.

A hundred people took part in the Cambodian event, including 60 local farmers, Buddhist elders, Catholic priests, politicians, NGO workers and foreign participants. A speaker at the official opening stressed the connection between agriculture and security: ‘Peace brings development; if we don’t have peace, we don’t have development, nor do we have a future for farmers.’

‘The Khmer farmers appreciated being able to talk about their problems and learn how to network,’ writes an observer, Peter Hayes. ‘We now have to work out a way of keeping in touch with these farmers who do not use the Internet.’ The participants issued an official declaration on farmers’ needs to be sent to the King of Cambodia and policy-makers.

The Farmers Dialogue team in the Democratic Republic of Congo worked with Creators of Peace Burundi to train women farmers who have suffered during the fighting in Kivu. In an area where most farmers are women, and the link between agriculture and peace is only too clear, this teamwork is encouraging.

ICA PROGRAMMES IN CAMBODIA

Dental care for poor communities

2016 was the 11th year that the Initiatives of Change Association in Cambodia (ICA) hosted a group of Canadian dental workers who came to treat people in poorer communities. Six hundred people received dental treatment as a result.

ICA also continued to involve university students from Phnom Penh in providing school materials to children in rural areas. This year the project gave notebooks, pencils, rulers and a meal to some 250 pupils in a primary school. It was an eye-opener for the students from the city to see the poorly equipped classroom village children have to study in.

This was a year of transition for ICA, whose membership in the past was made up of young, single students and graduates. Most of them are now married with children and full-time jobs, and so ICA has to adapt and change.

‘SILENT LAND’ NETHERLANDS

Fair trade food and agriculture

IoFC Netherlands has continued to raise awareness about the moral dilemmas around food security and food safety. In October 2016, it co-organized the world premiere of the documentary Silent Land: the fight for fair food by filmmaker Jan van de Berg.

The documentary uses the personal stories of a Cambodian small-scale farmer and a large landowner to show the complexity of the issue of food security.

The premiere was attended by more than 500 people. A second screening, organized by IoFC in cooperation with Filmhuis Den Haag, was followed by a debate which included Indian environmental activist Vandana Shiva. A connection was made between the problems in Cambodia and the everyday choices of consumers in The Netherlands. Shiva argued, ‘This movie is not just for us to watch, but it is also to urge us to make a personal choice. What we eat, shapes our food system.’
PROMOTING INITIATIVES FOR JUST GOVERNANCE AND SUSTAINABLE LIVING

IOFC NEW ZEALAND WINS HARMONY AWARD
Fair trade food and agriculture

At the launch of New Zealand’s Islam Awareness Week in September, the Federation of Islamic Associations in New Zealand (FIANZ) presented IOFC New Zealand with its annual Harmony Award. The award recognized IOFC’s ‘dedication and sincerity to create sustainable peace and harmony in our lives and surroundings by connecting people of all religions, races and cultures’, said the CEO of FIANZ, Sultan Eusoff.

CAUX SCHOLARS PROGRAM
Training in peacebuilding

A diverse student body of 19 from 18 nations brought a variety of experiences and beliefs to this year’s Caux Scholars Program (CSP). It combined traditional and hands-on education to break down stereotypes, challenge worldviews and equip students with effective peacebuilding strategies.

‘The CSP 2016 cohort proved to be a very inspiring and energetic group of young leaders,’ said CSP Director, Dr Carl Stauffer. ‘They are not only the future generation — they are the current generation of peacebuilding leaders from across all regions of the globe. I can truly imagine global peace being placed in the hands of our bright, motivated, ethical, and compassionate scholars.’

The programme’s first week started with a reflection on the participants’ expectations and individual interests. This was followed by trust-building exercises to enable collaboration and cooperation. The course included conceptual analysis and discussions on identity, culture, and power dynamics with presentations on conflict style inventory in relation to transformation and peacebuilding.

The second week of the programme offered space to talk about justice, in its various forms, from transformative and distributive to transitional and restorative.

The third week provided scholars with an opportunity to take part in the organization of the Just Governance conference, which was taking place in Caux at the time. They took part in in workshops, communications, community groups, and had a chance to interact with senior public servants, current and former UN staff members, government officials and CEOs of companies.

