



2015-16 REVIEW

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INSPIRING CHANGEMAKERS

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About Initiatives of Change

Initiatives of Change is a global movement of people who are changing the world for the better, starting with themselves.

Initiatives of Change is active in over 60 countries, including the UK. We inspire, equip and connect people to address world needs.



*Philip Boobyer
Chair of the Board of Trustees*

‘Each of us has something to contribute, new ground to break, that will be a service to humanity.’

Our work focuses on these areas:



Ethical leadership:

developing a leadership culture based on moral integrity, compassion and selfless service.



Sustainable living:

working for economic justice and environmental sustainability through the transformation of motives and behaviour.



Trust building:

through honest conversation and forgiveness.

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

Our mission is to inspire, equip and connect people to play their part in building a better society.

Our values are honesty, unselfishness, love and purity of heart as practical tests for motives and daily actions.

Our core practice is listening in silence to divine inspiration or the inner voice as a source of truth and renewal.

Our approach

Initiatives of Change emphasises the profound connection between the personal and global: when people and relationships change, so do situations. Many of the world's problems – and their solutions – are rooted in human nature. Fear, hate, greed and indifference lead to injustice, poverty, conflict and environmental destruction. Yet it is also in human nature to be caring, courageous and creative. People can live the change they wish to see in others.

Initiatives of Change grew out of the work of Frank Buchman, who believed in helping each person to unlock their potential and find their calling in life, thereby affecting the world in unexpected ways.



Frank Buchman
Founder of Initiatives of Change

‘There is a common meeting ground in the fact that we all need to change – nations as well as people... If leaders change they can change their people. If people change, they can change their leaders.’

With this in mind, we stress:

Inner reflection: listening to, and tapping into, the deep inner wisdom which many call the Spirit of God or conscience;

Commitment to the highest moral and spiritual values: a ‘reality check’ revealing the truth about ourselves and inspiring a humble search for deeper integrity and for greater unselfish purpose;

Forgiveness: letting go of hate, resentment, or self-loathing;

Purity of motive: finding freedom from indulgent habits and judgement of people (including ourselves); a process that can un-cloud our minds and open us to the potential in ourselves and others;

A transformed world: daring to imagine a world where the needs of humanity are met, and to discover our unique role in bringing about this vision.

From the Chair of Trustees



Since World War II there has been equilibrium of sorts, based to a large degree on mutual fear between the world's superpowers. Despite the tensions, there have been huge advances in technology, in the living standards of many, in awareness of environmental challenges and in regional cooperation. The collapse of the Berlin Wall led some to say that we had entered a new age, where history itself had come to a full stop. Predictably, that has not proved to be the case. The war of ideas is alive and well. Familiar refrains of left and right are resurfacing. Yet, at the same time, there is a rising tide of other, perhaps more extreme, 'ideologies'. Some, sadly, are associated with particular religions; some are reactions to perceived threats from 'outsiders' and those who are different.

Terrorism is the 'headline act' in this new age of tension. But it is easy to blame particular extremist groups without acknowledging that we are all responsible for the way the world works. It has been said that the battle-line between good and evil runs through every human heart. A selfish act here leads to a hurt there. Just as an act of kindness here brings happiness, and perhaps healing, there.

As individuals, we are not powerless in the face of evil. Throughout our lives, we are faced with choices between good and evil. The more we opt for the former, the greater our positive impact will be on the lives of those around us.

Initiatives of Change stands for the idea that we are not alone in this struggle. There is a greater source of power and wisdom, whom some call God. As we align ourselves to what we understand of his will, he can use us and others to create positive movements for change. In this annual review we look at a few instances of where this has been happening.

Philip Boobyer

2015-16 REVIEW

INSPIRING CHANGEMAKERS

6 Ethical Leadership

10 Sustainable Living

14 Trust Building

20 Tools for Change

22 Finance

23 Donate



Mike Smith, Head of Business Programmes, with Charles Wookey and Laura Turkington

ETHICAL LEADERSHIP

Initiatives of Change works for good governance at every level, through promoting a leadership culture based on moral integrity, compassion and selfless service. The following initiatives help new and existing leaders to develop this culture.

Trust and Integrity in the Global Economy



Marjon Busstra of Relational Thinking

Initiatives of Change's business programme, Trust and Integrity in the Global Economy (TIGE), strengthens the role of care and moral commitment in economic life and thinking.

