



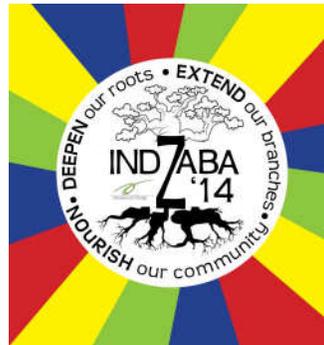
March 2014

Newsletter of Initiatives of Change USA

Issue No. 26

Greetings!

In less than a month many of us will be gathered for the Indzaba. This national forum takes place at the Airlie Center in Warrenton, VA, April 4-6. Go online or call our office for more information or to register.



While world events are moving swiftly it is important to strengthen and build our network and take time for collective reflection.

If you want to be there, now is the time to register!

We have encouraged families to attend and we are delighted to see that a number of children of all ages will be there.

A new partnership in Memphis

A place of pain can be a place of healing

By Rob Corcoran

Hope in the Cities facilitators and IofC board members from Richmond, Washington and Dayton engaged with Memphis community leaders in a trustbuilding workshop and dialogue on February 8. The IofC board also held its Annual Meeting in Memphis for the first time.



Photo: Karen Elliott Greisdorf

The catalyst for the event was the leadership of the Church Health Center (CHC), a faith-based organization that serves more than 60,000 people. Hosting the event was Calvary Episcopal Church. All visitors were welcomed to stay with local families.

Antony Sheehan, president of CHC, discussed the social determinants of health. "Health care and health are not synonymous. Ninety-five percent of spending is on health care and

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only five percent on health. Wellness, as well as illness, should be our focus." Social determinants include education, housing, parenting, and income. Race, of course, is a predominant underlying factor.

Alex Wise, the chairman of IofC and director of advancement for CHC, who is also a member of Calvary church, greeted the participants. He proposed that Calvary partner with First Baptist church, a leading African American congregation, in a joint effort to address social determinants of health by working with the parents of children at CHC's preschool as the pilot project. Perea Preschool achieves marvelous results, owing in significant part to its parenting program. The partnership will seek to build on that success and perhaps package it in a way that can be offered to additional parents. Hope in the Cities would offer support in trustbuilding skills.

Memphis shares with Richmond a dark history of slavery and segregation. And 2017 will mark the 50th anniversary of the assassination of Martin Luther King, Jr. at the Lorraine Motel - now the site of the National Civil Rights Museum.

Richmonders drew from their own experience the vision that "the place of pain could be the place where healing could begin." Don King, a partner at McGuire Woods law firm, said he was discovering that he could be "a proud southerner and a person working for racial justice at the same time."

Questions posed to the Memphis group by Hope in the Cities facilitators included: "What is the conversation that needs to take place in Memphis? Where is trust lacking? Which people do I find difficult to hear and why?"

Class divides, lack of communication between "old Memphis" and "new Memphis," and generational differences surfaced as issues. One participant said that those in power and those with resources are not always hearing directly from those they want to help. People at the grassroots level need to be at the table and they need to be empowered.

Reflecting on her years as a city manager in Dayton and then Cincinnati, IofC board member Valerie Lemmie noted, "This has to be a community-driven process. There is a need for honest conversation, to listen and to share."

From the heart of the Americas

Weaving a community of change

Rob Corcoran joined 70 people from 11 countries of the Americas and Caribbean for the 2014 "Encuentro" in Colombia. He writes of this time of fellowship, shared learning and partnership building.

Bogota is a vibrant urban metropolis of more than eight million people. At an elevation of 8000 feet it is one of the highest capitals in the world. Colombia also has a vital growing IofC team. This month they hosted Encuentro 2014 - a gathering of more than 70

Reflections from Ukraine



Lena Kashkarova is one of the courageous young leaders of Initiatives of Change in Ukraine who interned with Hope in the Cities last fall. Rob Corcoran has included her most recent reflections in his blog "Pain and hope in Ukraine"

Rebooting democracy

Making Democracy Real



Alex Nuwagaba at the dialogue with other CSP alumni from Africa

Several Caux Scholar alumni participated in the **Making Democracy Real** dialogue in Panchgani, India. Alex Nuwagaba (CSP 2013) from Uganda has written his "[Reflections on democracy from India](#)." A full [report](#) of the dialogue is online and you can also read an excellent [article](#) about the conference written by Salman Rashid from Pakistan.

people from 11 countries of the Americas and Caribbean.



