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(Chi Research)

AFRICA-NAME BI-CONTINENTAL COUNCIL

29 Dec. - 8 Jan.

1984

NAIROBI



This symbol emerged from the Council's work on the spirit edge. The circle holds the unity or totality of life. The 8 spirals represent the 8 Steps on the Human Journey, each leading to the Centre of Being. The empty space symbolizes the pause or the Void in which one's being, emptied, is opened to the resurgent spirit.

MID-YEAR BI-CONTINENTAL RESEARCH ASSEMBLY & COUNCIL

SET-UP	OPENING	GLOBAL RESURGENCE			LOCAL MISSION		ORDER FORMS		CONTINENTAL COUNCIL		
		28	29	30	31	1	2	3	4	5	6
P R O C E D U R E S	CENTRUM REPORTS	YEAR OF ORDER	CONT'L HOT SPOTS	GLOBAL	VLMS	IERD PH. III	VOLUNTEERS CORP.	S. SUPPOR	DESIGNS & CONT'L RESOLVES	Maurit' Report	Corporate Pri shp
	AREA REPORTS	RES'RGNCE STUDY -Time of Resurg. -Tape	FUTURE DIRECTNS & OPENINCS	S C E N E R I O S	LEARNINGS & BREAK-THROUGHS 9 ELEMENTS Prin/Pil	CONT'L & AREA PRIN. & PILLARS 9 ELEMNTS	SPRII' RES'NCE EDGE - MEDT'N EXPER.	ORDER FORMS I/F	TASK FORCES 1 YOC 2 IERD 3 S/S 4 Time/L	Area Meetings Plenary	Plenary
	CONT'NT'L SITUATION	Buffet			Buffet		Buffet		Plenary	Buffet	
	GLOBAL TRENDS	-Sydney -Resurg-ence Study Report	Research for Qtrs III & IV	S P O R T S	↓	-Zambia -Nairobi -Cairo 16 yr 4 yr 1 yr Images	MEDITA-TION EXER-CISES	PLENARY	TASK FORCE WORK	↓	↓
OPENING TALK	Buffet	Buffet	CELEB	Buffet	LOCAL STORY	8 STEPS TRANS-POSITION	8 STEPS STORY WRITING	CELEB MOVIE	↓	↓	CLOSING CELEB.

RESOLVES

A. VILLAGE VOLUNTEER FUNDING SCHEME

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1. In the arena of expanding our funding base, we resolve to participate fully in the creation and initiation of the VILLAGE VOLUNTEER Funding Scheme, as a means of:

- broadening the participation of national staff in the Bi-Continent in attracting funding for the work of the I.C.A.;
- assisting in the establishment of a broad base of individual donors in Europe; and
- establishing a new source of regular funding with large potential.

We will achieve this resolve by:

- a. seeking a Kenyan Patron in February
- b. preparing by March dossiers and budgets for a pilot group of 17 staff for Egypt, 5 in Zambia and 60 in Kenya,
- c. setting up the necessary systems to handle regular reports to and correspondence with donors as well as disbursement of donations received and accountability for their use.

B. YEAR OF THE COUNCIL

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1. In the arena of Year of the Council representation:

We resolve that the events in Quarter I reflect who the Global Order actually is in order to deal authentically with our future.

This will require that: Each area across the globe have the same percentage of its staff represented.

For example, taking 50% of the names on the Global Assignment list there would be:

23	representatives from	Continental Europe
65	"	" SubContinent
169	"	" Black Africa
6	"	" NAME
59	"	" Seapac
72	"	" North America
30	"	" Latin America
110	"	" Global Bands

534

This reflects 50% of assigned troops (July '83)
minimum of 2/Area

Each team will represent equal percentages of men, women, old, young, experience range, etc. This will require a global travel fund, e.g. Dharma's letter.

B. YEAR OF THE COUNCIL

2. In the arena of the Year of the Council Content:

We resolve that the Global Council forge out our next 16 year vision and missional strategy and practical implications by creating:

- a. Configuration rationals looking at the 16 year flow;
- b. Longer-term assignment image (four years plus)
- c. An image of and practical structures for a regularly scheduled time for extended family visits.
- d. Holding intentional conversations globally on 4 year vision and its practical implications on individual assignments.

3. In the arena of Assignments Configurations:

We resolve that as an experiment on behalf of the Globe, a Continental Team be assigned to be responsible for Black Africa-NAME.

The values of this experiment would be:

- 1) larger flexible team
 - 2) common across Bi-continent
 - 3) Bi-continental phasing
 - 4) Strategic configuration designs
- a. This will require 65 globally assigned methods skilled staff in addition to the Bi-Continental National Staff inassignments;
 - b. The Global Assignments Commission as a task force would recommend whether this experiment would be expanded to other continents.

