



Initiatives of Change  
International



# Annual Report 2022



## Message from Leadership

Dear Friends,

We are living in unpredictable times, no matter where in the world we may be. Though the COVID-19 pandemic is in the rearview mirror for some, the aftermath continues to expose and exacerbate longstanding inequities and stoke the embers of historical trauma. The 2022 Global State of Democracy Report shares the troubling news that more than twice as many countries are moving towards authoritarianism as are moving toward democracy, and that 50 percent of the world's democracies are in retreat.

We have to ask ourselves: in this troubled world, what can we do? That's exactly the question posed by Frank Buchman, founder of Initiatives of Change, between the two world wars. Buchman realized that no amount of ammunition will prevent wars. He saw that the real problem is self-interest and selfishness on a global scale: a quest for national dominance and power. From his insights, a movement was born, and Initiatives of Change has been a harbinger of peace, trust and reconciliation ever since.

Our 2022 Annual Report illustrates lofC's persevering conviction that selflessness, honesty, purity of intention and love are fundamental to lasting change, no matter which religion, social status or ethnicity we come from. In these past two years, lofC's Trustbuilding Program has excelled in its reach and impact, and was recently recognized by the United Nations Alliance of Civilizations and BMW with their highly competitive Intercultural Innovation Award. Through this programme, lofC is on the frontlines of social action ranging from police-community relations in Nigeria to countering radicalization among youth in France and Indonesia.

2022 saw the gradual return to in-person events across our national organizations. lofC resumed reconciliation conversations at our flagship conference centre in Caux, Switzerland, with the latest in a series of dialogues between Turks, Kurds and Armenians which began in 2015. The conference centre also opened its doors to refugees from the devastating war in Ukraine.

No matter who and where we are, we have a role to play in the healing of our world. That is lofC's mission: to be a grassroots movement of ordinary people reaching out to others for change of heart. We invite you to join us in this work as we continue to rise to the challenges of our local communities and of a world in conflict.

With gratitude,

**Imad Karam, Executive Director**



## International Council

The International Council provides leadership to the global network of Initiatives of Change in line with the goals of Initiatives of Change International and the decisions of the annual Global Assembly.

**The 2022 International Council members are pictured above, left to right: Gerald Pillay (President, UK/ New Zealand), Mounir Beltaifa (Vice President, Tunisia/France), Zacharia Muturi Karimi (Treasurer, Kenya), Roweida Saleh (Lebanon), Maria del Pilar Griffin (Costa Rica/USA), Marta Dabrowska (Poland), Yofrina Octika Gultom (Indonesia), Cecilia (Thembi), Silundika (Zimbabwe/Canada) and Patrick McNamara (USA).**

## What is Initiatives of Change?

Initiatives of Change (lofC) International is a non-profit organization registered in Switzerland, existing to represent and advance the work of lofC globally. The 36 national teams and international programmes who are the members of its voluntary association each operate autonomously, but work towards taking focused action in one, or more, of the areas of trustbuilding, ethical leadership and sustainable living.

Our starting point is that creative social change depends on personal change. Everyone can examine their lives and align their actions with the values of honesty, unselfishness, purity and love; thus 'being the change' they want to see in the world.





## What Drives Us Forward

**Our Vision:** a just, peaceful and sustainable world to which everyone, responding to the call of conscience, makes their unique contribution.

**Our Mission:** to inspire, equip and connect people to address world needs, starting with themselves.

**Our flagship programme** is the International Trustbuilding Program, which aims to build trust across the world's divides by developing ethical and trustworthy leaders at all levels.

## Our History

Initiatives of Change (IofC) began as a spiritual and social movement more than 90 years ago, drawing on the idea that, by applying guiding values of honesty, unselfishness, purity and love in daily life and being open to the divine spark within, anyone could help create a better society.

Today, IofC International is a donation- and grant-funded nonprofit organization, registered in Switzerland, which serves as the central hub for a global network of national teams and of individuals who are leading community-based initiatives. Our grassroots approach encourages local ownership and focuses on accompanying, strengthening and empowering individuals to be the change they want to see in the world.

## IofC Highlights

### Trustbuilding Program Expands its Impact

In 2021, the Trustbuilding Program (TBP) initiatives gained international recognition by being awarded the United Nations Alliance of Civilizations and BMW's highly competitive Intercultural Innovation Award. In 2022, in spite of deteriorating progress in global peace, TBP continued and expanded its activities to a total of 12 countries, making it the most successful year since its launch in 2019.



