ICA The Institute of Cultural Affairs in the U.S.A.

Initiatives

...helping everyday people transform their jobs, their communities and their lives!

During the months of November and December this year, the three great monotheistic faiths celebrate important holy days—Muslim families celebrate Ramadan, Jewish families celebrate Hannukkah, and Christian families celebrate Christmas. In all three faiths, families celebrate the light of these sacred memories together.

For the human family, parents are the source of a child's first experience of warmth, sacred memory and the light of lifelong learning.

This issue of *Initiatives* highlights a practical resource that gives grandparents, neighbors, preschool programs, faith communities and public schools a way to help parents bring the light of learning to children in their first three years of life. Using the *Learning Basket Approach®*, parents become their childrens' first and best teachers. Building on the *Learning Basket Approach®*, ICA's *Learning for Success* program gives vulnerable parents and their infants and toddlers a foundation for lifelong learning.

The feature article, *Laying a Foundation for a Life*, begins on page 2.

Giving the gift of learning to every child

Inside

Mastering the *Technology of Participation®*

Helping Guatemala's youth rebuild their communities

A new life-directions retreat for adults

Revitalizing urban neighborhoods

Initiatives is published three times each year by the Institute of Cultural Affairs in the USA, a nonprofit organization offering individuals and organizations tools for learning, leadership, participation and community building—across America and around the world.

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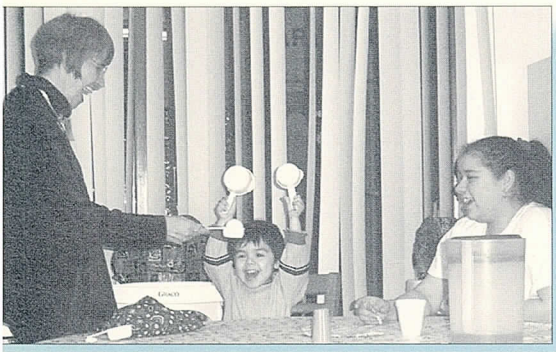
Laying the Foundation for a Life

The Maryville *Learning for Success* Program

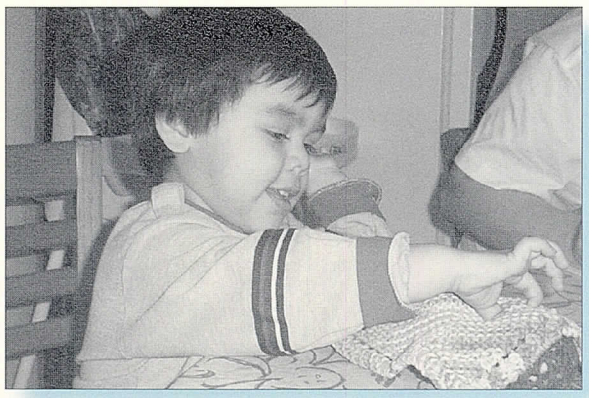
Camille Turner

Each week we stand at the front of the room or sit at the table doing a multitude of different tasks, but always looking into the same sets of eyes. If eyes could speak, they would tell of the hardships endured, the innocence lost, the joys amassed, and the potential each young mother possesses.

This potential is what the ICA's *Learning for Success* program is designed to unlock. These teenage mothers are wards of the state. Some were removed from their families by the State of Illinois, others have been in foster care all of their young lives; all are dealing with the emotions of being a teenager and the overwhelming responsibility of being a parent.



The ICA's *Learning for Success* program is the first and only Illinois Secretary of State Family Literacy program designed specifically for teenage mothers within a group home. The program has five components: parenting education, adult education, children's education, library services, and "parent and child together activities." The program is based on key partnerships with Christopher House, the Chicago Public Library Uptown Branch, Maryville Academy, and Illinois Secretary of State. The Institute of Cultural Affairs is the program's lead agency.



Transforming Young Lives

It is Wednesday at 6 o'clock in the evening and parenting class is about to begin. Ten young women have slowly congregated around the table. Two others are missing; they have run away from the facility. However, there is a new participant—14 years old with a one-year-old daughter and a mother who has been in and out of the correctional system. Support, stability, and nurture are all components of a positive environment that have been lacking in her life. She has been in foster care for seven of her 14 years, has been transferred between 14 different schools and has a fifth grade reading level. Scared, lonely, and tired are words she uses to express her feelings within her first day. Her eyes have seen more than the average teenager though around this table, her story is common.