TIGE is a network of individuals and institutions who practise trust and integrity in private, corporate and public life. The programme enables economic stakeholders to explore a journey of personal, organisational and societal transformation directed towards human and ecological well-being. They do this through connecting and supporting new economic and business models and fostering relationships.

In 2015-16, TIGE organised a series of public TIGETalks, giving a platform to influential people who presented their experiences and engaged the audience in honest conversations on trust and integrity in the economy. These events increased awareness and served as a catalyst for networking and collaboration.



*Mark Goyder,
Founding Director of Tomorrow's Company*

**‘Every time I work
with Initiatives of
Change I come away
strengthened in my
belief that business can
and must be a force for
good.’**

**‘We learnt
how to
create a safe
space, where
people can
reflect,
discuss and
build on
ideas.’**



Laura Noble

*participant in School for Changemakers
Alumni facilitation training*



New Leadership and Accompaniment



The New Leadership and Accompaniment (NLA) programme aims to develop ethical leadership and offer tools and support to people who wish to play their part in changing the world. This year the NLA team continued a series of interactive reflections by faith leaders of different generations and traditions on honesty, unselfishness, purity and love, the values of Initiatives of Change. For instance, Dr Bilal Hassam, Revd David Musgrave, Anantadev Das and Rabbi Jeff Berger gave perspectives on absolute unselfishness from the Muslim, Christian, Hindu and Jewish faiths.

School for Changemakers

The annual School for Changemakers conference took place from 3–5 July at the Initiatives of Change centre in London, with the aim of helping young people to discover how they can work for the benefit of society. The conference, on 'Changing human attitudes and behaviours', challenged participants to examine the concept of vocation in a world that is in flux and to explore the personal, professional and spiritual dimensions of change. It included times of

reflection, plenary sessions, community work and workshops. One of these was led by Alexander Nunn, Head of Campaigns and Communications for Action for Happiness. He encouraged participants to reflect on the concepts of wonder, gratitude, hope, love and change.





Labour Party leader Jeremy Corbyn at a Peace Begins at Home workshop in Islington in January

SUSTAINABLE LIVING

Initiatives of Change works for economic justice and environmental sustainability through the transformation of motives and behaviour. In the UK, we have focused on supporting and empowering individuals and local groups to create a better environment around them.

Peace Begins at Home



Peace Begins at Home is an intergenerational dialogue training programme that builds bridges between the generations in troubled communities. The programme is supported by Somali Initiative for Dialogue and Democracy and Initiatives of Change UK.

‘One the biggest challenges faced by diaspora communities in London is intergenerational,’ says its founder, Amina Khalid. ‘When there is lack of communication, it can often result in unspoken conflict which remains unaddressed and affects both older and younger members.’ The programme originally focused on the Somali community, but now reaches out to other communities, and has trained over 500 people.

In January 2016, the programme ran an intergenerational dialogue workshop at the Andover Community Centre in London Islington. It was the first of three one-day events delivered in partnership with St. Ethelburga’s Centre for Reconciliation and Peace, Search for Common Ground and Initiatives of Change.

Labour leader Jeremy Corbyn was among the guest speakers. He spoke of the ‘fantastic’ contribution Somalis have made to Islington in ‘the businesses you have opened, the community you have developed and the support you have given to young people’. He stressed the need to work in partnerships rather than in silos: ‘It is a question of reaching out to the whole community. If we preach separation that plays out to something very, very bad.’

A similar programme took place in partnership with St Michael’s House, Coventry Cathedral’s Centre for Reconciliation in March, this time for all communities.



Sustainable Communities

Sustainable Communities is a national network of community leaders and individuals working for social action. The network supports and connects individuals to build and strengthen community initiatives and empower disadvantaged communities.

The network has four aims:

1. To support personal change leading to societal change. The network provides a safe space for those who wish to embark on this journey.
2. To enable sustainability. The network provides support to individuals who are feeling the pressure of sustaining their commitment to positive change.
3. To build and restore relationships between existing and new initiatives within the network.
4. To connect individuals and organisations working in similar fields and foster collaboration and inspiration.

Building bridges in Cornwall

In 2015-16, Sustainable Communities worked in partnership with Hope in the Heart Community Interest Company, a member of the Sustainable Communities network, to facilitate dialogue with Cornish schoolchildren around tolerance and understanding. This is particularly topical as Cornwall prepares to welcome Syrian refugee families.

