

Institute of Cultural Affairs  
International

1989-90  
*Directory of  
ICA locations  
and  
activities*

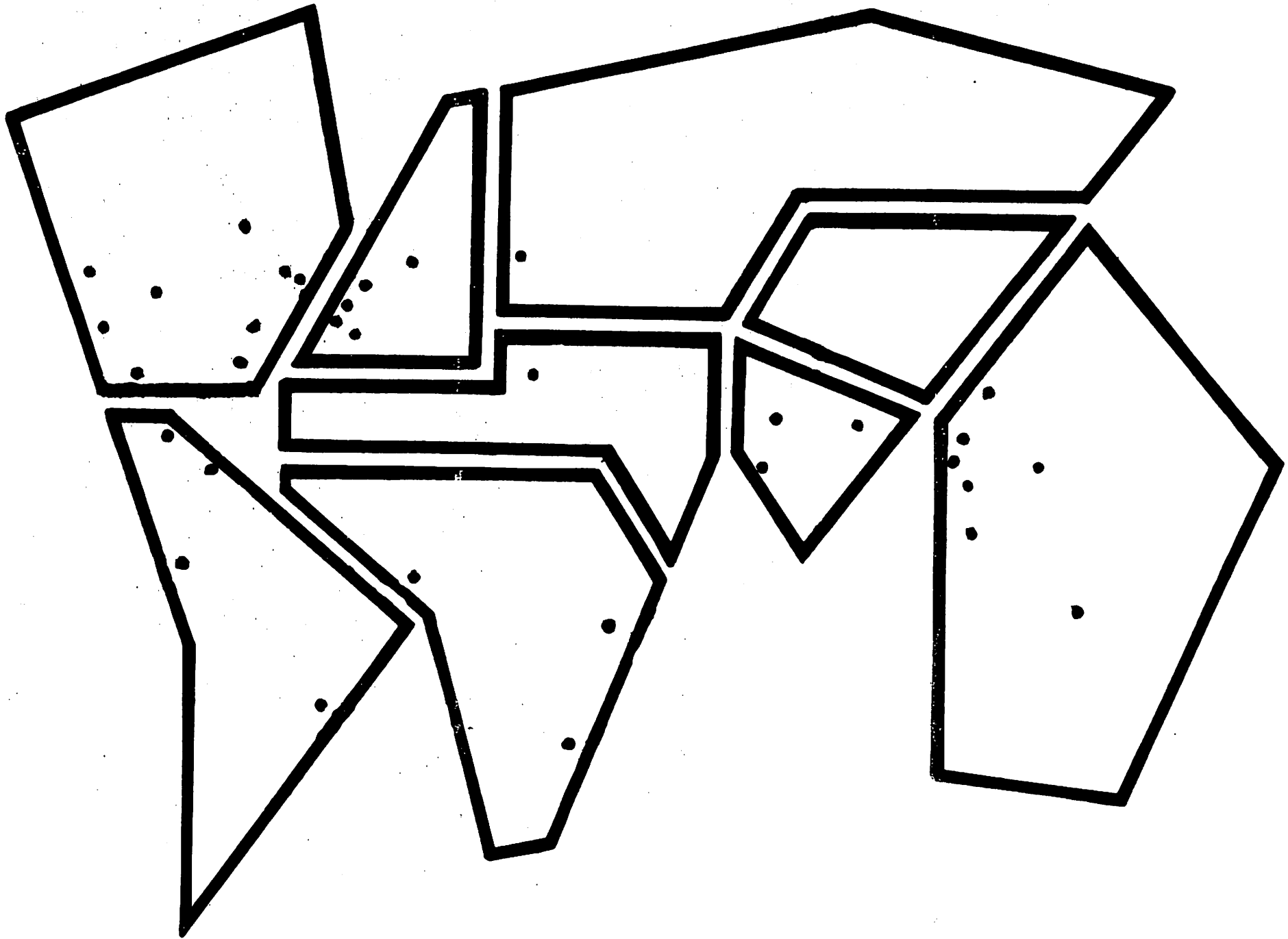
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INSTITUTE OF CULTURAL AFFAIRS INTERNATIONAL  
1989-90 DIRECTORY OF ICA LOCATIONS & ACTIVITIES  
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## **THE INSTITUTE OF CULTURAL AFFAIRS INTERNATIONAL**

### **Foundation**

The ICAI was founded in 1977 in Brussels, Belgium. It is an international non-profit association which facilitates the activities of autonomous national member Institutes (ICAs). The first national Institute emerged in the United States in 1973 from a related body known as the Ecumenical Institute: Chicago, founded in 1964. The Ecumenical Institute focussed on training leaders for church renewal and social action. As a secular body, the Institute of Cultural Affairs developed a programme of research, training and demonstration in community and organisational development.

### **Aims**

The principal aim of ICAs is to develop and test methods of individual, community and organisational development. Their programmes are highly participatory in nature and are often conducted in collaboration with other organisations, be they public, private, voluntary or local community groups. ICAI services to member ICAs include programme coordination, conference organisation, information exchange, publishing, and staff training.

### **Activities**

ICA national offices undertake a variety of activities depending on their particular location. These include community meeting facilitation, educational research and training, organisational transformation, youth and women's programmes, rural development symposia and projects, leadership training, personal development workshops, strategic planning seminars, conference facilitation, documentation, and evaluation.

### **Relations with other organisations**

The ICAI has Category II Consultative Status with the United Nations Economic and Social Council (ECOSOC), liaison status with FAO, working relation status with WHO, and Consultative Status with UNICEF. It is a member of the International Association for Community Development (IACD), the European Association of Development, Research and Training Institutes (EADI), and a provisional member of the International Council on Social Welfare (ICSW). Each member Institute independently establishes its own relations with NGO networks and other bodies.

### **Funding**

ICAI is supported by subscriptions from member ICAs, and by contracts and consultancy fees to the secretariat staff. Funding for ICA programmes comes from a broad base of contributors to member ICAs in each country. Common sources include individuals, trusts and foundations, religious organisations, companies, bilateral and multilateral agencies, and programme and consultancy fees. Current major grants to ICAs have come from Misereor, ICCO, the Sainsbury Family Charitable Trust, the William and Flora Hewlett Foundation, IFESH, AIDAB, ODA and CIDA.

### **Staff**

ICA staff support themselves through a variety of economic enterprises, and contribute their services to the work of ICAs. Other non-resident staff work in full-time or part-time capacities to facilitate Institute programmes.

Chicago	Brussels London Frankf. Mezio	Lagos	Lusaka	Nairobi Cairo	N. Delhi Bombay Madras	Calcutta	Singapore	Hong Kong	Tokyo	Sydney	Suva	Los Angeles Edmonton	Houston Mexico	New York Montreal	Caracas
6 am	noon	noon	1 pm	2 pm	5 pm	6 pm	7 pm	8 pm	9 pm	10 pm	midnight	4 am	6 am	7 am	8 am
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8 am	2 pm	2 pm	3 pm	4 pm	7 pm	8 pm	9 pm	10 pm	11 pm	midnight	2 am	6 am	8 am	9 am	10 am
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5 am	11 am	11 am	noon	1 pm	4 pm	5 pm	6 pm	7 pm	8 pm	9 pm	11 pm	3 am	5 am	6 am	7 am

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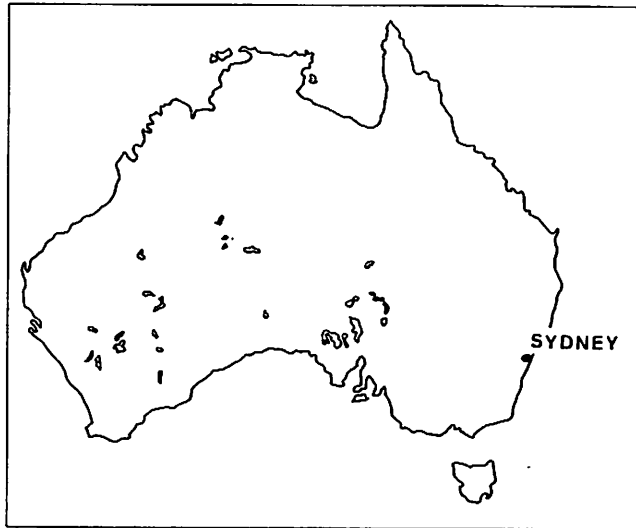
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\*New data highlighted  
\*\* (Access) means office has  
access to fax; however  
header should clearly refer-  
ence ICA (with address and  
telephone number).

## AUSTRALIA: SYDNEY

**OBJECTIVE:** To offer broadly our training, development and planning processes across society. To research and apply the wide range of emerging personal and professional growth methods.

**BACKGROUND, PAST ACCOMPLISHMENTS AND ONGOING ACTIVITIES:** Originally known as "The Ecumenical Institute", the ICA was set up in Australia in 1968. Initial programs were with local church leadership. In 1971, a one-year human development project was set up with Mowanjum, an aboriginal community in North West Australia. In 1973, a more extensive program was begun with Oombulgurri, an aboriginal community in the



Kimberley region of Western Australia. In 1974, a program of community meetings was begun resulting in one meeting being conducted in every shire across Australia. A further aboriginal project was initiated in Murrin Bridge, NSW in 1976. In the 80s, ICA Sydney has focussed attention on consultative relationships across the broad spectrum of society resulting in some notable LENS seminars with the private sector in Sydney in the early 80s and at the same time a great deal of work with the public sector in Darwin.

In more recent years, the ICA has continued its link with aboriginal communities and organisations through consultative training and planning events. By focussing its efforts in NSW it has established firm relationships with local government and has opened up new work with the private sector and non-government organisations.

Since 1984, ICA Sydney has taken a keen interest in developing personal and professional growth seminars using the insights of key consciousness research thinkers. Such seminars include a retreat called "Journey to the Future", seminars on the work of Ken Wilbur and a Vocational Perspectives workshop. We anticipate coordinating Jean Houston's visit to Australia in 1990.

An increasing number of planning and training seminars are being used by State Government Health Authorities concerning health issues in general and also for aboriginal people.

In recent years, ICA Sydney has taken responsibility for work in the Pacific. It fielded a team in Tonga for several years, and at present is engaged in coordinating a regional youth employment project involving 8 Pacific Island nations, and resource agencies including UNV DDS.

**SPONSORS/SUPPORT GROUPS/FUNDING:** ICA Sydney has developed a wide group of private company sponsors. Several foundations and trusts are at present supporting our work with the aboriginals, as do a number of individuals across the country. We receive federal government funding, donations and grants for our work in the Pacific.

**CURRENT PERSONNEL:** Board of Directors: Mike Chapman, Deidre Dowsett, Ann Duffy, Richard Maguire, Barry Oakley, Brian Robins, John Telford, Jim Thomson, John Walmsley.

**VOLUNTEERS:** ICA Sydney receives continuing requests mainly from Europeans wishing to volunteer their services. Visa limitations and the specific nature of our work forces us to restrict the number we receive.

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**LAST UPDATE:** September 1989.

## BELGIUM: BRUSSELS

**OBJECTIVE:** Provide human resource development programmes; collaborate with and serve other organizations in the development field and elsewhere with a view finally to influence government and organizational policy towards more effective and human service; be a demonstration community in service.

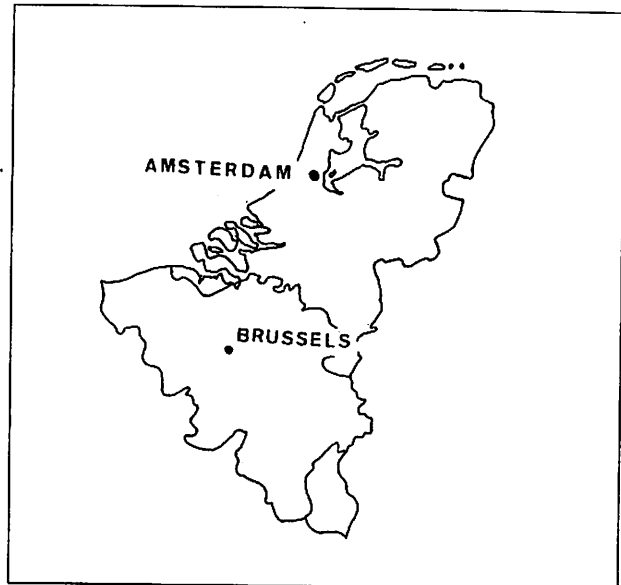
**BACKGROUND:** Brussels is the "Capital of Europe" - administrative headquarters for the European Economic Community (EEC); ICA first active 1972 - incorporated as not-for-profit 1977.

**PAST ACCOMPLISHMENTS:** Until 1984 coordinating centre for Europe; 1977-80 Town meetings, Formation Fortnights; 1980-84 English teaching, study groups; 1982

self-support venture in computer services (Service Ventures) launched; 1983 Global Academy; 1984 International Exposition for Rural Development (IERD) coordination, Rural Development Project Directory and Ruralnet, Voices of Rural Practitioners, Volunteer Training Programme; 1985 Summer Programme; 1987 Practical Modes of Cooperation Conference, Rural Development Agency exchange conference "Under the Pipal Tree, ICA Global Conference; 1989 conference coordination - Our Common Future, The World We Choose, Practical Modes of Cooperation - Community Guest Programme, IERD Vol III.

**CURRENT ACTIVITIES:** The major theme of the ICA house in Brussels is "economically sustainable enterprises", and the house has three enterprises to this effect - Service Ventures (information services, management consultation, training), ICA:Belgium (building use, general programme), and Intercontinental Operations (Fundraising for development projects, NGO liaison, programmes for international agencies, ICA:International activity). The SERVICE VENTURES team markets the ICA's methods to the business community in Continental Europe. Over the past six years programmes have been held with over sixty companies. These programmes have focused on information systems and strategic planning. Information system programmes include: Office Information Consultations, Application Design, Software Training, Purchase Assistance, and Mailings. Strategic Planning Programmes include: LENS, and Facilitator Training.

ICA:BELGIUM is composed of 3 full-time staff (Linda Alton, Anna Stanley, Joan Seacord), one Belgian volunteer (Andrea de Suray), and one or more Dutch university apprentices. Part of the work is to create linkages with like-minded organisations within the Belgian and European communities, such as Belgian religious orders, the Women's Organisation for Equality (WOE) in Brussels, local neighbourhood groups in St. Josse (where the house is resident), and Dromenon:Europa (the Jean Houston network). A major effort of ICA:Belgium is the engagement of youth. The Apprentice/Residency Programme each quarter involves an average of 10 Dutch and French university students, who are oriented into a full work and living experience with the ICA. The Cultural Immersion Programme places American youth with Belgian families in the local St. Josse neighbourhood. ICA:Belgium is also responsible for the hosting of activities in the Brussels House. This includes the Community Guest Programme providing attractive, low-cost housing and meals for individuals and groups such as the Quakers, Greenpeace and Broederlyk Delen. Also included is Conference Contracting - facilitating events like the Foundation Course (a three-week programme initiating prospective volunteers for Third World apprenticeships) and the 1989 ICA:International General Assembly. ICA:Belgium



also manages the ICA Bookstore offering ICA publications, the Machakos Game and other resources to European customers.

**INTERCONTINENTAL OPERATIONS (ICO)** is a synergistic team of five professionals using their expertise and contacts in education, health, development and financial management. The team does facilitation, consultation, fundraising, and institution strengthening programmes for national ICAs, development agencies and various types of human service organisations. The team is currently working with: 1) The Royal Tropical Institute (Netherlands) in planning an international conference for 1990 on "Development in the 90s"; 2) The Deutsche Gesellschaft fur Technische Zusammenarbeit (GTZ West Germany) in organising and facilitating "Practical Modes of Cooperation" seminars - dialogues between donors and field agencies about development issues; 3) The Near East Foundation (New York and Cairo) to write training and resource materials for development practitioners working in the health field in Egypt. The team is preparing a six-month International Training Programme (ITP) for development practitioners beginning in January 1990.

**ANTICIPATED ACTIVITIES/FUTURE GOALS:** Three strong ventures with a solid economic base and expanded services.

**SPONSORS/SUPPORT GROUPS/FUNDING:** Consultant and programme fees; religious order donations.

**CURRENT PERSONNEL:** 11 full-time, 6-10 stagiaires or volunteers.

**VOLUNTEER NEEDS AND REQUIREMENTS:** Recruiting and training full-time staff, major renovation of building, developing French/Flemish programmes, day-to-day building maintenance and residency service, translation French/Flemish to English and vice-versa, food service, programme marketing, residency administration, computer data-base administration, computer services. Preferred period not less than 6 months. French/Flemish helpful, English used day-to-day. Technical school and business graduates would be interested in Services Ventures activity. Approx 6.000 BF(\$200)/month needed.

**PROGRAMMES, SERVICES, RESOURCES AVAILABLE:** Courses in strategic planning, marketing, group skills, computer and allied skills, human development, development education. Conference services, accomodation. Publications include: "Directory of Rural Development Projects", "Voices of Rural Practitioners", "The Other World - A Spirit Journal", "How to buy a PC in Brussels", "The Human Factor in Office Systems".

**CONTACT INFORMATION:** ICA Brussels, rue Amedee Lynen 8, B-1030 Brussels. Telephone (+32 2) 219 00 87. Telex 62035 ICABRU B. Fax (+32 2) 219 04 06.

**LAST UPDATE:** September 1989.

## BRAZIL: RIO BONITO

**OBJECTIVES:** 1) Integrated rural development based on participatory methods, in health, education, family income, community organization and leadership training. 2) Interchange and collaboration with development agencies and organisations. 3) Formation of a galaxy of industrial and business colleagues and enterprises. 4) Enablement of Brazilian economy through participative planning, management training and international business English. 5) Enablement of the educational community through imaginal education and methods training. 6) Cultural and spirit programs and research.

**BACKGROUND:** Established in 1978, ICA Brazil has focused its work on

integrated rural development. This work took a quantum leap with the Kellogg Foundation grant of 1988 and now gives fulltime employment to ten Brazilian staff as well as five expatriate ICA members and three international volunteers. Since 1987 consulting services have been a serious second concern. We are currently serving companies and agencies in 4 states. Four ICA members are involved in this enterprise plus eight volunteer facilitators. Separate offices and living facilities are maintained in Rio Bonito and Rio de Janeiro. Living is decentralized.

**PAST ACCOMPLISHMENTS:** Completion of a rural demonstration in the community of Bananeiras was celebrated on the tenth anniversary of the initiating consult. Major international grants have been received and accounted for. Business consultations have established a regular clientele and a pool of advisors and facilitators. Training events for rural leaders, teachers and ICA members have broadened our base of expertise.

**ONGOING ACTIVITIES:** The administration of the Kellogg grant for a three-year Integrated Rural Development Program, pilot outreach in education, consulting with rural development agencies in a neighbouring state, consultations with twelve companies in Rio de Janeiro, Sao Paulo, and Salvadore, conversations and collaboration with other development agencies.

**ANTICIPATED FUTURE ACTIVITIES:** Education seminars and symposiums especially in the rural area, an HDTI for sixty rural leaders, expansion of rural consulting services, formation of an industrial and business galaxy, publication of research materials, experimentation in spirit outreach.

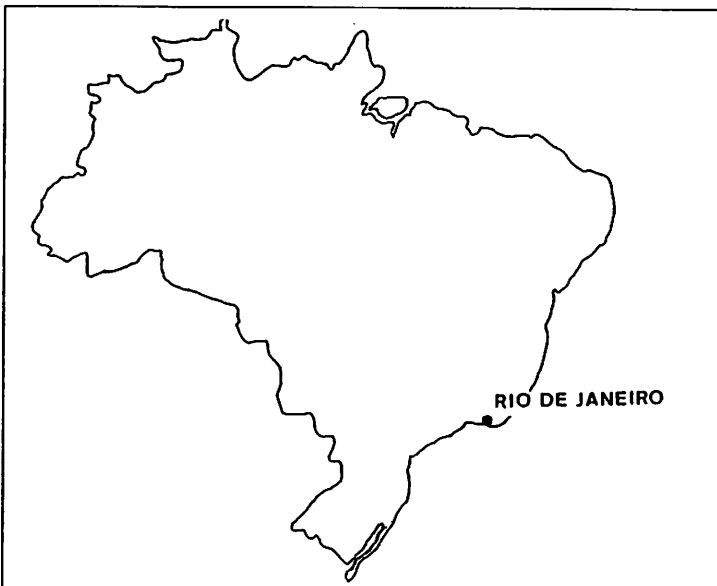
**SPONSORS:** Brazilian sponsors, gifts, grants and program income account for 70% of the total budget. Foreign "partners" provide some constant support.

**CURRENT PERSONNEL:** 1) Three international volunteers: Jo White, Katherine Beckhaus and Frances Hansford. 2) Five permanent international staff: Kit and Margaret Krauss, Bill and Nancy Grow, and Jeroen Geradts. 3) Thirteen Brazilian staff: Patricia Belgues, Nira Fialho, Tininha Batista, Silvio Nunes, Mary Batista, Aloisio Carvalho, Namoel Mirada, Damiao Duarte Louredo, Lucimar Fonseca de Oliveira, Joan Batista, Jose Claudio, Brisda Maria Conceicao de Macedo, and Zuleika Perreira. 4) Local LENS facilitators.

**VOLUNTEER NEEDS:** RURAL DEVELOPMENT: preventative health, imaginal education, agriculture, small business, documentation, fund-raising. CONSULTING SERVICES: organisational support, materials preparation and development. CULTURAL RESEARCH.

**CONTACT INFORMATION:** Instituto de Assuntos Culturais, Avenida Treze de Maio 45 - sala 1504, 20031 Rio de Janeiro, RJ, Brazil. Telephone weekdays (+55 21) 533 3100, evenings (+55 21) 228 2159 or 248 6454. Fax (+55 21) 252 8402 attn Mills Equipamentos for IAC. Telex 2131994 MILS BR attn IAC. Rua Vereador J. Castro 65, CP 112778, 28800 Rio Bonito, RJ. Telephone weekdays (+55 21) 734 1003.

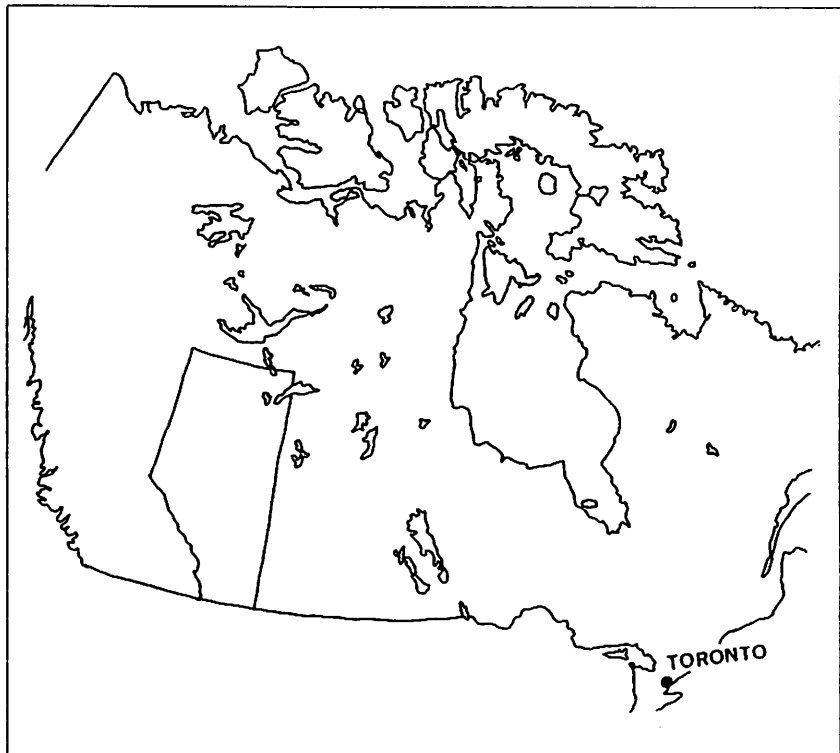
**LAST UPDATE:** June 1989.