### IofC International Welcomes New President

In the fall of 2021, Gerard Pillay was unanimously appointed by Global Assembly of the International Association as the incoming President for IofC International. Originally from Natal, South Africa, and a citizen of New Zealand, Pillay was until recently the Vice-Chancellor and Rector of Liverpool Hope University in the United Kingdom. Pillay commenced his three-year term in January 2022; under his leadership, Initiatives of Change continues to rise to the challenge of rebuilding society with compassion and courage.

### Virtual Knowledge Sharing during COVID-19

As the world rounded the corner after three years of pandemic life, Initiatives of Change continued to cultivate a global community through virtual spaces. At the end of 2022, IofC International hosted the online forum, Restoring Faith in Democracy: What Can Each of Us Do? The event featured three prominent leaders: Tracy Chamoun, the first woman in the Arab world to found a political party; Blanche Lincoln, the youngest woman elected to the United States Senate; and Hermund Haaland, founder of the Zebr Institute which focuses on developing future leadership for Europe. Through an engaging dialogue, the three panelists shared their insights on the core ingredients of a healthy democracy: Compromise, consensus and fundamental respect across party lines.



## Trustbuilding Program

The Trustbuilding Program (TBP) is based on IofC USA's long history of trustbuilding and racial reconciliation work, engaging all sectors through its Hope in the Cities programme and its Community Trustbuilding Fellowship in Richmond, Virginia.

Despite the difficult circumstances, 2022 was highly successful for the TBP, with much to celebrate. The TBP took on four additional national teams, bringing the count up to 12. Their projects span four continents and contextualize the programme's methodology to build trust in the local community.

The TBP works in the following countries to transform lives and addressing critical issues.

### Australia

Developing relationships and addressing historical wounds between First Nations Peoples and non-Indigenous Australians caused by colonization.

### Burundi

Healing historical wounds created through ethno-political divisions and restoring community trust.

### Cameroon

Bridging the divide between Cameroon's two major linguistic communities: the Anglophones and the Francophones.

### Canada

Organizing honest multi-stakeholder dialogues on the root causes of discrimination in Quebec.

### France

Offering disillusioned French youth an alternative to radicalization and inspiring them to become active citizens.

### India

Closing the cultural gap between rural and urban youth by developing mutual understanding and trust.

### Indonesia

Countering religious extremism and radicalization by building trust between Christian and Muslim youth.

### Kenya

Hosting interfaith and interethnic conversation spaces to increase understanding and reduce community violence and violent extremism.

### Nepal

Establishing trust to ease tensions between Madheshi and Pahadi communities.

### Nigeria

Restoring trust between civil society and the police force.

### South Africa

Healing intergenerational traumas caused by fractured family structures as a way to increase trust within communities.

### Ukraine

Social integration through trustbuilding between Internally Displaced Persons (IDPs) and local communities.

## Personal Story of Transformation

Tanya Fox

Trustbuilding Program Participant, Australia

Myall Creek in Australia where Aboriginal people were massacred in 1838, was once an abandoned site. Now, it has changed to become a place for truth-telling, healing and reconciliation. The memory of Myall Creek lives on in a yearly pilgrimage, in which the Trustbuilding Program participates.

'My visit to Myall Creek was one of the first times I connected on a deeper level with an Aboriginal person,' recalls Tanya Fox, TBP participant. 'Through deepening this relationship, I began finding similarities between Indigenous intergenerational trauma and the genocide experienced by my Jewish family in WW2. The connection has been profound and enabled me to identify with "belonging to Australia first" before describing myself as a Jewish immigrant.'

Born and educated in Sydney, Tanya didn't learn about the true history of Australia's beginnings in school. 'Only when National Sorry Day got introduced in 1998 did I begin looking into what non-Indigenous Australians should actually be sorry for.'

What greatly impressed Tanya was visiting the sacred Memorial site and attending a memorial service for the massacre, with an apology from descendants of the perpetrators and words of forgiveness from descendants of the victims. Tanya became a dedicated participant in the IofC Australia's Our Uluru Response trustbuilding work and now profoundly engages with the TBP team's First Nations Trustbuilding National Forums. Her cultural confidence in including Indigenous leaders in her local work has grown. She organizes cultural walks with Elders in urban Sydney to educate her wider community network about Our Uluru Response.