4. In the arena of the Pilgrimage:

We resolve to design an event for the Journey to the Center for December 1984. A task force in Quarter I will be named to build the construct holding the values:

- a. a journey that enables sociological repentance
- b. A demonstration of radical detachment
- c. rooted in the futuric mission and risks radical openness to raw experimentation
- d. a leap to intensify vocational decision
- e. something that releases a new image of the Pilgrimage for our time..

5. In the arena of Continental Data Sharing:

We resolve to intensify interchange by:

- a. distributing Resurgence Studies, i.e. Nairobi Resurgence Study Report, Roundtable Conversations and Quetes
- b. Bi-Continental monthly interchange letters and other useful models and materials, to be distributed by each Area to the other Areas and the Brussels Nexus.
- c. Interchange of models will be supported by staff interchange for training events and holding of Strategic Expansion.

B. YEAR OF THE COUNCIL

6. In the arena of Spirit-Edge Research: (68)

We resolve to experiment beginning Quarter III 1983-84 in the Areas and to extend and intensify in Quarter IV to Area Council and planning events the use of the following:

- a. The Eight Steps (material will be made available by Area Nairobi, including the context and procedures for the exercises.) . Eight Steps Symbol and decor is also recommended for use in houses and is available from the CRC work.
- b. Experimentation with Meditation Forms...to be begun with meditation exercises at CRC in January.

7. In the Arena of Staff Development: (69)

We resolve to work towards using a common two year design for Auxiliary Journey, using the Nairobi design as a model. See attachment.

8. In the arena of Self-Support: (70)

We resolve to pursue new models of self-support, particularly through consultancy services across the Bi-Continent, e.g. COOP LENS, etc.

9. In the arena of Product Use: (71)

We resolve to send the products of the CRC and CPC to the Delhi MFT in February.

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Attachment, YEAR OF THE COUNCIL

TWO YEAR JOURNEY
AUXILIARY LIFE

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Participation in the staff of the ICA is open to anyone who successfully completes the HDTI and takes upon themselves the rule and mission of the New Village Movement for a 2 year period. Almost all participants come from the village projects in the NVM.

They participate in the HDTI for the first 2 months. During this time they receive board, lodging and programmatic materials. Upon graduation, they are assigned for four months to one of the ICA Houses across Kenya as trainees at 75/- per months. During this time they get acclimatized to house life and work in the projects. Usually this consists primarily of serving in apprenticeship at circuiting. In addition, they may serve as participant-observers in other ICA programmes. Upon completion of the four months they are interviewed by the House, participate in a corporate conversation on "trainee life" and write a statement about the four months and future anticipations.

At this time, their stipend increases to 300/- per month--the same as all full time staff members. Their programmatic activities increase into all facets of ICA's work: v.m., consults, VLI, Impact, circuiting and perhaps health training. Some may teach in the formal schools. All participate in the on-the-job training which includes collegiums, study periods, round tables, leadership roles, housing assignments, etc. in the life of the house. In addition, in all programmes training is carried out for the participant-observers and teachers as well. Also, it is planned that at least once per quarter each person would get to attend some type of conciliar event, i.e. section meeting, or area council. Many are appointed to commission, special task groups or become project directors, or section leadership.

At the end of the two year period, each person is given the opportunity to continue working with the ICA as its permanent staff under global assignment. If they decide to do this then they attend a three day Two Year Corporate Journey Lab that traces their journey, the journey of the corporate body, its life, task, organisation, form and style, the future implications and common planning. At the end of this, they are received into the body as interns for a one year period; after which time they may continue as full fledged staff members.

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C. IERD-FUNDING

1. In the arena of expanding our funding base:

We resolve to intensify interchange of advantages towards

- a. submission of national programme proposals to common sources; and
- b. to create the possibility of generating common bi-continental programme submission.

To accomplish this, the Bi-continental development team will approach the following funding sources in the following manner:

BARCLAY'S BANK:

In '77/'78 a loan/grant was given to ICA Kenya for urban farm in Kawangware. The total amount was 360,000 Ksh (50% loan). We are still paying up this loan.

This September initial conversations in Nairobi led to a submission to the Overseas Development Fund in London for a 500,000 Ksh grant. London had a good visit with Mrs. Lewis (the Fund secretary); however, the Fund Committee said NO in late October. They were not willing to shift into 100% grant support mode.