These young women are all residents of the Madonna Center, one of 23 group homes run by Maryville Academy in conjunction with the Illinois Department of Child and Family Services. The Madonna Center provides guardianship, 24-hour supervision, accommodations, and programming to meet the basic needs of the teens and their children.

The *Learning for Success* program prepares teen mothers with the skills needed to assume positive, productive adult roles and become responsible, nurturing parents. In weekly meetings over the past year and a half, the *Learning for Success* staff has worked intensely with 26 teen mothers between the ages of 13 to 21, and their 26 infants and toddlers. We have seen teens transferred from Madonna Center or removed from their children because of behavioral or emotional disorders. We have also seen

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Organizational Change Through Personal Transformation

ICA's "Mastering the Technology of Participation®" impacts a national organization

Lynette Jones

Facilitators in several fields—health, human services, education, community development and independent consultants—have found the ICA's "Mastering the Technology of Participation®" series to be an effective resource for corporations, nonprofit organizations, educational institutions and government agencies. Lynette Jones, Curriculum and Training Coordinator for the City of Phoenix, Arizona, and an ICA USA Board member, writes about one MToP graduate and her organization—Women in Community Service (WICS)—a national organization whose mission is to reduce the number of women and youth living in poverty. *Editor*

Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness, that most frightens us.

These are the words Nelson Mandela recited at his 1994 inauguration. Perhaps it is no accident that *Mastering the Technology of Participation®* (*MToP*), a yearlong intensive training program for facilitators, begins with a focused conversation about these words. At its core, *MToP* is a program which advocates for organizational change through personal transformation. In this article we will look into the personal transformation of an *MToP* graduate and the impact being a *ToP®* facilitator has on her organization.

Another obvious organizational impact [is the] cost-reduction associated with developing internal expertise...

Meet Clare Trimbur, a recent *MToP* graduate who works with Women in Community Service (WICS) in San Francisco. WICS has had a long-term partnership with the ICA and an organizational commitment to having *ToP®*-trained facilitators as part of their core staff. Clare, who joined the WICS staff in 2000, explained that she was attracted to the organization because of their vision and commitment to providing staff with this type of leadership development opportunity. As a new

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Nation Building Through Youth Empowerment

Training Emerging Leaders in Guatemala

Anne Wilshin

The following article is excerpted from a larger report by ICA staff member Anne Wilshin. The entire report, with insights about Guatemala's history and present situation, details about the training work Anne and ICA USA volunteer Gail Kurtz undertook last summer, and notes is available online at **<www.ica-usa.org/resrcs/init/init11.html>**.

To look at Ariel, you'd never believe that he had been in a gang. He was very polite, got on well with the other participants, was committed to becoming a leader in his community and even studied his participant manual during the breaks. He and Pablo were good friends, much to Pablo's father's concern. He didn't want gang members, retired or not, hanging around his son. It was enough that Pablo and Ariel were participating in the *Youth as Facilitative Leaders* training program. Pablo co-facilitating with Ariel at the same community youth forum was rocking the boat a little too hard.

As young people account for such a huge and rising percentage of the population in Guatemala, it is hard to see how community development can succeed without their involvement.

Overcoming such stereotypes and learning to work with your neighbors, whether in Guatemala or other emerging nations, is difficult. Guatemala has many such barriers to overcome as it takes slow steps towards becoming a true democracy.

Enter ICA Guatemala. Executive Director of ICA Guatemala, Hannah Greenwood, and ICA UK volunteer, Emma Leamon, had both attended ICA USA's *International Technology of Participation® Training of Trainers* program (*IToP®ToT*) in 2001, a six week intensive designed to help ICA staff set up *ToP®* training systems in their own regions. The 2001 *IToP®ToT* had focused on training youth in facilitation methods. Hannah and Emma, along with two other *IToP®* ToT graduates and Guatemalan

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Organizational Change via Personal Transformation,

continued from page 3

employee, the quickest way she found to become the organization's *ToP*®-trained facilitator was to become a part of *MToP*.

