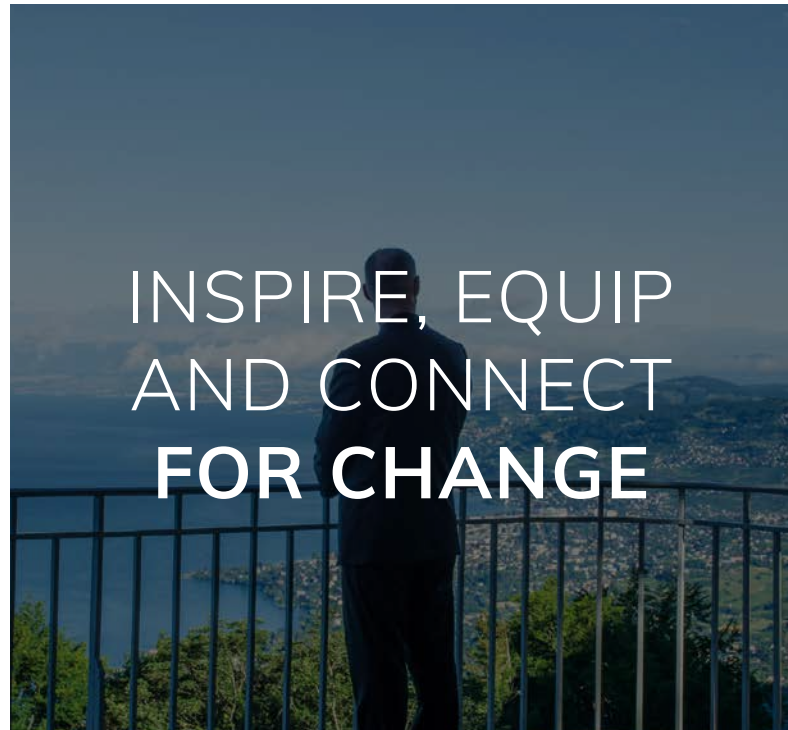


CAUX-INITIATIVES OF CHANGE FOUNDATION

ANNUAL REPORT 2016



INSPIRE, EQUIP
AND CONNECT
FOR CHANGE




CAUX
Initiatives of Change



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MESSAGE FROM THE PRESIDENT

In many respects 2016 was, more than its predecessors, an *annus horribilis*. It bore the distinctive mark of increasing polarization in politics, culminating in such events as the British Brexit vote, the election of the most unpredictable American president ever, the clampdown on public liberties in Turkey, government by terror in the Philippines, to mention just a few.

There was some – too rare – positive news: peace was brokered in Colombia after 50 years of civil war; Brazil and South Korea impeached their corrupt presidents; Pope Francis and Russian Orthodox Patriarch Kirill reestablished dialogue after almost 1,000 years of mutual shunning.

Such changes do not just happen. Without strong personal conviction and a clear vision of what is right, Juan Manuel Santos or Pope Francis – or indeed Martin Luther King, Anwar Sadat, Nelson Mandela or Mikhail Gorbachov – would never have intervened at huge personal risk in the painful and protracted situations affecting their countries and the world.

Conversely world leaders who pursue personal power, enrichment and self-aggrandizement, instead of serving their countries responsibly, fail to address the main threats facing humanity. They may even create new ones. It is the same for us ordinary citizens: when we behave selfishly we do not contribute to the solutions but add to the problems. This is why the CAUX-Initiatives of Change Foundation aims to inspire more and more of the world's citizens to get involved in bringing positive change – starting with themselves.



The first step towards change is to recognize where the failure lies. Former Euro-MP Philippe Herzog offered a clear diagnosis of the roots of increasing polarization in Europe in his address to the 2016 Caux Forum: 'We are in deep failure regarding our mutual relationships. Our humanism is unfinished, our union is unfinished. We must overcome our failures on otherness – we, the civilized, versus them, the barbarians!'

Dealing with our failure on otherness is certainly a key to the future. How many of us accept that the world is made of sometimes radically different people and cultures, all with equal dignity and rights? Change in our hearts can start here and now, and develop into solutions to humanity's problems.

Antoine Jaulmes
President, CAUX-Initiatives
of Change Foundation

MESSAGE FROM THE SECRETARY GENERAL

2016 marked the 70th anniversary of the Foundation. Born immediately after World War II, it has evolved into an organization working in a multifaceted, fast-paced world. Throughout the years, it has stayed true to its purpose and values: contributing to global change through personal transformation and building bridges across the world's divides. In an age of high acceleration, when short-term gain is the norm, Caux's approach is one of slowing down, allowing time for real reflection and solution finding, using storytelling as an effective and efficient tool in the work of tangible transformation.

With over 1,500 participants from all over the world, the 2016 Caux Conferences' impact reached far beyond Switzerland. A delegation from Tulsa, USA, ignited true changes in their community following the Just Governance for Human Security conference, recreating bonds to address old racial divides. The Living Peace conference celebrated 25 years of Creators of Peace, a worldwide network of highly committed women engaged in peace creation in over 40 countries. Inspired by Caux, Gwendoline and Azain Rabaan, part of the emerging leaders programme of the Caux Dialogue on Land and Security, started the Sustainable Impact Mentoring Programme in Australia. These, and many other testimonials, confirmed yet again that the Caux Forum and the Foundation add real value to the world as a multicultural and cross-sectoral platform for dialogue.

2016 also marked the first year of the Foundation's new strategy for expanded outreach and greater connection with partners. Rooted in the Foundation's values, this strategy will result in greater effectivity and increased anchorage and visibility in Switzerland and around the world. We have developed a new format, renamed the Caux Forum, to encompass the summer conferences, the Caux Peace and Leadership training programme and all the dialogues which take place in Caux.



Geared towards this new dynamic, the Caux Forum 2017 is ambitious. Under the theme of Developing Human Potential for Global Change, it will address extremes of all kinds through a rich offering of events, conferences, dialogues and training. Ethical Leadership in Business, focusing on values-based decision making in the corporate sector, and Towards an Inclusive Peace, addressing different forms of violent extremism from a community perspective, are just two new events you may discover this summer. We are also developing our Swiss programme, focusing on migration, young leaders and ethical leadership in business and organizations. On the management side, we have boosted the hospitality department, ensuring quality service to all who come to Caux throughout the year and further promoting the exceptional Caux Palace and the Villa Maria.

With 70 years' experience of building trust, alongside the worldwide network of Initiatives of Change, as well as a solid strategy for addressing the most pressing issues of our times and for organizational efficiency, CAUX-lofC has something unique to offer. I am more convinced than ever that Caux will and must continue to inspire, equip and connect people and organizations around the globe to address the dilemmas and challenges facing our planet.

Barbara Hintermann
Secretary General, CAUX-lofC Foundation

ABOUT US

Established in 1946, the CAUX-Initiatives of Change Foundation (CAUX-IofC) aims to inspire, equip and connect individuals, groups and organizations to address world's needs by promoting trust, ethical leadership and sustainable living, starting with themselves.

Our objectives are to strengthen the ethical commitment of social, political and economic actors, to help heal the wounds of history by building trust and to nurture peace by forging networks among people of different faiths and cultures.

Our holistic approach places the human being in the foreground. This breaks down silos and enables the individual to take the first steps towards wider change.

To achieve this, we organize and coordinate the Caux Forum, expert dialogues, confidential dialogues between divided groups, seminars, programmes, training sessions and events all over Switzerland.



