



Creators
of Peace



Initiatives of Change
International



ANNUAL REPORT 2024

Facilitating Freedom

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Freedom to be...

Peace is all about freedom. Freedom from judgement to be curious, freedom from prejudice to relate wholeheartedly, freedom from jealousy to be appreciative. Freedom from the strangleholds of fear, hate and greed. From unhealed histories of humiliation. And of course, freedom from the devastation of conflict, the failure that is bound to result from staying imprisoned in any of the above.

Creators of Peace Circles have taken place in 20 countries through the period 2024/25, from Syria to South Africa, from Italy to Indonesia. The Circles provide a space where participants can explore these freedoms for themselves, caringly facilitated by trained facilitators who have experienced these freedoms in their own lives. One profound example in this report is the ongoing work of the Creators of Peace team in a women's prison in Kenya, where over a period of weeks, inmates found an inner freedom in spite of their outer restraints.

At a Peace Circle in Australia, a participant, an Arab Muslim discovered that one of her facilitators was Jewish. She had earlier made a decision that she would not hate.

After they shared their stories, they embraced. She asked someone to take a photo, saying, 'No one will believe I hugged a Jew'. In this moment resides a precious key to the freedom required to acknowledge our shared humanity.

That's the goal.



JEAN BROWN

President, Creators of Peace International

“
Peace is all about freedom...
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Culture of Creators of Peace



At our heart, we nurture a culture grounded in compassion, deep listening, and personal transformation. We believe that peace begins within and radiates outward. Through reflection, growth and healing, each person in our network becomes an active agent of change, supported by accompaniment, our pillar of strength: an intentional practice of walking alongside one another with care and respect.

Creators of Peace is more than an initiative – it is a way of life. Each CoP Circle is a seed of peace, and participants become ripples that reach families, communities, and beyond.

We listen with empathy to ourselves, to one another, and to the communities we serve, recognising that every voice matters and every story holds meaning. Our culture is built on diversity, inclusivity, and equality, and we are committed to building bridges across divides.

For us, peace is the ethical and spiritual empowerment of both the heart and mind; the fruit of inner transformation. From this space we engage authentically and confidently in peace creation, guided by the deep wisdom of the inner voice.

We choose the word creators and creating, rather than peacemaking or peacekeeping, for its feminine, expansive and inclusive spirit. It invites everyone into the process, contributions and perspectives.

As a women-led initiative, we honour feminine leadership values such as care, empathy, collaboration, and intuition. At the same time, we actively engage men as allies, fostering mutual respect and shared responsibility for peace creation.

We walk in solidarity with others committed to peace, sharing ideas, resources, and encouragement across borders. We know that together, we are strong, and that lasting peace is something we build hand in hand.

Our Vision

Peacemakers at every level of society

We believe:

- Every person has a part to play and something to contribute
- Every person can start the process of transformation in their own heart and life
- Every person has a story to tell and a need to be heard
- Every person can be a compassionate listener to the truth within, to the truths of others and to the needs of the wider community

Our Mission

Transforming, empowering and engaging women in peace creation for all

Through our programmes, conferences and community-building activities we aim to:

- Engage communities in peace creation
- Prevent violence and despair by addressing the roots of conflict — internally within us and externally around us
- Promote a change of heart and attitude as a primary tool of peace creation, raising awareness of the personal values needed for effective social action



- Build bridges and friendships across racial, religious and social divides
- Understand and advocate forgiveness and healing
- Build just, caring and inclusive communities
- Value diversity, inclusivity and resilience
- Seek constructive partnerships with men and the restoration of the respect and trust necessary for joint action, whilst remaining a women's initiative
- Create a network of solidarity for those engaged in peacebuilding around the world

Our Story

Creators of Peace (CoP) is a global network committed to peace creating and social transformation. As a women-led, non-profit charitable association, CoP is a programme of Initiatives of Change and an Associate Member of the Initiatives of Change International Association. With a firm belief in the power of women as catalysts for positive change, the network fosters peace within individuals, communities, and beyond. Over the years, CoP has evolved into a worldwide movement driven by individuals – Creators of Peace Practitioners - dedicated to creating peace.

Founded in 1991 by Anna Abdallah Msekwa, a distinguished Tanzanian politician and women's rights advocate, CoP was launched at the Initiatives of Change conference centre in Caux, Switzerland. Since then, it has expanded across more than 40 countries on six continents.

