NEWS GROM BIO BOX

THE IMAGINAL EDUCATION TEAM REPORTS

On the 10th, 16th and 23rd of February we held a course in teaching basic literacy using the linguistic method, at the Barao de Rio Branco school. It was organized by the ICA and the Community Education Nucleus and brought together sixty-four teachers, both urban and rural, most of them specialists in basic literacy. It was a great event and all those who attended were very enthusiastic about the new methods shared.

In the same month, we held planning sessions at the Professor Santos Loureiro School in Lavras on two mornings. Thirty-three teachers, parents, students and assistants took part and actively contributed ideas for the improvement of the teaching in the Lavras school.

-Tininha



Students, parents + teachers confer at Lauras school.

NOTE DUR NEW ADDRESS * PLEASE NOTE DUR NEW ADDRESS

TWO NEW COMMUNITIES IN THE PROJECT

ATIC (community organization) completed the interviews in one new community, Sambe. These interviews are good for knowing the situation of the people and for knowing the people themselves. Sambe has three hundred people and last year the ATIC team organized the Resident's Association. Next week the team will start interviews in the other community, Colinas, a small community of many poor people. The ATIC team is preparing the people to welcome the services of CRESC (health care, especially for children), AMAR (cottage industry) and Imaginal Education to inter-relate all these proprams.

The project now has six communities. The four that started with the project understand it to be their project, assume responsibility for its success and take the initiative in creating good relationships with agencies in Rio Bonito. This is good for all of us.



sweet news from the bees next issue!

HIGHLIGHTING HEALTH

HEALTH CARETAKERS INTERCHANGE

On the sixteenth of December the CRESC team met with the health caretakers of four communities for what we called an "Interchange Meeting". Of the 24 community health caretakers, 22 were present and the other two had sent their regrets in advance. The mother of a caretaker who is a minor also attended.

The meeting lasted from nine to four and was divided in the

following manner:
OPENING: an explanation of the objectives of the meeting.
Park one gave their name, community and a INTRODUCTIONS: each one gave their name, community and an image of their work during the year.

SHARING EXPERIENCES: time to tell their stories, exchange

learnings and discoveries.

LUNCH: eating together provided an opportunity for more than a continuation of the dialogue. In the statement of the objectives of the meeting, Aloisio the coordinator, spoke of the importance of health caretakers serving as examples to their communities. Specifically he spoke about nutrition and the common absence of green vegetables in the daily diets. During lunch he noted the preference for greens: though there was meat and rice leftover after the meal, he noted that all the vegetables were eaten! This preference for greens: though there was meat and rice leftover after the meal, he noted that all the vegetables were eaten! This indicated that the caretakers were willing to learn what they taught and that it is possible to introduce new habits.

PLANNING: Part of the afternoon was used for discussing what the caretakers could do to raise the level of health in their communities. They indicated several target areas without having time to detail the ways in which they could be improved.

Two major events were planned for 1990: a field trip to other health projects in August and another interchange meeting in

health projects in August and another interchange meeting in December. In addition, the group agreed to take advantage of any opportunities that arise for getting together. But they acknowledged that it is difficult for them all to be free in the midst of other activities and obligations.

SOME LEARNINGS SHARED

*common clay has curative powers

*there are fewer bacteria in the subsoil and so it can be safely used for plasters

*egg shells have nutritive value
*lemon and honey is good for a cough
A key factor was the use of the wide use of the book, Where Ihere

A key factor.

*one used the book to discover the use of various teas.

*Marlene used the book to discover that the way her husband used "colirio" was wrong and therefore ineffective.

*Celia used the book to find a tea that cured her sore throat.

She also found many common misunderstandings and was able to convince one person to stop smoking on the basis of information in the book.

*Jandira doesn't buy cough syrup for her family any more. She makes it with herbs.

#One caretaker said that people in her community don't usually take a bath if they are sick, but the book says they should.

*another caretaker observed that the book is good for solving financial problems: if you don't buy medicine you save money.

*Paul takes the book with him on his monthly visits and reads the points relevant to each family.