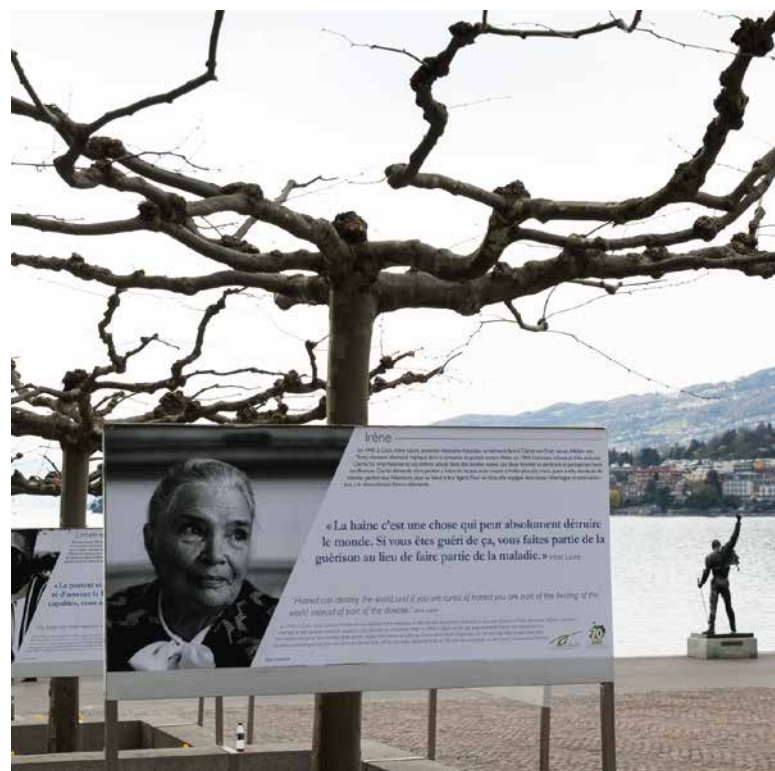
70 YEARS OF TRUST BUILDING

2016 marked 70 years of CAUX-lofC's dedication to trust building, peacebuilding and reconciliation. Once a luxury hotel, the Caux Palace was derelict when it was bought in 1946 by Swiss people who wanted to change the world. In its early years, the conference centre played a role in reconciling Europe after World War II. Since then, it has gained a reputation as a platform for intercultural, intergenerational and interreligious dialogue.

The Foundation marked the anniversary with an exhibition about CAUX-lofC's rich history and vision, First Steps. It was launched on 11 April 2016 in Montreux's iconic covered market, in the presence of the Mayor of Montreux, Laurent Wehrli.

The exhibition's title made the point that each action, whether it transforms the world or an individual, starts with a first step. Panels told the stories of ordinary people who initiated extraordinary changes after attending conferences in Caux. One of them, Daphrose Barampama, spoke at the launch about how her involvement with Creators of Peace, lofC's women's empowerment programme, had led her to set up development projects in Burundi.

The exhibition stayed in Montreux until June, when it moved to the gardens of the Caux Palace for the conference season. Over 100 people saw it on the Caux Palace Open House Day on 16 July. The event featured an introduction to CAUX-lofC's work, a historical treasure hunt through the Caux Palace and a workshop on mediation skills.



ACTIVITIES OF THE FOUNDATION

1

DEVELOPING THE HUMAN POTENTIAL FOR GLOBAL CHANGE

THE CAUX CONFERENCES

Every summer over 1,500 people come to Caux, to take part in conferences, dialogues and training programmes. They discover a safe place where they can share their stories, take time to reflect, learn through service, and search, with changemakers from around the world, for new approaches to the crises facing humanity. Caux encourages everyone to explore their inner strengths and their potential to make a difference in their community, their society or in their organization or government.

A UNIQUE APPROACH



STORYTELLING

Caux encourages individuals to share their own stories as a means of inspiring others. Storytelling is central to our conferences, dialogues and training programmes and has proved a powerful tool for igniting personal and global change.



TIME TO REFLECT

Silent reflection is another core feature of all activities at Caux, offering participants a way of seeking inner wisdom, unlocking their creative potential and examining how they can better live out their highest values. The stunning view of Lake Geneva and the surrounding mountains provide a wonderful backdrop for this inner listening.



EXPERIENTIAL LEARNING THROUGH SERVICE

Those attending the conferences are encouraged to take part in some of the tasks related to the running of the conference centre. This provides a unique way for participants to connect with each other in a more informal setting, placing everyone on an equal footing.



Caux means hope. Hope that at least some steps will be taken that will bring us closer to some solution, to some healing, to some reconciliation; not hope that everything will become perfect, but hope that the next step is being found.

Professor Rajmohan Gandhi, India



LOOKING BACK ON THE 2016 CAUX CONFERENCES

OFFICIAL OPENING

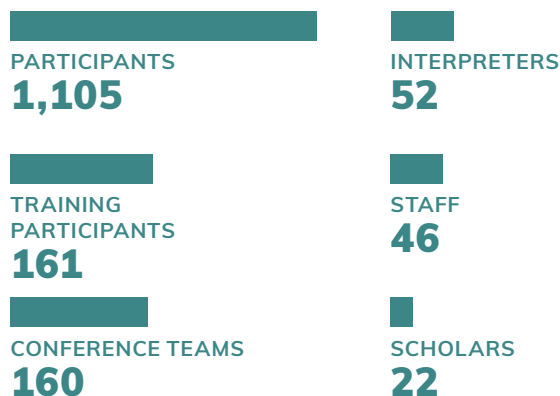
The Caux summer opened on 1 July 2016 with an all-day event on ‘Crossing Borders, Crossing Cultures: how to build trust around migration?’ The Mayor of Montreux, Laurent Wehrli, together with Antoine Jaulmes, and Barbara Hintermann, respectively President and Secretary General of the CAUX-lofC Foundation, officially welcomed participants to Caux.

Speakers included Ambassador Urs von Arb, Vice Director of Switzerland’s State Secretariat for Migration, and Ambassador William Lacy Swing, Director General of the International Organization for Migration (IOM). He emphasized the ‘need to change the migration narrative from negative to something that is historically more accurate: migration is a positive force in our lives’. An interactive panel included refugees, migrants and policy makers, including Prof Ladislaus Löb, who stayed at the Caux Palace as a refugee during World War II.

Dr Omnia Marzouk, outgoing President of the International Association of lofC International concluded the event by encouraging those who took part in the 2016 conferences to move out of their comfort zones and take steps to build a better world.



▲ Ambassador William Lacy Swing, Director General of the International Organization for Migration



PEOPLE IN THE CAUX PALACE

THE 2016 CAUX CONFERENCES IN NUMBERS



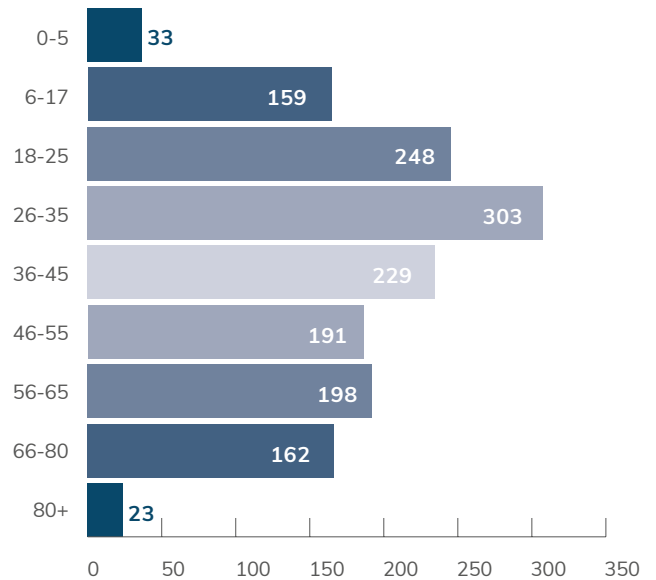
1,546 PEOPLE
PARTICIPATED AT
CAUX CONFERENCES

WEEK OF INTERNATIONAL COMMUNITY (WIC)