Photo: Chris Bereitenberg

Over the past six months I have been part of a coordination team with friends in Brazil, Argentina, Colombia, Mexico, Guatemala, and Canada, linked by email and Skype. It has been a great experience, overcoming barriers of distance, language and culture.

Tanya Gonzalez, who directs the office of multicultural affairs for the city of Richmond, joined me to represent the US at this time of fellowship, shared learning and partnership building. Arriving late at night we immediately experienced the warmth of Colombian hospitality.

Honest conversation

Our Colombian hosts shared stories on the theme of honest conversation and forgiveness. "I hated a person in my group, and then I realized that she was just like my mother!" one woman said. "A friend showed me I needed to heal this relationship. A conference in Brazil in 2008 changed my life. I was no longer the bitter person hating the world....I learned that my aggressiveness triggered aggressiveness in the other person."

The International Council of IofC reported on visits to several Latin American countries prior to the Encuentro. The council members hail from Mexico, USA, Canada, India, Taiwan, Nigeria (absent because of visa difficulties), Egypt, the UK, Australia and Sri Lanka. All were deeply touched by the warmth of hospitality they received on their travels and they remarked on the ways in which Latin American teams were integrating the core principle of IofC in all their activities.

Walking through history

With pictures and first-hand accounts we explored a historical timeline of IofC in the Americas, from the 1930s to the present day, which was posted along the length of one wall. We were privileged to have with us "veterans" of more than sixty years who provided institutional memory.

As well as celebrating high points, we talked honestly about events and ways of working that had harmed a spirit of unity or had broken trust. Moving public apologies were made. We closed this session with everyone walking silently along the timeline.

Delegates shared their deepest hopes for their countries. German Munich from Argentina longed for an end to the deep political

DC Interfaith Network

Investing with sustainability in mind



An event in Washington, DC, organized by the DC Interfaith Network and the SAIS Student Middle East and North Africa Club at Johns Hopkins University, was aimed at demystifying Islamic finance and investing and demonstrating the commonalities of values-based investors of all types.

Read more online

Caux Conferences 2014

Consider if you should be at one of the conferences in Caux, Switzerland, this summer.



Caux: the door is open

This short video, found on the website, by Karen Elliott Greisdorf introduces you to the Caux conference center.

June 30-July 4

Caux dialogue on land and security

July 5-10

Trust and integrity in the global economy

July 12-17

Just governance for human security

July 20-24

Seeds of inspiration

July 26-August 1

Children as actors for transforming society

August 3-8

Living in a multicultural world

divisions resulting from the violent repression under the military dictatorship in the 1970s. Reporting for the Brazilians, Alline Serpa highlighted the social inequalities due to corruption. Pilar Griffin from Costa Rica said that Latin America needed self-knowledge and healing, and self-confidence in its strength and possibilities. In a similar vein, Killy Sanchez from Guatemala said, "I need to regain the trust and confidence that my country can change and transmit that change to others."

Juan Carlos Kaiten from Mexico said, "We need to heal the story of our country. In Mexico we don't accept our native mother or our Spanish father. We need to heal our soul and spirit. Only then will we be able to create the social systems we need in our country."

Action plans

Together with another young Mexican, Rodrigo Martinez Romero, Juan Carlos led the Encuentro through a process of identifying critical spiritual, network, and organizational needs in IofC. "We all seek clear, concrete actions that address deep social needs, that are true to the principles of IofC, and are based on best practices."

We worked to identify focus areas for IofC over the next five years. The group left with a commitment to support each other despite challenges of distance.

The Encuentro was notable for its openness and spirit of democracy. At the concluding session Fabiola Benavente Mancilla from Mexico said, "I felt empowered. All voices were taken into account. Diversity is not just having everyone at the table but it is about their voices being heard."

Of course the "elephant in the room" at such meetings is the US-Latin America relationship. Throughout the Encuentro there was virtually no public criticism of the United States. However, I appreciated the opportunity for some honest conversation over meals. Rodrigo Martinez Romero from Mexico and I and others agreed to start a working group dedicated to seeking ways - in partnership with other organizations - to heal the relationship and to build new partnerships for the future.

A fuller story is on the website.

Caux Scholars 2014

Breaking records from day one

By Charlotte Freeman

The 2014 Caux Scholars Program is off to a record-breaking start, with 74 applications coming in from 38 different countries! With this depth of talent to choose from, there is no doubt that this year's class of Scholars will bring tremendous talent, passion, and inspiration to the Caux community this summer. Watch for updates as the Selection Committee completes their unenviable job of deciding which of these young people will make up CSP 2014!

