



## **2020 Year in Review**

### **Introduction**

This past year was unusual on many levels. Responding to the Covid-19 pandemic tested the resilience of individuals, families, enterprises, civil society organizations and governments. Perhaps not so surprisingly, the stresses and dangers of the pandemic ratified a core assumption of the Caux Round Table for Moral Capitalism (CRT) – that values are fundamental. They shape our actions and ground our sense of self. Not having sustaining values, being adrift and dependent, magnifies the effects of fear and stress on individuals and organizations.

Much of what the CRT sought to accomplish was to apply its principles constructively to circumstances. Finding possibility became the theme of our podcasts. Providing perspective and creating psycho-social spaces for hope were other objectives.

### **Response to Pandemic**

Our analysis started with consideration of how to apply the various sets of CRT principles to the circumstances of the pandemic. It quickly occurred to us that the quality of the principles in many ways derived from the process used to conceive, consider implications, draft and revise the words used to express them – the special round table process evolved at Mountain House in Caux, Switzerland, under the tutelage of Moral Re-Armament. Thus, we used the newer technology of Zoom to convene small round tables of our fellows and participants in our network. Those round tables gave direction, action steps and reflections.

Most important was the quickly emerging consensus among round table participants that the pandemic had a spiritual dimension. Fear, its own kind of sickening virus, was going from person to person, from leaders to the most vulnerable in society. To sustain the best in human community, fear needs to be confronted and contained. Reflections on deeper values, meaning and on personal responsibility seemed to do just that – confront and contain our fears. Values give courage and courage enables leadership.

## Podcasts

With leadership from board member Devry Boughner Vorwerk, we started the CrisisBility podcast with guests from among our fellows, friends and colleagues. The conversations took a turn towards finding possibilities in the middle of a crisis. We spoke of crossing the threshold of courage and finding it possible to take action.

Podcasts included:

- The Art of Leadership with Klaus Leisinger, Founder and President, Global Values Alliance
- Generosity and Connection with David Hertz, President, Gastromotiva and Nicola Gryczka, CEO, Gastromotiva
- Fear of the Unknown with Ven. Phra Dr. Anil Sakya
- Public Trust with John Dalla Costa, author and ethicist
- The Potency of Love, Care, Connect with Rene Mendez, City Manager
- Women's Voices with Jensine Larsen, Founder, World Pulse
- The Power of Food with Michelle Horovitz and Princess Haley, Co-founders, Appetite for Change
- Civic Identity and Immigration with Andrew Selee, President, Migration Policy Institute
- The 10% Rule with John Puckett, Co-owner and Co-CEO, Punch Pizza and Co-founder, Caribou Coffee
- The Need for Leadership with Francisco Suarez Davila, formerly Mexico's Ambassador to Canada
- The Phoenix Moment with Herman Mulder, Co-founder and Chairman, SDG Netherlands
- The Power of Questions with John Little
- A Truckload of Lemonade with Dan Runde, Senior Vice President, William A. Schreyer Chair and Director of the Project of Prosperity and Development at the Center for Strategic and International Studies
- Sharing Across Borders with Dino Patti Djalal, formerly Indonesia's Ambassador to the U.S.
- Education with Delores Henderson,
- The Path Back to a Better World with David Beckmann, President Emeritus, Bread for the World
- Intuition with Arnon Gat, CEO, AgroSolar
- Patience and Process with Tara Sonenshine, Senior Career Coach and Distinguished Fellow, George Washington University
- The Responsibility to be Informed with Suzanne Spaulding, Senior Adviser for Homeland Security and Director of the Defending Democratic Institutions Project at the Center for Strategic and International Studies
- The Art of Respecting with Andreas Suchanek
- The Authentic, Messy Life with Andrea Koppel, Founder and CEO, Time4Coffee

- The Importance of Personal Responsibility and Bringing Together Diverse Communities with Asad Zaman, Executive Director, Muslim American Society of Minnesota
- Global Citizen's Unique Efforts to Address the Coronavirus Pandemic with Michael Sheldrick, Chief Policy and Government Relationship Officer, Global Citizen
- The Coronavirus and the Ethical Dimensions of Leadership with John Rognetta, President, Europe Entrepreneurs

### **Special Papers**

In discussions with former Dutch Prime Minister Jan Peter Balkenende in particular, we drafted a concept paper on the necessary interdependencies among business, government and civil society as a road map for mutuality and a systems approach to our future.

