

September 2015

Newsletter of Initiatives of Change USA

Issue No. 33

Greetings!

As you will see, we have changed the name of our newsletter to **Trustbuilders**. In the design changes we have added the bridge that has become a visual expression of trustbuilding for many of our current projects.

In this issue we look back at the 2015 Caux Scholars program and several of the conferences that took place at the Initiatives of Change conference center in Switzerland. We look ahead the opportunities this fall with the Community Trustbuilding Fellowship and outreach to other parts of the country.

## Caux Summer 2015

**A real desire to make a difference in society**  
*2015 Extended Global Assembly of Initiatives of Change*  
 By Rob Corcoran

"It is perhaps one of the truly remarkable things about this movement that it brings together such a diversity of people who believe in the link between personal change and global change," said Dr. Omnia Marzouk, president of IofC International as she opened the Extended Global Assembly of Initiatives of Change in July in Caux, Switzerland.



More than 100 people from 30 countries took part. The assembly brought together the representatives of the teams and legal bodies of members and associate members of the International Association for a time of fellowship, sharing of experiences and networking.

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Dr Marzouk welcomed the participants and marveled at the many cultures and backgrounds represented in the room as well as the "multiplicity of personal stories, commitment, sacrifice and a real desire to make a difference in society."

She told of a conversation some years ago that she and two colleagues had with the advisor to a senior Iranian ayatollah who lived in the West: "He quizzed us about IofC and we tried to give him the best of what we thought were relevant stories. The more we progressed, the more our stories were rebuffed with cynicism, as he still could not fully understand what we were about. At the end, almost in exasperation, he had to admit that there must be something to IofC as he was 'intrigued and interested by whatever had brought together an English Protestant, an Egyptian Muslim and a French Catholic!'"

Dr Marzouk reminded her audience of the key elements of IofC's approach:

- Searching for inner wisdom, "quiet times" for insights and unexpected directions.
- Examining our motives and behaviors, using absolute standards as a starting point of personal transformation.
- Listening to others, honest conversations and an open spirit to build trust within teams and enable partnerships.
- Moving into action to address local and global issues.

"The key thing about our approach is that we try to turn theory into practice and an idea into a 'life lived,' an experience that can make a difference...."

"One of the people who really inspired me when I first met IofC was Kim Beazley, the longest serving member of Parliament in Australia and Minister for Education, when I was at school in Canberra. He described the challenge of having a quiet time and looking at his life with 'nothing to prove, nothing to justify and nothing to gain for himself.'"

"That sentence has stayed with me all my life and is my check-list for my integrity and authenticity. In the last week before I came to Caux, I passed this sentence on to my coach who is supporting me in my deputy medical director role. He emailed me a few days later rather excitedly, 'I have tried your code of conduct test - it works!'"

Each day of the Assembly began with personal stories of faith and hope: a former militia leader from Lebanon who is now working for reconciliation; a young Syrian woman who is organizing Creators of Peace Circles in the midst of daily bombings; a Colombian who, with his wife, runs a center for former prostitutes; and an educator from France who was inspired by young people to develop a program highlighting the role of children in transforming society. Australians described a

## Joining our team!

Two newcomers have joined the team in the Richmond office.

### Neal Holsapple



With many years experience in both the public and non-profit sectors Neal brings great expertise to the position of Accountant for Initiatives of Change. Neal says, "I am very enthusiastic and humbled to be dedicating my skills and efforts to an organization that is committed to social change in a diverse global community."

### LaDora Carter



Our new Director of Operations is LaDora Carter, a graduate of Virginia Commonwealth University with a degree in Political Science. She has spent time in Brazil where she learned Portuguese and she also heads up missions for her church. LaDora has strong organizational skills and will help keep our work on track. LaDora says, "I am excited to join an international network that is dedicated to creating a sustainable model of peace and trustbuilding."

sustained process to bring a greater level of trust, transparency and accountability within their own team.

Small community groups met each day to share their experiences and a variety of workshops offered case studies and opportunities for skills building.

Bob Boisture, president of the Fetzer Institute in the US, was visiting Caux for the first time. He commented that the organic, grassroots nature of IofC is a unique asset. At the closing session he said: "What an inspiration it has been to be with you. We at Fetzer have a dream to help support a network working for spiritual transformation. I am impressed so much by the courage and the work you are doing in some of the most difficult situations to apply your vision and values in such flexible ways. I also celebrate to see the courage you bring to envisioning the next phase of IofC's life. I see a resolve to face those issues with love and with authenticity."

