



# ANNUAL REPORT 2021-22



Initiatives of Change  
Australia





# Awakening the conscience of Australia

We are leading the way in Wisdom Leadership. Changing the world one leader at a time.

Initiatives of Change (lofC) is a 100-year-old spiritual and social movement, founded by Frank Buchman, a pastor and peacebuilder. Initiatives of Change Australia is registered as a faith-based charity that engages with people of all faiths and none. We link with other national lofC bodies within the global framework of Initiatives of Change International.

Through our work, we inspire and connect people to take their first steps in creating a peaceful, just and sustainable society. Personal transformation, trustbuilding, ethical leadership, and sustainable living are cornerstones of our work. We believe that practising honesty, unselfishness, love and purity of intent will help us 'be the change we want to see in the world'.

Our work inspires people to:

- Practise global citizenship. We educate and equip program participants with the tools and skills to exercise their own rights and responsibilities in peaceful and democratic ways.
- Build community resilience. We work towards social cohesion and environmental sustainability through service and partnership with marginalised and vulnerable communities, and through joint local action to protect and restore ecosystems.
- Promote peaceful and inclusive societies. We spark awareness of the broad and historic dynamics of colonisation and environmental degradation that have led to current inequities and injustices, and encourage everyone to take focused action as individuals and in groups to address these wrongs.
  - » We support First Nations people to seek recognition and justice.
  - » We value and make space for diverse life stories.
  - » We train and mentor ethical leaders.
  - » We make space for friendships to build an inclusive society.
  - » We grow communities for local action on the environment.

**Initiatives of Change (lofC)** is an international NGO and a worldwide movement of people of diverse cultures and backgrounds. lofC International is incorporated in Switzerland, and the global lofC network spans 60 countries.

**Initiatives of Change Australia (lofCA)** is registered as a charity by the Australian Charities and Not-for-Profits Commission. Our mission is to empower leadership for peace and trust building in communities in Australia, and overseas where invited.

In the spirit of reconciliation, lofCA acknowledges the continuing Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past, present and emerging, and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

This annual report covers activities and financial statements of lofCA from 1 April 2021 to 31 March 2022.

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## From the Chair



We are living in times when the world at large is at a crossroads. There are crises everywhere: real and manufactured financial and banking crises, wars and rumours of wars, profound political crises due to a collapse of moral imagination and inner virtue, deepening of materialism that creates apathy, dog-eat-dog mentalities, and despair.

And at the same time we are experiencing some of the greatest advances in human history.

What is the most important for people, here and all over the world, is to create for themselves the fundamental changes that will bring deep healing in their own souls, in the soul of their communities, and in society at large. That is the most important focus for all of us.

When we look around for emerging trends that may bring hope, we can see movements around the globe where individuals stand up to the decline in the outer domains of society, movements such as Initiatives of Change which are able to demonstrate how inner changes have to occur first or in parallel with outer change, and signs of new individual and collective spiritual and societal revelations with the potential for those who are awake to heal generational trauma, inner wounds and outer injustices.

Initiatives of Change Australia is a movement and an organisation standing for a new view of the world to come about, one of good governance for the people of this country – that is, one of morality and integrity in politics and economic affairs as well as a deep respect for Mother Earth in the activities of those domains. We value and foster personal leadership for all people – Indigenous and non-Indigenous communities – and, specifically, emerging young leaders. A main focus this past year has been walking with our First Nations Partners to support the Uluru Statement from the Heart.

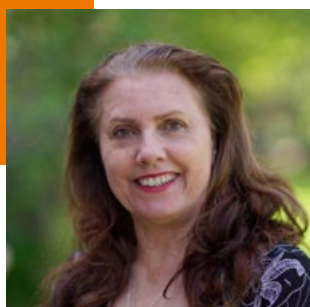
As an organisation, we are continuing to tackle the big questions of our longterm financial and program sustainability so that we can be of value to our constituents and the various communities we serve and partner with.

We are inviting you to join us and make this year a year of coming home through the heart of who we are and what we stand for. A year of healing, restoration, regeneration, and renewal.

