

# THE NODE

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## The Node

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## REPORTS

### ICA Brazil at the Global Forum

Nancy Grow

## Editorial

This is supposed to be the summer issue of *The Node*. It's a little late, but, then, so is summer, at least in this part of the world. Some say—especially the sun-lovers and UV hungry—that Ontario did not get summer this year.

Certainly, the thermometer hardly ever got above 25/75. Apparently, the Bermuda High got lost somewhere, the atmosphere got peppered with Pinatubo dust, ideal for cloud formation, and El Niño and a more southerly tracking jet stream has played havoc with weather patterns all over the world. The upshot is that the popular perception here is "we had no summer". So much for the weather pundits. Others would say the Mystery of Life is having a field day.

Even after very hot summers, folk in this part of the world really grieve the passing of the summer. But this year, in spite of the fact that five days in every week wore blue skies soothed with mild, balmy air, people lamented: "we are missing out on summer."

Isn't it true that the story always needs work? Since April in Toronto, it has rained on 95 percent of Saturdays. With the regular rain, the lawns, trees and gardens are bursting at the seams with greenness and even the weeds seem to be attempting to climb right up into the sky. But no eyes for that.

The story, life is good—just as it is—simple, yet revolutionary, is always a shocker, and always in need of stating in a thousand different ways.

-Bev, Jeanette and Brian

### Late-Breaking News

A note from Bob and Cynthia Vance in Florida reports they survived Andrew with some damage. But, alas almost all the trees have gone.

It was the place to be. It was the center of the earth. It was one of the great privileges of a lifetime to share with the thousands of people from all over the world who gathered here. Both government officials and NGO's expressed their concern for the future of the planet. And IAC: Brazil was there.

Throughout the two weeks we manned a small booth where we had "Show and Tell". We displayed our rural development work in Rio Bonito and the consulting work which we offer alike to private companies, government agencies and non-government organizations. Our international President, Ursula Winteler, shared in daily sessions of the NGO forum. She particularly participated in dialogues on the role of women in planning and taking responsibility for the future.

ICA was one of some thirty-five hundred or more organizations that were present and actively concerned. Perhaps we were a little different from many of them.

There was a lot of castigating the "big powers", especially the USA, of course; there was a lot of complaining and pointing the finger, and a lot of "you-oughta's". We found ourselves much more kin to the speaker from the Green Belt Movement in Kenya who spoke of the practical work he is doing and the courage it takes to believe that the little we do does make a difference. Kit Kraus talked with him about the work of a village development project, the day by day task of educating, encouraging, enabling people to become masters of their own destiny.

After a lot of airy talk about the need

(admitted!) for a global parliament and cooperative control of the earth's resources, this conversation came as a breath of fresh country air. They were talking about the nuts and bolts of historic change. Someone had said rather cynically only moments before, "There are 175 nations of the earth represented, but they do not really speak for the people of the earth." Perhaps the greatest contribution of ICA at this conference or anywhere is in enabling the 'People of the Earth' to share their wisdom and experience with the globe and to participate in the wisdom and experience of the first world countries.

Because of the tight rein on security, we were not allowed into the UNCED meetings, even though we had delegate status. But perhaps that didn't matter. It was important to have the nations talking together about these crucial matters of development and environment. But finally, the governments will do what the people, the sensitive and responsive people of the world demand. These demands were being formulated into 'treaties' in the Global Forum of NGO's.

Our task now is to make these treaties known, to discuss them thoroughly, to revise them as necessary and to bring the subjects of debt-reduction, trade agreements, educational needs, etc. as much to the forefront of the consciousness of people as ecology and waste have become in the last twenty years. Governments can pass laws; they can't change operating images or mandate the will to change. That is something we in ICA know something about.

The one thing that was abundantly clear here at Rio '92 was that all of us and all of our perspectives and abilities will be needed to shape a viable future for our children and our grandchildren.

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**Whoever wishes to be sure  
of the road ahead must close  
eyes and walk in the dark.**

- John of the Cross

## On the Scene At Eco 92

Ursula Winteler  
ICAI President

The time of my being in Rio for the Earth Summit comes to an end, and I would like to send you some very rough reflections on the event.

We prepared ourselves for the UNCED Conference and the Global Forum '92 long before coming here. The NGO Women's Forums in Germany and Europe especially gave people a chance to work in special arenas. The concern of everyone here has been to bring realistic ideas to plenaries to find ways out of the dilemma the world is in. In over thirty tents, people talked about our common future. In some one thousand stands and booths, people could show their own work or sell things from their project. Some businesses also found a place.

All this happened in a lovely park at the seaside. But the most important thing in this conference for me has been the amount of input, reports and talks given by many people, mainly women, from all parts of the world, explaining their situation and looking at their problems from different perspectives. The free and open atmosphere made it possible for people to be outspoken about problems.

Sometimes it was said, "Women only say NO to abuse, NO to nuclear arms, NO to being directed into situations they aren't able to control or stop".