We saw that under conditions of the pandemic, the necessary capital for well-being was not just financial, but also social and human. Both capitals contributed to overcoming the virus – personal and social discipline; having trust in others; using intellectual capital to create vaccines; communicating best practices; leadership in health care and education; and innovation in the management of public funds to support families and communities as economies lost momentum and businesses had to close. We wrote a second major concept paper proposing a re-consideration of “capital” itself to include social and human capitals.

### **Business and Public Policy Round Table Discussions**

One of the limitations of the CRT round table process is a restricted number of participants. We have found that round table intellectual and emotional explorations by a group generate the best results if the group is from 15 to 30 persons in size. If it is too small, the discussion tends to be casual and too informal, a convivial dinner table conversation. If too large, many at the table tend to hold back and just listen politely to others. Thus, we limited participation in Zoom round tables to 25 persons, the maximum which can be seen on one Zoom computer screen. That way, each can see all and feel rather like they were actually around a table experiencing the others as a group dynamic of joint inquiry.

The topics of the round tables included:

- Moral Capitalism and Climate Change
- Coronavirus
- Coronavirus: Lessons Learned
- The American Crisis
- Pandemic Recap: A New Moral Frame Needed
- Do Presidential Debates Matter Anymore?
- Outcome of U.S. Election and What it Means
- Pope's New Encyclical

### **Fellows Round Tables**

Several round tables over Zoom among CRT fellows produced proceedings of the conversation which were circulated to our global network.

### **Difficulties with Global Dialogue**

Distractions arising from dealing with new circumstances, responding here in Minnesota to the social, economic and political confrontations sparked by the death of George Floyd in Minneapolis and demands for faster remediation of historic conditions experienced by African Americans delayed the organization of a Global Dialogue. It had to be virtual, but we fell short in giving the organizational follow-through necessary to support those national networks willing to convene local dialogues.

### **New Initiative – For-profit in Education**

The pandemic, in various ways, exposed limitations inherent in the CRT's business model – when in-person meetings cannot be held and travel is similarly off-limits, the work of the CRT suffers. Secondly, the pandemic, with the universal use of online technologies for meetings, communications, gatherings and education, brought to the fore possibilities for a new business model.

Therefore, we are planning to move towards provision of open education in moral capitalism, moral government and moral society over the internet. We will create learning modules and provide certificates for a service fee. We have a remarkable pool of individual talent to create and teach such modules. And presentations in English can be downloaded all over the world.

We need to market our educational product in such a way that CRT certificates come to have career advantages in the eyes of employers.

### **Special Projects**

#### **-Covenants of the Prophet Muhammad with Christian Communities**

In our facilitation of the study of covenants made by the Prophet Muhammad with Christian communities, we convened a meeting in Istanbul, thanks to the support of Sehir University and Professor Abdullah Al-Ahsan, one of our fellows. While there, Lord Dan Brennan, our Chairman emeritus, Archbishop Silvano Tomasi and Steve Young, our Global Executive Director, called on the Orthodox Patriarch Bartholomew at his office in the Phanar to brief him on our study group. He was most interested and supportive. After reading one of our interim reports, Pope Francis expressed to us his “trust” that “such covenants will serve as a model for the further enhancement of mutual respect, understanding and fraternal coexistence between Christians and Muslims at the present time.”

We then convened an online workshop over Zoom to review the evidence brought to our attention and reflect on the implications of such learning. The study group asked several members, coordinated by John Dalla Costa, to draft a report. The report was largely written by the end of December.