> *MToP is not a program that theorizes about organizational change but one that develops facilitators who promote change.*

Clare's primary work at WICS is training front line staff to work with youth. She knows that facilitating youth is a dynamic profession, especially when youth participate as full partners. What you knew, what you did, and how you did it yesterday, are rarely enough to get you through today. That is why programs like *Mastering the Technology of Participation*® have been helpful to her. Clare states:

> *There is amazing alignment between ToP® methods and youth development models, specifically action planning and service learning programs. Action planning is a perfect tool for young people to plan how they will contribute to the community.*

Another obvious organizational impact of her participation in *MToP* is the cost-reduction associated with developing internal expertise; WICS has no need to contract with outside facilitators. Being an in-house expert also allows Clare to build skills in the staff members who in turn pass them along to the youth with whom they work. With strong participatory leadership skills, youth become a community asset and resource rather than the stereotypical at-risk element.

MToP is not a program that theorizes about organizational change but one that develops facilitators who promote change. The program has four major components.

- ***Skill building*** The core program is developing competency in facilitating *ToP*® methods and understanding how *ToP*® differs from other group facilitation practices.
- ***Personal journey*** Participants conduct self-assessments including mind styles and learning styles, and through personal inquiry explore a topic they are passionate about in depth.
- ***Community practice*** Participants dramatize the facilitator's impact on an organization by designing and facilitating action plans in the community.
- ***Social innovation*** Participants explore how to plan and take hopeful action in the world beyond their training.

What Do *MToP* Graduates Take Home?

When I signed up for *MToP*, I anticipated learning new techniques for getting diverse groups to work together more productively. I got that and more. I tapped into the collective wisdom of a unique group of social pioneers who know how to make participation work. *MToP* transformed my consulting business in ways I never imagined.

John D. Baker

[*MToP*] helped me focus my planning so I could concentrate on effective results. It stimulated me to employ a variety of approaches, tools, and techniques to experiment and to develop variety in my work. It really put fun back into work.

Barbara Kilbourne

I feel like I'm ahead of the curve today, with respect to my knowledge and experience with designing effective meetings and helping various company departments, teams, etc. become successful with meeting their goals.

Karla Kirtland Anderson

It is no accident that *MToP* uses the Mandela quote, then asks, "Who am I to be brilliant, gorgeous, talented, and fabulous?" Actually, who are we not to be? Clare Trimbur is passing this challenge on to the staff with whom she works everyday in San Francisco by replicating the themes of the *MToP* program—personal journey, skill building, community practice and social innovation.

Note: Four *MToPs* will begin during 2003—in Minneapolis, Phoenix, Seattle and Sacramento. Point your browser at <**www.ica-usa.org/top/courses/crsmtop.html**> for details.

Nation Building via Youth Development,
continued from page 3

trainers Anna Lisseth Lorenzo and Carlos Urrutia, decided that training youth in these methods would kickstart ICA Guatemala's community change efforts. Emma Leamon explains why it is so important for ICA Guatemala to train emerging leaders.

> *As young people account for such a huge and rising percentage of the population in Guatemala, it is hard to see how community development can succeed without their involvement. ICA Guatemala's 'Youth as Facilitative Leaders' programme illustrates a cultural shift that is taking place within the organization and marks a new era in our work with communities.*

ICA Guatemala invited ICA USA staff member Anne Wilshin and *ToP®* Trainer Gail Kurtz from Athens, Georgia, to assist in training thirteen young people in facilitation and community youth development. The plan was to build a cadre of youth facilitators who could instigate community forums in the towns and villages of El Progreso and play an organizing role in the 2004 ICA International Conference, to be held in Guatemala.

Gail Kurtz and Anne Wilshin arrived in late July, 2002, to assist with the Youth as Facilitative Leaders and Community Development training, but also to work with Hannah in defining her role as ICA Guatemala's new Executive Director and to assist in forming partnerships with other agencies in preparation for the ICA International Conference.

The Youth as Facilitative Leaders and Community Development residential training program was to take place over five weekends in August in the village of San Juan in El Progreso, a rural area mostly untouched by government funding efforts. Thirteen young people between the ages of 14 and 19 from San Juan, Sanarate and Sansare were chosen to participate and arrived at the local school on the first Friday evening, very early and very enthusiastic.

