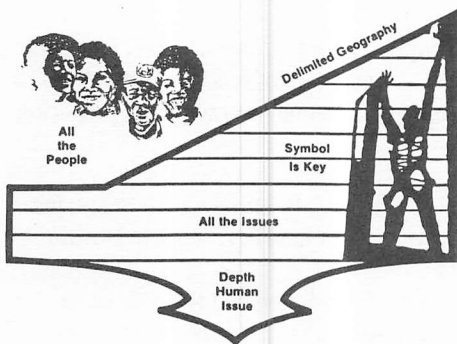


## Fifth City Celebrates Three Decades with New Programs - New Director



It was 1963 on Chicago's Westside when local residents met with seven families of the Ecumenical Institute and together began a Community Human Development Project. Thirty years later, flourishing offshoots from that first gathering demonstrate the enduring worth of those early years.

One of the most globally duplicated projects, the Fifth City Preschool, will celebrate by expanding its programs with three new offerings. "Imaginal Education 2" is an advanced course for Preschool teachers and will be taught by ICA staff.

"Parents as First Teachers" is an accredited course for parents of preschoolers and will be taught by Dr. Ann Kimbrough. "Neighborhood Health and Safety" is a volunteer course for residents and is offered in collaboration with the Harrison Police Beat Rep program plus Chicago Safety and Health programs.

Mrs. Mildred Moore, a local resident, is the new Executive Director of the Fifth City Reformulation Corporation. She has 15 years experience with the City of Chicago in a supervisory position where she specialized in training education, conflict management, program report writing and progressive discipline.

Included with numerous other Fifth City activities, which Mrs. Moore will direct, are those for adult literacy, senior employment, low income energy assistance, a food pantry, free legal assistance, earfare, a youth choir called "New Sounds of Chicago" and Narcotics Anonymous for persons with alcohol and drug problems.

Corporate support comes from Household International, Citibank, Northern Trust Bank, Harris Bank, McCormick Tribune

Foundation, Arthur Anderson, Kroetchel Engineering, AMOCO, and Bell Telephone.

Other Westside developments are the Sears Roebuck warehouse rehab for new housing and the nearby St. Mel's High School purchase of six square blocks also for new housing. This and their comprehensive infants through college education plan received a recent \$1,000,000 gift from Oprah Winfrey.

### ICA Educational Partnership Blossoms in Chicago

Schools where community frameworks of societal care have collapsed are among places where ICA staff work. Stories from principals widen eyes and bring an ache to hearts. One wished for volunteers who would meet children as they arrived with brushes and combs to untangle hair. Another described why they bought a washer and a dryer for soiled clothes. Some days during the coldest part of the winter they found students waiting for doors to open so they could come into a warm place because a house or apartment had no heat.

A new ICA Schools Revitalization Network includes six elementary and two high schools. Concentrating over an entire year ICA methods of training, interchange, planning and support, stakeholders are connected into a vital, educational partnership. Parents learn to help children with homework. Teachers discover fresh ways to reach different learning styles. Together, they listen to one another while creating a long term practical vision for their school.

A significant part of Facilitator time is devoted to helping develop a current School Improvement Plan incorporating new state mandates that concentrate on improvement in classroom performance. ICA's reputation for high quality during the past years makes staff valuable assets during this interface between state, city, and local groups.

Out of a budget that totals \$155,000.00, each school pays \$5,000.00. Grants from corporations and foundations now provide \$93,000.00. The remainder will cover other local training events and teacher participation in summer Learning Labs and is being sought from alternative sources.

## Three Teamwork Centers Key to Mission

**B**egin a story with us about what goes on through this swirling center of ICA missional energy. Spend a day in our lobby. It's a funnel into and out of three pulsating social service dynamics. Two are building related and the third is a more mobile program outreach. Through all three surge and flow that special kind of care you identify with the ICA.

The Community Resource Center leases to not-for-profit agencies serving multi-language population groupings in Uptown Chicago. A new, federally financed, Uptown International Center of Community Health, opened in March on the 2nd floor. The Conference Center, National and International, provides an urban experience to not-for-profit groups looking for safe, modestly priced meeting, sleeping and eating arrangements. ICA Program Services is the space user whose staff run in and out on the larger court of city, heartland and nation.

A School Revitalization Network with 8 Chicago schools - 6 elementary and 2 high school - supplies Training, Interchange, Planning and Support to Principals, Staff and Local School Councils. Beautiful Learning Lab brochures, donated by Household International, about summer labs for teachers, are going out through our networks. This year, a dozen Golden Apple Foundation scholars, preparing to be teachers, will be in these sessions.

