



Initiatives of Change
Switzerland



Annual Report

2021

Building trust across
the world's divides



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Message from the President

2021 was a landmark year for Initiatives of Change Switzerland: 75 years since the Caux Palace opened its doors as a conference centre for change and reconciliation. Throughout the year we celebrated 75 years of rich encounters, some of which not only changed the lives of individuals, but impacted on the history of their countries.

It is the Foundation's mission to continue to foster these encounters, to strive towards this timeless challenge of building trust across the world's divides. As the world experienced its second year of pandemic, with growing tensions around the world along with mounting climate dangers, we felt it was vital to continue to offer a platform offline and online to foster dialogue with all parties involved, in so far as we were able.

This was my last year as President. I handed over to Jacqueline Coté as we were writing this report in April 2022. It was a year of strengthening and consolidating the Foundation's financial sustainability, which had been a focus of my presidency. 2021 also saw Nick Foster becoming Co-Director alongside Stephanie Buri, replacing Rainer Gude. Our co-Directors have been key in steering the team through the global crisis and in reconnecting with our partners and with the Initiatives of Change network worldwide.



I'd like to take the opportunity to thank the team and the members of the Council for their committed work and continual support and collaboration. It was a pleasure and honour to work with them during my Presidency.

Many global issues are on the rise, yet after 75 years of weathering challenges and empowering changemakers, the Foundation will continue to provide a safe space for rebuilding hope, the cornerstone of the world of today and tomorrow.

Christine Beerli
President



Message from the Co-Directors General

2021 was a year of continued uncertainty, because of the pandemic. Faced with climate emergency, war, assaults on democracy and civil rights abuses, changemakers more than ever need practical tools for resilience and a safe space to share their struggles. This was a year of celebration and of strengthening our community of support and practice.

Most of our anniversary celebrations took place online. Dedicated volunteers worked with our staff to post a story for each of the 75 years, while others organized a kaleidoscope of arts events.

The Caux Forum 2021 took place online, with some hybrid events, including the opening panel, where we celebrated 15 years of partnership with the Swiss Federal Department of Foreign Affairs (FDFA). Throughout the year, the Caux Peace and Leadership Programme (CPLP) brought together young and old to discuss current issues online in the CPLP Talks. Tools for Changemakers went year-round, offering online courses, workshops and discussions. And we marked the International Day of Peace in September with a social media campaign, #MyPeaceStory.

During the year we renovated the façade of the Villa Maria and, as we write in April 2022, it is providing sanctuary for refugees from the war in Ukraine – just as the Caux Palace did for people fleeing the holocaust in 1944.

As the world emerges from the pandemic, we look forward to opening our doors ever wider to inspire, equip and connect changemakers in all corners of the world.

Stephanie Buri and Nick Foster
Co-Directors General



About Us

Initiatives of Change Switzerland's vision is of a just, peaceful and sustainable world in which people act from a sense of global interdependence and responsibility.



Just
World



Peaceful
World



Sustainable
World

Who We Are

Initiatives of Change (IofC) Switzerland, registered as CAUX-Initiatives of Change, is an independent, officially recognized Swiss foundation, founded in 1946 when the historic Caux Palace was acquired as a centre for dialogue, reconciliation and peace. We have offices in Caux and Geneva. All of us working for and volunteering with IofC Switzerland are passionate about people and are convinced of their power to make a positive change in the world.

What We Do

We inspire, equip and connect changemakers and peacebuilders to be the change they want to see in the world. We promote peace, dialogue, reconciliation, trustbuilding and ethical leadership throughout our activities.

Our Tools



Story sharing: We encourage individuals and groups to share their stories not only to inspire others but also as an aid to personal clarity. This exchange of experience and insight is common to all our activities. Story sharing builds trust, creates connections between people and develops a sense of common humanity. It has proved a powerful tool for enabling honest conversations, empowering individuals and igniting personal inspiration and action.



Silent reflection: In a fast-paced world, IofC recommends slowing down, listening to and reconnecting with our inner selves and values. Reflection in silence is a practical tool for self-assessment and a means to access creativity, leading to values-driven action.





Our Approach

Change starts with me

We believe that personal and global change go hand in hand. Each individual has the power and the responsibility to self-reflect and align their actions with their values, thus 'being the change' they want to see in the world.

Creating a safe space

Throughout all of our activities, we seek to create a confidential space free from judgment, where each individual can speak freely regardless of their cultural, spiritual, social or economic background.

A values-driven approach

We encourage individuals and organizations to act according to a common set of human values. These create a strong basis for true dialogue, personal and common decision-making and action, and self-development. IofC Switzerland's core values are: absolute respect for human dignity, truth, solidarity and care.



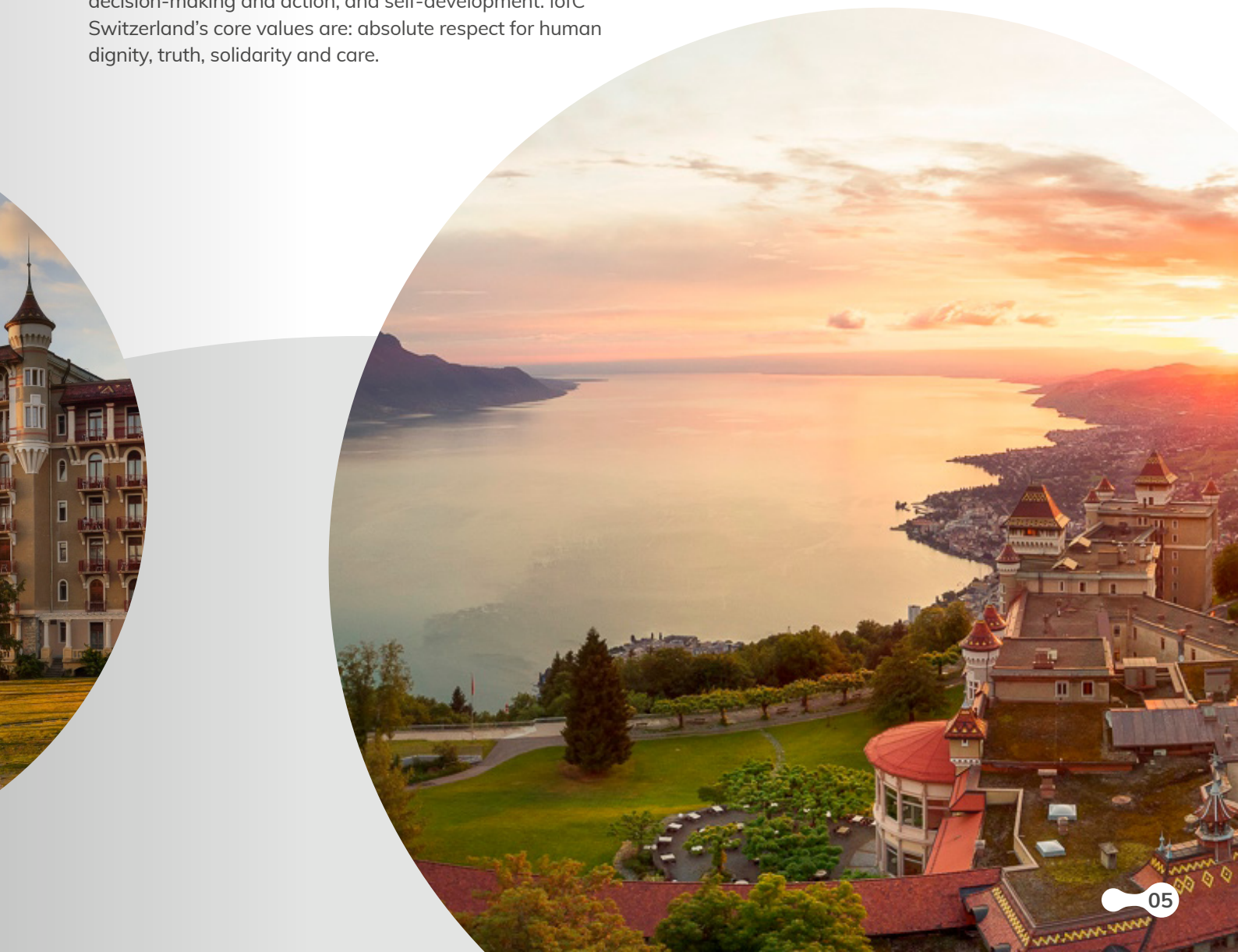
Be inspired to take action and to be the change you want to see in the world through stories, encounters and silent reflection.



Be equipped with tools, knowledge and experience in peace, reconciliation, trustbuilding and ethical leadership through our learning programmes, seminars and conferences.