## CANADA: TORONTO

**OBJECTIVE:** Recreating the art of service, equipping people with new leadership skills, introducing new modes of organization and enlarging the motivation of those with the urge to serve.

**BACKGROUND:** Established in 1972 and since then thousands of people across Canada have participated in ICA planning and training events. People who have participated in the programs have new ways of enabling self-reliance and self-confidence in their own networks and communities through consensus methods and full participation.



**ONGOING ACTIVITIES:** Two different units operate here. The first is the research synergism node which is host for a research MGMT team from ICA International. They do research on the new planetary culture as reflected in various fields of interest such as education, development, peace and planetary unity, health, ecology, family. They are setting up a human resource center. The other unit offers programs within an organization, creating a vision, working in partnership - government/community, creative fundraising - catalysing open houses and informal colleague events; administering and monitoring CIDA contributions to the ICA Jamaica and the ICA Zambia, reports to CIDA, public relations work with international development community; providing leadership in building a collaboration between the government, banks, social agencies and farmers in distress.

**SPONSORS/SUPPORT GROUPS/FUNDING:** Rural Organization and Service Branch of Min of Agric and Food; Labatts Ontario Breweries; Lake of Bays Cottage Assoc; Ontario Ministry of Health; North Wellington Advisory Group; Project Hope; Junior Farmers; Rural Educ and Dev't Association; Bell Canada.

**VOLUNTEER NEEDS AND REQUIREMENTS:** 12 adults

**CONTACT INFORMATION:** INSTITUTE OF CULTURAL AFFAIRS 577 Kingston Road, Suite #1, Toronto, Ontario M4E 1R3, Canada. Telephone (+1 416) 691 2316. Fax No. (+1 416) 691 2491

**PROGRAMS, SERVICES, RESOURCES AVAILABLE:** ICA Canada: Program Report 1988; EDGES Magazine published quarterly.

**LAST UPDATE:** September 1989.

## CHILE: SANTIAGO

**OBJECTIVES:** Every social group to include a demonstration of human development.

**BACKGROUND:** 1978-1982: Sol de Septiembre Human Development Project; 1984-1988: birth and growth of Shared-Time Movement ICA-Chile.

**PAST ACCOMPLISHMENTS:** (1984-1988) 15 Imaginal Education seminars (totalling 300 participants); 4 LENS seminars (35, 70, 100 and 200 participants); 2 New Horizons for Learning (NHL) seminars; 1 RSI and 1 DMA course; facilitation of Chile-Brasil Quality Circle Symposium; several Strategic Planning seminars; 2 Community Forums; 23 from Chile attended 10 international ICA Events (1984-1988); the creation of an economically self-sufficient and largely self-learning movement.

**ONGOING ACTIVITIES:** New Horizons for Learning seminars; developing high-level business and government contacts for catalytic action; Quality Circle strategic planning; applying ICA methods in everyday family, work and social situations; regular Tuesday 19:00 to 21:00 Meetings.

**ANTICIPATED ACTIVITIES/FUTURE GOALS:** Several LENS seminars primarily within the economic community; Imaginal Education and NHL seminars within the educational community; International Conference on Education and Learning in Chile; monthly Round Tables; finding suitable facilities for office space, and events.

**SPONSORS/SUPPORT GROUPS/FUNDING:** All of us, our families and workplaces provide direct or indirect support in many ways. Funding from courses and events.

**NEEDS AND CHALLENGES:** Limited ability of part-time staff in marketing and quality facilitation; need support of a core of 2 or 3 full-time experienced staff; need suitable facilities for office and events.

**CURRENT PERSONNEL:** 10 part-time volunteers attending regularly. 12 Part-time volunteers, attending occasionally.

**VOLUNTEER NEEDS AND REQUIREMENTS:** See NEEDS AND CHALLENGES.

**PROGRAMS, SERVICES, RESOURCES AVAILABLE:** LENS, Strategic Planning, Imaginal Education, New Horizons for Learning, Community Forums.

**CONTACT INFORMATION:** Instituto de Asuntos Culturales, Centro Casillas 9072, Santiago, Chile. Telephones: Anamari Urrutia - res. (+56 2) 222 2365; Eduardo Christensen - res. (+56 2) 231 1630; Gerd Lueders - res. (+56 2) 228 3935, office: (+56 2) 223 6114. Telex 340548 BRLTZ CK. Fax (+56 2) 223-0474.

**LAST UPDATE:** September 1989.



**COTE D'IVOIRE:  
ABIDJAN, BROBO, M'BATTO**

**OBJECTIVE:** To build leaders in villages through working with them in specific programs that develop their sense of responsibility and achievement. To demonstrate to people in government the value of local initiative through inviting their participation in programs.

**BACKGROUND:** An office was established in Abidjan in 1979. Work in Brobo, 400 km north of Abidjan, began in 1981. In 1988, a village-based primary health care initiative was started in M'Batto, about 200 km north of Abidjan.

**ONGOING ACTIVITIES:** In Brobo - self-financed pharmacies in 17 villages benefitting over 5000 residents, local language correspondence course in

agriculture for 132 non-literate women in eight villages, preschool operated with village-generated funds, organic agriculture pilot farm and demonstration using low-input agriculture, stimulus for small enterprise through offering guidance in choice of enterprise, training in budgeting, and offering a portion of the initial capital needed, and teaching a full range of child survival techniques integrated with the activity of the village pharmacy workers. In M'Batto - village pharmacy program now in 22 villages, campaign of household latrines, child survival campaign, and small enterprise promotion. In Abidjan - management, administration, fund-raising.

**ANTICIPATED ACTIVITIES/FUTURE GOALS:** Training of Ivoiriens in program administration and management, working with other NGOs and the government in coordinated village development, developing marketing networks among villagers, creating health worker training for non-literate, non-numerate villagers.

**NEEDS AND CHALLENGES:** Improved bilingual skills, comprehensive training program for Ivoirien personnel, Ivoirien administrators, and sources of income in addition to grants.

**CURRENT PERSONNEL:** In Abidjan, 3 American staff with one child. In Brobo - 6 Ivoirien staff, 50 trained Ivoirien health workers, several Ivoirien farm workers, 3 Dutch (1 staff, 2 volunteers), 1 Belgian staff member. In M'Batto, 3 Americans (1 staff, 2 volunteers), 100 trained Ivoirien health workers. One Ivoirien staff member has just become a UNDP volunteer in Benin.

**VOLUNTEER NEEDS AND REQUIREMENTS:** Minimum of 6 months - prefer one year. Knowledge of French essential. Work experience necessary - university graduates without work experience not accepted. One month residential training in US or European ICA office to provide context.

**CONTACT INFORMATION:** Dr. Ken Gilbert, Institute des Affaires Culturelles, 01 BP 3970, Abidjan 01, Cote d'Ivoire. Telephone (+22 5) 44 34 74. Telex 22435 DAMCI. Fax (+22 5) 32 68 17.

**LAST UPDATE:** July 1989.

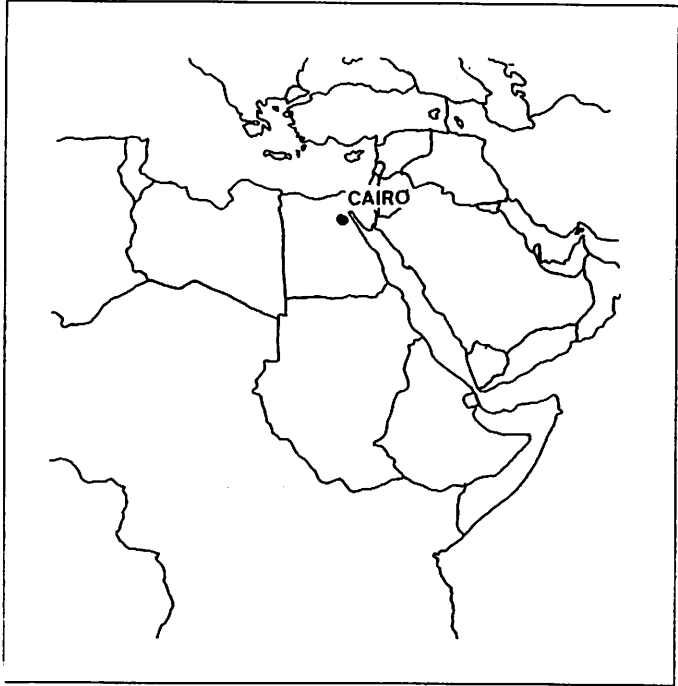


## EGYPT: CAIRO

THE INSTITUTE OF CULTURAL AFFAIRS IN EGYPT, North Africa and Middle East Regional Center, Bayad El Arab, Beni Suef, Arab Republic of Egypt.

**OBJECTIVE:** To provide an ongoing active laboratory of local community development method and practice and a centre for training and exchange for local community development practitioners in North Africa and the Middle East.

**BACKGROUND:** In 1976, The Institute of Cultural Affairs was invited to initiate a demonstration self-help development project in Bayad El Arab village, Beni Suef. Presently, working under an agreement with the Governor of Beni Suef, and in cooperation with the People's Council of Bayad El Aran, self-help economic and



social development efforts involve the 20,000 residents of eleven settlements of Bayad El Arab Unit. The Institute of Cultural Affairs in Egypt is involved with self-help development in three areas: economic intensification, services localization, and training, exchange and consultancy.

**ACCOMPLISHMENTS AND ACTIVITIES: AGRICULTURE.** Access to improved breeds of rabbits and goats has helped render traditional animal husbandry skills more productive. A demonstration land reclamation project of 10 acres of desert land provided valuable experience with the use of "trickle" irrigation, providing the basis for a fifty acre reclamation project by local farmers. Another experiment for agricultural greenhouses by three local farmers has brought this technology to Beni Suef for the first time. **HEALTH.** Since 1982, village women have been trained as primary health "caretakers" serving their villages, and have had a significant impact on hygiene, immunization, nutrition, oral rehydration, mother and child care, and first aid. Presently, these health caretakers serve approximately 17,000 cases annually. **EDUCATION.** Village women have been trained to teach and manage local preschools. Some 200 children in the villages are benefitting from early childhood education through an innovative curriculum combining basic skills and life education. Preschool teachers have also initiated a literacy programme for women.

**ENVIRONMENT AND COMMUNITY ORGANIZATION.** Five villages have installed appropriate technology potable water systems, managed and operated by village committees. Twenty-four new primary school classrooms and fifteen middle school classrooms in three villages have been built. Additions and renovations to existing primary schools have provided an additional six classrooms. **TRAINING PROGRAMMES** in primary health care, small loans, preschool education, agriculture, and community development have been continuously available in Bayad El Arab. **EXCHANGE EVENTS** including "Sharing Approaches That Work" symposia, workshops, and networking visits in Bayad and to other projects in Egypt and the Middle East have allowed local development practitioners to learn from each other. Exchange activities have involved some 200 people in areas such as agriculture, small loans, primary health, preschool education, community organization, and livestock production.

**ANTICIPATED ACTIVITIES:** Small enterprise development, agricultural loans to local farmers for reclamation of fifty acres of desert land using trickle irrigation, environmental rehabilitation through tree planting, and experimentation with vocational training for employment. Establishment of a trained corps of local community development facilitators to support training, exchange, and consultancy work in Jordan, Sudan, Egypt, and other countries

of the region. Research into appropriate forms of service to local people in the "fourth world" countries of the region such as Sudan, Somalia, Djibouti, Morocco, etc.

**SPONSORS/SUPPORT GROUPS/FUNDING:** Amoco Foundation, Australian Development Assistance Bureau, Australian Embassy, British Community Association, Canadian Embassy, Conoco Coral Inc., Dutch Interchurch Aid, Federal Republic of Germany Embassy, Ford Foundation, General Electric Foundation, Ghabbour Brothers, Hewlett Foundation, ICCO, Maadi Women's Guild Benevolence Committee, Misereor, Ministry of Labour and Social Development - Jordan, Moers' Synod, Near East Foundation, Overseas Development Administration - U.K., Royal Netherlands Embassy, UNICEF, Wilde Ganzen.

**NEEDS AND CHALLENGES:** Need for a person experienced in teaching English as a second language and with computer skills to work full time in staff skills training.

**CURRENT PERSONNEL:** 18 people.

**VOLUNTEER NEEDS AND REQUIREMENTS:** Must have a current driver's licence and international driver's licence. Must be able to stay for a minimum period of two years if accepted by the Bayad team. Must cover own expenses for first year and pay USD 100.00 per month for the first twelve months. Must be prepared to live in the social constraints of Arab society.

**PROGRAMS, SERVICES, RESOURCES AVAILABLE:** A full range of training and consultative services for those concerned with local community development, including training programmes for field workers, programme coordinators, and community residents in areas such as primary health, informal education, environment and community organization, agricultural extension, animal husbandry, and income generation.

**CONTACT INFORMATION:** INSTITUTE OF CULTURAL AFFAIRS, c/o 1079 Cornich El Nil, Garden City, Cairo, Arab Republic of Egypt. Telephone (+20 2) 350 3009 or 350 8631. Telex 92345 CONOC UN.

**LAST UPDATE:** September 1989.

## GERMANY (WEST): FRANKFURT

**DIRECTION OF OUR WORK:** Our vision is of a network of persons who empower each other in their life/work practically and spiritually. They work through the ICA organisation in Germany and the ICAI network to express a one world perspective especially in health, ecology, spirituality, feminism and intercultural learning.

**ONGOING ACTIVITIES:** University seminars in development studies (simulation games, case studies); Interagency cooperation in development (seminars, brokering grants and contracts); women' programmes (celebration of the solstices and equinoxes, building the garden labyrinth, known to some as a dromenon. English Language Centre (emphasis on medical English, women's studies and other specialized courses, study tours); health 'Guild' (health care alternatives research, nursing textbook writing, international network); volunteer programme (currently reduced in scope).

**BACKGROUND:** ICA has done programmes in Germany since 1969. It first had resident staff in Frankfurt in late 1975 and was incorporated in 1976. Past programmes: courses, forums, human development project, IERD participation, volunteer programmes. Grants and contracts facilitated for other ICAs from German agencies (EZE, GTZ, Misereor, Moers Kirchenkreis); practical modes of cooperation process among international development organisations from other countries; workcamps in Portugal.

**NEEDS AND CHALLENGES:** Office staff for materials design, computerised bookkeeping, mailings, telephone etc. "Office manager". Determining who wants to carry the work of the ICA in the future. Finding ways to pay for ICA costs in Germany.

**PROGRAMS, SERVICES, RESOURCES AVAILABLE:** Assistance in contacting W.German donor agencies; facilitation in organising multi-lateral conferences; expertise in teaching English as a second language; year abroad programme for one high school student (Gretchen Wegner in Houston can give information on 1988-89 experience); overnight (simple accommodation, good whole-foods, friendly advice on what to do and see); space for meetings and special events (like celebrating rites of passage). **NEW BOOK RELEASE!** 'Patient Interview and Examination', a handbook for health professionals, in German and English, ca. 300 pp with 12 illustrations. Authors: Yvonne Stringham and Volker Gussmann. Publisher: Gustav Fischer Verlag, Stuttgart. Available from December 1989. Cost: approx. US\$ 15.00.

**CONTACT INFORMATION:** Home address: Darmstaedter Landstrasse 109, D-6000 Frankfurt-am-Main 70. Telephone (+49 69) 61 87 53. 1st Chairperson of the Board: Ursula Winteler, Boochholz str 30, D-2000 Hamburg-Wedel.

**LAST UPDATE:** September 1989.



**GUATEMALA:  
GUATEMALA CITY AND CONACASTE**

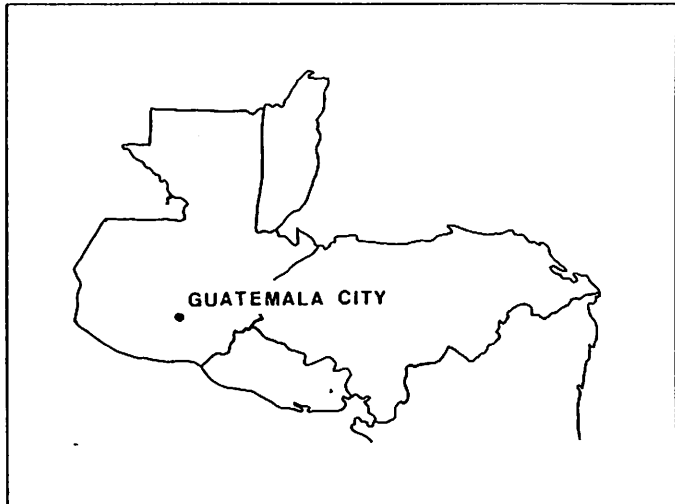
**OBJECTIVES:** 1) The sharing of ICA methods to meet local needs; 2) consulting services to businesses, communities and organizations; and 3) training in the latest educational research and methods.

**BACKGROUND:** In 1978, ICA started working in the village of San Miguel Conacaste, Municipality of Sanarate, State of El Progreso, Guatemala, C.A., as a pilot demonstration project in integrated development for Guatemala and for the rest of Central America. At present, we are advisers to the demonstration project in Conacaste. In addition, rural training programs have been

expanded to six different States, as well as an ongoing urban program concerned with learning methods and educational research. The follow-up of the rural training programs consists of assisting both community projects and small local businesses. Registered as a Civil Association with a Guatemalan Board of Directors.

**PAST ACCOMPLISHMENTS:** From 1978-1984, the emphasis in Conacaste was to secure basic services such as electricity, water, housing, a health center, and to increase and diversify food production. Residents took direct responsibility for village development. The projects included an extensive irrigation system, a legal, community-managed agricultural cooperative, a new primary school, a functioning health center, a pre-school for children 3-6, with trained community teachers, a new tri-level park, expanded domestic water system, and a Residential Center for Training and Integrated Development. In 1984, the first three-week Human Development Training Institute was held in Conacaste with 50 participants. Since then, 12 HDTI's have been held in Conacaste and in neighboring municipalities, with a total of 420 participants attending from other states in Guatemala as well as from El Salvador, Honduras and Mexico. In 1985, ICA left its full-time residency in Conacaste and moved to Guatemala City. A symposium on Integrated Community Development was held in the city in 1986 for 85 people from 40 development agencies in Central America. The 4-day event resulted in much greater coordination and collaboration among both international and national agencies and institutions working in Guatemala. In October 1987, ICA held an education conference called New Horizons for Learning. The 5-day event was held in Guatemala City with 375 full-time participants.

**ONGOING ACTIVITIES:** Continuing consultation and coordination with Conacaste development structures: the Cooperative, the Preschool, the water Committee and the Local Development Committee. Eight one-week courses, each with a context on Integrated Development and a major focus such as health, small business administration, project profiles and strategic planning. Three 3-day courses with a focus on small business administration, problem solving and agriculture. Infrastructure Projects. 4 water and 3 construction projects. Fundraising. Income-Generating Projects. Consulting services to three communities involved in the Revolving Loan Fund and three small businesses (carpentry, sewing and agriculture). Fundraising. Social Projects. Health Fairs. Consultant to three Preschools and Adviser to an NGO on its children's programs. Fundraising. Regular international volunteer groups working in three villages four times a year. Mobil Clinics. Mayo Clinic and DePauw University working in five villages for one or two weeks. HDTI Program Manual in Spanish, 50 pages. Preschool Manual - compilation of materials. Regular courses on the Process of Thinking with the Ministry of Public Finances,



businesses and teachers. Follow-up Seminars on educational methods with teachers. Formation of the New Horizons of Guatemala Association by private school teachers. Cognitive Modification seminars with visiting master teachers in the methods of Reuven Feuerstein. Set up and preparation of Training Inc. in Guatemala.

**ANTICIPATED ACTIVITIES:** The strategic direction in education is to continue with the courses on Learning How to Think with businesses, schools and the government, evaluate and follow-up the Proyecto Intelligencia (Odyssey Program). Training Inc. is scheduled to begin operation in 1990. The rural development strategy is to continue supporting the ongoing projects and to fill the increasing demand for one-week courses. Publish the Preschool Manual which will contain daily curriculum guides for preschool teachers. "The Space Between" a three-week tour of Guatemala, looking at all the aspects of village and city life through eyes not just of the tourist, but also from the standpoint of human relationships. Fundraising activity. "Global Volunteers" from Minneapolis, Minnesota, will come six times during 1990 to work in three different villages in El Progreso State. A new strategy will be developed for funding current projects which remain unfunded, as well as new projects that emerge from the training courses.

**STRATEGIC DIRECTIONS FOR THE NEXT TWO YEARS:** The major thrust will be to project a long-range marketing strategy which will secure our financial future. The three major directions in this area will be to 1) secure program contracts, 2) expand institutional networks, and to 3) target large grants to cover administrative costs.

Back-up thrusts include committed teams in defined roles, an integrated accounting system, an improved working environment, and a return on our investment in the Conacoste Training Center.

**SPONSORS/SUPPORT GROUPS/FUNDING:** ASINDES-ONG (umbrella NGO Guatemala Institution); Ministries of Agriculture, Finances, Development and Health; National and International Development Agencies; Guatemalian businesses; Global volunteers; DePauw University; William Jewell College; Donations from private sector companies.

**NEEDS AND CHALLENGES:** Long-range financial base for community projects. Volunteers fluent in Spanish, willing to work in the rural and/or urban. Trainers in thinking skills and researchers in new education methods. Anyone with Training Inc. experience. **CURRENT PERSONNEL:** Staff of 9 plus occasional volunteers.

**VOLUNTEER NEEDS AND REQUIREMENTS:** Knowledge of Spanish; \$150 per month; Minimum commitment 6 months. Letter and curriculum vitae.

**PROGRAMS, SERVICES, RESOURCES AVAILABLE:** Integrated Development Courses in Self-Help Methods for Communities and Individuals; Conference Preparation and Set-Up; New Horizons in Learning (latest thinking and application of brain-mind-body research); Strategic Planning and Participative Methods of Consensus and Problem-Solving; Program Implementation Methods; Project Administration; Project Profiles and Proposal Writing; Training Inc. pilot program.

**CONTACT INFORMATION:** Instituto de Asuntos Culturales de Guatemala, 13 Calle 15-68, Zone 1, 01001 Ciudad Guatemala, GUATEMALA, CA. Telephone (+502 2) 29792 - Telex: ( ) 6078 Attn: ICA - ansbk: XEROX GU. Fax: (+502 2) 84790 - Access, & (+502 2) 341327 - Access.

**LAST UPDATE:** August 1989.

## HONG KONG

**OBJECTIVE:** To be the sign and presence of those who care.

**PAST ACCOMPLISHMENTS:** International Training Institute, Local Church Experiment, Nam Wai Human Development Project. Health and Neighbourhood forums. Skills for Cure Responsibility series. LENS management consultancies. Hosted Jean Houston team, and Don Campbell. Demonstration facility.

