



BETHE CHANGE

Inspire | Equip | Connect | 2016-17 UK Review

ABOUT INITIATIVES OF CHANGE

Initiatives of Change (lofC) 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.

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

We emphasise 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.

With this in mind, we stress:

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 uncloud 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.

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

FROM THE CHAIR OF TRUSTEES



04 Ethical leadership

08 Sustainable living

12 Trust building

17 Events

19 Start with yourself

20 Finance

21 Donate

22 Get involved



Why do we need Initiatives of Change?

2016 was a year of seismic changes – and it doesn't look as if 2017 will be any different. We may be approaching a seminal moment when things either get radically better or a whole lot worse. Will we see a new, more enlightened period, where people work together for the common good of humanity – or could we be

approaching an age of polarisation and division?

Initiatives of Change says that no one is powerless. The first step is to diagnose the problem correctly. What would the world be like if everyone was caring, loving, unselfish and honest? Many of our problems have roots in the way that individuals live. The good news is that we can all choose to start living in the way that we would like others to live.

Changing yourself is a life-long process. Christians believe that God will help us in that process, if we ask. But whatever our belief system, we can take the first step by putting right something that has gone wrong – perhaps by apologising to someone or repaying a debt. Such actions free the spirit and the imagination to find a vision of what we can contribute.

The initiatives described in this review aim to help people embark on this process. We need to multiply them if we are to keep our world on track.

Philip Boobyer
Chair of the Board of Trustees



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



Mike Smith, Head of Business Programmes

Trust and Integrity in the Global Economy (TIGE) supports a network of individuals and institutions in exploring a journey of personal, organisational and societal transformation directed towards human and ecological well-being. This is achieved through hosting regular networking events, workshops and training sessions.

Manchester Metropolitan University's Department of Business hosted a TIGERoadshow on 20 May, aimed at equipping entrepreneurs, social business owners and organisations with practical tools and moral and ethical frameworks for use in their places of work. The TIGE team returned to the university on 22 November to speak to three business classes.

During the year, the TIGE team created a new 36-page *Dynamics of Trust* study guide. They delivered workshops based on the guide to students at York St John University and the University of the West of England. A two-day business forum facilitated by the TIGE team and Sheffield businessman Dr John Carlisle, was held at Ampleforth College, North Yorkshire, in April. The TIGE team was also invited to speak in Copenhagen, Denmark, in May and to social entrepreneurs, anti-corruption campaigners and economics students in Latvia in September. In London, they organised a TIGETalk on measuring happiness in the form of human relationships rather than profit and loss, and hosted a World Values Day on 20 October.

‘Social and ethical entrepreneurship needs to be embedded into contemporary business programmes in order to sustain tomorrow’s businesses with leaders respectful of their stakeholders, communities and environments’

Nathalie Ormrod, Senior Lecturer in Marketing and Business Ethics, Manchester Metropolitan University.



SCHOOL FOR CHANGEMAKERS



School for Changemakers (SfCM) develops leadership in young people by building community, encouraging out-of-the-box thinking and exploring personal change. 2016's residential 'school' was held at St Mary's University, Twickenham, in June with 50 participants. Philippa Watts (25) wrote: 'I am not easily inspired. I don't see the universe in rainbows and glimmering dew. But here at the School for Changemakers, my mind was blown. We explored empathy, hope, self-development and other aspects that drive [people] to actually go out and make change.'

Speakers included 'Brighton bomber' Pat Magee and Jo Berry, whose father died in the bombing, on reconciliation; Onjali Rauf (Making Herstory) on social entrepreneurship; and Akala (poet, rapper, activist, Hip Hop Shakespeare Company) on race, class and imperialism. Watts commented: 'It is a luxury to be able to think of problems outside your own, to have the time, energy, and skills to devote to challenging the status quo.' She spoke of starting a mission for change with the SfCM.

In January 2017, 20 SfCM alumni took part in a mediation training course provided by the Centre for Effective Dispute Resolution. This was one of four alumni gatherings that took place during the year.



