

## New Strategies of ICA-Nepal

In March 2001, ICA Nepal prepared a new strategic plan for the next three years. ICA's Participatory Strategic Planning (PSP) was used for this purpose. It was realised that the strength of the organisation is having a dedicated and capable team of staff, while a weakness is having no strong financial base. It was revealed that ICA Nepal has many unique opportunities and can play a decisive role in transforming Nepalese society making it more participatory and development oriented.

ICA Nepal aims to be a self-sustained organisation within the coming three years. It aims to popularise participatory culture in all walks of life in Nepal. Contradictions such as focusing less on its own organisational development, being less concerned with generating funding locally, not having a marketing system or enough marketing materials etc. were found to be affecting the development of ICA Nepal. The strategic directions set by the planning session are: the launching of effective model projects, effective networking and marketing for the promotion of training, the improvement of staff capability, the developing of an internal funding generation system and obtaining outside support for community development projects.

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Before the strategic plans were made, a detailed analysis of the organisational structure was carried out. A new organisational structure has been approved. The meeting recommended clear roles and responsibilities for each staff member. Based on the recommendation of the planning session, ICA Nepal will enable local level staff to carry on the project related activities. The training unit of the central office will be strengthened so that it could raise the funding locally. The policy of investing 30 percent of the training income to the local community development activities will be continued. The complete report of the strategic plan can be obtained from ICA Nepal on request.

## Human Development Projects

With the help of CARITAS Nepal, ICA Nepal has been conducting a two year long integrated community development project in three Village Development Committees (VDCs) of the Parbat district. The project is almost in the final stage. Activities in the project include micro credit and income generation, adult literacy and environmental improvement. Altogether 9 literacy classes (each nine-months in duration) were conducted and model toilets, improved cookstoves and soak pits were constructed in various places. Street drama with the theme of

environmental and cultural harmony was shown in nine sites. The activities targeted at Dalit women also included group formation for income generation through goat farming. The overall aim of the project was to animate the rural community towards development.



## Facilitative Planning for Local Development

### Dreams Come True!

During her 46 year long life, Pabitra Kumari B.K. had never thought that one day she would be able to read a letter sent to her by her daughter. Pabitra, a residence of Limtithana VDC of Parbat district is one of the participants of evening literacy classes run by ICA Nepal. Pabitra comes from a Dalit family. Her husband died a few years ago and she has to look after her old parents. She says that now 'she can see the world and she is no longer blind'. Pabitra has also installed an improved cookstove in her home. She has found the stove very efficient and remarks that now she has to visit the forest less than before for firewood. About 150 improved cookstoves have been installed in the area, after ICA Nepal built models for people to imitate.



Goma Devi, a residence of Khanigaun VDC has a different story. After being involved in the group saving and credit activities ran by ICA Nepal, she was able to raise her income through goat raising. Like Goma Devi many Dalit women are benefiting from saving and credit activities.

Gopal Tudu, a residence of Sarnamati VDC, Jhapa district says he is able to save time because of the recently installed tubewell near his house. He has also sent his wife to the evening literacy classes conducted by ICA in the area.

Sanu Maya Tamang of Changu Narayan VDC of Bhaktapur district now sends her son to the nearby school, which ICA Nepal has been assisting. She also brought her child to the health camp run by ICA Nepal in January, 2001.

ICA Nepal has been carrying out an integrated community development project for Dalit communities in five VDCs in the North Parbat area, with the financial assistance of MISEREOR, Germany. The VDCs covered are Tilhar, Durlung, Deupur, Chitre and Deulali. Started in February 2000, the project includes activities such as adult literacy and informal leadership training, gender training, micro credit, environmental sanitation such as construction of improved cookstoves, low cost toilet and soak pit. Local men and women attended a REFLECT literacy course, and are at present facilitating 10 literacy classes which follow this method.

Before starting these tasks a 12-day leadership training was organised for representatives of the five VDCs. Later, strategic plans for local development were facilitated in a participatory way in each VDC. Based on the recommendations of the plan, the activities were undertaken and are being carried out with help from the 'task forces' formed during the planning sessions. Each VDC task force has 7 to 11 members, all of whom are from the local Dalit communities.