Caretakers said the mothers were preoccupied with feeding their children well in order to increase their weight, but they often

have little knowledge about nutrition.

Emanoel checked the records and noted that most children still either have no vaccinations or incomplete series, so he asked a mother, "Ma'am, do you know what the purpose of anti-polio vaccine is?" "No." What about the triple vaccine?" "No." The mother who doesn't know the purpose of vaccines or medicines, is already making a mistake in raising her children.

A NEW ECONOMIC PLAN STOPS THE WORLD!

We have often talked about "stopping the world" but President Collor did it for all Brazil with his new economic plan. Nothing short of direct bombing or a volcano in the back yeard could have had more effect as an awakenment event. Suddenly, bank accounts A maximum of about a and other saving accounts were blocked. thousand dollars could be removed from any account, and less than that from most. The streets were crowded with line-ups that overflowed the banks as people rushed to get out every cent they could. The result was that the banks soon ran out of cash and could give no more. For individuals it was a problem; for some companies it was a disaster. There was no cash to pay for orders, and though this was a one time measure and money coming in in cash was free to use, most enterprises cancelled all orders Some 20,000 people were reportedly laid off in the issediately. first week.

For the ICA and its staff members it is a hard time. Funds of non-profit service organizations have been released as of yesterday, but we expect some of our consulting service programs will be cancelled or postponed for several months. The cash flow is very difficult. IF YOU HAD BEEN THINKING OF MAKING A GIFT TO THE WORK IN BRAZIL, THIS WOULD BE AN EXCELLENT TIME TO DO IT! We, along with Brazil, expect to whether the cross wake and emerge in a healthier state than before, but we could use your help now.

JAN SANDERS - NETWORKING BRAZIL
Is it a dream? is it an archetype? is it a goddess?...No, it's Sanders, working nets and weaving inters in a desperate race to

save the planet.

Jan, a long-time ICA/Order colleague, is currently operating her own consulting business out of Toronto, Canada, partly as a means of supporting her real passion, helping birth the new planetary mythology. For the past five years Jan has participated planetary mythology. in a variety of seminars and courses, including the three yeart Human Capacities School run by Jean Houston, to explore in depth the human potential for recreation and the power and use of myths. Through a series of conversations at the ICA conference in Mexico in 1988, her interest to test her new skills and experiences in a more practical way and ICA:Brazil'a desire to do in-depth cultural research, seemed like a perfect match. So she came to visit! and the Consulting Services Division of ICA:Brazil launch it's cultural research project. (For more details see back page.)

Jan periched our lives in many ways. She brought along Toronto

Jan enriched our lives in many ways. Eliot Rosenbloom, a many-talented professional in areas associate, Eliot Rosenbloom, a many-talented professionel in of group dynamics and human resource development, who shared his experiences and pushed our thinking. Jan brought many books and first-hand reports on her experiences in expanding the human first-hand reports on her experiences in expanding the human first-hand reports on her experiences in expanding the human first-hand reports on her experiences in expanding the human first-hand reports on her experiences in expanding the human first-hand reports on her experiences in expanding the human first-hand reports on her experiences in expanding the human first-hand reports on her experiences in expanding the human first-hand reports on her experiences in expanding the human first-hand reports on her experiences in expanding the human first-hand reports on her experiences in expanding the human first-hand reports on her experiences in expanding the human first-hand reports on her experiences in expanding the human first-hand reports on her experiences in expanding the human first-hand reports on her experiences in experiences in experiences in experiences in the human first-hand reports on her experiences in experiences in experiences in experiences in the human first-hand reports on her experiences in experiences in the human first-hand reports on her experiences in experiences in the human first-hand reports on her experiences in the human first-hand repo capacities. She brought opportunities for reflection on who we are as a group in history. She led a focus workshop with an emerging core group, to better target the arenas of research. She introduced the psychological, mythical and unitive modes of relating to the universe. People had a chance to pay attention to their interior imagery and delve into its meaning. Passionate discussions. discussions were launched, trying to grasp the unique greatness of the Brazilian mix — European, African, Indian and Arabic...as a counter to the common mythology of having inherited only the worst characteristics of each. She led a small group in a sacred space exercise, whose objective was to experience again the historical importance and sacredness of a place. She helped plan the all-staff ICA retreat around the theme of being a Change Agent, a mide variety of alternative tools to explore the theme. offering a wide variety of alternative tools to explore the theme. She and Eliot also played tourists, giving us locals a chance to reexperience and reinterpret the past and the present.