## The fusion of theory and practice

### 2015 Caux Scholars Program

By Jitka Hromek-Vaitla

A highlight of the Caux Scholars Program (CSP) this summer was the students' participation in the [Good Governance for Human Security](#) conference July 3-8. The focus of this conference was on building trust for ethical, inclusive governance. It brought together people active in the struggle for just governance at every level: the political arena, media, education, industry, business, and civic affairs. Many came from situations of tension and conflict. Whether as part of a media team, or working as a group facilitator or reporter of smaller breakout sessions, the Caux Scholars provided invaluable assistance to the success of the conference.



The 2015 class was made up of 20 students from 16 countries. The diversity of experiences and perspectives gave them ample opportunity to learn from each other and, during the individual presentations on "Conflict where I come from," to discover more about global issues first-hand. The students had the opportunity to interact with guest faculty, including Dr. Omnia Marzouk, president of Initiatives of Change International, Dr. Cornelio Sommaruga, former head of the International Red Cross,

## And a farewell

### Behind the big news stories are real people



**Debbie Robison** who has served as Assistant Treasurer and Accountant for Initiatives of Change for 18 years writes:

Many years ago, while dating my husband Kenny, he asked me to join him on a lifetime of adventures. One of those adventures involved a Sunday afternoon tea at the home of Dick & Randy Ruffin near Washington, DC. It was there I heard about Initiatives of Change for the first time and was intrigued to encounter a group of people whose founding principles were very much in line with those that I was striving to live by in my daily life.

In 1998, I started the next chapter of my accounting career when I was invited to take over the accounting duties from Erik Petersen as he retired from the Board of Directors of Initiatives of Change (IofC). Today, I continue to cherish the friendship that I have with Erik, his wife Lana, and Lana's sister, Lorraine. I personally worked hard to maintain the quality and integrity of the accounting and administrative duties that Erik gave to donors, friends, and team members for 48 years. Now after 18 years, I have transferred my responsibilities over to Neal Holsapple who will continue this commitment to personal care

Barbara Hintermann, secretary-general of the CAUX-Initiatives of Change Foundation and Dr. Katherine Marshall of the Berkley Center for Religion, Peace, and World Affairs in Washington, DC.

Before their field trip to Geneva, scholars met with Michael Moller, the acting head of the United Nations Office at Geneva, when he visited Caux. In Geneva they visited the United Nations and the International Red Cross, and spent time at Interpeace, an independent, international peacebuilding organization initially established in 1994 by the United Nations to develop innovative solutions to build peace.

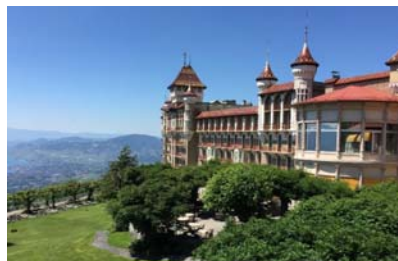
A number of scholars are using their CSP knowledge in providing support to ongoing IofC initiatives and developing new projects. One enterprising scholar from India launched a new project with IofC Kenya. During the program, Kimprono Kemboi from Kenya and Ngoc-Anh Cao from Vietnam, created a video about this year's class that shows the key elements of the program: the fusion of theory (head) and practice (heart), and 'embodied learning' (learning beyond textbooks).

Thanks to the support of the Robert Hahnloser Stiftung, the Irene Prestwich Trust, the Silvia Zuber Fund, the Caux Foundation, the Delmar Foundation and the leadership of academic director Dr. Carl Stauffer, the 20 emerging global leaders learned to analyze conflicts, to understand the factors that create and sustain them as well as practical understanding of approaches to resolving them.

## Conscience-based decision-making Trust & Integrity in the Global Economy

*John Taylor is the Hope in the Cities Program Coordinator in Richmond, VA. He writes of his first visit to Caux, Switzerland, to participate in the conference on Trust & Integrity in the Global Economy.*

After a journey which had begun the day before, I found myself in the small village of Caux, Switzerland, 3400 feet in altitude, high above the town of Montreux and Lake Geneva. The mountain air was cool and crisp. Around me were deep



forests, snow capped peaks and the deepest of blue skies. I was there to participate in the 9th annual Trust & Integrity in the Global Economy (TIGE) conference, one of several being held during the course of the summer at the Initiative of Change conference center.

and excellent services.