## ICA with Santal Community

With the financial assistance of Haella Stichting in the Netherlands, ICA Nepal has been conducting a two year community development project in Sarnamati VDC, Jhapa. The project aims to empower the local Santal community through local level planning and implementation. The project activities include literacy classes, micro credit, leadership training, and environmental sanitation activities. In addition, street drama has been written by local field staff member Chandhan and was recently acted out for the first time to Santal villagers and ICA field staff. It is the story of an alcoholic who faces problems with money debts and the health of his son.

## Empowering Women and Children

With the help of Tokyo Union Church, ICA Nepal has carried out a community development project in Changu Narayan VDC of Bhaktapur



district. The project covered activities such as adult literacy, savings and credit, income generation and health. In January, 2001 health camp was organised in Changu that was visited by 120 children. A Kathmandu doctor and nurse gave free check-ups and dispensed medicine.

Local women are now involved in two different income generating activities (IGAs). One of these IGAs is sewing, for which a two-month sewing course was organised for 24 local women. The other IGA is paper craft work, which another women's group has started as a micro enterprise. They are producing paper bags and notebooks that they plan to sell locally and outside their village. Half of the profit from the sales will be used for local area development.

ICA Nepal has been encouraging local people to send their children to school. ICA Nepal helped local VDC to establish and run a preparatory level school in the area. About 50 children from

Tamang families have been regularly attending the school.

## Hand over of co-operative to a local group

ICA Nepal carried out a micro credit project covering five VDCs in the South Parbat District with the financial assistance of the Rabobank Foundation, a Dutch organisation. The project started in 1998 for a period of two years involved 300 local women through various groups. After the first phase of the project work, a 25-member group to run the co-operative was formed and registered locally. The co-operative will be run by local people with nominal support from ICA Nepal. Plans have been made to construct a building for the co-operative.

## Bio-Diversity Conservation Activities through Local Initiatives

With the financial support of MOFA/KNCF and ICA Japan, ICA Nepal has been carrying out a bio-diversity conservation project from July 2000 in Khanigaon and Mudikuwa Village Development Committees of Parbat district. The project areas lie in the southern part of the district.



The biodiversity conservation project consists of a number of activities from nature conservation to improving living conditions of the local community. A brief research of flora, fauna and their social values was carried out first. Frequent discussions with local people provided very important information regarding the changing condition of the forest over time. The density and area of the forest has been gradually diminishing due to the pressure exerted by the local human population. For the analysis of forest type, a stratified random sampling method was applied. Quadrats were established at ten sites to study various parameters of vegetation.

In Mudikuwa and Khanigaon, ICA Nepal conducted a two day strategic planning workshop on bio-diversity with the local VDC representatives and community people. Local forest users group who also actively participated in plantation activities were present in the planning sessions. Emphasis was given on promoting environmental awareness activities and biodiversity conservation in the area.

In order to increase environmental awareness on biodiversity conservation, brochures, pamphlets, posters, manuals, books etc. were published and widely distributed in the area. To promote awareness and conservation activities in a sustainable way, four Eco-clubs were formed in different High Schools, involving school students. School students pass on the things they learn to their families.

Street drama with the theme of environmental protection was also shown in many public places. It was a very effective way of raising environmental awareness among the local people, especially women. All the Eco-clubs were provided with training on environment and development issues.

Approximately 7 thousand saplings were planted in 6.5 hectors of barren buffer zone in Khanigaon and Mudikuwa VDCs. ICA Nepal organised a discussion program among the user groups and emphasised the importance of the protection of the plants. The local user groups carried out the plantation and conservation activities. In Khanigaon, one community nursery has been established, which a nursery committee will manage. There will be ten to twelve thousand plants ready for plantation in the coming year.

With the aim of improving the economic condition of the Dalit community, the income generation activity of ginger farming was launched in Khanigaon. Local women formed a cooperative to grow ginger in an area of common land. All of them are contributing labour for the plantation work. ICA provided ginger seedlings, compost and other soil improvement materials.

ICA constructed model cook-stoves for local people to imitate cheaply and easily. In consequence, about 150 improved cook-stoves have been built in the area. The improved cook-

stoves are more fuel-efficient than conventional



stoves and allow smoke to escape through the walls of the house via a chimney. Consequently there is less smoke in the house, which will improve the respiratory health of inhabitants.

On January 6<sup>th</sup>, 2001, a community celebration programme was organised in Bhawani Bidhyapith Secondary School, Khanigaon. The main focus of the program was to increase awareness about environmental conservation. Environment related posters, brochure pamphlets and photographs were demonstrated at that program. Films on environment were also shown. Local Eco-clubs participated in the painting competition, quiz contest, cultural programs such as songs and dances etc. More than 500 people participated. Representatives of schools, local NGOs, and the VDCs etc. also participated in the program (*Sabita Paudel*).