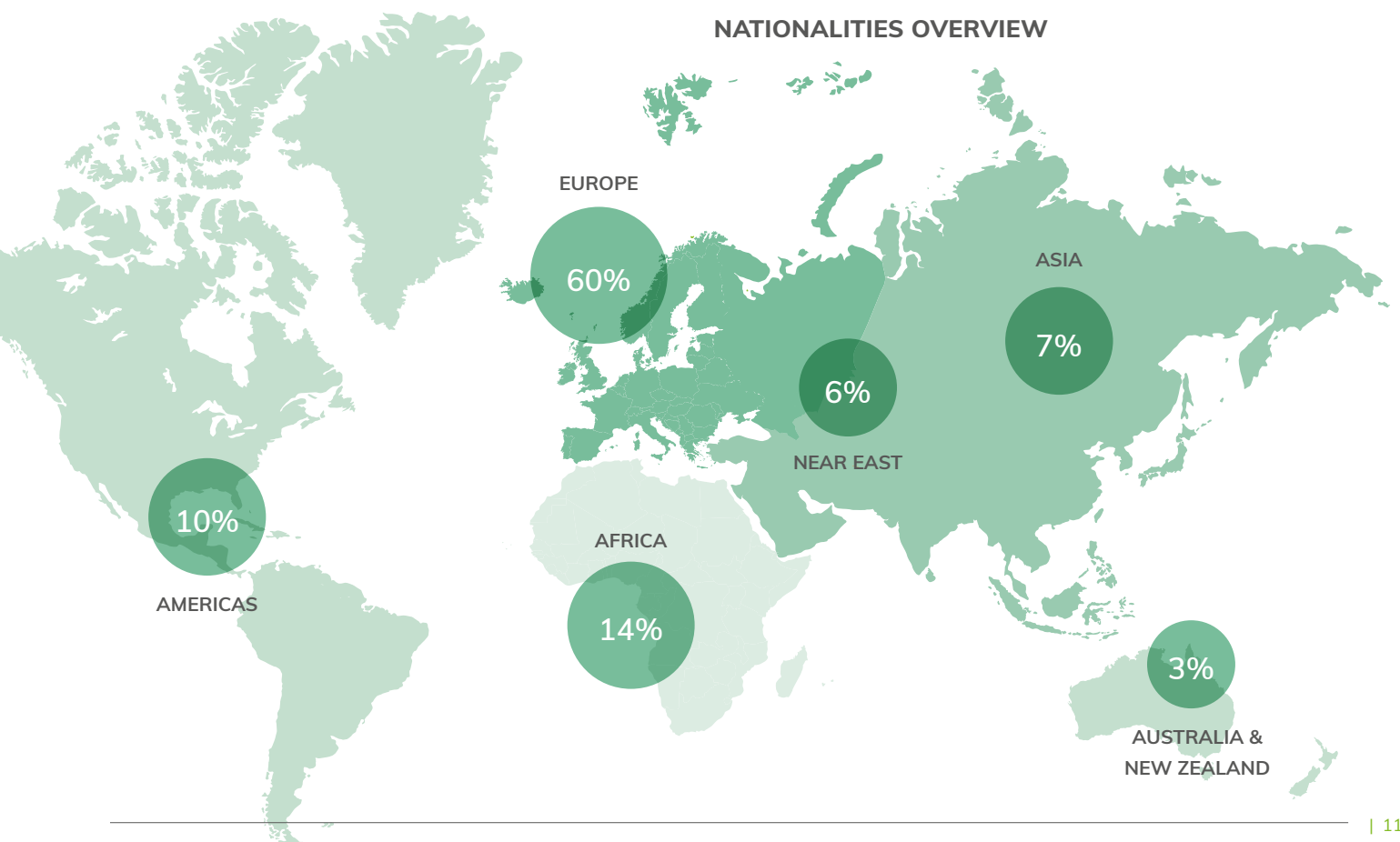
For 30 years, a Week of International Community (WIC) has been held in Caux to prepare the Caux Palace for the summer conferences and to connect people through service. 'In the beginning the purpose was to bring young Europeans, who would not necessarily come for a conference, to Caux,' says WIC co-organizer, Ulrike Keller. 'Young people could meet people from other countries while carrying out practical tasks. They were mostly school pupils and university students.' Over the years the week evolved to include all generations and, after the fall of the Berlin Wall, people from Eastern Europe.

Apart from practical exercises, the WIC offers space for sharing personal stories, trust building exercises, silent reflection and variety evenings. In 2016, the week once again created a space for dialogue, understanding and community for people from different countries and cultures.

OVERALL AGE BREAKDOWN



NATIONALITIES OVERVIEW



CAUX DIALOGUE ON LAND AND SECURITY (CDLS), 29 JUNE – 3 JULY

In arid and semi-arid regions, where livelihoods are finely tuned to environmental conditions, migration is fueled by climate change. According to the Economics of Land Degradation Initiative, nearly a quarter of the world’s productive land is degraded, forcing farmers to migrate and pastoralists to venture further in search of pasture.

More than 70 policy-makers, activists, researchers, business people and representatives of NGOs concerned with land, food, environment, peace and migration attended the four-day dialogue on ‘Realizing the potential of land restoration to mitigate migration’, convened by Initiatives for Land, Lives and Peace (ILLP) in collaboration with the International Union for the Conservation of Nature (IUCN), the UN Convention to Combat Desertification (UNCCD) and CAUX-lofC. Through a host of panels and interactive workshops, participants discussed solutions based on trust building and agro-ecological insights.

The challenges of climate change, feeding the world’s population and preserving the planet’s ecosystems are felt acutely in semi-arid regions of Africa like Baringo County in Kenya, where a Dialogue on Land and Security took place in April 2016 and again in April 2017. This was the result of the Deputy Governors of Baringo and Elgeyo Marakwet attending the Caux Dialogue on Land and Security in previous years, and was organized by ILLP in partnership with the county governments of Baringo and Elgeyo Marakwet.



“

Caux has completely changed the way we thought we were going to engage with the people on the ground.

Matthew Ritchie, BioCarbon Engineering Representative



71 PARTICIPANTS



24 NATIONALITIES

TRUST AND INTEGRITY IN THE GLOBAL ECONOMY (TIGE), 5 – 10 JULY

People from 29 countries, ranging from Iran and Nigeria to Cambodia, Colombia and Slovenia, gathered in July for the tenth TIGE conference at Caux. Its theme was ‘catalyzing new models of economic leadership’ to address the widening gap between the world’s richest and poorest people.

Participants were inspired by stories of best practice from Integral Green Slovenia and from Dutch social entrepreneur Merel Rumping, who had been inspired by previous TIGE conferences to launch LegBank, which provides high-quality, affordable prosthetics to landmine victims.

Enno Schmidt, co-initiator of Unconditional Basic Income, and Jaime González Aguadé, President of the National Banking and Securities Commission of Mexico, presented their methods of using finance as a tool for empowerment. Sir Mark Moody-Stuart, Vice-Chairman of the UN Global Compact, spoke about the corrosive effect of corruption on societies and on people’s trust in businesses. Their messages were underpinned by daily morning reflection times to help participants connect to their authentic selves.

In coming years TIGE will focus on nurturing the growth of TIGE Chapters around the world, including Switzerland, as well as developing ‘TIGE integrity training’ for business schools and organizations.



“

When I first came to Caux, I didn’t really know what I wanted to do professionally. I only knew my purpose was to contribute to a more just and inclusive world. I really never expected that five years later I would win entrepreneurial awards, receive a million dollars from Google.org (funding) or meet Bill Gates.

Merel Rumping, Social entrepreneur



138
PARTICIPANTS



29
NATIONALITIES

JUST GOVERNANCE FOR HUMAN SECURITY, (JGHS), 12 – 17 JULY

The struggle for just governance depends on people of integrity, vision and commitment at every level of public life. The 2016 Just Governance for Human Security conference focused on ‘The human factor in just governance’. Over 183 people from 41 countries took part.

Participants brought their own experiences to bear on the challenges of migration, violent extremism and climate change. David Chikvaidze, Chef de Cabinet of the UN Director-General at Geneva, and Matthias Stiefel, founder of Interpeace, led a plenary on creative responses to Europe’s migration crisis. A session on the skills of trust building heard from people working in the Middle East, the Great Lakes region of Africa and other conflict situations. Leela Mani Paudyal, former Chief Secretary of the Government of Nepal, told of the struggle to overcome corruption in his country, and interacted with others fighting corruption in Europe, America and Africa. Armenians and Turks met in dialogue. A delegation from Tulsa, USA, told of their work to heal wounds resulting from the city’s tragic history of racial conflict.

Ukrainians described how they are bringing people from East and West Ukraine together to address their divisions, and Malians told of a similar initiative in their country. The Malians were part of a delegation from the Sahel region sponsored by the Swiss Federal Department of Foreign Affairs.

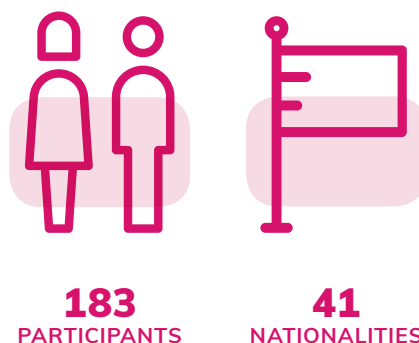
The participants’ evaluations of the conference showed a determination to implement its ideals. ‘I went from believing that peace between Armenians and Turks is absurd to believing that peace could exist at least between most of our peoples,’ stated an Armenian.