CHARACTER OF LEADERSHIP

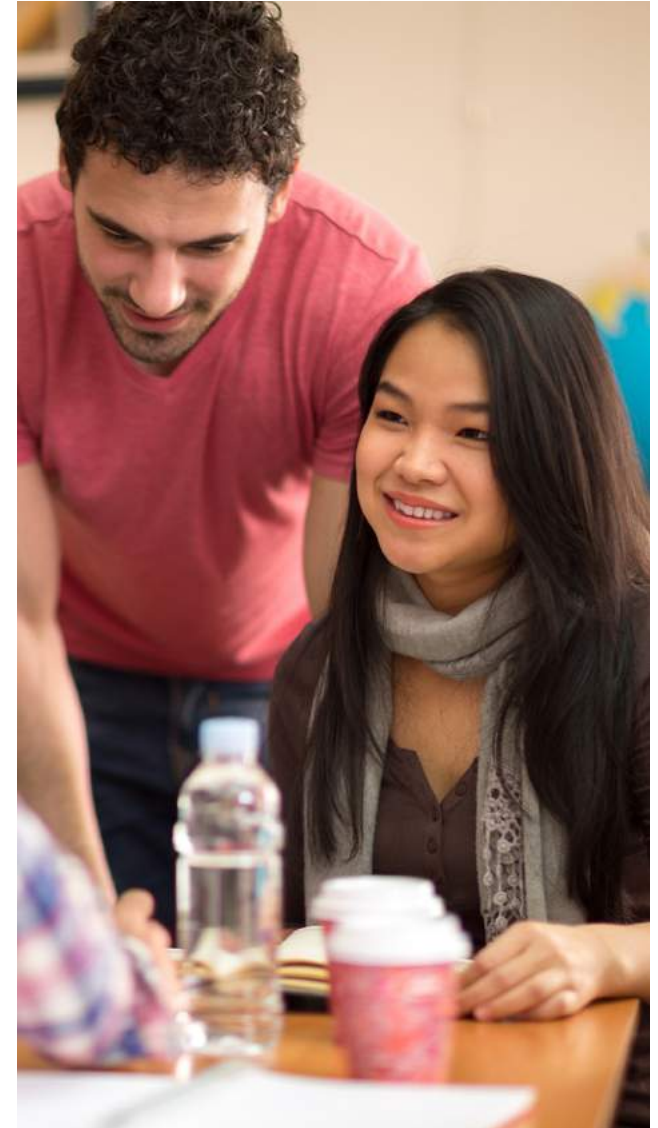


Post graduate students and young professionals took part in a four-module Character of Leadership programme which was launched in Oxford in 2016 in partnership with Inside Change. It drew on material used in lofC programmes around the world, and focused on such topics as 'Change starts with me', 'Dialogue in diversity: moving from my worldview to others', 'Building active trust' and 'Leadership: a framework for addressing my blindspots'.

Participants came from all over the world, as well as the UK. Alice Wang, a Masters of Public Policy student from Australia, described the workshops as 'rewarding, enriching and a fantastic way to explore questions of purpose and perspectives with an intimate group of people'.

Another Masters of Public Policy student, Paul Booth from South Africa, commented, 'I have grown so much during this year and this degree but in my personal development I have been stretched the most in this four-week course. The combination of leadership development and personal growth had a big impact on my personal and emotional development during my efforts to grapple both with my degree and with my future.'

After the programme ended, the cohort chose to continue meeting, taking turns to facilitate and hold a space for meaningful and productive dialogue.





**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.

SUSTAINABLE COMMUNITIES

Sustainable Communities is a national network of community leaders and individuals engaged in social action. The network provides a safe space for those who wish to embark on the journey of personal change leading to change in society and offers support to those who are feeling the pressure of sustaining their commitment. It builds relationships between existing and new initiatives, and between individuals and organisations working in similar fields.