But at the same time they also said "YES": YES to moving things in different directions. YES to working with Women's Action Agenda 21, which is meant as a challenge to women and men to work together to create a safe and sustainable future.

The most impressive thing, I repeat, was the open atmosphere which made it possible to talk to each other directly and in groups. I met

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many people who were clearly interested in hearing and sharing concerns. Wangari Maathai, of Kenya, one of the "stars", is a calm and special person. Such people, so many of them, filled the tents and the whole park every day. Many Brazilians took the opportunity to speak about a lot of the problems their people are facing. The conference created an atmosphere of mutual respect in which people could work together impressively.

It was also impressive how many children were in the Forum all the time: groups of school children visiting the booths. Some were displaying art work and experiments they have been doing on behalf of a safer future, some were just looking at the displays from around the world. Scout troops helped at the "Tree of Life". They tied the more than 300,000 pledge cards from individuals around the world to the lattice work that stood at the base of the Tree. There were bands and groups of dancers and, in all, a very lively participation on the part of the "next generation".

The deep respect people of many different countries showed each other gave me just that little bit of hope I need from time to time to continue my work in a world where everybody is needed - women and men. It reminded me that wherever we are we are needed to solve small parts of the big problems which surround us. This made me a little hopeful!

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## Fifth City Welcomes New Director

Mr. Paul Johnson, the newly elected Executive Director of the Fifth City Chicago Reformulation Corporation (FCCRC) was welcomed at a reception held May 1, 1992 at the Community Center in Fifth City Chicago. Fifth City is where the ICA began its work in 1963. After 10 years of practical research, experimentation and testing, a model for sustainable development was developed and shared across the world. For the

residents and guests who gathered for this event, it was a time of remembering and celebrating 30 years of responding to the ongoing needs of this inner city neighborhood. Mrs. Lela Mosley, retiring Executive Director recalled the courage and creativity required by many people to build a community of stability and hope which Fifth City has become.

Mr. Johnson has been on the Board of Directors for two years and brings to his new position enthusiasm and commitment. He addressed those present by envisioning the future as a time to continue assuring the influx of economic resources and the creation of social structures that will serve as a model of development for the ravaged inner cities of the nation. Community representatives and other guests extended their pledges of support, cooperation and best wishes to Mr. Johnson as he takes over the responsibilities of leadership for the FCCRC.

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## Educational Breakthroughs Multiply in Panvel, India

From a Conversation with  
Monu Bhattacharya

The Thana Municipal Education Board approved a budget of Rs 270,000 for a 3-year training program for the primary school teachers. The training budget taken into the meeting was for Rs 10,000!

The Mayor of Thana opened the first six-day training session. In his speech he raised a lot of questions about whether training programs can be effective. At the end of the six-day program, the Mayor talked to the teachers involved. Now, he is totally turned around and is now wondering how these people from ICA (without all the usual degrees) can make such an

impact.

During one week, the Panvel team received approval of grants worth over Rs 700,000 for their education programs. The Australian and German High Commissions both called to say they had limits of Rs 30,000 but were going beyond their limits to grant ICA Rs 215,000 and Rs182,000 respectively. The First Secretary of British High Commission visited and approved a grant of Rs80,000. A trust in Bombay approved a grant of 300,000 on the spot.

The Panvel team has launched a round table of 15 professional people from Panvel who will meet every 2 weeks. Their present focus is on education.

(Monu will be in Toronto for a week in September to help raise matching money for CIDA grants given to Panvel and Pune)

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## Centring Life Philosophy Retreat

ICA colleagues in Kansas City held a retreat June 6, 1992 at The Sisters of St. Francis Retreat Center. The question for discussion and reflection was how may we, as individuals, view our life as an integrated whole and make personal and professional choices borne out of our deepest life understanding?

Some of the activities included contextual presentations, a study from Global Responsibility by Hans Kung and a workshop drawing upon The Fifth Discipline by Peter Senge.

Guides for the retreat were **Jane McClain** (a former ICA staff member who has worked in Belgium, south Korea, the United Kingdom and India) and **George and Keith Packard** (ICA staff members based in Chicago who have worked in Kenya, Chile, Peru and the Philippines). Each one brought a wealth of personal and professional background to this exploration of alignment around a centering life philosophy.

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## Chicago Evening Dialogues Initiated

"What is Happening in Chicago Public Schools?" was the focus for the June 4, 1992 dialogue held from 7 - 9 p.m. at the International Conference Center. A distinguished panel led the discussion:

. **Audrey Donaldson**,  
Principal, Darwin Elementary School  
. **Doug Gills**, Parent and  
President Local School Council  
. **Fred Hess**, Chairman,  
Chicago Panel on Public School Policy  
and Finance

Questions of concern that were raised were, for example: What has worked successfully in the Chicago schools over the past three years? How are reform efforts impacting the classrooms? What is needed in the next three years for education reform?

In March, **Robert Porter**, administrator of the Admiral Retirement Center in Chicago, spoke on the phase of life beyond retirement for an increasing number of persons 80 - 100 years who continue to be active in their communities.