▲ Susan Savage, former Mayor of Tulsa, Oklahoma



▲ Dr Edward Mabaya, Assistant Director of the Cornell International Institute for Food and Agricultural Development



ADDRESSING EUROPE'S UNFINISHED BUSINESS (AEUB), 19 – 23 JULY

Some 150 people from all over the continent came to Caux in search of 'New reasons for hope in challenging times'. More than half of those attending the AEUB conference were young, including Young Ambassadors selected from 39 European countries.

The conference started on an intergenerational note with a post-graduate student from France and a young teacher from Norway, hosting a conversation with four pioneers of lofC's reconciliation work in Europe after World War II.

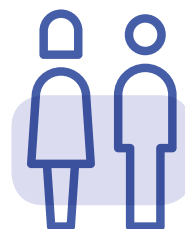
'New narratives for Europe' and values were key themes of the conference. Dr Margaret Smith, a faculty member at the American University in Washington DC, said, 'The narrative offered by Caux means bringing to life our best aspirations by figuring out how to live the values we talk about,' Philippe Herzog, a French former Euro-MP, said that Europe's postwar reconciliation had been spear-headed by the elite. 'Now it is about the masses,' he asserted. 'Everyone has their contribution. We must multiply individual initiatives, networks of people who get together because of their differences.'

Migration was of course on the agenda, with a focus on individuals taking inspired initiatives. Célia Demoor, from Calais in the north of France, had attended a Caux Conference in 2015. She had been inspired to organize dialogues between Calais residents and refugees from the camps nearby. Terttu Laaksonen spoke of helping refugees in her city in Finland, working alongside earlier arrivals, who acted as interpreters.



The programme reiterates that what unites us outweighs what could ever divide us.

Eleni, Young Ambassador from Greece



148
PARTICIPANTS



43
NATIONALITIES

INTERNATIONAL PEACEBUILDERS' FORUM (IPF), 19 – 23 JULY

The International Peacebuilders' Forum focused on 'Peacebuilding among people displaced by violence and war'. It was launched by Janet Lim, former Assistant High Commissioner for Operations at the UN Refugee Agency (UNHCR), who welcomed the emerging recognition that 'displaced people have capacities and need also to be given a chance to help themselves'.

Over three days, participants heard from peacebuilders from a variety of backgrounds and working contexts. Workshops included wellness for peacemakers from Cheryl Anisman and Scherto Gill; awareness of social positioning, 'othering' and Islamophobia from Özlem and Nursima Nas; and youth activism, nonviolence and solidarity from Shir Sternberg. Kjersti Webb led a workshop on how fears and insecurities can be used to access peace and compassion. Comedy for Change drew a lively crowd to Caux's theatre. In the panel discussion afterwards, South African comedians Stuart Taylor, Celeste Ntuli and Conrad Koch and Canadian Dana Alexander described how they use their talents to provoke debate, challenge stereotypes and incite change.



▲ South African Conrad Koch at "Comedy for Change"

“

I left with a heart full of gratitude, joy, and sadness. I left feeling more empowered, inspired, and with a pressing voice inside me saying that it's time to take responsibility, it is time to take action.

Melani Kalev, AIESEC Scholar



84
PARTICIPANTS



27
NATIONALITIES

CHILDREN AS ACTORS FOR TRANSFORMING SOCIETY (CATS), 26 JULY – 1 AUGUST

Children are often the first victims in a crisis and have unique insights, yet adults usually address major issues without consulting them. CATS 2016 explored how children, young people and adults can contribute to achieving the UN's Sustainable Development Goals (SDGs), under the theme 'From local to global: how can we influence policy?'

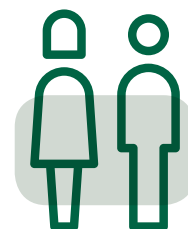
The 289 participants – half of them children and young people from over 40 countries – engaged in a variety of activities including 'together times', workshops and community groups. The week progressed from understanding the SDGs, through learning what individuals are already doing about them, to imagining new initiatives and proposals. One day featured the CATS Human Library, with amazing stories from around the world, including Esteban Quispe, a 17-year-old from Bolivia who turns waste into robots. Another day raised awareness of our impact on the environment. The CATS Parliament considered proposals on how to address the SDGs on education, peace and justice, and ending poverty. The Polish Ombudsman for Children, Marek Michalak, advised participants on how children could be more involved in such issues. He also awarded the Medal of Honour of Infanti Dignitatis Defensori to CATS founder Jonathan Levy, for his efforts in defending children's rights.



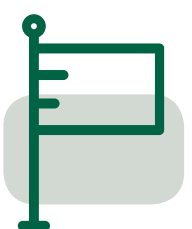
“

I'm seeing children become policymakers this week. I am excited to go back to my peers, who also care about children's rights, and say, "Here, this is what children did".

Julie Ward, British Euro-MP



289
PARTICIPANTS



41
NATIONALITIES

////////////////////

LIVING PEACE, 4 – 10 AUGUST

The Living Peace conference celebrated 25 years of Creators of Peace (CoP), a women’s movement which was launched in Caux in 1991 by Anna Abdallah Msekwa, a Tanzanian politician and human rights activist. In a message to the conference, she said, ‘I had to make sure that women, wherever they are, are creators of peace. Not only to make peace between ourselves, but to live peace as a way of life in the whole world. Peace is not just the absence of war. It’s about inner peace as an individual choice.’

The underlying challenge to the 177 conference participants was to supplement talking peace by living peace. Case studies from Burundi, Kenya and Lebanon described initiatives to address communal divides by dealing with prejudice, taking personal responsibility and harnessing the power of apology. Gill Hicks, who survived the 2005 London bombing, shared how the power of love had saved and changed her life. Amy Peake, the founder of Loving Humanity, described her wake-up call to meet the health needs of women. Jo Berry, whose father was killed in an IRA attack, Marina Cantacuzino, founder of The Forgiveness Project, and Ann Njeri Kimanathi from Kenya, whose family was dispossessed during tribal clashes, described the complexities and necessity of forgiveness. Dr Rosina Wiltshire, one of the authors of The Earth Charter, invited participants to integrate peace, care of one another and care of the earth.

Creators of Peace recognizes the power of the story that every woman lives out of and that she passes on to her children and grandchildren. Each person has the power to change their stories; from hurt to healing, from frozenness to forgiving, from callousness to compassion. Participants were commissioned to go out as advocates of a new story for the world, using head, heart and hands.



Living Peace



177
PARTICIPANTS



43
NATIONALITIES

SEEDS OF INSPIRATION, 12 – 17 AUGUST

In a world where few have time to reflect, Seeds of Inspiration offered participants space to connect with themselves, each other, creativity and Creation. Its theme, 'Without borders', encouraged participants to reflect on the challenges of migration and of the walls in their own lives.

There were daily 'together times', smaller groups, performances, and workshops ranging from clowning to intergenerational dialogue. Two refugee singer-songwriters, Jean Paul Samputu from Rwanda and Mer Ayang from South Sudan, moved participants with their music and stories. Crossing Borders, a performance devised specially for the event, used song, dance and drama to reflect on the lives of a Sudanese refugee and a British academic.

A group from Nottingham, UK, aged from 17 to over 80, included Hindus, Muslims, Christians and a Rastafarian; students, employed, unemployed and retired. They wove their stories into a presentation on unity in diversity. One of the group, Kameni Chaddha, decided after leaving Caux to take up a place at university in France. 'My experience at Caux allowed me to bloom,' she said.



“

Caux was beyond any ordinary experience. I instantly engaged with so many people. Something about that made me feel that “within my heart I have always been here”.

Robert Mrozek, Seeds of Inspiration participant from Poland



66
PARTICIPANTS



22
NATIONALITIES

THE CAUX CONFERENCES BECOME THE CAUX FORUM

In 2017, the Caux Conferences have been rebranded as the Caux Forum: Developing Human Potential for Global Change. The aim is to integrate events, conferences, dialogues and the Caux training programmes (see next page) under a unifying identity, while preserving their uniqueness.