Through a standardised methodology with a tailored approach, our trained facilitators deliver CoP initiatives in multiple languages, using online, hybrid, and in-person formats to reach diverse audiences. These efforts continue to nurture a culture of peace and contribute to the well-being of society.

**33 years of Creators of Peace, over 40 countries,
10 languages**



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Create peace wherever we are, in our hearts, our homes, our workplace and our community. We all pretend that someone else is the stumbling block...Could that someone be myself?

- Anna Abdallah Msekwa

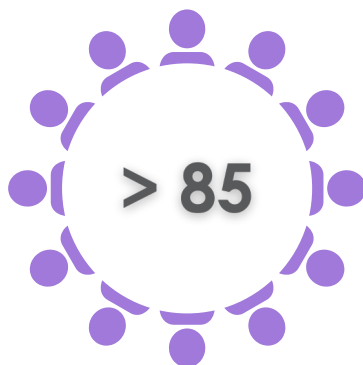
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We Offer

Our programmes aim to build peace, while adapting to the cultural and social needs of each community.

Creators of Peace Circles (CoPCs) are a series of deep conversations that strengthen community bonds, nurture resilience, and awaken our collective ability to create peace. These small and intimate gatherings, made up primarily of women, are led by trained facilitators who guide participants in reflecting on what it means to foster peace within ourselves, our homes, and our communities. **This is the signature programme of Creators of Peace.**

Peace Circles and Facilitator Training: Sustainability is at the heart of the Creators of Peace strategy, accomplished through training new facilitators in the Creators of Peace Circle methodology and use of the manual. This approach allows our work to expand and adapt across communities around the world.



CoPC activities reported in 2024

Affiliate Programmes of Creators of Peace

Advocating for a New Story of our Shared Humanity (ANS), introduced in 2021, is created to help participants examine the dominant narratives in the world and their personal lives. The ANS guide equips anyone to host meaningful conversations. **This guide is complimentary and available on our website, making it easy for those inspired by ANS to conduct their own sessions.**

Engaging Constructively in Challenging Conversations (ECCC) is an experiential, skill-based online course, launched in 2020, that offers participants the insights, skills and confidence to engage in constructive conversations amid differences and conflicts. The programme is currently available in English. **The ECCC programme is a valuable gift to Creators of Peace from Shoshana Faire, the originator of 'Engaging Constructively in Challenging Conversations'.**

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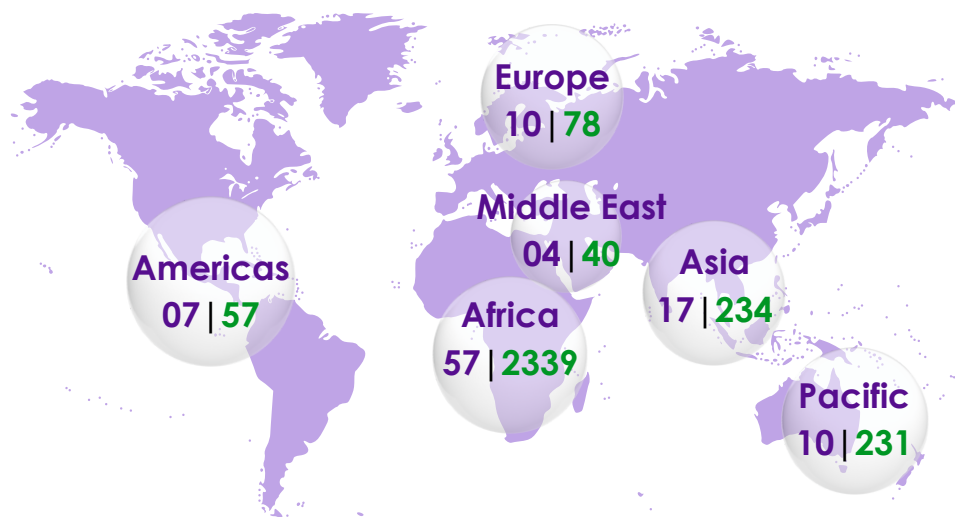
Despite the situation my country is going through, I can find peace... They helped me accept different cultures.

- CoPC Participant, Syria

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Please visit our website to learn more about the Creators of Peace programmes : www.creatorsofpeace.org.