Connect with yourself, your inner values and with others, widening your perspectives and building a diverse network of changemakers for greater collective impact.



Our Network

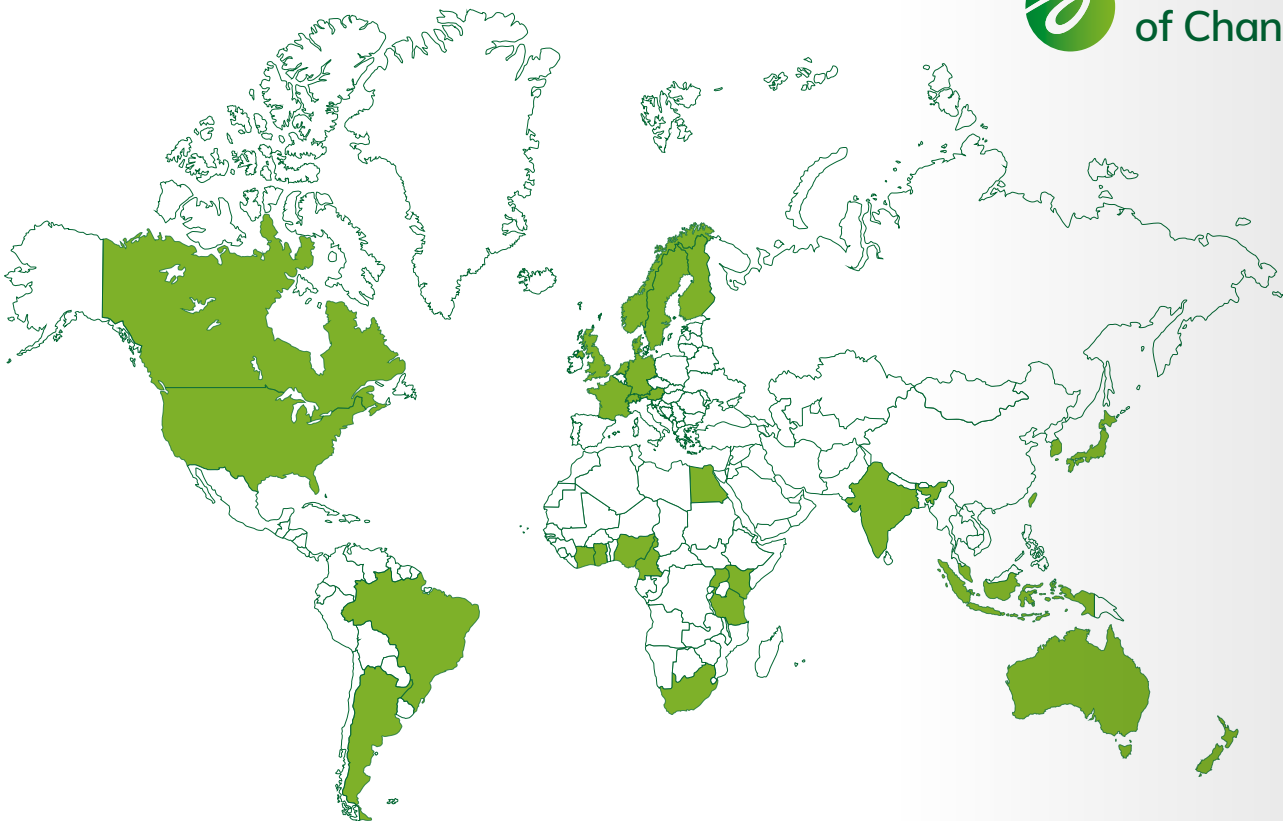
Initiatives of Change (lofC) is a worldwide movement of people from diverse cultures and backgrounds which focuses on ‘building trust across the world’s divides’. lofC Switzerland is a member of Initiatives of Change International, a non-profit organization registered in Switzerland, serving the wider lofC movement. Its formal membership is made up of 36 national bodies and programmes. Each member operates autonomously on projects addressing specific local needs. Everyone, everywhere, has a part to play and a story to tell.

Friends of Caux

The Friends of Caux Association works actively with lofC Switzerland. The Association connects people living in Switzerland who are interested in implementing projects that further the aims of lofC Switzerland and increase the visibility of our activities in Caux.

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.



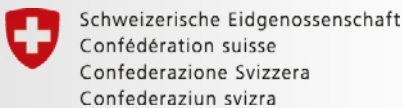


Our Partners

Institutional Partners



Organizations we collaborate with



“ The relationship between IofC Switzerland and the Federal Department of Foreign Affairs is long-standing and has been strengthened in recent years through the support provided to the Caux Forum by the Peace and Human Rights Division of the FDFA. The series of conferences held each summer by the Caux Forum on the themes of just governance and human security and the dialogue on environment and security, illustrate this partnership, as do the events regularly organized by the FDFA in the former Caux Palace, which offers a setting conducive to peacebuilding activities. But the special bond that has deeply united the two institutions over the years remains above all a shared attachment to the African continent.

Carol Mottet, Senior Advisor at FDFA

(See page 33)

Our Activities

IofC Switzerland creates opportunities online or at our Conference and Seminar Centre in Caux to inspire, equip and connect changemakers to build trust across the world's divides.

Caux Forum

Each summer, together with our partners and volunteers, we hold international conferences on such themes as tools for changemakers, sustainable living and peacebuilding, as well as courses and training for young people (see page 22), many under the umbrella of the Caux Forum. The conferences are usually held in Caux, where our Conference and Seminar Centre, with its beautiful view over Lake Geneva, offers a safe space for dialogue and reflection and fosters connection, collaboration and innovation. Due to the pandemic, the Caux Forum was held online in 2020 and 2021.

Programmes

Our programmes offer conferences, training, workshops, facilitation, arts and other events throughout the year. They apply our tools and approach to their respective focus areas: peacebuilding, ethical leadership and the environment. Participants have the opportunity to learn from experts and to experience peacebuilding, leadership and community-building first hand (see page 14).

Hospitality Services

We offer our conference centre, comprising the Caux Palace and Villa Maria, for meetings, retreats, seminars and other events organized by international, not-for-profit and government organizations and by academic institutions, as well as by the Initiatives of Change network (see page 35).

Facilitation

We facilitate our own events and those of other organizations in line with our vision. We also provide training in facilitation (see page 34). Our unique style is human-centred and focuses on story sharing and participation.





Highlights of 2021

75th Anniversary

2021 marked the 75th anniversary of the European conference centre of the worldwide movement of Initiatives of Change. A kaleidoscope of events recalled the rich history of the centre and the impact of the reconciliation work, training programmes and conferences held here (see page 12).

New Co-Leadership for the Foundation

The co-leadership model for the Foundation continued in 2021. Nick Foster, former Director of the Caux Forum, joined Stephanie Buri as Co-Director, replacing Rainer Gude.

Caux Forum goes Hybrid

The Caux Forum 2021 offered a high variety of online and hybrid events, with more than 1,100 people participating from all over the world (see page 22).

15 Years of Partnership with the FDFA

The 15 years of partnership between IofC Switzerland and the Peace and Human Rights Division of the Swiss Federal Department of Foreign Affairs was celebrated with three online events (see page 33).

Celebrating Peace

From its early years, IofC Switzerland has been committed to providing a platform for people who would not normally meet and to promoting peace. We marked the International Day of Peace in September with the #MyPeaceStory social media campaign, which reflected the impact this work has had on people from all walks of life (see page 32).

Arts Events

A key facet of the 75th anniversary celebrations was revisiting some artistic productions from the past and encouraging new collaborations, workshops and contributions (see page 30).

Focus on Youth

In 2021 we reached more than 600 young people through specially designed events (Young Ambassadors Programme, CPLP Talks and Creative Leadership). Many others took part in our other programmes and events (see pages 16-18).

Year-round Programmes

Tools for Changemakers and the Caux Peace and Leadership Programme went year-round, offering online courses, workshops and discussions.

Caux Palace and Villa Maria Renovation

The maintenance team took advantage of the online activities to focus on larger renovations of the Caux Palace and Villa Maria (see page 42).