## Global Initiatives

### Creators of Peace

The Creators of Peace (CoP) women's initiative was launched in 1991 at the Initiatives of Change conference centre in Caux, Switzerland, by the Hon Anna Abdallah Msekwa of Tanzania, a respected politician and leader of her country's women's organizations.

CoP is now a global network of people working on different continents through Creators of Peace Circles, workshops, personal encounters, community building activities and international conferences. Creators of Peace Circles aim to transform, empower and engage women in peace creation and have now taken place in 50+ different countries around the world.



### Foundations for Freedom

Foundations for Freedom (F4F) was initiated in 1993 as a programme of Initiatives of Change in the UK and works primarily in Eastern Europe. The initiative is now officially recognized as an international NGO registered in Ukraine since 2009.

Foundations for Freedom aims to foster the development of truly free, democratic and just societies, where people live in commitment to their values, in particular honesty and personal responsibility. Supporting the development of responsible leadership, as well as establishing honest and transparent relations between citizens and governmental structures, has become a central focus of the organization's work.



### Initiatives for Land, Lives and Peace

Initiatives for Land, Lives and Peace (ILLP) promotes peace through land restoration and community trustbuilding. This programme seeks to be the bridge between international organizations and local communities, connecting individuals to create opportunities for positive change for people, places and the planet. In 2011 and 2012, at the request of Luc Gnacadja, then Executive Secretary of the United Nations Convention to Combat Desertification, dialogues on land restoration took place as part of the Caux Forum for Human Security. This led to a formal request from UNCCD to partner with lofC on tackling this issue.

ILLP creates synergies between local and global solutions. Its experience and expertise on the ground, for example in Kenya and India, builds on the existing capacity of local lofC bodies to address the confluence of environmental degradation and conflict. It links this experience with global thought leadership, particularly through its collaboration with lofC Switzerland's Caux Dialogue on Environment and Security (CDES).



### Farmers' Dialogue International

Since 1994, Farmers' Dialogue International (FDI) has been mobilizing farmers committed to the production of food for everyone's needs, responsible stewardship of natural resources and advocating for policies/processes that facilitate sustainable agriculture. It aims to reinforce the values that make farmers everywhere partners rather than competitors, no matter their age, gender or cultural background. FDI actively demonstrates the link between personal change and global change, with agricultural community development as a common goal.





## Where can I find Initiatives of Change?

The map shows the countries, indicated in dark green, where Initiatives of Change is actively at work in local communities.

- Americas
- Africa/ Europe
- Asia Pacific

### ARMAGH Melbourne, Australia

Since 1956, the Australia-Pacific Centre for Initiatives of Change in Melbourne has hosted lofC conferences, events and training courses, notably the Life Matters workshops which draw participants from all over the Asia Pacific region. Indigenous Australians often contribute their culture, spirituality and stories to programmes at Armagh, which is situated on the land of the Wurundjeri nation.

### ASIA PLATEAU Panchgani, India

Some 4,000 people attend programmes at Asia Plateau in India's western hills every year. Created in 1967, the lofC centre runs training courses in character development for people in industry, government, the armed forces, and NGOs, as well as for school and university students and for families. Its rural development and environmental centre, Grampari, teaches communities to protect their water sources, reduce and manage waste, and to farm sustainably.

### CAUX CONFERENCE AND SEMINAR CENTRE Caux, Switzerland

In 1946, around 100 Swiss individuals and families bought the Caux Palace and transformed it into an international conference centre for Initiatives of Change. Immediately after World War II, hundreds of French and German people met there, creating a solid basis for further reconciliation efforts in Europe. Over the years, Caux's work of reconciliation and trustbuilding has continued through its summer conferences.

### SITIO SÃO LUIZ Petropolis, Brazil

Sitio São Luiz, the conference and training centre of Initiatives of Change in Latin America, was acquired through the sacrifice of many people in 1965 and has offered a range of programmes and events over the years.

Everyone, everywhere, has a part to play and a story to tell.

### Initiatives of Change Centres

Throughout the history of our organization, hospitality has played a pivotal role in helping to build bridges across the world's divides. We own and operate buildings and conference centres across the globe.