A handwritten signature in black ink, appearing to read 'Paul Ntoumos', with a horizontal line above it.

**Paul Ntoumos**  
Chair of Board

## From the Executive Officer



Initiatives of Change is a movement, an organisation, and a way of life. Through these iterations we proudly continue our journey, offering paths for individuals, communities, and workplaces to find their way to make ethical change for a better world.

In 2021-22, IofCA has stepped intrepidly onto the pathways of healing and reconciliation. Through our Trustbuilding program, we developed engaging Truth-telling and Deep Listening workshops and national education forums. Our Creators of Peace program helps women find inner peace and empowers them to bring this learning to family and

workplaces. As leaders in values education, through our Life Matters program, we continue helping young people find purpose and direction, understanding these to be crucial factors for thriving mental health, especially moving through these difficult COVID years. Our Diversity, Equity and Inclusion workshops help us understand each 'other', as well as ourselves.

The unfolding of the First Peoples Pathway has seen us co-designing with First Peoples Elders and emerging leaders. Through Didgeridoo Healing, Yarning Circles, deep conversations for Australia's future, and on-country immersions, we are laying the scene for Cultural Knowledge solutions to re-enter the mainstream dialogue, providing guidance into answers to some of our most entangled current issues, including climate change, racism, and a new understanding of reconciliation.

We have proudly entered several successful collaborations including MECA, Raising Peace Festival, Regenerative Futures, Warren Wills' Inclusive Theatre, and African Women's Group. We recognise the importance of bringing together like-minded organisations to share skill sets and further the scope of our impact.

Through our work, we believe we are awakening the conscience of Australia, speaking to this country's greatest needs.

As IofCA's Executive Officer, I watch our teams across the country strive for unselfishness, purity of intent, honesty and love within themselves, and endeavour to bring these out into society, making IofCA, in this strained and wandering world, a beacon of clarity and hope.

A handwritten signature in dark ink, reading "Margaret Hepworth". The signature is fluid and cursive, with a large, stylized 'M' and 'H'.