In April, **Gloria Carney and Richard Shealey**, a husband and wife team, addressed the question "What is Male/Female Partnership?" as it is experienced in marriage and the family, in the competitive workplace and in the local community. A lively discussion followed about basic values in the midst of changing life styles.

The dialogue evenings have been marked by lively conversation, sharing of diverse perspectives, and an appreciation of the need for comprehensive responses to complex social issues.

## ICA Canada Collaborates in Launching Educational Network

For the last eight months, Jeanette Stanfield has been facilitating the birthing process of Future Builders, an educational network founded by Barbara Stocking, a colleague in Toronto.

The following statement gives a sense of what Future Builders is all about. Future Builders is a community-oriented network of parents, educators, business people, youth and community workers - concerned with new directions for education.

The centuries-long debate over the nature and purpose of education has heated up in recent years. There are few people who do not have strong opinions on how education needs to change. However, the contexts behind these opinions vary widely. Some espouse "back to the basics" concept; others push for a solid math-science curriculum; some stress programs for adequate job preparation; others want an all round environmental education. But, as information and knowledge expand each year, and as world events dramatically underline the interdependence of life with all people, it seems that education is being pushed inevitably to deal with the whole of life in a life-long process of learning.

It is the belief of Future Builders that education must relate learners to this whole-life, life-long context. In this context, the task of the teacher moves from expert imparter of organized and relatively stable information to that of diagnostician, facilitator and resource person. The whole community becomes the place of learning, and everyone becomes learners all over again for the rest of their lives.

Future builders, therefore, is calling for a re-direction of education. It is the belief of Future Builders that this task of redirection will be neither real nor successful without the participation of all the stakeholders in education

Founded in 1990, Future Builders supports an approach to education which fosters and promotes

## ARTICLES

### Your Weakness Is Your Strength

Bill Grow

the original meaning of the word, 'education' (from educare: to call forth the whole person). It offers a forum in which people with diverse interests can work together to return ownership of the process of educational change to society. Future Builders supports community-based learning where the learner and the community are linked in the learning process: a model of education that empowers all citizens to participate in meaningful ways in the life of the community and the planet.

Presently three programs are being developed—an Integrated Learning Centre, a series of one day ShareFairs which begin Sept. 26th and will be held every two months, and Forum 94 in which people from all sectors will come together to discuss and consense on directions needed in education. ICA will be presenting mini-workshops at the ShareFairs and facilitating Forum 94.

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**Fear less.  
Hope more.**

**Eat less.  
Chew more.**

**Whine less.  
Breathe more.**

**Talk less.  
Say more.**

**Hate less.  
Love more.**

**And all good things  
are yours.**

**-Swedish Proverb**

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What?! Say that again, will you? Your weakness is your strength. For some months, Mills employees have been saying they are inadequate for their tasks, lacking in power to influence, inarticulate and with low self-esteem. It sounded to us like a corporate 'Dark Night' attack and we decided it was time to introduce the latest module in our series on managing your spirit in times of crisis. So off we went in May, Nadira and I, to the Rio, Salvador and Recife branch offices to do spirit maintenance under the guise of human relations training.

The 'Weakness' module is similar in structure to the 'Humiliation' module we shared with many of you in Taipei in 1990, but in the place of poetry writing we use symbol drawing. It begins with a context on the four primary experiences of the 'Dark Night': humiliation, resentment, weakness and suffering. Next, the participants identify, out of a list of twenty-four assumed manifestations of weakness, the ones that best describe their experience. Then we discuss how the root of weakness is also the root of strength. For instance, one of the popular weaknesses marked is 'the inability to say 'no'. As we explore the strength allied to this

weakness, we are pleased with how quickly the group sees the willingness to bear responsibility that accompanies this trait. At times we remind people that finding their strength does not mean that the weakness is overcome but rather that it is used, converted from an impediment to an ally. Then we form the group into two lines and do an exercise called 'Cara a Cara' (Face to Face). Individuals in one line confess their weaknesses to their partners in the other line, all at the same time, and while moving forward slowly, pushing the other line back. After two minutes the direction reverses and the partner responds by saying what strength lies in that very weakness. Then the roles are reversed and the exercise is repeated. It is amazing how perceptive the participants are and how animated they become. This exercise is followed by an individual workshop in which each person selects a weakness they experience and plans how he is going to use it to gain a victory. They also write what the result would be for themselves and others, in their work and relationships, if they succeed. After a brief sharing, each one designs a symbol which holds both their weakness and their strength which they can use as a reminder. We close with a group reflection on the symbols and what they reveal.

A successful salesman in one branch office confessed that he was timid, to the surprise of all his colleagues who exclaimed that that was not their image of a

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group said that the salesman had a disarming quality about him that made him non-aggressive in his relationships, we immediately made the connection between the strength and the weakness. It was the first time the salesman had ever been aware that his timidity was his strength as a salesman. An entire new dimension of his life became empowered.

A young woman from another branch, we heard afterwards, took her workbook home and did the exercise with her entire family.