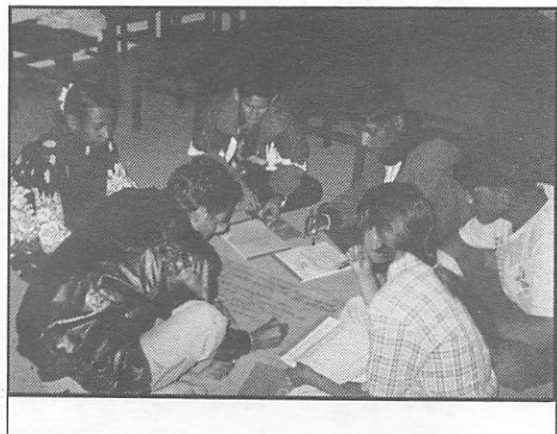
### **'Building Strong and Independent Community Groups'**

ICA Nepal organised a four-day long training on '*Building Strong and Independent Community Groups*'. Using participatory techniques, the aim of the training is to explore issues such as group formation, group dynamics and leadership, with specific reference to savings and credit programmes.

Twelve ICA Nepal field staff (two from the Bhaktapur District, five from the Parbat District and five from the Jhapa District) attended this training from 26<sup>th</sup> - 29<sup>th</sup> March 2001, in Sarnamati, Jhapa District. The training was facilitated by Uttam Uprety. The field staff were pleased to have been given the opportunity to discuss these issues and were very positive about the tools they learnt during the four days. They

will now be supported in facilitating this training themselves in their own project areas.

The training will be initially given to existing



community groups - the priority being newly formed savings and credit groups - in order that the members of the groups work together to achieve development for their own families and in their communities. In the future, whenever new groups are formed for community development programmes, this training will be given initially, so that the groups start with a strong foundation to build on.

Following the training, an exposure visit to the development project for the local Santal community was organised for the field staff. They visited the project site, saw environmental construction, watched a street drama performance acted by community members, and watched a Santal cultural show.

### Promoting Sustainable Agriculture

ICA Nepal in collaboration with AICAF/ICA Japan carried out sustainable agricultural activities in three VDCs of the South Parbat district from December, 2000 to March, 2001. The main objective of the project was to enable the local community particularly the so-called lower caste community - to achieve self-sufficiency in vegetable production. During the project a series of training courses on sustainable agriculture was organised. A refresher course was also organised for last year's participants. After the training courses and exposure visits, the participants were given some seeds so that they could practice what they had learnt immediately after the course. For the exposure visit, the participants were taken to Tanahun, Chitwan

and Shyangga districts. They also visited Lumle Agricultural Research Centre.

In order to popularise the notion of sustainable agriculture in the area, an Eco-club of local school students was formed. A demonstration plot was formed in front of the school and finally handed over to the eco club.

### Book Support

ICA Nepal has provided about 60 books on the environment and literature to the local library at Khanigaun VDC. Similarly, the Eco-clubs at Khanigaun and Mudikuwa were also provided with a few books on environment and biodiversity.

### Individual Support for Community Development Projects

Danny and Jean Glenn from Greensboro, USA supported ICA Nepal to carry out some rural development activities. With this support, ICA

has been carrying out a literacy class in Parbat that has been attended by 25 dalit women. 15 tube wells were established in Sarnamati VDC, Jhapa district, to

provide drinking water for about 500 people belonging to *Santal* community.

Nelson and Elaine Stover, long time associates of ICA have been supporting ICA Nepal to carry out some activities at the rural level. We are planning to carry out village development activities in Jhapa district with this support.

### New Project!

#### Establishing Human Ecology and Development Centre in Jhapa

ICA Nepal is establishing an integrated human ecology and development centre in Jhapa district, Eastern Nepal. The centre is located in Mahespur VDC, near Bhadrapur Municipality - about 600