**Margaret Hepworth**  
Executive Officer



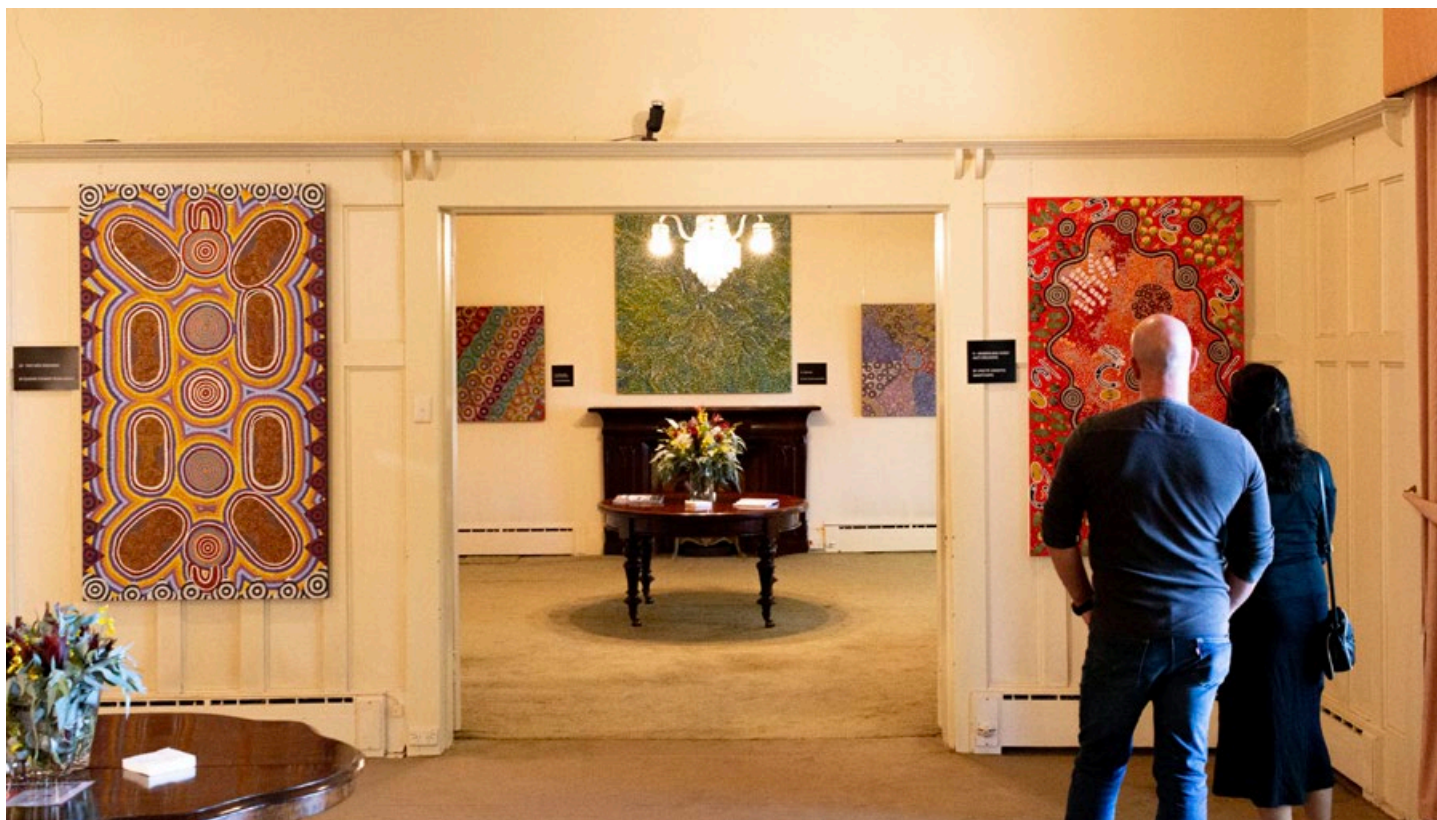
## Our community



 **75** volunteers

 **5,100** volunteer hours





## Our place – Armagh







Armagh is a peacebuilding centre for the Australia-Pacific region and its refurbishment sets the scene for renewed vitality.

Paul Ntoumos  
lofC Australia Board Chair



@lofCAustralia





## Life Matters Workshops

### Ethical leadership

**Life Matters is a three-day residential, experiential workshop which takes participants out of their normal busy schedule to a safe space where they can reflect on their own lives and how they can bring positive change in the world.**

The workshop draws on the life learning of people from a range of backgrounds with extensive experience as change makers.

A Life Matters workshop took place over the long weekend of 11-14 March with 15 participants. The Victorian Multicultural Commission funded four young Burmese refugees to attend in order to help them better integrate with the wider community and also to develop their leadership potential. The keynote speaker at the workshop was Desh Balasubramanian, Founder and CEO of *Ondru*, a Melbourne-based non-profit humanitarian organisation working towards a more connected, compassionate and equitable society. Desh challenged everyone present to think beyond their comfort zones and find how they could contribute to this vision, in ways large or small.

One of the young Burmese from the Karen community reported back a month after the course that she was a completely different person after Life Matters. All participants reported that they would or very likely recommend Life Matters to a friend, with several describing it as “life-changing”. Much support to the program was given by previous participants of Life Matters, including facilitating sessions and small groups, and logistical support. Their contributions helped create the atmosphere of care and positive engagement in the world that Life Matters fosters: the idea that “everyone can be a change-maker”.