The Caux Forum is an international platform for change, a place where ideas flourish and where people from different walks of life can find inspiration, connect with one another and with themselves. The new visual identity symbolizes growth, bloom, harmony and the idea of coming together and working for the common good. The different colours represent the diversity of events, people and partnerships which make up the Caux Forum.



FORUM

Developing Human Potential
for Global Change

CAUX TRAINING PROGRAMMES

2016 saw the inauguration of the combined Caux training programme supported by SMARTPEACE Foundation. One hundred and eighty people from 55 nationalities received training in peacebuilding. They all also took part in the Caux conferences and helped with the practical running of the centre and conferences.

CAUX SCHOLARS PROGRAM (CSP)

The Caux Scholars Program celebrated its 25th year in 2016. As usual, the 19 participants were selected for their experience and interest in peacebuilding, public or community service and their leadership ability. Many were actively engaged in such projects as building a school in Pakistan, helping displaced people in Syria, managing health programmes in India or assisting their peers in finding healing for past wounds and trauma.

The four-week academic programme taught students to understand both the factors that create and sustain conflicts and approaches to resolving and preventing them. Russian-Armenian scholar Akop appreciated the programme's ethos of 'openmindedness, honesty, readiness not only to talk but also to listen'. For Suchith from Sri Lanka, the highlight was the discussion on restorative justice.

'We discovered and discussed alternative approaches and were able to listen to indigenous viewpoints rather than the standard western one.' During the third week, the scholars gave operational support to the Just Governance for Human Security conference. In the final week, they discussed trauma and how to put sustained dialogue in place.

CAUX PEACE AND LEADERSHIP PROGRAMME

In 2017 the programmes for Trainees and Sponsored Participants has been combined into the Caux Peace and Leadership Programme, targeted at people who care about personal and global change; and who want to challenge themselves to make a difference. Participants will be divided into three groups according to their familiarity with Initiatives of Change (lofC) and experience. They will receive training in peace and leadership, attend conferences, apply their training in one of the departments involved in the running of the Caux Forum and be offered time for personal reflection. For its first run this year, over 600 people applied for the 175 places available.



19 CAUX SCHOLARS spent four weeks in Caux studying transitional and restorative justice, sustained dialogue and trauma healing.



46 TRAINEES (previously Interns) received four weeks of training, on themes ranging from inner development and reconciliation to project management and leadership.



115 SPONSORED PARTICIPANTS (previously Volunteers) were trained in lofC's values and peacebuilding.

2

TAKING THE TIME TO REFLECT BETWEEN THE YEARS: WINTER GATHERING 2016/17

Eighty-five people from 16 countries came together at Caux in the days between Christmas and New Year to reflect on change and its impact on their lives. Their theme was 'The only constant is change'.

A time of reflection and a plenary meeting set the tone for each day, giving food for thought that was picked up in smaller groups in the afternoon. These groups gave adults, teenagers and children the chance to get to know each other and work together.

In her keynote speech Sylvia Agbih, who is working on a PhD on health care for refugees in Germany, challenged the audience to reflect on the question of personal identity, awareness of others and dealing with the cultural differences.

Her husband, Paul Agbih, shared his experiences as a Nigerian in Germany, both negative and positive. 'One-sided stories demonize the other and it limits us,' he said. 'You need the other side of the story to get the full picture of what is going on.'

Other sessions focused on family relationships, environmental sustainability and enabling change. The year came to an end with every participant handing over a party hat they had made for another participant. 85 different hats for 85 different people – a perfect way to show diversity at its best!



3

BUILDING TRUST AND FACILITATING DIALOGUE IN SWITZERLAND

ENRICHING ENCOUNTERS: TRUST BUILDING AROUND MIGRATION

HUMAN LIBRARY AT THE UN

In celebration of its 70th anniversary, CAUX-lofC organized a 'human library' in the United Nations library in Geneva on 11 May 2016. Instead of checking out regular books, participants were invited to interact with five people who shared their experiences of migration.

Opening the event, Cornelio Sommaruga, Honorary President of Initiatives of Change International, stressed the importance of trust building in the current migration crisis. 'There will be no sustainable peace without justice, no justice without trust and no real trust without forgiveness,' he said, referring to Caux's efforts to build trust between France and Germany after World War II.

'Readers' were then invited to pick from a catalogue of five 'human books': Melissa Fleming, Chief Spokesperson for UNHCR (the UN Refugee Agency); Dr Imad Karam, Executive Director of lofC International; Jens J Wilhelmsen, who worked with lofC in Germany and Japan after World War II; Leonard Doyle, Director of Media and Communications for the International Organization for Migration; and Huruy Gulbet, an Eritrean refugee studying in Geneva.

Groups of 10 to 20, including the Director General of the United Nations Office at Geneva, Michael Møller, gathered around each human book to hear their stories firsthand and ask questions. Participants were then invited to share these stories, and their response to them, in small groups.

The human library provided a unique platform to promote understanding and to challenge stereotypes about migration. As Wilhelmsen noted, the key to integrating migrants is 'welcoming people and trusting in the contribution that they can make'.

HUMAN LIBRARY IN BERN

Some 40 people attended the Human Library in the library of the University of Bern in November 2016. Five 'human books', each in a different room, told their stories and answered questions for 20 minutes. Participants could visit two of the human books during the event.

The storytellers included refugees and migration professionals. Ahmed Al'Dbei, a civil engineer from Yemen, told how he had found asylum in Saudi Arabia in 2014. When he came to Geneva to speak at the UN Human Rights Council about abuses in Yemen, his emergency visa for Saudi Arabia was revoked. He had been stranded in Switzerland for over a year, unable to work or volunteer and unable to return to his family. Hassan Hawar, a computer science student from Syria, described his journey to Switzerland, by boat, car and truck. Vithyaah Subramaniam, a second-generation migrant to Switzerland, spoke of her determination to help new arrivals. Bawélé Tchali, a Togolese project coordinator at the IOM in Bern from Togo, shared stories from his career and spoke of the barriers to meeting Swiss people. Bernadette de Dardel, who dealt with requests at the Swiss Secretariat for Migration for 30 years, described the challenges and dilemmas of her work.

Once again, the Human Library proved to be a small but effective way of building trust between migrants and local communities, who rarely interact.

EMPOWERING THE NEXT GENERATION OF CHANGEMAKERS

SCHOLARSHIPS AND WORKSHOPS FOR STUDENTS

Since 2012, CAUX-lofC has offered workshops to members of AIESEC, the world's largest student-run organization. These workshops aim to inspire, equip and connect students to work together more effectively and to lead intercultural teams. In 2016, the Foundation ran three workshops in Fribourg, Basel and Lugano on 'Handling leadership challenges' and one during AIESEC's national assembly in Leysin on 'Facilitation tools for meetings'.

In October we offered a consensus workshop in Geneva for Just Innovate, a non-profit educational organization devoted to fostering creativity and inspiring social innovation within student communities and beyond.

The Foundation also collaborated with Euforia, offering a workshop on how to build stronger teams as part of Euforia's Unleash Project in February 2017.

Every year the Foundation offers five scholarships to enable members of AIESEC Switzerland to attend conferences in Caux. Melani Kalev came to the 2016 International Peacebuilders' Forum: 'I realized that the refugee crisis is not one country's problem, it's not Europe's problem, but it's our problem, whoever you are, wherever you live,' she said. 'I left with a pressing voice inside me saying that it's time to take responsibility, it is time to take action.'



DIALOGUE FACILITATION TOOLS TRAINING

Since 2014, CAUX-lofC and the Institute of Cultural Affairs UK (ICA:UK) have been offering training courses in facilitation methods designed to help participants develop collective ideas that result in breakthrough changes. In November 2016, representatives from NGOs and business took part in a two-day training programme in Geneva on group facilitation methods and a one-day programme on action planning. The next opportunity will be in November 2017.

ICA:UK is also involved in the Caux Design Team, which is responsible for designing the facilitation of the Caux Conferences. CAUX-lofC and ICA:UK share the aim of global and social change, and have complementary approaches. CAUX-lofC focuses on the personal change process and ICA focuses on the way groups work together.

4

FOSTERING ETHICAL LEADERSHIP IN BUSINESS AND ORGANIZATIONS

Building trust between all society's stakeholders lies at the heart of CAUX-lofC's mission to bring global change through personal change. In a world led by business and the economy, business leaders and decision makers have the power to influence communities and society at large. In promoting ethical leadership, CAUX-lofC aims to encourage leaders to make decisions based on integrity and honesty, to contribute to a more sustainable and humane world and to become catalysts for change in society.