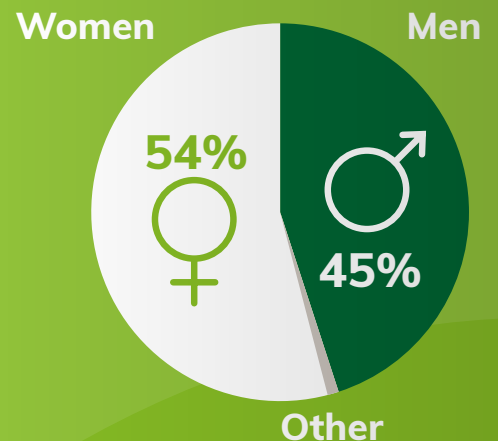
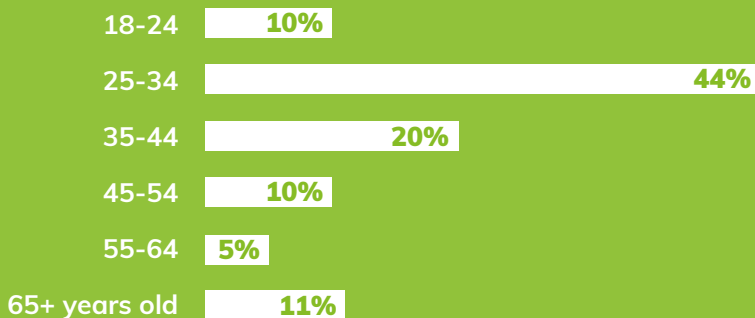


Highlights of 2021



Overall Age and Gender Breakdown

*Numbers based on registrations








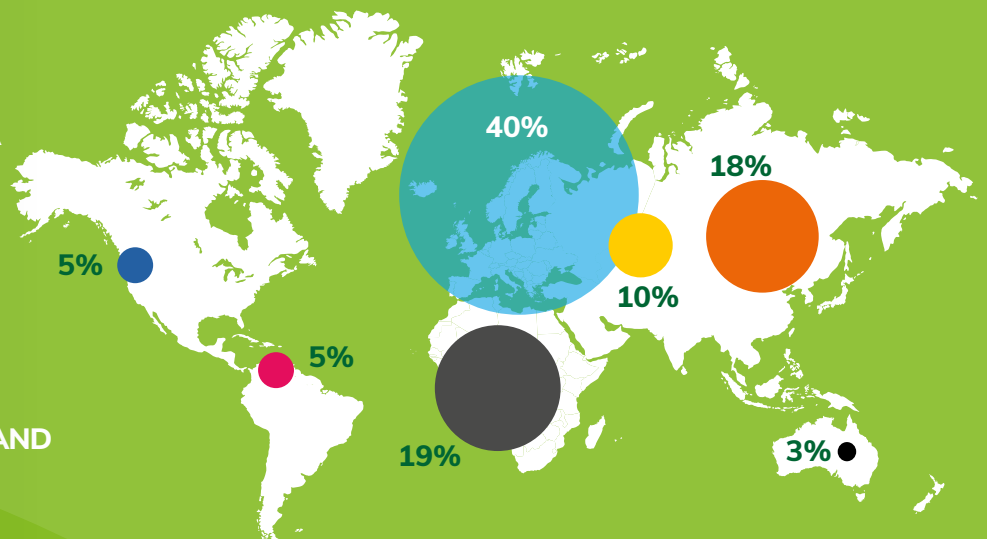
Number of Participants



Overall geographic breakdown

*Numbers based on registrations

-  NORTH AMERICA
-  CENTRAL & SOUTH AMERICA
-  EUROPE
-  AFRICA
-  NEAR EAST
-  ASIA
-  AUSTRALIA AND NEW ZEALAND



75th Anniversary

 [More on the 75th Anniversary](#)

In 1946 Trudi Trüssel, a young domestic worker in Bern, gave CHF 200 – two months' salary – to the fund to buy the derelict Caux Palace Hotel as a centre for healing in a world devastated by war. The gift was not only generous but life-changing: a step towards release from the bitterness caused by a childhood in which she had suffered illness and cruelty and by the injustices of society.

In 2021, the lofC conference centre in Caux celebrated 75 years of conferences, forums, workshops and training programmes which have brought together people from all over the world to address the burning issues of their day. Seventy-five years of rich, sometimes lifechanging, encounters, which have demonstrated that transformation in people's hearts can be a catalyst for positive change in the world around them.

To mark the anniversary, we posted one story on our website for each of our 75 years, starting with Trudi, who devoted her life to the conference centre, first in the kitchens and later in its internal post office. Hers was the first of several stories from the corridors, offices and kitchens of the many volunteers who have made lofC Switzerland's work possible.

The series featured far-reaching encounters, such as those between French and Germans in the late 1940s or between Somalis of warring communities in 2005; heart-stopping moments, such as in 1981, when Agnes Hofmeyr spoke from the stage with a man who had sanctioned her father's murder; and the birth of such initiatives as Hope in the Cities – addressing race, poverty and alienation in American cities – and the Caux Round Table, countering trade war between Europe, the US and Japan. It even found space for a wedding or two.

When the first group visited the Caux Palace in 1946, to assess its potential as a conference centre, they realized that its ballroom could be converted into a theatre. From the very beginning the arts – theatre, music, visual – have been central to how Initiatives of Change communicates its message. This contribution was celebrated in a feast of artistic events, mostly online.

On Swiss National Day, 1 August, people around the world came together online for a Day of Gratitude ([see page 29](#)) for all that has happened in the Caux Conference and Seminar Centre in the last 75 years. It began with a series of reflections on Lennart Segerstråle's fresco in the Caux Palace dining room and ended with 'Musical Stories from Caux', performed by a choir to a live audience in the Great Hall and streamed on the internet.

The day also included the opening of the lofC Hub, a four-day online event which offered the international network an opportunity to plan together for lofC's future and to celebrate the 30th anniversaries of two initiatives born at Caux, Creators of Peace and the Caux Scholars Program.

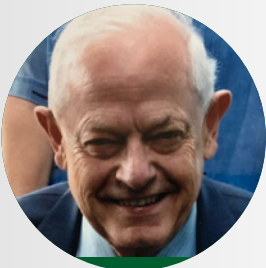
The year's celebrations culminated in a Living History event, which offered an online tour behind the scenes of Caux. Andrew Stallybrass, the Caux Palace historian, introduced viewers to the backstage work of countless individuals, whose sacrifice and commitment lies behind the magic of Caux's 75 years of encounters.





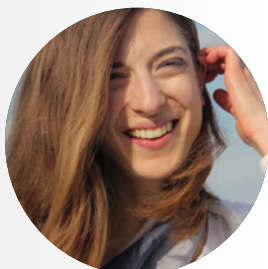
“Caux gives us a place where we can share our emotions and our ideas without anxiety or fear. My whole worldview has completely changed: my way of thinking, my relationship with my friends, my view of society.

Wael Boubaker
Tunisia (75 Stories 2018)



“Ever since my first time in Caux in 1946, I have started every day with quiet reflection, seeking God's inspiration and direction. This has helped me to put in practice what I learnt at Caux.

Aad Burger
Netherlands (75 Stories, 2020)



“The story is 75 years long and contains hundreds of thousands of train rides, walks, teas, conversations and quiet moments of giant transformation.

Yara Zgheib
Lebanon/USA

Programmes

Tools for Changemakers

15 events: six courses, two training events, one workshop, three talks, two book club sessions, one networking session – 537 participants.

Tools for Changemakers designs and delivers workshops, courses and community-building events for youth, leaders and people who work in peacebuilding, trustbuilding, community development and education. It aims to inspire, equip and connect actors of change, to train and coach individuals and teams, and to support them in developing compassion, confidence and effectiveness.



March/April and September

Engaging Constructively in Challenging Conversations (ECCC)

The ECCC course aims to give participants the skills and confidence to have constructive conversations in the midst of differences and conflicts – honest conversations that build understanding and create connection rather than separation. It was offered twice during the year, with 23 participants in all.

“After this course I’m more willing to be open to others. I’ve done a bit of introspection and I like to think that translates to my behaviours. I definitely feel like I’m less reactive and more centred.

ECCC participant

Started in 2020, continued February – March and May – November 2021

Group Coaching for Leaders

Designed for people in management positions, Group Coaching for Leaders focuses on the human relations impact of leading and uses Action Learning principles, which involve small groups working on real problems, taking action, and learning together. Two three-session taster rounds were offered to two groups simultaneously at the beginning of the year, followed by a full round of eight sessions later. These offered participants a chance to use both their reason and their emotions to the full, and to reflect on day-to-day events and changes in their leadership practices. They came out of the programme with increased confidence and a set of creative and flexible strategies to improve their teams’ effectiveness.



“The programme was able to create self-reflection within me. It bridged experiences between leaders and posed questions in a new and interesting way.

Group Coaching for Leaders participant



Stories for Changemakers

The Stories for Changemakers series aims to foster difficult conversations by telling less-heard stories which explore both sides of a conflict. Three events took place during the year.

19 April

Jo Berry: Talking with the Enemy

Sixteen years after her father was killed by an IRA bomb in 1984, Jo Berry met the man responsible, Patrick Magee. They went on to tell their story together more than 300 times in different parts of the world and through documentaries and plays. Jo shared the lessons she has learnt over these years.