**ONGOING ACTIVITIES:** Roundtable series - study and dialogue. Workshops for those interested in learning methods and techniques for personal and professional growth. Urban community projects, conferences and leadership training courses are the primary foci of work.

**ANTICIPATED ACTIVITIES, FUTURE GOALS:** Relate to China. Being the hope-filled presence for post-1997 change from colonial status. Concern for social transformation. Management consultants.

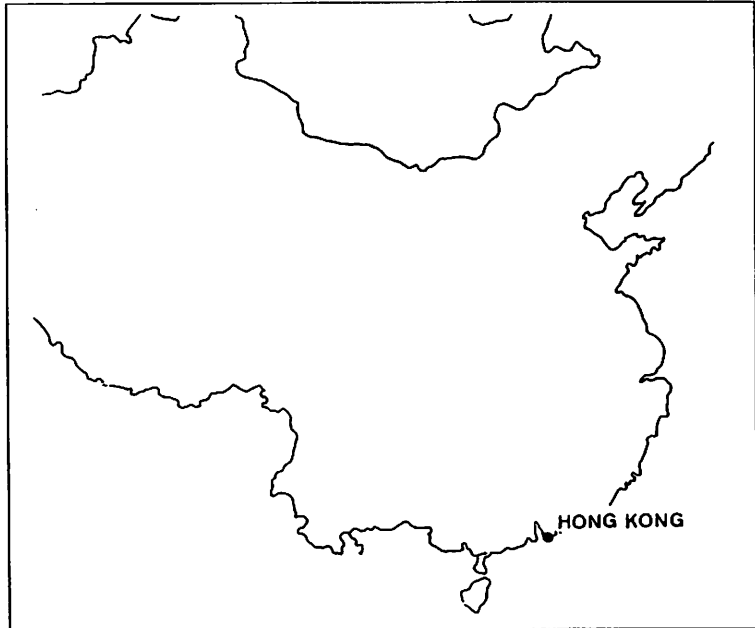
**SPONSORS/SUPPORT GROUPS/FUNDING:** Hong Kong General Chamber of Commerce, Hong Kong Federation of Youth Groups, Rotary International, Jaycees, Raja Yoga, Friends of the Earth, Unity for Peace, Thahayana Buddhists, Jyolinikelan, Bangkok Bank Ltd.

**CURRENT PERSONNEL:** 17 fulltime staff, 5 children.

**VOLUNTEER NEEDS AND REQUIREMENTS:** Self-supporting individuals (secretarial work, teaching English). Management consultants. People with journalistic and promotional experience. People interested in working with youth and young adults.

**CONTACT INFORMATION:** Jim Oberg or Michael Hoff, Institute of Cultural Affairs, Woodside, Mount Parker Road, Quarry Bay, HONG KONG. Telephone (+852 5) 626 181. Telex 60963 attn ICA 562 6181 (ansbk GESCHK HX).

**LAST UPDATE:** September 1988.



## INDIA: BOMBAY

**ULTIMATE OBJECTIVE:** To accelerate conscious individual and organisational transformation and spirit development by 1) providing awareness of and access to new planetary images, 2) facilitating the development of human growth potentials, and 3) enhancing organisational systems and processes.

**BACKGROUND:** Since 1968 the ICA had provided programmes in the arenas of education and leadership training, establishing a full-time office in 1970. As a result of concern for the rural situation, the ICA's major work between 1974 and 1984 was focussed on human development in rural areas across the country. During this period over 4,000 men and women from rural and urban communities participated in Human Development Training Institutes (HDTI). This created an awareness of the importance of human development in

every sector of society. The 1984 International Exposition for Rural Development (IERD) held in New Delhi facilitated the sharing and documentation of approaches that rural development practitioners from 50 nations had found effective in their own situations. In 1973 the introduction of LENS (Leadership Effectiveness and New Strategies) programmes began ICA's service role in the economic sector. This has become the major thrust for the last five years. In 1988 a work was done on programmes for the development of individual potentials, and for self-conscious organisational transformation through the development of long-term "partner" relationships with companies seen as teaching-learning communities, designing programmes, and facilitating and training leadership.

**FUTURE DIRECTIONS:** Collaboration and interchange between organisations, both in the economic and development sectors, transferring and creating indigenous approaches to human development.

**FUNDING:** Self-support on a fees-for-service basis.

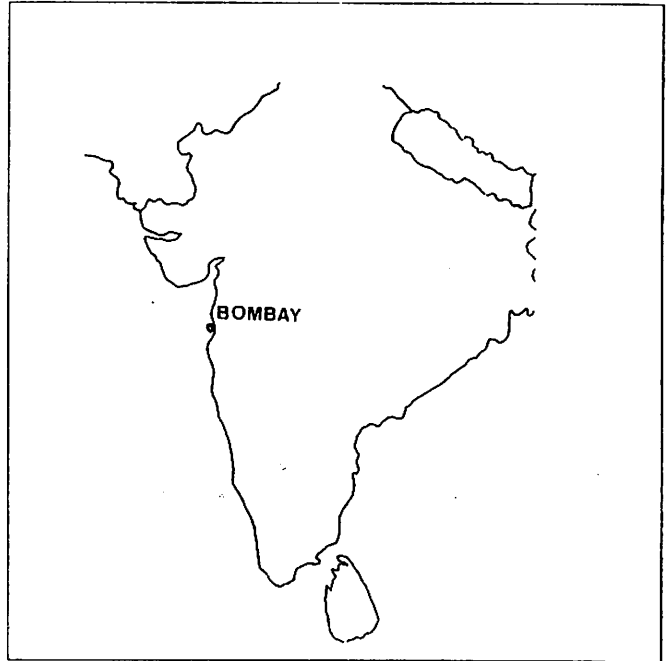
**CURRENT PERSONNEL:** 8 adults, 4 children.

**VOLUNTEER NEEDS AND REQUIREMENTS:** \$150/month, minimum stay 2 years.

**PROGRAMMES, SERVICES, PUBLICATIONS:** Building committed implementation teams: external environmental analysis, marketing and manufacturing team building, LENS action planning, task force implementation, practical vision creation. Broadening leadership skills base: organising yourself and others, situational leadership, hands-on team skills, strategy and problem-solving, contradiction analysis, personal growth laboratories and retreats, facilitator and counselling skills. Redesigning company operating systems: alignment - mission and values - retreats, systems analysis workshops, train the trainer methods, high performance programming analysis, service management programme facilitation. Cultural interchange and development education: international development practitioners interchange programme, study tours, Asian network meetings, staff interchange. Cross-organisation and in-house teaching-learning communities (TLC). Publications: IMAGE, an action research journal on organisational transformation and TLC interchange.

**CONTACT INFORMATION:** The Institute of Cultural Affairs: India, 13 Sankli Street 2nd Floor, Byculla, Bombay 400 008, India. Telephone (+91 22) 39 77 51. Telex 115849 Attn ICA (Ansbk AFCO IN).

**LAST UPDATE:** August 1989.



## INDIA: CALCUTTA

**OBJECTIVE:** Empowering the economic and development sectors to manage change at all levels in their organisations.

**PAST ACCOMPLISHMENTS:** Leadership development programmes for the economic and development sectors.

**ONGOING ACTIVITIES:** Working with several companies in the Eastern Region, Bombay and Bangalore. Working with several local development organisations in fundraising, training and as advisors.

**ANTICIPATED ACTIVITIES, FUTURE GOALS:** Focus on the economic sector network, but to continue working with the development sector network on their as well as our funding.

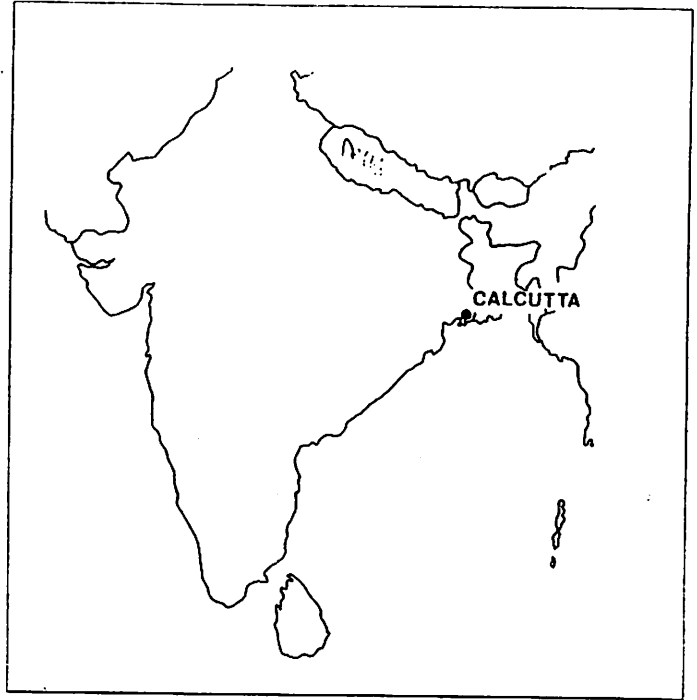
**SPONSORS, SUPPORT GROUPS, FUNDING:** Mainly working with the Tata Group of companies. We are in great need of funding and sponsors.

**CURRENT PERSONNEL:** 1 family (wife does not work with ICA), 1 single man - total 3 nationals.

**VOLUNTEER NEEDS AND REQUIREMENTS:** Space for 2 volunteers for work in the economic sector; one could be female. Fluent in English, preferably with some economics or management background. \$75/month, minimum stay 6 months.

**CONTACT INFORMATION:** INSTITUTE OF CULTURAL AFFAIRS: INDIA, 3B Ahiripukur 1st Lane, Calcutta 700 019, West Bengal, India. Telephone (+91 33) 44 12 52. Telex (Tata Steel Calcutta) 021 7508 Attn Mrs Maggie Bourne for ICA:INDIA.

**LAST UPDATE:** June 1989.



## INDIA: CHIKHALE

**OBJECTIVE:** "Changing People in Changing Times". The Western India Human Resource Development Centre (WIHRDC) - a training and education programme centre focussed on providing multi-faceted training and education towards personal growth, organisational effectiveness, and community development.

**BACKGROUND:** 1977-79 Human development project and divisional project. 1980-83 cluster development programmes. 1984-1988 established as project. 1984-88 Established as WIHRDC with programme offerings to villagers, local development field practitioners and industry personnel from the region. A 3H grant in 1984 has been supporting awakenment and training programmes to the 176 villages of Panvel Block and other villages of Western Maharashtra. A 2-storey (10,000 sq feet) training and conference centre has been built.

**ONGOING ACTIVITIES:** Modules and workshops on participatory development methods. Imaginal education for high school students. Residential learning centre for tribal children. Awakenment and skills development programmes for local youth and women. Planning and training programmes with industries in the Konkan Region.

**ANTICIPATED ACTIVITIES, FUTURE GOALS:** Providing training, project evaluation and consultancies for development organisations, government agencies and company-sponsored community development projects. Need-based training programmes for small- and medium-scale industries for management, supervisors and workers. Two-week Human Potential Training Schools for unemployed youth. Wholistic education programmes to upgrade educational levels, particularly of tribals. Women skills development to help self-employment. Teaching-learning Spirit Retreats.

**SPONSORS/SUPPORT GROUPS/FUNDING:** US\$17,000 CIDA grant available until the end of July 1990. Local industry support through contracts and some contributions.

**NEEDS AND CHALLENGES:** Major grant to support Human Potential Training Programmes and Planetary Education Programme expansion. Unfinished construction and furnishing of Western India Human Resource Development Centre: Chikhale.

**CURRENT PERSONNEL:** Lakshmi & Monu Bhattacharya, Anil & Lucina Prasad, Gyan & Pauline Prakash and Ravi Shelar.

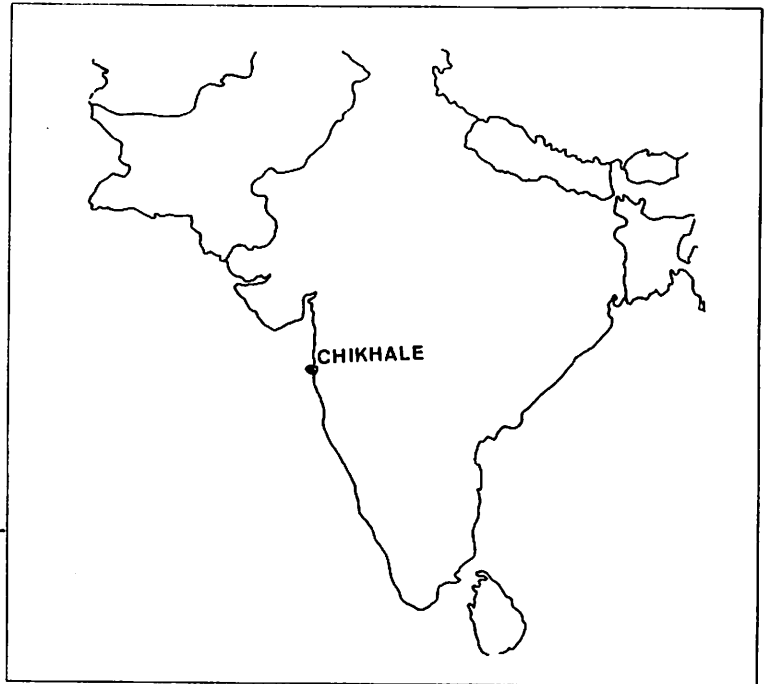
**VOLUNTEER NEEDS AND REQUIREMENTS:** Two. Would be ready to work for a full nine months. US\$125.00 per month needed.

**PROGRAMMES, SERVICES, RESOURCES AVAILABLE:** Wide range of need-based programmes for individuals, organisations, institutions, public agencies and local communities. Publications: Documentation of Maliwada Human Development Project, Rotary 3H grant programme evaluation, Report on Primary Health Awareness and Education in Panvel taluka.

**PAST ACCOMPLISHMENTS:** ICA India has been doing village development in the Panvel Block for the past 10 years. All four sectors of society have been involved: business, government agencies, voluntary organisations, local residents. Over the past four years the ICA has been focussing more intensely on this four-sector collaborative approach to development, with programmes in health, nutrition, women's advancement, imaginal education and participatory methods.

**CONTACT INFORMATION:** ICA India, Post Chikhale, Taluka Panvel, Raigad 410 206, Maharashtra, India. Residential address: Plot 17 Road 10, Sector 1, New Panvel, Raigad 410217, Maharashtra, India.

**LAST UPDATE:** August 1989.



## INDIA: NEW DELHI

**OBJECTIVE:** To forge and experiment with styles of appropriate societal living in order to release the human spirit for the new age that is dawning.

**BACKGROUND:** There has been staff resident in Delhi since 1972. Our earliest work was with church organisations but has since broadened into village work in 1975 and into the training and seminar field with companies and a wide variety of organisations throughout Northern India.

**PAST ACCOMPLISHMENTS:** In the mid-seventies, we undertook rural work in Sikror village, western Uttar Pradesh State, then later in Haryana State in a cluster of 5 villages. In 1984, we hosted the International Exposition of Rural Development (IERD), which brought together 650 rural development practitioners from 50 nations. Since 1984, we have been

focussing on providing training, planning and facilitation services to a variety of companies and other organisations. With one particular company we have worked in-depth with all the employees, including 1700 workers. A remarkable shift has taken place in the corporate culture of the company. "Corporate Workshops" have become an everyday occurrence on the shop floor.

**ONGOING ACTIVITIES:** Monthly training seminars in collaboration with and Indian youth organisation. LENS and other programmes with companies. Exploratory contracts with the German Development Agency, GTZ. Hosting of Jean Houston seminars. Efforts at diversifying our income sources. Efforts at establishing a "permanent" centre for the ICA in North India.

**ANTICIPATED ACTIVITIES, FUTURE GOALS:** Weekly hosting of study groups (teaching, learning communities). In-depth work with more industrial houses, particularly focussing on equipping in-house teams with leadership skills. Building a second base in North India, somewhere in the Himalayan region, with the long-term objective of providing a Spirit Retreat Centre for South Asia and others of our associates from around the world. Innovative work with the educational sector, to enrich the grassroots educational context.

**SPONSORS, SUPPORT GROUPS, FUNDING:** The MODI Group, the Australian High Commission, Vishva Yuvak Kendra (youth institute), various other embassies and high commissions.

**NEEDS AND CHALLENGES:** Inadequate housing and office space. Uninvented forms for engaging larger order community.

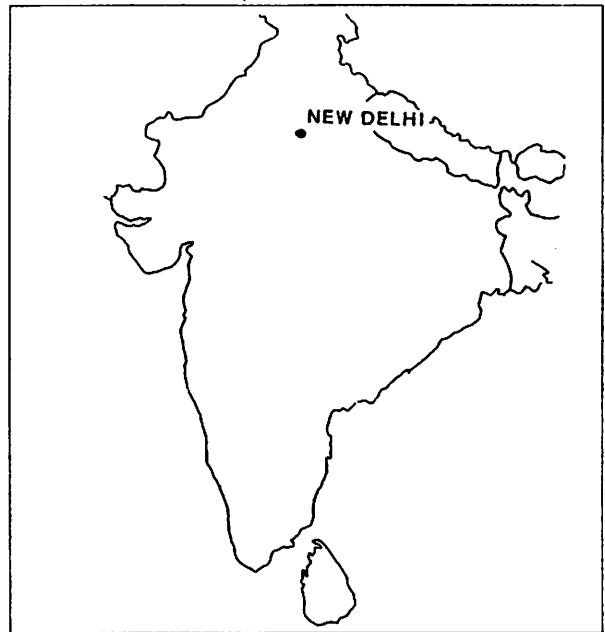
**CURRENT PERSONNEL:** 8 adults: 4 Indians, 2 Canadians, 1 American, 1 Malaysian. 3 youth.

**VOLUNTEER NEEDS AND REQUIREMENTS:** We would be happy to have one or two mature people join us who have a solid formation in leadership skills and would be interested in leadership of in-house seminars with companies. When they are not involved in seminars, they may be engaged in research projects, teaching English or marketing programmes.

**PROGRAMMES, SERVICES, RESOURCES AVAILABLE:** The ICA in Delhi makes available a wide range of tailored programmes for companies, rural development agencies and other organisations. In addition, it provides a stimulating living environment for those who are interested in raising the larger vocational questions of life. Situated in India's national capital, it provides a rich historical environment and a network of colleagues who are concerned to be trained and to maintain global linkages.

**CONTACT INFORMATION:** Institute of Cultural Affairs, PO Box 57, New Delhi, India 110 001. Telephone (+91 11) 332 8934. For more information please contact volunteer coordinator.

**LAST UPDATE:** September 1988.



## INDIA: PUNE

**OBJECTIVE:** Development of human resources in Southern Maharashtra to their fullest potential.

**BACKGROUND:** The Pune house opened in 1984 as a centre of the New Skills Training Programme. The fiscal and legal operations for ICA South Asia were transferred to Pune and in 1985 a South Asia Student House was begun. ICA Pune provided support for the Jawale rural development work, and began providing programme services to the economic, development and education sectors in 1987.

**PAST ACCOMPLISHMENTS:** New Skills Training Programme (6 months), 3 years of student house experimentation, continental finance coordination, development sector activity, SKF Bearings India as first major client.

**ONGOING ACTIVITIES:** Development and education sector programmes consultancy, long-term rural development project demonstration, economic sector programmes, fiscal and legal coordination for ICA offices in India.

**ANTICIPATED ACTIVITIES, FUTURE GOALS:** Development and education sector collaboration, economic sector programmes (supervisors and workers level), coordination and demonstration of long-term rural development project, leadership training programmes with all sectors, simplified financial management.

**SPONSORS, SUPPORT GROUPS, FUNDING:** Current funding from companies and trusts in the form of donations, and fees from work with corporations and development agencies.

**NEEDS AND CHALLENGES:** More consultancy programmes and third party funding. We are also researching a self-support venture.

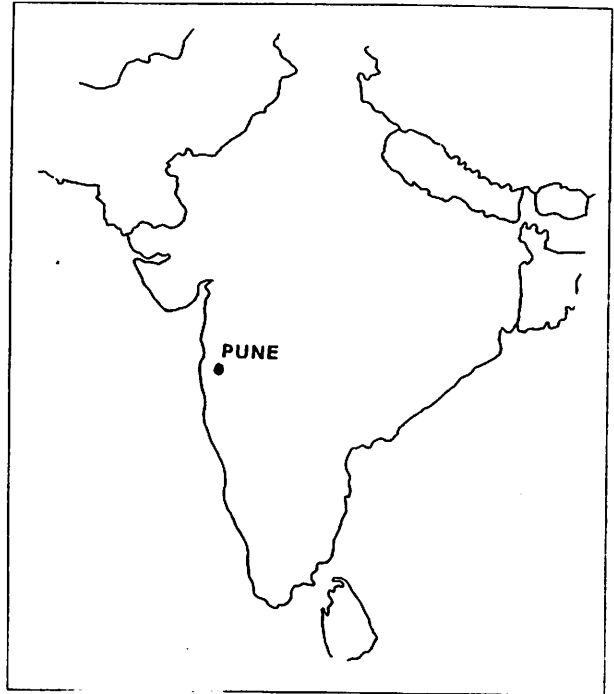
**CURRENT PERSONNEL:** 5 Indian nationals, 1 volunteer.

**VOLUNTEER NEEDS AND REQUIREMENTS:** Documentation and English skills required. Older volunteers preferred (no women under 25).

**PROGRAMMES, SERVICES, RESOURCES AVAILABLE:** Management training and planning, development practitioner agency training, planning and evaluation, finance management, development project research, human capacity awareness activities.

**CONTACT INFORMATION:** Institute of Cultural Affairs: India, "Rachel Mahal" 1st Floor, 9 Shankarseth Road, Pune, India 441 042. Telephone (+91 212) 652906.

**LAST UPDATE:** July 1989.



## JAMAICA: KINGSTON

**OBJECTIVE:** To promote human development of individuals in communities, organisations and structures of society in Jamaica, the Caribbean and beyond.

**BACKGROUND:** The ICA was invited to Jamaica in 1978 by the Anglican Church.

**PAST ACCOMPLISHMENTS:** Community Development programmes in 16 villages in the Blue Mountains. Exchange programmes between village leaders and other communities. HDTI - training schools. Dialogue on Development conference.

**ONGOING ACTIVITIES:** Community Development Projects in Blue Mountain cluster, LENS programmes with private sector organisations, training for community leaders and members, training days for university social welfare programmes.

**ANTICIPATED ACTIVITIES, FUTURE GOALS:** Development of income-generating projects for women. To continue LENS programmes to increase staff as projects have been approved. To extend services to other rural communities.

**SPONSORS, SUPPORT GROUPS, FUNDING:** LENS programmes, United Way, CIDA.

**VOLUNTEER NEEDS AND REQUIREMENTS:** Computer and accounting skills.

**PROGRAMMES, SERVICES, RESOURCES AVAILABLE:** Consultants to the Blue Mountains Development Ltd. Monitoring of community development projects. Project proposals, project training and implementation as well as project evaluation.