In 2016, Secretary-General Barbara Hintermann attended the Caux Initiatives for Business (CIB) international conferences at Asia Plateau, lofC's conference centre in Panchgani, India. Drawing inspiration from her visit, CAUX-lofC will continue to strengthen links with the private sector, develop training programmes in ethical leadership for business leaders and make ethical and values-driven leadership a priority objective.

One such programme is the Ethical Leadership in Business programme, which aims to foster ethical leadership among business representatives. It will offer participants the time and space to disconnect from the busy world and to learn from experts' contribution, inspiring case studies and open discussion in small groups. The programme will be launched with an event during the 2017 Caux Forum.



5

ENGAGING WITH LOCAL AND INTERNATIONAL STAKEHOLDERS

PARTNERSHIPS

The CAUX-IofC Foundation is proud to collaborate with other organizations active in our fields of concern. We thank them for their important contribution and their dedicated work alongside the Foundation and our conference teams. In particular, we would like to acknowledge:

- Swiss Department of Foreign Affairs
- Hospice général, Geneva
- Initiatives of Change France
- Initiatives of Change Lorraine
- AIESEC
- Euforia
- Just Innovate
- Eurochild
- Universal Education Foundation
- Child to Child Trust
- Jean Monnet Foundation for Europe
- Konrad-Adenauer Stiftung
- Schuman Centre for European Studies
- Institute for Conflict Transformation and Peacebuilding (ICP)
- Green Cross International
- UN Convention to Combat Desertification (UNCCD)
- International Union for the Conservation of Nature (IUCN)
- Institute of Cultural Affairs, United Kingdom (ICA:UK)
- International Organisation for Migration (IOM)
- UN Global Compact
- Geneva Centre for Security Policy (GCSP)
- Société de développement de Caux

MEMBERSHIPS

THE CAUX-IOFC FOUNDATION IS A MEMBER OF:

- International Association of Initiatives of Change
- KOFF Swisspeace
- Collectif Paix et Non-violence
- Club Suisse de la Presse
- Geneva Perception Change Project
- Société de Développement de Caux
- Communauté de travail interreligieuse en Suisse
- Swiss Initiative for Responsible Business
- Club Diplomatique de Genève
- Club Grand Hotel & Palace
- Montreux-Vevey Tourisme
- Chambre Vaudoise Immobilière
- Institute for Conflict Transformation and Peacebuilding

CAUX BOOKS IS A MEMBER OF:

- Association Suisse des Diffuseurs, Editeurs et Libraires (ASDEL)
- Association Paul Tournier
- Fédération patronale vaudoise

WE THANK THOSE WHO HAVE SUPPORTED THE FOUNDATION'S 70TH ANNIVERSARY FIRST STEPS EXHIBITION:

- Commune de Montreux
- Goldenpass (Compagnie de chemin de fer Montreux Oberland Bernois (MOB)
- Swiss Hotel Management School

DONORS

We warmly thank our institutional donors for their continued support:

- Frits Philips Fund
- Irene Prestwich Trust
- Jean-Monnet Foundation
- Konrad-Adenauer-Stiftung
- La Lotterie Romande
- Linsig SA
- Memoriav
- Robert Hahnloser Foundation
- SMARTPEACE Foundation
- Spitalschwestern-Gemeinschaft
- Swiss Department of Foreign Affairs (Human Security Division)

Many individual donors continue to support CAUX-lofC and its activities. We are grateful to them all for their generosity.

UNITED NATIONS AND INTERNATIONAL GENEVA

The Geneva office, which is responsible for relations with the UN, other international organizations and NGOs, organized four public events during the year. The office partnered with the UN library for the Human Library in May (see p23) and an event during Geneva Peace Week in November on 'The personal toolbox of a peacebuilder'. Two smaller events, for Peace Day and the "fête de l'Escalade", brought together the many NGOs that work in the same building as CAUX-lofC.

The office also helps to bring Geneva-based organizations and speakers to the Caux conferences. After the Director-General of the International Organization for Migration (IOM) spoke at Caux's official opening, lofC International applied for Observer Status to the Council. This was granted in December.



INITIATIVES OF CHANGE NETWORK

INITIATIVES OF CHANGE INTERNATIONAL

CAUX-lofC is part of Initiatives of Change (lofC), a worldwide movement of people of diverse cultures and backgrounds, who are committed to the transformation of society through changes in human motives and behaviour, starting with their own. It is active in 60 countries.

lofC International is the umbrella organization of the wider lofC network. CAUX-lofC is a member of lofC International. Each member operates autonomously on projects addressing specific local needs. lofC International has Special Consultative Status with the Economic and Social Council of the United Nations, Participatory Status at the Council of Europe and Observer Status to the International Organization for Migration.

The Foundation would like to thank those national lofC bodies which give regular and generous support to CAUX-lofC, in money or in kind: lofC Australia, lofC Canada, lofC France lofC India, lofC Kenya, lofC Netherlands, lofC Norway, lofC Romania, lofC South-Africa, lofC Sweden, lofC UK, lofC Ukraine, lofC USA.



FRIENDS OF CAUX ASSOCIATION

The Friends of Caux Association works actively with the Foundation. It promotes the Foundation's activities by organizing events in Switzerland throughout the year.

CAUX INITIATIVES FOR BUSINESS

Caux Initiatives for Business (CIB) is an international lofC programme based on the spirit of Caux but with its strongest base in India. It seeks to strengthen the motivation of care and moral commitment in economic life in order to create jobs, correct economic and environmental imbalances, tackle the root causes of poverty and reduce the economic gap between the haves and the have-nots. It maintains close links with the Foundation.

CREATORS OF PEACE

Creators of Peace (CoP) is a global network of people, mainly women, working on different continents through Creators of Peace Circles, workshops, personal encounters, community building activities and international conferences. The programme was launched at a conference in Caux in 1991, and celebrated its 25th anniversary this year in Caux.



6

MAINTAINING THE LEGACY

CAUX PALACE RENOVATIONS

The Caux Palace was bought in 1946 by 95 Swiss individuals and families as a meeting place for people divided by World War II. The Caux international conferences are now known for their track record in reconciliation, peacebuilding and trust building. The Caux Palace is rented out to the Swiss Hotel Management School during the academic year.

The Foundation's policy is to maintain and improve its buildings in Caux as a service to all their users. As part of its new strategy, the Foundation has invested in maintaining the facilities, improving their management and exploiting their potential.

The train tunnel located on our property was renovated in autumn 2016 in collaboration with the train company Goldenpass. Renovations of the Caux Palace gallery will start in autumn 2017. The new wood heating system has been installed and started operating in March 2016, cutting the building's CO₂ emissions by 500 tons a year. No rooms were renovated in 2016, but 35 will be renewed in 2017. Renovations will also start on the Palace's roof.

CAUX PALACE – CONFERENCE AND SEMINAR CENTRE

As part of the Foundation strategy, we have changed the name of the Caux Conference Centre to the Caux Palace – Conference and Seminar Centre. Our aim is to rent out space in the Villa Maria and Caux Palace to make the inspiring place available for other organizations and companies.



**CAUX
PALACE**

Conference and
Seminar Centre

The Villa Maria can welcome up to 30 people and offers an inspiring space with spectacular views over Lake Geneva. Many NGOs, associations, businesses and state representatives rented the Villa Maria in 2016 for meetings, retreats, workshops and seminars.

Some meeting rooms in the Caux Palace are also available to rent during the year for larger events or meetings: the Caux Expo Hall, the Salon des Dames, Salon du Pasquier, the Main Hall and the Theatre.

For more information please visit
WWW.CAUXPALACE.CH

CAUX EXPO

In addition to the permanent Exhibition on lofC's and the Caux Palace's history, visitors of the Caux Expo during the "Living Peace" conference could discover The F Word – an exhibition created by The Forgiveness Project, which uses personal stories to explore how reconciliation, conflict resolution and dialogue can be used to break cycles of violence and restore hope.

ARCHIVES

The Foundation has continued to collaborate with the Archives of the canton of Vaud. Swiss academics are showing interest in our archives. A research project focusing on lofC's activities from 1946 to 2001 began in August 2016, financed by the Fonds National Suisse de la Recherche Scientifique.