Many times over the years, I pinched myself when I had the opportunity to meet the people who visited the Washington and Richmond offices or attended meetings and conferences. IofC touches the lives of many people who are living through the political, economic and social crises reported on the front pages of media. I came to discover how small our world really is when you realize that behind the big news stories are real people just like you and me.

I'm glad to know that as we strive to be people of integrity in our local communities, there are also people working with IofC on a global scale to create a better world for all of mankind.

As I embark on my next adventure, I'm taking my faith, integrity, accounting skills, and IofC's principles with me as I complete the remaining license requirements to become a CPA.

Kenny and I will continue as Initiatives of Change friends and contributors and look forward to seeing many of you in the years to come.



Several months before, I had met author and journalist Michael Smith when he attended the Healing History conference in Richmond, VA. Michael directs the UK program of TIGE which has responded to the 2008 financial crisis with a call for "conscience-based decision-making" in banking, business and the economy. I was intrigued that the ideas of Initiatives of Change that address personal responsibility could inspire, connect and encourage business leaders to act according to deeper core values. So I accepted Mike's invitation to be at Caux for the conference.

The keynote speaker at the opening plenary was Sunil Mathur from India, the Managing Director and CEO of Siemens Ltd Southeast Asia. His address was riveting as he described how Siemens recovered from a devastating crisis of wide spread corruption that was discovered and publically revealed. Mr. Mathur related how in three short years they became ranked No 1 in compliance and risk management and how they have been able to maintain this position every year since. The company's employees now put the emphasis on making their decisions based on personal integrity, values and trust, allowing them to act from substantially ethical positions.

One special aspects of Caux is the open space and time between meetings when conferees and speakers can interact over meals or during the traditional afternoon tea-time. This provided an opportunity for me to have dinner with the Mathur family when we discussed topics from the mundane to the serious, even comical, but mostly about how the impact of IofC's ideas of personal change can affect the family as well as business and the larger society.

Among the many other speakers was Wendy Addison from South Africa, founder of Speakout-Speakup, who shared her story as a whistleblower. She faced harsh consequences but never gave up. She continued fighting for what she believed in, even if it meant giving up the life she had known thus far. Alia Benomar, Chief Operating Officer at Forafric, Morocco, exposed the wrong doings of other family members in their family business. Her story rings with the same moral conviction. Emmanuel Mutisya, a Kenyan entrepreneur, spoke about the challenges of standing against corruption. He said, "People used to think that the motivation of doing business is to have more money, more power, influence and then this ultimately leads to happiness. This was not true for us. That happiness never reached our door." Now Mutisya has managed to build a sustainable business model, which encourages other Kenyans to take their own personal responsibility in refusing to submit to the corrupt norms of society.

Of greater importance than I anticipated were opportunities every day to seek inner guidance and peaceful reflection. There were morning times of meditation and afternoon small groups for dialogue. Workshops provided a variety of opportunities to

## Caux Lecture 2015

### Integrating the Past, Engaging the Present:

*Leveraging History and Memory  
in the Task of Building a Just and  
Inclusive Europe*



*Dr. Margaret Smith is affiliated with the faculty of International Peace and Conflict Resolution at American University, Washington, DC, where she teaches and writes on intergroup relations, conflict and peacemaking in deeply divided societies, and uses of the past in peacemaking. Dr. Smith gave the Caux Lecture on July 18, 2015 at the conference on addressing Europe's Unfinished Business. We print here the introduction to her talk and give links to the full paper.*

In times of rapid social and political change, we are even more aware than in times of stasis that written history and living memory are the containers for wounds of the past, for political outlooks and national identity, for our understanding of others and for our understanding of ourselves. History and social narratives cannot be separated from politics and power structures. They also help us make meaning of events in our personal lives. Thus history and memory confirm our instinctive desire to see a connection between the personal and the political.

How do we increase our insights about the various contexts in which the expression of history and memory are signifiers of power

learn how to implement values, passion and integrity into our everyday world. Part of my day was also service on a cook team from many countries working together in the kitchen!

Next year will be the 10th anniversary of the TIGE conferences. It is my hope that more from the business community in the US will participate.

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## Hope in the Cities National Outreach

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### What do I need to do to build trust?

#### Troup County, Georgia

By Cricket White



Troup County, Georgia, 67 miles southwest of Atlanta, has contracted Initiatives of Change through its Hope in the Cities program to train its residents to have 'honest conversation' and work

together to build trust. The population of 69,469 is approximately 31.4% African American, 62.5% European American, 9.2% Hispanic and 3.7% Asian.