#### -Minnesota – Issues of Racism and Law Enforcement

The death of George Floyd while in police custody here in Minneapolis provoked an intense manifestation of anger and remorse over the continuing marginalization of many African Americans in our culture, society, economy and politics. Protests, some violent, were organized across the country to express dismay and demand action. A movement quickly emerged to do more about “inclusion and diversity” in education, community engagement and business. For our part, we turned to our principles as avenues to effective action. We initiated three efforts:

First, we followed the principle from our ethical principles for government that policing is a public trust. This standard was the foundation for Sir Robert Peel’s Nine Principles of Policing of 1829 where he envisioned the police as an extension of the community and the community as an extension of the police. We held a round table on the implementation of Sir Robert’s principles by hiring for service as sworn police officers only persons who had character habits of integrity, accountability, emotional intelligence and trustworthiness and who measured themselves by standards of honor, truthfulness and respectfulness.

This recommendation, which we communicated to the Commissioner of Public Safety for the State of Minnesota, embodied the wisdom that behavior is the result of values and values are the expression of character.

Secondly, we invited the FinTech firm of Newday Impact Investments in San Francisco to bring to St. Paul and Minneapolis a smartphone app which they had invented in order to facilitate wealth accumulation among African American families and youth. The app permits those without access to banks or credit cards to make small investments – as low as \$5.00 a time – in equity portfolios. The campaign is called “My Money, My Destiny.” This applies the thinking of moral capitalism to provide “capital” to individuals to empower them to become agents of their own economic well-being. Access to these personal investment accounts makes it possible for individuals and poor families to consider the benefits of savings. For example, to take advantage of the law of compound interest, a teenager who starts an investment account and every week for 20 years deposits \$25.00 accumulates a fund of \$52,000. This is more than the savings of most Americans and is enough for a down payment on a respectable home.

Thirdly, we decided to apply the principle of discourse in our Principles for Government to the controversial topic of “racism” – who is a racist and how much today is racism the cause of disparate economic and social outcomes? We convened a round table of colleagues from different ethnic and racial communities here to talk openly and frankly about “racism” as ethical discourse. The discussion was most constructive and opened a new approach to cross-

community relationships, not stigmatizing this or that person for not being good or well-intentioned, but looking for channels to translate one culture to another, for interpreters who can build understanding and open relationships.

### **Dayton Award**

In 2019, the CRT initiated an annual award for responsible business leadership named for the Dayton family of Minnesota. For three generations, Dayton's provided a creative and generative, symbiotic connection between business and the community. They practiced *avant la letter*, the moral capitalism of stakeholder centrality. The generative impulse for our Principles for Business was provided by Bob MacGregor, who had worked closely with Bruce and Ken Dayton on integrating business influence with the common good. In particular, the Dayton's started the Target company of department stores to better serve the needs of the growing middle class in the 1950's and they built the first suburban shopping mall, Southdale, to bring a better selection of goods and services to customers living in the expanding suburbs. The first Dayton Award was presented to Douglas M. Baker, Jr., the CEO of Ecolab.

In 2020, presentation of the Dayton Award was delayed, taking into account the new conditions of the pandemic. Our board refined the purpose of the award in order to more intentionally recognize different necessary stages in being a leader. The pandemic brought forth more focus on the need for leadership in a just society. As the CRT acknowledges, moral capitalism is not self-actualizing. It must be made to happen by individuals working and aspiring in many, many positions of responsibility across firms and society.

There are three stages in the leadership journey. First, crossing the threshold of courage to start the journey. Secondly, having resolve, fortitude, creativity and perseverance in order to confront and overcome the obstacles interfering with reaching the goal (sort of a Pilgrim's progress attitude). And thirdly, achieving success.

For 2020, the CRT gives Dayton Awards to Andrew Cecere, CEO of U.S. Bank, Don and Sondra Samuels for their dedication to creating conditions in which African Americans in North Minneapolis can overcome economic and social disparities and James Ford Bell, the founder and former CEO of what is now General Mills for his efforts after World War I in mobilizing farmers and businesses to provide food for Europe to feed the very hungry.