*“My day one and day four were completely different, it is like I was transformed into a new and better version of myself – and it feels so great.”*

**f 699**

Facebook reach



*It has opened my eyes and has given me hope for the ways in which we can all live harmoniously. I have learnt so many new life skills and cannot wait to both implement and share them within my circle and the wider community.*



*A Life Changing experience that will empower you, enrich your experience of life and deepen your capacity to both give and receive love.*







## Creators of Peace

*The whole process and experience was profoundly moving. So much learning, solidarity and connectedness*

**Release Peace, by Jean Brown**

**Creators of Peace, started in 1991 as a global women's initiative inspired by lofC, recognises that peace is held hostage by humanity's fears and unresolved conflicts. CoP seeks to release peace!**

We do this through our programs, primarily the Creators of Peace Circles, which aim to 'empower, transform and engage women in peace creation'. The type of empowerment we suggest results from the liberation of the heart from the multiple negatives that block our energy and creativity to care effectively. The empowerment that flows from this liberation leads to transformation, and women finding their voice. This transformation of personality and purpose can enable an authentic engagement with creating peace in the world around us.


Despite the challenges of COVID over the past few years, the Creators of Peace Australia (CoPA) community was able to create spaces together, online and in person, to discuss and empower peace for both individuals and communities. After traditionally only offering Peace Circles as

in-person gatherings, the move to online Peace Circles was an important transition for the CoPA community – it provided a welcoming space for people from interstate and internationally to connect during that uniquely isolating period. Across the country, three online Peace Circles and two in-person Peace Circles were held, including one in partnership with University of Sydney's Department of Peace and Conflict Studies.

In NSW, the Creators of Peace Community of Practice continued to gather in person and online to discuss 'Peace in Practice'. Peace-focused gatherings are a feature in the CoPA community and have been held in several places around Australia as well as online over the past year. These included local network gatherings as well as spontaneous offerings to keep the CoPA community connected – such



*The idea that we can build a new narrative and not remain victims to narratives that were imposed on us*

 **3,484**  
Facebook reach

*Through the peace circle I learned to befriend the uncomfortable and confronting emotions that I avoided for a long time, and by accepting them I believe I am also beginning to heal.*

as picnics, and online weekly guided meditation sessions which began in response to the COVID lockdowns and still continue. CoPA women in South Australia held their second annual retreat in 2021 – a time to strengthen their bonds and keep the spirit of deep listening and inner resilience alive.

Over nine months, a CoPA Outreach Team in NSW collaborated with Rosemary Kariuki (Australia Day 2021 Local Hero, 2022 OAM) and African Women's Group to organise a Cultural Exchange Reunion in May 2021. The three-day celebration attended by 180 guests gave Creators of Peace women a greater insight into Rosemary's long-standing and joyful work with newly arrived migrant women, and the opportunity to promote Peace Circles and form new friendships.

In September 2021 CoPA was one of many presenters at the 11-day online **Raising Peace Festival**. CoPA facilitators ran a two-hour session on *The Power of a Creators of Peace Circle* for 60 attendees. That initial collaboration has led to an ongoing connection with the festival planning committee and an invitation to take part in the 2022 event.

With COVID restrictions limiting the opportunity for people to get together in person, in June 2021 CoPA initiated an online monthly Speakers series inviting a wide range of inspiring people to talk to the CoPA community, including First Nations elder Kelvin Brown speaking about creating a First Nations Knowledge Space, and Patricia Garcia from the Institute of Economics and Peace discussing *What is positive Peace?*

*Strength in being able to be honest, vulnerable and at the same time practising deep listening and knowing the invisible aspect of dominant narratives in our own lives.*



# Trustbuilding Program

The initial focus in the Trustbuilding program has been to build relationships of trust between First Peoples and non-Indigenous Australians through a process of 'truth-telling, truth-hearing' and deep listening.

A broad range of issues with multiple perspectives across the country has been explored to uncover the many layers of our problem statement, to break the "Great Australian silence" around the ongoing impacts of colonisation on First Peoples.

The intention of this quarter was to focus on targeted local initiatives in Melbourne and help establish Armagh as a centre for excellence in Reconciliation, Healing and Values Education in Australia. The Trustbuilding program was recognised by the then Minister of Indigenous Australians, Hon Ken Wyatt MP and Local Federal Member for Higgins Dr Katie Allen MP, who visited Armagh in February.