According to Hannah Greenwood, the objectives of the training were "to identify young people with the potential to be leaders in their communities, to give them the tools that would drive them to take this opportunity and responsibility seriously and to be able, right away, to start making a difference in their communities."

Over the course of five weekends, the youth learned ICA's Group Facilitation Methods and Community Youth Development philosophy and exercises, then prepared and practiced their own Community Youth Forums. These new and nervous youth facilitators tried out their facilitation skills on three real groups, then put the final touches on their own plans of action. Their vision includes improving the image of young people in Guatemala, creating a regional youth support network, carrying out social and community projects, partnering with adults, expanding the course and continuing to work with ICA as facilitators and trainers.

There is no doubt that these young people can and will begin to change their communities, through individual and collective efforts. One of the participants, Maynor Jurado García, wrote at the end of the course: "the thing that caught my attention most … was the confidence that grew between us all, and the willingness to help and support each other." Within two months the group had already organized two other Community Youth Forums in neighboring villages.

Training that helps young people take on the task of rebuilding community, not as a burden but as a blessing, is vitally important and needs your support. You can further ICA's International Technical Assistance programs by donating today.

- 25,000 donated frequent flyer miles flies an *International ToP® Training of Trainers* program participant to work with a ToP® Mentor Trainer.
- $60 feeds a 2003 *IToP® ToT* participant for a week.
- $500 provides two experienced trainers for one day of training during the *IToP® ToT* program.
- $1,250 makes it possible for a young ICA USA staff member to provide technical assistance to an emerging ICA overseas for one week.

For more information, contact Alisa Oyler, International Programs Coordinator at 202-828-1008 or <aoyler@ica-usa.org>.

The Other World In This World Retreat Series

A new retreat about living lives of integrity and fulfillment

Stan Crow

In recognition of the human need for alignment between our inner being and our work in the external world, a new ICA retreat series focuses on the inner journey and its authentic expression in the midst of the world in which we live and work. Set in a metaphorical "other world," these reflective experiences draw on symbolic maps of our experience: "Land of Mystery," "River of Consciousness," "Mountain of Care," and "Sea of Tranquility." Retreat locations are in beautiful natural environments. The introductory retreat, *This Moment in Time,* is the prerequisite for this series of four additional non-sequential retreats.

This Moment in Time

Each period of life is preoccupied with a central organizing question. The questions are as much a part of us as our eyesight or our taste; they allow us to sense the subtlety and promise of our life's path.

> *Why not give yourself the time to stop, to reflect and to refocus?*

This 48-hour retreat gives participants a framework for reflecting both concretely and metaphorically on their own life journeys and the central organizing question that will motivate the next period of their life. It helps participants focus on where they are at "this moment in time."

The experience includes group work, meditation, reflective exercises and the creation of an epic story for each person's life. As participants become centered in their inner worlds, they greatly expand their capacity to serve and to enjoy the outer world. They become, as Joseph Campbell put it, "masters of two worlds."

This Moment in Time: Explorations in Profound Living is a prerequisite to the other four retreats in the series, so join us at the retreats in Arcosanti, Seattle, or Ottawa, Ontario, and then join us for *The River of Consciousness* retreat in Ottawa.

The River of Consciousness

A second retreat involves our capacity to be aware of our own consciousness. As creative beings, we experience—with awe—our own potential, incompleteness, loneliness, and freedom to be creative, in spite of our unability to know, with certainty, the consequences of our actions.

The River of Consciousness: Embracing My Whole Life With Creativity, offers a chance to challenge the inherited blocks we all carry—when and where we were born, never having full knowledge of any situation, having no guarantee that anything we try will succeed—and to make a creative response to life.

Fall 2002

Dear Colleagues:

I hope I'm not too late in recommending the extraordinary ICA retreat called *This Moment in Time.* I participated in the retreat last summer in California and have found its long lasting effects to be growing, not diminishing, over time.

Having had some personal and professional "attention getting" events occur over the past year, I needed time and focus to reframe my life with new, life-giving questions. The retreat facilitators provided that and more, using the beauty and power of nature and the loving wisdom of community.