2024 for Us



● Creators of Peace Activities Reported ● Participants

CoP maintains an active presence in over 40 countries worldwide. This overview, based on self-reported data from over 20 countries in 2024, highlights a broad range of activities including Taster sessions (introductory experiences), facilitator training, workshops, and the use of the CoP Circle methodology.

In Africa, countries such as Kenya, Nigeria, South Africa, Cameroon, the Democratic Republic of Congo, Mali, South Sudan, and Burundi engaged women, men, and youth in Peace Circle practices.

Across the Americas, facilitators from Brazil, Colombia, Guatemala, and the USA led both in-person and online Circles, marking a significant milestone.



● Misc: Workshops inspired by CoP Circle Methodology

New facilitators joined from India, South America, and Indonesia. Australia and the UK hosted retreats and programmes, while Italy launched its first initiative. Indonesia relaunched activities; the Middle East continued its CoP work; and Norway notably reinitiated the Peace Circle, with renewed commitment.

Please note: This summary draws on data voluntarily submitted during the 2024 annual update. It does not capture the full scope of CoP activities, CoP Circles or participants globally. In keeping with CoP's non-hierarchical approach, many facilitators included themselves as participants, reflecting their equal engagement in the process. Challenges faced included participants discontinuing before completing CoP Circles, and facilitators adopting certain aspects of the CoP methodology to suit local contexts and needs.

World, Language and Connections

Creators of Peace International is enhancing global impact by translating its standardised facilitator manual into multiple languages, including regional dialects, to ensure cultural relevance and accessibility for facilitators worldwide. Grounded in the '10 Gathering Points' of the Creators of Peace Circle methodology, the manual emphasises the transformative power of story-sharing. It is also reviewed and updated periodically.

With funding received and voluntary efforts of CoP facilitators, Creators of Peace International now has translations of the revised CoP facilitators manual in Spanish, Arabic, French, German, Portuguese, Kirundi, Bahasa, Axomiya (Assamese) and Hindi. Additionally, an Italian version of Advocating for a New Story of our Shared Humanity (ANS) guide is now available, thanks to our dedicated CoP facilitator.

These translation efforts, undertaken by facilitators and professionals, are a testament to our commitment to making our programmes accessible, inclusive and impactful across diverse cultural and linguistic contexts.

“

Translating the CoP Manual into Arabic was an ideal way to support facilitators and invite capable and interested women to experience the CoP Circle and contribute to peace creation.

- CoP Facilitator and Translator, The Middle East

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Cover Design of CoP Manual

The cover represents a version where individual circles symbolise the Peace Circles and CoP activities happening around the world. The overlapping circles, along with the CoP logo, symbolise how people connect to others, forming new circles and showing the interconnected nature of these efforts and their ripple effect.

- Designed in 2024 by Ngoshi Choedon, CoP India

The Motivated and the Motivators

The Creators of Peace Practitioners are dedicated volunteers from around the world who commit themselves to creating peace within their communities. Guided by the core value of honesty, purity of intention, unselfishness, and love for themselves, they embody these principles in both their personal and collective actions. Often working quietly, they are the unsung heroes of our times.

By empowering local communities, fostering understanding and empathy, and promoting non-violent conflict resolution, they help to break down barriers and build bridges between cultures, nations, and generations. Their dedication to peace is a beacon of light in the face of darkness, inspiring others to follow in their footsteps and creating a brighter, more harmonious world. Our facilitators act as enablers - supporting individuals and groups in discovering their own path to resolution and growth.

CoP Facilitators Manual in the Following Languages

English

Spanish

French

Arabic

Portuguese

German

Kirundi

Assamese

Bahasa

Hindi



“

Over time, I have been a participant in the Peace Circle. It's a different feeling being a facilitator. I have the opportunity to share and give back what I have learned.

- Facilitator, CoP Nigeria

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CoP Global Survey - Insights

The 2024 Creators of Peace Global survey has been instrumental in deepening our understanding of the current landscape of CoP's operations, challenges, and emerging needs across 35 countries that participated.

The findings reflect the rich diversity in how CoP operates, ranging from independently registered entities to informal networks and partnerships under Initiatives of Change (IofC) or other local organisations.