In May and December it held gatherings in Sheffield and Liverpool for a growing network of community leaders from marginalised and hard-to-reach communities.

In October, over 90 people attended 'The Refugee Crisis – stories from the frontline', hosted by Sustainable Communities and the International Centre for Eritrean Refugees and Asylum Seekers (ICERAS) at lofC's centre in London. The event brought together political leaders including Lord Alfred Dubs and Elizabeth Jones, activists, volunteers and other parties concerned about the humanitarian issues linked to the surge of migration to Europe. They listened to the stories of ordinary people who have responded to the crisis with extraordinary acts of bravery, courage and kindness.

During the year Sustainable Communities collaborated with the Anne Frank Trust and Hope in the Heart on an exhibition highlighting the relevance for today of the lessons learned from World War

II. *Anne Frank – A History for Today Exhibition* was launched in January at Stoke Damerel Community College in Plymouth. Over 60 students, including the College's Modern Britain Council, were trained as guides to show young people around the exhibition. They discussed the damage caused by prejudice and discrimination in today's society. The exhibition was complemented by a range of workshops throughout the school, where Amina Khalid, Programme Manager, shared her story of change and healing through the work of lofC.

Amina Khalid was invited to represent lofC at a roundtable discussion on the controversial Casey Review into opportunity and integration in Britain's most isolated and deprived communities. Commissioned by the government and conducted by Dame Louise Casey, the review has been criticised by community organisations who feel it does not reflect the reality of the work on ground, and could cause further division within British society. The round table was organised by the Faiths Forum for London, and included representatives from the Department for Communities and Local Government, senior policy advisers and respected Jewish and Muslim leaders.



PEACE BEGINS AT HOME

Peace Begins at Home builds bridges between the generations in troubled communities, through intergenerational dialogues with local government and community leaders.

In December, it delivered a dialogue in the BBC Radio Coventry and Warwickshire Centre, in partnership with the Malaysian Coventry Society, Coventry Somali Community Network and Dignity Aid. The participants were mainly from the Malaysian community, and included a considerable proportion of primary school children.

Exercises, such as 'What annoys you about the other generation?' and 'Finding solutions to key issues', prompted real conversations between parents and children. The parents said they were astonished to discover how much goes on in their children's minds.



Three leadership training workshops for the Somali community took place in Islington, north London, funded by St Ethelburga's Centre for Reconciliation and Peace, and organised in partnership with Search for Common Ground with the support of Cllr Rakhia Ismail. The organisers spoke of the intergenerational challenges faced by diaspora communities in London and how lack of communication can often result in unspoken and unaddressed conflict which affects both old and young. Through the power of dialogue and storytelling, Peace Begins at Home aims to build relationships and understanding across the generations.

The programme is supported by Somali Initiative for Dialogue and Democracy and Initiatives of Change.



Amina Khalid, Programme Manager, Sustainable Communities

THE YEHEB PROJECT

The Yeheb Project was launched last year to reintroduce 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.

In September 2016, Dr Muna Ismail, Project Coordinator, visited the six trial sites, where yeheb was planted in 2015. Due to the severe drought, which has affected six million people, fewer seedlings were surviving. In the rural pastoralist communities, people were finding it hard to find water for the seedlings.

Since November 2016, the Yeheb Project focused on finding collaborators in academia who can help map the valuable nutrients in the leaves and nuts of the plant. A research project has been founded at University College London to help with this quest. It will contribute to the information that will be required for the regeneration and domestication of the plant once the rains return.





TRUST BUILDING

Trust building and reconciliation lies at the heart of Initiatives of Change's work. In 2016-17, the focus has been on supporting the diaspora from the Horn of Africa, empowering women peace builders, developing training resources for refugees, inspiring forgiveness and creating a safe space for dialogue.