Linda Vogelsong
TAPESTRIES International Communications

This Moment in Time: Explorations in Profound Living

January 14–16, 2003	Arcosanti, Arizona
April 25–27, 2003	Seattle, Washington
June 23–25, 2003	Ottawa, Ontario
October 9–11, 2003	San Francisco, Calif.

The River of Consciousness: Embracing My Whole Life With Creativity

June 26–28, 2003	Ottawa, Ontario

The retreat fee is $375.00. Because food and lodging expenses vary by location and number of people, the retreat fee does not include these costs. For more information, send email to <info@icajourneys.org> or telephone 206-323-2100.

Send your registration to: Registrar, ICA Journeys, 22401 39th Ave SE, Bothell, WA 98021

Residents' Promotional CD Offers a Creative Invitation

The Homeownership Promotion Project, Troy, New York

Dorcas Rose

The Homeownership Promotion Project in South Troy was born in a conversation between local ICA staff and the Director of one of Troy's homeowner incentive programs. Troy has had a terrible image for decades and the incentive program was having trouble convincing potential homeowners, even low-income buyers, that Troy has advantages as a place to live. When we asked ourselves how to convince people to look twice at South Troy, we realized that the best people to talk about the community's advantages were the people who had chosen to live there.

Neighborhood residents were soon invited to form an advisory taskforce which I have helped facilitate over the last two years. The resulting group has substantially influenced the development of very successful promotional materials. For example, residents insisted on using pictures of welcoming front doors, a picture of a garden and a picture of the neighborhood's local synagogue. Residents have an intuitive grasp of what makes up the heart of a community.

We wanted to develop materials to promote the neighborhood, not to sell particular houses. We talked about making a home ownership promotion video, but knew that we did not have access to the skills, training or funding for such an ambitious project. However, having done a PowerPoint® presentation that was well received and having taken still photos for years, I was convinced that we could make a CD that would be very inexpensive to duplicate. I applied to a local foundation for funding and to my surprise they said "yes."

The community has been very supportive of the resulting project. Rensselaer Polytechnic Institute student interns provided two semesters of technical and production assistance, a local media production company offered pro bono help, and a local television station featured the project on one of their early evening news segments.

Additional funding made quantity duplication possible and promotional CDs are now available in almost 40 locations around the community, including several realtors. The CD was used at the Historical Society's "Festival of Neighborhoods" and at the community's "Victorian Stroll." In fact, neighborhood residents now personally promote home buying by showing the "Come Home to South Troy" CD to friends and acquaintances.

New promotion strategies are also in the works. The county is considering sending Home Ownership Promotion Project materials in relocation packets. Several community residents are actively discussing maintaining a notebook of houses for sale, a project that will go hand in hand with the home ownership promotion CD.

The results of this resident initiative has been dramatic. Of the 38 houses sold in South Troy in the past 36 months, most were sold during 2002 since residents began their Home Ownership Promotion Project.

During the coming year, the ICA in Troy will help develop home ownership promotion materials for three more neighborhoods. Work in the second neighborhood—North Central Troy, one of the city's oldest neighborhoods and now the city's most diverse neighborhood—is underway and the new brochure has just been printed.

In addition to this resident initiative, one of the keys to success of the program has been the home ownership grants and low interest loans offered by the city and two local educational institutions. To learn more about the multifaceted approach that makes home ownership promotion so successful in Troy, New York, point your browser to <**http://ica-usa.org/resrcs/init/init12.html**>.

Copies of the South Troy Home Ownership Promotion CD are available for $5.00 each, including shipping and handling. Contact Dorcas Rose at <**drose@ica-usa.org**>.

Volunteers for African Service

Join an AIDS Prevention Technical Assistance Team

Louise Singleton

During 2003, ICA USA will work with ICA offices in Sub-Saharan Africa to launch eight new HIV/AIDS prevention projects. *Initiatives* readers will recall that the pilot project has been underway in Ghana since July 2002. (For a Project report visit <**http://ica-usa.org/resrcs/init/init08.html**>.