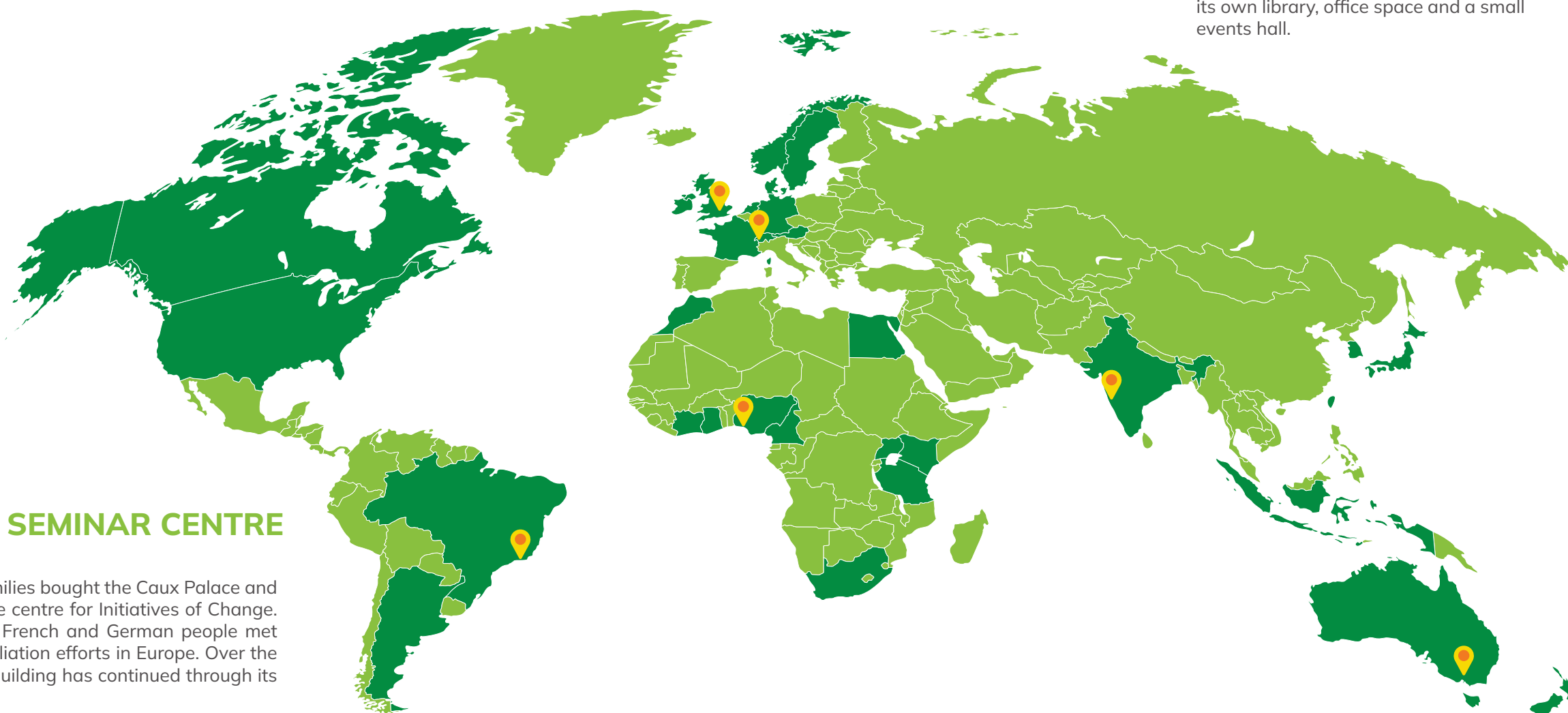
Our teams and programmes aim to be inclusive of all people and perspectives; we do not discriminate based on sex, age, race, ethnicity, nationality, disability, sexual orientation, religion, culture, or individual political opinions.

### GREENCOAT PLACE London, United Kingdom

lofC's centre in central London is the hub for lofC UK's work in empowering refugees, building trust between and within communities, and promoting ethical leadership. Public events take place throughout the year.

### IKOYI CENTRE Lagos, Nigeria

The Ikoyi Centre has brought together more than 2,000 participants of various programmes since it opened its doors in 2013. The space is well equipped to host training for corporation staff, teachers and community groups, with its own library, office space and a small events hall.



## What Can I Do?

### Be the Change

Initiatives of Change has a distinctive approach to generating change, which is rooted in our shared values of honesty, unselfishness, purity and love. We believe that each person has the capacity to:



#### Reflect

An honest look at one's own motives and behaviour is where change begins. By placing people at the centre of our approach, we believe that we can create sustainable impact built on commitment and conviction.