Research on current options:

Who: Rob Jennings-Teats

When - January

How: Further conversations with Mrs. Lewis

Where: London

SIDA:

SIDA, although untapped for funds so far, has great possibilities for the future. They have indirectly funded the ICA: Nairobi through the Swedish Co-operative Centre. SCC has used SIDA money to fund the expansion work and co-operative consultancies work in Kenya. -In Kenya SIDA has committed \$15,000 for funding 5 delegates to the IERD from their work on soil conservation with SIDA (Daag Skoog) about working with bi-lateral projects to ensure local participation and have a proposal to SIDA and the Ministry of Agriculture for \$50,000 and their appropriation in Aide Budget. SIDA has also agreed to consider a bi-lateral proposal for Kenya's total work that will be submitted by the Ministry of Finance and Planning. Daag Skoog, Programme Officer, is our best contact in Kenya, but we have had conversations with Lars Leander, Kenya Desk, Karen Himmerstrand, Women's Programmes, and Erik Skoglund, head of Soil Conservation Division, all of Stockholm.

Kenya in Quarter I will continue to push SIDA for bi-lateral aid, appropriation in aid money and to send a large delegation to the IERD. After the IERD Kenya will discuss Phase III funding as well as making sure Stockholm has a report. Kenya will also op pursue womens funding through the Women's Bureau, post-IERD funding collaborative work. Brussels in Quarter I will continue to frame SIDA through a visit with SIDA and work with Kenya on the proper nod for its work. Egypt and Zambia will begin Quarter I to work with their local SIDA representatives to introduce ICA's work through site visits and conversations on how ICA's work could facilitate SIDA's projects.

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SIDA, cont.

This facilitation could be especially helpful in enabling SIDA to reach the bottom 4 $\frac{1}{2}$ % of the poorest of the poor which is a new mandate.

SWEDISH COOPERATIVE CENTRE (SCC)

SCC centered in Stockholm, is an apex organisation for consumers and farmers cooperatives. They are also a funneling agent in the Third World for SIDA cooperative work. Alf Carlsson, the SCC Director, has been on a site visit to see our work in Kenya.

SCC directly funded Machakos expansion for 2 years, the second year adding fees for consultancy for one cooperative in Bungoma. At the end of the second year, an evaluation team, Hans Hedlund, anthropologist, and his wife, and Bjorn Genberg, Programme Development Officer, spent 3 weeks in the village projects and wrote an exceptionally positive report. During an second evaluation (1983) in Kenya by Rune Forsberg, SCC Cooperative Officer, Folke Dubell, Consultant, and Hans Hedlund, a demonstration LENS was held as well as visiting the original cooperative consultancy project. A hand-written proposal was submitted to the ICA by the team to do training of Cooperative Movement Trainers for 1 year in the LENS method. ICA responded to SCC with a \$50,000 request to do this proposal. This proposal will be delivered to the Kenya National Federation of Cooperatives. KNFC has been so pleased with the LENS work that the ICA has done, that they have paid for 4 LENS's out of their own budget.

Brussels will visit Bjorn Genberg and talk through funding of other ICA projects in Africa where SCC has the equivalence of KNFC in Quarter I. Zambia Egypt and the Ivory Coast, in Quarter I and II will begin looking for linkages with the cooperative movement in their areas.

EEC

The European Economic Community has given major funding to the ICA on 4 continents: 3 grants to Maharashtra on the Sub-continent for replication work at the district/division, taluka and block levels; a grant to Jamaica in Latin America; a grant to Egypt in NAME; and grants to Zambia and Kenya in Black Africa. Kenya's grant is still active, with a balance of \$100,000 still to be paid. To our advantage is a favorable evaluation given at the end of the first year of funding to Kenya by Mr. Gerald Hegarty, the local programme officer, EEC, Kenya.

Two major issues have emerged in EEC's evaluation of our work: our management of accountability systems and our large American staff organisation. However, EEC has been most cooperative in helping us satisfactorily meet their requirements with up front evaluation and assignment of their personnel to work with us towards adequate grant accountability.

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EEC- continued

The next step to secure future funding from EEC is to present a proposal for an appropriate management system - for financial accounting for project implementation tracking - which complies with EEC requirements. This includes 1) creating in Brussels in coordination with Operations and management, Nairobi, a management system with the help of Vanestendal and in close dialogue with EEC. 2) In Kenya and Egypt demonstrating these new systems. 3) In Egypt, completing accountability and implementation of the Egyptian grant. 4) In Zambia and Egypt, holding conversations with local EEC officers on current funding options and writing proposals for these two locations and 5) In Brussels, re-establishing close contacts with EEC in Europe.

CANADIAN INTERNATIONAL DEVELOPMENT AGENCY (CIDA)

ICA Canada and CIDA agreed to cooperate in a pilot project in Jamaica. Through a site visit, CIDA was very impressed in helping us get our first grant. It was for \$50,000 which we had to match with \$50,000. The grant was to ensure four sector participation in the consult, pay for the consult itself, and for the first 3 months of cluster implementation. The programme has done well and the new director is impressed. There was a report written in September (which we have not yet seen), but we assume that it was positive. This positive feedback will probably insure us future funding.

The second grant we have received was \$50,000 Canadian Dollars from CIDA INGO to ICA:I for IERD delegates. It was the results of advisory board visits with the Vice President and probably positive internal reports from Jamaica.