Led by two former state elected officials, one African American and the other European American, this effort began before the events in neighboring Charleston. The leaders are committed to enhancing relationships and building trust among the citizens and it seems the idea has taken hold. The first event was a one-and-a-half day training which led the participants through a series of activities and reflections and culminated in a face-to-face dialogue between an African American State police officer and a white mayor.

This event, sponsored and hosted by LaGrange College, brought together 30 leaders of LaGrange and Troup County. The president of the NAACP, three mayors, the chief of police, the president of the college, the president of the community action program and others participated.

In one activity, each shared what his or her own group, writ large, had done to contribute to lack of trust and segregation. The responses to these conversations opened up new avenues to building trust. "I never thought I'd ever hear a white person speak so honestly about what his own group has done," said one African American participant. "I was surprised at how honest and clear our similar concerns were, and what I need to do to build trust," said a European American.

Hope in the Cities will lead a total of 12 separate trustbuilding

differentials? How to we use that knowledge to develop new ways to address painful disconnections at personal, social and political levels?

The talk aims to stimulate discussion about projects that address the past in order to create a better future. Given Caux's tradition of addressing the wounds of the past and its determination to be a community of learning, the hope is to contribute to Caux's ongoing quest to find ways to mobilize individuals who go out from Caux in developing projects that can alter societal norms and address personal and community problems with creativity and integrity.

*A printed version of the lecture can be requested from our office.*

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### Featured in Oprah Winfrey's "Belief" October 19

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#### Imam Mohammad Ashafa & Pastor James Wuye



Seven billion people, searching for connection, redemption, meaning. Oprah Winfrey presents the seven-night event, "Belief," a groundbreaking television event exploring humankind's ongoing search to connect with something greater than ourselves.

The second episode of "Belief", to be aired by OWN (Oprah Winfrey Network) on October 19, features a segment on Imam Muhammad Ashafa and Pastor James Wuye from Nigeria. Entitled, "Love's

trainings for participants in the area over the next 18 months.

## The last frontier is the human heart

New Orleans, Louisiana

By Rob Corcoran

"How to speak truth to power and speak in love; how to speak truth in ways that unite us": this is the challenge facing New Orleans, said Mayor Mitch Landrieu as the city marked the 10th anniversary of Hurricane Katrina in August.



He was speaking to 200 community leaders convened by the W.K. Kellogg Foundation as part of its America Healing priority. Described as a Day of Community Engagement for New Orleans, it featured six-hour "healing sessions" with small groups led by a team of 24 practitioners drawn from 15 states; Tee Turner and I from Hope in the Cities were part of that team.

Landrieu highlighted the significant reconstruction after the devastating storm as well as the work still to be done, but also he noted that resilience is not just about buildings. "Everything we do should foster diversity, inclusion and growth."

"We have to change. Katrina did not cause all of our problems....The inequities were generational in the making and will not change overnight," said the mayor. New Orleans symbolizes the challenges facing America's cities. "What makes us different is that we are facing them directly."

Isabel Wilkerson, author of the Pulitzer Prize winning book, *The Warmth of Other Suns: The Epic Story of America's Great Migration*, keyed the day. "Some people look at the book as history," she said, "until they turn on the TV. We have been shaken to our core as to what we are as a country. We are truly at a point of reckoning." She said "We need to tell the story of our common experience that binds us all....You can change the laws but unless you reach the hearts of the people for whom the laws are written you really don't have strong laws." She spoke of the "unspeakable loss" to America of the talent of generations of people who were not able to choose what to do with their lives, but also the loss to the "beneficiaries." "They suffered a spiritual loss far greater than what can be done to the body. Think of all the wondrous things that have not been done because we are all down in the ditch....We have never tried as a country to come together as human beings to share our common narrative. The last frontier is the human heart."

story", it takes the viewer on "a journey around the world in search of what it means to love one another." The episode ends with the story of "two leaders in Nigeria who... come together to reconcile and to honor one of the most sacred teachings at the heart of both their faiths: love your enemies."

*More Information about the Imam & Pastor films from our office*

## Caux Scholars in India

Still time to apply!



The Caux Scholars Program-Asia Plateau (CSP-AP) in India focuses on the integration of sustainable development and peacebuilding. The invitation is to young leaders, community organizers, and scholars from different countries and cultural backgrounds, aged 21-35.