In December, Sustainable Communities and Hope in the Heart were invited to Kehelland Primary School to discuss the virtues needed to respond to current issues. Amina Khalid, Sustainable Communities consultant for Initiatives of Change, shared her experience of being a child refugee in the UK. After sharing her story, a discussion took place around how they might respond to refugee children coming to their school. **‘We need to make them feel welcomed and looked after... how would you feel if you lost your home, family and friends?’** a 10-year-old pupil reflected.

In March, Sustainable Communities and Hope in the Heart delivered a ‘Where is Home?’ workshop at Cape Cornwall School for Year 8 pupils. Once again, pupils were asked to consider how it might feel to lose all that they had earlier identified as ‘home’ and how they might respond to refugees arriving in their community. The next day, an event took place in Truro, entitled ‘A Million Stories of Sanctuary’, aimed at bringing together those who are working to support refugees in Cornwall to create a sustainable network.

Tam Martin Fowles, Founder of Hope in the Heart, and Khalid facilitated a discussion with Steve Double MP for St Austell and Newquay, to find new ways of bringing the Cornish community and political leaders together. Fowles said: ‘I was inspired by Somali Initiative for Dialogue and Democracy and Initiatives of Change’s experiences of including MPs in intergenerational workshops in London. I do not wish to live in a divisive community so I want to explore and see how we too can bring the community together and have honest conversations.’

Yeheb

In 2015, Initiatives of Change supported the launch of a new project to re-introduce a food plant, yeheb, into areas of Somaliland from which it had become extinct. The project aims to domesticate yeheb, significantly improving the lives of the people in this region by providing food security and a source of income for generations to come. A scoping mission took place in May which led to a further expedition to the area in September to arrange planting in six sites. The seeds are now successfully sprouting.





TRUST BUILDING

Trust building and reconciliation has been at the heart of Initiatives of Change for over 80 years. In the UK this work has focused on supporting the diaspora from the Horn of Africa, empowering women peace builders, inspiring forgiveness and creating a safe space for dialogue.

Agenda for Reconciliation



As Europeans oscillate between fear and compassion at the sight of refugees pouring into Europe, how many see that among these people are potential rebuilders of their war-torn countries?

One example of a country where refugees have gone back to rebuild is Somalia. For the last 10 years, Somalis in the UK have participated in the weekly Agenda for Reconciliation meetings which provide a forum for refugees from the Horn of Africa countries to meet on the basis of reconciliation and trust building.

Learning such skills as 'active listening' and 'non-violent communication' is among the first steps to recovery, and a number of Somalis who have received training in Dialogue Facilitation have returned to Somalia to help in the reconstruction effort. This is despite the challenges of personal security, corruption and the efforts of violent groups to destroy what others rebuild. At a recent Agenda for Reconciliation meeting, a British Somali said that his association with Initiatives

of Change was the reason he has spent the last five years in Somalia enabling conflicting groups to meet each other.

The second stage is the training of trainers in Dialogue Facilitation. Ten Somalis took part in such a course at the beginning of 2015, and while one has already been employed as a trainer by an NGO in Somalia, others are now seeking funding to apply what they have learned in two tense regions of the country.

British Eritreans have also participated in these training courses and have been using Initiatives of Change's facilities to promote trust building among community leaders with a view to helping rebuild their home country when the opportunity comes.



**‘Often you
need to forgive
people in the
community
next to you
which is
challenging.
This film helps
to show that
there is a way
forward.’**

*A Somali member of the audience following a
showing of the film in Hounslow*



*Ginn Fourie and Letlapa Mphahlele
visiting London in 2014*

Beyond Forgiving



Following the release of *Beyond Forgiving* in 2013, the film has been used to complement existing reconciliation and peace building projects and courses.

The film documents the story of how two unlikely people came together to work for reconciliation in South Africa – Ginn Fourie, the mother of a white girl who was shot in a pub ‘massacre’ towards the end of the apartheid era, and Letlapa Mphahlele, the black liberation fighter who ordered the attack. At a time when there is concern about conflict and extremism, the message of

Beyond Forgiving has a special resonance.

During 2015, the film was seen by over 1,600 people in the UK, including 1,100 students. The film was shown more than 40 times to church groups, Quaker meetings, University of the Third Age groups, peace groups, and schools and university classes. Initiatives of Change worked in partnership with Feltham Young Offenders Institute, the UK Progressive Christianity Hub, Winchester University, the Restorative Justice Hub and others. On International Peace Day, a showing was organised with Junior Chamber International.





Ashley Muller
Peace Circle participant

‘Peace Circles empower you to join in fellowship with other women who are attempting to play their role in trust building, peace building and bringing change at every level of society.’