There are 3 directions for future CIDA funding. One of the issues with CIDA funding is the necessity of having matching NGO funds. Having to rely on our own development to match funds could limit funding. We need to find a Canadian funding organisation that would be willing to match our CIDA grants. Secondly, it will perhaps be possible to continue to use the ICA:I as a structure for development and receiving funds from CIDA INGO. The advantage of this is that INGO funds do not need to be matched. This option may be possible as a result of the credibility afforded by our IERD co-sponsors and by our favorable Jamaica report. The third option is bi-lateral funding between CIDA and the National Ministries-i.e. the Ministry of Finance and Planning in Kenya. It will be important that Brian Williams continue to maintain contact in Canada with CIDA. The African Area Houses need to discover the bi-lateral points between their nations and Ottawa and keep Brian informed of them.

FORD FOUNDATION

Ford has given grants to ICA work in the countries of Kenya, Zambia, Egypt, and Brazil since 1980. The first grant of Ksh 560,000 was given to Kenya for HDTI initiation. Subsequent proposals for Ksh 280,000 from training of Government Officers, Ksh 30,000 for HCT expansion and Ksh 120,000 for womens organisation was also given to Kenya. Ksh 30,000 was also given Kenya for documentation of ICA work. "DEVELOPMENT BY THE PEOPLE" was published and distributed to development officers around the world.

Ford Foundation, cont.

In 1983, \$30,000 was given to Kenya and Zambia for IERD village delegates and travel, set-up and delegate fees for Zimbabwe - Nairobi has now reached its funding ceiling with Ford. Egypt has received 2 grants from Ford, one was for community leadership training and HCT initiation for the total of \$40,000.

Dr. Goran Hyden, representative for Eastern and South Africa, located in Nairobi, has been our strongest advocate. He has been on the Kenya IERD National Steering Committee as an observer, and is pursuing the possibility of representing Ford Foundation at the IERD. Dr. John Gearhart in Egypt office is an open supporter. Five of the Ford Foundation Board Members have had site visits to Kabiro in Nairobi - meetings with the Domestic and International Vice President and President Dr. Thomas have been held in New York.

In Nairobi the next step will be Dick in Quarter III securing the appropriate sponsorship for Ford to fund a proposal with ICA as the implementing agent through the Kenya Scheme.

In Egypt, the next step will be Ike in Quarter III funding resurgence research and documentation in conjunction with Cairo American University.

On the Bi-Continent the next step will be Dick in communication with John in Quarter III, initiating discussions with Dr. Hyden about funding E.I. Zambia for IERD Africa - sharing approaches that work.

MISERIOR

Miserior is a German Roman Catholic Church Fund supported by government taxes. It is monies intended to enhance Roman Catholic work around the globe. The local Bishop is the initiator of funding requests. In the past, the ICA has benefited from Miserior funding in Nigeria for 1979 ITI, in Calcutta for programmatic work and in 1983 in Portugal's Lamego project. 30,000 Marks was received from Divine World Fathers in Europe for Maharashtra work and Father Schmidt in Rome is pursuing the remainder of \$50,000 proposal through Miserior.

Miserior is an excellent funding base and could be framed to enable greater participation in ICA local efforts - Chicago and Brussels Nexus are collaborating to write a report on ICA and R.C. work around the world. A brochure on Innocent Suffering is being produced that would be in this realm. Work on this in the Bi-Continent would have:

1. Dick Alton Kenya and John Telford Zambia make exploratory calls to identify Bishops that were interested in ICA's methods. They would solicit his help in formulating and submitting proposals for our work in Africa. They would also find out about the East African Bishop's Conference and how they might be helpful. This would be done in Quarter III - 1984.

WATERAID

Wateraid is a voluntary effort of the British Water Industry to help the fulfillment of the aims of the U.N. Decade of water. They are directing their funding to small village water projects in the Third World. ICA: Nairobi has received two grants - the first, 80,000 (U.S. \$6,000) for the HDTI water system, and the second, 10,000 (U.S. \$750) for a village water roof catchment system.

Proposals need to be submitted direct to:

Mr. David Collett
Director, Wateraid,
1 Queens Anne's Gate
London, SW1H9BT

(Richard Alton, ICA Nairobi, could be used as a reference, e.g. Mr. Alton mentioned you in a report...)

DANIDA

DANIDA is the Danish Government International Development Agency. We have received some small grants from them in the past, through Dan Church Aide. Then in May 1983 we received \$50,000 for Phase I of the IERD. This came through INGO (International Non-Government Organisation) to ICA International after Lady Peggy Lindsay and Brian Williams saw Dr. Kaj Baagoe (pronounced Bowell) who is head of DANIDA (title: Deputy Undersecretary of State for International Development). He is also on the Gblal Advisory Board.