Amidst the sun and colleagueship, Jan mentioned as her trip highlight the opportunity to plan a day of exercises to introduce a new group to the area of discovering their personal mythology. She emphasized several times that the doorway to grasping and recreating the larger social mythology is individual's ability to recreate their own personal mythology. Wish us well as

we launch into new waters.



COMINGS AND GOINGS

Visitors! We love them! Among those who have enriched our lives with their presence this year are: Rebecca Grow from Clare Blunt, friend of Boston, daughter of Bill and Nancy; Frances, from Bath, England; Anna. friend of David from Colorado and England; Jan Sanders and Eliot Rosenbloom, friends of all of us, from the ICA in Toronto; Helmut, friend of Anja's from Berlin; and Kathrine Brodbeck, a volunteer with us last year, who found studies back in Germany dull by comparison and just couldn't stay away! Each one added a new dimension of adventure to our lives.

We also welcomed two new staff members in Consulting Services: Nelson Menezes and John Newport. Nelson has been hired by Mills Equipamentos and loaned to us for a year for training in planning and management courses. John is a volunteer from England who will use his Cambridge training in history to assist us in our cultural research.

One of the keys to our expansion in the last few months has been the increased involvement of the Kossatz family: Sula and They have long been supporters, clients, facilitators, but now Sula is volunteering three days a week, and both she and Mario are taking an active interest in the cultural research, opening their lovely home for many key events.

Mircea Eliade pointed out that the sensitive and responsive (ie. religious) always find themselves drawn to or living in the center of the universe and the center of time. He says there are innumerable "centers of the earth", sacred places where time and life converge. (Sometimes called a nexus.)

We are experiencing Brazil this year, and Rio in particular, as the center, the NOW moment of our lives, filled with all the creativity, despair, delight, anxiety, and pain that are appropriate for a convergence of heaven, earth and hell. We have become aware of this, not through reading mythology or discovering old, little known facts, but by standing present to our lives and the lives of those around us.

When the last edition of People and Projects came out, one of our volunteers complained, "You make it all sound so good, but we've got problems too, you know." "Oh," I replied, "The people who get this know that! They are experienced in life as well as in the ICA. They know it's not all roses." But lest there be any question, we acknowledge difficulties, frustrations, misunderstandings, and all the rest.

But we would hold up again the symbol of the tree, the axis of the earth and life and time. The roots reach deep into the primordial darkness of our fears and despairs and are nourished by them. The branches reach high and from time to time produce rather wonderful blossoms and fruits. But what we run into every day -- that both shades and blocks us--is the imperceptibly growing trunk of our here and now. Here is our heaven, our hell, our mundame time all in one. And here we experience the past finding fruition and the future being birthed aas we live out our day to day existence.

Is it surprising that with anticipation and wonder we look for others who will come for short or long stays in wonder-filled Rio?

-Nancy

INSTITUTO DE ASSUNTOS CULTURAIS

RUA GRACA ARANHA HIG, sala 1115 10030 RIO DE JANEIRO, RJ. BRASIL

CONSULTING SERVICES

MARACANA 1996

When you ask people what is holding Brazil back, they always point their finger at the political with its patronism, corruption and inefficient management of production. All of this may be changing overnight with the measures of our new president.