August 10-13

International peace-builder's forum

More information available on the [Caux website](#).

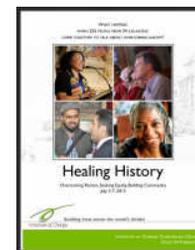
2014 Caux Artists Program



In 2014 the [Caux Artists Program](#) will return to Caux with an expanded interdisciplinary summer course in drama, music theater, vocal music and the humanities. Apply now!

2013 Caux Conference Reports

Healing History, July 3-7



2013 Caux Conference Report



Read online or order from our office

We have confirmation that Dr. Pumla Gobodo-Madikizela, a senior research professor for trauma, forgiveness and reconciliation at the University of the Free State, South Africa, will be a guest lecturer for the 2014 program. She served on the Truth and Reconciliation Commission.

Please consider how you can help raise the funds needed to make the hopes and dreams of each one a reality.



Meanwhile, experience CSP through the eyes of the scholars themselves in this newly released video by Karen Elliott Greisdorf that can be found on the website!

A fellowship opportunity in DC

Freak accidents or divine orchestration?

By Susan Corcoran

Following her experience with the CSP in 2013 **Laurin Hodge** is now working with Initiatives of Change in Washington, DC. Currently she is coordinating IofC's national forum, *the Indzaba*. Laurin sees herself piloting a rotating fellowship for returning Caux Scholars.



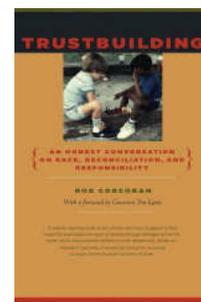
Laurin Hodge wonders if her life in recent times has been a series of freak accidents, or possibly "divinely orchestrated." Some years ago she was on her way to medical school when a dear aunt and mentor encouraged her to re-evaluate her life. When this aunt died shortly

afterwards there was a small inheritance for Laurin which allowed her to press the "pause button" and take time to consider a new direction for her life. She discovered a passion for the marginalized in society and began a certificate program in Leadership Development for Minority Managers.

Born in the Washington, DC area Laurin grew up with an interest in justice issues and social entrepreneurship. When her mother was incarcerated for several years as a result of rule changes that meant her business scheme fell foul of the law, Laurin had her first

Hope & inspiration

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by Rob Corcoran

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exposure to the prison industrial complex. She was surprised to discover how many women were being imprisoned and at an increasing rate. Many were white collar workers in low level jobs in mortgage companies and other financial institutions that got caught up in the financial melt-down. Laurin saw how difficult re-entry was for people released from prison. The trauma they experience leaves them also victims of PTSD. She wrote a business plan for people exiting prison and wants to launch a 10-month certificate leadership program that leads to entry in a MBA program. She is piloting this work with two recently released women whom she has linked with entrepreneurs in the retail industry.

An unexpected opportunity to be a Caux Scholar in 2013 in Switzerland was another one of those "divine interventions." This gave her fresh opportunity to "unplug" and reframe her approach from a different perspective. She had always imagined that peacebuilding was for places in conflict far away. It was international work. Through the program at Caux she discovered that peacebuilding has a domestic application. She discovered that at the core of society there is a need for safety and security. Peacebuilding, trustbuilding and relationship building are ways to prevent conflict.

Returning to DC, Laurin has taken a year to work with IofC to develop programs that apply the principles learned in CSP to the needs of the city. She is aware that the demographics are shifting in the city. It is becoming younger, richer, and whiter. Traditional native Washingtonians, many of color, are being displaced. Change is coming and with it social activism. Race will increasingly become an issue. IofC is well placed to offer opportunities for honest conversation about race and history. Laurin's idea is to start by offering dialogue around movies such as *12 Years a Slave*. She has found that many of her contemporaries have been afraid to view the film for fear of the emotions it may provoke. Offering safe space to talk is important.

In this year Laurin sees herself piloting a possible rotating fellowship for returning Caux Scholars and creating a framework and program that they can latch onto and run with in future years.