**CONTACT INFORMATION:** ICA Jamaica, 1B Goodwood Terrace, Kingston 10, Jamaica, West Indies. Telephone (+91 809) 925 4089. Fax (+91 809) 924 4962. Telex 3623 SUNNY JA.

**LAST UPDATE:** October 1988.



## JAPAN: TOKYO

**OBJECTIVE:** To facilitate global consciousness in the public, private and voluntary sectors through programs and networking.

**ONGOING ACTIVITIES:** Educational symposiums, Womens groups, LENS seminars, Youth programs/forums/exchanges, national roundtable program, network of people which researches and promotes values for living in a global information-age society through the interchange of ideas, imaginal education training, ICA breakfast club, international exchange events, English courses, mental health and volunteering tours for Japanese to USA.

**SPONSOR/SUPPORT GROUPS/FUNDING:** Grants from Niwano Peace Foundation, Osaka Women's Association, American Express Co., Rikkyo University Office Staff, Asian Friendship Association, Tokyo Agricultural

University and Africa Club, National Youth Association, Meguro Unesco, Hokkaido Kurisawa Education Board.

**NEEDS AND CHALLENGES:** Development of well trained, Japanese facilitators. Expanding the image of "volunteering" to include responsible people assuming serious responsibility for the quality of life in society.

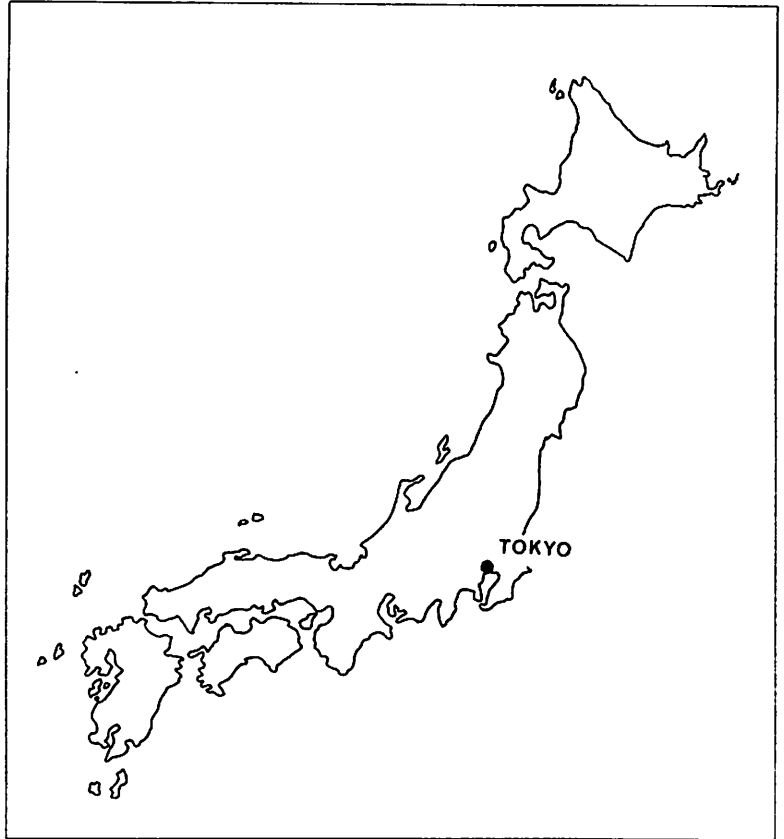
**CURRENT PERSONNEL:** 5 fulltime staff, 2 Japanese nationals, 2 children, 1 international volunteer.

**VOLUNTEER NEEDS AND REQUIREMENTS:** One year stay, native English since most international volunteers teach English courses while in Japan. This also helps with costs as Japan is a very expensive country to live in.

**CONTACT INFORMATION:** ICA Tokyo, 4-5-8 Akazutsumi Setagaya-Ku, Tokyo 156, Japan. Telephone (+81 3) 324 0333.

**PROGRAMS, SERVICES, RESOURCES AVAILABLE:** Toi-Machi town meeting article in Shizuoka Newspaper, ICA article on annual research report of Tokyo Volunteer Center, Town meeting video by Shizuoka Tobu-Community Center and Shizuoka Broadcasting, Setagaya Newspaper: 21st century village camp and life planning seminar introduction, Kobe Newspaper: Junzo Oshima Kenya Story.

**LAST UPDATE:** September 1988.



**KENYA:**

**Nairobi, Machakos, Murang'a, Serem,  
Kakamega, So.Nyanza and Kilifi.**

**OBJECTIVE:** The ICA has as its aims: 1) equipping local leadership with skills which strengthen their ability to direct their own development; 2) awakening individuals and communities to a new awareness of their active participation in creating the future; 3) promoting cooperative approaches to dealing with challenges facing individuals, groups and nations; 4) participating in the establishment of an enabling environment for human development.

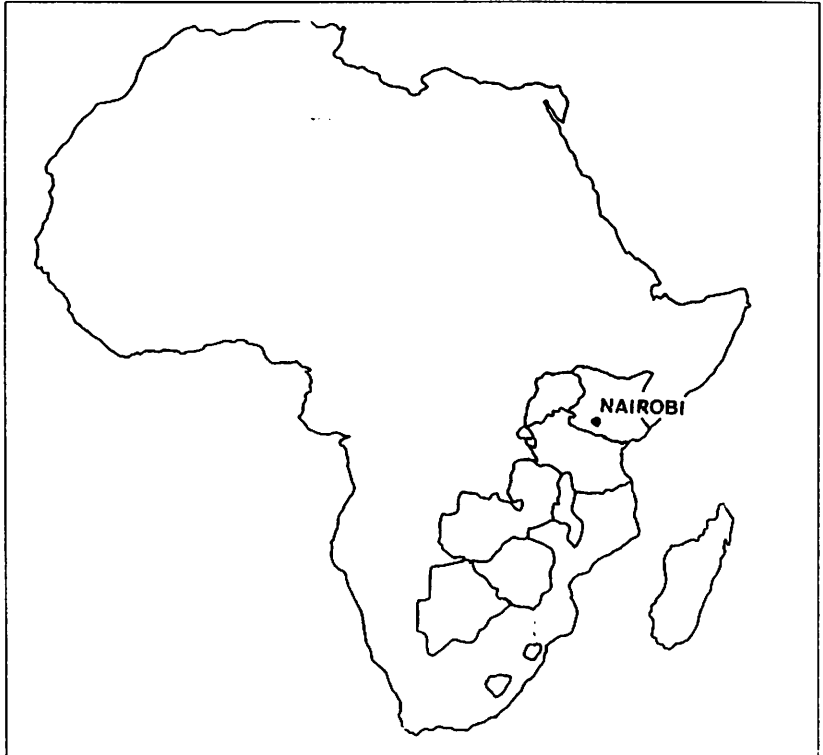
**BACKGROUND:** In 1975 the first human development project was started on the edge of Nairobi in Kabiro Kawangware. Today Kawangwar centre, several preschools

system, improved drainage, roads, street lighting and a market square. In rural Kenya in 1978 a training centre was established in Kamweleni, Machakos to take the learnings of Kawangware to rural areas. More than 300 Kenyans were trained as staff of the "New Village Movement". Over the following few years they worked with 1,400 villages in 26 Districts. Thousands of local people were trained in leadership, planning and implementation skills as they worked on their local projects. In 1985 staff were re-located in permanent centres in Nairobi, Kakamega, Murang'a, Machakos and Kilifi Districts. Staff now focus on an in-depth approach to selected locations, responding to district emphases and local priorities.

**PAST ACCOMPLISHMENTS:** Demonstration projects are now part of training programmes. More than 375 concrete rain catchment water tanks have been built across Kenya to provide clean, safe drinking water. Bio-intensive gardens improve nutrition and introduce new agricultural techniques. Pit latrines increase the level of sanitation. Other projects planned by the participating groups benefit local communities. In 1985 "Sharing Approaches That Work", done in cooperation with the Kenya National Council of Social Services, highlighted successful self-help groups across Kenya. The Kabiro Health Care Outpost, initiated by the ICA as part of the Kawangware project, is now self-sufficient. 50 health caretakers, most of them volunteers, spread the message of good health practices. In 1988 a major conference initiated by the ICA focussed on community-based primary health care in slum communities in Nairobi. Representatives of 6 urban communities, various ministries and other organisations drew up action plans, which a joint task force has been coordinating for local and city-wide implementation.

**ONGOING ACTIVITIES:** Today there are programmes which train village volunteer health promoters, teach leadership skills, provide training for Sub-Location Development Committees, promote development of local groups, facilitate exchange conferences and link local people with government and non-government agencies in the development process. Programmes in strategic planning, training of trainers and management skills are tailored to meet the needs of specific audiences. The Kabiro Health Care Outpost and the ICA co-sponsor courses for volunteer health promoters from urban slum areas. The ICA is working with the Ministry of Agriculture to increase the level of participation of farmers in irrigation schemes in the Kisumu area - demonstrating effective collaboration between the public, voluntary and local sectors.

**ANTICIPATED ACTIVITIES/FUTURE GOALS:** Income generating projects with groups,



extension of the Integrated Development and Leadership Training programme to districts other than Machakos, Training of Trainers seminar with the NGO sector, Kabiro health expansion of community-based methods to other communities in Nairobi, women's group training methods of participation and leadership and health skills, contracts with government ministries and other organizations for community participation programmes, 5-year plans for each training centre, extensive staff development programmes over 2 years.

**SPONSORS/SUPPORT GROUPS/FUNDUNG:** ICA Kenya is grateful for support from the following during 1987, 1988 and 1989: Africa Now, BASAID, Caritas Italian, Caltex Oil (K) Ltd., Corn Products Corporation, Family Planning International Assistance, Firestone E.A. (1969) Ltd., William and Flora Hewlett Foundation, IBM World Trade Corporation, Lutheran World Relief, Misereor, Presbyterian Hunger Program, Presbyterian Women's Giving Fund, Swedish International Development Authority, Ministry of Agriculture (Kenya), Ministry of Health (Kenya), Nairobi City Commission, United Nations Population Fund, Village Volunteers (UK), Water Aid, Wild Geese and approximately 50 other Kenyan corporations who have contributed regularly.

**NEEDS AND CHALLENGES:** Collaboration with donors, NGOs and others doing the same work. Forming a Board of Advisors. Securing long-term funding, establishing long-term ICA facilities (staff living space, and offices). Establishing a formal, stable and productive relationship with extra-nationals.

**CURRENT PERSONNEL:** Roughly 50 Kenyans and 6 full-time, 2 or 3 part-time extra-nationals.

**VOLUNTEER NEEDS AND REQUIREMENTS:** Mature, self-supporting volunteers who are willing to fill support roles can be considered.

**CONTACT INFORMATION:** Address all correspondence to: The Management Team, ICA Kenya, P.O.Box 21679, Nairobi, Kenya.

**LAST UPDATE:** July 1989.

## KOREA: SEOUL

**OBJECTIVE:** The key to the full realization of Korea's potential is its people and their creative and responsible participation in the ongoing process of change. The purpose of the ICA is to help people enable their effective participation in communities and organizations.

**BACKGROUND:** Until 1985 the ICA was located in 2 separate locations to enable rural and urban community development. At that time the team consolidated its programmes in Cheong Ju City. In 1987, full-time staff were no longer available, and the local/regional team continued to fill some training roles. This team is responsible for the roundtable programmes in Korea.

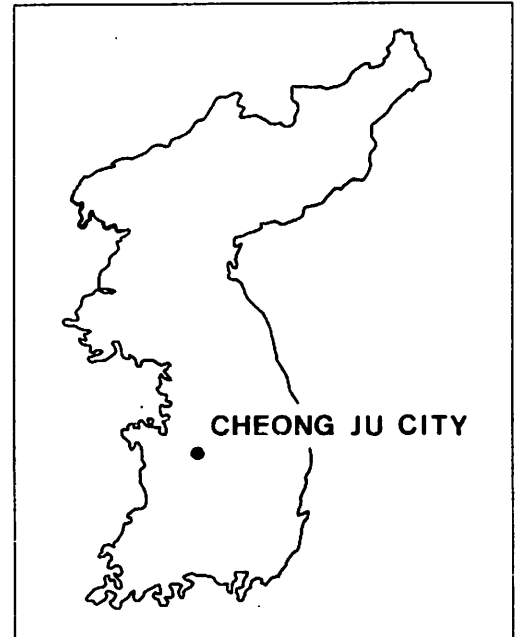
**ONGOING ACTIVITIES:** The roundtable programmes are formed by a network of people who research and promote values for living in a global information

age. They interchange ideas through study and spirit exercises. Active roundtables are located in Seoul and Incheon. The three roundtables are a women's, a young business work group which includes several former sojourners and ICA staff, and a teachers' group.

**ANTICIPATED FUTURE ACTIVITIES:** Continued roundtable programmes. The women's group is looking at the creation of global awareness programs to take to churches and other volunteer women's groups.

**CONTACT INFORMATION:** Dianne Greenwald, CPO Box 3238, Seoul, Republic of Korea. Telephone (+82) 794 7977 after 5.

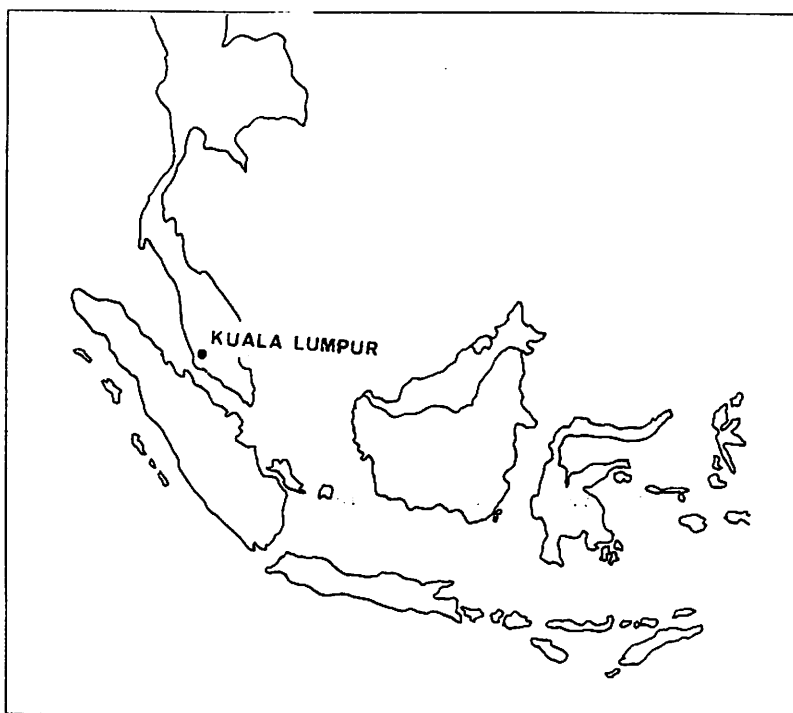
**LAST UPDATE:** September 1989.



## MALAYSIA: KUALA LUMPUR

### **OBJECTIVE:** Mission statement:

As the Kuala Lumpur Office of Southeast Asia, we are committed to a mission of service. Our mission is to develop and demonstrate whole systems transformation in ourselves and others. We promote and sustain relationships of affirmation, creativity and responsibility in all our endeavours. Our task within the private sector is to promote participative policy and an ethic of environment for self-reliant local development, not only in Malaysia, but across Southeast Asia. Our task within our corporate culture is to sustain an atmosphere of harmonious consensus in the midst of creative chaos as a demonstration of possibility. Our task is to beckon and involve others in this mission.



**BACKGROUND:** The ICA Malaysia is the oldest ICA location outside North America, being established in the early 1970s. The Sungei Lui Human Development Project began in the mid-70s, followed by Serusup in East Malaysia (Sabah). Both projects had substantial and recognized accomplishments locally. Politically, both had vulnerabilities, and the current story of each varies with the teller. Both catapulted ICA Malaysia into a new orbit of corporation contacts and development community contacts. During this time a series of Town Meetings were held in rural areas throughout the nation. An ICA Coordinating Centre was located in KL 1979-1982 serving Malaysia, Indonesia, Australia and the Pacific Islands. KL experimented in 1982-85 with a team of 2 Malaysians, and programmes consisted of LENS- and IERD-related work. LENS participatory seminars have been staged in Malaysia since 1976. In 1986, LENS International (M) Sdn. Bhd. was established as a for-profit consulting firm to support ICA staff there. It has provided creative consulting for a wide number of organisations.

**RECENT ACCOMPLISHMENTS:** 1988 PARTICIPATORY DOCUMENTATION LABORATORY demonstrated how to conduct village interviews, and the forum meeting method to produce a participatory report in a local village as a 5-day training construct. 1988 WOMEN'S INCOME GENERATING PROJECT DOCUMENTATION (5-month process of research, project visitation and selection, 2-day forum and training event) was funded by the Australian High Commission Kuala Lumpur, and was a collaborative effort recognised by the Deputy Minister of the Prime Minister's Department, coordinated with the National Council of Women's Organisations (NCWO), assisted directly by five government agencies and the Malaysian Indian Congress. 1988 COMMUNITY-BASED PLANNING SEMINAR was a 10-day in-village training event featuring the Human Development Consult method in participatory planning, was opened by the Honourable Dato' Dr. Siti Zaharah Sulaiman, Deputy Minister of the Prime Minister's Department, Datuk Seri Haji Kahalil Yaakob, Mantori Besar of the State of Pahang, and Encik Mohd. Esa G. Shariff, the District Officer of Temerloh. Practitioners from the Philippines, Thailand, Indonesia and Malaysia actively participated. In addition to participant fees, funding was provided by the Lee Foundation Kuala Lumpur, and Barclay's Bank International Development Fund London. 1988 FACILITATING HUMAN DEVELOPMENT SEMINAR held in Indonesia and co-sponsored by the Department of Small Industry and the Institute of Economic and Social Research, Education and Information (LP3ES), and attended by people from the Philippines, Thailand, Malaysia and Indonesia, supported by the Australian International Development Assistance Bureau.

**ONGOING ACTIVITIES:** LENS International (M) Sdn. Bhd. will continue to market and

conduct quality programmes. Our most recent invention, Customer Service: The Edge of Excellence Seminar, was launched during 1988. Three clients are now in Whole Systems relationship with LENS International and government bodies have been offered our services. ICA is moving towards a working relationship with the Community-based Planning programmes with government agencies at the village level as needed. ICA is hosting the 5th Annual ASEAN Facilitating Human Development Seminar in Malaysia 4-8 September 1989, which will presently serve Thailand, Indonesia, Malaysia and the Philippines. ICA hopes to continue these interchange and training events for practitioners in the development field. ICA is pursuing funding for the second and third phases of Women in Malaysia and Indonesia "Sharing Approaches That Work", a documentation activity and forum of income-generating women's groups. The ICA is also offering a new adaptation of imaginal education for both Malaysia and Singapore, and hopes to provide depth courses in the form of Vocational Journey Retreats, Jean Houston "Possible Human" exercises, and fortnightly roundtables.

**SPONSORS, SUPPORT GROUPS, FUNDING:** Several repeat clients have provided the bulk of LENS income. ICA support has come from seminar fees, the Australian High Commission, the Lee Foundation, and Barclay's Bank International Development Fund, London.

**CURRENT PERSONNEL:** John & Ann Epps, Larry and Evelyn Philbrook, Lloyd (7) and Lela (4), Philip & Edna Anandan Thillainathan, Alehandro Kumaran Philip (4 months).

**VOLUNTEER NEEDS AND REQUIREMENTS:** 2 skilled and mature self-starters.

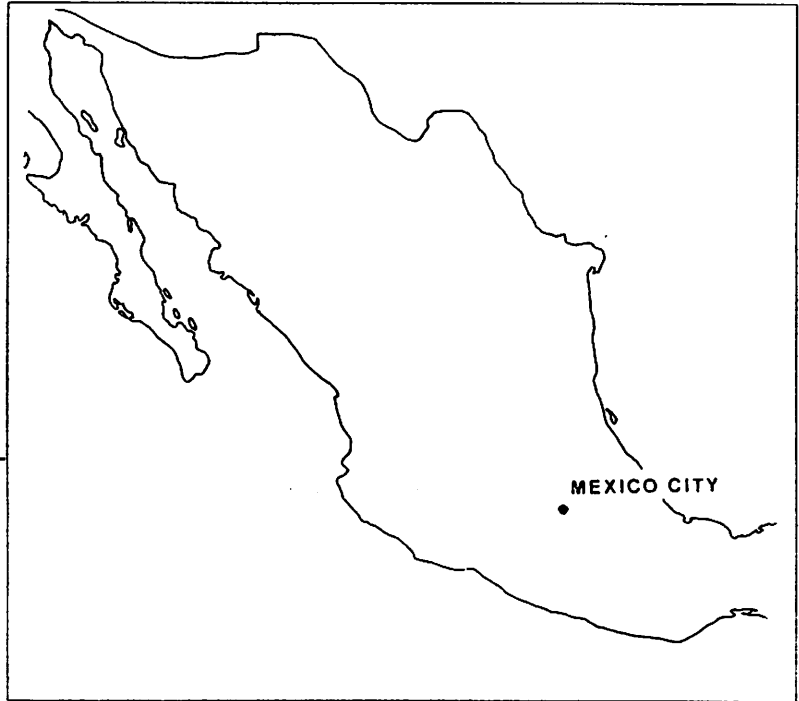
**LAST UPDATE:** September 1989.

## MEXICO: MEXICO CITY

**OBJECTIVE:** The sharing of our methods to meet local needs and advance human and community development in an integrated and sustained fashion.

**BACKGROUND:** The Mexico City Office opened in 1981 to work with other agencies and communities, providing consulting and training in participative methods and techniques of integrated development.

**PAST ACCOMPLISHMENTS: 1982-84:** documentation of rural development projects in Mexico and the selection of 7 key representatives who attended the International Exposition on Rural Development. During this time the staff also conducted contracts in



planning and training with two private sector organisations. 1985-1987: realization of a collaborative agreement with Fundacion Mexicana para el Desarrollo Rural (FMDR) to conduct community courses and train professional staff. Over 1400 people involved in the FMDR system have been through courses of 3 days to 3 weeks focussing on these methods and there are over 50 staff members now using the methodology for their work with community groups. In 1986 the office-residence was installed in a house now called the Center for Integrated Development, and this is in the process of being remodeled in order to expand services. 1987-1988: ICA: Mexico began collaborating with SEDAC (Servicios de Educacion Adulta) in the State of Hidalgo in the planning and implementing of a health and nutrition project which reached 19 Otomi Indian communities by the end of the year. This project expanded to 21 additional communities in 1988, including 7 in the state of Jalisco and 14 more in the state of Hidalgo. The program thrust for the Mexico office in 1988 was to coordinate the international conference "OUR COMMON FUTURE" held in November 1988 at Oaxtepec, Morelos, with 500 delegates representing the Development, Education, Economic, and Global Integrity networks. 1989: the final participatory evaluation process and documentation of the health and nutrition project with SEDAC was completed in March. The publication of the results of the OUR COMMON FUTURE conference continues with a pamphlet on each of the four networks.