We also know Jehe Seisø, India desk in Copenhagen. In Nairobi we know the head of mission, Mr. Nyholm, and Dr. Carlsson, who is consultant to the Rural Development Fund which is the coordinated fund for bi-lateral aid for NORAD, SIDA and DANIDA. DANIDA is sending one of their staff to the IERD New Dehli event.

Future: DANIDA has great potential as a funding source through three possible channels - a) INGO, b) Dan Church Aid, and c) FDB - the cooperative branch.

- Next Steps:
- 1) **What:** Submit proposal to DANIDA through ICM for funding Phase III of IERD across bi-continent.
WHO: Each area - Nairobi, Ciara, Lusaka, Abidjan, draft Phase III plan and send to BRUNEX. BRUNEX pull together and submit to DANIDA.
WHEN: Area plans to BRUNEX by end February, BRUNEX visit DANIDA mid-March

 - 2) **WHAT:** Submit proposal to FDB
WHO: BRUNEX
WHEN: March

NORAD

NORAD, a Norwegian government organisation. We have had funding from NORAD in the past in Kenya, twice, totalling US\$130,000, in Zambia four times totalling US \$20,000 and India twice. In India we are currently waiting for the second draw of the second grant.

NORAD has been sufficiently impressed by our performance to commission an evaluation of our work in India which they were going to compare with the Sarvodaya Movement in Sri Lanka. Unfortunately, this evaluation was done from a completely different standpoint than NORAD wanted and the report was not complementary. Bombay and Brussels Nexus have prepared a response to submit to NORAD in Oslo. In the meantime, NORAD has realized their error and are anxious to understand the uniqueness of our approach. In Zambia NORAD has just completed an evaluation of all the projects they have funded, including Kapini and other projects requesting funding. They are reviewing their funding policies in order to ensure that their funds are directed to programmes which are most effective.

Next Steps:

We need to create opportunities to educate NORAD personnel on our approach and also we need to establish relationships with other Norwegian NGO's.

Kenya needs to follow up on the Kenya IERD Scholarship proposal.

Zambia needs to follow-up the Zambia proposal. Zambia will also talk with NORAD regarding IERD Phase III.

Ivory Coast needs to submit a proposal. Egypt needs to do research on NORAD in Egypt.

All of these need to be done in January 1984, probably by the assigned Area Prior involved.

The people we know and can refer to in Oslo are:

John Hutchinson at the India Desk

Bjorn Johansson, Director of NGO's

Bergen Lenth, Director General

Kirsti Digerud, Kenya Desk

_____ Helset, Zambia Desk

NETWORKING ORGANIZATIONS

We resolve to build our relations with existing Bi-continental networks by taking the following steps.

INTRODUCTION: As we looked at our work in the next four years, phrases like collaboration, line-item support for governments, consultancy fees, third phase IERD follow up, existing networks and "riding the backs" of other organizations were mentioned. The following paragraphs are an initial attempt to explore possible directions to take in the next year across Africa/NAME with a minimal list of agencies with whom we already have openings.

1. **WHO** With the World Health Organization we have gained a working agreement. Our contact is mainly through work by Dr. Liz Banks, include the Director of Coordination with other organizations, Dr. Mutalik, and Dr. Hammad, who is working on the technical aspects of Strengthening Basic Health Services. Liz Banks presented a proposal to Dr. Hammad to do documentation of the impact of Comprehensive Rural Development on health in rural India. Mr. Hammad said yes to funding 10 weeks of work and a 1000 copies of a 25 page report at a cost of \$8000 U.S.. This report would be useful in the development of WHO's plan for Basic Health Service to provide "health for all by the year 2000" as one of the three components of the plan is to be Community Involvement. The other two components are Intersectoral Support and Appropriate Technology. The type of documentation in the proposal could be done anywhere including countries where we are not resident. The next steps in our work with WHO need to include (a) looking at the budget for India and adjusting it for our other locations (b) doing an initial report as a prototype (c) submitting proposals to be done over the next 6 months/years in all the countries in which we are working. Another possibility to explore would be contacting a health organization in Tanzania that WHO has expressed interest in us working with.
2. **ICA/(SCC)** The International Cooperative Alliance and Swedish Cooperative Centre are two entrees which we have to the cooperative movement across the globe. We have a find relationship with SCC who are currently funding LENS courses with Kenya National Federation of Cooperatives. Our next steps need to include (a) expanding our exploration of cooperatives consultancies to other countries besides Sweden by going to equivalent national organization in Norway and Denmark (b) talking to SCC relative to getting inside the International Cooperative Alliance (c) send reports on our LENS in Kenya to ICA and SCC (d) develop relationships with appropriate directors at the national and international level (e) target executive committee members of the ICA to keep abreast of our work wuch as in Kenya, India and the USA.
3. **DSE/FAO** is currently discussing the possibility of our consulting with them in building the agenda and procedures for an international conference in 1985. John Stringham is exploring working with this German organization following a presentation on participatory methods which he did with DSE earlier this year. Dr. Kotter, on our/global advisory board, conceived the last conference. Currently our working contacts are not very high in FAO. Steps to continue building a relationship with DSE/FAO would include the following (a) Brussels will send a description of the organization to African houses (b) areas will explore

local branches and IERD but what can be done locally (c) Birmingham and Brussels nexus will attend the July planning session of the conference (d) a concerted attempt will be made to get someone from DSE/FAO at the IERD as a prototype.