“A real inspiration. It exemplified how change in the world can start from who we are inside.

Stories for Changemakers participant

25 November

Rami Elhanan and Bassam Aramin: United in Grief

What could turn a Palestinian freedom fighter into a Holocaust scholar and a peace activist? What could make an Israeli former soldier call a Palestinian his brother? Bassam Aramin and Rami Elhanan both lost daughters in the continuing conflict in their country. They spoke of the remarkable friendship they have developed and their commitment to offering a message of healing and hope for their land.

“Rami’s and Bassam’s witness is more powerful than bombs, bullets and evil actions.

Hector S, participant



25 August

Patrick Magee: Where Grieving Begins

In a live interview, Patrick Magee described meeting Jo Berry, daughter of one of the five victims of the bomb he planted. The interview ranged over demonization, the inadequacy of history teaching in British schools, and the need for empathy.

“I’m from Cork and I’ve lived most of my life in Ireland. I didn’t think I’d live to hear someone like you talking.

Elaine G, participant



24 April – 23 May

Youth for Dialogue: spring academy for youth workers

Youth for Dialogue was the initiative of alumni of the Young Ambassadors Programme (YAP). Postponed from 2020, when the pandemic prevented it taking place in Romania, it was held online in 2021 and was funded by Erasmus+. The course offered a solid introduction to dialogue as a facilitated group process, balancing theory and practice and giving space for experiential learning and exchanges between participants. It ended with a one-hour circle process dialogue for a small group, run by four of the newly trained participants.

Partners:



“ This programme was just amazing for me. I learned and practised things that will help in conflict resolution, in debriefing and in training delivery. Now I would like to try dialogue facilitation with the youth I am working with.

Youth for Dialogue participant

“ Safe and warm atmosphere that made it easy to open up and share. There was so much connection and so many interesting new thoughts.

Rebecca, participant



9 July – 29 August

Young Ambassadors Programme: building a new generation of trustbuilders in Europe

The Young Ambassadors Programme (YAP) went online for the first time this summer, after six years of growth and development and a pause in 2020. Over 60 people from 24 countries took part in live sessions, community platforms, collaborative tools and communication groups, motivated by their desire to take an active role in transforming society. The programme explored the dynamic relationship between personal and global change, created space for the exchange of experiences and for reflection, and encouraged focused action.

The YAP was funded by Movetia, the Swiss agency for exchange and mobility.

Partners:



“ Thoughtful, collaborative, challenging, in-depth. The international attendance and perspectives present in the room were so valuable.

YAP 2021 participant



YAP Alumni Networking

Two online networking sessions for YAP alumni took place in November, bringing together alumni from several years of the programme.

“It was amazing to see so many passionate youths coming up with such great ideas.’

YAP alumna

26 July

Holding the Troubles: how to stay courageously, whole-heartedly present in uncertain times

Tools for Changemakers offered a workshop at the Creative Leadership online conference (see page 20) on the challenge of staying present to overwhelming issues in overwhelming times. Participants learnt how to listen deeply while managing the impact of doing so and explored the links between inner and outer listening and sustainable, whole-hearted involvement in changemaking.



October, November

Books for Changemakers

Two online drop-in book club sessions took place in the autumn. One, on Resmaa Menakem’s ‘My Grandmother’s Hands’, navigated the difficult topic of how to break the chain between white supremacy and racism. The other, on Colum McCann’s ‘Apreirogon’, looked at human relationships in time of conflict and pain, and the complexity of the healing process.

4 – 18 November

Facilitating Group Conversations

See Facilitation and Training (see page 34)



Impact Story Learning to Listen

“ YAP put a lot of emphasis on listening in an empathic and engaged manner. The listening exercises helped me to become a better teacher. I think I am now better able to pick up on the things my students are not saying.

Shereen Siwpersad

“ I was afraid that I would not be able to make a positive difference in my community, but I gained the confidence that anything in this world is possible.

Kairi Kuusemaa

When Indonesian law student Agustina Zahrotul Jannah discovered YAP on Google she felt both excited and hopeless: excited because she hoped it might give her the skills to address such ‘terrifying’ issues as sexual abuse, gender inequality and child marriage; hopeless because it was focused on young people in Europe.

Then, to her delight, she discovered that the programme had been forced online by the pandemic, opening its doors to applications from all over the world. She signed up for YAP 2021 and emerged convinced that young people have a key role in enabling positive change.

At first Agustina was overawed by the qualifications of other participants, such as Besa Kadriu, a professor at South East European University in Macedonia. ‘Later I realized we all bring different perspectives.’

Besa is part of Macedonia’s Albanian community and, like Agustina, was drawn to YAP by her desire to bring change. ‘In our society we have big conflicts between different ethnicities,’ she said. ‘I feel that the higher state institutions do not always do their best for the different groups.’

She saw YAP as a chance ‘to meet people who know what it means to respect the values, culture, language and symbols of others’. She left with ideas about developing an elective study programme on multi-ethnic issues at her university.

Shereen Siwpersad was working for IofC Netherlands and taught at Delft University of Technology. ‘As a communications officer and a teacher, the emphasis is always on talking, writing, sending out information,’ she said. ‘YAP put a lot of emphasis on listening in an empathic and engaged manner. The listening exercises helped me to become a better teacher. I think I am now better able to pick up on the things my students are not saying.’

‘YAP helped me become a confident speaker on serious global issues, without fear of judgment,’ said Kairi Kuusemaa, who represented Estonia at Ubuntu United Nations, a dialogue platform which brings together young people from 193 countries. ‘I was afraid that I would not be able to make a positive difference in my community, but I gained the confidence that anything in this world is possible.’





Programmes

Caux Peace and Leadership Programme (CPLP)

10 events: seven talks, one conference, one course, one networking session – 465 participants.

The Caux Peace and Leadership Programme (CPLP) was tailored for young people who care about personal and global change and who want to challenge themselves to make a difference. In 2021, it ran events year-round, as well as the second edition of the Creative Leadership conference (see page 20) and two other events linked to it.

CPLP Talks

The CPLP Talks were launched in 2020 by CPLP alumni, to offer an online space where stories can be shared and connections made. There were six talks in 2021. Topics included culture and identity, gender and safety, the power to change the world, inner peace in times of crisis. The series closed in December with a space to celebrate the initiatives of alumni to remake the world.

“Through conversations I unlearned stereotypes that I had about certain cultures. Thanks to this experience, I was meeting people as humans, not as cultures or religions.

Abeda Nasrat, Denmark/Afghanistan
CPLP 2019 alumna

2 November

From the Personal to the Global: experiences of peace from passionate young leaders

The event was organized by the CPLP as part of the Geneva Peace Week 2021 (see page 32). Five young speakers from different backgrounds told their stories and shared their experiences of change.

“These encounters have allowed me to keep growing, both in my self-understanding and in my curiosity about the world.

Sebastian Hasse, Germany
CPLP 2019 alumnus





Creative Leadership

The Creative Leadership conference took place in July as part of the Caux Forum (see page 22)

16 January

Creative Leadership Reunion: hope and reconnection

Thirty-two alumni of Creative Leadership 2020 took part in an online reunion in January. They heard from Georgina Flores and Lorena Mier y Teran, from Merida, Mexico. After meeting at Creative Leadership in July 2020 they had founded **We Love From**, a letter-writing campaign which sends messages of love and hope to people across the world who are facing difficult situations. Participants reconnected with old friends and built new connections.

“ I wouldn't have imagined that with a piece of paper, a pencil and a little bit of your time and effort, you can really make a difference in someone else's life!

Lorena Mier y Teran Flores
speaking about **We Love From**

15 May – 9 June

Weaving our Narratives: explore the power of your stories

Story telling is an essential part of the journey to becoming a leader and a changemaker. This course provided an inclusive space for 25 participants from around the globe to come together, explore their realities, become aware of the power that their own narratives hold, and share their stories – so as to inspire change one story at a time.

“ Stories have a wonderful way of connecting people with each other. Story telling has helped me better understand my own struggles in the global context. In short, stories have developed me into a better global citizen.’

Steven Lin, Canada



Impact Story

The Best of Both Cultures

Charlotte Rémié took part in the Caux Interns Programme and was a participant in CPLP 2017. She spoke at a CPLP Talk on culture and identity in March.

I am originally from Rwanda but was born and raised in Switzerland. I spent my childhood and adolescence in environments that had little diversity. I was mainly in contact with Swiss culture outside my home and Rwandan culture at home.

These two cultures are very different and even contradictory. For someone who was trying to build and understand their own identity, it was really disturbing at times. I thought I had to choose which would be 'the best' and represent 'the truth' for me. But this meant letting go of a part of myself.