During the final week, the Academic Director of Caux Scholars Program — Asia Plateau (India), Dr Gladston Xavier, taught classes on trauma healing and reconciliation. These included both theory — discovering the outstanding authors and models in the field — and practising strategies and techniques for trauma healing and dialogue facilitation, based on meditation, outdoor games and theatre.

The last session was dedicated to ‘going down the mountain’, preparing to go back to everyday life, while sharing milestones from the month together.
DEVELOPING ETHICAL LEADERSHIP IN BUSINESS AND ECONOMIC LIFE

Of the top 150 economic entities of the world, 60 percent are business organizations. IofC aims to engage with all stakeholders in business and the global economy, to inspire, connect and encourage businesses and individuals to promote ethical leadership, and contribute to an equitable society and humane world.

IOFC INDIA CENTRE FOR GOVERNANCE

Fighting corruption in government and business

Every year, IofC trains several hundred Indian government officials in ethical leadership for public governance in collaboration with the IC Centre for Governance based in Delhi, through courses at Asia Plateau, the IofC conference and training centre in Panchgani, and at other government training establishments in different parts of India.

In May 2016, trainers from Asia Plateau and board members of the IC Centre for Governance were invited to take part in a high-level National Symposium on ‘Excellence in Training’ in Delhi, at which Kiran Gandhi, a member of the IofC India board and a member of the International Council made a presentation on ‘Developing Competencies of Ethics Trainers’. Pradeep Kumar Sinha, the Principal Secretary to the Prime Minister of India, commended the impact of IofC’s ethical leadership courses on public service officials.

Sanjay Kothari, Secretary Personnel, Government of India, who chaired the Symposium, initiated a project jointly with UNDP and the IC Centre for Governance to train a national pool of 19 trainers for conducting ethical leadership training for civil servants across India at state and central government Administrative Training Institutes. These national ethics trainers were trained at Asia Plateau over a period of 2 weeks and in the field for a further period of one week by IofC trainers in partnership with Pragati Leadership Institute. Since then these national ethics trainers have trained hundreds of others to support the government’s good governance initiative.

While the IC Centre for Governance focuses on civil servants, IofC India’s Heart of Effective Leadership (HEL) programme is designed for corporate leaders. Siemens India has sent over 600 senior executives and managers to HEL training programmes over the last six years to strengthen its ethical compliance culture.

‘Believe me, this programme works,’ said Soumitra Duttagupta, Vice President and Head of Environment and Safety of Siemens Ltd. At the conclusion of an HEL session, he spoke of how the prevailing business environment of corruption and red tape blocks economic growth and poverty eradication in India.

‘One way to overcome this daunting challenge is for large conglomerates and multinational companies to take the lead in doing clean business. They have to set the standards for others to follow.’

At Siemens, he said, ‘A small group of committed employees, particularly those in senior and middle management who have attended this programme, help to usher in this ethical change. They assume the role of change ambassadors. In future, companies with strong ethical values will have the competitive edge.’

HEART OF EFFECTIVE LEADERSHIP, MEXICO

Indian course pilots in Latin America

IofC India’s Heart of Effective Leadership (HEL) training programme for businesspeople was introduced to Mexico in 2016. Pedro Langre, the Managing Director of the Institute for Centred Growth (c-Growth), invited two HEL trainers to conduct introductory modules in two Mexican cities towards the end of the year.
DEVELOPING ETHICAL LEADERSHIP IN BUSINESS AND ECONOMIC LIFE

LEADERSHIP PROGRAMMES, TAIWAN
Building character and competence

One of those who took part wrote afterwards, ‘What I keep from these two days is the need to move from my self-interest to looking at my community’s interests also, and, of course, to reduce the waste I produce. I like the message that it’s in the simple changes in our behaviour that we promote a huge change. I came home with concrete actions, to move faster from intention to behaviour.’

The good response to the modules led Langre to request IoF International to train c-Growth consultants to run HEL programmes in Mexico. Twelve people took part in this Train the Trainers workshop in March 2017, and plan to offer two HEL programmes during the year.

HEL is based on the principle that inner governance is the key to becoming an effective leader of change. This involves devoting time regularly to listening to one’s inner voice in silence, and being open to one’s own need for change when one finds oneself in the wrong.