The survey highlighted the reach and impact of Creators of Peace Circles as well as other methodology or tools such as ECCC and ANS. It also shed light on common challenges faced by many teams, around sustainable funding, facilitator training, and navigating local cultural and logistical barriers.

Key recommendations emerging from the report include :

- Strengthening training and capacity building
- Exploring sustainable registration of national bodies and legal structures
- Enhancing digital engagement and communication
- Developing locally contextualised content and materials

These insights will directly inform our future strategic planning moving forward, enabling CoP International to offer better support to all those working to nurture peace in their communities.



“ Each Peace Circle leaves a strong trail of transformation at both individual and community levels, making the programme highly sought-after. Often, communities request the Circles to be extended to more people. However, due to financial limitations, we are rarely able to meet the high demand.

- Facilitator, CoP Kenya

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Finance Report

Our financial year follows the calendar-year, from January to December. The opening balance for the year was CHF 42'595.52 and the end of year balance was CHF 36'314.71. The IPT grant of £3000 was awarded in 2023 and spent in 2024. The final tranche of funding from UN Women, \$10,000, was received in 2024 for work completed in 2023. Our banking is held with UBS registered in Geneva, Switzerland, comprising separate accounts in CHF, USD and GBP.

ASSETS

PROFIT & LOSS STATEMENT 2024

		Acc. CY 31.12.2024	CHF 31.12.2024	CHF 31.12.2023
Cash on hand		0.00	65.45	65.45
UBS bank account CHF		0.00	5'975.48	6'323.02
UBS bank account USD	USD	18'498.24	16'483.78	2'159.02
UBS bank account GBP	GBP	12'364.95	13'790.00	25'415.20
Due from Clients or Debtors		0.00	0.00	8'631.46
Current assets		0.00	36'314.71	42'594.15
TOTAL ASSETS		0.00	36'314.71	42'594.15

LIABILITIES

		Acc. CY 31.12.2024	CHF 31.12.2024	CHF 31.12.2023
Transitory liabilities		0.00	400.00	700.00
Short-term third party capital		0.00	400.00	700.00
Africa Fund (Legacy gift)		0.00	11'863.05	11'863.05
Facilitation/Training fund		0.00	0.00	3'110.22
Earmarked Funds		0.00	11'863.05	14'973.27
Organisation capital		0.00	26'920.88	24'325.36
Loss		0.00	-2'869.22	2'595.52
Equity		0.00	24'051.66	26'920.88
TOTAL LIABILITIES		0.00	36'314.71	42'594.15

REVENUE

	CHF 2024	CHF 2023
General donations	564.91	0.00
Earmarked donations	18'553.07	165'236.60
Various income	340.00	0.00
TOTAL REVENUE	19'457.98	165'236.60

EXPENSES

	CHF 2024	CHF 2023
Project funding and expenses	17'426.22	148'613.77
Project core expenses	0.00	993.03
Travel expenses	1'325.13	1'705.99
Gatherings	2'267.18	4'907.65
Facilitation/Training expenses	3'193.73	0.00
Office Supplies / Internet / IT	1'461.30	169.81
Membership fees	300.00	300.00
Accounting / Audit	485.95	525.85
Communications	124.02	360.00
Financial costs	278.87	1'036.64
Exchange rate loss	87.56	918.12
Exchange rate profit	-1'512.54	0.00
Withdrawal/Allocation of/to Funds	-3'110.22	3'110.22
TOTAL EXPENSES	22'327.20	162'641.08

Earmarked Donations

	31.12.2023	31.12.2024
Burundi	92'744.42	0
UNESCO project	27'291.10	17'230.57
UN Women project	42'459.86	0
Facilitation	3'110.22	0
Gatherings	0	1'322.50
Total Earmarked Donations (CHF)	165'236.60	18'553.07

CoP International ensures transparency through an annual independent audit.

Projects and Grants

Our resources come from a combination of grants, contributions from CoP countries and individual donors. Much of our work takes place through volunteers in our local teams around the world. This is financed by in-kind donations (such as venues, refreshments, printing), offered by teams, local Initiatives of Change offices and our global community. Our expenditure covers our basic running costs - membership of Initiatives of Change International, website, hosting our Annual General Meeting, bank transactions and currency exchanges, audit services - and project expenses like facilitation trainings and conferences. We do not have investments. We keep our expenses as low as possible.