AGENDA FOR RECONCILIATION



2016 saw the launch of the Refugees as Re-Builders course. The inspiration came from lofC's experience of training Somali refugees, some of whom have returned to Somalia to play significant roles in helping to rebuild their shattered country. Modules focus on dialogue facilitation for social cohesion, ethical governance and sustainable livelihood. Seventeen people attended the first foundation course in 2016, which was followed by an intermediate course later in the year, with training of trainers planned for 2017. The programme is based on moral and spiritual values shared by people of different cultures, and stresses the importance of individuals starting the process of change in their own lives.

This course has inspired a three-year project to create resources for adult educators working with migrants and refugees. The project will help those settling into their new communities to rebuild their lives and eventually contribute to the development of their countries of origin. lofC UK is partnering with organisations in Turkey, Sweden and Spain to create the curriculum. A prototype was launched in Turkey in March 2017. The project is funded by the European Union's Erasmus+ programme, and was conceived by Catalina Quiroz Niño, from the Institute of Cultural Affairs, Spain, who is managing it jointly with Dr Muna Ismail.

These and other trust-building projects are coordinated through a weekly meeting at lofC's London centre, which started over 15 years ago.



CREATORS OF PEACE



Creators of Peace (CoP) challenges women to discover their potential to create a culture of peace in their personal lives, communities, and the wider world. The UK is one of more than 40 Creators of Peace chapters around the world, which bring women of different backgrounds together in Creators of Peace Circles, where they share their stories, reflect on their lives and the needs around them, and develop listening and leadership skills.

This year, CoP UK engaged with over 200 women and men through Peace Circles, workshops and other events. Peace Circles and workshops took place in Oxford, partnering with the Fellowship of Reconciliation, and in London, partnering with St Ethelburga's Centre for Reconciliation and Peace.

Events included a lunch fundraiser, in partnership with the Oxford Food Bank; an event during the Oxford International Women's Festival, where women changemakers shared their stories; and an event for the International Day of Peace.

One participant thanked the organisers for providing 'a peaceful setting to think about real and serious issues'.

In August Creators of Peace International marked its 25th anniversary with a Living Peace conference at the lofC centre in Caux, Switzerland. Twenty-two women from Britain took part, as speakers, organisers and participants.



LISTENING ROADSHOW

In early 2017, IofC's Listening Roadshow got underway, offering people in communities across Britain the chance to share hopes and fears raised by the referendum decision to leave the European Community. The roadshow offers a safe place where neighbours can participate in an honest conversation at a time of national change: a chance to be heard and to have a voice.

The interactive sessions address perceptions, assumptions and beliefs, through activities, listening to each other, silent reflection and open discussion. They also offer an opportunity to reflect on local concerns. Each roadshow follows an identical approach so that information gathered (on anonymous post-it notes) is as accurate as possible. This will be used in future events with local government leaders.

The first roadshows took place in Birmingham, Liverpool, Rotherham, Oxford, Sheffield and Bradford. Participants came from diverse social backgrounds, ages and professions. 'I no longer feel alone,' said one. One facilitator commented, 'You could see the energy growing as people began talking to each other.'



FROM EXTREMIST TO PEACEMAKER



Letlapa Mphahlele, protagonist of *Beyond Forgiving*

A new course launched in 2016 uses lofC films about fighters who became peacemakers to stimulate discussion in local communities. The programme offers the public an introduction to lofC, and an opportunity to relate its values to global issues.

The package of films includes *For the Love of Tomorrow*, which tells a story of reconciliation between French and Germans after World War II; *Beyond Forgiving*, which addresses the black-white divide in South Africa; *The Imam and the Pastor*, which describes how two militia leaders from warring groups in Northern Nigeria are now working together for peace; *An African Answer*, which features their mediation between tribes in Kenya; and *From War to Reconciliation*, which features former fighters in Lebanon's civil war.

From Extremist to Peacemaker was piloted in Oxford and Coventry, with an enthusiastic response from those who took part.

