



From the Executive Vice-President

Whether earthquakes in the Pacific or demonstrations across the Arab world, many seem surprised by the seismic shifts happening around the world. Yet recent history teaches us that the fall of a Berlin Wall or the end of apartheid can come unexpectedly. Whether for good or ill, much depends on the motives of those pushing for change – a special power comes from the quest for 'justice without bitterness', as one veteran of South Sudan's 30 year war said recently.

Initiatives of Change, a diverse yet dynamic movement for transformation, is gearing itself to act with greater focus and cohesion. Its new unified and restructured International Council, mandated to give fresh leadership, includes two young professionals who last year accompanied then President Rajmohan Gandhi on a 14-nation mission.

While Egyptians were massing in Tahrir Square, young Africans inspired by IofC assembled in Kenya to launch a network of 'changemakers' in eight eastern African states. At their public demonstration, they chanted: 'We are the change generation and we'll impact the nation, for change is within us.'

The 17th Asia-Pacific Youth Conference, meeting in Australia in July 2011, is evidence of a rising generation across that region. In Eastern Europe, a number of IofC-inspired 'Clubs for Young Leaders' are taking action on social issues. Able young graduates are shaping and facilitating the Caux Forum for Human Security, which brings together grassroots and global players around such themes as just governance, living sustainably and inclusive economics.

But while 'the old order changeth, yielding place to new', some fundamentals do not change. We believe that lasting transformation will always grow out of lives and relationships being transformed. We are motivated by the longing to make compassion and justice real in the world around us. And by the never-ending search for an inner wisdom that can guide each human-being in their human-doing, the intelligence of a Creator who is still creating.

Edward A. Peters

Edward Peters
Executive Vice-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 Office of Training Services in Geneva 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



CAUX CONFERENCE CENTRE
SWITZERLAND

www.caux.ch

Funding

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

Its major conference centre, owned and managed by the Swiss foundation CAUX-Initiatives of Change, is funded in like manner and by the lease of the Caux facility to a hotel management school for 10 months of the year. Asia Plateau centre in 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 21 national society 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

For online payments see: www.iofc.org/support



ARMAGH, AUSTRALIA-PACIFIC CENTRE

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HIGHLIGHTS 2010-2011



Dmitriy Pritulenko

EAST AFRICA YOUTH CONFERENCE



Diana Damsa

WOMEN, CREATORS OF PEACE IN ROMANIA



Alan Channer

AN AFRICAN ANSWER FILM IN KENYA



TRUSTBUILDING
IN USA
& CANADA



Chris Breitenberg



Building trust across the world's divides
Initiatives of Change International



New International Council

How it works

Initiatives of Change operates as a movement of people mobilized to transform the way the world works, through change in their own living, values and relationships.

It is a movement **within, between** and **among** people...

- **within** people, a movement of conscience, compassion and spiritual aliveness, transforming motives, attitudes and behaviour in day to day actions.
- **between** people, a movement of trust built through honest conversation, breaking down hostility and prejudice through apology and forgiveness, creating diverse communities of shared purpose within our fractured societies.
- a movement **among** people, forming teams and networks to work for transformation and healing in their communities and the world around them.

How does it work in practice? Through an IofC programme in India, Wadiaa, from Lebanon's conservative Christian community, found a resolve to use her academic career to 'create a different story for Lebanon'. Turning down overseas offers, she enrolled at a Muslim-majority campus in Beirut. When a close friend working with the Red Cross was killed by an Israeli missile during the 2006 war, she faced 'a fury shut up in my bones'. After months of struggle, she saw that 'the real battle resides in refusing to be turned into monsters ourselves'. She took a job taking students through a civics programme that crosses Lebanon's religious and communal divides. And is now doing a PhD with the aim of 'establishing a common curriculum for teaching history and civics'.

Similar examples can be cited across the racial realities of American cities, among young Muslims becoming 'peace-makers' in multicultural Europe, in developing villages of India's tribal belt, in the post-apartheid farming communities of South Africa...