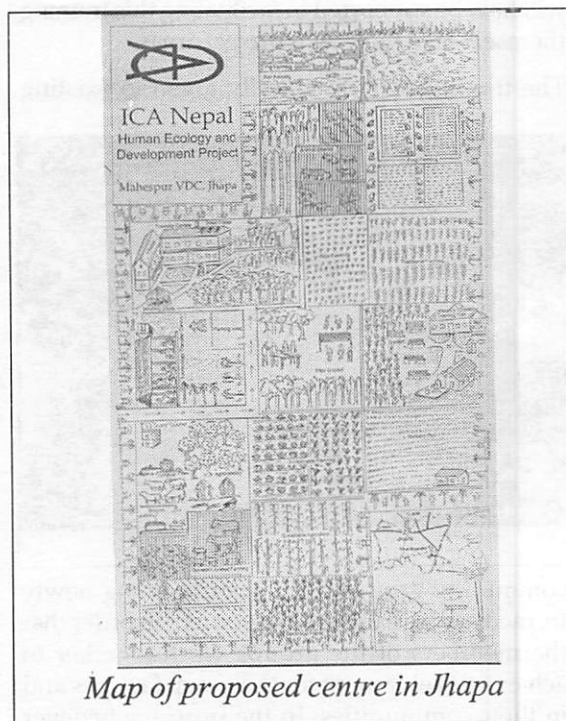
km east of Kathmandu. The area is part of the flat Terai and is mainly inhabited by farmers. The centre covers an area of about 1.5 hectares of land, and will have a fully operational training centre. Sustainable agriculture will be practised in the centre. It is expected to introduce a number of training programmes appropriate to the area.

A basic survey of five VDCs has already been conducted and a local office has been established. Basic construction activities have already been started in the centre. ICA Nepal has been in contact with staff of the 'Consortium of Sustainable Village Based Development' (CSVBD) of Fort Collins, USA so that these activities can be launched following a model developed by CSVBD. CSVBD has developed a model of community development that encourages local people to stay in their own area and pursue developmental activities. The model is based on various participatory tools and techniques including Technology of Participation (ToP) developed by ICA.

#### **Volunteer Support Programme**

Nepal is a unique country. Despite the natural richness and extent of its bio-diversity, it is one of the poorest countries in the world. In order to support local level development activities in the country, many people from other countries have requested ICA Nepal to carry out volunteer work in Nepal. Therefore ICA Nepal has opened a unit that finds appropriate placements for incoming volunteers. Since ICA Nepal is working closely with a number of non-governmental organisations in Nepal, many of the volunteers will be sent to them. The duration of placements is 5 to 10 months. At present we need two volunteers who can work in micro credit and environmental sanitation in Jhapa district for two local NGOs. Interested persons should contact the placement officer of ICA Nepal in Kathmandu.

ICA Nepal has also been undertaking 'Development Study Tours'. Along with ICA Japan, ICA Nepal has organised such tours twice for Japanese students. The participants of the study tour spend time in the rural areas where ICA Nepal or other partner organisations have community development projects. The study tour also includes visits to popular tourist sites of Nepal.



*Map of proposed centre in Jhapa*

#### **Rural NGO Strengthening Activities**

Through training and facilitation, ICA Nepal has been able to gain moral support from many local NGOs operating in various parts of the country. Through its own internal fund generation, ICA Nepal has been carrying out 'rural NGO strengthening activities' in some parts of the country. NGOs with a poor financial base are supported by providing training on facilitation and Training of Trainers (ToT) free of charge and facilitating the development of their strategic plan (for their organisational development). Some of the staff have also attended training on 'project proposal writing and fund raising'. In 2001, ICA Nepal is focusing this activity in five VDCs of Jhapa district, where it is establishing its own training and development centre. Any NGOs who are interested in this support may contact ICA Nepal at its Jhapa office in Bhadrapur.

#### **Training Courses**

##### **Public Courses**

In the last three months ICA Nepal organised facilitation skills training and training courses for trainers (ToT) for the general public on different occasions. Each of the courses was

attended by 20 participants. ICA Nepal's Tatwa Timsina, Uttam Uprety, Bal K. Silwal, Sabita Paudel and Atma Ram Upadhaya took part as trainers and facilitators. A four day training course on negotiation skills was organised in Feb. 2001 which was attended by 16 participants predominantly from various District Development Committees and Municipalities. Dr. Sushyam Maskey conducted the course.

Mrs. Susanne Rix from Rix Connections, Australia conducted a two day training course entitled 'Superworking' on January 4th and 11th, 2001. The course was organised by ICA Nepal and hosted by the Nepal Tourism Board. Altogether 20 participants attended the course.