EVENTS



Changemakers Arts Festival

Initiatives of Change hosted a three-day Changemakers Arts Festival in London and Oxford in October. Over 300 people attended seven film screenings, eight workshops and a world music concert. The festival included the premiere of *A Film for Northern Uganda* followed by a Q&A with co-directors Kelly Burks and Eric Bednarski. Urban poet and broadcaster Mr Gee led a workshop entitled 'Get creative to find inner peace'. A screening of the Emmy-winning film *Tashi and the Monk* was followed by a Q&A with co-director Johnny Burke. On the final evening, participants listened to Nepalese folk music and Ghanaian drumming whilst enjoying Nepalese, Ethiopian, Somali and Indian cuisine.

Greencoat Forums

'Reasons for hope in challenging times' was the title of an Greencoat Forum at lofC's centre in London

chaired by Dr Omnia Marzouk, then President of lofC International. A panel of Muslim leaders and community workers spoke about what gives them hope for a successful multicultural and multifaith society. The diverse audience joined in a discussion about how to make multiculturalism a success. In March, Jens Wilhelmsen, a Norwegian who has worked for justice and peace for nearly 70 years, helped facilitate a Greencoat Forum on 'The UK and Europe: building relationships'. An open dialogue focused on how to heal a divided nation. The audience acknowledged that the fear of immigration plays a big part, entangled with the fear of the unknown, which lead us to block out the individual and put up both metaphorical and physical walls. Jens Wilhelmsen spoke about his experience of working with lofC to break down walls in Europe and Japan after World War II.

Migration Conference

In June the Next Century Foundation partnered with lofC UK to host a four-day conference at Greencoat Place on 'The Middle East Migration Crisis – genesis and responses.' The first days focused on Libya, Afghanistan, Iraq and Syria. Historical facts, present situations and hopeful opportunities were considered. Refugees living in the UK joined humanitarian experts to share experiences and review current initiatives to resolve conflict. The final day focused on crisis-creating ideologies including anti-Muslim xenophobia.

The challenges facing refugees in Britain were also



Johnny Burke, co-director of *Tashi and the Monk*

EVENTS



discussed. An Eritrean refugee told how dialogues between Christian and Muslim Eritreans in the UK enable them to work together creatively and plan for the time when they can return to their homeland. Ayatollah Safavi, President of the International Peace Studies Centre in Tehran, outlined the qualities of a true believer, in stark contrast with those who turn to violence in the name of religion.

Dr Imad Karam, Executive Director of Initiatives of Change International, said that when he was growing up in Gaza, his parents had protected him from the influence of extremist groups. Initiatives of Change offered him a more effective way of bringing change by finding ways of reducing tensions amongst different religious groups.

Meet the Changemakers

lofC Oxford responded to local demand for inspiration in the current global climate with a series of Meet the Changemakers events. These provided an entry point to lofC, through 'fireside chats' with people from the lofC network who are engaged in peacebuilding, mediation, youth engagement, civil action, care for refugees, food security and education.

These initiatives offer models which could be used elsewhere as a means to engage with local people, share stories, equip individuals with tools for bringing change and connect divided communities.



Dr Lina Khatib, Head of the Middle East and North Africa Programme at Chatham House, speaking at the Migration Conference

START WITH YOURSELF

Fellowship weekend

For the last seven years lofC UK has been running short residential retreats for those familiar with the work and philosophy of lofC. These offer staff and volunteers a relaxed opportunity to spend time together and draw around 100 people each year, including some from lofC teams in Europe. Over the weekends friendships deepen as we meet, eat and have fun together.

This year we asked participants to tell us what inspired them most. Replies included, 'the joyful atmosphere and outlook for the future', 'evidence of change happening', 'the diversity of the group', 'the openness of everyone' and 'people's stories'. Asked what action they would take as a result, one person replied, 'seek right questions over right answers'. Another said, 'I will trust more people.'