4. Our UNICEF relationships might be called top-heavy, but not unhelpfully so. Through directives from the UN in New York, support for the IRDS in Geneva was provided and the N.Y. office gave us \$30,000 U.S. for the IERD. UNICEF is located in over 100 countries and in some places we have a working relationship with them. Most of UNICEF's funding comes through national budgets. However, the people of UNICEF are easy to work with and it may be possible to create working relationships with them across Africa and NAME. In an article in UNICEF News 110, Critchfield describes one of the projects in Kenya as a fine example of local participation. Next steps might include (1) creating an "image" that holds the UNICEF article (2) getting to know the local UNICEF staff (3) obtaining a letter from Tarzie V. Hachi, the Deputy Executive Director of External Relations urging cooperation in working with us (4) exploring how our health programs could interface for funding and support with UNICEF's plan for a Revolution in Child survival, called GOBI -FF- growth charts, Oral Rehydration Therapy, Breast feeding, immunization and family spacing and food supplements for nursing mothers.
5. Working with UNDP involves working through the planning organizations of national governments and developing working relationships with these bodies. It could involve consultancy with governments. Implementation here will require doing research on how to get at the UNDP staff working at top government levels; finding inroads to planning ministries; and exploring possibilities and advantages that may arise out of the IERD.
6. AALC is currently paying for ICA consultants to work with unions and the government of Mauritius, a small island republic off the east coast of Africa. In February the AALC will hold a meeting in Mauritius or Botswana to which we hope to give a presentation on our current work in Mauritius. The AALC also paid for a LENS with the leadership of the Women's organization of Kenya at which a Washington D.C. officer was present. Next steps in working with the AALC and taking advantage of this work include (a) holding introductory conversations with the Washington office (b) creating a one-page brief on the Mauritius work (c) obtaining recommendation letters from Dan O'Laughlin and Peter Canon in Africa (d) presenting a Mauritius report to the International Federation of Plantation, Agricultural and Allied Workers in Geneva.

12 NATION IERD REPRESENTATION

We resolve to use African/NAME and European networks to ensure 12 nations are represented at the IERD in order that local development be intensified throughout the Bi-continent.

To accomplish this we will do the followup in each country:

1. Egyptcontinue to monitor Ike Powell's tracking of working monies for 6 delegates.
2. Ivory Coastcontinue to track Parker's funding plans for 5 delegates and initial funding for 2 more who have worked in Brobo Cluster from Brussels Nexus.
3. Liberiaconfirm that the USE funding includes the 1 national delegate to travel to Delhi.
4. Kenyasecure UNDP air travel for 5 delegates, UNVOL funding for 2, NORAD for 1, and CARE for 1, travel for rest of the 18 re logistics.
5. Nigeriapursue the Church of the Brethren Mission or ICCO etc., handle the temporary block to obtaining foreign currency for 25 delegates.
6. Upper Voltacheck on what funds have been raised by Dr. Bernard and pay the rest through UNICEF grant.
7. Zambiaobtain airfare for 6 paid delegates in Zambia.
8. Senegalcontinue to track the delegates' journey to Delhi who have been paid for by French sources.
9. Mauritiuscheck on word from recent cabinet meeting decision on 1 delegate.(L. Philbrook)
10. Tanzaniadecide next steps based on Charles Lingo's report.
11. Botswanapursue Dutch/Danish volunteer services sponsors in Botswana-Denmark & Holland for two women delegates.
12. Zimbabweobtain further two names of Ford-paid delegates and in Nairobi, Brussels and Harare work on 4 airfares and have Lingo insure their practical preparedness.
13. Zairehave Brussels obtain funding in Flanders for 1 representative from catholic diocesan.
14. Rwandahave Stringham and the Rwanda ambassador obtain German State Gov't project names and pursue logistical preparedness of delegates re Brussels and Nairobi.
15. Matawifollowup on WB in Nairobi release of gov't held funds. Info continue to ensure delegate selection and preparation
16. Ugandahave Brussels obtain letter from the financial clearance committee Bishop Mary Coggeshal followup with visits to Presiding Bishops fund in N.V. & inform Brussels & Nairobi of progress.
17. Tunisia1 name to Peggy Lindsay to ensure.
18. Ghanahave Brussels & Parker continue to enquire after the sub-standard nature of gov't backing. Cover possible failure with the Conrad Adenaur foundation in Bonn.