Existing ties with Thomas Mayo, a signatory to the Uluru Statement from the Heart, were strengthened with a community leader yarning circle in February. Through our Trustbuilding initiatives in March, Uncle Shane Charles, our Cultural Integrity Leader, was introduced to world leading sustainability environmental film maker Damon Gameau, and Sustainable Architecture Forum Chair and Winner of Women in Sustainability, Nadine Samaha.

In April, the Turruk program attracted intercultural, intergenerational, and multisector changemakers, committed to deepening their connection with First Nations leaders. A key component of Turruk was the transfer of knowledge, which was eloquently modelled between Uncle Shane Charles and his nephew Dylan Charles. Dylan has been identified as an emerging cultural leader by his elders. He has personally noted the need to expand his opportunities beyond the country town he grew up in, three hours north of Melbourne.







*Congratulations on running such a profound initiative in Turruk. It was clear from all I spoke to during the day that people were learning and making deeper connections to understanding the situation for Indigenous Australians through the teaching of Uncle Shane and the guest speakers. I found it very moving and keep reflecting back on the day. Thank you for letting me share in the day and to have the opportunity to meet Uncle Shane, Tracey and Dylan. Dylan has such positive energy and a wonderful vision ..."*

**Andrew Middleton**  
Program Director, Wade Institute, University of Melbourne



**20,145**

Facebook reach



# Diversity, Equity and Inclusion



Since its beginnings Initiatives of Change has pioneered being a diverse and inclusive movement bridging divides of race, religion, politics, culture, and class.

Discover the Other is a workshop which draws on this heritage and unpacks IofC's unique methodology to engage constructively with people who think and see things differently, leading to diverse, inclusive and effective teamwork and partnerships.

The workshop explores how to relate to each other in ways that deepen all of us and build trust. It is a great workshop for anyone who is interacting with people who are culturally or socially different from themselves or who think and act differently. It develops listening skills, better self-awareness, relationships, teamwork and communication skills, and helps build more trust and better discernment.

**This course takes a uniquely deep dive into the challenges and benefits of Diversity, Equity and Inclusion.**

**Topics include:**

- Who is the 'Other'? – awareness of the different dimensions of diversity: cultural, gender, sexuality, age, and how to help diverse people feel accepted and welcome
  - What are the internal and external barriers to greater engagement?
  - Deep listening skills
  - Our unconscious biases and assumptions
  - Skills for fast-tracking trust and good will
  - The role of emotions in teams and communities
  - Strategies for effectively managing conflict
  - The role of integrity and values-centred relationships
- When applied, these skills and learnings lead to:
- Greater creativity and problem solving
  - Higher engagement and satisfaction of all stakeholders
  - Improvements to the organisation's brand values
  - Higher employee retention
  - Higher productivity and revenues
  - Reduced stress
  - Less time and resources lost in conflict

**f 16,836**  
Facebook reach



## Didgeridoo Healing

The Trustbuilding Project builds our collective capacity to listen. We create opportunities for *Truth Hearing and Truth Telling* about past and present injustices, as the basis for new understanding. We apply shared principles and values in places where trust has been broken.

Through Trustbuilding Projects, Initiatives of Change Australia is working in partnership with First Nations leaders to build relationships of trust and respect between First Nations and communities in Australia.

The Trustbuilding Project works in partnership with First Nations partners, including Uncle Shane Charles, a Yorta Yorta, Wurundjeri and Boon Wurrung man, First Nations community leader and educator, and Co-Chair of Reconciliation Victoria.

As part of our Trustbuilding Project Uncle Shane Charles offers a unique experience for participants to learn from his Yorta Yorta culture through immersion into storytelling and receiving vibrational healing through the soundwaves of the didgeridoo.

The didgeridoo is one of the oldest most recognisable musical instruments on the planet, founded by the First Peoples of Australia. It has a sacred side that also evokes emotion.

Through playing and hearing, it is a powerful tool that lifts an individual's vibration back to a less chaotic and natural rhythm.

The broad range of harmonic sounds produced by the didgeridoo vibrate in an ancient and universal tone and can be used as sound therapy or a sound healing tool that affects a person on all levels.