Regenerating engagement and learning within and beyond lofC (REAL)

In autumn 2015 eleven people of different ages and lengths of involvement with lofC embarked on a year's REAL programme, which offered them an opportunity to exchange knowledge and experiences, re-evaluate their relationship with the movement and come to a new place of connecting with it. The programme fostered personal change through a combination of systems theory, a unique coaching framework called Potent 6 Constellations, and lofC's seed behaviours and core values.

In December 2016, the programme embarked on its second year with 17 participants, some with no prior knowledge of lofC. Six people from the first year are now conducting one-to-one sessions with new participants and take part in monthly training sessions to deepen their understanding of the method.

Bi-monthly group meetings bring together participants from London, Oxford, Nottingham and Edinburgh.

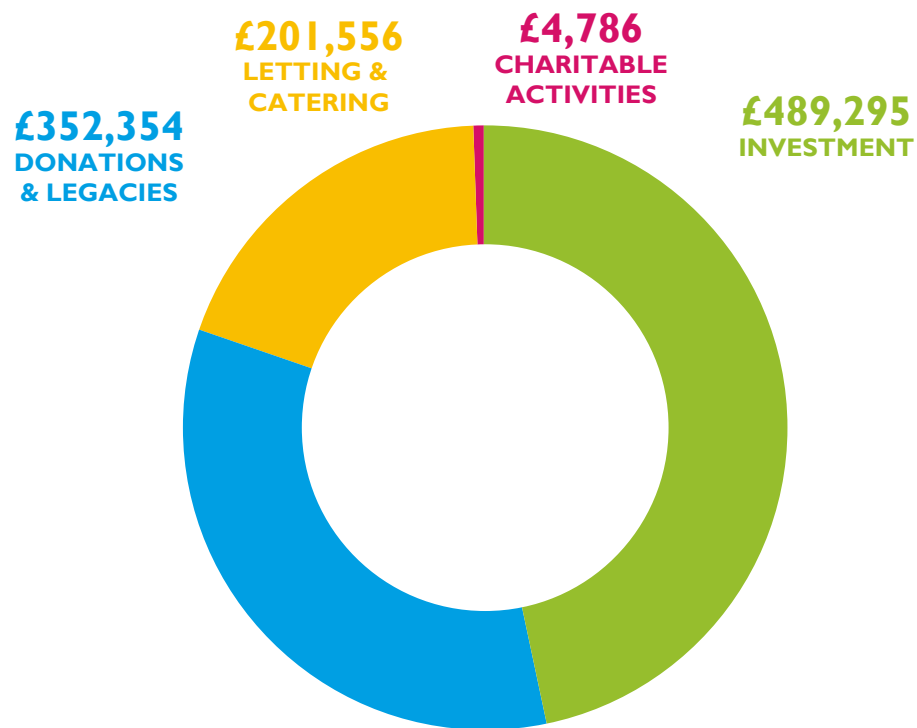
Oasis evenings

Oasis evenings and quiet days in London and Oxford offer an opportunity for quiet in a busy life; a chance to stop and listen to what is going on within, and to discern what is important and what isn't. Most evenings begin with a spiritual reflection, followed by time for meditative silence, in a beautifully decorated space. Quiet Days are held once a year in a retreat house outside the city centre.