In 2016, IoF Taiwan celebrated its 10th year of delivering values-based leadership programmes that are designed to foster character development and competence among Taiwan’s next generation.

Over a period of nine months, 70 teenagers from disadvantaged backgrounds attended monthly workshops, exchanging life-changing stories with each other and having regular times of silent reflection. At the end of this journey the participants and their families were amazed by their newfound confidence in their potential.

One previously withdrawn high school student found the courage to speak out at the closing ceremony. ‘I used to give up on many chances because I didn’t dare to give it a try, but it’s a pleasant surprise to learn that I am actually more competent than I think.’

EFFECTIVE LIVING AND LEADERSHIP PROGRAMMES, INDIA
For students from the Symbiosis Center (SCMC and SCIT)

Three hundred and twenty-five students from the Symbiosis Centre for Media and Communications and the Symbiosis Centre for Information Technology in Pune took part in IoF’s Effective Living and Leadership programme (ELL) in 2016. The sessions empowered the students to take responsibility and be agents of change within their communities. They shared real life stories of moral functioning in a highly competitive environment and were inspired to reestablish ethical values in their personal lives.

One participant said, ‘Now I am in a position to go beyond and within.’ Another spoke of finding new confidence. ‘One session gave me an opportunity to be able to look back at my relationships with family and friends and I realized that I held back too much, so I couldn’t express my story, feelings and opinions. I learned that I need to improve my relationships.’
DEVELOPING ETHICAL LEADERSHIP IN BUSINESS AND ECONOMIC LIFE

SCHOOL OF CHANGEMAKERS, UK

Starting a mission for change

School for Changemakers 2016 was held at St. Mary’s University, Twickenham, in June. The annual programme develops ethical leadership in young people.

Speakers included Pat Magee (‘the Brighton bomber’) and Jo Berry (whose father died in the bombing) on reconciliation; Onjali Rauf (Making Herstory) on social entrepreneurship; and Akala (poet, rapper, activist, Hip Hop Shakespeare Company) on race, class and imperialism.

Around 50 young people took part, including Philippa Watts. ‘I am not easily inspired,’ she wrote. ‘I don’t see the universe in rainbows and glimmering dew. I don’t post motivational quotes. I am as cynical as I am optimistic. In general, I am not easily impressed. But here at the School for Changemakers, mind = blown. We explored empathy, motivation, hope and anger, self-development and so many other aspects that come together in the minority of the population who are driven enough to actually go out and make change.’

Watts recognized that having the ‘time, energy, money and skills to devote to taking a risk and challenging the status quo’ was a privilege not available to all. ‘But for those of us who do have those privileges, you could do worse than starting your mission for change with the School for Changemakers and Initiatives of Change.’

TRUST AND INTEGRITY IN THE GLOBAL ECONOMY (TIGE)

Conference and events in Switzerland, India, UK, Latvia

The tenth trust and Integrity in the Global Economy (TIGE) conference in Caux, Switzerland attracted people from 29 nations. Sir Mark Moody-Stuart, Vice-Chairman of the UN’s Global Compact, stressed that business and markets needed a regulatory framework if issues such as climate change are to be tackled.

Social entrepreneur Merel Rumping described how attending previous TIGE conferences had inspired her to launch LegBank, an initiative which aims to provide affordable quality prosthetic limbs to land-mine victims.

The TIGE conference also heard from Jaime Gonzales Aguade, President of the National Banking and Securities Commission of Mexico, and Enno Schmidt, the Swiss pioneer of the Unconditional Basic Income movement, which encourages governments to pay a basic income to citizens out of tax revenues.

Dr. Darja Piciga, a policy-maker for the Slovenian government, had attended the TIGE conference at Caux in 2010. She spoke of how this had encouraged her to develop the Integral Green Slovenia policy, which focuses on low-carbon strategies.

Michael Smith, head of IofC UK’s business programme, and his colleague Talia Smith, were invited in January to address 500 students at the Sri Balaji Society Institute, a leading business school in Pune, India. When students were asked what they understood of the word ‘integrity’, one replied, ‘Integrity is doing the right thing when no one is watching.’ The Indian edition of Michael Smith’s book, Great Company, was launched at the conference of Caux Initiatives for Business (CIB) at Asia Plateau.