A unique cultural experience in the heart of Melbourne.

That experience took me back to ancient times around a fireplace sharing stories and laughing.



3,864

Facebook reach



@lofCAustralia



# IofCA Initiatives

## Women's Yarning Circle: Deep listening to Aboriginal women in leadership

We were honoured to welcome Tracey Evans, a Gunditjmara-Bundjalung woman and an Executive Director of the First Peoples Assembly of Victoria, to Armagh for a Yarning Circle for women. Participation was limited to enable participants to form meaningful connections with each other.



## Coranderrk: Healing Ourselves and Country

The IofCA Trustbuilding team went to Coranderrk to learn more about how we can support First Peoples in acknowledging the truth of our shared history, and work together for justice and healing in Australia.

## Film screening: In My Blood It Runs

Uncle Shane presented on Zoom a yarn with us about the present realities for First Nations youth, represented in the film *In My Blood It Runs*. He was joined by Leela Gray, an Indigenous Studies student and community activist from Melbourne's western suburbs, who contributed a youth perspective.



## A session with Thomas Mayo on the Uluru Statement

Thomas updated us from Darwin on the national campaign, and introduced his new book *Dear Son: Letters and Reflections from First Nations Fathers and Sons*.

## Forum with Yingiya Mark Guyula MLA

Over 90 people joined on Zoom to hear Yingiya Mark Guyula talk on treaty, self-determination and Yolŋu Rom Njurrŋu. Yingiya is the only First Nations Independent Member of the Northern Territory Legislative Assembly.



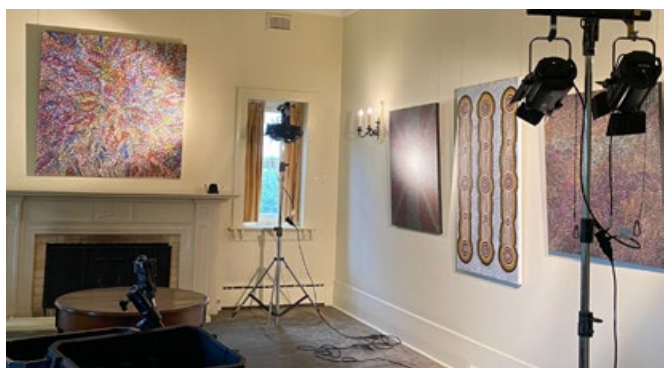
## Creative You! - Gala Creative Entertainment Night

A night of drama, film, art, stories, poems and music where creativity was well celebrated.

Exploring themes of opportunity, change and deep listening, Creative You! told the story of the gift of Armagh, the community that developed, and its outreach.

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 **26,130**  
Facebook reach



### Charity Fundraising Art Auction - Painted stories: Women of the Central Australian Desert

This event provided a foundation for engagement with First Nations culture as well as an opportunity to embrace the vibrancy of First Nations art. Learning about First Peoples' histories and cultures provides an opportunity to develop respect for diversity and an understanding of cultural difference.



### Federal Minister visit to Armagh

Federal Minister for Indigenous Australians Hon Ken Wyatt MP, and local Federal MP Dr Katie Allen visited Armagh, the Australia-Pacific Centre for Initiatives of Change.



### Thomas Mayo Yarning circle and Zoom gathering

Community thought-leaders and action-makers from local councils and Indigenous and multicultural organisations joined a deep listening circle organised by IofCA with signatory and advocate for the Uluru Statement from the Heart, Thomas Mayo. Tracing the timeline of the statement, Thomas spoke of the key steps so far and the crucial next steps needed for Voice to be enshrined in the national Constitution.

The same evening Thomas joined a Zoom audience to share news on the Uluru Statement from the Heart and next steps for the Voice.

### Soul care

This weekly time for coming together in community has elements of community and trust to deepen, learn, and connect with the spiritual inner self.