My experience in Caux gave me the opportunity to question my interpretation of culture and to put it into perspective. It was the first time that I had been surrounded by people of all ages, coming from all over the world, each with their own history and reason for being there.

I specifically remember the Map of the World exercise we did. It showed that nothing is all black and white and that your perspective is influenced by a lot of factors, one of which is your culture. It made me realize that neither of the cultures that I was made up of held absolute truth and that I didn't have to choose between them. I realized that having two cultures is not a burden but a richness and that I am lucky to be able to take the best of both.

All the cultures with which I have rubbed shoulders, combined with the tools I acquired in Caux, have helped me to accept the differences that cohabit within me. From there I can build my own culture/life philosophy/identity by combining the beautiful things I observe in the cultures around me.



“ My experience in Caux gave me the opportunity to question my interpretation of culture and to put it into perspective.

Charlotte Rémié



5 July – 1 August

The Caux Forum Online 2021



In this second year of the pandemic most of the Caux Forum took place online as in 2020, with the same recipe for success: inspiring speakers, safe space for sharing and time to connect with oneself and others. To make the Forum accessible to as many changemakers as possible, registration was, once more, free of charge. People from all over the world took part in a rich variety of online and hybrid events. The Forum also marked the high point of the celebrations of 75 Years of Encounters at the Caux Conference and Seminar Centre (see page 12).





5 July Hybrid

Opening Ceremony: Swiss Perspectives on Peace – past, present and future

The opening event of the Caux Forum celebrated the 75th anniversary of the Caux Conference and Seminar Centre and 15 years of partnership between lofC Switzerland and the Swiss Federal Department of Foreign Affairs (FDFA) with a panel on Swiss perspectives on peace.

Ambassador Thomas Guerber, Director of the Geneva Centre for Security Sector Governance (DCAF), congratulated lofC Switzerland on upholding 'a principle which is as powerful today as it was in 1946: namely that change at the personal level can go a long way to creating peace within and between countries'.

People from 60 countries had registered for the online event, streamed from the conference centre in Caux. Ambassador Patricia Danzi, Director General of the Swiss Agency for Development and Cooperation (SDC), and Christine Beerli, President of Initiatives of Change Switzerland, joined Ambassador Guerber on the panel. It was moderated by Rainer Gude, Executive Coordinator of the Geneva Peacebuilding Platform.

The speakers agreed that Switzerland, with her long tradition of direct democracy, was well placed to support more inclusive peace processes.

Ambassador Danzi offered a vision of centres like the one at Caux emerging all over the world. 'What you are doing to bring people together with different backgrounds, and force us all to make these extra steps towards the other, builds trust. The world needs more initiatives like these.'

'Everybody who operates in peace, security and development in the Swiss Government and international Geneva greatly appreciates the value added by the space lofC has made available,' concluded Ambassador Guerber.

9 July – 29 August Online

Young Ambassadors Programme (YAP): Building a new generation of trustbuilders in Europe (see page 16)

12 – 13 July Online Initiatives of Change Business & Economy Corporate Governance in the 21st Century: responding to systemic crisis

55 participants.

This two-day business forum focused on ‘Corporate governance in the 21st century, responding to systemic crisis’.

Speakers included Sunil Mathur, the Managing Director and Chief Executive of Siemens in India and South Asia; Isabella Bunn, a professor of business ethics at Regents Park College, Oxford, and member of the governing body of Oxford Analytica; and human rights lawyer and mediator Elise Groulx Diggs.

Mathur appealed for ‘links of trust’ between industry, governments and civil society. He was supported by Northern Irish businessman Peter Brew who appealed for IofC to act ‘as a fulcrum to build trust’ between these parties. The need was for a ‘safe space’ for dialogue, Bunn said, or as Groulx put it, a ‘community of trust’.

During the online discussion, participants emphasized that potential employees wanted to work for companies that were seen to be ethical and address such issues as climate change.

Initiatives of Change Business & Economy also convenes monthly meetings on the implications of sustainability for business.



19 – 23 July Online Learning to be a Peacemaker (LPM)

The sacred principles of peace and justice underpin every aspect of a Muslim’s life.

The British Imam and broadcaster Ajmal Masroor, who designed the LPM course and delivered it for the eighth time in 2021, believes that learning to be a peacemaker is key to young people developing a confident Muslim identity and contributing towards global change. The course mined references in Islamic scriptures to a wide variety of aspects of peacemaking, in a fast-moving, interactive way.

“ The content made me realize how easy it is for us to live our lives in peace.

Nadeem Jahangir, Pakistan

20 – 30 July Online

Caux Dialogue on Environment and Security (CDES)

Remaking a World in Peril: forging collaboration for a secure and sustainable future

202 participants. CDES 2021 ran online for the second consecutive year and focused on ‘Remaking a World in Peril’. More than 200 participants from each region of the world attended the three plenaries and seven workshops.

Discussions addressed climate change, plastic waste, oceans, conflict prevention, trustbuilding and land restoration, under the broader themes of sustainable living, environmental leadership and human security.

The event was organized in collaboration with the Geneva Centre for Security Policy (GCSP), the Africa Climate Change Fund of the African Development Bank, the Swiss Federal Department of Foreign Affairs (FDFA) and Triple Capital. The open plenaries were carried out in partnership with the Summer Academy 2021 and one webinar, focussing on land management in West and Central Africa, was held in French in collaboration with the FDFA.

Speakers hailed from numerous organizations including the United Nations, the European Union, the Bangladesh Institute of Peace and Security Studies, the World Resources Institute, the Rwanda Green Fund and the Global Evergreening Alliance.

Report on Catalysing political and community-based solutions for land governance in West and Central Africa

A Decade of Caux Dialogues: Impact and Recommendations





26 – 30 July Online

Summer Academy on Climate, Land and Security

From Egypt and Senegal to the United States and Thailand, zoom windows opened for six hours a day for five days during the last week of July as **29 participants** from 20 countries joined the Summer Academy on Climate, Land and Security 2021.

The Summer Academy, which takes place within the framework of the annual CDES, was conceived in response to the threats to human security posed by environmental crises. It is based on the premise that collaboration across boundaries of discipline, sector and nation state is needed to respond to these crises. The course provided an overview of core concepts

in the fields of human security, sustainable land management, climate change and climate finance, and explored potential solutions at the nexus of conflict, land degradation and climate change. It consisted of high-level webinars, case studies and intensive group work.

“ It was like a miracle. I had been wanting to do a course just like this.

Summer Academy participant



“ I had to get up at 4 am every morning. I didn't think I could do it, but the course and the participants gave me the energy.

Summer Academy participant, Bolivia



Impact Story

A Zero Waste Lifestyle is a Mindful Lifestyle

Sofia Sydorenko is Chair of Foundations for Freedom and a representative of the Zero Waste Alliance Ukraine. She moderated a workshop on plastics and single-use consumption during the Caux Dialogue on Environment and Security 2021.

She says:

Zero waste is about being mindful – mindful of things we do and don't need, mindful of resources that aren't limitless, mindful of nature that we are a part of. Based on this core idea, we can build many wonderful approaches to such routine things as waste management.

We started by creating a local NGO, working with the local community, businesses, producers and the municipality. Then we got together with like-minded NGOs from other Ukrainian towns, and created the Zero Waste Alliance Ukraine, which is now a part of a great European network, Zero Waste Europe, and a great global network, Break Free from Plastic.

We are continuing our work on the local level, and we also support other NGOs which work on waste management. We hope that we are changing the system for the better, case by case.

Read the full interview with Sofia Sydorenko to learn what small steps you can take to make a big difference.

Watch Sofia speak at the workshop at CDES 2021



“Zero waste is not about a tiny plastic jar that cannot be recycled; it is not about giving up most of the things we love. Zero waste is about being mindful.

Sofia Sydorenko



22 July Online A Shared Adventure between Switzerland and Africa for Sustainable Peace

This celebration of 15 years of partnership between the Caux Seminar and Conference Centre and the Peace and Human Rights Division of the FDFA featured a panel of experts on drought control and peace from Burkina Faso, Burundi and Cameroon, followed by four workshops ([see page 33](#)).



25 – 31 July Online

Creative Leadership From Uncertainty to Possibility

160 participants 50+ countries.

2021's Creative Leadership conference responded to the worldwide malaise caused by the events of 2020.

It focused on such themes as 'facing uncertainty' and 'transforming fear into hope'. Eight human 'books' shared their stories in human library sessions, and the conference featured speakers, hosts and musicians from around the world. The Creative Leadership team believe this is the time for rising generations to step forward with confidence, learn how to deal with their troubles, and take part in the critical choices that will shape their future.