But when you ask the real cause of the Brazilian malaise, why this nation of accomplished sambistas and football players can't dance, they point their finger at themselves. "It's the Brazilian people: we are timid, we are not used to responsibility; we have always had a banana to pick when we were hungry; there has always been someone in charge who took care of us." This we hear from

Brazil has just inaugurated a new, young, dynamic president who is looked to to solve all the problems. We are all hopeful that he will do a great job, but it will be an immense job. Brazil has the widest gap in the world between rich and poor. The top 20% income bracket is 35 times wealthier than the bottom 20%. (The US factor is eight and below ten is considered healthy.) The rapidly developing information society can only employ from the literate 30% of its people. 67% have inadequate diets. Seven million are homeless. 60% of the 180 million population operate outside the official chaotic economic system. AIDS is rampant, and even Time carries articles about the crime rate in this beautiful city.

Why, in this great and rich land, is this the situation? We believe it is because the real issue is cultural not political. Until the cultural revolution arrives, the land of "Pain and Promise" will be mainly pain.

Like the rich veins of gold and iron in Para State, there are rich veins of heritage in Brazilians. Black, red, tan and white feed the Brazilian mix and create an artery of wisdom of its own that matches that of any western nation. The challenge is to tap these sources in a new way so they can burst into the Brazilian consciousness with promise, creating a spirit renaissance and undoing the self-images of laziness, slavery and robber barons.

If Tina Turner and Paul McCartney can fill Maracana's 200,000 seats night after night and fasil to ignite a depth cultural transformation that could deal with Brazil's social dilemnas, how can the ICA, with its unknown profile and limited resources expect to make a dent in the cultural contradiction?

It is said you only need three percent of a population to effect a radical change. That would be about two million adults in Brazil. What if, in the next three years, we could define and initiate the dynamic that could conscienticize these two million? What if we could locate the key to releasing the power of the four great streams of humanness flowing in the Brazilian genes? What if...Well, see you in Maracana stadium in 1996!

New Staff



John Newport Nelson Menezes

For eighteen months we have had off and on conversations with Texaco:Brazil, first initiated by Sherwood Shankland's visit in 1988. The Rio office were intrigued with our previous work with Texaco in Jamaica, but they were also very independent, enjoying a small amount of autonomy from the Houston-based parent company. We built up a friendly personal relationship with the marketing vice-president, who happened to be a Panamanian-American.

In the meantime, we had begun an intensive consulting relationship with ESSO:Brasil. When, on Friday morning, December 15. 1989, our Texaco contact finally showed concrete interest in

15, 1989, our Texaco contact finally showed concrete interest in using ICA, there was a serious question of conflict of interests since our consulting team was not strong enough to split between

these competing oil companies.
On Wednesday, December 27, the US invaded Panama, leaving a large wake of destruction, including Texaco outlets and facilities. Two or three days later, our vice-president friend was promoted to President of Texaco: Panama and left immediately for a month's That settled the question of conflicting interests reconnaisance.

in programs with Texaco:Brasil: There would be none.

Then, on the morning of January 22, we received a phone call from Texaco: Panama, requesting the ICA:Brazil to do an extensive program to mobilize the resources of Texaco to take the lead in the

recovery of the Panamanian economy. It was to include community development work. No conflict of interests this time!

After several postponements, a LENS is now planned for April 4-6 in Panama City, facilitated by Bill and Patricia from Brazil, Joaquina Samayoa from Guatemala and Sherwood Shankland. As the saying goes, "The Lord gives and the Lord takes away", but this year we just experience "The Lord gives...and gives...and gives."

—Bill

LETTING THE SAP FLOW THROUGH

We just didn't know how we were going to do all the programs coming up in 1990 with the two and a half of us working in Consulting Services (Patricia, Bill and Nan.) ESSO was beginning replication in two departments, Intercontinental Insurance was requesting intensified support for its team priorship program, Laboratories B. Braun wanted to do a mentor training program as a part of its LENS follow-up, MILLS scheduled a Long March retreat for its directors, a program for its receptionists and an SPE with one of its companies, ARMCO was negotiating a LENS, and Texaco:Panama had just called for a LENS in Panama City. On top of this, we had decided to take on a three year cultural research program, with no leadership in sight. Was Rio crazy? Were we crazy? our eyes too big for our stomachs? Or was this the moment to trust the Sea of Tranquillity, or, as one staff adviosed, to "Let the sap flow through"?