**ONGOING ACTIVITIES:** The Center for Integrated Development is adding on a large meeting room and additional quest room space to enable hosting of in-house courrses and seminars, and additional volunteer staff. An advisory board has been formed which together with an active board of directors is strengthening ICA's position in Mexico. Publication and distribution of a new program brochure and ICA report has resulted in program market intensification. Follow-up to the OUR COMMON FUTURE conference is being done through special network bridfs in Spanish and participation in NGO and ecological network meetings. Continued collaboration with DEPAC and local organisations in the Tapeaca Region of Puebla focusses on community leadership training and sustainable integrated development.

**ANTICIPATED ACTIVITIES/FUTURE GOALS:** Conducting training courses which demonstrate a style of participative learning. Collaborating with other institutions through interchange and common proposals to advance sustainable development. Broadening the ICA movement by involving colleagues as facilitators, advisors, and volunteers. Promoting ICA methods through publications and activities.

**SPONSORS/SUPPORT GROUPS/FUNDING:** Konrad Adenauer Foundation through Fundacion Mexicana para el Desarrollo Rural, Presbyterian Hunger Fund, Wilde Ganzen Foundation, Miserior, course/training fees, private donations.

**CURRENT PERSONNEL:** Thomas Caycho, Elizabeth de Leon, Juan Carlos de Leon, Rod Worden, Rose H. Worden.

**VOLUNTEER NEEDS AND REQUIREMENTS:** Minimum commitment six months, previous experience with a local ICA office, minimum age 21, \$175/month.

**PROGRAMS, SERVICES, RESOURCES AVAILABLE:** Training in Spanish, participative methods, and techniques of integrated sustainable development; connections with other development agencies and projects throughout Mexico.

**CONTACT INFORMATION:** Instituto de Asuntos Culturales, Oriente 158, No. 232, Col. Moctezuma, 15500 Mexico, D.F., Mexico. Telephone (+52 5) 571 4135. Fax (+52-5) 785 1838. Contact person: Thomas Caycho.

**LAST UPDATE:** August 1989.

## THE NETHERLANDS: AMSTERDAM

**OBJECTIVES:** Involving Benelux people with all ICA programs.

**BACKGROUND:** ICA Benelux (Belgium, the Netherlands and Luxembourg) network is a partnership between the ICA teams in Brussels and Benelux volunteers. It was launched in Spring 1987 to integrate Benelux volunteers effectively with ICA activity and programs, and to coordinate all Benelux efforts. Work started in The Netherlands in 1968. An office opened in Amsterdam in 1974.

**PAST ACCOMPLISHMENTS:** 1976-79 village meetings, called DORPSDAG, were held throughout The Netherlands. We have sent out some 50 international volunteers to ICA development projects and have involved 30 stagaires in work at ICA Brussels. 1975 International Training Institute;

Netherlands Rural Development

sium in 1983; Cultural adaption of HDL course in 1985; 1985-89 programs with Netherlands PTT (national telephone company).

**ONGOING ACTIVITIES:** International volunteer program, various ICA courses, newsletter.

**ANTICIPATED ACTIVITIES/FUTURE GOALS:** Train Benelux volunteers in ICA methods; involvement with ICA work; Benelux volunteers to live and work with ICA Brussels. Continued work with PTT.

**SPONSORS/SUPPORT GROUPS/FUNDING:** The volunteers fund their own ICA work.

**NEEDS AND CHALLENGES:** Very difficult to involve international volunteers and stagaires in our activities after their return; other involved volunteers need more training; old volunteers tend to return to the Third World for longer periods.

**CONFIGURATION:** Approximately 6 Benelux volunteers.

**VOLUNTEER NEEDS AND REQUIREMENTS:** Depends upon the amount of attention the teams in Brussels spend in involving Benelux volunteers with their work.

**CONTACT INFORMATION:** STICHTING THE INSTITUTE OF CULTURAL AFFAIRS, P.O.Box 11143, NL-1001 GC Amsterdam, The Netherlands.

**PROGRAMS, SERVICES, RESOURCES AVAILABLE:** Dutch folders about international volunteer program and about the IERD books.

**LAST UPDATE:** July 1989.

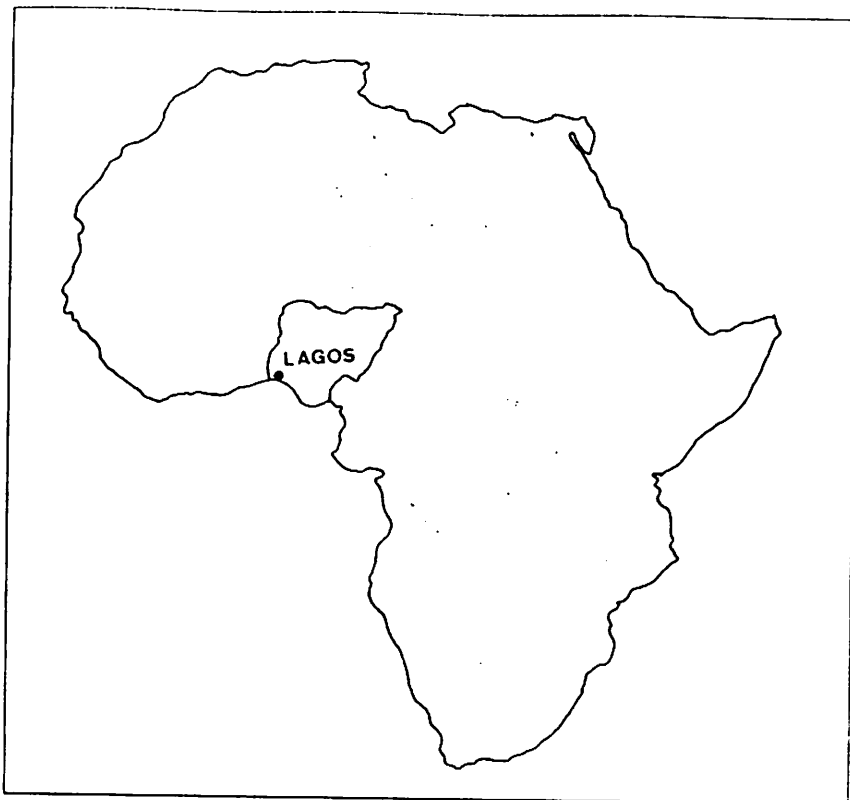


## NIGERIA: LAGOS

ICA AFFILIATE: NIRADO - NIGERIAN INTEGRATED RURAL ACCELERATED DEVELOPMENT ORGANISATION, Lagos, Nigeria.

**OBJECTIVE:** To provide information, resources, training and motivation to people working in rural development in Nigeria.

**BACKGROUND:** NIRADO is an umbrella organisation begun through the efforts of Nigerian delegates to the International Exposition of Rural Development (IERD) held in India in 1984. It was born out of the realisation that until ways are found for accelerating development in rural villages where the majority of Nigeria's population reside, the national goal of self-sufficiency and control of their own destiny will remain elusive.



**PAST ACCOMPLISHMENTS:** Activities have included publication of pamphlets and newsletters, several lecture series on rural development and appropriate technology, constructing a prototype bio-gas plant, funding participation by local people in international events, and holding leader training conferences. NIRADO is recognised by the government as an authority on rural development through its publications, the service to the government of its members, and the participation of government people in NIRADO.

**ONGOING ACTIVITIES:** Regular meetings for sharing and encouragement, being a channel for communication for and with non-governmental groups in Nigeria, writing proposals for local projects, and leader training.

**ANTICIPATED ACTIVITIES/FUTURE GOALS:** Developing the secretariat to provide continuity and stability to continuing programs, publishing a monthly newsletter and holding a quarterly lecture series. Proposals have been written for a piggery, a fish farm, a series of town meetings, and leader training in participative methods for community development associations.

**NEEDS AND CHALLENGES:** Securing and maintaining an adequate funding base for continuing operation in the very economically depressed country.

**CURRENT PERSONNEL:** One American full-time volunteer, several part-time Nigerian volunteers.

**VOLUNTEER NEEDS AND REQUIREMENTS:** \$200 per month plus \$75 per month personal money; carry own health insurance; work experience and maturity to handle living in a different culture necessary; willingness to live and work in villages.

**CONTACT INFORMATION:** NIRADO, Nigerian Integrated Rural Accelerated Development Organisation, PO Box 2524, Lagos, Nigeria. Telephone (+234 1) 63 62 06 Monday and Thursday. Telex 21491 NG attn Mr A.M. Sharta, Texaco.

**LAST UPDATE:** July 1989.

**PERU: LIMA**

**OBJECTIVE:** To awaken and nurture the forces working to care for the planet, especially those working to care for the forgotten and dispossessed.

**BACKGROUND:** In Peru since 1979. Registered with the Ministry of Culture as a civil not-for-profit organization with a Peruvian Board of Directors.

**PAST ACCOMPLISHMENTS:** Azpitia awarded the government "Bronze Shovel" award for self development in 1984. Programs with DePauw University for 5 years and 3 Rotary International workcamps. 4 Peruvians on extended assignments (2 or more years outside the country). 2 UN international consultant contracts. Construction of a worker-owned registered industry (fresh cheese plant) which is completely independent and has operated autonomously now for 3 years. Construction and equipping of a training center for 40 in Azpitia. Purchase of a large anchor house in Lima paid for completely in 2 years. 750 local practitioners through courses. 2 "Space Between" (cultural exchange) programs.



**ONGOING ACTIVITIES:** Bi-monthly training programs with the development sector in the Azpitia Training Center. Nutrition training program in 110 community kitchens. Weekly pedagogy and English training for our staff. Irrigation project in Uquirá. Consultancy with other development agencies. Offer being considered to establish office in Bolivia. Exploring the idea of establishing an Imaginal Education Institute in Lima.

**ANTICIPATED ACTIVITIES/FUTURE GOALS:** The 3 directional movements are: The enabling of educational reformulation, the fostering of planetary consciousness, the facilitation of socio-economic justice. We envisage an Education Conference (similar to the one in Guatemala) in 1990. We have "space between" programmes for cultural interchange. We will continue to work with training and consultations with the developing company.

**SPONSORS/SUPPORT GROUPS/FUNDING:** Grants from Presbyterian Church, Armstrong Chapel, Prairie Community Church, Church of Savior - all in the USA; ICCO; Wild Geese; UNIDO Lima; programme fees.

**NEEDS AND CHALLENGES:** 5000% inflation last year. The cost of everything including food has increased 300-800% this year. Everyone is suffering. Difficult to maintain our current level of programme fees. Need to seek more hard currency grants from outside Peru.

**CURRENT PERSONNEL:** 8 Peruvians with 2-5 years in the house, 2 delightful children, one baby, 3 extranationals (George & DonnaMarie West, Judith Hamje).

**VOLUNTEER NEEDS AND REQUIREMENTS:** People who speak Spanish with willingness to live in Azpitia and run the training and conference centre; 1 year minimum commitment.

**PROGRAMS, SERVICES, RESOURCES AVAILABLE:** Epson computer, IBM Proprinter. 2 VW Combis. Fully equipped training center in Azpitia, 1 1/2 south of Lima. Beautiful Lima house with VHS and Betamax and color TV. DHL courier service available to Miami for staff.

**CONTACT INFORMATION:** Instituto de Asuntos Culturales, Jesus Maria - Apartado 11630, Lima, Peru. Telephone (+51 14) 61 08 13.

**LAST UPDATE:** September 1989.

## THE PHILIPPINES, MANILA

**OBJECTIVE:** Catalyzing constructive changes at the local level in the way people think, behave and interact. To be entree point in socio-economic activity: basic services and income-generating projects as identified in each barangay. Philippine ICA does rural and urban poor socio-economic projects and ecological development, including reforestation.

**BACKGROUND:** The Institute of Cultural Affairs Philippines Inc was formed in 1975. The Institute has organized integrated, two- to four-year self-reliance community development programmes in five principal locations in the Philippines over the past 12 years.

**PAST ACCOMPLISHMENTS:** In the Philippines, our work focusses on both the rural and urban poor



community development. More and more this does not imply living next door to people in villages and working with them on a daily basis. Rather, much of our work lies in areas of planning facilitation, liaison between government offices, proposal writing, designing and/or setting up small conferences and workshops, correspondence, locating buyers of locally-made handicrafts, and documenting the impact of programmes through interviews and reports. There is a lot of office work, then, as well as liaison and advocacy work.

**ONGOING ACTIVITIES:** 1. Bicol Region Community Development. This has involved work on two levels. We work in five barangays (political units roughly corresponding to villages) in Tiwi and Albay, and are helping to organize agricultural demonstration plots (annual crops, fish ponds, etc), tree planting and awareness, a small-handicrafts industry, and education about health, sanitation, nutrition, and preschool curriculum issues. Regionally we work to set up cooperation among government and non-government agencies throughout the Bicol Region (southeastern Luzon). Also in this Region we are participating in a 1.6 million peso three-year reforestation programme of 100 hectares right at the foot of Mayon Volcano. The programme is approved and funded by the Department of the Environment and Natural Resources (DENR). Technical assistance has come from Far East Wood Consultants (FEW), and the project has the participation of the Miisi Mayon Farmers Association (MMFA). The project is aimed at reforesting cogonal Government lands in Miisi, thereby restoring the ecological balance of the watershed and preventing further degradation. This will create the means to meet the needs and address the development constraints of the communities around the project site.

2. Basilan Provincial Community Development. We are working with provincial agencies to coordinate their programs, and we are implementing this scheme in two pilot barangays in different municipalities. We are involved in two further projects: a) Balagtas Community Potable Water Project, b) Maloong-Legion Community Deep Well Project.

3. Mandaluyong Urban Poor Community Development Program. At the back of the Mandaluyong Municipal Cemetery, about 1100 people live in what used to be a swamp and adobe pit area, of less than 1/2 hectare. Basic services in Backside are poor. One faucet serves the entire community. Unemployment is high. The people, however, are anxious to improve their situation. In November of 1987, the ICA began working with the people from the community of Backside in direct coordination with Mayor Ben Abalos of Mandaluyong Municipality. Up to date, the accomplishments are: a) 12 public faucet systems convertible to individual housing faucet systems, duly approved by the Metropolitan Water and Sewerage System, b) community drainage system, c) cemented walkways, d) mini-park, e) house facade improvements, f) basketball court, g) improved sanitation environment, h) increased community involvement, i) community clustering system - 12 family cluster care teams for the whole community, j) enhancing youth community awareness, and k) community exposure to government and business linkages.

**ANTICIPATED ACTIVITIES, FUTURE GOALS:** In 1989-90 we are looking forward to expanding our work in the Mandaluyong area and in the Bicol reforestation project.

In Bicol we are currently negotiating, at DENR's invitation, to go into forest production in such things as fruit trees and rattan cultivation. The Institute is also looking into the possibilities of implementing such projects in other parts of the country as well as other countries like Indonesia.

In Backside, we are currently implementing a commercialized individual housing water system in coordination with the Metropolitan Water and Sewerage System. Backside has also formed a community association with elected officers, and is currently writing its bye-laws and incorporation papers for government registration. The ICA as represented by Zeny Armas, in coordination with the Philippine Development Assistance Project (PDAP) a subsidiary of the Philippine Business for Social Progress (PBSP), is creating a two-year curriculum to train 30 women in Backside toward professional sewing and forming a ready-to-wear industry.

In Mandaluyong, the ICA has identified other squatter areas around Backside, the residents of which have expressed willingness to work with Backside and be part of the urban poor development network.

Through the Vice-Mayor and Chairman of the Mandaluyong Anti-Drug Abuse Council (MADAC), Dr. Guzman of Mandaluyong, and the President, Mr. Bansuela of the Youth Outreach Program Against Drug Abuse (YOPADA), the ICA is currently working as a consultant and is looking into the possibility of developing a 3- to 5-year Mandaluyong Youth Development and Training Program (MADAC-YOPADA).

**PHILIPPINE-TAIWAN CULTURAL EXCHANGE PROGRAM:** On July 7, 1989, ICA Taiwan recruited five Taiwanese to come to the Philippines for a six-day tour. The tour included 3- to 4-star hotel accommodation, famous seafood and kamayan restaurants, a buffet lunch show with cultural dance presentations and a fire walker religious ceremony, local and imported shopping opportunities, a provincial trip to Taal Volcano, trips to a hundred islands, Baguio City, Sagada - where several natural caves and hanging coffins can be found, Banaue, the great rice terraces and key spots in Metropolitan Manila. The tour also included a professional guide from ICA Philippines. The Philippines and Taiwan are working toward establishing a regular monthly tour between the countries. NOTE: If any country is interested in starting a money-making cultural exchange program with the Philippines, please do not hesitate to get in contact with us. Different tour designs can be arranged.

**SPONSORS, SUPPORT GROUPS, FUNDING:** The Australian Embassy, the Department of the Environment and Natural Resources, The Royal Netherlands Embassy, Sime Darby Pilipinas Inc.

**CURRENT PERSONNEL:** Six full-time Filipino staff.

**VOLUNTEER NEEDS AND REQUIREMENTS:** We ask that all international volunteers shoulder their own travel expenses to and from the Philippines, and within the country when not on ICA business. Also, we ask that they each contribute US\$150.00 per month including a six-month down payment, to cover their food and lodging, certain materials, and to assist the organisation itself. Also, we ask that each volunteer sign a short memorandum of agreement that indicates that the volunteer will not get involved in political activity and is responsible for his or her conduct and expenses. We expect volunteers to spend a minimum of six months with us, and prefer a 9- to 12-month period. We have a specific opening as follows: Basilan Province, 6 to 12 months. Will be working directly with the Provincial Planning and Development Office (PPDO - a government organisation). Must have driver's licence, knowledge of IBM computers, preferably male. If interested send bio-data to ICA Philippines.

**CONTACT INFORMATION:** Jose or Zenaida Armas, 603 Boni Avenue, Mandaluyong, Metro Manila, Republic of the Philippines. Telephone (+63 2) 78 00 74 ask for local 5 or 6. Telex 45434 attn J. Armas (ansbk PEN PM).

**LAST UPDATED:** July 1989.

## PORTUGAL: MEZIO

**OBJECTIVES:** Demonstration of economically viable mountain villages.

**BACKGROUND:** In 1979, the ICA began the Montemuro Project, in north-eastern Portugal between the cities of Lamego and Castro Daire. Living in the village of Mezio, the staff works with subsistence farmers in 21 villages with similar cultural traditions, living conditions, and mountain agriculture over 900 meters. The Portuguese youth on the ICA staff, residents of the Montemuro villages, are salaried by the government to do development, and acquire job skills.

**PAST ACCOMPLISHMENTS:** In a region of 65% unemployment, the ICA sought to create local employment initiatives for the farmers. Three handicraft cooperatives have been formed, involving 75 women who knit natural woollen products, grow, process and weave linen, and make intricate crochet items. Similarly, an individual initiative program has resulted in projects for 35 farmers. An all-mountain honey cooperative has been formed, involving 95 farmers who process and sell together. When Portugal joined the EEC, the opportunity to sponsor skills training courses in

local villages became available. Eleven courses in sewing, knitting, electro-mechanics, weaving, office skills, beekeeping, jelly making, rabbit raising, and linen processing have enabled young farmers to launch economic enterprises, while being funded for their training. The ICA has built a training center in Mexico, where evening short courses, skills training courses, computer literacy, painting, meetings, and communications via satellite dish are held.

**ONGOING ACTIVITIES:** Livestock upgrading, cooperative formation, organic agriculture demonstrations, environmental beautification, local newspaper, amateur theater, folklore festival, children's school success program, youth job training program, adult literacy program, health clinics, blood pressure program, alcoholism program, youth sports activities, elders excursions and group activities, community construction projects, village meeting, regional interchange program, new village program, work camp.

**ANTICIPATED ACTIVITIES/FUTURE GOALS:** The Montemuro Project has been working to involve European youth in the development of Portugal through cultural interchange programs and work camps. Training of Portuguese youth in development methods in several villages has made it possible to enable community-based projects simultaneously, in the arenas of health, agriculture, and group activities. The local staff is working with Rotary International for the next two years to improve local agriculture, health, and economics. While continuing to live and operate in the Montemuro, the ICA also will be consulting with other communities who wish to initiate development activities, and collaborating with the government, and private development agencies in service delivery to the region.

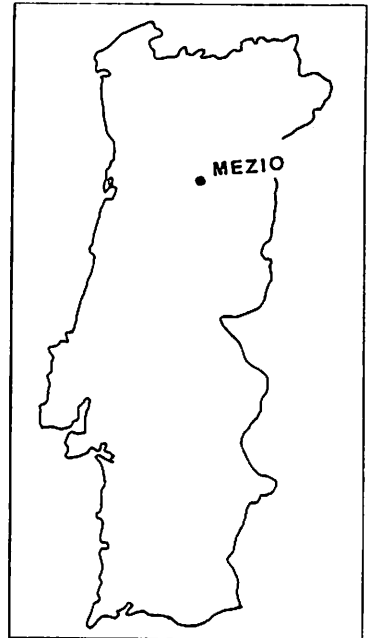
**SPONSORS/SUPPORT GROUPS/FUNDING:** Rotary International, the Ministry of Work, Ministry of Youth, the European Economic Community, the European Social Fund, Catholic University, County Councils of Castro Daire, Lamego, and Cinfaes, Red Cross, Ministry of Agriculture, Forestry Service, the Catholic Diocese of Lamego, the northern and central Planning Commissions, the Presidential Commission on the Status of Women, GTZ (German Private Development Group), IM, (Swedish philanthropic group), and Adult Education Organization.

**CURRENT PERSONNEL:** Staff of 8.

**VOLUNTEER NEEDS AND REQUIREMENTS:** \$100 per month (17,500 Escudos), minimum time 1 year, International Drivers Licence, learn Portuguese.

**CONTACT INFORMATION:** INSTITUTO DE ASSUNTOS CULTURAIS, Rua Central 28, Mezio. 3600 Castro Daire and Apartado 35, 5101 Lamego Codex, Portugal. Telephone (+351) 54 68246.

**LAST UPDATE:** July 1989.



## SPAIN: MADRID

**OBJECTIVE:** Assisting the planetary transformation into which Spanish society is rapidly moving.

**BACKGROUND:** Located in central Madrid since 1970. Early work included Community Forums, consulting with villages, and preliminary work in Portugal. There has been a shift in the last several years to Methods Training, development education programmes and making methods available to groups and companies helping with the rapid transition Spain is undergoing. (Newsweek May 23 1988).

**PAST ACCOMPLISHMENTS:** High level of contacts made for all work, especially 1982-83 IERD programme. Two now serve on the ICAI Board.

**ONGOING ACTIVITIES:** Regular work in companies teaching business English and supervisory skills, and consulting with small business and organizations who are installing computers and communications systems. Operating and maintaining a 24-hour BBS (electronic Bulletin Board System) on computer and modem, and coordinating set-up of others in Iberia. Lots of translation work - mostly English to Spanish in both computer development and development arenas. Bi-weekly Roundtables, Methods Courses, Computer Literacy Courses.

**ANTICIPATED ACTIVITIES/FUTURE GOALS:** Launching a Computer Club for Spanish Speaking Users which will encourage "practical skills" and accelerate information access and exchanges, and links with Latin America. Expanding the education section of the BBS Data Base. Broadening the work in Development Education, recruiting and training Spanish-speaking volunteers for work in South America. More liaison work in Development/NGO circles with ICA projects in South America, since there is new interest and funding with EEC involvement. Work on audio/visual materials and finding a way to increase use of such materials across Spain. Expand Portugal liaison.