Such stories continue to come back to us as we make our rounds, and it is no surprise to encounter a Mills employee saying to a despondent colleague, "Haven't you heard, your weakness is your strength!"

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## Questions for ICA Zambia Voice Vingo

The winds of Multi-Party Democracy are sweeping over Africa with great strength. No one is resisting the winds successfully so far. When they come, change begins to be noticed. In Southern Africa the leaders of the '60s (those who fought for National Independence) are unwillingly submitting to the call. In Zambia change is called "The Hour" in short and "The Hour Has Come" in full.

Zambia went through the elections for Multi-Party Democracy peacefully. We saw the president of then Zambia defeated and submitting to electoral defeat. For a nation that has been ruled by one party (UNIP) it produced fear and hope. I was particularly worried about whether Dr. K Kaunda's party would actually give up power. But after the elections everything was as serene as before. People continued with their normal work and schedules. We all agreed in disbelief or not that a new Zambia had been born. Four to five parties were already asking questions and giving suggestions to the new government's Development strategy.

Diplomatic ties with Israel and

South Africa were re-initiated. The speeches of politicians changed from Humanism to Privatisation. The new president, Mr. Fredrick Chiluba shined as a modest man. He refused to be addressed as "His Excellency, the President.....". He said, "Please don't call me 'His Excellency', call me Mr. President".

In his development strategy he has privatisation as one of the key arenas which most Zambians desperately need. He is a very well informed president economically it seems, so far, judging from his speeches, strategy and style.

As an NGO involved in activating the implementation and formulation of Sustainable Grassroots Development, the Institute of Cultural Affairs of Zambia has a question to answer, given this Multi-Party environment. But before ICAZ can even begin to think of answers it has to look and discern the vulnerabilities and the call that a Multi-Party Government can bring. I see it in three main ways.

### A. 'Isms' Tension Vulnerability:

To me 'isms' are certain political beliefs that end with "ism", like Capitalism, Communism, Humanism, etc. Once I was reading the minutes of the meeting between the former President, Dr. K. Kaunda and ICAZ colleagues and Rev. Mathews. During the meeting, the president was briefed about the ICA and its approach and what ICAZ would do in Shantumpu. During the meeting the president said, "This sounds like Humanism". In other words the meeting was successful because the former president could relate it to his 'ism'. During this time this was excellent. During this time all Zambians belonged to one political party under a like it or not phenomenon. Today different parties have different 'isms' and operate out of different images. ICAZ is vulnerable in this area in terms of getting separated from certain groups if its approach is identified as favouring an 'ism'. In our approach before elections, we had re-worked our methodology to allow it to operate within a humanism context, yet at the same time make an impact on development at the grassroots. We

are therefore like any other organization called upon to re-work its wording and approach so that it reflects not anything owned by any particular party but reflects multi-adaptable strategies and environment.

### B. Change of Government:

Usually a change of government entails a change in development strategies and priorities. It also is one way implies a change in style and environment. There is usually a tendency in a new government to forgo even legitimate and well intentioned plans. There is a certain hate that people develop during the electoral campaigns that makes them discard anything related to the previous government. This has been true in this new government although the president has been quick to notice it. If such a thing is allowed to continue it can cause unhelpful changes in priorities, producing an environment completely negative to positive change. The call for ICAZ is for it to create responsive methods that allow it to work and impact society amidst such an environment and change in priorities.

### C. Organisational Democracy:

To me this implies an amount of democracy existing within an organisation. There's a tendency for organisations to internally operate out of very directive approaches. While they go around preaching democracy, they internally make their own policies completely repellant to true democracy. ICAZ has so far restructured itself with admiration. I mean these days I'm very proud of having made a choice to work with ICAZ. ICAZ is now legitimately ICAZ. But questions of organisational democracy have to be continuously looked into. You have to weigh democracy as if you had a scale for weighing.

The call for ICAZ is now creating a reasonable scale of weighing what is authentically a Board oriented organisation or staff oriented organisation. In other words creating a balance between an employee powerful organisation and a Board powerful organisation.

Now what really is the question which

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should be answered with Multi-Party Environment democratically announcing its arrival? The ICAZ needs to answer the question of how to participate in creating a more just society without having to associate itself with 'isms'. We have been doing this but we are now being called upon to participate in a different and more fashionable way. We have to be a part of the ongoing dialogue amongst NGOs in the arena of democratisation. We have to grow into flexible managers instead of the so-called 'ism' managers.

ICAZ is aware of all this and are addressing it quite professionally. Change is perhaps in two ways. There is inevitable change and that which is not. I think Africa, like it or not, is going through inevitable change. You see, this is the crux of the matter because even ICAZ is going through inevitable restructuring!

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## Every Rule Has Its Exception

John Burbidge

In most countries, ICA has insisted that volunteers stay a minimum of six months in a new project. It usually takes at least that long for culture shock to subside and for volunteers to begin to make a contribution to the situation.