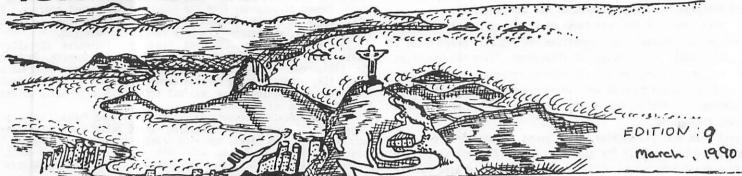
Then the miracles began. First, from out of the blue, the lovely and talented Sula Kossatz stepped forward to volunteer three a week with our staff. She had already facilitated an ESSO SPE in February, is helping Nan with the Mills retreat and Patricia with the training programs. Then Mills hired a new employee, Nelson Menezes and loaned him to our staff, full-time, for a year. In only a month with us he has improved the quality of our training programs and joined Patricia in finding and negotiating a new office. That only left the cultural research program without a coordinator.

Just as we were about to cancel the program, including a visit from Jan Sanders, an application letter arrived from a British grad in history from Cambridge University. He was seeking international

PLEASE NOTE OUR NEW ADDRESS * PLEASE NOTE OUR NEW ADDRESS * PLEASE

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A NEW OFFICE FOR A NEW PEOPLE
After six weeks of devouring three different newspapers, and walking the streets of the city almost in despair, we (Nelson, our new psychologist on the staff, and I) finally got us a new office.

The reason for getting new space was obvious. We had thirty square metres for four people for two years, but now we have nine in the same space! One day when we were in our weekly planning session, someone said, "Well, it's a little difficult for all of us to sit at a table designed for four. Right?" We looked around and in one voice responded, "Right!"

The next step was to assign someone to find a new office. Nelson, our hero, and I became experts in walking the downtown streets, visiting different places and negotiating rents.

Now we are moving to a new office with 70 square metres, a beautiful view of a park and the city and mountains beyond and nine smiling people.

Our new address is: RUA GRACA ARANHA 416, sala 1115 20030 RIO DE JAMEIRO, RJ BRASIL

So, if you are searching for a new office, you can contact us and we will send you clues on how to get one.

-Patricia



THIS IS IT!



KELLOGGS FOUNDATION BOARD VISITS RIO BONITO

On February 19, all eleven members of the W.K.Kellogg Foundation Board of Directors, most of their spouses and several Foundation staff, visited the Rio Bonito project. It was the last stop on a ten day visit to Foundation-funded projects in Brazil.

The day began with an orientation to Rio Bonito and the project followed by a brief look at the agricultural demonstration and training center being developed in collaboration with several other agencies and organizations. The center already has many activities underway, including fish-farming, bee-keeping, citrus and other fruit trees, coffee, a greenhouse for ornamental plants and seedlings for reforestation, and a soil analysis laboratory, all of which were added with Kellogg support.

Next the group plus the mayor of Rio Bonito, several community leaders and eight members of our staff visited a typical farm for a firsthand look at the problems and potential for increasing family income. Edno, who inherited his twenty acres from his father, did an outstanding job of presenting his struggle to develop his farm. Economic realities limit him to hard labor and financial resources which he can generate himself largely from his bee-keeping enterprise.

From there the group visited the rural school in Lavras where Suely, the school's director, told her story of how, in the past four years, the school has grown from a delapidated two rooms with only four grades and a 50% failure rate to its present five classrooms, kitchen, library, preschool, all eight primary grades and an 85% passing rate, through the efforts of the community and the school staff with m, ethods, training and encouragement from the ICA. During the visit, Dr. Norman A. Brown, President of the Kellogg Foundation, presented the school with a special gift of school supplies in appreciation for the visit. Suely said the gift was very welcome as this was the first day of school and she was much in need of supplies.

The visit ended with a wonderful Brazilian barbecue lunch and an informal reflection at a country hotel not, far from the Lavras school. We feel that the day was a great success for all concerned.