FINANCE

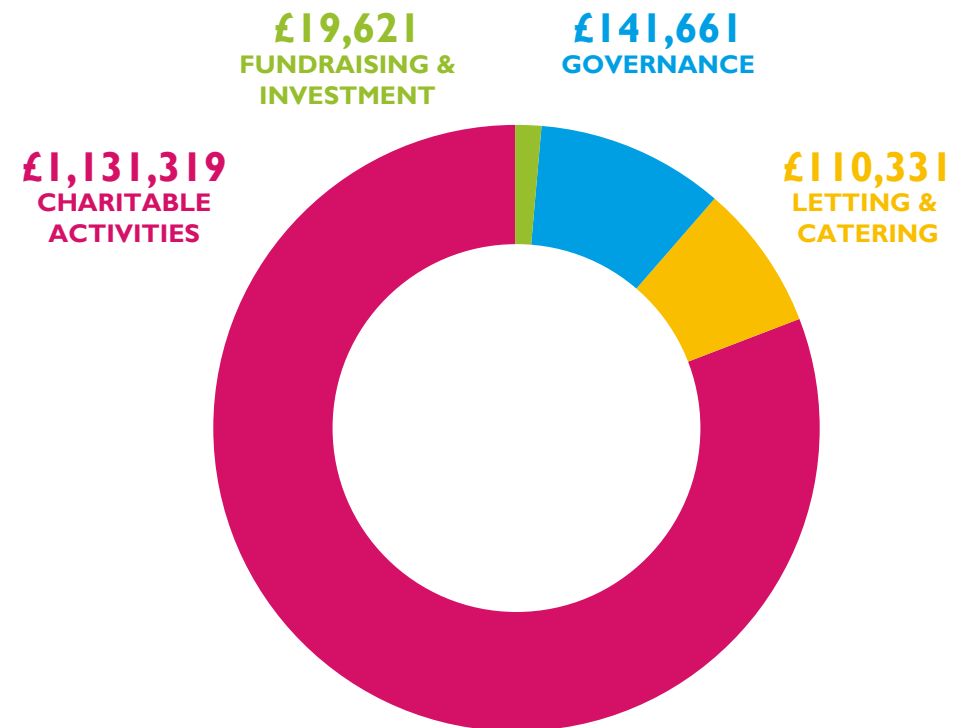
Where our funds came from in 2016



Initiatives of Change relies on voluntary donations to be able to focus on building trust and reconciliation, strengthening communities and developing ethical leadership. We also make our centre in London available for events and conferences, the income from which contributes to our work.

In 2016, we received £352,354 in donations and legacies which enabled us to spend over £1.2m on the activities described in this review. The generosity of previous donors has enabled lofC to build up an endowment fund, the income from which helps cover our administration costs. These charts show a summary of our finances.

How we spent our money in 2016



The summaries of income and expenditure on this page are for illustration. They are derived from the audited accounts to 31 December 2016 of The Oxford Group operating as Initiatives of Change, charity number 226334 registered in England and Wales. The Report and Accounts for 2016 can be downloaded from our website.

DONATE

Donate to support trust building across the world's divides

A gift from you makes all the difference

Help to support individuals and teams working to build trust, strengthen communities and develop ethical leadership.