Creators of Peace



Creators of Peace empowers women to be peace-builders, starting in their own lives and communities. Peace involves not just the absence of conflict, but the struggle for a world where everyone has food, shelter, opportunities and respect.

One way of enabling women to be peace-builders is through Peace Circles, which bring together small groups of women to work through material designed to deepen their friendship and understanding of each other and their peace-creating capabilities. One aim is to identify issues in the community with a potential for conflict and resolve to take common action.

During 2015-16, Creators of Peace ran a Peace Circle, a public event and training for facilitators. The Peace Circle took place in London in October. Participants came from different generations, countries of origin and faiths. Several went on to receive facilitation training. Two of them wish to take peace circles to Somalia.

Three Peace Circle workshops were held at St Michael's House Centre for Reconciliation at Coventry Cathedral, as part of a developing partnership between St Michael's House, St Ethelburga's Centre for Reconciliation and Peace in London, and Initiatives of Change.

A workshop was also held for women from the Sri Lankan diaspora at St Ethelburga's, in partnership with International Alert and Search for Common Ground.

Creators of Peace in Oxford held a public event in March, as part of the International Women's Festival, to raise money for the Creators of Peace 25th anniversary conference in Caux, Switzerland, in August 2016.



Tools for Change



3,325
READERS

Changemakers magazine

In 2015 we launched Changemakers magazine, dedicated to sharing stories of personal change and of tackling global issues. Through the power of storytelling, Changemakers hopes to inspire, equip and connect people with ideas on how to change their own lives and play their part in building a sustainable and peaceful society. Since our launch we have 3,325 readers and 3,506 visitors to the Changemakers website.

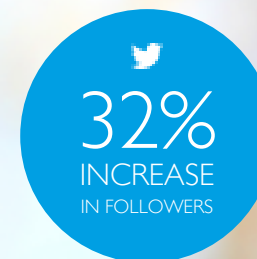
www.changemakersmagazine.org

3,506
WEBSITE
VISITORS

Tools for Change

Social Media

Our engagement with the public increased through the number of Twitter followers by 32% and Facebook likes by 55%.



1,142
READERS

UK NEWS

In 2015 we re-branded our newsletter, UK News, which now reaches 1,142 readers. This newsletter keeps the network informed and connected as we work towards creating a just, peaceful and sustainable world.

SHOP
WEBSITE
LAUNCHED

www.shop.iofc.org

Finance

As a charity, Initiatives of Change depends on voluntary donations to be able to do its vital work of building trust and reconciliation, strengthening communities and developing ethical leadership.

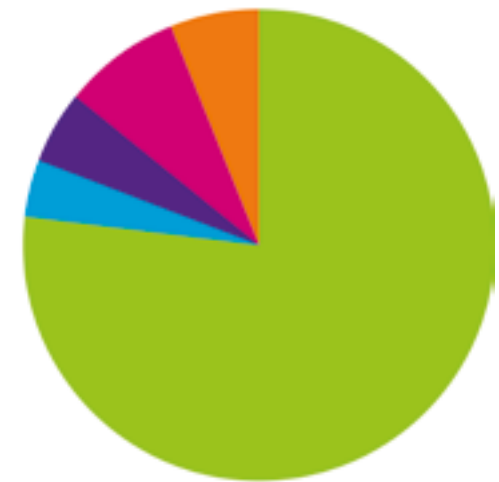
The generosity of previous donors has enabled the charity to build up an endowment fund, the income from which covers our administration costs. This means that every pound donated contributes in full to the activities described in this review. We also make our centre in London available for events and conferences, the income from which contributes to our work.

In 2015, our total voluntary income was £586,000 yet thanks to these other sources, we were able to spend just over £1m on outreach activities. These charts show a summary of our finances.

Income 2015



Expenditure 2015



Please note that the summaries of income and expenditure on this page are for illustration only. They are derived from the audited accounts to 31 December 2015 of The Oxford Group operating as Initiatives of Change, charity number 226334 registered in England and Wales. The Report and Accounts for 2015 are available to download from our website.

Donate

Make a donation today

A gift from you makes all the difference

Help us support individuals and teams across the country who are committed to building trust and reconciliation, strengthening communities and developing ethical leadership.

www.uk.iofc.org/donate

Our work relies on the generous donations of individuals who want to make a difference in the world and believe that the longest journey starts with a single step.

By making a donation now you can help equip people who are prepared to start the process of moral and social change within their own lives and use their experiences to support their communities.





Thank you for your support

Keep in touch...



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Initiatives of Change UK



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