The 3-week program will be held from December 20, 2015 to January 10, 2016. Application deadline is September 30.

*For more information contact our office.*

In each healing session participants shared personal experiences which had caused them to feel or know that they had the power and capacity to thrive, rebound or succeed. I had the privilege of co-facilitating one group with Benny J. Shendo, Jr., a leader of the Pueblo people and a member of the New Mexico state senate. He recently started a community development project in his home pueblo, building houses in the traditional adobe style using local materials. Our group heard powerful stories of family and community: stories of courage, of sacrifice, of faith, of persistence and of innovation. We also considered what it would take to make New Orleans a place where all people are valued equally.

Ambassador James Joseph, who served in President Carter's administration and who was US ambassador to South Africa during the Clinton administration, closed the day by addressing the centrality of community in the public narrative, the importance of symbols, forgiveness as a way of empowering the victims of violence, and the many dimension of reconciliation. He pointed to the "fractured sense of US community" and the need to "bring into balance the rugged romance of individualism with the caring, supportive common good." Quoting Howard Thurman, he said, "I want to be me without making it difficult for you to be you." He also warned that reconciliation without justice would not be sustainable. There was much focus, he said, on people of color forgiving, but very little on the need for economic reconciliation.

Dr. Gail Christopher, the visionary behind America Healing, invited the attendees to imagine what America would look like if we were to end the "absurd hierarchy of human value...We think it is very fitting that America begins to heal in this great city."

## Community Trustbuilding Fellowship

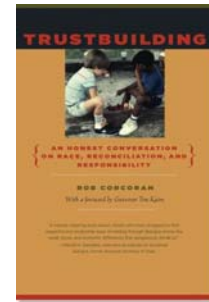
### The final countdown begins

By Cricket white

In just one month the 2016 class of the [Community Trustbuilding Fellowship](#) (CTF) will gather in Richmond, VA, for the first of five residential modules. This diverse group of participants is coming from Mississippi, California, Georgia, Washington, DC, as well as Virginia. Participants range in age from 23 to 66 but all express a desire to become proactive, positive and committed to making their communities better.

One participant recognizes that "being in a cohort with other leaders to learn from each other, good practices, struggles and triumphs is always an enriching experience." Activists, ministers, educators, journalists, program officers and community builders,

## Trustbuilding



### Trustbuilding

by Rob Corcoran



Read Rob Corcoran's latest blog  
[Connecting personal and social change](#)



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the members of this CTF class bring experience to the table and provide an opportunity for collaboration and group learning. A unique aspect of this fellowship program is to replicate the diversity of the larger community within the class. This allows them to wrestle with real issues, using specific tools, to find solutions within their own fellowship group. Authentic community is the goal.



Others in the program have expressed a desire to become "a better listener and problem-solver," to become "more comfortable with conflict, and learn ways to confront and create positive outcomes out of conflictual

events," to "build my ability to talk about the race and class divide," and become "better able to discern bias and prejudices in myself and in our community."

The level of anticipation is best expressed by the applicant who wrote, "This sounds like a transformational event, and I want to be a part of it!"

Keep up with this class as they move through this five-month journey together. Check in on the website and Hope in the Cities Facebook page where we will post photos, comments and insights from participants.

*A number of the Fellows are not able to cover the full \$2500 program fee and those coming from other parts of the country have travel costs as well. We welcome [contributions](#) to our scholarship fund.*

We hope you enjoyed this issue of [Trustbuilders](#) Please share this newsletter with your friends and forward it to those you know have a passion for trustbuilding.

Thank you!



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## Initiatives of Change, USA

is part of a diverse global network with an 80-year track record of peacebuilding, conflict transformation and forging partnerships across divides of race, class, religion and politics.

### Our vision

We inspire a vision of community where a commitment to reconciliation and justice transcends competing identities and interests.

### Our mission

We equip leaders to build trust in diverse communities through a process of personal change, inclusive dialogue, healing historical conflict and teambuilding

### Our focus

We connect core values with personal and public action with a focus on racial reconciliation, economic inclusion and interfaith understanding.

For more information  
<http://us.iofc.org>

## Follow-up Links

[Initiatives of Change](#)  
[Hope in the Cities \(HIC\)](#)  
[Caux Scholars Program](#)  
[IofC on Facebook](#)  
[Trustbuilding on Facebook](#)  
[HIC on Facebook](#)