### In-house Courses

ICA Nepal conducted a six day training entitled 'Participatory Programme Planning, Monitoring and Evaluation' for senior level staff of the 'Third Livestock Development Project' / Asian Development Bank in Gaidakot, Nawalparasi from Dec. 11 to 17, 2000. Similarly, another six day long training course on 'Participatory Planning and Social Impact Assessment' was organised in Pokhara for the same organisation for mid level staff from Feb. 5 to 11, 2001. TLDP is undertaken by His Majesty's Government of Nepal with financial assistance from the Asian Development Bank.



An 11 day training course was organised for mid level staff affiliated to the Natural Resources Management Sector Assistance Programme (NARMSAP) in Biratnagar. 18 participants attended the course. In addition to these courses, in the last few months ICA Nepal's trainers and facilitators conducted training and facilitation

courses for various other organisations in Okhaldhunga (CCO), Kavre (UNICEF/DDC), Butwal (ITDG), Itahari, Damuali etc.

A ten-day 'Training Course on Communication and Facilitation Skills for Group Motivation' for the staff of Bagmati Integrated Watershed Management Programme (BIWMP) was facilitated by ICA Nepal from Feb. 28 to March 9, 2001. The course was attended by 26 participants, many of whom are Social Development Facilitators and Village Social Development Facilitators of the BIWMP - working in five different districts in the Central Development Region of Nepal. BIWMP is a joint programme of the His Majesty's Government of Nepal and the European Commission. In the concluding session, the National Co-Director Mr. Basanta Rimal and Technical Director Mr. Mike Hawks presented certificates to the participants and stated that the training will have a positive influence in project areas.

ICA Nepal's Tatwa Timsina facilitated a session of the 'Sustainable Livelihood Workshop' organised by Intermediate Technology Development Group (ITDG) UK in Kathmandu in Dec. 19 to 20, 2000. Dr. Rona Wlikensen from ITDG UK briefed participants about the project and shed light on sustainable livelihood approach of ITDG. The workshop was attended by participants from ITDG UK, ITDG Kenya, ITDG Nepal and some local organisations affiliated to UNDP and the His Majesty's Government of Nepal.

ICA Nepal facilitated a one-day workshop on 'Problems of Micro-Hydro Entrepreneurs in Nepal' organised by ITDG Nepal. The workshop was attended by 26 micro hydro entrepreneurs from various parts of Nepal.

### Facilitating Local Level Planning

The need of local level development planning is increasing in Nepal. The Local Governance Act has stipulated that the DDCs and VDCs should prepare their own periodic plan. ICA Nepal has facilitated the planning workshops of various districts and Village Development Committees of Nepal.

### Facilitating Organizational Development for 'The Nepal Trust'

ICA Nepal conducted activities on themes

including organisational and individual strengthening for three months for the Nepal Trust, a UK based Nepali organisation. During this period, ICA Nepal carried out a series of discussions for, and gave training to the staff of the Nepal Trust. In order to improve the managerial capability of the organisation, a series of rules and regulations were drawn and the staff was encouraged to commit for the success of the organisation.

### **Strategic planning of Community Forestry group**

ICA Nepal conducted a two-day long planning workshop for a community forestry user group in Shantinagar VDC of Jhapa District. The user group prepared its own strategic action plan.

### **ICA Joins SchEMS and COMAT to Launch Planning Course**

School of Environmental Management and Sustainable Development (SchEMS) along with ICA Nepal and Communication and Management Training Institute (COMAT) is launching Diploma in Planning and Project Cycle Management course. The course will be conducted for a duration of 4 months and is aimed to develop trained manpower in the field of facilitation and participatory planning.

### **Training Participation**

Tatwa Timsina attended a two-day training course on 'NGO Fundraising' organised during the Denver Conference and conducted by Mr. Ken Phillips, a fundraising expert and trainer from NGO Futures, USA. During the course, Mr. Phillips explained various aspects of fundraising and emphasised on the need of a fundraising strategic plan in every organisation.

Atma Ram Upadhaya and Bal Krishna Silwal attended a two-week 'Training and Moderation Course' organised by the Technical Institute for Technical Instruction (TITI). Deepak Timsina also joined a two week training course conducted by the same organisation on the subject of 'Strategic and Operational Planning'. On another occasion Deepak also joined a 'REFLECT Trainers Meeting' organised by the Education Network. All the ICA Nepal's staff attended two day training course on Appreciative Planning and Action on April 1 and 2, 2001. The course was facilitated by Mr. Chandi

Chapagai. Mr. Chapagai is a well-known expert on Appreciative Inquiry.