The energy for this movement doesn't come, primarily, from stirring passions about what's wrong in society — from fears about climate change, for instance, or the 'clash of civilizations'. Those driving forces can be powerful. But the movement of Initiatives of Change is triggered more often by real-life experiences of personal and shared transformation. This involves not only facing one's short-comings, but doing something about them. That 'something' can be many things:

apology or forgiveness, restitution, standing for some right in the face of injustice or dishonesty, some act of caring beyond what is expected...

Through such acts of moral courage, an energy of hope is released and a new perspective on oneself and the world begins to open up. In the experience of many, it is prompted by an inner moral compulsion or sense of responsibility, starting with an individual but then engaging others, creating a movement *between* people. These connections often coalesce around an issue of urgent social or global need, spawning 'initiatives of change' that can have far-reaching impacts within and across nations. The movement from personal change to global is not automatic, yet within the 60-year history of Initiatives of Change (formerly Moral Re-Armament), many examples demonstrate this significant link.

Peace and trustbuilding

At the core of IofC's approach to peacebuilding is the practice of listening to the inner voice of conscience and a readiness to take responsibility rather than blame others. The following are some of the activities conducted by IofC during the year.

A dramatic bid by Pastor Wuye and Imam Ashafa – former militia leaders turned peacemakers from **Nigeria** – to bring reconciliation in **Kenya's** Rift Valley Province, after communal killings, was documented in a new film by IofC's *FLTfilms*. The ethnic violence which followed Kenya's disputed December 2007 election left over 1000 dead and 600,000 displaced,

Described as 'a very important film' by former UN Secretary-General, Kofi Annan, *An African Answer* was premiered in June 2010 in Nairobi. It went on to tour areas of the country affected by violence. A British launch followed in November, with screenings at the Royal Society of Arts and the House of Commons. Many copies of the DVD have been distributed across Kenya, with support from the British High Commission in Nairobi, amongst others. A training package based on the peace-building methodologies depicted in *An African Answer* will be launched in October 2011, in Washington DC.

An earlier film, *The Imam and the Pastor*, also by *FLTfilms* has been used in UK prisons following a screening to all 170 Muslim prison chaplains and a presentation on how it can be used in strategies to reduce re-offending and violence. *The Imam and the Pastor* describes the journey



Launch of *An African Answer* in Nairobi

Mary Winsanley Chanter

of Wuye and Ashafa from leading rival militias during the 1990s Christian/Muslim clashes, to working together for peace. The imam and pastor themselves have taken their peacemaking mission to **Malaysia, Sudan, the UK and Nordic** countries over the last year, facilitated by IofC.

IofC's **Creators of Peace** initiative aims to engage women as creators of peace at every level of society, addressing the roots of conflict through the transforming dynamic of a change of heart, starting with oneself. In recent years this programme has launched a number of Creators of Peace Circles – small gatherings of women who together work through material especially designed to deepen their friendship and understanding of each other and their peace-creating capabilities. Facilitator training sessions have enabled more and more women to run Peace Circles. In the last year Peace Circles have become active in over 30 countries, including **Australia, Burundi, Democratic Republic of Congo, Fiji, Kenya, Kuwait, Indonesia, Malaysia, Netherlands, Romania, Solomon Islands, Taiwan, Uganda** and the **UK**. Their impact has ranged from helping heal racial tensions in rural **South Africa** to breaking through the legacy of fear from years under authoritarian rule in **Romania**.

In **Canada** and **USA**, a series of trustbuilding leadership workshops and dialogues has taken place following the launch of the book *Trustbuilding – an honest conversation on race, reconciliation, and responsibility* by Rob Corcoran, National Director of IofC in the US. The workshops draw on the methodology outlined in the book, which tells how Richmond, the former Confederate capital and centre of the slave trade, has become a seedbed for interracial dialogue and trustbuilding. In April 2011, representatives of IofC's Hope in the Cities programme were among the leaders who unveiled 17 historical 'slave trail' markers in a ceremony to mark the 150th anniversary of the start of the Civil War.