Projects and Grants received in 2024

UNESCO: The partnership with the Guerrand-Hermès Foundation for Peace (GHFP) that began towards the end of 2022, continued in 2024, and Collective Healing Circles (CHC) as part of the UNESCO Collective Healing Initiative were facilitated in Cameroon, Kenya, and Nigeria.

Irene Prestwich Trust (IPT): A grant of £3,000 received in 2023 as a partial contribution to the translation of the updated version of the Creators of Peace Circle facilitators manual into Spanish, Arabic, French and German. This money was spent in 2024.

Fundraising: CoP Australia's generous donation of CHF 564.91 in 2024, was designated for general costs. A separate donation was made, restricted for the Syrian team.

Guiding Principles

The founding principles of Initiatives of Change, which Creators of Peace is a member programme, are honesty, unselfishness, purity and love. With this we aim for our financial dealings to be characterised by a spirit of transparency, generosity, ethical practice and care for colleagues. Our resources enable the work of Creators of Peace around the world, as well as the care for and well-being of our network as an organisation. We build on good practice where we care for the requirements of partners and donors, whilst ensuring that we are not tempted to be “funding-led” and that we are guided by the inspiration and goodwill of the women across our whole network.



CoP Practitioners - Initiatives

📍 Brewing up a fresh idea, a CoP practitioner from **Australia** launched Coffee Roulette – an initiative that pairs CoP sisters at random for one-to-one conversations to foster personal connections.

📍 In a residential Creators of Peace Circle in India, CoP India facilitators introduced the Hindi version of the CoP facilitators Manual to women from four Hindi-speaking states. This marks a new beginning.



📍 *"What can I give to my community of international expatriates?"*

With this question, the CoP facilitator did something beautiful: a yearly Creators of Peace Circle in her living room while living in the **Middle East**. She has been intentionally curating "a world community" by bringing together women from over 15 countries.

📍 Creators of Peace Circles brought hope into the daily lives of the men and women from a reading club in **Syria**. A participant aware of the role she can play as a teacher to make a change had adapted her learnings into exercises for her student.

📍 Intending to foster understanding and collaboration among Police wives and women in the services, and building trust, CoP Nigeria facilitators with Initiatives of Change's Trust Building team organised a Creators of Peace Circle.



📍 *"Before taking on the role of facilitator, I spent a considerable time translating ANS Guide into Italian...."*

A mission-driven CoP facilitator shared the CoP methodology by hosting Creators of Peace Circle and Advocating for a New Story of our Shared Humanity (ANS) in **Italy**.

CoP Practitioners - Initiatives

📍 A CoP taster session, shaped by the personal experiences of its facilitators, became a turning point, inspiring women participants from **Latin America** to begin their journey towards becoming Peace Circle facilitators.

📍 A Manifesto for Global Democracy and Peace emerged from a workshop held in collaboration with CoP International, CoP UK, Women on the Front Line, Mothers and Wives of Ukraine's Defenders, lofC International, and Caux Foundation.



📍 Initiated by a request from a woman that came through the Creators of Peace International website, facilitators from Sydney drove down for an in-person Creators of Peace Circle in Newcastle(NSW), **Australia!**

📍 CoP Indonesia relaunched at the Bandung Peace Week, after a refresher training with the veterans in Australia, producing a Bahasa version of the CoP Manual, followed by the first CoP Circle!



“
The CoP training connects me to my vulnerability. I realise I have to be mindful in my role as a facilitator — of my motives, of my attitudes, and have flexibility in any situation.

- Facilitator, CoP Indonesia

“
For me, this journey was a revelation. Every person plays a part, and together, our actions create ripples that can cause a profound shift in the world around us.

- CoPC Participant, Saudi Arabia

Stories Matter

From Pain to Peace

CoP Kenya initiative in Prisons

101 women inmates at Nakuru Women Prison in Kenya participated in five Creators of Peace Circles, held in batches over five weeks, aiming to empower and transform their lives.



"As a Probation Officer, I worked closely with vulnerable women, young girls, and youth who had never experienced peace. Many of them were victims of domestic violence, gender-based violence, and extreme poverty. Some have committed crimes not out of choice but due to their circumstances.

Working with them made me realise that rehabilitation is unsustainable without inner peace and healing. I saw the immense need to take the Creators of Peace Circle to prisons. This idea came from a deep realisation that everyone deserves a chance to heal, reflect, and rediscover their worth."