**SPONSORS/SUPPORT GROUPS/FUNDING:** Most from programme & members.

**CURRENT PERSONNEL:** In residence are 2 longtime Order/ICA staff (Raymond and Elaine Richmond), 2 longterm volunteers from Peru (Catalina Quiroz for 4 + years and Antonio Cuzcano for 3 + years), and an Englishman, Gabriel Dobson who was a colleague of ICA in Venezuela and Australia. Others come by once a week for translation or office work. Also, Mario and Santiago, the Assistant Sysops on the BBS, works 1-2 hours a day via modem and telephone.

**VOLUNTEER NEEDS AND REQUIREMENTS:** People with Spanish language capabilities or possessing a "determination" to learn. Lots of opportunities do exist, and people who can write proposals, carry through on funding and implementation are needed. **VOLUNTEERS** - 9 months minimum - know some Spanish, provide own travel, and personal expenses plus approx. \$225 month to cover room and board. (Currently this can be done fairly easily for English native speakers by teaching English about 5-10 hours a week).

**INTANGIBLES AND PERKS:** We live in a fairly modern apartment, centrally located, in a safe but lively neighborhood of the city (4 million pop.) cheap and very convenient local transport (we don't use a car), lots of fiestas and cultural events, rich history, lots of freedom for creating programmes, time and encouragement for personal growth pursuits, lots of guests and visitors and excuses for mini-celebrations, flexible schedule within the "Spanish/siesta" time frame, we're open to change, trying to implement ecological sanity in our own environment.

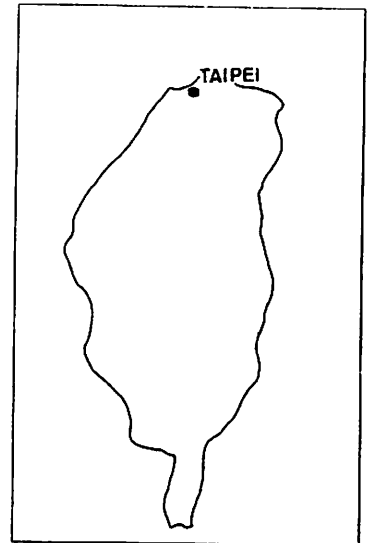
**CONTACT INFORMATION:** Institucion de Asuntos Culturales, C/Queseda 11, 3-D 28010 Madrid, Spain. Telephone (+34 1) 446 2681(voice), (+34 1) 446-3607(computer).

**LAST UPDATE:** September 1989.



## TAIWAN: TAIPEI

**OBJECTIVE:** Probably like everyone else, we are in the process of transition. We are a small house but have launched an ambitious expansion model. We are now hiring both Chinese and expatriate staff to help with our expanding development base, a growing environmental movement, a building project and a variety of smaller programmes. Our objective is to extend the perception in this society that we are a major resource for developing the new leadership required for both social and organizational change. We also intend to move toward greater indigenization during the coming year. We see ourselves increasingly able to hire Chinese and foreign staff with the experience and sophistication to work effectively with both the business community and numerous high-level government relationships, as well as to upgrade our current staff capabilities. We are also discussing the possibility of targeting the educational community as one of our next service arenas during 1989.



**BACKGROUND, PAST ACCOMPLISHMENTS:** The tenth anniversary documentation last year of our Hai Ou HDP demonstrated the almost embarrassing economic and social success of this community project. IERD and the Asia-Pacific Regional Assembly have established very solid foundations with the Government and led to a variety of ongoing training programs for rural leadership. A major push on the multinational business community during the last five years has resulted in more than forty consultancy clients and recognition of ourselves as a somewhat costly but definitely first-rate training organisation for developing the new concepts, approaches and skills needed by today's middle and upper managers. The combination of these resulted in our being chosen to design, coordinate and train the leadership for the Environmental Protection Administration's program for local citizen discussion and action groups in communities all across Taiwan during the coming years.

In the course of the past four years, ICA Taipei has moved to a new, professional office and training center on Taipei's major business street, and built a strong local colleague base. Four "Old Order" people and one newly-hired ICA staff person, plus our colleague team in Taipei presently generate the income to meet the monthly US\$25,000 budget. Five people work full-time for the ICA; there are no permeators or income from other sources. The sixth member of our staff, Peter Hu, is 82 and provides essential internal support services. A significant portion of our budget now goes for our staff salaries, which we call honoraria. Our base monthly honoraria currently range from US\$1,000 to US\$1,800, with incentives that are designed to allow people to earn total income of up to twice this amount.

**ONGOING ACTIVITIES:** In addition to the above, we have maintained bi-weekly Roundtables, a Sojourner Program, celebrations and outings, colleague events and special-interest groups (currently, computer clubs and Macintosh desktop publishing training, Tai-Chi, church and school activities and sports). We have been writing a daily radio series on the changing style of leadership over the past two years and published a book of the first 120 talks in November 1988. We are now exploring franchising this radio series internationally. We have also started an experiment in twice-daily radio commercials for ICA programmes. The environment has been the major focus for the ICA Community Service Division over the last year. We have initiated the Taiwan Environment Roundtable, a monthly interchange meeting for environment groups in Taiwan. Twenty-four organizations have participated within the first six months. Current working projects on the environment are: 1) a symposium on Deep Ecology scheduled for Nov 1 to Nov 8 this year, 2) a Caring For Community project - a neighborhood-based, massive training project in environment education and action, 3) an environment newsletter, 4) training in the safe use of agro-chemicals - a joint project with the Amcham training sub-committee, for 4H and farm-related groups. Over the past six months, the ICA Corporate Service Division has conducted programs for around 20 companies. Among the programs are: Coaching For Results, Customer-Based Selling, Managing Effective Meetings, Empowering Performance

Appraisal and various management training programs.

We are gradually expanding the number and variety of programs offered in our Training Center. These offer opportunities for individuals and provide chances for companies to try out ICA training before arranging corporate programs.

**SPONSORS/SUPPORT GROUPS/FUNDING:** In our new economic model, our \$25,000 income derives from three primary sources: 1) development or annual corporate contributions from over 200 companies in Taiwan, 2) the business program venture, and 3) our special service projects (like the EPA program) and other ventures, such as the Sojourner Program, Roundtable and inhouse seminars.

**NEEDS AND CHALLENGES:** We need additional capable Chinese staff to ease the burden on the current seven staff and to allow us to grow further. We can now foresee a realistic possibility of hiring increasing numbers of professional people. We anticipate that some of these will come from the Chinese and expatriate business community here, and some from other ICA locations.

**CURRENT PERSONNEL:** Residential: Gordon Harper (Roxana is currently providing extended family care in the USA), Ben and Vicky Aguirang, Jim and Sally Fenton, Jo Tai and one sojourner. Non-residential: Anna Sung and an attractive team of local colleagues.

**VOLUNTEER NEEDS AND REQUIREMENTS:** We do not foresee a major role for short-term volunteers, given the directions we are pursuing, but would be open to individuals interested in the major areas of our work. If they have a little passion for changing the world, so much the better.

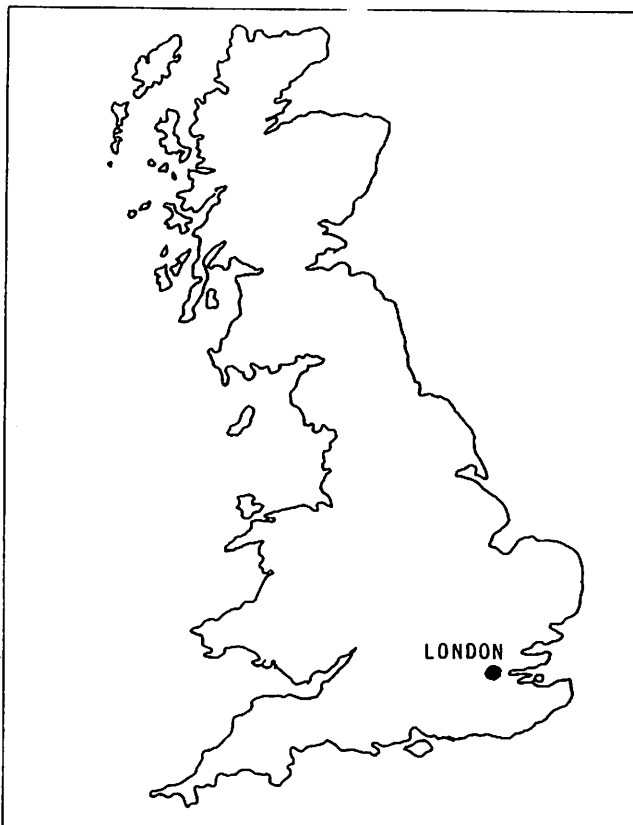
**CONTACT INFORMATION:** ICA Taipei, 6/F 53-1 Chung Shan North Road Sec 7, Taipei 11136, Taiwan ROC. Telephone (+886 2) 871 3150. Cable ICATAI. Telex 21822. Fax (+886 2) 715 3783. Econet: ICATAIWAN.

**LAST UPDATE:** September 1989.

UNITED KINGDOM: LONDON

**BACKGROUND:** First courses (RS1, PLC) in 1968, first home Teeside, 1971 - then houses in London, Manchester, Glasgow and Bristol. ITI's in Manchester (1974) and Birmingham (1975). As of 1982 have only the London house. Registered as a charity in 1976, second charity for Village Volunteers registered in 1985. **PAST ACCOMPLISHMENTS:** Human Development projects in ISLE OF DOGS (1976-80), Tairgwaith, Wales (1978-80). From 1980-87 sent 150 volunteers overseas. 1970-85 30 full-time order members. ODA grant of 40.000 Pounds for Egypt in 1986. 200 town meetings in 1978.

**VOLUNTEER SERVICE PROGRAMME:** Volunteer Orientation Weekends are the first stage of the VSP. These are held regionally across the UK. Set up and teaching is done by ICA members of that region in co-ordination with Alan Berresford in London. The second stage is a Volunteer Preparation Weekend which focusses more on ICA as an organisation, and encourages prospective volunteers to begin making enquiries to potential locations. The third stage is a 3-week preparation



period in Brussels. The first such European three-week preparation period (recently renamed the Foundation Course) was held in Brussels for 20 volunteers in September 1988, with prospective volunteers from the UK, Germany, USA and The Netherlands. The 1989 Foundation Course was in Brussels, September 3-24th. **NB:** We are interested in pursuing the idea of sending ICA-trained volunteers to non-ICA projects and are currently experimenting with this in Kenya in the coming year.

**VILLAGE VOLUNTEERS:** The Village Volunteers scheme was begun in 1984 by Rob Jennings-Teats and has had slow but steady progress. In 1989 the scheme in UK sponsored Patrick Mbullu from ICA: Kenya to come to UK and spend 6 months working full-time on the scheme. New materials have been produced, and a sponsorship drive by UK members is planned for Autumn 1989 aimed at increasing the number of sponsors. Christmas and greeting cards are a main feature of this programme together with regional Kenyan evenings and education development events aimed at arousing interest from schools.

**ANTICIPATED ACTIVITIES/FUTURE GOALS:** Continue Volunteer Service Programme, expand Village Volunteers, develop ICA membership network in the UK. The ICA members in the UK are initiating an informal network of "returned volunteers" across Europe. Each region also produces a newsletter. Regional groups organise and lead weekends where guests are invited and workshops held in different venues across the country.

**SPONSORS/SUPPORT GROUPS/FUNDING:** Individuals and Board of Management of ICA. Village Volunteers sponsors.

**LOCATION:** The London House serves as a meeting place and focal point for ICA UK although no full-time ICA personnel live there. Those who live in London House are all self-supporting.

**CURRENT PERSONNEL/STAFFING:** There are 50 members who network across UK and Patrick Mbullu from ICA: Kenya working full-time.

**PROGRAMS, SERVICES, RESOURCES AVAILABLE:** Volunteer Orientation Weekends construct, Volunteer Preparation Period materials and Village Volunteers promotional materials.

**CONTACT INFORMATION:** INSTITUTE OF CULTURAL AFFAIRS, 41 Miranda Road, London N19 3YX, United Kingdom. Telephone (+44 1) 263 5897.

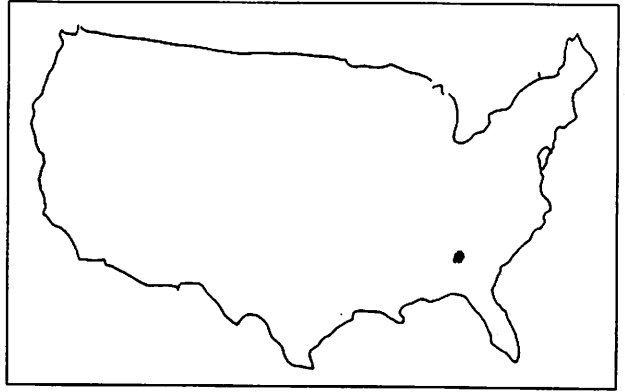
**LAST UPDATE:** September 1989.

## USA: ATLANTA

**OBJECTIVE:** To offer training, spiritual growth, and planning experiences to local leadership in education, business, government, and service organizations. To apply these programs with the intent to focus upon solutions to racialism rooted in pluriform society. To stand singly on its own two feet as the Atlanta Institutes related to the globe through membership in several networks which include the ICAI.

**BACKGROUND:** The Atlanta Institutes - The Institute of Cultural Affairs and The Ecumenical Institute - bring together the history of both institutions in Atlanta

since 1968. Concerned first with leadership of the local church in the Southern USA, then with local community transformation, then with the awakening of the South through Town Meetings, then with the Gibson, North Carolina HDP the rural United States, and finally with the collaboration of local practitioners in education, economic and social development around the world, the Atlanta Institutes have served a cross-section of United States society by relating individuals and organizations to specific arenas of responsibility. The Institutes in Atlanta are private, not-for-profit corporations registered in the State of Illinois with a board of directors from across the USA.



**RECENT ACCOMPLISHMENTS:** Currently, the Atlanta Institutes are serving as consultants to Khirathimo International, Ottawa Canada; the Mayhaw Tree of Colquitt, Georgia; and to Quality Living Services of Atlanta, Georgia. Institute staff are teaching in local public education at Southwest Dekalb High School and tutoring theological students in two Atlanta seminaries. The institutes have been employed to lead strategic planning for an elders program in Charleston, South Carolina, and for a drug awareness program in Miller County in S.W. Georgia. The Atlanta Institutes interfaces regularly with the Atlanta City municipal leadership, the Center for Archetypal Studies, and the Concerned Black Clergy. The Institutes' staff are members of the Jung Society of Atlanta, the Metropolitan Christian Council of Atlanta, and the 1989 Mystery School in New York. During May, 1989, the Atlanta Institutes sponsored two psychosynthesis workshops for black and white individuals on the subject "Unconditional Love and Forgiveness."

**ANTICIPATED ACTIVITIES:** Continuing to impact in 1989-90 the Dekalb County Public School System with a demonstration high school teachers' guild; ongoing psychosynthesis study group in Atlanta; strategic planning and training for rural county approaches to the drug saturation dilemma; providing consultancy for a fund-raising program for a Fulton County elders facility; sponsoring two workshops in personal healing and whole systems transition in 1990; maintaining the Atlanta frame through participation in the New Age Information Network and through the above-mentioned organizations already serving in the Martin Luther King Jr. Holiday Commission preparation, and attending the Conference on Health and the Church sponsored by the Jimmy Carter Presidential Center.

**FUTURE GOALS:** Putting in place the Atlanta Institutes and its program face; re-financing its facility; discerning the keystone in the Institutes' activities, relating the global institute presence of ICAI to new groups of colleagues, and representing the possibility of healing in the Atlanta region.

**FUNDING:** Support for the Atlanta Institutes is derived from income fees for services, and from contributions. Financial gifts to the Atlanta Institutes will be accounted for through the New York Primary Unit audited accounts.

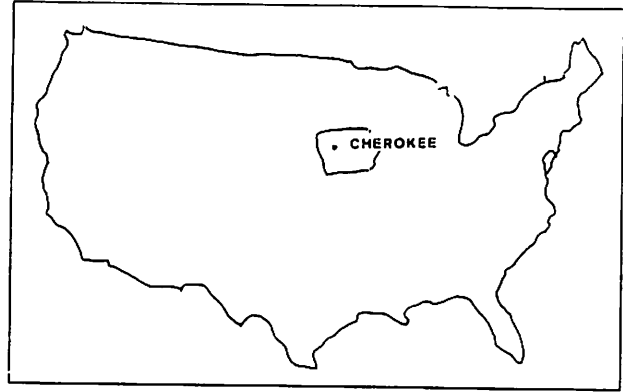
**CURRENT PERSONNEL:** Al Lingo and Kay Lush.

**CONTACT INFORMATION:** The Atlanta Institutes, 1748 Old Hickory St., Decatur, Georgia 30032, USA. Telephone (+1 404) 288-5373.

## USA: CHEROKEE

**OBJECTIVE:** To enable individuals and organisations to be sustained in their vision of transformed society progressively moving towards some economic justice, globality in thinking, planning and actions, and united through our common story.

**BACKGROUND:** With the closing of the social demonstration project at Lorimor, Iowa in 1983, the ICA Iowa office was created and continues to be the coordinating vehicle for the states of Iowa and Nebraska as part of the Chicago Primary Unit.



**PAST ACCOMPLISHMENTS:** Annual Appeal coordination, quarterly mailing to 83 colleagues, marketing of Machakos simulation game, coordination of strategic planning seminar marketing to state and local agencies and organisations. Funding for global involvements.

**ONGOING ACTIVITIES:** Local church network. Iowa Peace networking, coordination and planning. Recruitment for and participation in research activities of Chicago Primary Unit. Team building workshops with United Methodist Iowa Conference. Facilitation of Conflict Management Workshop in collaboration with Iowa Peace Institute and Grinnell College. Machakos simulation games with community college network.

**ANTICIPATED ACTIVITIES/FUTURE GOALS:** Facilitating education reformulation by marketing courses, planning sessions, research events and spirit retreats. Being part of the "Education 2000" research of the Chicago Primary Unit. Working closely with women's organisations - such as the American Association of United Women, United Methodist Women, business and professional women - as they create their agendas for the next decade in the economic and political arenas through presentations, panels and strategic planning facilitation. Joining groups with an ecological component in their work - such as the Iowa Peace Institute, the Peace Links (national) Sierra Club, Iowa 2000 - across Iowa, Nebraska and South Dakota. Integrating and expanding programmes of working relationships with churches in their desire to care for the land, the dispossessed, and the environment.

**SPONSORS, SUPPORT GROUPS, FUNDING:** Each individual funds their own participation, and program monies are sent to ICA Chicago.

**NEEDS AND CHALLENGES:** Keeping a global perspective in the midst of very local activities. Participating in the ICA global communication network.

**CURRENT PERSONNEL:** Dorothy Hackman, Nebraska; Don & Marileen Johnson, Iowa.

**VOLUNTEER NEEDS AND REQUIREMENTS:** Unifying our thrust across Iowa and Nebraska, we need to intensify our local communications and bring others along.

**PROGRAMMES, SERVICES, RESOURCES AVAILABLE:** Imaginal Education course, volunteer referrals, quarterly spirit event, community resources including films, videotapes, strategic planning demonstrations, magazine subscriptions and book listings.

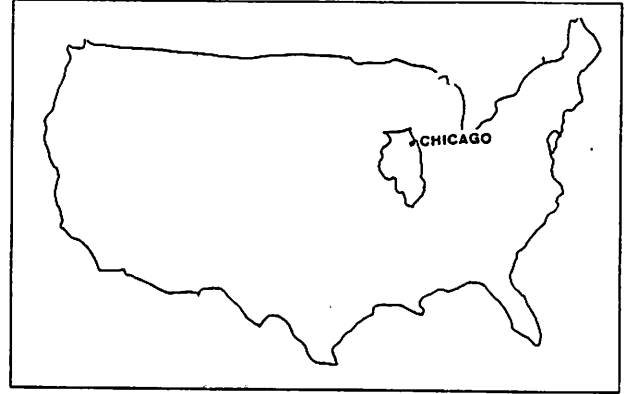
**CONTACT INFORMATION:** Donald & Marileen Johnson, ICA, 506 N Roosevelt, Cherokee, Iowa 51012, USA. Telephone (+1 712) 225 4945.

**LAST UPDATE:** June 1989.

## USA: CHICAGO

**OBJECTIVE:** Concerned with the human factor in world development, through the three strategies of 1) expanding organizational facilitation services, 2) increasing the services of regional resource centers, and 3) facilitating social change.

**BACKGROUND:** ICA work coordinated throughout 20 states, including ICA offices in Atlanta, Cincinnati, Detroit, Indianapolis, Kansas City, Milwaukee and Minneapolis.



**PAST ACCOMPLISHMENTS:** Home of 5th City, the original human development project that served as a model for other communities throughout the globe. Hosted global research assemblies each summer since 1964. During the Town Meeting Campaign in 1976, did Town Meetings in every county of all 20 states. In 1980 initiated the "Chicago Standing Tall for the '80s" campaign in which there were programs in the 77 neighborhoods and northwest suburbs. These programs became the basis for forming the Program Enterprise.

**ONGOING ACTIVITIES:** Three teams handle the implementation of the 1988-1992 strategies.

1) The Program Enterprise Team provides facilitation services to a broad range of organizations, from village governments to national corporations. Through customized workshops, members of this team enable organizations to develop strategic and operational plans for decision-making, change management, goal definition and group coordination. The Program Enterprise Team holds contracts with organizations such as Chicago's Department of Economic Development, the Mayor's Office of Employment and Training, the Sisters of Charity of St. Augustine, and cities and villages surrounding Chicago. Staff: Don Bushman, Dennis Jennings, David Reese, Joyce Reese, Marge Tomlinson, Jim Troxel.

2) The Kemper Building Development Team conducts two programs: The Community Resource Center and The International Conference Center. The Community Resource Center provides space for a variety of community service agencies. The services provided include: education and literacy classes, job training, social welfare, refugee services, community activities, art and music classes for children, senior citizen and youth programs. The International Conference Center offers a retreat center for student and urban church conferences. The Center served over 5,000 people last year by providing a clean, safe, spirit-filled urban environment for non-profit organizations. These two programs are a demonstration of cultural interchange, lifelong education, and social service collaboration serving the international diversity of Uptown and Chicago. Staff: Barbara Barkony, Mary Laura Bushman, Robert Hawley, David Hutcheons, Sook Ja Hutcheons, Ken Otto, Paula Otto, Kay Townley. Volunteers: Marian Lies, Mary Warren Moffert.

3) The 2020 Team seeks to catalyze social change as a result of researching the necessary strategies to be of significant service in the next century. Included in this task are the development of a "2020 Center" in Chicago as a research and resource facility, and assisting in the development of such facilities in the 20 states of the Midwest and Southeast. The team also maintains interchange with ICA offices located around the globe and with ICAI to support the global network of people and services. In the city of Chicago, the 2020 Team has begun working with coalitions of people to facilitate positive change in the educational system. The team is one of five pilot case studies in a program with Case Western Reserve University on "Social Innovations for Managing Global Problems". Staff: Lyn Edwards, Carol Pierce, Karen Troxel. Volunteers: Jan Ames, Audrey Ayres.