IofC UK’s business programme was invited twice during the year to address business students and local entrepreneurs at Manchester Metropolitan University.

Rishabh Khanna and Michael Smith were invited to Latvia in September by Latvian journalist Inese Voika, to hold discussions with social entrepreneurs and students in Riga and at Latvia’s leading agricultural university.
## INCOMES AND EXPENDITURES

**IoFc International Audited Accounts Statement for the year ended December 31, 2016**

IoFc International is financed by contributions from member associations and foundations, and by private and public grants for specific projects.

We are grateful for generous contributions over and above their dues, in cash and in services, from several member bodies. We also appreciate grants from the Irene Prestwich Trust and the Robert Hahnloser Foundation. We thank our partners for their cooperation and sister organizations, and donors for their generosity.

This financial report reflects the budget of IoFc International. Much of the work described in this Annual Report is done by local teams or programmes with separate budgets.

### INCOME

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<tr>
<th>Description</th>
<th>2016</th>
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<tr>
<td>Donations from IoFc/MRA bodies</td>
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<td>Fees for web services</td>
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<td>Other donations received</td>
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<td>Donation of office space &amp; staff member</td>
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### EXPENDITURE

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<tr>
<td>International website and communications</td>
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<td>President’s budget and International Council</td>
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<td>Operations, administration and coordination</td>
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<tr>
<td><strong>TOTAL INCOME</strong></td>
<td><strong>323,165</strong></td>
<td><strong>330,336</strong></td>
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All the figures are rounded up to the nearest Swiss Franc.
WHY GET INVOLVED WITH INITIATIVES OF CHANGE?

"AT OUR DEEPEST CORE, MOST OF US LONG TO LIVE A LIFE THAT MATTERS. BEING PART OF INITIATIVES OF CHANGE HELPS US TO DEVELOP OUR OWN UNIQUE ROADMAP AND TO WORK WITH OTHERS TO BUILD A BETTER WORLD."

Building trust across the world’s divides

Initiatives of Change International
Frank Buchman, who started it all, used to say "IT S NOT ABOUT GETTING PEOPLE INTO A MOVEMENT - IT S ABOUT GETTING MOVEMENT INTO PEOPLE." The same holds true today. There are no membership forms or lists, no annual membership fees, just a network of people with a drive and commitment to bringing change - starting with themselves.

WHAT PEOPLE ENGAGED IN OUR WORK ARE SAYING:

I became a volunteer for IoFC because I believe each and every one of us has unique skills and abilities to bring peace and positivity to the world. I was also drawn to the element of spirituality in IoFC's philosophy, which I find to be a rarity in many organizations. The best part about volunteering for IoFC would be the wonderful and diverse range of individuals I get to work and build personal connections with.
Malaysia

What attracts me to volunteering with IoFC is the sense of kinship. It's an opportunity to collaborate and share ideas with the enthusiastic and like-minded. My IoFC team are a spirited and charismatic bunch and I feel I'm learning loads. It's very rewarding and I'll continue to look forward to our work together.
USA

I volunteer for IoFC because it taught me about building peace through personal action and showed me what the world could look like if people tried to dialogue and develop together. These lessons and experiences still guide me on a daily basis, and I want to be a part of spreading that kind of community, dialogue and growth around the globe.
Australia

What keeps me involved with IoFC in general is that for me it is the perfect ‘marriage’ of a spiritual programme with local, national and global connections and activities. I love that IoFC allows each person to join in on their own terms, learning to listen to their own inner voice, and then sharing and supporting each other through their mutual experiences.
Canada

I grew up knowing about the ideas of IoFC, but it was only when I started working as a nurse that I realized that just being good wasn’t good enough and the ideas made sense. I found I only helped people to develop and change when I was open to changing for the better as well, and was willing to be vulnerable and honestly share with them my concerns and mistakes. I learned I needed to be willing to take risks and, as a consequence, I have had many adventures, including working for several years in southern Africa and several other countries, as well as in my own home city of Newcastle upon Tyne.
United Kingdom
IF YOU WANT TO JOIN A GLOBAL MOVEMENT AND BRING POSITIVE CHANGE INTO THE WORLD, WE INVITE YOU TO JOIN US.