Sabita Paudel attended a three day training on 'Case Studies Writing' conducted by the Nepal Participatory Action Network (NEPAN). During the course she prepared a case study on 'The use of participatory tools for bio-diversity conservation'. About 25 participants attended the seminar. She presented a seminar on the same theme in NEPAN's monthly sharing meeting.

Melina Acharya, ICA Nepal's accountant joined a month long course on accounting programmes for computers. Sarala Sharma and Surendra Chaudhary also joined computer courses - on desktop publishing and hardware management respectively. These courses ran for a period of four months.

Pradip Timsina joined an intensive course on Community Development conducted by ICA Canada in Toronto, Canada in August 2000. The course covered various tools and techniques of community development. After attending the course, Pradip went to USA and visited many organisations and individuals that have been supporting ICA Nepal since its inception.

### **Networking**

#### **ICA in 'Environment Committee'**

CARITAS Nepal requested ICA to be the member of the 'Environment Committee' established to carry out environmental related training and development activities in Nepal. ICA Nepal's trainer helped CARITAS to develop a training manual on environment and conduct a three day training on Feb. 9 to 11, 2001 in Chitwan, Nepal. Along with the theoretical aspects, the training also included practical environmental sanitation activities. ICA Nepal's technical staff Min Raj Chaudhary constructed and demonstrated models of an improved cook-stove, a low cost toilet and a soak pit. Tatwa Timsina and Uttam Uprety facilitated the training. The training was attended by 26 people from various NGOs working with the assistance of CARITAS Nepal in many parts of the country.

#### **ICA receives Institutional Membership of NEPAN**

Nepal Participatory Action Network (NEPAN)



has provided ICA Nepal with institutional membership. Established in 1996, NEPAN is a network of individuals and organisations active in the field of promoting participation.

**ICA Staff in the Board of TAN**

Trainers Association of Nepal (TAN), established in 1992, is a group of professional trainers of Nepal. ICA Nepal 's staff Mr. Bal K. Silwal and Mrs. Sabita Paudel have been elected as the treasurer and a member respectively of the association.

**IAF in Nepal**

Four of the ICA Nepal's staff have received the membership of the International Association of Facilitators (IAF) based in Minnesota, USA. IAF is a worldwide network of facilitators. Established in 1994, IAF aims to promote dialogue among facilitators globally. ICA people had played a leading role in establishing IAF.

**Visits**

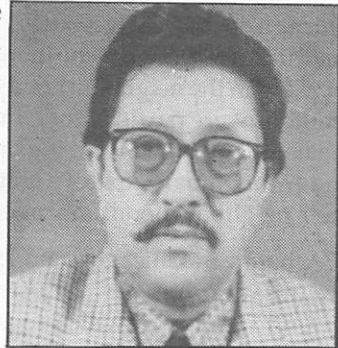
Tatwa Timsina, Executive Chairman of ICA Nepal attended the Millennium Conference organised by the ICA International in Denver last year. The conference was attended by more than 600 people from about 30 countries. In addition, a four-member team of ICA Nepal attended the 'Asian Facilitators' Conference' in Kualalumpur in Nov. 2000. The team comprised Tatwa Timsina, Uttam Uprety, Bal K. Silwal and Sarala Sharma. Before visiting Malaysia, the team visited Thailand and Singapore and enquired about NGO development in these countries.

Recent visitors from overseas have included Don Elliott, former President of ICA International, Ghee Bowman form ICA UK, Nelson and Elaine Stover from ICA Greensboro and Ramesh and Punitha Krishnan from ICA Malaysia. They visited ICA Nepal and enquired about various activities of the organisation in various parts of Nepal. Mr. Bowman visited ICAs project area of South Parbat and met community development participants.

**ICA Nepal elects new Executive Committee**

On March 24, ICA Nepal organised general assembly of the board to elect the new executive committee for 2001 to 2003 for a period of 2 years. The assembly was organised at the training

centre of Nepal Telecommunication and was attended by the general members, previous executive members and advisory members. The new executive committee is headed by Dr. Ram B. Khadka while Sunil Sijapati, Uttam Uprety, Shalik Giri and Dr. Santa Man Rai were elected as vice chairman, general secretary, treasurer and secretary respectively.