### **Public Office as a Public Trust Workshop**

Recognizing that the quality of political and governmental leadership is a necessary foundation for moral capitalism, the CRT proposed ethical principles for government. To help those seeking office and holding office, either elected or appointed, the CRT holds workshops to review and discuss its principles. Three such workshops were held in 2020.

### **Pegasus**

Twelve issues of our newsletter *Pegasus* were published with the leadership of Richard Broderick as editor and Patrick Rhone as graphic designer.

### **Books Published**

In 2020, the CRT published on Amazon *The Art of Leading* by Klaus Leisinger.

### **New Fellows Appointed**

Several new fellows were appointed during the year, including Ven. Dr. Anil Sakya, John Dalla Costa, Gaurav Vasisht, Michael Wright, Michael Hartoonian and Isabella Bunn.

### **Website and Social Media**

Like most initiatives and endeavors, the CRT began its life as a conversation around ideas of merit. Many of these conversations and perspectives were ones we felt were lacking in the world at large. Therefore, we convened others of like mind to discuss these thoughts in an attempt to find connection, common ground and ultimately form principles and frameworks towards building a stronger global community. Our use of our website and social media today mirrors our beginnings — to share ideas, provide commentary and engage in discussion. Whether it be the posts on our blog, our email list, Twitter, Facebook or our videos on You Tube, the purpose is the same — to build a global community of conversation around ideas of merit. This past year, we’ve posted to all of these platforms regularly. In most cases, several times a week.

### **Email Notices**

The CRT seeks to demonstrate the contemporary relevance of its principles to its global network and others with commentaries on events, both in the global economy and with reference to issues of governance and the common good. We attempt to serve a “republic of letters” with relevant facts, observations, analysis and references to the thinking of other writers and commentators which provide perspectives on the vision and mission of the CRT.

### **Office Move**

The CRT moved its office to the Landmark Center in downtown St. Paul. The Landmark Center is a renovated, former federal courthouse now dedicated to providing offices for non-profits and programs for the general public.

### **Leadership**

Board of Directors:

Brad Anderson, Chairman – United States  
Devry Boughner Vorwerk – United States  
Louis DeThomasis – United States  
Doran Hunter – United States  
Mark Ritchie – United States  
Steve Young – United States

Advisory Council:

Brian Atwood – United States  
Daniel Brennan – United Kingdom  
Karel Noordzy – The Netherlands  
Anand Panyarachun – Thailand  
Noel Purcell – Australia  
Heribert Schmitz – Germany  
Frank Straub – Germany  
Herman Wijffels – The Netherlands  
Domingo Sugranyes Bickel – Spain

Senior Fellows:

Ronald Baukol – United States  
Kevin Cashman – United States  
Morihiisa Kaneko – Japan  
Bob MacGregor – United States  
Fred Senn – United States

Fellows:

Abdullah Al-Ahsan - Malaysia  
Michael Bates – United Kingdom  
Yury Blagov – Russia  
Isabella Bunn – United Kingdom  
John Dalla Costa – Italy  
Jose Luis Fernandez Fernandez – Spain  
Michael Hartoonian – United States  
Arkady Izvekov – Russia  
Stephen Jordan – United States  
John Knapp – United States  
Michael Labrosse – United States  
Alexandra Lajoux – United States  
Baocheng Liu – China



Alistair Macdonald-Radcliff – United Kingdom

Lester Myers – United States

Chris Pierce – United Kingdom

Steven Pyser – United States

Anil Sakya – Thailand

Robert Scarlett – United States

Recep Senturk – Turkey

Kazuhiko Togo – Japan

Gaurav Vashist – United States

Eraj Weerasinghe – United States

Michael Wright – United States

Ibrahim Mohamed Zain – Malaysia

Staff:

Steve Young, Global Executive Director – United States

Jed Ipsen, Associate Director – United States

Rich Broderick, Director of External Affairs – United States

Patrick Rhone, Director of Technical and Internet Support – United States

Bethany Gladhill, Bookkeeper – United States