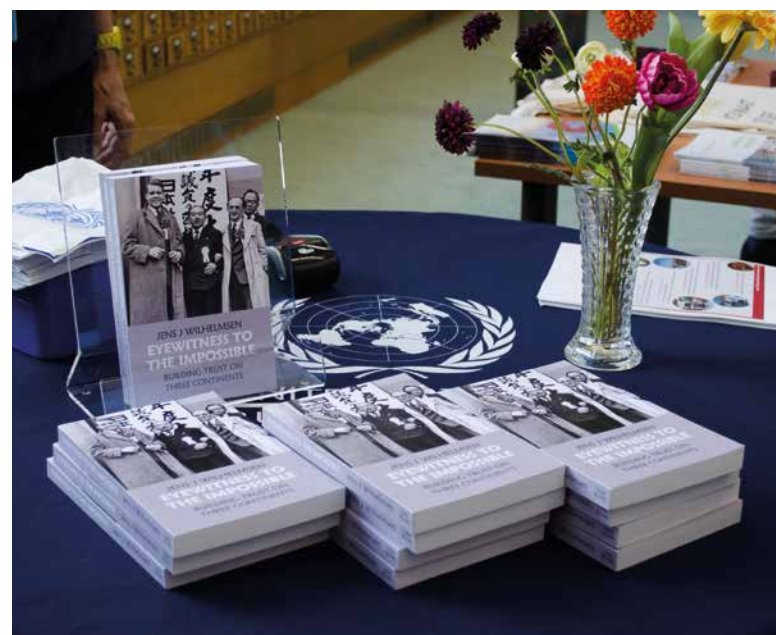
The Archives of the city of Lausanne are digitalizing and indexing the recordings of all the Caux conferences. Thanks to this massive task, these precious pieces of history will be safeguarded and accessible to researchers and the public.

The Foundation has officially handed over the archives of the former Caux Palace Hotel to the Municipality of Montreux. These archives include all the documents relating to the hotel's history from its construction until the end of World War II, when it was bought by the Foundation. The archives are a key source of information for the study of Belle Époque architecture and of the history of the hospitality industry in the Montreux Riviera region. They also provide valuable information about World War II, when the Caux Palace was requisitioned to house Jewish refugees.

CAUX BOOKS

The Caux bookshop and post office continued to serve conference participants, the village, the hotel school and tourists six days a week throughout the year.

'Making history is not the monopoly of the rich and powerful,' asserts Jens Jonathan Wilhelmsen. His book published in 2016 by Caux Books, *Eyewitness to the Impossible: building trust on three continents*, draws on a lifetime working for change. It is available from the lofC online shop:
WWW.SHOP.IOFC.ORG



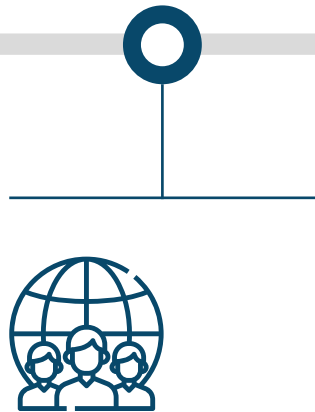
FOUNDATION NEWS

IMPLEMENTATION OF THE FOUNDATION'S FIVE-YEAR STRATEGY 2016 TO 2020:



ENSURE DISTINCTIVE POSITIONING AND ROBUST ENGAGEMENT IN SWITZERLAND:

- Launched the Ethical Leadership in Business and Organizations Programme in Switzerland
- Initiated the Programme on Migration with a focus on Trust building
- Strengthened partnerships around training for young leaders
- Formed a new partnership with the Geneva Centre for Security Policy (GCSP) on premises, people and projects
- Strengthened CAUX-IofC's corporate identity through united branding of the Caux Forum and new branding of Villa Maria and Caux Palace as a conference and seminar centre for rent
- Increased Press and Social Media outreach and engagement
- Focused on outreach to the corporate sector, foundations, NGOs, international organizations and the UN



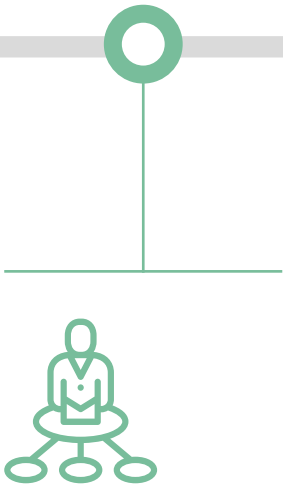
CONSOLIDATE AND DEVELOP ACTIONS TO ADDRESS TOPICS OF GLOBAL INTEREST AND NEEDS:

- Defined overarching theme for the 2017 Caux Forum: Addressing extremes
- Improved the link between Caux Forum events and local initiatives
- Designed two new events to start in 2017: Ethical Leadership in Business and Towards an Inclusive Peace
- Developed a structured training approach in Caux: Caux Peace and Leadership Programme
- Created Center of Excellence on IofC Essence, on training and on Ethical Leadership in Business

CHANGES IN THE COUNCIL

Antero Tikkanen, from Gothenburg in Sweden, left the council in 2016. Urs Ziswiler, from Zurich in Switzerland, and Christoph Spreng, Switzerland, left in April 2017. We thank them all three for their valuable contribution.

Sofia Procofieff joined the council in 2016. She brings experience in human security and protection as well as in corporate social responsibility. Christine Beerli, Vice-President of the International Committee of the Red Cross, joined the council in April 2017. We welcome them both warmly.



STRENGTHEN ORGANIZATIONAL EFFICIENCY AND RELEVANCE:

- Implemented new organizational model: Forum teams reporting to the Caux Forum Director, creation of Centers of Excellence, integration of best practices and lessons learnt, improved synergies
- Improved cost transparency through cost centre accounting
- Developed five-year business plan to have a clear visibility on financial development
- Set up of lean processes and improved services in the hospitality, maintenance, IT and HR departments
- Implemented an 18-month planning cycle for the Caux Forum
- Increased performance of staff through training in leadership and in various domains of interest
- Increased collaboration with lofC International



SECURE DIVERSE AND BROAD FINANCIAL SUPPORT:

- Increased Villa Maria and Caux Palace rentals
- Train tunnel renovation fully funded externally
- Received significant funding for the Caux Peace and Leadership Programme
- Continued work on increase of income options (construction options in Caux, holistic fundraising strategy, project description, long-term partners)



MAINTAIN THE FACILITIES IN CAUX, IMPROVE THEIR MANAGEMENT AND EXPLOIT THEIR POTENTIAL:

- Renovated various rooms to keep a competitive standard
- Defined options for extended use of the Caux Palace and Villa Maria, including the theatre
- Defined the concept for a new welcome centre in Caux to reinforce links with the villagers, visitors and tourists and provide quality welcome service throughout the year
- Ensured the archiving of Caux's heritage

2016 FINANCIAL STATEMENT

| ASSETS | 31/12/16 CHF | 31/12/15 CHF |
|--|------------------|------------------|
| Current assets | | |
| Cash | 433'055 | 221'846 |
| Securities | 2'767'331 | 2'882'456 |
| Trade accounts receivable | 81'955 | 121'129 |
| Accounts receivables from Caux Books | 31'117 | 49'207 |
| Other current receivables | 32'315 | 27'206 |
| Accrued income and prepaid expenses | 791'777 | 75'071 |
| | 4'137'550 | 3'376'914 |
| Capital assets | | |
| Loan to employee | 115'000 | 142'000 |
| Shareholdings Caux Books | 1 | 1 |
| Tangible non-real-estate assets | 136'908 | 130'808 |
| Tangible real-estate assets | 2'282'501 | 2'297'501 |
| Earmarked assets | | |
| Silvia Zuber Fund | 2'892'002 | 3'053'727 |
| | 5'426'412 | 5'624'037 |
| ASSETS | 9'563'962 | 9'000'952 |
| LIABILITIES | | |
| Short-term liabilities | | |
| Trade accounts payable | 176'218 | 106'313 |
| Other current liabilities | 35'315 | 53'094 |
| Accrued expenses | 247'415 | 208'073 |
| | 458'948 | 367'480 |
| Long-term liabilities | | |
| Long-term interest-bearing liabilities | | |
| Mortgage | 2'850'000 | 1'600'000 |
| Loan | 108'935 | 108'935 |
| Other long-term liabilities | 72'370 | 83'470 |
| | 3'031'305 | 1'792'405 |
| Earmarked funds | | |
| Funds for projects and programs | 69'882 | 58'960 |
| Funds for renovations | 65'292 | 132'882 |
| Own restricted funds | 1'212'062 | 1'453'218 |
| Silvia Zuber Fund | 2'892'002 | 3'053'727 |
| | 4'239'238 | 4'698'787 |
| Organisation capital | | |
| Free funds | | |
| Renovation fund | 382'396 | 382'396 |
| Fluctuation reserve | 280'000 | 290'000 |
| Acquired unrestricted capital | | |
| Foundations capital | 1'469'885 | 1'563'190 |
| Result of the year | -297'810 | -93'305 |
| | 1'834'471 | 2'142'281 |
| LIABILITIES | 9'563'962 | 9'000'952 |