Local project leaders will be aided by skilled ICA staff from neighboring countries. We are seeking volunteers for technical assistance teams to complement the leadership of national ICA staff during project launch events. Each new project launch will require 18–20 days, including travel. Four types of talent are needed:

- **Training** Working with HIV/AIDS prevention training of village health teams. A health background would be helpful.
- **Facilitation** Facilitating the village to create a community plan, and assistance in training health teams in ICA methods.
- **Practics** Working with the local staff to set up the training and consultation, and to care for the consult team. Adaptation and creativity in dealing with the local situation will be essential.
- **Documention** Interviewing and assembling information on available local health services; documenting and reporting on projects with stories and pictures.

Teams are needed during March, June, July, and November. Volunteers will pay their own expenses. A primary consideration will be assembling volunteer teams with the skills and experience that insure effective participation. Plans are still in the making and we look forward to hearing from you. It is a once in a lifetime opportunity.

For more information, including dates, nations and projected costs, visit:
<**http://ica-usa.org/resrcs/init/init13.html**>.

If you are interested, please get in touch with Louise Singleton at <**singltn@aol.com**> or Dick Alton at <**ralton@attglobal.net**>. Please put "HIV/AIDS Volunteer" in your email's subject.

ICA Int'l Conference Themes Announced

Opportunities for cultural encounter, interchange

Dick Alton

ICA's next international conference will be held in Guatemala, from August 2 to 7, 2004. Conference organizers include ICA International (the international association of national ICAs), ICA Guatemala and a Guatemalan NGO, the *Network of Civil Society.* The President of the *Network of Civil Society* is long-time ICA friend, Rodolfo Paiz.

Building Society From The Grass Roots, Connecting Local Villages to the Global Village

We expect 350 people, 100 of whom will be from Central and South America. The Conference will be held in Antigua (45 minutes from the capital) one of the most beautiful cities in all of the Americas and a World Heritage site. The conference begins with 'sharing approaches that work' from around the globe in five arenas:

- Community Youth Development
- Sustainable Rural Practices
- Wholistic Lifelong Learning
- The Culture of Participation
- Vitalized Social Fabric

Participants will then explore projects in rural Guatemala, document learnings and action plans, and present a one-day workshop in Guatemala City to share conference results with a national audience.

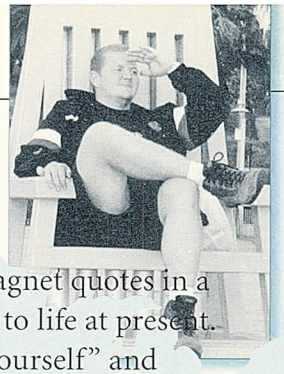
Mark your calendars for July/August, 2004. For the latest conference information, visit <**http://ica-usa.org/resrcs/init/init09.html**>.

Pre-Conference Learning Adventure...

A study-exploration trip in 2003 will help people prepare for ICA's 2004 Guatemala conference and for being a better neighbor in the Americas.

This ten-day adventure includes classes in elementary Spanish to enhance the 2004 conference experience (the conference will be bilingual); immersion in Guatemalan culture; and exploration of the intimate interdependence of the Americas.

Language training will be in Antigua—some say the most beautiful city in the hemisphere.



"It Looks Like England, But Nothing Acts Like It"

A British Volunteer's Experience in the United States

Johnny Wells

When I think about my time in the USA, I have to ask myself, "What do I write to share my experience with people I've never met?" I had a look back at the journal I have been keeping over the past six months and picked out several thoughts that struck me.

During my time I wrote in my journal, "It's weird. I thought I'd feel different being in a new country... This place is mad; it looks like England, however nothing acts like it... No picture can do justice to the sunset at Deer Park [in the Olympics]... After twenty-two hours on a Greyhound bus and then finding they have lost your luggage, the only thing to do is smile and get on with life."

This summer I spent five months working with ICA's *Rite of Passage Journeys* program in Seattle, leading youth rites of passage and adult retreats. I co-led a twenty-day trek around the Olympic mountains and spent three days—alone and with only water—on my own vision quest. I have been in three sweat lodges and hugged mother earth in every one just to get a breath of cold air.