But Seattle school teacher, ICA West member and former Peace Corps worker, Nan Hammett, proved the exception to the rule. Arriving in Cote d'Ivoire (Ivory Coast) last October, she not only accomplished the job she was asked to do in three months, but a lot more besides. And of course, it was all in French.

After an overnight briefing from ICA director Jan Barr in Abidjan, Nan made the five-hour bus ride north to the city of Bouake, from where she travelled to the ICA project center in the village of Brobo. Her assignment was to team with Ivorian staff member, Andre Konan, and visit all the villages with ICA-trained community health

agents, to assess their progress and organize a meeting with all of them. Using a pillow as a seat, she hopped on the back of Andre's moped and headed for the villages. The lack of any clear history of the program soon became apparent. Taking this as a challenge, Nan decided to write a history, using input from the villagers, the health workers and health professionals.

Of the 36 villages she visited, the project was still functioning in 20, to some degree. A key part of the program is the use of 'pharmacy boxes' which the volunteer workers use to supply basic medications to their village. Villagers are expected to pay a small amount for purchases, the income from which helps replenish supplies.

Nan soon discovered that this system did not work out quite the way it was intended. "In a culture where tradition demands that everything be shared," she said, "people expected the person with the medications to do the same." The pressure on the health worker to oblige, coupled with the dire economic situation in this region, make it difficult to do otherwise.

In spite of these and other difficulties encountered during the project's ten-year existence, it is one of the most innovative grassroots health programs in the country. In acknowledging this, the local head of rural health, Dr. Kamara, expressed interest in collaborating with ICA in the future operation of the project. One of his first requests was for a history of the project to date!

Dr. Kamara's offer couldn't have come at a better time for ICA, which, like most voluntary organizations, has been at the mercy of erratic funding from foreign donor agencies to continue its development work. In order to complete her report on the project before she left last December, Nan turned to the computer to speed up the process. Halfway through, the machine died on her.

Not to be outdone, she took her notes to Bouake and recruited the services of half a dozen typists working in their little outdoor booths. She then

divided up the manuscript among them and in an effort to meet her deadline, scurried from booth to booth, encouraging each one to do their bit. "It's the funniest looking report you ever saw," she maintains, "but it did the job."

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## ICA Chicago: Learning Lab for Teams of Educators

*"Was this a program or a party?"*

A "learning community" can be as lively and full of surprises as a party. This was one of the comments of the sixty-eight participants in the Learning Lab for Teams of Educators that was conducted by the Institute of Cultural Affairs, Chicago in July.

*"I felt like a sponge: take it in now, dry up, come back, take in more, hooray!*

*This was a wonderful experience for me. Thanks."*

The ten-day program was offered in two one-week sessions. The central focus of the program was Imaginal Education. The Learning Lab had five emphases: team building, the Kaleidoscope Teaching Strategy, Innovative teaching approaches, reflective methods and individual and team action projects. Two days in the experience were devoted to a personal retreat and reflection. The program was financed through individual contributions, fees and a grant from the Archdiocese of Chicago. The Learning Lab was designed to address the following blocks to effective learning in schools today:

- 1) Teacher burn out
- 2) Lost purpose in education
- 3) Fragmented approaches to teaching and learning
- 4) Isolation and competition among



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teachers and students

The Learning Lab was presented through the mode of Learning Community. Based on the work of Malcolm Knowles, this approach creates that environment that promotes inter-active learning.

***"When I saw the fresh flowers and bright table cloths, I knew this was going to be a different kind of seminar."***

***"The Learning community brought me energy and synergy. It empowered us as teachers to empower ourselves"***

Key to creating the affirmative, interactive environment was launching the program with an expansive guide team of twenty-one teachers who have years of experience with Imaginal Education in classroom settings. On the guide team were Emma Melton, Burna Dunn, KDavid jBlanchard, kDonna Mahr, Tina Valdez, Jan Ames, Myron Smith, Kay Lush, Joel Beversluis, Joel Freehling, Dick Alton, Sybil Jones, Joyce Reese, Nadine Addington, Keith Packard, karen Troxel, Margie Tomlinson, Shirley Lapp, Carol Fleischman, Jim Fenton, and Olive Ann Slotta. In the second week of the program this guide team evolved into a team that included all members of the learning community, as leadership was shared among those who initially came as participants.

***"I loved the intensity, the spirit, the atmosphere of learning and sharing."***

There was time for study, time for exploration of Chicago's ethnic neighborhoods as part of a curriculum event on cultural diversity, time for personal reflection by the laske, "power lunches", team projects, quiet moments alone. Guest presenters from award winning programs in team teaching, cooperative learning, project learning and whole language brought additional resources to the learning

community. Among these guests were Tim Dove and his teaching team of Bob Wightman and jDave Morris from the Worthington School District in Ohio.

Olive Ann Slotta, the Disney math Teacher of 1991, presented the project approach to learning and provided a resource throughout the two weeks to teachers as they pursued their own action projects. Reconnecting learning to life issues through Imaginal jEducation enabled participants to appreciate the critical role that educators play in our society. Among the action projects developed by Learning Lab participants were those focused on Recovering Teacher Self-Esteem, Developing a Curriculum to Teach Environmental Awareness, Securing Funding for Special Projects in Schools, Creating aSchool-wide Global, Multicultural Environment, Initiating Cooperative Learning in an Elementary Classroom, and Anticipating High Tech Teaching Approaches in Classroom Learning.