“ I felt like I was a little rock that was close to the bank of a flowing river. There was some force that picked up that rock and threw it closer to the flowing water. The flowing water is the Creative Leadership experience, which is filled with so many good things, and now I am being constantly washed and purified.

Arpan Yagnik, USA/India

“ Change can, without doubt, come in different ways and from different places, often ones that are not very visible.

Valentina Poveda, Colombia





1 August Hybrid Day of Gratitude

298 participants.

The Caux Forum 2021 culminated in a Day of Gratitude for the past 75 years, on Swiss National Day, 1 August. It focused on the role that the Caux Conference and Seminar Centre has played as a catalyst for change over the last 75 years (see page 12).

Hybrid 'Musical Stories' with the Caux Vintage Chorus

More than 80 people from the region and further afield gathered in the Main Hall of the Caux Conference and Seminar Centre for an evening of songs composed for lofC and Caux from the 1930s to the 1960s. The concert, performed by the Caux Vintage Chorus, also featured photos from the Caux archives. It was livestreamed around the world and was so successful that the audience, both online and in Caux, kept demanding encores.

“ The selection of songs, the presentation of the songs, the pictures shared, the subtitles, the singing... all the care for details!

Audience member, Romania



Online Water of life

Lennart Segerstråle's fresco in the dining room of the Caux Palace, 'At the Stream of Life', expressed his vision for the Caux conference centre as a place to which people come to quench their inner thirst and from which they go out to take the water of life to a thirsty world. This event explored the fresco through meditations offered by five people from different countries and walks of life.

“ We can judge ourselves in darkness or we can look up to the light and we can let the living water find us, flow through us, cleanse us, free us. Where and what is my source of living water? Am I willing to share it with others?

Lotty Wolvekamp, Netherlands

Online Launch of the lofC Hub 2021

For the second time, the lofC Hub brought together and connected the international network of lofC. This year's event was spread over four days and was a collaboration between lofC International and lofC Switzerland.

Events

Bringing Arts back to Caux

25+ artists – nearly 500 participants.

The 75th anniversary celebrations revisited artistic productions from the past and encouraged new collaborations, workshops and contributions. Arts events were woven through the year, the Caux Forum (see page 22) and the Day of Gratitude (see page 29).

29 May Online

Source and Inspiration

The inaugural event of the Caux 75 arts programme was inspired by the fresco in Caux Palace dining room (see page 29) and the song 'Water for a thirsty land' by Kathleen Johnson. The event featured artists from various fields: actor Augusto Cabrera, architect Abdelmohsen Farahat, photographer Yousef Khanfar, composer Sveinung Nygaard, pianist and mezzo soprano Aching Shaiza, and musician Nicolette Macleod, all celebrating water as the source of life.

2 July Online

Words and Music

In the first part of this event, British musician William Leigh Knight presented a personal selection of songs associated with Caux. In the second, Lebanese writer and novelist Yara Zgheib shared her insights on 'changing the world by writing about truth and beauty'.

6 – 15 July Online

Float Your Boat – an origami boat video project

Norwegian artist Sveinung Nygaard invited participants to make origami boats and send in videos of themselves launching them. These were put together in a five-minute video, representing the diversity of lofC and connecting the stories of participants from all over the globe. The backing music was specially composed by Sveinung.

“When I pondered what lofC is to me, the image of many drops that form a powerful river came to mind. We are continually shaping the story that is our individual and collective lives. I wanted to bring our personal stories, the adventure that the waterways are beckoning us to, and the unstoppable force that comes from the unity of this into one whole.

Sveinung Nygaard, Norway

1 August

Water of Life

See page 29

25 September Online

Photography Workshop: the Art of Seeing, with Yousef Khanfar

In this workshop, world-renowned photographer Yousef Khanfar (Palestine/USA) focused on the keen observation of light and shadows, contrast, patterns, flow, timing, rules, and transforming the scene into magical compositional elements within the frame. He taught participants from as far apart as Kuala Lumpur and Finland how to create powerful images with emotional connection, intellectual depth and personal impact.

21 November Online

Writing for the Theatre

A creative workshop with Pamela Jenner, designed for both beginners and those with some experience, with a focus on building character, dialogue and developing plot. Pamela Jenner is a journalist and university lecturer, with a doctorate in drama.

1 August

'Musical Stories' with the Caux Vintage Chorus

See page 29

12 November Online

Art for Change

A conversation on the power of art to facilitate change, with architect-painter Abdelmohsen Farahat (Egypt) and sculptor Stephen Broadbent (UK), followed by a concert on the theme of 'The Food of Love', given by Aching Shaiza (India), Liliana Pop (Romania) and Jihye Kim (South Korea).





Events

Celebrating Peace

#MyPeace Story

IofC Switzerland's social media campaign for the International Day of Peace, #MyPeaceStory, offered participants a chance to share their understanding of how peace begins with themselves.

“Peace is living your most authentic life, truly being yourself, without fear or shame weighing you down. When we are comfortable in our own skin and secure in our dignity, then we can move mountains with our hearts, minds, and hands.

Tracie Mooneyham, USA

Geneva Peace Week

Geneva Peace Week is a leading annual forum under which two IofC Switzerland events took place:

2 November

From the Personal to the Global

Experiences of peace from passionate young leaders (see page 19)

4 November

Building Peace through Improved Land Governance in West Africa

As part of their partnership, IofC Switzerland and the Swiss FDFA organized a webinar for Geneva Peace Week 2021. It was the fourth in a series of webinars which have brought field actors, researchers and policy makers together to exchange views and experience on results and challenges. It explored the links between environmental degradation and violence, and emphasized the importance of involving local people, especially women, in decisions about land restoration.

August Online

30 Years of the Caux Scholars Program

Over 1,000 people from 109 countries have taken part in the Caux Scholars Program (CSP) since it was launched in 1991. This multidisciplinary course teaches students to identify and analyze conflicts, to understand the factors that create and sustain them and to use practical methods to defuse them. The alumni form a network of leaders, influencers, activists, expert scholars, and practitioners who share their knowledge and experiences. CSP celebrated its anniversary with two online events, on 4 and 18 August.

3 August Online

30 Years of Creators of Peace

Since it was launched at a conference in Caux in 1991, Creators of Peace has held 10 international conferences, two of them at Caux and the others in Asia, Africa and Australia. Today its main tool is Peace Circles: small groups of women who meet to explore their potential as peace creators, share their stories and plan individual or common action. Over 8,000 women around the world have taken part in Peace Circles. The keynote speaker at this anniversary event was Ahunna Eziakonwa, Assistant Director of the United Nations Development Programme and Director of its African regional bureau.

“It is up to us to act now. Let's use this digital technology to strengthen our ties and continue the dialogue.

Alan Channer, Initiatives for Land, Lives and Peace



Events

15 Years of Partnership with the FDFA

2021 marked not only 75 years of encounters at Caux, but also 15 years of partnership between IofC Switzerland and the Peace and Human Rights Division of the Swiss Federal Department of Foreign Affairs (FDFA).

IofC Switzerland and the FDFA have worked together over a long period, particularly through the Caux Forum's conferences on just governance and human security and the Caux Dialogue on Environment and Security. The FDFA has also organized regular events at the Caux Palace.

The strongest link between the two bodies has been their shared commitment to Africa, so we celebrated the anniversary on 22 July with a panel and workshops featuring speakers from Africa. 'A Shared Adventure Between Switzerland and Africa for Sustainable Peace' began with a panel discussion with Abdoulaye Mohamadou, Executive Secretary at Permanent Inter-State Committee for Drought Control in the Sahel (CILSS), Daphrose Barampama of Creators of Peace, Burundi, and Christian Pout, President of the African Centre for International, Diplomatic, Economic and Strategic Studies (CEIDES) in Cameroon.

The panel was followed by four workshops. These explored how the IofC Switzerland conference centre in Caux has been a meeting place for two perspectives: a Swiss way and voice (rethinking security, through a desire for peace and conflict prevention) and the ways and voices of those from the African continent who commit themselves to sustainable peace.

The partnership was also celebrated at the official opening of the Caux Forum on 5 July (see page 23) and at a webinar during CDES on land governance in [West and Central Africa](#). The anniversary events closed with a webinar on 'Building Peace Through Improved Land Governance in West Africa' during Geneva Peace Week 2021 in November (see page 32), and culminated with a [report](#) on 'A Decade of Caux Dialogues: Impact and Recommendations'.

Watch the 2018 interview with FDFA Senior Advisor Carol Mottet, where she spoke about the relationship between IofC Switzerland and FDFA.