The prisons may seem like an unlikely place for peace to thrive, but I have learned that where there is pain, hopelessness, fear, grief, and regret, there is also potential for healing. At the beginning of the sessions, inmates stated that they had neither heard about peace nor encountered it. They were consumed with anger and vengeance. Many of them were neither ready to seek forgiveness nor forgive others. They were neither ready nor interested in peace. It was a hard nut to crack.

Gradually, more inmates wanted to join the sessions. Many expressed that if they had encountered the Creators of Peace earlier, they might never have ended up in prison.

The administration noticed a tremendous behaviour change, reduced conflicts among inmates, and joy. "The inmates have become more respectful and eager to learn and participate in other programmes...." The officers also mentioned that they are now enjoying the workplace.

We are now working towards expanding the programme to all prisons in Kenya.

Stories Matter

Translating Through Conflict and Collaboration

The latest Arabic version of the CoP Manual is a reminder of the dedication, patience, and meaningful collaboration during the war-torn phases of our countries. Working with a very supportive mentor and IofC Lebanon counterpart, was a rewarding experience. In the Arab world and across the Middle East, where internal and external challenges, including war, have affected so many, a programme like CoP Circle is very much needed, especially because it allows the subconscious mind to internalise the content. It is like therapy.

Translating the CoP Manual into Arabic was an ideal way to support facilitators and invite capable and interested women to experience the CoP Circle and contribute to peace creation. I loved this translation task as it resonated with my work and values. Collaborating with my mentor taught me a great deal from his calm strength and wisdom. He truly embodies what he teaches.

There were days when I worked through power cuts lasting up to 11 hours, with no internet, and widespread instability after the collapse of the previous Syrian regime. My counterpart was patient, kind, and often worked extra hours to support me.

The Arabic CoP Manual will deepen connections through language, strengthening bonds and positively influencing the participants.



CoP Circle Facilitators Manual in Arabic

The translation of the manual into Arabic was undertaken as a project under the Irene Prestwich Trust (IPT). The collaborative effort not only highlighted the significance of the work but also deepened connections through language, and aimed to positively influence participants.

The Executive Committee - Report



In 2024, the Executive Committee of Creators of Peace International dedicated themselves to guiding the organisation through a transformative year, marked by the beginnings of a comprehensive governance review aimed at strengthening our foundation to better serve the expanding global network and set a clear vision for future strategic initiatives.

As part of our capacity building efforts, a facilitator development series was conducted via Zoom. This was vital for fostering a supportive space where facilitators could share challenges and inspirations, while also refreshing the message of our work as a collective movement. We continued to seek innovative solutions for funding and collaborations to address financial needs, including covering core administration costs. One notable achievement was the translation of our manual into new languages.

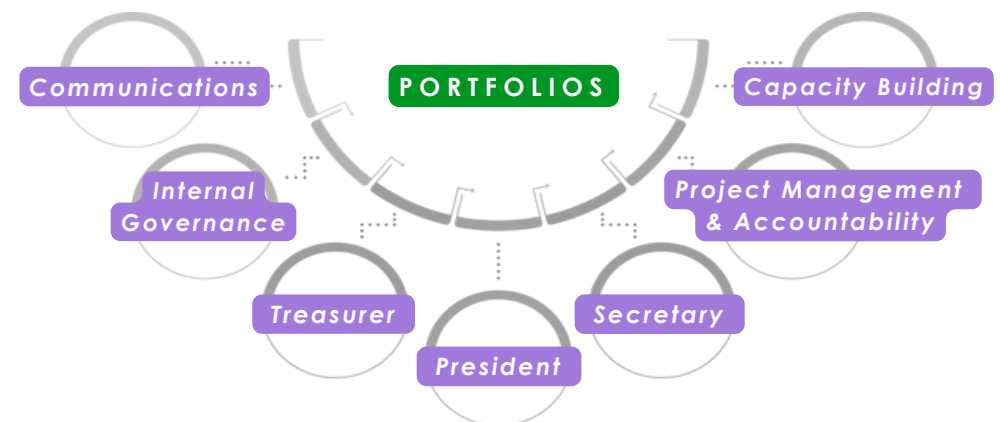
We cared for our network and maintained communications - a vibrant and crucial link both internally and externally - through social media and the exclusive bi-monthly internal newsletter for CoP practitioners.