***"This was a wonderful and filling experience. It has given me inspiration and energy."***

For ICA the Learning Lab provided an opportunity to deepen its work in education. In addition to gaining new insights on how to initiate and nurture an environment of "learning community", the Lab was a two week experience in Imaginal Education. Presentations were inter-active and multi-modal, demonstrating techniques of teaching to multiple intelligences. The curriculum was a mesh of RS-L, the jEarthwise curriculum modules, image theory, and methods training that included charting, mind-mapping, conversation, workshop, lesson planning, poetry writing and Dances of Universal Peace. The Kaleidoscope Teaching Strategy provided a holding framework for the approach; and RS-I, presented in a one-day retreat form as a "Centering Life Philosophy" made possible the processing of a life stance in teaching and learning. Among the fruits of the

experience is an initial outline for a "Series on Imaginal Education", which will include a book, a series of work books, and videos that will make Imaginal Education available as a key resource to learning.

Another break-through was the guide team structure that made possible a happy reunion of old colleagues and an interchange and mentoring opportunity that included those who are new to ICA programs.

***" Participating in the guide team gave me confidence in many areas of my life. One of the most fundamental of these is my new understanding of my personal strengths."***

The guide team included two recent grads from the Leadership Options Course and a new intern with ICA Chicago. Guide team members brought particular arenas of expertise and a common stance and approach to learning. They volunteered their time and resources and together furthered ICA's research and program development work.

The Learning Lab provided an additional opportunity for ICA to contribute its experience to the challenge of making possible quality education. Twenty three schools and teaching programs were represented. Continuing Education Units were issued, and accreditation processes with the Chicago Board of Education and Chicago area universities have been initiated.

ICA Chicago looks forward to a year that rides on the momentum of the Learning Lab. There are plans to repeat the program during the summer of 1993, and already there is word from teachers in Zambia, Malaysia, India and Hong Kong, that they are planning to attend to make the Learning Lab a global event.

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**I would rather be whole than good.**

C.G. Jung

## PEOPLE

### Kevin Balm Reflects on His Travels

It's the end of another financial year in Australia and I'm reminded of the rituals in India at this time of the year. I'm glad my work schedule has entered a quiet period for 3 weeks, allowing me the much needed space to reflect and catch up with the many threads to my past 12 months.

The past 12 months have been mostly a 'travelling to work' phase. I spent an average of 10 days per month in one or another of five states/capital territory. The client organisations are all part of the natural resource management network in Australia and as such, are concerned with the sustainable management of soil, water and vegetation. This combined client base makes up at least 60% of my total client base. I see myself continuing to travel, but hopefully less frequently and better spaced trips.

Last November, Laura Spencer in the role of 'author/expert' helped conduct a five city tour of one day seminars in planning methods. This tour involved Frank Bremner, John Telford and David Jago. Along the way we spent very collegial times with colleagues like the Barkers, the Banks, the Hutchinsons and the Miesens.

The BIG facilitation skills training program (3 x 3) is in its 4th year and continues to get better and expands into new participant bases. The group this year represents various interest groups in the resource management community. This same program in a scaled down version (3 x 2) will go to the states of Victoria, Tasmania and South Australia and even the North and South islands of New Zealand. Exciting times are ahead.

Here in Western Australia, the client that gave me my first and most significant break, the Department of

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Agriculture, is in the midst of a major restructuring. Practically this means a move to fewer divisions and a Program-based approach (cutting across all divisions) to delivering its services to clients. I'm involved in helping establish the means of keeping people in the department informed and participating in the process and decisions of the restructuring. This is being done through an adapted version of a communication system called Participative Team Briefing.

In April I went to India (Madras, Hyderabad, Bombay, Nasik, Bangalore) and on the way in and out of India, I visited with the Epps in KL and Singapore. In all this was a rejuvenating and refreshing month for me. I intend to do it regularly in the future. My sense of the times in India was that of the "Giant Learning to Dance". I kept wondering what it would take to sustain the momentum. It might simply be that the end of the Nehru family dynasty is the sustaining momentum needed. I'm excited about my future trips to India.

I fell in love with the magic of Singapore. I'm so glad that living on the west coast of Australia means that places like Singapore and Kuala Lumpur are only a 4-hour flight away.

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### Denver Colleagues Honour Kenneth Boulding

At a reception held in the exquisite drawing room of the Denver Training and Events Center in March, ICA colleagues paid tribute to author, teacher and long-time mentor, 82-year-old **Kenneth Boulding**. The event, which took place following an *Imaginal Education* workshop, attracted not only ICA members but special guests including Bea Romer, the wife of the Governor of Colorado.