*When participants were asked to describe in one word how they felt after the didge healing, some of those words have been*

*Connected ... Grounded ... Calm ... Invigorated ... Honoured ... Healed*



# Financial Report

## Statement of Profit and Loss and Other Comprehensive Income for the year ended March 2022

	2022 \$	2021 \$
<b>Income</b>		
Gifts, bequests and grants	352,424	85,087
Investment Income	231,466	206,018
Proceeds from Sale of Books and Videos	–	25
Program Income	98,435	83,452
Property Income	127,176	72,187
COVID 19 Government Assistance (Cashflow Boost & JobKeeper)	250	284,246
Gain on disposal of property, plant & equipment	190	786,882
Profit/(Loss) on Sale of Investments	36,064	12,100
<b>Total income</b>	<b>846,005</b>	<b>1,529,997</b>
<b>Expenditure</b>		
Administration expenses	8,185	35,516
Consultancy expenses	42,002	34,924
Depreciation expenses	52,305	38,633
Grant and donations	59,124	28,442
Property expenses	140,841	246,256
Employee expenses	578,765	416,860
Other operating expenses	165,674	119,969
<b>Total expenditure</b>	<b>1,046,896</b>	<b>920,600</b>
<b>Surplus / (Deficit) from Operating Activities</b>	<b>-200,891</b>	<b>609,397</b>
Unrealised gain in market value of financial investments	330,490	624,551
<b>Total Comprehensive Income</b>	<b>129,599</b>	<b>1,233,948</b>

## Statement of Financial Position as at 31 March 2022

<b>Assets</b>		
Cash and cash equivalent	928,005	956,165
Financial assets & receivables	3,980,603	4,120,686
Property plant and equipment	2,422,823	1,936,385
Assets classified as held for sale	–	–
<b>Total Assets</b>	<b>7,331,431</b>	<b>7,013,236</b>
<b>Liabilities</b>		
Trade payables and other provisions	143,012	74,702
Financial liabilities (non-current)	2,189,492	2,022,840
<b>Total Liabilities</b>	<b>2,332,504</b>	<b>2,097,542</b>
<b>Net Assets</b>	<b>4,998,927</b>	<b>4,915,694</b>
<b>Equity &amp; reserves</b>		
Retained earnings	4,652,538	4,853,429
Reserves	346,389	62,265
<b>Total Equity &amp; Reserves</b>	<b>4,998,927</b>	<b>4,915,694</b>

These statements have been produced and extracted from the 2022 audited financial report with permission from the Company's external auditors John L Bush & Campbell.

## Thank you

In the 2021-2022 financial year lofC Australia was supported by over **75 volunteers**, whose efforts totalled an estimated **5,100 hours**. The willingness of individuals and groups to dedicate time, talent and energy makes it possible for the work described in this report to happen.

Our achievements would not have been possible without the consideration and generosity of many individuals who have supported lofC Australia through financial donations, bequests and gifts in kind. We also acknowledge the generosity of our event and program partners including the Victorian Multicultural Commission, RT Edgar, Gibson's Auctions and Melbourne Art Services.

## Join Us

Do you want to make the world a more just, peaceful and sustainable place where all people thrive?

Do our values resonate with you on a personal or professional level? Does our approach align with change you would like to make in Australia or beyond?

Then consider participating in our programs, volunteering time and skills, contributing financially, or partnering with us!



### Registered address

Initiatives of Change Australia  
226 Kooyong Road,  
Toorak, VIC 3142

ABN 22 004 350 789

### Board of Directors (as at 31 March 2022)

Paul Ntoumos (Chair)  
Laurence Gray (Deputy Chair)  
Paul Wilkins (Treasurer)  
Mike Brown  
Maurice Clisby  
Francis Halim  
Elisse Higginbotham  
Jonathan Lancaster  
Amiel Nubaha  
Sudarshan Suresh

Company Secretary: Elizabeth Lee

### Auditors

John L. Bush & Campbell  
30 Blake Street (PO Box 98),  
Wagga Wagga, NSW 2650

### Bankers

National Australia Bank Limited  
600 Chapel St,  
South Yarra, Victoria



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