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra



Facilitation and Training

Each year, in collaboration with the Institute of Cultural Affairs: UK (ICA:UK), we offer training programmes for directors, managers and team leaders who want to enhance participation, deepen conversations, build teamwork and develop ownership in their teams. These programmes offer participants practical tools for bringing their teams' ideas together and for making and implementing better collective decisions.

 [Contact us at: events@caux.ch](mailto:events@caux.ch)

4 – 18 November Online

Tools for Changemakers: Facilitating Group Conversations

This course was originally planned for YAP alumni (see page 16) but later opened up to lofC programmes who worked with groups and wanted to learn new ways of structuring and facilitating group conversations, both online and offline. It was led by Bhavesh Patel and Violeta Patel-Frimu and participants included alumni of a wide range of lofC programmes as well staff from lofC Switzerland.

See also

Youth for Dialogue: spring academy for youth workers (page 16)

The CCHN World Summit on Frontline Humanitarian Negotiation 2021 (page 36)

“Great series! I have learnt a lot about how things could be done, particularly online. Very useful.”

Facilitating Group Conversations participant





Hospitality Services to Inspire, Equip and Connect

Overlooking Lake Geneva, above the city of Montreux, the historic Caux Palace and the Villa Maria offer an inspiring setting for meetings, events, workshops and retreats.

The care and flexibility of the hospitality team – and their implementation of strict hygienic measures – allowed important encounters to take place even during this difficult year of pandemic.

Following on from last year's success, the Caux Palace Gardens opened to the public once again in the summer of 2021. Visitors had the chance to enjoy the panoramic views, walk along the Promenade or simply relax on one of the many benches and sunbeds.

At the heart of all we do is our commitment to serve those who have chosen our centre for their event, and to offer everyone a hearty welcome.

“Caux provided an excellent atmosphere for our annual leadership retreat and participants had a memorable experience.

Ryan Stanton, International Civil Society Centre

“The Caux Palace presents the ideal conducive environment to build and boost good will and trust among team members.

Stephen Cornish, Médecins Sans Frontières

Join Hospitality Manager Fabian Buecheler as he takes participants in the CCHN World Summit (see page 36) on a virtual tour of the Caux Palace.

Some of our clients include



“Members of the CCHN Community have shared how privileged they felt to discover such a unique place where they can truly refill their batteries, reconnect with nature and take a time off from their busy lives to take care of themselves.

Joëlle Germanier, CCHN





28 June – 3 July Hybrid broadcast from Caux

The CCHN World Summit on Frontline Humanitarian Negotiation 2021 and Fifth Annual Assembly of the CCHN Community of Practice

The World Summit on Frontline Humanitarian Negotiation, organized by the Centre of Competence on Humanitarian Negotiations (CCHN) in partnership with IofC Switzerland, was one of the largest virtual gatherings of humanitarian professionals to take place during the pandemic.

Over six days, the summit gathered over 1,400 practitioners from 125 countries, including frontline negotiators, humanitarian policymakers, scholars, donors and government representatives. They all shared the same belief: that the remedy for complex humanitarian challenges can be found in diverse practices and the ability to learn from each other, rather than in single policy models and common principles. The number and diversity of those who took part was a dramatic increase on previous CCHN assemblies.

Seventy-five people attended the event in person at the Caux Palace, while the rest of the participants took part online.

The rich programme featured humanitarian leaders, in-depth conversations around key themes related to humanitarian negotiations, peer workshops and live simulations, as well as many opportunities to meet and exchange with fellow participants.

Watch the five-minute documentary

Watch the World Summit live-streaming programme at this link





Donors and Volunteers

We would like to thank all donors who have made our work in 2021 possible.

As a non-profit, we rely heavily on donations. Please consider supporting us on iofc.ch/donate

Volunteers

We are especially grateful to the volunteers who tirelessly contributed their time and skills to designing and delivering our programmes and conferences, to the volunteers who committed to making 2021 a truly special 75th anniversary, to the Amis de Caux in Switzerland and to the full-time volunteers who have dedicated their time and energy to the work of Initiatives of Change. We could not have done what we did in 2021 without the support given by 70+ volunteers from around the world.

Institutional donors

Austin Trust

Foundation for a Spiritual & Moral Renewal Sweden

Federal Department of Foreign Affairs Switzerland

Initiatives of Change Sweden

Irene Prestwich Trust

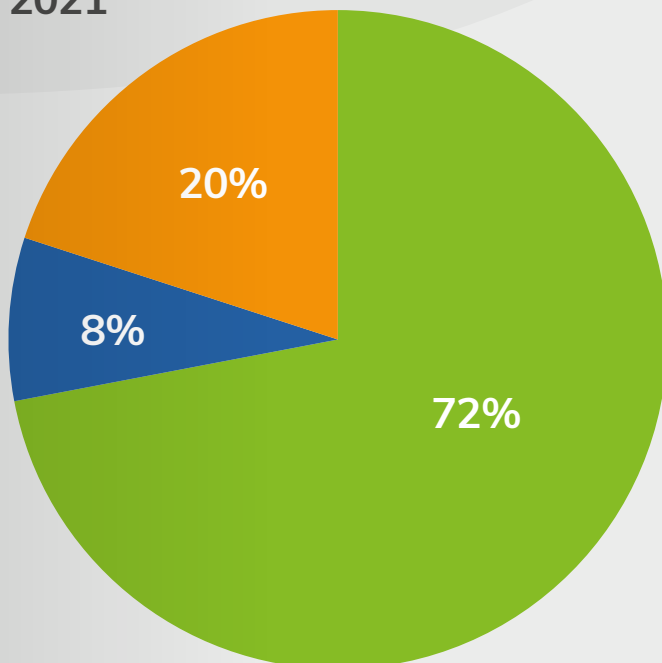
Robert Hahnloser Foundation

Spitalschwestern-Gemeinschaft Luzern

Where does the money go?

-  Activities & Activity Support
-  Communication & IT
-  Administrative & Running Costs

2021



“lofC has meant so much in my life and in the life of our family. My contribution is a big thank you for all that I have received through Caux.

Claire Martin-Fiaux, Switzerland

“I dedicate time and skills to lofC Switzerland for two reasons: to show my deep gratitude for what I gained from this amazing place and to circulate hope and impact change in the same way lofC did and still does for me.

Asmaa Sleem, Egypt

“As part of the organizing committee of the Creative Leadership conference, I expand my skills. It gives me the opportunity to practise lofC values and as a result I can transfer it to my workplace and personal relations.

Manuela Garay, Canada



Financial statement 2021

	31/12/2021 CHF	31/12/2020 CHF
ASSETS		
Current assets		
Cash	2,748,290	3,058,687
Securities	2,608,268	1,174,997
Trade accounts receivable	103,802	298,123
Accounts receivable from Caux Books	8,999	7,499
Other current receivables	22,741	19,365
Accrued income and prepaid expenses	431,898	51,369
	5,923,999	4,610,040
Capital assets		
Shareholdings Caux Books	1	1
Non-real-estate assets	96,809	136,908
Real-estate assets	3,436,029	3,349,754
Earmarked assets		
Silvia Zuber Fund	2,476,255	2,509,493
	6,009,095	5,996,156
Total Assets	11,933,094	10,606,196
LIABILITIES		
Short-term liabilities		
Trade accounts payable	7,975	263,500
Other current liabilities	16,792	49,211
Accrued expenses and deferred income	560,514	234,404
	585,281	547,115
Long-term liabilities		
Mortgage	4,500,000	4,500,000
Other long-term liabilities	15,130	26,807
	4,515,130	4,526,807
Earmarked funds		
Funds for projects and programmes	616,489	644,555
Funds for renovations	2,110,240	960,240
Own restricted funds	667,327	570,327
Silvia Zuber Fund	2,476,222	2,509,460
	5,870,279	4,684,583
Organization capital		
Free funds		
Renovation fund	240,000	240,000
Acquired unrestricted capital		
Foundations capital	607,691	524,295
Result of the year	114,714	83,396
	962,405	847,691
Total Liabilities	11,933,094	10,606,196



	31/12/2021 CHF	31/12/2020 CHF
INCOME STATEMENT		
Operating income	288,310	602,320
General donations	45,135	55,091
Earmarked donations	535,433	1,495,518
Legacies	50,000	5,000
Rental income	2,698,290	2,611,897
Other income	41,262	32,137
Total income	3,658,431	4,801,962
Operating expenses	-409,590	-289,338
Public relations, documentation	-110,551	-70,776
Staff	-1,300,381	-2,082,706
Repairs and maintenance	-398,974	-353,080
Running costs, rent, insurance	-668,148	-697,133
Administration, consulting costs	-191,631	-293,453
Depreciations	-354,451	-363,434
Taxes	-130,336	-128,606
Total expenses	-3,564,063	-4,278,526
Operating result	94,368	523,436
Financial income	136,061	99,922
Financial expenses	-66,780	-82,125
Financial result	69,281	17,797
Extraordinary income	1,170,000	733,790
Extraordinary expense	0	0
Project contributions Silvia Zuber Fund	-180,720	-188,117
Financial result Silvia Zuber Fund	147,482	109,183
Non-operating result	1,136,762	654,856
Annual result before funds result	1,300,410	1,196,089
Allocation to funds for projects & programmes	-535,433	-1,465,518
Allocation to funds for renovations	-1,000,000	-900,000
Allocation to various earmarked funds	-300,000	-30,000
Allocation to Silvia Zuber Fund	-147,482	-109,183
Withdrawal from funds for projects & programmes	563,499	1,148,741
Withdrawal from funds for renovations	0	1,549
Withdrawal from various earmarked funds	53,000	53,600
Withdrawal from Silvia Zuber Fund	180,720	188,117
Earmarked funds result	-1,185,696	-1,112,693
Annual result	114,714	83,396



Our Council and Team

The CAUX-Initiatives of Change Foundation is an officially recognized independent Swiss foundation. It is registered in the Canton of Vaud in Montreux (last modified on 6 April 2022).