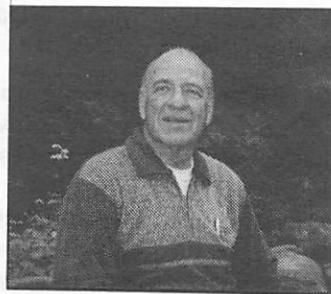
Dr. Khadka: Newly Elected Chairman

Dewakar Sharma, Dewaka Shrestha, Devendra Dhakal and Jangam Khadaka were elected as executive members. Dr. Khadka, the newly elected chairman is associated with ICA Nepal since its inception. Dr. Khadka has several years of experience of teaching at universities and presently holds the post of Dean at Pokhara University. All the members except Uttam Uprety are new to the ICA board. Mr. Tatwa P. Timsina has been nominated as the executive director for a period of two years by the newly elected board.

During the assembly, various issues such as financial status, new strategic plan, rules and regulation etc. were also briefly discussed. The first meeting of the board is expected to resolve various issues and pass the strategic plan developed recently.

**Interview with Don Elliott**

*Dr. Don Elliott is the former President of ICA International. A resident of Denver, USA Dr. Elliott is a heart surgeon and is active in many ICA projects worldwide. Dr. Elliott was in Nepal in December, 2000 with a mission through his local church. While in Nepal, he spent ten days with ICA and visited a number of ICA Nepal's projects. Serena Rix, an Australian volunteer with ICA Nepal took this interview for 'Himalayan Voice'.*



### What is ICA?

ICA is the Institute of Cultural Affairs, a non-profit organisation started in 1971. ICA grew out of an organisation, founded in the West Side of Chicago in the early sixties. The ecumenical institute developed a number of methods of working in the neighbourhood of Chicago, these methods were participatory, involved people in the neighbourhood working out their problems and through participatory methods working in their neighbourhood improved their situation.

ICA based in Chicago is no longer a US based organisation but now is just one of 35 ICA's around the world, which together through an association forms the Institute of Cultural Affairs International.

### What does ICA do now?

ICA is involved in different activities in different countries, ut primarily in rural development using participatory methods. ICA Nepal, which I'm visiting this week works in several communities in rural areas, primarily working with the poorest of the poor, 'involved in whatever the communities decide are their chief problems.

Whilst here in Nepal I've seen projects on smokeless cookstoves to replace those open fires that are often used in the houses, building latrines for communities where they've had no formal waste management. Schools, education, literacy programs for adults.

### What is the unique about <sup>the</sup> approach of ICA?

I think the participatory methodology is very motivating to people, enabling people to use their own resources skills and capabilities, rather than just an organisation that just brings aid or help in some particular area, that's the gift of ICA's method and approach.

### What are the underlying principals that govern the way ICA works?

When ICA begins working in a neighbourhood or village, the first steps are to involve the leaders of that community in a process of organisational development. The methods used are entirely participatory. Participants are invited to participate, the techniques are to allow everyone to have their say, and everyone gets to have input to build in the priorities for the community, and

then with the community to develop a strategic plan, an action plan. And a timeline and then right down to what do we do tomorrow?

So the methods of the ICA are basically that there are no set agendas or priorities. Many of the things that come out in individual villages are obviously quite common - the need for health care, economic ventures and economic sustenance, improvement in education, so many of the factors that come out are the same. But they all come out from the individuals and are not imposed.



### Is there an overriding philosophy of ICA around the world?

The overriding principals that the ICA uses in working with villagers is that every individual has worth. Their thoughts, ideas have worth and value. So the participatory methods that ICA uses honours this individual worth. The methods that the ICA uses, the participatory methods, honours the underlying philosophy that every individual has worth, every individuals word has equal weight.

And seeing these methods in action is very satisfying to see how motivating it can be for people to see their idea is up on the board in front of the group, and everyone is seeing what they have to say and honouring it. This is very motivating for people to carry through on what they decide to do.

### What are the situations in which these participatory tools can be applied?

ICA tools and methods have been applied in many areas...village development, or neighbourhood development, was one of the early areas in which they have been applied. But they've also been applied in businesses, areas of NGOs, other areas where any group of people are concerned about articulating their vision or

plans for the future. Developing a specific action plan and beginning working on it. These methods are suitable for almost any kind of organisation and are applied as such.

ICA methods have been applied widely in different groups around the world, using conversational methods we call ORID - from small village development groups to large governmental organisations such as the food and drug administration and the department of defence in the USA.