Boulding was as awed by the event as he was by the way his book, *The Image*, has had such a dramatic

impact on ICA and its work around the world over the last 35 years. In a note of thanks to ICA he said: "When I wrote *The Image* nearly 37 years ago, I had no idea what the response to it would be. You are making extraordinarily good use of the book and I am very grateful this has happened."

At the reception, Boulding confessed to having "just whipped out the book in protest against some of the economists of the day." He later admitted going back and rereading it to find out what he'd said. "Not bad", he admitted after a short read.

Dr. Boulding shared the following sonnet:

#### *Sonnet for the Noosphere*

*Our precious earth is made of  
many spheres,  
Rocks, water, air, life, and the  
human race;  
Each interacts with each, each  
has a place,  
Endlessly changing with the  
passing years.  
But now, something  
remarkable appears;  
A sphere of knowledge,  
images that trace  
Through human minds the  
patterings that lace  
The real world; small? -- large  
and distant? -- near!*

*But knowledge, like all things  
passes away,  
As we forget, and as we  
ourselves die,  
And must be born, in young  
minds constantly,  
By teaching, learning, thinking,  
testing, play.*

*And to extinction will frail  
knowledge go,  
Unless they who know, teach,  
and who teach, know.*

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# POETRY

## Experiencing The Mystery's Love and Care

Ellen Howie

**Mandala**, a circular art form and ancient symbol for wholeness, is a Sanskrit word meaning "to have possession of one's wholeness." Throughout the ages and across the globe mandalas have shown up as creative outward images of internal journeys. In nature, snow flakes and Queen Anne's Lace wild flowers are but two of the numerous examples provided for us by God our creator.

We experience the many ways the Mystery loves and cares for us, and the many ways we attempt to bring that love to others in our world. By entering into the silence of expressing our experiences artistically, we explore art as meditation. By reflecting upon the mandalas we are creating and entering into a dialogue with God our creator, we will be experiencing our art as a form of prayer.

You are invited to colour the mandalas, to add to them, to create your own as you tap deep within to discover your "True self/Self" and to appreciate your experiences of the Mystery's love and care.



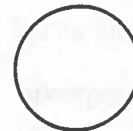
1. Partnership



2. Journey



3. Temptation



4. True self/Self



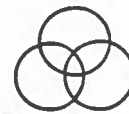
5. Gratitude



6. Love



7. Loving the World



8. Filling the World With Love

### Mandala Reflections

What colors did you choose?

What images were you aware of as you were coloring?

What feelings did you notice?

What thoughts were in your mind and heart while you were coloring?

Where were you listening to the Mystery? Where were you listening to others?

How are you different?

Is there anything you would find helpful and healing to share with another person?

To include in your reflections?

### Journey Conversation

Reflect on and name several of the significant journeys of your life.

Who are some of the people who accompanied you?

Name some of the significant happenings during the past few months.

What has been your mood?

When have you noticed shifts in your feelings?

On your journey, what has been key quotes, passages, phrases, images, music, activities, news, unexpected events? How has your spirit soared?

Editor's Note: I experience each of these poems as a gem to be savoured and carried into my life.  
Jeanette Stanfield

### Wind Beneath My Wings

The wind of the Spirit blows  
wherever it wishes,  
Sometimes it blows our obsolete structures  
to bits,  
Sometimes it blows new opportunities our way.  
If we don't grasp them, they are gone,  
perhaps forever.

But sometimes, as we stretch out our wings  
as fledgling seagulls do,  
The wind beneath our wings lifts us up,  
enabling us to soar,  
To pause reflectively over the expanse  
of the sea below,  
Or plunge into the deeps for life,  
fulfillment and for joy.

- Barbara D. Schriever,  
Fellowship Farm, April 25, 1992.

### Keep the Channel Open

There is a vitality, a life force, quickening  
that is translated through you into action,  
and because there is only one of you in all time,  
this expression is unique.

If you block it,  
it will never exist through any other medium  
and be lost.  
The world will not have it.

It is not your business to determine how good it is;  
nor how valuable it is;  
nor how it compares with other expressions.  
It is your business to keep it yours, clearly and directly,  
to keep the channel open.

You do not even have to believe in yourself  
or your work.  
You have to keep open and aware directly  
to the urges that motivate you.

Keep the channel open.  
No artist is pleased,  
There is no satisfaction whatever at any time.  
There is only a queer, divine dissatisfaction;  
a blessed unrest that keeps us marching and makes us more alive than the others.

- Martha Graham to Agnes DeMille

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Editor's Note: Here is a piece of poetry that Jan Sanders included with her 1991 letter, and I, Bev Parker, have found myself re-reading it often. We have no title so please feel free to create one yourself.

Do not say that I'll depart tomorrow  
because even today I still arrive.

Look deeply, I arrive in every second  
to be a bud on a spring branch,  
to be a tiny bird, with wings still fragile,  
learning to sing in my new nest,  
to be a caterpillar in the heart of a flower,  
to be a jewel hiding itself in a stone.

I still arrive, in order to laugh and to cry.  
in order to fear and to hope,  
the rhythm of my heart is the birth and  
death of all that are alive.