#### Listen

Honest conversation, undertaken in an open spirit, builds bridges of trust and community between people of similar, different, and even antagonistic backgrounds.



#### Volunteer

Until the turn of the century, our operations were carried out entirely by volunteers. Even today, our teams rely on volunteers to provide support in their communities. If you have time and talents you would like to give, then please reach out to us!



#### Act

We seek to strengthen the foundations of society and to bring healing where there is conflict. Use the insights gained from reflection to discern the next steps in your journey towards social change.



#### Donate

Your gift enables our programmes and initiatives across the globe. Our teams are working tirelessly in their local communities to carry out the mission of IofC, and every donation provides the necessary resources to support their efforts!

### Partnerships

Change cannot occur in a vacuum. Partnerships across sectors and between organizations ensure that we can address societies' needs in a more holistic and inclusive manner!

- Fetzer Institute
- Guerrand-Hermès Foundation for Peace (GHFP)
- Spirit of Humanity Forum
- Network for Religious and Traditional Peacemakers

### Affiliations

As part of our desire to inspire change at all levels, we seek out relationships with like-minded organizations with an international focus. We are actively engaged with:

- United Nations Economic and Social Council (Special Consultative)
- Council of Europe (Participatory Status)
- International Organization for Migration (IOM)



## Community of Support

**No matter your age, income, or culture, if you believe in the power of honesty, unselfishness, purity, and love, then you have a community to support you in tough times.**

As an organization whose aim is to support and facilitate personal change, during the pandemic we listened to the needs of our global community and provided members with various opportunities to connect through virtual gatherings:

### iListen

iListen is the virtual version of the IofC practice of 'quiet time', an open invitation for participants to reflect on their lives and seek inspiration. This safe and inclusive space, where everyone can share what's on their heart, gives a chance to receive encouragement from others and help discern what changes may be needed in one's life. Initially developed in English, iListen sessions are also hosted in French, Spanish, Portuguese, Arabic, Hindi and Ukrainian.

### Global Community Forum

The Global Community Forum is a monthly gathering for committed community members to discuss the deeply personal, and often spiritual, approach to societal change in a guided sharing format.

### The IofC Hub

The Initiatives of Change Hub 2022 hosted a wide range of discussions, talks, films, training, music, and other artistic events, and was led by people active with IofC across the world.

### Living History

Living History – Across Generations offers opportunities to engage with changemakers from across the globe and gain practical knowledge that can be applied to participants' personal journeys as advocates for change.