VILLAGE VOLUNTEERS

I. Proposal Request

Nation requesting support from European sponsors under this scheme will submit a letter of request to the new U.K. Charitable Trust indicating the number of national volunteers staff on whose behalf they wish sponsorship to be sought from U.K. donors. Accompanying this proposal letter is a budget of the average monthly expenses related to the work and sustenance a volunteer in that nation. Also included is a one page dossier and action photograph of each volunteer to be used in the U.K. in the process of securing funding. Photos of every volunteer in whose name sponsorship is being sought will be taken. Volunteers will sign a release that their photos may be used in the process of appealing for financial support for the Institute of Cultural Affairs. Action photos should be taken. Photos will be marked on the back indicating who is the volunteer. Black and white negatives are preferred. The dossier includes the action photo and appropriate baseline data concerning the volunteer. Also included is a description of the work and type of villages that the volunteer serves.

II. System Maintenance: Care for the Donors.

Project reports and personal letters from volunteer staff are to be provided to ICA London for forwarding to donors on a six monthly basis.

Letters Outgoing; Letters are written every six months, in November and May. Collegium procedures for corporate letter writing are sent to each house, including a sample letter. Letters are hand written in English. The salutations on letters are to specific sponsors. London will coordinate the linking of sponsors to Volunteers. The names of sponsors that each staff writes to are included with the collegium procedures. A tracking chart will be maintained checking off letters as they are sent to London. The addresses of the donors are exclusively filed in London. All letters are screened before mailing.

If the donor writes directly to the volunteer in whose name he is making donations to the ICA, the only address available to the donor is, c/o Village Volunteer Coordinator, ICA Area Office.

Any incoming mail is opened and return addresses are either clipped or marked out before being forwarded to the volunteer. Any responses from volunteers on a personal basis can be passed on to the area office for screening and then sent on to London. Any incoming mail with checks is returned to London. In order to reduce the likelihood of special giving of presents at Christmas, donors will be advised that packages should not be sent due to customs restrictions and a special Christmas appeal fund will be set-up before Christmas. The donors will be notified in October, that their Christmas checks can be written to the ICA Christmas fund.

Reports; Six month reports, Feb. and Aug., will be prepared from each recipient nation. These reports should encompass the total village work within that nation and should focus on specific programmes with special human interest emphasised. Camera ready copy should be sent to London.

Report preparation is the responsibility of the Area House.

III. Management System.

Though sponsorship is sought and secured on behalf of particular individual staff, all funds received are used for the entire work of the ICA in the recipient nation. Thus an assignment for a staff to be part of this scheme is best seen as a corporate assignment in self-support or development. It is recommended that a special account be set up possibly in foreign currency--external account--to keep money in foreign exchange as long as possible). Yearly audit is advisable/necessary. Monthly disbursements are to follow the structure of the budget. London will research exact audit requirements and bookkeeping recommendations from the Charitable Trust's auditor.

IV. Start-up.

It is anticipated the new London charitable trust will be operational from 1 April 1984, will do its first advertising in April and will be able to disburse funds from May.

London would like to have 100 (one hundred) dossiers on file by March in order to be able to meet the anticipated initial response to their requests for support. We recommend that these dossiers be provided as follows:

Egypt	-	17
Zambia	-	5
Kenya		60 (from Machakos District houses' staff)

with the balance to be obtained from India.

A local patron of some note is to be located in Kenya in February.

Reference No. _____

Name _____

Age _____

Male/Female

Tribe _____

Religion _____

Marital Status _____

Current Village Assignment _____

PHOTO _____

SAMPLE DOSSIER FORMAT

_____ is a _____ school leaver and served with
(vol. first name) (education)
the ICA in _____ for _____ years. He/She was born in _____ in
(nation) (number)
_____ village in _____ District. _____ has
(name) (name) (vol. 1st name)
_____ mother cares for _____
(no. brothers & sisters) (vol. first name) (describe
family responsibility) His/Her father _____
(describe occupation)

_____ began his work with the ICA in a Human Development
(vol. first name)
Training School No. _____ and receives advanced training every two months in
village development and leadership training courses.