After completing the summer, and encouraged by work, I spent two months on a road trip around America. I traveled 18,000 miles via the Green Tortoise bus, Greyhound and Amtrak. I met a variety of cultures, options, attitudes, tastes and most importantly lives. I spent all but seven days sleeping on buses, in homes of friends and with new ICA colleagues in Denver, Phoenix and Chicago. Along the way I saw two fridge magnet quotes in a gift shop that sum up my attitude to life at present. "Do one thing everyday to scare yourself" and "The hardest thing to believe is that we are capable beyond our wildest dreams."

I remember a work colleague asking at a meeting, "How do we get more young people to give up their time and earning more money to do this work?" All I know for certain is I get paid [a stipend of] $200 per month for food and I'm provided with accommodation. During this year I have found a vocation that empowers my life; my confidence and belief in myself have soared and I see a future that I want to pursue. What value can I put on that? Giving up pension contributions, new clothes, and consumable goods I replace every year seems a small price to pay.

It takes me back to ICA UK's 18-day *Volunteer Foundation Course** that prepared me for this year as an intern in America with ICA USA. When asked about how locals feel about outside volunteers taking jobs they could fill, a representative from ICA in Egypt left me with a powerful thought I reflect on often—"A volunteer brings a new look and new skills to the work. However, remember: if you think in one year you will change third world debt, poverty and issues that have been going on for fifty years, you are very much mistaken. But if you believe that your experience will affect you and in the future you will affect others, you are welcome."

I haven't stopped a potential war in Iraq, nor found a cure for HIV/AIDS. But, due to this year, when I've been welcomed by all I meet, I've changed myself and my outlook on the world. I've already changed the direction of others through their contact with me. What price do you put on that?

I never knew how much reflection can make you smile. ⊕

* Editors note: The *Volunteer Foundation Course* was initially created by ICA USA staff member Ken Gilbert in the 80s. Today, ICA UK sends 8–12 volunteers to upwards of seven nations annually. Dr. Ken Gilbert is a member of the ICA USA Board.

late summer/early fall 2003 (to be determined)

Participants will spend weekday mornings studying Spanish and afternoons taking local trips. On the weekend, participants will visit Tikal where towering Mayan pyramids poke above the jungle canopy. The last three days will include visits to ICA Guatemala's projects with preschools, women's micro-enterprises and village computers.

We anticipate a group of 10–15. If you are interested and would like to learn more, email Dick Alton at <**ralton@attglobal.net**>.

A Unique Urban Retreat Center

ICA's Int'l Conference Center Guest Numbers Soar

Marge Philbrook

Located just blocks from Lake Michigan in northeast Chicago, the ICA's *International Conference Center* experienced an explosion of guests in 2002, including professional and service organizations holding conferences; mission groups visiting the city; and college classes in cultural diversity, world religions and urban studies. Groups come from all over the US as well as from Europe, Africa and Asia to stay at the "*ICC*."

Gracious simplicity and economical services… geared to nonprofit budgets

Many groups return again and again. Sara Spoonheim of the National Interfaith Committee for Worker Justice wrote, "Your gracious hospitality, attention to detail, and fun spirits helped make our event go flawlessly. We can't thank you enough. We look forward to seeing you again in August."

The *International Conference Center's* gracious simplicity and economical services are geared to nonprofit budgets.

- flexible meeting space for up to 100 people
- simple dormitories and double rooms
- full food, beverage service: "superb meals"
- in-house conference, retreat and workshop facilitation services
- audiovisual equipment, easels, and white boards
- capable, willing staff assistance
- easy access to public transportation

Conference and lodging space is still available during 2003. You'll find information about the ICA's *International Conference Center* in Chicago on the ICA USA website at <www.ica-usa.org>. Follow the links from **Resources** to **Links** to **International Conference Center**. You're always welcome to phone 773-769-6363, Ext. 204 with questions. ⊕

Groups traveling in Europe—call to learn about ICA's *International Conference Center* in Brussels.

"Let's Make Waves Together" Campaign

Effort to Extend ICA's Impact Enters 3rd Year

David Dunn

Usually not more than 30 minutes into the *NewsHour* I begin to ask, "Why can't people work together? Where's the innovative plan? and What can I do about thus and such?" I'm fortuniate to work for an organization whose mission and passion is helping people connect, work effectively, learn from life and change their world.