| INCOME STATEMENT | 2016 CHF | 2015 CHF |
|---|-------------------|-------------------|
| Conference and seminar contributions | 685'296 | 584'142 |
| General donations | 97'834 | 99'772 |
| Earmarked donations | 844'440 | 543'296 |
| Donations for tunnel renovation | 692,393 | 0 |
| Legacies | 256'377 | 18'133 |
| Rental income | 2'227'352 | 2'412'026 |
| Other income | 108'057 | 79'761 |
| Total income | 4'911'749 | 3'737'129 |
| Conference and seminar expenses | -637'832 | -466'598 |
| Project expenses | -18'629 | -20'636 |
| Public relations, documentation | -182,188 | -101'068 |
| Staff | -2,253'810 | -1'880'000 |
| Repairs and maintenance | -370'881 | -319'635 |
| Tunnel renovation | -698'395 | 0 |
| Operational expenses, rent, insurances | -794'846 | -634'977 |
| Administration, consulting costs | -206'741 | -204'575 |
| Contributions to lofC International | -69'400 | -84'000 |
| Depreciations | -226'298 | -165'450 |
| Taxes | -66'582 | -65'280 |
| Total expenses | -5,525'602 | -3,942'218 |
| OPERATING RESULT | -613'853 | -205'089 |
| Financial income | 100'470 | 208'700 |
| Financial expenses | -87'999 | -97'624 |
| Financial result | 12'471 | 111'076 |
| Extraordinary expenses | -15'377 | -122'838 |
| Extraordinary income | 5'626 | 25'257 |
| Project contributions Silvia Zuber Fund | -182'905 | -199'967 |
| Financial result Silvia Zuber Fund | 26'680 | -101'023 |
| Non-operating result | -165'976 | -398'571 |
| ANNUAL RESULT BEFORE FUNDS RESULT | -767'358 | -492'584 |
| Withdrawal from funds for projects & programs | 14'076 | 19'143 |
| Withdrawal from funds for renovations | 45'299 | 5'550 |
| Withdrawal from Conference Support Fund | 85'000 | 40'000 |
| Withdrawal from Caux Action Fund | 70'150 | 11'216 |
| Withdrawal from various earmarked funds | 108'736 | 68'668 |
| Withdrawal from Silvia Zuber Fund | 188'405 | 306'990 |
| Allocation to funds for projects & programs | -25'198 | -3'538 |
| Allocation to fund for renovations | -240 | -48'750 |
| Allocation to Silvia Zuber Fund | -26'680 | 0 |
| Earmarked funds result | 459'548 | 399'279 |
| Withdrawal from fluctuation reserves | 10'000 | 0 |
| Free funds result | 10'000 | 0 |
| ANNUAL RESULT | -297'810 | -93'305 |

ORGANIZATION

LEGAL STATUS

The CAUX-Initiatives of Change Foundation is an officially recognized independent Swiss foundation. It is registered in the Canton of Lucerne (dated 30.11.1946, last modified on 08.01.2016).

COUNCIL OF THE FOUNDATION



Antoine Jaulmes
Paris, France
President*



Christoph Spreng
Lucerne, Switzerland
(Vice president until
30 April 2017*)



Elizabeth Tooms
Horsham, UK
(Vice president from
30 April 2017*)



Martin Frick
Rome, Italy*
Member



Andrew Lancaster
Canberra, Australia*
Member



Karin Oszusky
Vienna, Austria
Member



Ashwin Patel
Nairobi, Kenya
Member



Hans-Ruedi Pfeifer
Zurich, Switzerland
Member



Charlotte Wolvekamp
Netherlands
Member



Urs Ziswiler
Zurich (Left in April 2017)
Member



Sofia Procofieff
Geneva, Switzerland
Member



Christine Beerli
Geneva, Switzerland
(Joined in April 2017)
Member

*Members of the Executive Committee



▲ The extended CAUX-lofC Team

**STRATEGIC
MANAGEMENT
TEAM (AS OF
MAY 2017)**

Barbara Hintermann
Secretary General

Nick Foster
Director Caux Forum

Stephanie Buri
Director Communications
and Knowledge Management

Ludovic Lafont
Director Service Centre

Brigitt Altwegg
Programme Manager,
Migration and Young Leaders

Annika Hartmann de Meuron
Programme Manager, Ethical Leadership
in Business and Organizations

DEPARTMENTS

GENERAL SECRETARIAT

Barbara Hintermann, Secretary General
Nathalie Renia, Executive Assistant

CAUX FORUM

Nick Foster, Director
Shontaye Abegaz, Just Governance
in Human Security Coordinator
Irina Fedorenko, Caux Dialogue on Land
and Security Coordinator
Bronwyn Lay, Caux Dialogue on Land
and Security Coordinator
Gracia Laurent Pérez Juarez, Addressing
Europe's Unfinished Business Coordinator
(until December 2016)
Diana Damsa, Addressing Europe's
Unfinished Business Coordinator
(since November 2016)
Eliana Jimeno, Johannes Langer, Towards
an Inclusive Peace Coordinators
Julia Movshovich, CATS Coordinator

CAUX PEACE AND LEADERSHIP PROGRAMME

Phoebe Gill, Manager
Darren Bird, Coordinator and Trainer

CAUX DESIGN TEAM

Rob Lancaster
Jonathan Dudding
Bhavesh Patel

SERVICE CENTRE

Ludovic Lafont, Director
Micheline Vincent Sahy,
Administrative Assistant

HOSPITALITY

Rahel Isenschmied, Hospitality Manager
Fabian Buecheler, Reservations Officer
Elsa Biruk-Beraki, Head Housekeeper

FACILITIES

Christoph Keller, Facility manager
Adrien Giovannelli, Maintenance Manager
Daniel Egli, Carpenter
Gregor Léchaire, Technical manager
Jérôme Bertini, Technical manager
Jovan Petrovic, Technical manager

HUMAN RESOURCES

Emilie Parati, HR Manager

FINANCE

Michael Bättig, Finance Assistant

CAUX BOOKS

Andrew Stallybrass, Director
Graziella Falconnier, Caux Bookshop
Supervisor
Nataliia Verdegaal, Caux Bookshop
Commercial Clerk

SWISS PROGRAMMES**MIGRATION AND YOUNG LEADERS**

Brigitt Altwegg, Programme Manager

Sandra Mayland, Programme Manager
(until March 2017)

Sofia Mueller-Fischler, Project Coordinator

**ETHICAL LEADERSHIP IN BUSINESS
AND ORGANIZATIONS**

Annika Hartmann de Meuron,
Programme Manager

**COMMUNICATIONS AND KNOWLEDGE
MANAGEMENT**

Stephanie Buri, Director

Sabrina Thalmann, Communications Officer,
Caux Forum and Website

Diego de Leon Sagot, Media and Public
Relations Officer

ARCHIVES

Cyril Michaud, Archivist

Léa Ritter, Cantonal archives, Lausanne

IT

Laurent Fontaine, IT Manager

Alongside the permanent employees, the Foundation also relies on a large number of people who offer their time on a voluntary basis during the Caux Forum and throughout the year. We would like to thank them very much for their availability and input.

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Euro-account: 249270-62-3
IBAN CH58 0483 5024 9270 6200 3
Swift Code CRESCHZZ80A

POSTFINANCE

Account 60-12000-4

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