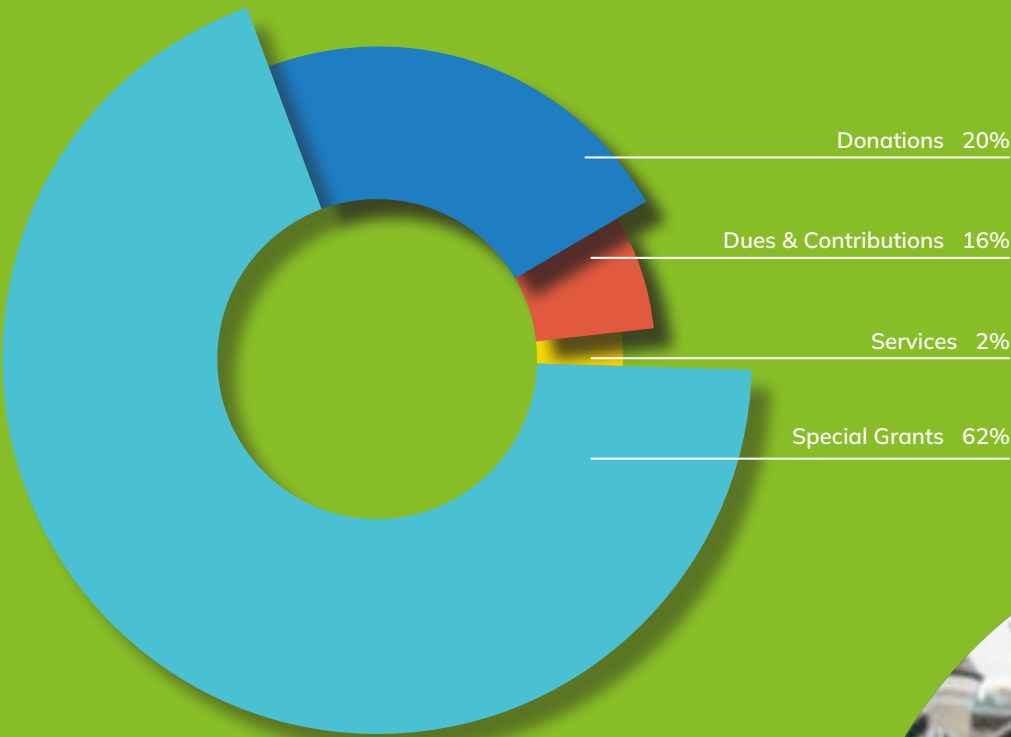
# Thank You

Initiatives of Change could not continue its work without the countless individuals, on all continents, who have committed themselves to be the change they want to see in the world. From the very beginning, our people and programmes have been supported by generous individuals, who have given accommodation, financial resources or time because they are inspired by our mission and our people.

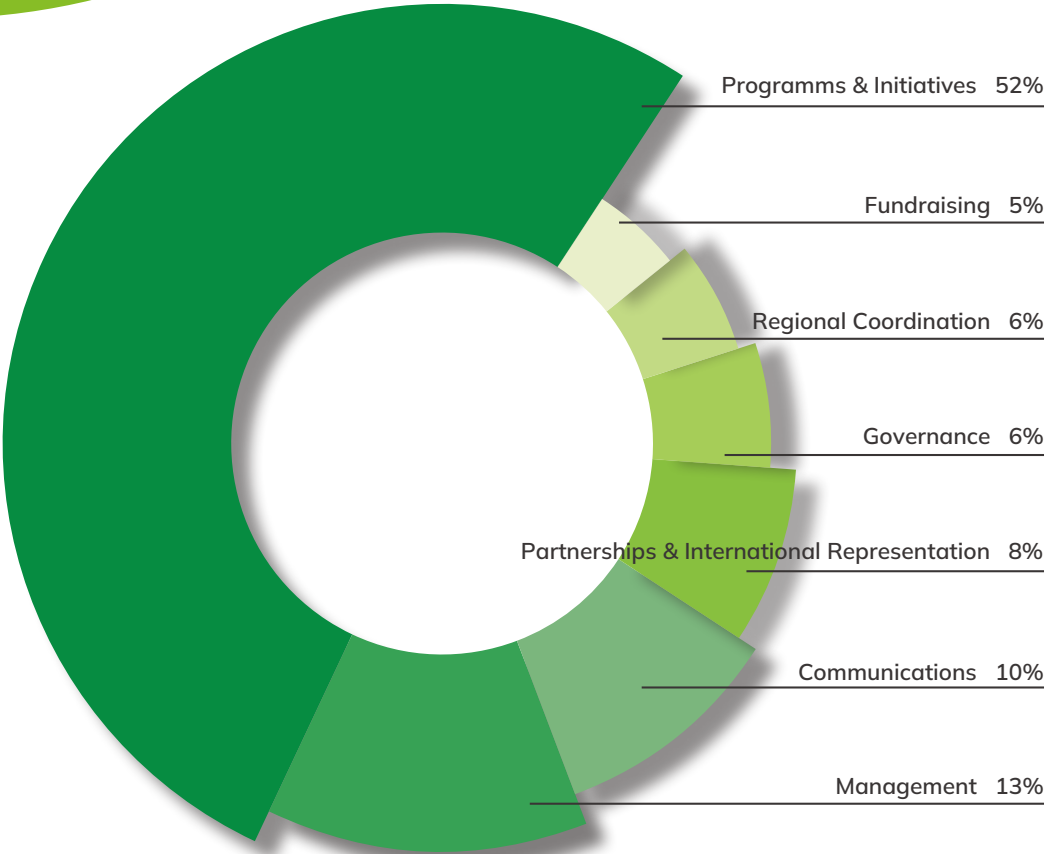
We are grateful to all those who have contributed towards creating a lasting, positive impact. Thank you to everyone – past, present and future – who has supported our vision!



# Income



# Expenditure







“  
Every ordinary person  
can do extraordinary  
things with huge impact  
when he/she starts with  
inner change.

Nabin Pokhrel,  
Trustbuilding Program – Nepal

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