The "magic of Caux" exported

The spirit of Caux in Texas and Mississippi

Reverend Sylvester "Tee" Turner, director of reconciliation programs for *Hope in the Cities*, served on a panel at the Samuel Dewitt Proctor Conference in Texas. There he found a number of others who had been at Caux for the Healing History conference in 2013. He writes:

Over the past two decades I have attended a number of Initiatives of Change conferences in Caux, Switzerland. The "magic of Caux" is often talked about but it has always been hard to put a finger on just what that magic is. Well, recently while participating in the Samuel Dewitt Proctor Conference, "Journey to Justice: Power in Our Testimony", in Dallas, Texas, I discovered the magic.

Initiatives of Change

focuses on the link between personal and global change and seeks to inspire, equip, and engage individuals as trustbuilders.

It starts with listening and responding to the still small voice within, applying values of integrity to everyday living, and taking risks to bridge divides.

Visit our [website](#) for more information.



Dr. Iva Carruthers
 Photo: Karen Elliott Greisdorf

Dr. Iva Carruthers, general secretary of the Samuel Dewitt Proctor Conference, was a participant at the Healing History Conference in Caux in 2013. She invited several other fellow participants to support her at this meeting in Texas. At the opening plenary, "Power in Our Testimony: For Our Children Yet Unborn," John Franklin of the National Museum of

African American History and Culture was the keynote speaker. The panel of responders included Juanita Brown, co-producer of *Traces of the Trade* and myself. All of us had been at Caux. The impact of the Caux experience was expressed by each participant and shared in a powerful way by John Franklin in his presentation.

Meanwhile, others from the Healing History conference were also building on the connections made at Caux. Dr. Edward Ayers, the president of University of Richmond, and Christy Coleman, Co-CEO of the American Civil War Museum, were invited to the University of Mississippi by Chancellor Dan Jones, whom they met in Caux. They arrived in the aftermath of a racial incident. A white student had placed a noose on a statue of James Meredith, the college's first black student. Dr. Jones has been vocal in championing the need to overcome the legacy of racism and has encouraged dialogue.

The campus is home to the William Winter Institute for Racial Reconciliation and the institute's executive director, Susan Glisson, also attended the Caux conference. Christy Coleman writes, "It was an enlightening and deeply intense experience as we listened to the issues that continue to plague 'Ole Miss.' Quite frankly, it was because of our experience at Caux that we were invited to participate in the conversations taking place there. Needless to say, there is much that has been accomplished there and so much more to do."

This is the "magic of Caux" - the people who carry the spirit with them down the mountain and out into the world.

Global engagement

Promoters of peace

Charles Aquilina, responsible for Middle East and Interfaith Initiatives for IofC USA, recently made a short visit to Lebanon to meet with a courageous group who have chosen to be "promoters of peace." Charles writes:

I had the joy of spending a week in Lebanon after attending the fine "Making Democracy Real" conference at Panchgani, India. My main reason was to be with four Lebanese friends, Assaad Chaftarie, Muhieddine Chehab, Ramez Salame, and Ruweida Saleh who had visited Washington in 2005 to meet with Congressmen and others interested in their story. Norah Boustany, who covered the Lebanese

Civil War for a dozen years, described this in the *Washington Post* as how "[Formerly Bitter Enemies Become Promoters of Peace.](#)"

I wanted to learn more about what keeps these friends going when their country seems to be constantly in a state of crisis. Currently, it is suffering from the spillover of the Syrian conflict and the influx of well over one million Syrian refugees. Recently there has been a spate of car bombings and targeted political killings.

On my first evening I was with a group of 20 who were attending their bi-weekly meeting which follows a simple formula - some news or reflection followed by a long time of quiet and then simple sharing of their thoughts. I was in the presence of a senior judge, former militia leaders, lawyers, Muslims and Christians coming from all the various communities of Lebanon.

These gatherings started in the seventies when, during the Civil War, one man, Ramez Salame, decided to give up the gun he had bought and put his security in re-establishing contact with friends across the dangerous Green Lines. They built links of great trust across the divides, and often traveled together to grieve with communities suffering from the latest atrocity.

They began to hold well-attended annual gatherings wherever they could - sometimes traveling to Cyprus when the internal situation did not allow them to meet in Lebanon. They sought solutions for their country by challenging their own cherished views. (Their story is well told in Graham Turner's book [The Power of Silence](#))



Syrian women in Lebanon

In recent years, they have expanded to include friends from Egypt, Syria, Tunisia, Iraq, etc. It was moving to hear how a Christian lady had just hosted a Syrian and an Egyptian lady in her home - a break from the war for one, and a chance to grieve the loss of her mother for another. The Christian lady had been a former militia fighter herself and yet her guests were conservative Muslims. The new normal for this group!