**SPONSORS/SUPPORT GROUPS/FUNDING:** Two-thirds of the revenue comes directly from programs, increasingly with longer term contracts and new contacts. The Chicago Department of Economic Development has opened up new programs with the Chicago Department of Planning and the Mayor's Office of Employment and Training. Corporations and foundations provide annual contributions, including First National Bank, Illinois Bell and Northern Trust. The remaining one-third of the funding is from the annual appeal base of individual donors.

**PROGRAMS, SERVICES, RESOURCES AVAILABLE:** Winning through Participation at \$29.95 per copy, plus \$2.25 postage per book for 1-5 copies, or plus 4% of total sale price for 6 or more copies. Send check or money order to the attention of Joyce Reese.

**CONTACT INFORMATION:** Karen Troxel, INSTITUTE OF CULTURAL AFFAIRS, 4750 North Sheridan Road, Chicago, Illinois 60640, USA. Telephone (+1 312) 769 6363. Fax (+1 312) 769-1144. Econet: icachicago.

**LAST UPDATE:** September 1989.

## USA: CINCINNATI

**OBJECTIVE:** To serve as a catalyst and resource to encourage globally responsible human development in concert with other ICA locations and through collaboration with similarly concerned groups and organizations; to nurture global awareness by providing a node for study and research.

**BACKGROUND:** Since 1968, the Ecumenical Institute (and later The Institute of Cultural Affairs) has taught courses and maintained a coordination office in Cincinnati. Beginning with ecumenically focussed church renewal, service has expanded to include work with the public and private sectors as well.

**PAST ACCOMPLISHMENTS:** Congregations in Local Church Experiment; over 350 Town Meeting community planning events in Ohio and Kentucky; Ohio participation in the International Exposition of Rural Development, including attendance of Dayton's Edgemont Solar Garden at the Plenary Session in New Delhi, India; Economic Development Forums in Kentucky and Butler County, Ohio; Strategic Planning for Ohio Deputy Registrars; Focus Group Input Meetings for Greater Cincinnati Community Chest Regional Needs Assessment; Future Sight World Challenge Conversations for regionally focused global research; "The Power of Myth" series using Joseph Campbell/Bill Moyers videos; a series of housing/community development planning events with church and neighborhood groups and well over 100 trained church, business, and civic leaders dramatists, etc. many of whom have served on the international staff of the ICA.

**ONGOING ACTIVITIES:** Regular Wednesday meetings for study and interchange; marketing and facilitation of methods for local agencies and coalitions; bi-monthly celebrations, as well as participation in cross-geographic councils, conferences, programs and projects.

**ANTICIPATED ACTIVITIES/FUTURE GOALS:** Continued exploration of the key issues facing the planet; providing facilitation services to groups and organizations on both a fee and pro bono basis and support of research, training, and demonstration activities in human development through the ICA Global Network. 1989 FOCUS: 1) increasing the effectiveness of low income housing efforts through networking and local participation; 2) earth care through study, lifestyle practices including recycling and co-sponsorship of a Thomas Berry Workshop in November.

**SPONSOR/SUPPORT GROUPS/FUNDING:** Funding for the Cincinnati Program Office budget is handled in concert with the Chicago Primary Unit from a percentage of locally generated contributions and program revenue.

**NEEDS AND CHALLENGES:** No special problems, but clearer guidelines and coordination of funding for projects "beyond our local" would be helpful. Continuing need for interchange to maintain our global perspective.

**CURRENT PERSONNEL:** Ann and Jay Antenen, Carolyn Houpt and Jay Antenen, Jr., Judy and Norm Lindblad, Bruce and Nancy Lanphear, David and Ellen Rebstock and Michael and Nancy Vosler (moving to St. Louis in December), plus 10 to 12 who participate in studies and special events.

**PROGRAMS, SERVICES, RESOURCES AVAILABLE:** Future Sight Conversation constructs and facilitation, computer know-how, construction expertise, communication and public relations, preventative health care, years of community development and local church journey experience, macro and micro socio-economic transformation, leadership training and strategic planning facilitation, ecological responsibility and cultural diversity dialogue processes and several gracious "wayside inns".

**CONTACT INFORMATION:** ICA: Cincinnati, c/o Norm and Judy Lindblad, 10749 Springfield Pike, Cincinnati OH 45246, USA. Telephone (+1 513) 771-9436.

**LAST UPDATE:** September 1989



**USA: DENVER**

**OBJECTIVE:** As a field office of ICA West to provide methods for leadership development and effective participation, especially in the contexts of education, community development and global life style. To provide (profitable) consultative services through ICA Associates.

**BACKGROUND:** House opened in 1971. Long-term regional colleagues support local and global ICA activities.

**PAST ACCOMPLISHMENTS:** Numerous programmes related to Imaginal Education and Innovative Education methods. State-wide conferences related to Sharing Approaches

in Rural Development. International volunteer recruitment and training. Have recently conducted "Global Men's and Women's Forums" for high risk/high potential high school students. Sponsored three seminars for teachers during the past year, based on the themes of whole brain learning, cross-cultural education, and project-based curriculum.

**ONGOING ACTIVITIES:** Programs to support innovative education in the public schools; study series on socio-spirit-related topics; facilitation methods training courses; facilitation of planning sessions for other non-profit organisations.

**ANTICIPATED ACTIVITIES:** Facilitation of programs with: Denver Public Schools (youth forums), Colorado Head Injury Foundation (leadership training), Colorado State Department of Education (Sharing Approaches That Work, school restructuring), Machakos simulation game guide training.

**SPONSORS, FUNDING, SUPPORT:** Collaboration with many local and international groups such as the United Nations Day Committee, RESULTS, and the Colorado Council of International Organisations. We also receive fees for programs and a percentage of member pledges.

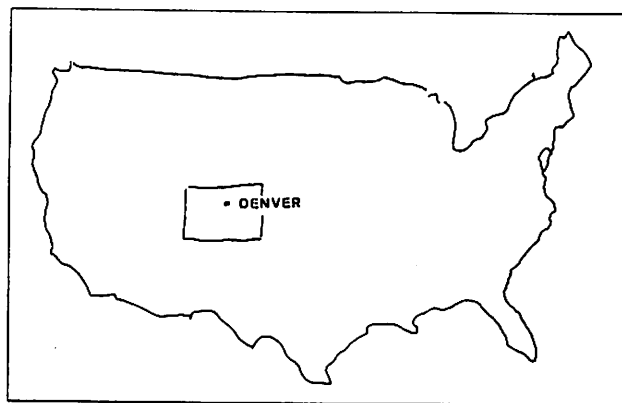
**NEEDS:** A full-time ICA West staff person to develop program markets, coordinate volunteer efforts and maintain basic office functions.

**CURRENT PERSONNEL:** (All volunteer, not inclusive) Burna Dunn, David Dunn, Donna Herrick, Suzanne Heilman, Elizabeth LaBrash, Jim Slotta, Olive Slotta, Lee Sugg, Martha Sugg, Catherine Welch, Ken Whitney, Clare Whitney, Terry Wright.

**PROGRAMMES, SERVICES, RESOURCES AVAILABLE:** Facilitation methods, Imaginal Education (with variations), volunteer training formats.

**CONTACT INFORMATION:** Institute of Cultural Affairs, Denver House Field Office, 1741 Gaylord, Denver CO 80206, USA. Telephone (+1 303) 333 1984.

**LAST UPDATE:** August 1989.



## USA: DETROIT

**OBJECTIVE:** To empower our spirit connection by nurturing individual journeys, eliciting the planetary ethic and by having powerful team events and stimulating ICA association exchange.

**BACKGROUND:** Work began in the Michigan area in 1965, with the Detroit religious house being established in 1970. Work at that time centred around the training of lay church leaders and the establishment of galaxy churches. By 1977 the community awakement -Town Meeting - project had spread across the State. 1980 brought the programme push on LENS (Leadership

Effectiveness, New Strategies).

**PAST ACCOMPLISHMENTS:** Galaxy churches, town meetings across entire State, Community Partnership in Munising MI, Bangor Mich - a showpiece at the IERD (International Exposition for Rural Development) for the results of Town Meetings. The development of a for-profit company to sell the LENS seminar established in 1983. LENS International has had an ongoing contract since 1985 which may be the largest of its kind in the ICA network.

**ONGOING ACTIVITIES:** Detroit is a part of the ICA Economic Network. Through LENS International Inc. the focus is on strategic planning and fundraising. Most of ICA Denver's experience over the last few years has been in hospitals and medium-sized companies. ICA Denver also serves the arts and educational institutions.

**ANTICIPATED ACTIVITIES, FUTURE GOALS:** Continuing the work being done now. Increasing the number of long-term contracts and relationships. Develop professional recognition, increase income and build a capital reserve. As a community to encourage individual spirit growth, with time to share insights with each other along the way.

**SPONSORS, SUPPORT GROUPS, FUNDING:** Consultant brokers - examples: American Society of Employers, Orchestra Hall, Boards of Realty & Independant Consultants. Board of Advice and Review, AA Colleagues New Age Network Group.

**NEEDS AND CHALLENGES:** Broadening client base. Adding training to strategic planning. Providing a more extensive service to larger companies. Need at least 2 more people. Retiring a \$25,000 debt.

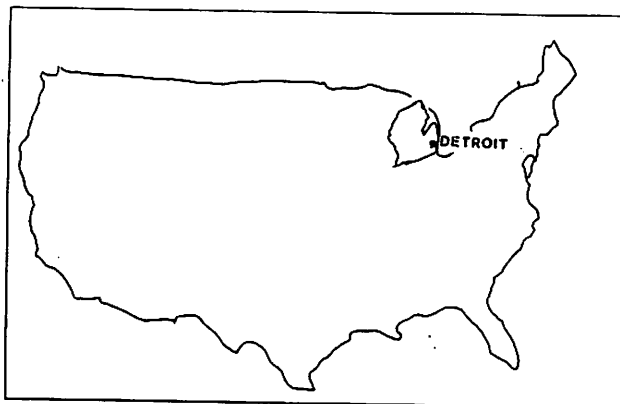
**VOLUNTEER NEEDS AND REQUIREMENTS:** Not applicable because of our focus on the for-profit sector.

**CURRENT PERSONNEL:** Walter and AJ Blackledge, Roger & Maxine Butcher and Teresa, Kay & Geoff Nixon and Ann and Matthew, Phoebe Reynolds.

**PROGRAMMES, SERVICES, RESOURCES AVAILABLE:** New Age contacts, monthly meetings. Quarterly spirit event. Strategic planning and training. Computer and editorial services. Community resources include concerts, art films, great restaurants and magnet schools.

**CONTACT INFORMATION:** ICA Detroit Programme House, 1024 Parker, Detroit MI 48219, USA. Telephone (+1 313) 822 8300. For LENS programmes contact Roger Butcher or AJ Blackledge. For fundraising and Orchestra Hall contact Geoff & Kay Nixon and Walter Blackledge. For ICA economics contact Maxine Butcher (she also knows a lot about hospitals).

**LAST UPDATE:** September 1988.

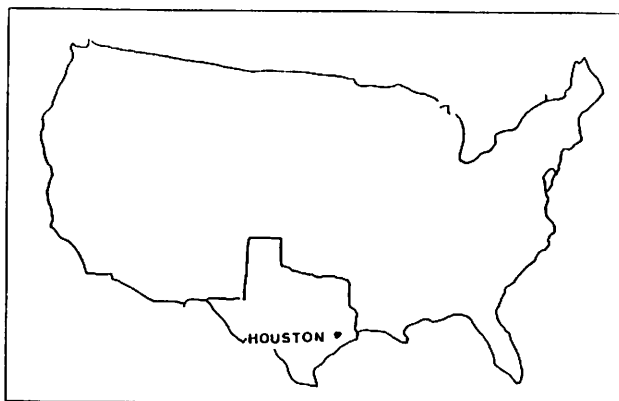


**USA: HOUSTON**

**OBJECTIVE:** Service to the development and education communities.

**BACKGROUND:** Origins of the existing organization - ICA/EI - began with the Christian Faith and Life Community in Austin, Texas. The Houston office was established in 1970 and has operated continuously since that time. It is currently an ICA West field office, head office in Phoenix, Arizona.

**PAST ACCOMPLISHMENTS:** Extensive impact on the church through the RS-1 and PLC courses. Strong state and city authorization built through Town Meeting 76 program followed by the establishment



of the Asherton Human Development Project. Participation in the IERD through Rio Grande Valley RDS and Su Clinica Familiar's membership in the U.S. Delegation to the Central International Event in Delhi, India. Coordination of the ICA's pilot development education program, The Heart of the Matter, partially funded by USAID.

**ONGOING ACTIVITIES:** Coordination of Texas/Louisiana ICA activities; maintaining ICA West field office in Houston, Texas. Coordination of Machakos Village Development Simulation Game production and sales as well as national and international marketing of Machakos Game Guide Training Seminars.

**ANTICIPATED ACTIVITIES/FUTURE GOALS:** Staffing of Machakos Game Guide Training Seminars both across the U.S. and internationally. Coordinating game sales. Creation of environmental awareness curricula and facilitation of environmental awareness programs and retreats for schools, community residents and local religious congregations.

**SPONSORS/SUPPORT GROUPS/FUNDING:** Program fees, corporate and foundation grants, individual donations, Machakos game sales.

**NEEDS AND CHALLENGES:** Seed monies for completing Machakos game production and initiating the marketing phase; grant to support environmental curriculum development.

**CURRENT PERSONNEL:** Susan Wegner

**VOLUNTEER NEEDS AND REQUIREMENTS:** Self-supporting volunteer (including own housing) to do Machakos game marketing and data base maintenance.

**PROGRAMS, SERVICES, RESOURCES AVAILABLE:** Machakos Simulation Game Guide Training Workshops, state-of-the-art Machakos Villager Development Simulation Game kits (available to trained game guides), Environmental Awareness Retreats.

**CONTACT INFORMATION:** Susan Wegner, 1955 Portsmouth St., Houston, Tx. 77098, USA. Telephone: (+1 713) 522 7933. Mail: PO Box 980213, Houston, Tx. 77098-0213, USA.

**LAST UPDATE:** August 1989.

## USA: INDIANAPOLIS

**OBJECTIVE:** To help develop a motivating story and an effective vehicle for those who are committed to building prototype cities of tomorrow.

**BACKGROUND:** ICA established an Indianapolis office in 1971 at the request of four local churches seeking consultation on parish renewal. From 1976 to 1980 the focus was on Town Meetings, Youth Forums, and Global Women's Forums. Training Inc. was established in 1981 and has graduated over 950 entry-level clerical skills workers. Up until 1986, Indianapolis served as a resource center for programs in Ohio and Kentucky. In



August of 1986 an experiment in urban synergy was launched in Indianapolis.

**PAST ACCOMPLISHMENTS:** Training, Inc., Neighborhood Caretaker Journal, Kentucky Regional Economic Development Forums, Home Health Aid Contract, Church and Community Project, American Express Award, Home Owner Training Programme.

**ONGOING ACTIVITIES:** Earthcare Forum (45 civic and religious leaders exchange information and strategic urban synergy); adult literacy pilot; Training, Inc. expansion; neighborhood caretaker "Book" project; Church and Community Project; accelerated neighborhood pilot; home owner training and housing rehabilitation for inner city poor; Earthcare Associates weekly planning and Celebration of Life event.

**ANTICIPATED ACTIVITIES/FUTURE GOALS:** Residential clustering of Earthcare network colleagues.

**SPONSORS/SUPPORT GROUPS/FUNDING:** Indianapolis Foundation; Kentucky Commerce Cabinet; Indiana Vocational Technical College; Roman Catholic, Episcopal, Presbyterian and United Methodist Churches; Mapleton-Fall Creek Neighborhood; Earthcare Forum.

**NEEDS AND CHALLENGES:** Co-workers with new ideas, courage to risk and commitment to act.

**CURRENT PERSONNEL:** Anita and John Gibson, Jesse and Mollie Clements, Diane and Theresa Francis.

**VOLUNTEER NEEDS AND REQUIREMENTS:** Self-supporting volunteers with skills in communication, building trades, education, clerical and bookkeeping.

**CONTACT INFORMATION:** INSTITUTE OF CULTURAL AFFAIRS, 3038 Fall Creek Parkway, Indianapolis, IND 46205. USA. Telephone (+1 317) 9259297. Econet: ICAEARTH CARE.

**PROGRAMS, SERVICES, RESOURCES AVAILABLE:** Training of trainers, strategic planning, leadership and economic self-development, local and global networking, urban pilot project design and implementation.

**LAST UPDATE:** July 1989.

**USA: KANSAS CITY**

**BACKGROUND:** A "religious house" was in Kansas City from 1970-1984 at which time a "core" of colleagues assumed responsibility for programme activity.

**PAST ACCOMPLISHMENTS:** Study series, spirit retreats, strategic planning with diversity of clients, economic support of global programme, metro-wide "Sharing Approaches That Work" event, methods training.

**ONGOING ACTIVITIES:** Study series, spirit retreats, economic support, multi-cultural dialogue events.

**ANTICIPATION ACTIVITIES/FUTURE GOALS:**

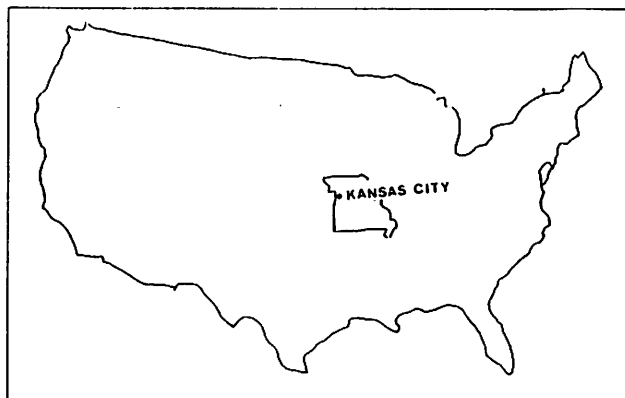
Being a regional resource centre and acting out social change catalysis. We are focussing our service efforts in partnership with the metropolitan-wide program : "Harmony In A World Of Difference".

**SPONSOR/SUPPORT GROUPS/FUNDING:** 55 family contributors - Kansas & Western Missouri. Village Presbyterian Church - Prairie Village, KS, Outreach International - Independence, MO.

**CURRENT PERSONNEL:** 14 active members of core team. 52 families participating in Annual Appeal support. 280 on newsletter mailing list.

**CONTACT INFORMATION:** Priscilla Wilson, P.O.Box 22696, Kansas City, MO 64113-2696. Telephone (+1 913) 722 1907.

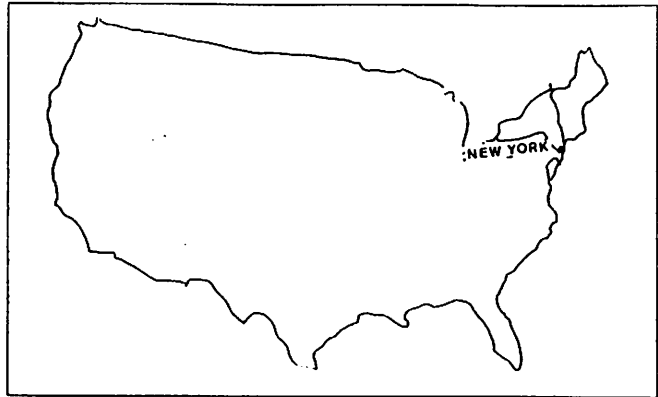
**LAST UPDATE:** July 1989.



## USA: NEW YORK CITY

**OBJECTIVE:** Enabling grassroots demonstrations of the power of self-help in motivating social change.

**BACKGROUND:** For over twenty years the Institute of Cultural Affairs has been pioneering in educational methods, curriculum design and participatory problem-solving techniques for all segments of society in Northeast USA. The New York office is the coordination office of the Eastern USA including offices in Washington DC, Troy, New York and Pittsburgh Pennsylvania. It is also the coordination office for the



global United Nations activities of the Institute and for international funding from the USA for international ICA offices.

**PAST ACCOMPLISHMENTS:** Training Inc. programs in Newark, New Jersey, Washington DC and Pittsburgh Pennsylvania; achieving consultative status with the Economic and Social Council of the United Nations; UNDP contracts in Bangladesh and New York; collaboration with New York University in setting up the Megacities Project; a Women in Development Symposium held to prepare for the Nairobi Forum for the Decade of Women; a sharing Approaches That Work program for minority youth employment agencies in Manhattan; two-year Town Meeting campaign which produced 350 local town meetings in the northeast United States; work with the Loisaída community on the Lower East Side of Manhattan which was highlighted by the renaming of Ave C to Loisaída Avenue.

**ONGOING ACTIVITIES:** Training Inc: over 300 graduates a year placed in the workplace; Megacities: ICA provides the New York director and office staff; the international community: UNDP and OEF training contracts, Inter-Action and UN liaison, Advocates for African Food Security Task Force; Loisaída: employment council, mixed income housing project; training courses: New York Mental Health Association; volunteer coordination: residential training for overseas volunteers.

**ANTICIPATED ACTIVITIES, FUTURE GOALS:** There will be expanded operations in all of the ongoing activities.

**SPONSORS, SUPPORT GROUPS, FUNDING:** Individual support through regular giving of time and money, contributions from and contracts with churches, service organisations, foundations and businesses. Some of these include OEF International, the Ford Foundation, IBM, Security and Inter-Action.

**NEEDS AND CHALLENGES:** A reworking of the image of ICA's work in the northeastern USA.

**CURRENT PERSONNEL:** Linda Barnes, Jill Eglund, Helen Haug, Len Hockley, Phyllis Hockley, Sheila McGuire, Robert Malii, Virginia Malii, Ashleigh Norment, Vaughn O'Halloran, John Rader, Mark Stauffer, Nancy Trask, Carol Walter, George Walters, Bob White, Judi White.

**VOLUNTEER NEEDS AND REQUIREMENTS:** Local volunteers are needed as well as those who want to be placed overseas. Volunteers must be self-supporting.

**RESOURCES AVAILABLE:** Publications: THE IERD SERIES published by ICAI, DIRECTORY OF WORLD PROBLEMS AND HUMAN POTENTIAL; WHAT MORE CAN WE ASK FOR by DonnaMarie West, SPIRIT by Harrison Owens, SELF-TALK books and audio cassettes by Dr. Marty Seldman, and CASE STUDIES ON THE ROLE OF WOMEN IN AFRICAN FOOD SECURITY published by the Advocates for the African Food Security Task Force.

**CONTACT INFORMATION:** ICA New York, 206 East Fourth Street, New York, New York 10009, USA. Telephone (+1 212) 475 5020. Telex 650 295 3744. Econet: ICANEWYORK.

**LAST UPDATED:** September 1989.

## USA: OKLAHOMA CITY

**OBJECTIVE:** To develop positive urban imagery that will support a shift in lifestyle toward planetary responsibility. We are working to build images which will shift the lifestyle of the United States from a throwaway society based on material acquisitions as the standard of success, to one focussing on quality of life for the globe as well as for North American families.

**BACKGROUND:** The last major focus of activity in Oklahoma was the Town Meeting Campaign, including the Oklahoma 100. That plus the previous extensive RS-1 activity,

has created a very positive climate for ICA program.

**PAST ACCOMPLISHMENTS:** The Oklahoma 100, in which 100 Town Meetings were held across the state in 1977. Indianoma Human Development Project. Central City 5, a neighborhood development organization which birthed the Central City 5 JETS Youth Program - a program with which we continue to work.