Our President's global country meetings facilitated meaningful dialogue and provided facilitators with platforms to share stories of peace in action and navigate challenges collectively.

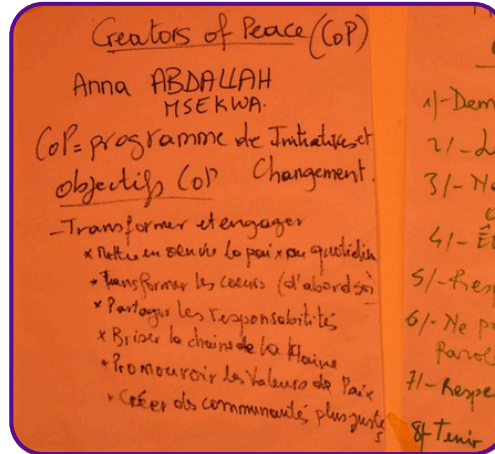
Our dedicated Executive Committee continues to serve as volunteers. We are grateful to all CoP practitioners - supporters, facilitators, and volunteers - around the world who continue to invest in world peace, beginning with themselves.

The Development and Capacity Building Portfolio in 2024, focused on a refreshed understanding of the central methodology of the Creators of Peace Circle. Starting with a review of the updated Creators of Peace Circle facilitators' manual, subsequent sessions included the exploration of gathering points such as inner listening and forgiveness; the art of accompaniment, facilitation skills and working with gender diverse groupings. Sessions were facilitated by a range of practitioners who conducted the conversations. Dedicated refreshers were run for 7 national teams and separate meetings held to learn about their capacity and national and cultural challenges.

CoP International Executive Committee 2022-25



Support Us



Peace is not merely an ideal. It is a practice, nurtured every day by individuals who choose compassion over conflict. At Creators of Peace we are growing a global community committed to this path, fostering peace within hearts, homes and societies.

We invite you to stand with us. Your contribution is a meaningful partnership, enabling us to deepen our work and extend our reach.

- To explore ways to give, visit the 'Donate' page on the CoP website.
- For donations for a specific country or community, please contact us directly via email.

DONATE

Email: creatorsofpeace@iofc.org

Creators of Peace (CoP) is a not for profit association (a donation and grant-funded NGO) ruled by Articles 60-79 of Swiss Civil Code. CoP is a programme of Initiatives of Change International (IoC), a global organisation, and operates under the auspices of its International Association.

Creators of Peace International, Caux Initiatives of Change, C/o DCAF, Maison de Paix, Pétale 5, Chem. Eugène-Rigot 2E, 1202 Genève, Switzerland

That's Our Spirit - We Conclude

The spirit of Creators of Peace (CoP) lives on in the enduring friendships it fosters, the heartfelt gratitude it inspires, and the quiet resilience of those who carry its work forward. CoP International volunteers continue to serve as agents of change, actively cultivating peace, fostering solidarity, and inspiring transformation across communities worldwide.

Driven by purpose, these dedicated practitioners have initiated and sustained a wide range of efforts, from launching CoP to revitalising the CoP Circles in countries where they once paused, and translating manuals to ensure accessibility across diverse cultures and communities.

What next? With each step forward, and through a deep understanding of peace in practice, CoP practitioners emerge as true ambassadors of peace: facilitating freedom, enabling connections, and inspiring change - self-motivated enablers, deeply committed, and quietly powerful.

While some of their remarkable contributions may go unrecorded – lost in translation, overlooked due to limited reporting, or difficult to capture in words – their impact remains undeniable.

For those who walk this path, CoP is more than a programme or methodology. It is a guiding ethos, an ongoing journey, and a meaningful expression of service to humanity.





THANK YOU

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Gratitude to all our CoP practitioners, facilitators and friends of CoP.

Special Thanks: Leela Channer, for the CoP Executive Committee's photograph taken at Caux; Michael Bättig, for accountancy support; and BV Treuhand, our auditors in Switzerland.

Gratitude to Caux Foundation, Initiatives of Change (IoC) International, and all the IoC hubs around the world for their continued support of our work. Initiatives of Change (IoC) is a world-wide community of people of diverse cultures and backgrounds, who are committed to the transformation of society through changes in human motives and behavior, starting with their own.

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