



### From the President

Alongside my paediatric vocation, I have a calling to build bridges of understanding across cultural, religious and racial divides. I am proud of my heritage as an Egyptian, Arab, Muslim, British professional woman. But my life has been greatly enriched by encounters with people of other backgrounds and points of view.

Today there is increasing recognition that civic, governmental and diplomatic processes need to be supplemented by individual peace-building efforts. The interdependent world we now live in calls us to be active participants: working more closely together to meet basic human needs, healing the wounds of the past to build lasting peace, encouraging ethical leadership and ensuring sustainable development. Can we create diverse pluralistic communities that work together to create a better future?

The Arab Spring and other movements towards greater democracy around the world point to a second great need of our time: to build societies where moral values are embedded in the governing systems, so that they are based on lasting solid foundations that stand the test of time and the passing of generations.

As a diverse intergenerational movement of people, I believe that Initiatives of Change has a particular contribution to make towards both these important needs. In January this year, I attended Making Democracy Real – a dialogue, at Asia Plateau, the IofC conference centre in India. The conference explored the true foundations of democracy, what makes it sustainable, and offered inspiring grassroots examples of courageous leadership and reconciliation. The themes of ‘good governance’ and ‘ethical leadership’ continued to be discussed at the recent Pan African conference in Cameroon in May which I also took part.

My vision for IofC is a community of changemakers who work by inspiring, equipping and connecting people to bring change, starting with themselves, and who partner with like-minded organizations to impact key issues. We are a community with relevant experience in enabling good governance – both in emerging and established democracies – through ethical leadership, a values-based economic paradigm, constructive dialogue and trust-building initiatives.

I am convinced that nothing lasting can be built without moral foundations and a desire by people to exemplify the changes that they want to see in society. We need to think globally, act locally but start with ourselves modelling the changes we want to see more widely.



Dr Omnia Marzouk  
President, Initiatives of Change International

### About Initiatives of Change

Initiatives of Change International [IofC International] is a non-governmental organization (NGO) working for peace, reconciliation and human security worldwide. It has Special Consultative Status with the Economic and Social Council of the United Nations, and Participatory Status at the Council of Europe in Strasbourg. It stresses the importance of personal responsibility, ethical leadership and building trust across the world's divides.

Based in Caux, Switzerland, IofC International was founded in 2002 as an association bringing together the autonomous national bodies of the Initiatives of Change movement, which are active in 39 countries, many of them over several decades.

IofC International represents the universality and multi-faith character of the movement, and facilitates its relationships with the United Nations and other international organizations through its Geneva office. Its training department connects the training capacities of the worldwide movement with needs identified by the UN and other international agencies.

IofC International has operational responsibility for Initiatives of Change's global communications and facilitates collaboration between IofC national bodies. Certain transnational programmes of the Initiatives of Change movement also operate under its auspices.

### Aims

As a diverse global network, IofC initiates programmes aimed at:

- Healing the wounds of history
- Strengthening the moral and spiritual dimensions of democracy
- Building trust and integrity in the global economy to sustainably meet the needs of humanity and protect the environment
- Rebuilding a sense of community and tackling causes of racial and communal discrimination
- Forging networks among people of different cultures and faiths to work for reconciliation, justice and peace
- Encouraging a culture of care and responsibility in personal and family life

### Funding

Initiatives of Change is financed by a combination of individual contributions, its own activities, trusts and foundations, and income from invested funds, mostly received from bequests.

Its major conference centres are funded in like manner. Mountain House, owned and managed by the Swiss foundation CAUX–Initiatives of Change, is also partly funded by leasing the facility to a hotel management school for 10 months of the year. Asia Plateau, in Panchgani, India, is largely funded by training programmes and contributions of conference participants.

Full-time workers receive modest salaries or allowances and in-kind support. Part-time volunteers make significant contributions of their time and skills. Accounts of national societies are audited annually and are available on request.

Initiatives of Change International receives occasional grants for specific projects from governments and private foundations, and is supported by contributions from individuals and its 29 national society – and three IofC international programme – members. Fresh funds would enable us to expand our capacity to satisfy the growing demand for our trust-building work. Contributions are usually most tax efficient through the national associations of IofC. Contributions and funding enquiries for international operations can be directed through the Treasurer: [treasurer@iofc.org](mailto:treasurer@iofc.org)

For online payments see: [www.iofc.org/donate-online](http://www.iofc.org/donate-online)

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(left to right) Usha and Rajmohan Gandhi with Malaysian opposition leader Anwar Ibrahim and his wife Datuk Seri Wan Azizah Wan Ismail at the Making Democracy Real dialogue.

# highlights

Above left: Luc Gnacadja, Executive Director, United Nations Convention to Combat Desertification, speaking at the 2011 Caux Forum for Human Security.

Above right: Harambee Leadership Training programme.



### How it works

In the 70 plus years since Frank Buchman launched the movement that was to become Initiatives of Change, the world has grown increasingly interdependent and complex. Buchman's campaign for 'moral and spiritual rearmament' on the eve of a cataclysmic war spoke in terms of 'saving a crumbling civilization'. Today, in the face of financial crises, vast economic inequalities and the twin threats of peak oil and climate change, we might say the same thing. From its beginnings, Initiatives of Change has been in the business of inspiring, equipping and connecting changemakers at all levels of society to live the integrity and build the trust needed to answer the world's challenges. At its heart is the simple idea that change always starts with changing yourself.