Transforming society and culture

IofC programmes empower individuals and teams to help shape the societies and cultures they are part of. By bringing people together in 'honest conversations', ways are found to address social ills such as racism, corruption, family breakdown and selfish materialism.

Grampari, the village and environmental development initiative at Asia Plateau, Panchgani, the IofC centre in western **India**, was set up to address the twin issues of poverty and climate change by empowering rural communities to drive change and by demonstrating environmental best practice. It runs training programmes on leadership at the village level, empowering local women leaders and offering skills training to youth. In the last year Grampari has trained hundreds of village leaders, including many women, leading to communities tackling alcoholism and working together for better roads and facilities.

An East Africa Youth Conference in Nakuru, **Kenya** gave 80 youth leaders a challenge to 'create a vision for Africa and run with it', following the examples of Nelson Mandela, Kwame Nkrumah and others. Kennedy Walusala, President



East Africa Youth Conference

Mike Brown

of the Regional Multifunctional Youth Forum, gave the keynote address, reminding participants that as well as big visions, 'it is the small things that you do that change the world'. Over five days, the young visionaries made decisions that would mark new beginnings and lifestyles.

Training and capacity building

Change requires people with a passion for a cause, resilience to keep going when things seem impossible, and moral qualities to inspire others to give their best. IofC training programmes aim to nurture a visionary, inclusive and humble leadership.

Action for Life (AfL) is a diverse, intergenerational community of people learning to become changemakers, working in partnership with local IofC networks. A five-month AfL course started in November 2010 with two months intensive training and field work in India for 19 young participants, after which they split into separate 'action teams', running workshops and conferences in 12 countries in East Africa, South-East Asia, Eastern Europe and the Pacific. Highlights included supporting a 'Teachers for Change' initiative in Indonesia, facilitating Creators of Peace Circles in the remote Weathercoast part of **Solomon Islands**, and a 'Life Matters' course in Juba, **South Sudan**. The East Africa team were invited to dinner with the Vice-President of South Sudan who called for IofC to help with national reconciliation after decades of war.

Members of parliament, senators, traditional chiefs and government officials were the participants in a pilot programme: 'Women in Leadership' in **Lesotho**, run by Alice Cardel, the IofC International Training Director. Opening the programme, Mathabiso Lepono, Minister for Gender and Youth, Sports and Recreation, said that it



Action for Life in Southern Sudan

Mike Brown

came at an important time for Lesotho, coinciding with the launch of the African Women's Decade which aims to accelerate implementation of policies to empower and improve the situation of women in the continent.

Global economy and sustainability

From the earliest days of IofC, people from all sides of economic life – workers, management, farmers and financiers – have found common cause in working together to meet the needs of humanity. New energies and creative teamwork emerge when people look beyond their own self-interest, or the narrow interests of their group.

The 2010 Caux Forum for Human Security was the third of a 5-year programme aimed at changing the traditional dynamic of diplomacy by encouraging greater listening, collaboration and attention to past hurts. Held in July at the IofC centre in Caux, **Switzerland**, the Forum brought together 300 activists from all sections of society with conversations focused on four key areas: overcoming the mistrust created by wounds of history; working for just governance; moving to sustainable economies and lifestyles; and towards an economy that benefits everyone. A **Caux Call to Action** was launched at the Forum as a declaration around which a world-wide movement could be organized. A steering council chaired by Clare Short, former UK Minister for International Development, works to translate this Call into streams of action.

Bangalore's state-owned power supply industry, BESCOM, has been transformed after its Managing Director, Tushar Girinath, attended an 'Ethics in Public Governance' programme run by IofC in **India**. Hundreds of senior officers of the Indian Administrative Service (IAS) have taken part in the course in recent years with far-reaching effects. Girinath was so changed by his experience that he set out to offer a similar three-day training to all 12,000 employees. Better relationships within the company have led to many important issues being highlighted and resolved. In addition, thousands decided to take responsibility for their health by taking up exercise or giving up alcohol or tobacco.



BESCOM linemen trained by IofC

Ashwini Kumar