That evening at a banquet in Rio we had the opportunity to present copies of the three IERD books and <u>Winning Through Participation</u> formally to Dr. Marcos Kisil, the Foundation's coordinator for Latin America. It is indeed an honor to be associated with this outstanding institution.

CAECHEGIADEGIS ICA BRASIL EDITION 20 SEPTEMBER 199

EXPLOSION IN THE AMAZON

Our World bank contract to assess the management needs and propose a management strengthening plan for "Extractive Reserves", and our continuing work with World Wildlife Fund have generated an explosion of potential work in the Amazon for 1994 and beyond. As a result, we are beginning to wonder if we can handle it alone. Just the leadership and community development training that may come our way would probably require more skilled rural development troops than we can muster locally. All Portuguese-speaking colleagues who have (or haven't yet) dreamed of working in the Amazon, please take note! The chance may come next year.

our World Bank contract, as reported in the last EchoNet, is part of the pre-investment phase of a \$9 million Extraction Reserve Project which is scheduled to begin next year. The reserves are areas of Amazon forest where rubber, brazil nuts, and other forest products have been extracted in a sustainable way in the past by rural workers employed by large landowners. As these areas began to be threatened by expanding cattle ranching and other activities in the early '80's, Chico Mendes and the rubber tappers and other groups organized to try to stop the devastation and gain control of the lands. The Extractive Reserves are the results. These lands have been claimed by the Federal Government, and the existing residents (rubber tappers, etc.) will be given occupation licences and the mandate to manage each reserve through their own local organization. The aim of the joint World Bank/Brazilian Government project is to enable the first four reserves to become fully established and self-sustaining within three years.

Nira and I spent four weeks visiting the reserves which are in the states of Acre, Rondonia and Amapa. At each reserve we met with the local association and supporting groups. In three of the four we visited the interior of the reserve. One thing became clear very quickly: the local leadership core tends to be strong, but the level of organization and leadership development within the reserves tends to be very weak. If the local associations are to manage the reserves in a democratic and participative way, basic organization and leadership training are badly needed. We are going to propose this along with other more technical recommendations, and it could start happening as early as March or April, 1994.

Our work with WWF took an interesting

Our work with WWF took an interesting turn in August when Nira and I were asked to form a team with another consultant to do institutional diagnostic and strategic planning with GTA (The Amazon Working Group). This is a network of 280 NGO's and grassroots organizations from the entire Amazon region. The five day program was organized by WWF and received funding from the World Bank to help finalize the GTA's three year proposal. The event took place in Manaus and brought together twenty-seven representatives of key

probably be a follow-up in February, and we expect other work with them as well.

All in all, it's adding up to a pretty exciting prospect for 1994, which just might give some of you a chance to contribute directly to sustainable development in the Amazon as well.

-Kit

groups throughout the region.

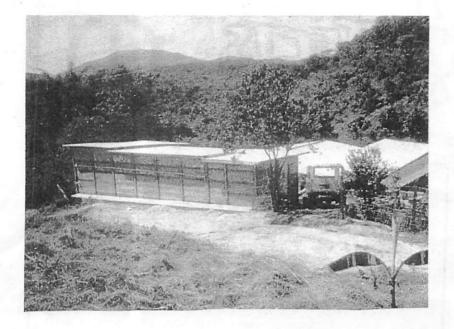
There will

On the 28th and 29th of May of this year, Funatura, Brazil's ProNature Foundation, held an SPE or Strategic Planning Seminar. The focus was: How can we accomplish institutional development and financial independence as well as technical credibility?

Although this was one of many SPE's offered by the ICA:Brasil, there was an important difference from all the others: it was completely coordinated and facilitated by a team of well-trained Brazilians. In spite of the long time that ICA has been in Brazil and the large number of progrms that have been held, all of them, until now, depended on a 'foreign' coordinator. For one reason or another, whether we Brazilians have not felt sufficiently secure to take on this work alone or whether the 'foreign' team simply didn't force us to, is of no great import now. The important thing to announce is that when the need arose, we were able to take advantage of the opportunity and the result was very good indeed.