My colleagues and I are eager to tell you about our work helping tiny children learn, showing youth how to take on community leadership, supporting adults bringing new life to their organizations, and helping neighbors revitalize their communities.

To repair the damage of tyranny, the ICA trains young leaders in skills of peacemaking, bridge building and community development on four continents.

To help overcome the inertia that keeps people from acting, the ICA shows people how to multiply their effort in order to touch the lives of dozens, then hundreds, and eventually thousands.

To deal realistically with complex problems, the ICA partners with others to demonstrate ways to work in concert and transcend the boxes that limit social vision and thwart effective action.

The ICA needs your help. We are entering the final year of a capacity building campaign in which we've come more than half way toward our $300,000 goal. The importance of our work and the urgency of the need compels us to ask for your support to help us reach further and deeper, faster.

Our world has the resources to heal and build, but sometimes people who care just have to make waves to work up the energy for the new and daring. As Norman Lindblad, former President of ICA USA's Board of Directors said in a recent appeal letter, "The world needs the gifts of the Institute of Cultural Affairs. To take [these] gifts… to communities across our nation and to the far corners of the world, we must be able to count on you."

A letter with examples of ICA's cutting edge work is available online at <**http://ica-usa.org/resrcs/init/init14.html**>. Send your tax-deductible contribution to ICA, 4220 N. 25th Street, Phoenix, AZ 85016. Write 'Waves' on the note line. ⊕

Catch the wave…

Laying the Foundation for a Life,

continued from page 2

teen mothers graduate from high school and leave to start new lives. No matter where life is taking these young women, they all require individual attention and consistency.

ICA uses the *Learning Basket Approach* in parenting classes and "parent and child together" activities three times a month. Based on ICA's work in Imaginal Education, the *Learning Basket Approach* translates topics like brain research, emotional development and age-appropriate expectations into vibrant, comprehendible information for teenagers. The mothers participate in activities like role-plays and group discussions to build confidence and leadership skills, while learning the roles and responsibilities of parenting.

In "parent and child together" activities during the playtime after parenting classes, teen parents utilize the 18 learning objects in a *Learning Basket®* to learn the importance of play in enhancing their child's pre-literacy skills and increasing their school readiness.

The program also enhances the young women's own reading levels by at least one grade. One 19-year-old mother who began the program reading at a fourth grade level even raised her reading level by two grade levels. Caught as they are in constant turmoil and dysfunctional dynamics, only resiliency and determination on the part of both mothers and their teachers makes such victories possible.

Essential Ingredients of Success

To learn more about the unique partnerships that form the structural foundation for the *Learning for Success* program in Chicago and the nature of the collaboration that makes it successful, point your browser to:

<http://ica-usa.org/resrcs/init/init15.html>.

You can reach Camille Turner at 773-769-6363, Ext. 293.

Disaster Recovery

On the morning of November 18, 2002, the Madonna Center had a devastating fire. Though staff, teens, and children escaped without harm, residents lost all they possessed—books, clothes, children's items, and *Learning Baskets®*.

We are working with Maryville Academy to reorganize the *Learning for Success* program in a temporary facility and hope to be teaching again by the time you read this. This is a real-time, real-life example of how your help can give the gift of light and learning to parents and children in need.

- $60 provides parents with the books utilized by the *Learning Basket Approach®*.
- $250 provides a family with a *Learning Basket®* and its 18 learning objects.
- $400 provides *Learning for Success* classes for one participant for one week.

To help, contact Camille Turner at 773-769-6363, Ext. 293 or send an email to: **<cturner@ica-usa.org>**.

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Mission and Program The ICA fosters social innovation, participation, and community building in all sectors of society. The Institute began its work on the west side of Chicago in 1963 and ICA USA is now one of thirty-one autonomous members of ICA International. ICA USA works with a national network of trainers and partners to provide corporations, nonprofit organizations, government agencies, schools, neighborhood associations, and other community groups with training and consulting services using the tools of the *Technology of Participation®* (*ToP®*) and *Imaginal Education*. ICA USA's programs encourage a growing nationwide movement supporting effective teamwork in the workplace, expanded participation in civil society and human capacity development. The Institute focuses on putting tools for facilitating growth and change into the hands of people of all ages.

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