Council



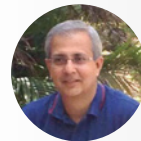
Christine Beerli

Switzerland, President, Former Vice-President of the International Committee of the Red Cross
(until April 2022)



Elisabeth Tooms

United Kingdom, Vice-President, Former Head of the Library and Information Service at Allan & Overy, and Stage Manager



Vivek Asrani

India, Managing Director of Kaymo Fastener Company



François Barras

Switzerland, Ambassador



Martin Frick

Germany, Senior Director Policy and Programme Coordination at UN Framework Convention on Climate Change



Andrew Lancaster

Australia, IofC worker
(until Dec 2021)



Omnia Marzouk

United Kingdom, medical doctor, former President of IofC International



Morenike Onajobi

United Kingdom, specialist HR consultant



Karin Oszusky

Austria, Advisor in the Private Sector and Trade Finance Department at the Development Finance Institution, OFID



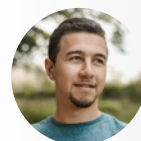
Véronique Sikora

Switzerland, Associate Professor at the School of Engineering and Management in Yverdon-les-Bains



Hans-Ruedi Pfeifer

Switzerland, psychiatrist



Mulham Soufi

France/Syria, developer and digital technical architect student at School 42
(until April 2022)



Staff

Co-Directors General

Stephanie Buri

Nicholas Foster
(since July 2021)

Rainer Gude
(until March 2021)

Programmes

Diana Damsa
Tools for Changemakers, Managing Director

Annika Hartmann de Meuron
Ethical Leadership in Business,
Managing Director (until April 2021)

Irina Fedorenko
Caux Dialogue on Environment and Security, Coordinator

Daniel Clements
Creative Leadership,
Coordinator

Sidra Raslan
Creative Leadership, Coordinator

Phoebe Gill
Caux Peace and Leadership Programme (CPLP),
Programme Manager
(until December 2021)

Antoine Chelala
Caux Peace and Leadership Programme (CPLP),
Assistant Manager
(until December 2021)

Hospitality

Fabian Buecheler
Hospitality Manager & Conference and Seminar Centre Development

Cindy Bühler
Hospitality and Marketing Coordinator
(until February 2022)

Facilities

Adrien Giovannelli
Head of Facilities

Daniel Egli
Carpenter (until May 2021)

Mathieu Vincent
Carpenter (since April 2021)

Jérôme Bertini
Painter

Pascal Gallet
Landscape Technician

Angelo La Greca
Technician

Bernard Groves
Maintenance

Housekeeping

Elsa Biruk
Head Housekeeper

Caux Design Team

Jonathan Dudding

Bhavesh Patel

Finance, HR & Premises

Horia Jarrar
Finance, HR & Facility Management Director

Myriam Girardet
Accountant & HR Administration Officer

Natalia Cornaz
Hospitality & Human Resources
(until February 2022)

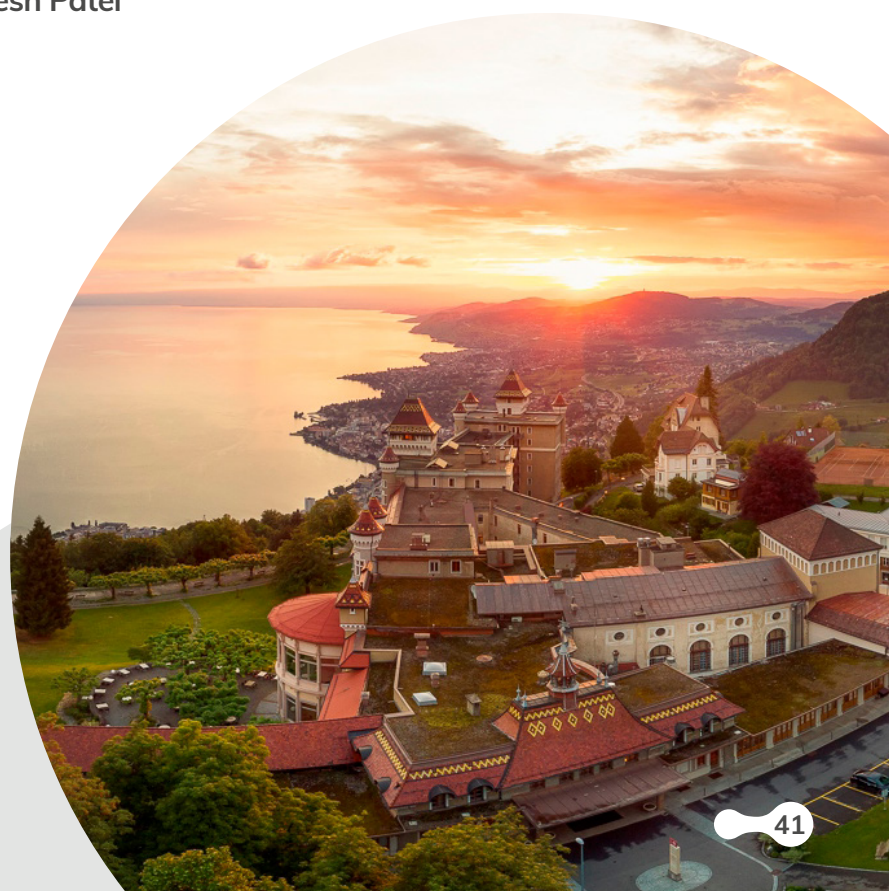
IT

Peter Osazuwa
IT & Cybersecurity Manager
(until February 2022)

Communications

Ulrike Ott Chanu
Communications & Webmaster Consultant

Diana Topan
Communications Consultant





Guided Tours

Guided tours of the Caux Palace are available for groups who want to learn more about the history of the building.

Highlights include the medieval-style Main Hall, the baroque-style theatre, and the room where the Maharaja of Baroda stayed.



Maintaining and Sharing a Legacy

To improve our services and maintain the unique atmosphere of the Caux Palace and the Villa Maria, the hospitality and maintenance team are reorganizing and renovating parts of the buildings.

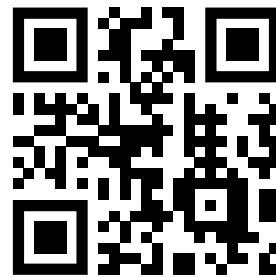
Our ongoing journey towards sustainability includes using our resources skilfully and improving our facilities. In 2021, we renovated the façade of Villa Maria and the fourth floor front façade of the Caux Palace, as well as 20 bedrooms in the Caux Palace.

Additional work was done in the kitchen and dishwashing area of the Caux Palace. Work in the gardens was also undertaken. Light sensors were installed in the public areas of the Caux Palace, to reduce electricity consumption.

Support Us

Donations are the lifeblood of not-for-profit organizations and legacies play an increasingly important role in supporting our work.

You can find more information on our website or by contacting us at info@caux.ch.



Contact Us

www.iofc.ch

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* Please note that most of the images used in this report were taken before social distancing rules in Switzerland came into effect due to the COVID-19 pandemic.

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IBAN: CH18 0900 0000 6001 2000 4
Bank SWIFT/BIC: POFICHBEXXX
Beneficiary: Fondation CAUX -
Initiatives et Changement, 6002 Luzern

BANK

Credit Suisse, Lucerne
CCHF-account: 249270-61-5
IBAN: CH38 0483 5024 9270 6100 5
Euro-account: 249270-62-3
IBAN: CH58 0483 5024 9270 6200 3
SWIFT/BIC: CRESCHZZ80A
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