As Cristian and I already had scheduled a business trip to Brasilia, where Funatura is based, in the last half of September, we will also be able to do the follow-up or second phase of the seminar. We will review the tactics and their implimentation to date, celebrate the new level reached and choose new tactics for the next six months.

Becuae of all this, this seminar should be considered a benchmark in the history of ICA:Brazil!



RIO BONITO - 18 AGOSTO, 1993

In September of 1992, the ICA began the first UPE, Production and Extension Unit. The basic object of the UPE is to stimulate the production of small animals and small-scale food processing in the rural area of Rio Bonito in the state of Rio de Janeiro, through a comprehensive program of training that unites theory, practice and the encouragement of production in order to contribute to the forestalling of the rural exodus.

The UPE program works with the State School of the community in which it is situated and has the support of local people and organizations.

Today, the UPE has three sectors operating. They are apiculture or bee-raising, which in the past year helped one rural youth become productive and plans in the last six months of the year, to support another six youths. We plan to train one youth in frog-raising and two in cheese-making. The UPE is also supporting three families as they initiate productivity in fish farming and seven rural youth engaged in leadership training and in dress-making. Altogether this year 17 productive activities are being enabled.

This semester, we have already begun to set up quail, rabbit and goat-raising, integrated with the above activities.

This year we have financial support from Food For All, Wilde Gazen, Third World Association and the Japanese Government. The latter does not only support the UPE but also funds a program for rural leadership training.

-Aloisio and Paulo Henrique



COMINGS AND GOINGS

Our comings and goings have a new look in the past two years since we stopped having a constant parade of volunteers in and out of Rio Bonito. Some of our Comings are reunions; some are relationships of indeterminate length, and some are new departures in assignments.

This issue we would choose to highlight:

visits from <u>Patricia Belge</u>, formerly on both our rural and urban staffs, now the mother of two and soon to graduate from university. Patricia has spent time with us because she is writing up her work with ICA in her graduation monograph.

engagement of <u>Cida Martins</u>, formerly of the Mills 2000 committee. Cida has been working with us as a volunteer and as a part-time consultant. It's great to have her trained head and heart around.

the photos and notes that we continue to receive from John Webster. Although he has returned to the States, he continues to be very much a team member.

the work of <u>Cristian Nacht and Nadira</u>
<u>Demier</u>. As noted elsewhere, they were the
two who pioneered as a totally Brazilian team
of facilitators for a two-day SPE, with no
"foreigners" within call. A great sign!
the <u>Round Table</u> which continues to

the <u>Round Table</u> which continues to draw four to eight business men and women to the ICA office every second Monday from 8am to 10 or 11 or 12 to lead seminars on the basic philosophy and stance of ICA. An outgrowth of this will be a full day session on the future of ICA:Brasil.

an open training day for Human Resource representatives of twenty companies. The workshop dealt with the form of HR for the next ten years. Those who attended left enthused about their job as well as about the methods of ICA.

the opportunity to lead daily study sessions on "Community" at the three day quadrennial retreat of the Methodist Missionaries in Brazil.

a ten day training session for brand new regional managers was master-minded by the ICA for Topseed to initiate the team approach and participation from the outset. in the midst of incredible violence

in the midst of incredible violence toward children and Indians and policemen and favela dwellers, and a ludicrous attempt to "shift and shuffle blame", an outpouring of concern and compassion.

-Nancy



WHAT DO YOU THIMK?

Did you enjoy reading this newletter? Do you think the work describes merits your support? Many of you do contribute to i ICA:Brazil. Your gifts, letters and encouragement are invalual to us. Thank you!

Remember gifts made through an ICA office in the States are deductable. Checks should be written to the ICA and clearly mar "for Brazil". The Chicago office will deduct 2% for handl charges and deposit the rest to our account.

The address is ICA: Chicago

4750 North Sheridan Road Chicago, IL 60640

In Brazil, where the Instituto de Assuntos Culturais is lis as a Public Utility, contributions may be addressed to

IAC:Brasil Rua Graca Aranha, 416/1116 20033 Rio de Janeiro, RJ

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