I am the mayfly metamorphosing in the  
surface of the river,  
and I am the bird which, when spring comes,  
arrives in time to eat the mayfly.

I am the frog swimming happily in the  
clear water of a pond,  
and I am also the grass-snake who,  
approaching in silence,  
feeds itself on the frog.

I am the child in Uganda, all skin and bones,  
my legs as thin as bamboo sticks,  
and I am the arms merchant, selling deadly  
weapons to Uganda.

I am the 12 year old girl, refugee  
on a small boat,  
who throws herself into the ocean after  
being raped by a sea pirate,  
and I am the pirate, my heart not yet capable  
of seeing and loving.

I am a member of the politburo, with  
plenty of power in my hand,  
and I am the man who has to pay his  
"debt of blood" to my people,  
dying slowly in a forced labor camp.

My joy is like spring, so warm it makes  
flowers bloom in all walks of life.  
My pain is like a river of tears, so full  
it fills up the four oceans.  
Please call me by my true names,  
so I can hear all my cries and my laughs  
at once,  
so I can see that my joy and pain are one.  
Please call me by my true names,  
so I can wake up,  
and so the door of my heart can be left open,  
the door of compassion.

Thich Nhat Hanh

## UPCOMING EVENTS De Bono Returning to Guatemala

A special event will take place in Guatemala the last week of **October, 1992**. Dr. Beatriz Capdevielle, an ICA Venezuela Board member, and Roberto Betancourt, President of ICA:Guatemala have convinced Dr. Edward de Bono to come and help the work of ICA in Guatemala. The basic reason for this is to celebrate the fifth anniversary of our very successful New Horizons in Learning Conference of 1987.

Dr. de Bono is the author of the CORT Thinking Skills program containing 60 different thinking strategies. This is the most popular program of direct teaching of thinking in the world. CoRt has been translated into Spanish by ICA Guatemala and has been taught to some 2,000 people during the past three years.

On Tuesday, October 27, we are scheduling the entire afternoon for a special time between Dr. de Bono and members of ICA. If any ICA members of affiliates anywhere in the world are interested in participating in this and other events with Dr. de Bono and can afford the trip to Guatemala, please let us know before September 1st.

We are growing more excited each day as October draws near and do hope some of you can come share this rare event with us.

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## Indian Village Visitation

January 16 - February 6, 1993

Over 800 million people call India their home - there the ancient traditions combine with modern technologies creating a unique and vital society. During a three week visit in 1993, a dozen people from the US will have the opportunity to meet and

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dialogue with Indians in their home villages - where 80% of the people reside. This visit will enable grassroots social dialogue on appropriate lifestyles for our global village.

In India, the group will travel together in a chartered mini-bus. They will visit five villages and four regional cities during a two-week period. During the third week individuals will have the opportunity to travel to places of particular interest to them.

This trip will provide a unique opportunity for dialogue with a wide spectrum of people, from corporation executives to village residents, whose backgrounds and perceptions provide a creative counterpoint to current American understandings. The first-hand experiences of lifestyles of people in cities, towns and villages will create a visual spectrum of options for creative living. Attention will also be given to the spiritual practices and beliefs which undergird the various patterns of living. Reflective discussions within the group will focus on how individuals and families decide the appropriate and sustainable lifestyles suitable for life in the global village in the century ahead.

The Indian Village Visitation is being organized by Elaine and Nelson Stover. They can be contacted at:  
5515 W. Market St., #511  
Greensboro, NC 27409  
U.S.A.

In India, the group will be hosted by Shakar and Shakuntala Jadhav, who serve as co-directors of the ICA's Malegaon Cluster Human Development Project.

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## ICA Network Meeting

Plans are well underway for the fifth annual gathering of the ICA Network to be held January 15-18, 1993 in Phoenix, Arizona.

The theme we have chosen is "**Creating a Culture of Participation**" and we hope to focus

on the many diverse activities and programs that people are engaged in to help create and extend this social trend.

We anticipate attendance by the following groups:

Those who have historical ties to the Institute of Cultural Affairs and have participated in some of the pioneering ventures in methods development.

Organizational consultants, both internal and external, who are using and/or adapting basic participatory methods.

Those active in community development, human services, education, and other "human development" contexts, and who are thus involved in creating new and stronger forms of participation.

Participants in ICA's training formats in the **Winning Through Participation** mode who are interested in finding out more about the depth and breadth of these change methods.

And maybe some of you with very personal reasons; maybe you just like going to conferences, or you want to see old friends, or come to Arizona in January, or...

Some of the highlights of the Network meeting include: Conference Workshops, Share A Method (SAM), Outside Speaker, ICA Network, Organizing Workshops, Focused Market interchange

Further information available from ICA Network Coordinating Committee  
4220 North 25th Street  
Phoenix, Arizona 85016-5602

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**We Celebrate the Marriage  
of:**

**Kendra McCleskey  
and  
Ian Woodbury  
August 8, 1992  
Edmonton, Canada**

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