For example, in the Somali diaspora in Europe, individuals from different clans were inspired to reconcile after encountering lofC. Some of them strongly committed themselves to working towards a new and just Somalia by promoting unity, reconciliation and forgiveness. Their activities include informal and formal strategic consultations, meetings, and workshops supported by lofC. In time they formed an organization, Somali Initiative for Dialogue and Democracy, in the UK. It works, in collaboration with partners, on a variety of programmes: providing urgent humanitarian assistance to refugees in Somalia, campaigning for integrity in humanitarian aid, capacity-building for civil society in the country, facilitating intergenerational dialogues, mental health support in diaspora communities, initiatives against female genital mutilation (FGM) and ongoing dialogues for reconciliation between clans. Recently, four Somalis associated with lofC were invited by the Turkish government to attend the high-level conference, 'Preparing Somalia's Future: Goals for 2015' in Istanbul, attended by UN Secretary General Ban Ki-moon and other leaders.



The Trust Factor in Washington DC  
Photo: Adriana Borra



Chadian mediators being trained  
Photo: Alan Channer



All Africa Conference  
Photo: Mbindyo Kimanthi



Trustbuilding workshop in Crimea

### Creators of Peace

Over 300 women have been trained as peacemakers through lofC's Creators of Peace (CoP) initiative in the last year — either as participants in a CoP Circle or workshop, or being trained as facilitators. Eight workshops have taken place in Kenya focusing on healing the wounds left by ethnic violence. Since its launch in 1991, Creators of Peace has become active in over 30 countries. It engages women at every level of society, addressing the roots of conflict through the transforming dynamic of a change of heart, starting with oneself.

Including: Australia, Burundi, Canada, Colombia, DR Congo, Fiji, Germany, Guatemala, Kenya, Malaysia, Nepal, Netherlands, Norway, Romania, South Africa, Solomon Islands, Sweden, Switzerland, Timor Leste, Uganda, UK

### Trustbuilding in Eastern Europe

A second Week of Trust civic campaign took place in Ukraine in May 2012, organized by Foundations for Freedom (F4F) and Club for Young Leaders (CYL) — two organizations inspired by lofC. Six public events in Simferopol got the public speaking and thinking about trust issues in an area where ethnic and cultural divisions run deep. F4F has engaged in 13 different programmes during the year in 10 countries, including programmes to Heal the Past, and building a community and global outreach, including educational institutions, local and international NGOs, and the diplomatic community.

### The Trust Factor

From 10-15 October 2011 over 300 participated in a series of nine panels, dialogues and workshops exploring the need for trust in politics, race, economics and religion in venues throughout Washington DC. lofC partnered with 10 organizations to run the week, with local, national and global outreach, including educational institutions, local and international NGOs, and the diplomatic community.

USA

### Caux conferences

Over 1,200 people participated in conferences at the lofC centre in Caux, Switzerland in 2011. Four conferences ran from 3 July-8 August. The first focused on offering training to equip changemakers. Learning to Live in a Multicultural World included a special programme for 45 young European Muslims learning to be peacemakers. Trust and Integrity in the Global Economy took place against the backdrop of the unfolding economic crisis in Greece. The fourth Caux Forum for Human Security brought together some 350 diplomats, scientists, representatives of non-governmental organizations and grassroots activists to learn together how to answer basic human needs. It saw the launch of a new lofC programme: Restoring Earth's Degraded Land, in partnership with the United Nations Convention to Combat Desertification.

Switzerland

### A new generation of leaders for Africa

Africa's youth are the key to, and at the heart of, several great strategic opportunities to offer sound leadership, create working governance structures and fight corruption. This was the decisive call at lofC's All Africa Conference in Yaounde, Cameroon in May. More than 80 delegates, both young and old from 10 countries in Africa and beyond, gathered to explore the dynamism of youth in creating a bright future for generations to come. In March, lofC's East Africa Youth Conference in Kampala, Uganda, was attended by over 60 young leaders from eight countries. From 29 October-20 November, 2011, lofC's Harambee programme gave 16 young leaders an intensive training in ethical leadership and peacemaking.

Cameroon, Nigeria, Uganda

### Dialogue on Democracy

Responding to the wave of movements for democracy, a dialogue on Making Democracy Real took place at Asia Plateau, the lofC training centre in Panchgani, India, from 8-12 January. Participants came from 32 countries. They ranged from Ministers and MPs to Egypt's Tahrir Square revolutionaries; from American academics to Indian social activists; from a Rwandan peacebuilder to a Japanese aid-worker. The Dialogue opened with a video message from Aung San Suu Kyi, Burma's leading democracy campaigner. Burma was 'on the verge of a breakthrough,' she said. But, 'we need to be independent from our own weaknesses, which allowed the decades of military regime to rule.' South Sudan's Vice-President, Dr Riek Machar Teny, brought a delegation of 20, including two senior presidential advisors, the chair of its Anti-Corruption Commission and three MPs. Malaysian opposition leader, Dr Anwar Ibrahim, came hours after being acquitted by a court in Kuala Lumpur, saying 'the most important struggle is with the dictates of conscience'.

India

### An African Answer

lofC has continued to support the work of Nigerian peacemakers Imam Ashafa and Pastor Wuye, former enemies and leaders of rival militias. Their story of reconciliation is told in *The Imam and the Pastor* by lofC's FLTfilms. A more recent film, *An African Answer*, also by FLTfilms was commissioned by the US Institute of Peace and launched in a series of screenings in Washington DC, 25-31 October. It documents their peacemaking work in Kenya's Rift Valley after the 2007-8 post-election violence. Together with lofC's Alan Channer, Ashafa and Wuye were invited to Chad by the United Nations Development Programme to help train mediators and journalists in peace-making, 24 March-2 April.

Chad, Kenya, USA

### Asia Pacific Youth Conference

The 17th Asia Pacific Youth Conference organized by lofC took place near Melbourne, Australia, 18-24 July 2011. Representing 17 countries, 136 young leaders participated. The theme, 'Action for Global Change through Personal Transformation' was illustrated by many examples illustrating how situations are transformed when people change.

Australia