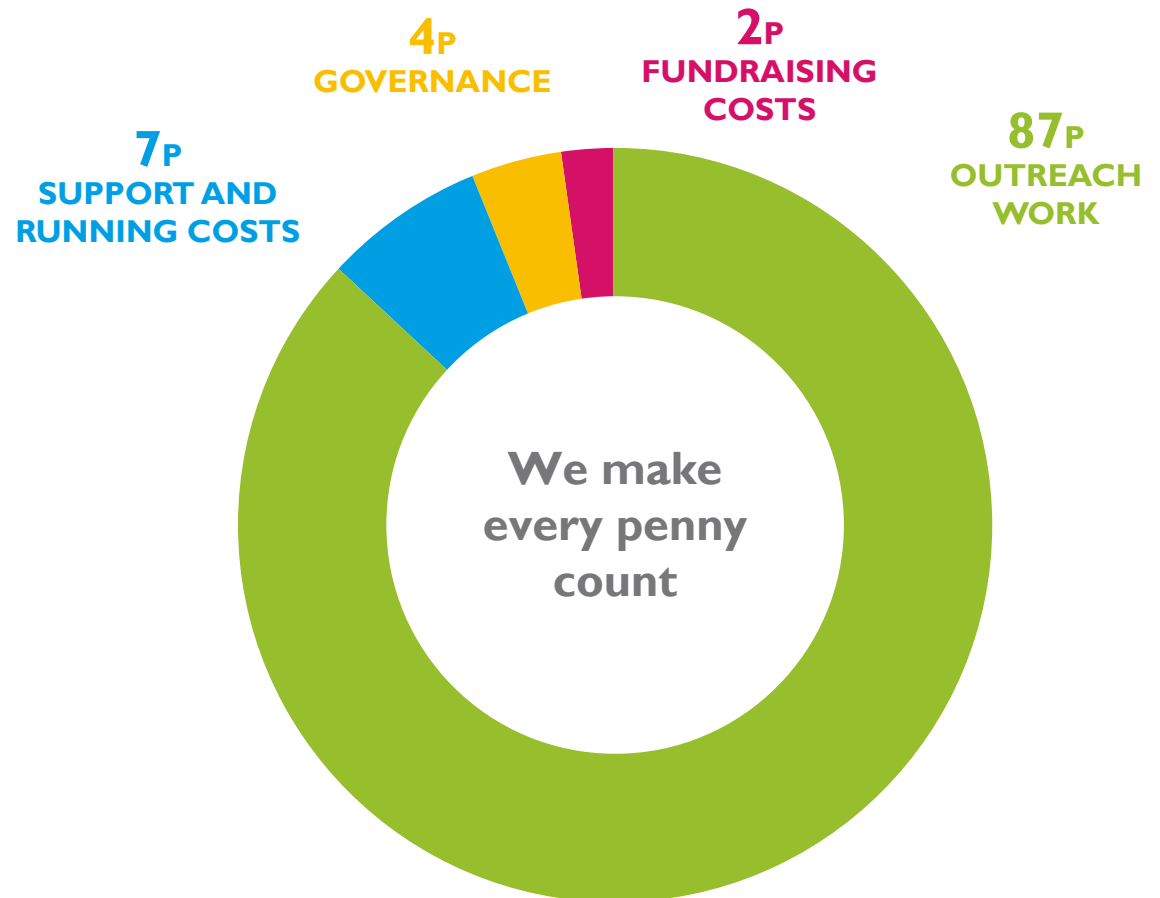
Our work relies on the generous donations of individuals who want to make a difference in the world and believe that the longest journey starts with a single step.

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.

www.uk.iofc.org/donate

Where your money goes

For every £1 donated to Initiatives of Change...



GET INVOLVED WITH INITIATIVES OF CHANGE

You can make a difference

uk.iofc.org/get-involved



Take action

Start with yourself



Volunteer

Develop your skills



Fundraise

Support our work

A frequently asked question is 'how do I join Initiatives of Change?' The answer can sometimes seem confusing. Frank Buchman, who started it all, used to say '**it's not about getting people into a movement – it's about getting movement into people**'. The same holds true today. There are no membership forms or lists, no annual membership fees, just a network of people with a drive and commitment to bringing change – starting with themselves.

Start with yourself

Change in the world starts with a change in you. You can find tips and tools for the continuous process of personal change at: uk.iofc.org/tools-for-changing-yourself

Attend an event

We hold events all over the UK, including conferences, Greencoat Forums and local gatherings. See you at the next one! uk.iofc.org/events

Connect with a programme

We run programmes in our three focus areas of ethical leadership, sustainable living and trust building: uk.iofc.org/programmes

Fundraise

We have inspiring ideas to help you raise vital funds for peace, reconciliation and trust initiatives: uk.iofc.org/fundraise

Volunteer or Intern

Join up with our team! We are on the lookout for great collaborators to make an impact in the world. We offer hands-on, skill-building internship programmes during the year. Get in touch to see what is on offer: uk.iofc.org/volunteer

Jobs

We have a number of opportunities to work for Initiatives of Change. Take a look at the job section of our website to see if there are vacancies that suit your skills: uk.iofc.org/jobs

How will you be part of the movement
to build trust across the world's divides?





Thank you for your support

STAY IN TOUCH

 www.uk.iofc.org

 uk@iofc.org

 Initiatives of Change UK

 @iofc_uk

 @iofc_uk

 Initiatives of Change UK

 [initiativesofchangeuk](#)