### What is the role for ICA in the coming millennium?

I think the importance will continue to grow. And as I have seen in visiting areas in the third world in Latin America, Africa and Asia, a tremendous opportunity for growth is in the rural area. Because with the 21<sup>st</sup> century is moving into high

technology, education and connection with the rest of the world is becoming more and more important, and I think ICA can help with that connectivity.

We recently had a conference in Denver organised by ICA international and put on by ICA US called 'The Millennium Connection', in which we were exploring this area of how ICA can continue to be relevant in the 21<sup>st</sup> century. We explored how ICA is relevant to the 21<sup>st</sup> century. And we explored seven areas of activities that the ICA is involved in, and the conclusion of the conference is that in many areas, from philanthropy to spirituality in organisations to involvement of youth, the ICA has a lot to offer.

### Upcoming Training Events!

Apart from working in the community development sector, ICA Nepal organises training courses for the general public as well. The main aim of the training course is to popularise the training and facilitation tools and techniques developed by ICA worldwide. The training courses are co-ordinated by our 'Training Unit'. They include:

1. Training of Trainers (ToT) on Training and Facilitation Skills
2. Project Proposal Writing and Fundraising
3. Participatory Rural Appraisal

For training dates and detailed information, please contact ICA Nepal at its main office in Kathmandu.

### Posters on Sale

With the help of KNCF/MOFA/ICA Japan and MISEREOR Germany, ICA Nepal has published four different posters on the themes of environmental conservation and eliminating untouchability. Anyone interested in the posters should contact our main office or field offices.

#### The Millennium Resolution



The Millennium Connection, organised by ICA International from July 30 to August 5, 2000 was successfully completed. *The Millennium Connection* conference have developed, through consensus, the following:

#### Guiding Principles for Profound Societal Change

1. A sense of community is paramount. Everyone's interests and all elements of our ecology must be included for sustainability.
2. Engagement for change must be inclusive of all who live, work or play in it or are affected by it.
3. Passion and integrity generate resources.
4. Language is not enough. Communication needs multiple approaches to open windows and bridge boundaries.
5. Transformation of individuals and society happens simultaneously.
6. Art in its many forms is the universal language. Creativity is the universal tool.
7. Storytelling links and preserves collective and individual history and wisdom.
8. Relationships built on trust and acceptance foster caring societal change.
9. Social justice emerges from shared power. With participation of diverse groups, such as youth and women as designated by United Nations resolutions, manipulation and domination become less possible.
10. Collaborating with diverse groups globally, regionally, and locally creates a force for powerful change.

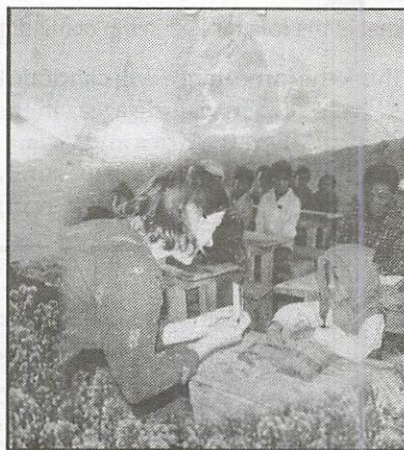
## Video

Two videos about ICA Nepal's activities have been prepared by Serena Rix, ICA volunteer through the Australian Youth Ambassador programme. After completing the task Serena left Nepal on Feb. 28, 2001 after spending one year here. The videos entitled 'A Lasting Impact. Participatory Ways to Select Partner Organisations in Nepal' and 'Joining Voices: The Participatory Methods of the Institute of Cultural Affairs in Nepal' can be bought from ICA Nepal for a nominal charge. Staff at ICA Nepal wish to thank her for her valuable contribution to the organisation and its projects.

## Publications

ICA Nepal has published a number of books and manuals on training and development activities. They are as follows:

1. Bio-diversity Manual and Book
2. Proposal Writing and Fundraising Manual
3. Trainers Training Manual
4. Training Manual on Sustainable Agriculture
5. Research Report on Micro Credit
6. 'Building Strong and Independent Community Groups' Manual
7. Training Manual on Gender and Development.



Other books such as 'Beyond Prince and Merchant' published by ICA International or other ICAs can be obtained from ICA Nepal. For bulk copies, order should be made at least two weeks before.

## Facilitation Bulletin!

The new issue of the facilitation bulletin has been published in the Nepali language. The bulletin can be obtained from ICA Nepal's office. Participants from the training and facilitation courses are requested to contribute to the bulletin. The bulletin covers burning facilitation issues and views of the training participants.

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