I was very glad to return to beautiful Zahle in the Bekaa Valley. I recalled a challenging trip there from Beirut 30 years ago during the Civil War when we were stopped at 17 checkpoints by six different military groups. This time I was driven there by the person who, with his family, gave friendship to the Chaftaris, a Christian militia family who suddenly became political refugees after a coup by a faction in their own militia. Unlike others who treated them as traitors, this family cared for the Chaftaris as people beyond their political views and started them on a journey to become "promoters of peace".

What a privilege to be with people who are contributing so richly to the life blood of their nation!

Commentary

Trust and integrity in the global economy

Michael Smith is head of Business Programs at Initiatives of Change in the UK and the author of "Trust and Integrity in the Global Economy." He is visiting the US to meet with business leaders and entrepreneurs who are committed to responsible business practices and building healthy communities. This article appeared in the Richmond Times-Dispatch. Excerpts are reprinted with permission.



Let us, for a moment, stand Lenin's infamous dictum - that "the ends justify the means" - on its head. Sorry, Vladimir Ilyich, you got it wrong. Time and again, we are shown that it is the means that determine the ends rather than the other way round.

This is what happened in banking and financial services which led to the crash of 2008. Not only greed but sheer dishonest means led to a disastrous end. You cannot possibly pretend that those who have no collateral can sustain their mortgage repayments. No amount of "slicing and dicing" of obscure derivatives, in order to spread the risk, was ever going to overcome the underlying dishonest premise. In the UK such mortgage lending became known as "liar loans", when customers were encouraged to fabricate their incomes.

We in London, where I live, are in no position to point the finger of blame at Wall Street. Dishonesty continued in UK banking long after the crash. We have been reeling from the manipulation of LIBOR, the London Inter-Bank Offer Rate, which sets key interest rates; the scandal of HSBC's money laundering in Mexico; and the miss-selling of Payment Protection Insurance to customers who could not benefit from it. Lloyds Banking Group alone has set aside £9.8 billion to cover compensation to cheated customers.

Since 2008, nearly 6,000 London banking and financial service staff have been dismissed because of corruption, dishonesty or excessive risk taking. Things are beginning to change. CEOs are waking up to a new reality. Barclay's Bank CEO Anthony Jenkins outlines five values - respect, integrity, service, excellence and stewardship - which he expects all his staff to "live and breathe".

This is also what brings me back to Richmond, where I lived for four months in the 1980s. It is here in the USA and among US business people that I find signs of hope, despite the real hurts that many in the business community have suffered, following the market crash.

Take, for instance, the CEO of a big US sports clothing company, who was faced with the decision to dismiss employees after the crash of 2008, when credit seized up and the bottom fell out his market. "Is that a decision based on fear or on love?" his wife asked. "Out of real fear," he replied. "And what would your decision be if it was based on love?" she asked. Stung by this, he went away to think about it. Two hours later he told her that they would not dismiss anyone. They would need to put some staff on part-time working. But no one would lose their jobs. Now the company is thriving.

Or take Lady Susan Rice, the American Managing Director of Lloyds Banking Group in Scotland based in Edinburgh, and the first woman to head a British clearing bank. She chairs a professional standards board involving the nine largest UK banks. The aim is to encourage standards of professionalism in the industry. She talks about nine "Cs" of professional excellence, from customer and colleague to values such as community, conscience and care.

I'm reminded of Adam Smith's emphasis on "the Impartial Spectator", or "the man within" which acts like "the vice-regent of the deity" - in today's language the conscience - without which we end up with a distorted notion of how capitalism should work. That notion of conscience is what the wolves of Wall Street forgot.

Take, also, the young woman from Colorado, now living in the UK, who did heed her conscience. With great courage she blew the whistle on theft of electronic stock in the telecoms supply company where she was working. Still in her early 20s, she risked her career in the interests of her integrity. The result? The company they were supplying was so impressed by her honesty that they said, "Come and work for us." They offered her a new job in a new role-as "stock integrity manager". She and her boss have since married.

For the past six years I have been involved in organizing forums on [*Trust and Integrity in the Global Economy*](#) in the Swiss Alpine village of Caux. I'm here in Richmond to invite more US business people to take part with us, sharing their experiences, encouraging the values of honesty and integrity which build trust and a sustainable future -the best means that secure the best ends.

We hope you enjoy this issue of *Breakthroughs*. Please share this newsletter with your friends and those you know have a passion for trustbuilding.

Thank you!



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