With your support _____ will continue as a member of the
(vol. first name)
team who work in the _____ in the _____ District.
(name cluster project) (name)
This is a group of _____ villages that have built with _____ help
(number) (vol. first name)
a tow-year plan for their common development. These villages are in a
_____ area in _____. The major crops grown are
(dry, tropical) (eastern, central (nation)
northern, southern)

_____ is needed to train and catalyze
(name 2) (vol. first name)
the villagers in implementing their timeline. Some of the programmes
undertaken are _____ which _____ and _____
(programme name) (function of programme) (prog. name)
which _____. They also hope to expand _____
(function of programme) (programme name)

SAMPLE: Staff "Village Volunteers Scheme" Agreement

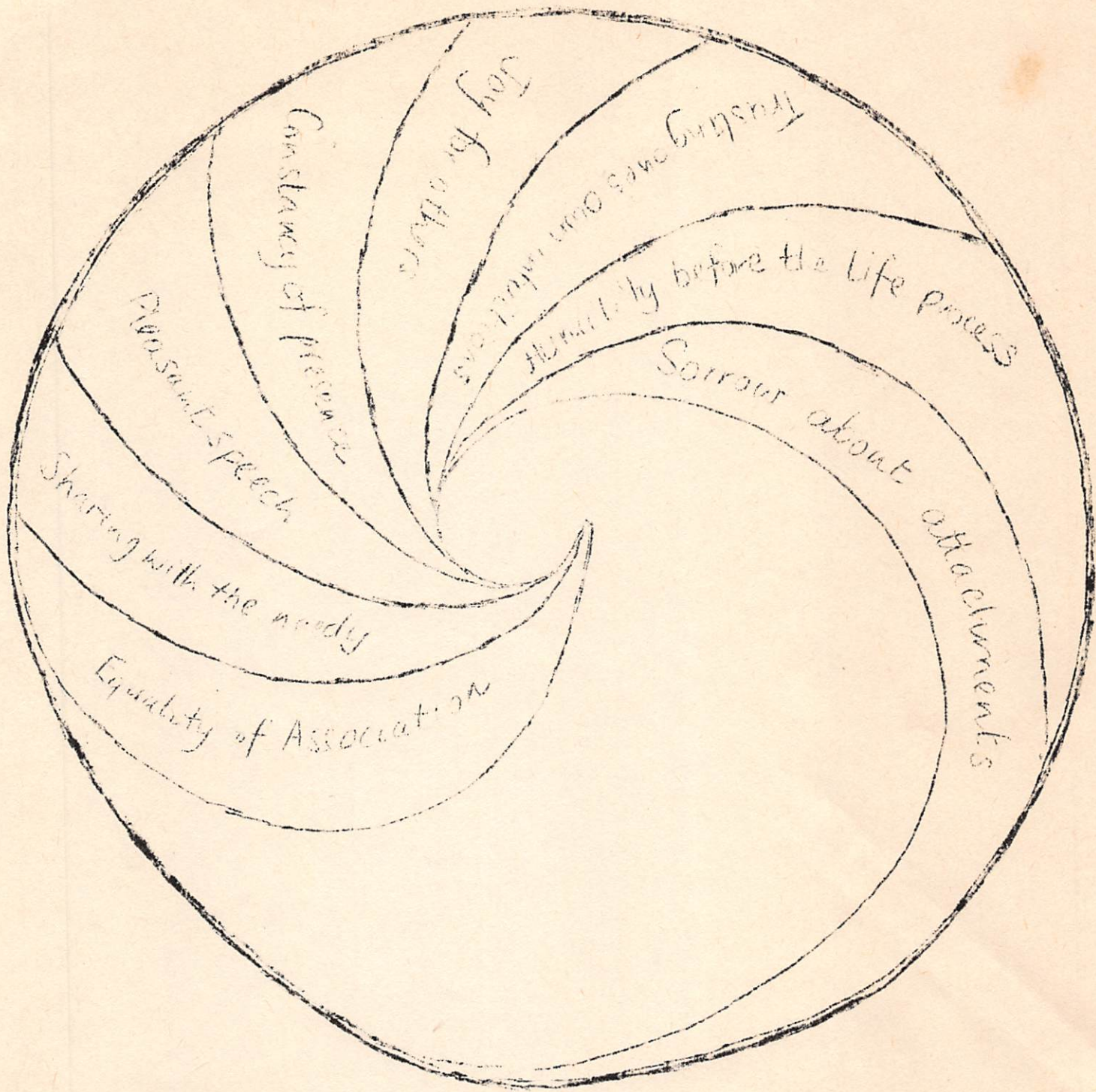
The following are the guidelines on how the Village Volunteers sponsored funding scheme works. I understand each of them and agree to follow them:

1. A photograph and personal data profile is submitted to the ICA for use in securing funding.
2. Personal letters are written regularly to overseas sponsors to report on events and achievements in the project/cluster. All letters are sent through the ICA Nairobi offices.
3. All donations by sponsors are made to the ICA and are used for the entire work of the New Village Movement. All funds are used for ICA operating expenses and in the regular distributions of programme and internal funds or stipends.

I have read and understand the above statements. I agree that my photograph and personal details may be used in soliciting funds by the ICA and understand that I have no personal claim on any funds so raised.

SIGNATURE: _____

DATE: _____



~ The Eight Steps ~