**ONGOING ACTIVITIES:** The JETS program continues in the form of an annual summer academy for children which is run by Skyline Urban Ministry, a program of the United Methodist Church. Each Academy is four weeks in length, six hours per day. We are working to re-inject imaginal education into the framework of the Academy and to expand it into a year-round, neighborhood based outreach program operated through central city Methodist Churches. Approximately 200 children are currently involved. The curriculum aims at changing the self-image of inner-city families (and the public perception of them) of being victims of "modern day evils" to an image of being leaders in solving social problems and contributors to the health of the community as a whole.

**ANTICIPATED ACTIVITIES/FUTURE GOALS:** To put in place a full 12-year program for 1st through 12th grade city-dwellers that can serve as a model for an alternative to traditional church related youth and children's programs and to popular street gang involvement.

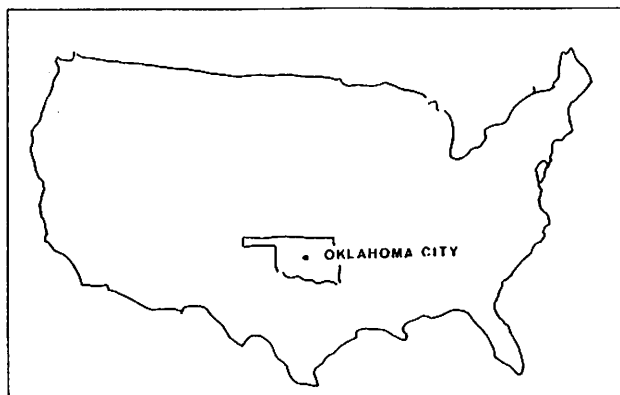
**SPONSORS/SUPPORT GROUPS/FUNDING:** The program is funded through Skyline Urban Ministry, by individuals across the state of Oklahoma, various United Methodist boards and committees, and by the Oklahoma Department of Mental Health.

**CURRENT PERSONNEL:** Bob and Conna Wilkinson.

**VOLUNTEER NEEDS AND REQUIREMENTS:** There are salaried part-time positions available in the two 10 week summer sessions and for afternoon sessions during the school year. We have Mennonite Service Volunteers and welcome all inquiries.

**CONTACT INFORMATION:** Conna Wilkinson 721 N.E. 14th. Street Oklahoma City, OK 73104 USA. Telephone (+1 405) 236-5409

**LAST UPDATE:** August 1989.

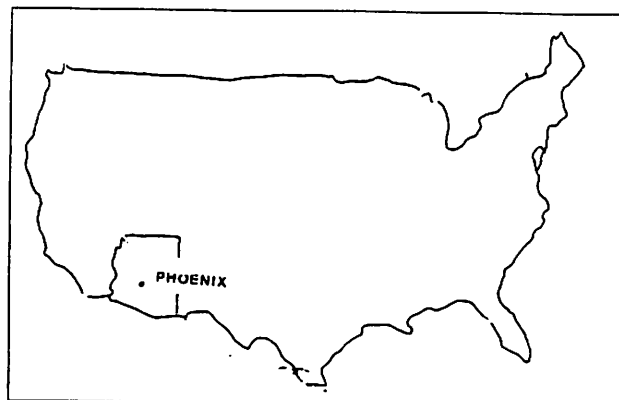


## USA: PHOENIX

**OBJECTIVE:** To coordinate and implement programme services throughout the West and South-west United States.

**BACKGROUND:** Have had an active office since late 1960's. The office is working with satellite coordinating center in Seattle and field offices in Denver, Houston, Oklahoma City, Los Angeles, San Francisco, and Eugene OR.

**PAST ACCOMPLISHMENTS:** Human development projects with Native and Mexican-American communities. Extensive Town Meeting campaign. IERD events in all three phases of the programme. Creation of a series of facilitation methods courses. Education think-tanks and symposia. Extensive work with minority communities.



**ONGOING ACTIVITIES:** Activities extend across the Western and SW US and include: multi-sector training in facilitation methods, partnerships with organizations dedicated to making a long-term impact in 1) Life-Long Learning, 2) Quality Human Services, 3) Multi-cultural Leadership. Rapidly growing and newly developing partnerships include those with the Tohono O'odham, Hopi, San Juan Southern Piutes, Navajo, and Pueblo tribes.

**ANTICIPATED ACTIVITIES/FUTURE GOALS:** Partnerships, particularly with the Native American groups are expected to grow. One goal of this activity is the development of a well-trained facilitation team representing several tribes.

**SPONSORS/SUPPORT GROUPS/FUNDING:** The research and development of the university curriculum is being funded by a foundation. Other partnerships are being funded through the membership base and designated contributions. Fees for program services are a growing source of funds.

**NEEDS AND CHALLENGES:** Developing the new financial and personnel resources so that they stay ahead of program needs. Documentation of ongoing programs.

**CURRENT PERSONNEL:** Two of ICA West's coordinators operate out of Phoenix. In addition, there is one accountant, one data base manager who also handles correspondence, and two exchange staff from Chile. Everything else is done by part-time volunteers.

**VOLUNTEER NEEDS AND REQUIREMENTS:** People with secretarial, administrative, documentation and facilitation skills.

**PROGRAMMES, SERVICES, RESOURCES AVAILABLE:** Quarterly newspaper INITIATIVES, brochure and portfolio of ongoing partnerships, journal of readings towards a planetary myth, list of publications (articles, books, etc.) that are available in an original or photocopy form.

**CONTACT INFORMATION:** ICA West Coordinating Centre, 4220 North 25th Street, Phoenix AZ 85106, USA. Telephone (+1-602) 955-4811. Program Coordinators: John Oyler or Kim Epley. Services and Volunteers: Louise Albright. Finances: Jane Warren.

**LAST UPDATE:** August 1989.

## USA: SEATTLE

**OBJECTIVE:** In conjunction with the Phoenix office, to coordinate and implement program services throughout the Western United States.

**BACKGROUND:** Have had an active EI/ICA office since 1969. Since September 1988 have operated with the Phoenix office as a second coordinating office for ICA program activities.

**PAST ACCOMPLISHMENTS:** Town Meetings across Washington, Oregon and Idaho in late 1970s. Supported Cusick Human Development Project in Cusick, WA. Participated in International Exposition for Rural

Development (IERD) with two delegates. Was an initial point of contact with people and groups in the Planetary Transformation movement. Facilitated education and multi-culturally focussed think-tanks. Completed a contract in 1989 with the State Department of Social and Health Services by developing curriculum and piloting the training for day care and foster care licensors across the State.

**ONGOING ACTIVITIES:** Across the Western US: extensive multi-sector training in facilitation methods. Partnerships with organisations dedicated to making a long-term impact in life-long learning, quality human services, and multi-cultural leadership. ICA offers these partnerships training, facilitation and consultative services. Marketing the IERD Volume III book, and exploring ICA's participation in the Peace and Development Program of Radio For Peace International. There is a close working relationship with the staff of the Residential Learning Center, The Context Institute (publishers of In Context magazine), and The Center for International Organisations.

**ANTICIPATED ACTIVITIES, FUTURE GOALS:** Continued development of ongoing partnerships, particularly in the arena of formal and informal education and life-long learning, and with the Native American groups as this expands from the activities from the Southwestern United States.

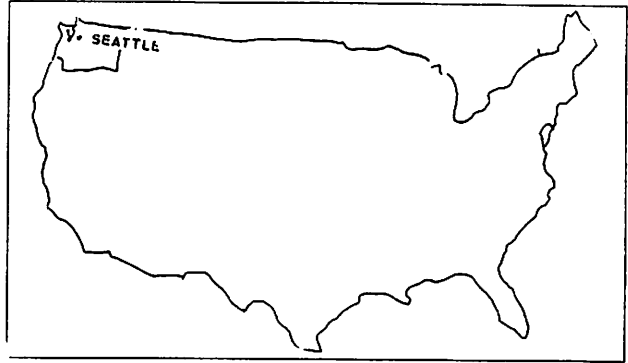
**SPONSORS, SUPPORT GROUPS, FUNDING:** Fees for program services, individual contributions, institutional grants.

**NEEDS AND CHALLENGES:** More intensive marketing of facilitation services and training among local networks. Financial support for IERD book marketing and the Radio For Peace International program.

**CURRENT PERSONNEL:** Two full-time staff plus volunteers.

**CONTACT INFORMATION:** Dorothea Jewell, John Burbidge, 1504 25th Avenue, Seattle WA 98122, USA. Telephone (+1 206) 323 2100. Econet: icaseattle.

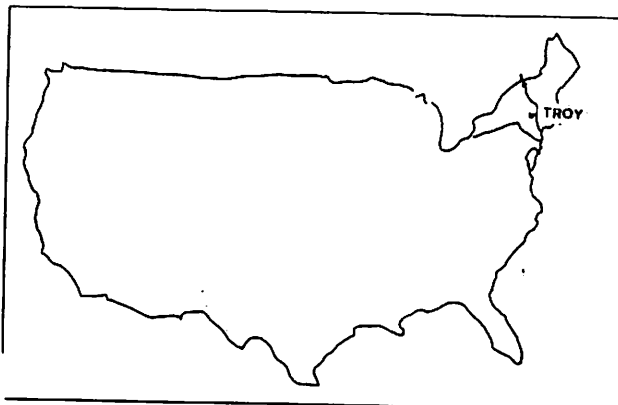
**LAST UPDATE:** August 1989.



USA: TROY

**OBJECTIVE:** To encourage the most effective use of human resources in local communities; to encourage and strengthen individuals in their concern to care; to establish, encourage and enable dialogue and networking among various sectors of society.

**BACKGROUND:** Metro Group established in the early 1970's related to the house in Rochester and the Local Church Experiment; a major base including an Albany House during the Town Meeting campaigns; moved to staff the Charlottesville Human Development Project in 1978 and back to Troy in 1980.



**PAST ACCOMPLISHMENTS:** Troy Community Forums (1982, 1985); Troy Neighbourhood Forums (1986); Partnerships in Economic Development (Sharing Approaches That Work) (1983); Spotlight on Youth SATW (1984); Albany Religious Social Action Forum (1987); strategic planning with a variety of organizations including Planned Parenthood of Northern New York (1986) and Troy Area United Ministries (1987, 1988); two year consultation with the United Way of the Mohawk-Hudson Area (1985-88); training for Dutchess County Community Action Agency (1983, 1987) and the Community Education Programme of the Greece Central Schools (1986-87), aided with conference facilitation (Wyoming Annual Conference of the United Methodist Church), 1985; Women's Housing Options, 1987; Soviet-American Citizens Summit 1988; facilitation and training for the Mental Health Association in New York State, 1988-89.

**ONGOING ACTIVITIES:** Marketing ICA programmes to human service agencies and religious organizations; supporting local networks of colleges in three locations in New York State; producing information packets; editing and publishing the newsletter for the New York area (1984 - present).

**ANTICIPATED ACTIVITIES/FUTURE GOALS:** Maintain and expand colleges base and pool of facilitators; work toward longer term consultancies as well as individual programmes.

**SPONSORS/SUPPORT GROUPS/FUNDING:** Donations from colleges provide approximately 50% of financial support, fees from programmes 50%. Support is local or fragmentary.

**NEEDS AND CHALLENGES:** The major funding source for human services in New York is State Government. We would like to find a way to obtain a state contract to do consulting or training. It is crucial to our ability to provide services to be connected to a global perspective and the insights and models of others.

**CURRENT PERSONNEL:** Resident in house: Kenneth and Dorcas Rose. Part of the Regional Facilitation Team: Abe and Janice Ulangca, Howard and Margaret Stoner, Bob Mayo, Susan Brainard, Roy and Cynthia Chamberlain, Ralph Black and Steve Lesnak.

**VOLUNTEER NEEDS AND REQUIREMENTS:** Most of our work utilizes long-term well-trained volunteers who live in the territory. We need to find a more effective way to engage and train new volunteers. We are beginning to work with a North American network towards more effective volunteer orientation and engagement.

**PROGRAMMES, SERVICES, RESOURCES AVAILABLE:** We maintain extensive movement files, have constructs for a variety of programmes and curriculum for a variety of training events. Programmes most called for include community forums, strategic planning, organizational consulting and conference facilitation.

**CONTACT INFORMATION:** ICA Troy 126 4th Street Troy, N.Y. 12180, USA. Telephone (+1 518) 273 6797. Also: Abe and Janice Ulangca, 3413 Stratford Drive, Westal NY 13850, USA. Telephone (+1 607) 797 4595.

**LAST UPDATE:** July 1989.

USA: WASHINGTON DC

**OBJECTIVE:** To serve and heal the planet through a new mode of shared responsibility and service, supported by a rich experiment in spirit practices, study life and ongoing training.

**BACKGROUND:** The historical work of the Richmond, Philadelphia and Baltimore houses along with the Washington DC house provides a legacy for our present work through the Ivy City human development project, the town meeting campaign, hosting of the International Exposition of Rural Development, and the Women in Development program.

**PAST ACCOMPLISHMENTS:** Training Inc. launched, facilitation for Education Summit and Soviet-American Citizens' Summit, hosted "Legacy of Joseph Wesley Mathews", spirit retreats, church planning seminars, Other World research, study series: The Coming of the Cosmic Christ (Matthew Fox), The Chalice and the Blade (Riane Eisler), The Search for the Beloved (Jean Houston). Machakos simulation games. Carl Reiman to Mexico and Venezuela, Mary Alice Jessup to Egypt 1988-1989.

**ONGOING ACTIVITIES:** Training Inc. - a business skills training program for underemployed urban population - now in its second year. Care for colleagues in Pittsburgh and Washington DC Regions through study visits and regular newsletters. Facilitate planning events for private sector, social agencies and the church. Train volunteers for overseas service. Machakos simulation game for development agencies. Weekends for ICA Network, Changemasters and RS-1. Partnership with ODII: Organizing for Development - An International Institute.

**ANTICIPATED ACTIVITIES/FUTURE GOALS:** Training Inc. funding solidified; network of colleagues facilitating economic sector activated; Mystery School participation expanded; a retreat series of spirit exercises and study conducted; nutrition workbook published; colleague node for interchange and support utilized; training prowess of pre-school leadership publicized.

**SPONSORS/SUPPORT GROUPS/FUNDING:** More than 100 colleagues make up the movemental core in DC and the states of Pennsylvania, Delaware, Maryland, Virginia, West Virginia and North Carolina. Around Pittsburgh are the Englemans, Kloeppers, Mays, Muellers, Stocks; around Harrisburg the Betontes, Forney/Harveys; in Philadelphia the Ertles; in Wilmington the Meyers; near Baltimore the Hickeys; in central and western Virginia the Cocks, Coles, Galbreaths; around DC are the Cravers, Despaine, Eggert, Ennises, Funk, Greenwalds, Jessup, Johnstons, Kambles, Knutsens, Liggetts, Lundys, Manns, Massey, Nathanielszes, Reames, Schwobels, Umplebys, Wiczorowski. Colleague contributions average \$2,000 to \$3,000 per month. In addition Training Inc. is supported by the public and private sectors.

**NEEDS AND CHALLENGES:** Creating a consensus across the two regions about the program foci and new modes of engagement to beckon old and new colleagues; linking our potential development base with those doing grassroots development globally; creating a spirit node for collegial gatherings in our new location.

**CURRENT PERSONNEL:** In the same cooperative apartment building with our new ICA node are the Griffins (202) 882 6321, Leonard Sizer 882 6334, Stewart/Sutherlands 882 6515. Or contact Ballards (301) 557 7246, Sharps (202) 546 6549, Doris Price (301) 927 3174, Shanklands (703) 683 1173 or Stockings (301) 585 7454.

**VOLUNTEER NEEDS AND REQUIREMENTS:** Representing ICA's work in development and education to international agencies based in Washington. Building new images of facilitating change and caring for the globe. Focussing on spirit practices. Leading retreats, deepening study of edge books and working on the new mythology.

**PROGRAMS, SERVICES, RESOURCES AVAILABLE:** Opportunities for planning and motivation with national and international agencies, social agencies and churches; imaginal education workshops; effective leadership for agents of change seminar.

**CONTACT INFORMATION:** ICA Washington, 1301 Longfellow Street NW, Washington DC 20011, USA. Telephone (+1 202) 882 6284. Fax (+1 202) 234 1392. Econet: ICAWDC.

**LAST UPDATE:** September 1989.



## VENEZUELA: CARACAS

**OBJECTIVES:** The mission is to provide services of human development to communities, companies, organizations and the network of individuals concerned with releasing human potential. These services are offered primarily for the nations of the Caribbean and the northern part of the South American continent.

**BACKGROUND:** ICA Venezuela (ICAV) was registered in 1978 as a private, not-for-profit civil association, with a previous history as the Ecumenical Institute in Caracas since 1968. The shift represents a change of strategic focus from the church renewal to social development.

**PAST ACCOMPLISHMENTS:** ICA Venezuela began its pilot community development project in 1977 in Cano Negro, Barlovento. This work was expanded to include 13 villages in 1981 which resulted in the training of over 200 village leaders. Between 1984 and 1988, community development consultancies were conducted for the government-owned oil industry in 3 states. In 1987 and 1988, strategic planning seminars were conducted for private companies in 7 nations. In 1987, three human potential seminars with internationally known presenters were held for over 300 people. Also in 1987, ICAV purchased a 23-room mansion for its Center for Human Promotion in Caracas. In 1988, ICAV re-structured itself into a professional not-for-profit organization with salaried personnel.

**ONGOING ACTIVITIES:** ICAV offers a variety of programs in organizational, community and individual development. ICAV provides professional services of organizational development primarily in the private sector. Programs include strategic planning seminars, managerial training and corporate culture research. ICAV provides professional services for community development primarily to rural communities. Programs include community planning, leadership training, socio-economic development projects, and international work camps. ICAV provides professional services of personal and inter-personal development primarily to individuals with an international orientation. Programs include community awareness roundtables, international conferences, personal development seminars, cultural immersion, and tourism.

**ANTICIPATED ACTIVITIES/FUTURE GOALS:** ICAV looks forward to intensifying research of needs and development of the region, sponsoring courses consultancies, seminars and conferences to promote human development, and establishing a foundation to accelerate community development projects.

**SPONSORS/SUPPORT GROUPS/FUNDING:** ICAV has an active board of 11 directors who meet monthly and work closely with ICA staff. Also a board of 20 advisors provides a wide range of support, from assisting in fund raising, program marketing, program facilitation and strategic planning, to promoting the ICAV. Over the past 4 years (while budgets have annually doubled) ICAV's program has increased to its present level of over 85% of total income, thus lessening the dependency upon donations. Donations are almost exclusively from Venezuelan sources: 5 local foundations and 40 local corporations.

**NEEDS AND CHALLENGES:** Presently ICAV has its focus on strengthening and expanding its institutional infrastructure and network in order to increase its human development services delivery for greater social impact.

**VOLUNTEER NEEDS AND REQUIREMENTS:** ICAV has created an International Work/Study Program for youth and adults who want to live in and learn another culture and apply skills in community service program.

**CONTACT INFORMATION:** Mailing address: ICA, Apartado 5842, Caracas 1010, Venezuela. Telephones: Office (+582) 261.52.76, or (+582) 261.58.19. Fax (+582) 261.58.19. Telex: 25178 attn B Castro, ICA. Ansbk: JONWA VC. Street address: ICA Associates, Ed. El Torbes p.6, 72 Av San Juan Bosco, Altamira, Caracas, Venezuela.

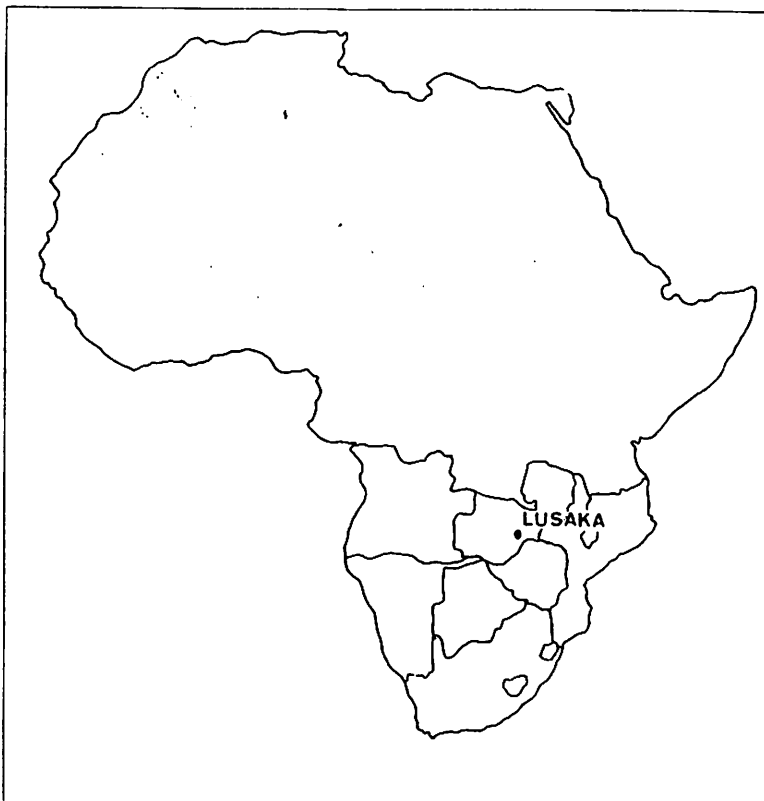
**LAST UPDATE:** September 1989.



## ZAMBIA: LUSAKA

**OBJECTIVE:** Many people doubt the possibility of lasting local development because they have never seen it in operation. A human development project (HDP) demonstrates people's capacity to change their lives and shape their future. The villages look together at their hopes and dreams, discern underlying contradictions and create timed actions to deal with the contradictions. Corporately they do these plans, discovering new community pride, accomplishment and collegiality.

**BACKGROUND:** In February 1978, the Kapini HDP was launched comprising the villages of Kapini, Malekeno and Mulowa. This project is located 24 Kms North of Lusaka on the great road North. The Diamond of Zambia Project was initiated in 1981. Here the task of the ICA has been visiting and training -



rather than direct financial and material inputs. The village cluster development scheme was initiated in late 1983. Residents of each village decided at village meetings to concentrate on economic, human and social programs over the following 2 years.

**PAST ACCOMPLISHMENTS:** Primary schools established; rural health center built; commercial services established including a maize mill; training center and community hall built; piped water supply; women's sewing and mat weaving and cement block making industries established; community health caretakers trained; village transport system created.

**ONGOING ACTIVITIES:** Community development association meets weekly; village training programs; effective management courses; staff spend time with each cluster, helping local leaders evaluate their achievements, visiting and following-up village meetings deciding the following month's activities.

**SPONSORS/SUPPORT GROUPS/FUNDING:** Canadian International Development Agency (CIDA).

**NEEDS AND CHALLENGES:** No operational center or office in Lusaka; construction on expanded training building behind schedule.

**CONTACT INFORMATION:** INSTITUTE OF CULTURAL AFFAIRS, P.O. Box 31454, Lusaka, Zambia. Telephone (+206 1) 21 21 30 - Messages only.

**PROGRAMS, SERVICES, RESOURCES AVAILABLE:** Demonstration Zambian Humanism

**LAST UPDATE:** Sept. 1987