Another part of gift money is sent for support of The Institute of Cultural Affairs International in Brussels, Belgium which maintains the network of ties to local ICA groups all over the world. (See articles about ICA Mexico and one about new ICA work in Bosnia.)

A 2-day, Group Facilitation Methods course for 20 people which included staff from Golden Apple Foundation and the wife of an Episcopal Bishop, was completed recently. Three staff lead these courses which are scheduled regularly in our Conference Center facilities. (See back page calendar.)

The ICA Center: Chicago is a busy place. Operational costs place practical limits on what we can do. Your gifts help it be a socially useful, missionally exciting, set of teams investing years of experience in tasks that keep society healthy. They are needed and gratefully received.

<b>The Institute of Cultural Affairs in Chicago</b>		
Community Resource Center	ICA Program Services	National & International Conference Center
<p><b>In the past three months the CRC has expanded its shared space program to:</b></p> <p>Thirteen community service organizations which provide help to new immigrants and refugees from 20 countries, English as a second language, music lessons, housing for homeless youth program, Headstart classes, support for homeless persons with mental illness plus senior citizen services.</p> <p>The Uptown International Health Clinic serves homeless adults and families.</p> <p style="text-align: center;"><b>ICA Staff</b> Mary Laura Bushman, David Hutcheons, Ken Otto, Paula Otto Support Staff Joel Morales, John McKeown, Senior Aides - Isagani Gube, Edward Sims</p>	<p><b>In the past three months representative clients for training or facilitation include:</b></p> <p>Leadership Options -18 participants in leadership training for 16 days in January. Next course in June.</p> <p>School Revitalization Network: Kenwood Academy, Gage Park High School, Sabin School started their school improvement planning.</p> <p>Basic Facilitator Training - for general audiences, church leaders and city of Chicago agencies.</p> <p>Total Quality Management teams for government services.</p> <p style="text-align: center;"><b>ICA Staff</b> Don Bushman, Sookja Hutcheons, Dennis Jennings, George Packard, Keith Packard, Carol Pierce, David Reese, Joyce Reese, Robert Shropshire, Margie Tomlinson, Jim Troxel Intern -Jackie Lynd</p>	<p><b>In the past three months hosting groups with safe, simple, retreat accommodations:</b></p> <p>January, 1994, was one the largest month in the history of the Conference Center. Representative clients include:</p> <p>Leadership Options Training Bethel College Wesleyan Urban Coalition Tibetan Lasar Celebration Christian Peacemakers Jewish Urban Mitzvah Corps Re-Evaluation Counseling</p> <p style="text-align: center;"><b>ICA Staff</b> Barbara Barkony, Sally Fenton, Robert Hawley Support Staff Alice Harriott, Darryl Macon Senior Aide - Elaine Ross</p>
<p><b>Volunteers Who Expand the ICA's Capacity</b> Jan Ames, Audrey Ayres, Hunt Blair, Dee Horn, Marian Lies, Donna Mahr, Chitvan Malik, Jill Nicholson L.E. Philbrook, Marge Philbrook, Mary Smith, Marvyn Womack</p>		
<p><b>Archives: Making Accessible Research &amp; Programs of OE, EI, ICA</b> Lyn Edwards Betty Pesek</p>		
<p>Receptionist - Mamie Tucker</p>		

# April 15 - 16 -17 in Chicago

## Heartland Gathering Features Dynamite Seminar

### THINKING LATERALLY

by Bill and Barbara Alerding

Our brain is a 24-hour machine with no "off" button. It never sleeps! Either we control our brain or it completely controls us. Many people allow their brains to get into self-defeating loops that can cause anxiety, resentment, jealousy, frustration, violence and a whole host of negative reductions. This is a waste of our true potential. Utilizing our brains to their best capacity requires the ability to think broadly and in more creative patterns.

As we enter into the 21st century, more and more demand is made on us to use our brains more efficiently. Everybody thinks but not everyone knows how to think effectively. People with years of education can also have problems with thinking well. What is the ability to "think"? What do we mean by "lateral thinking"? What are the qualities of a "good thinker"? Can the ability to "think" be taught?

This one day seminar will answer these questions and more. The seminar will focus on the methods of Dr. Edward deBono. Each participant will receive a packet of 10 basic thinking skills from Dr. deBono's CoRT system. The seminar will practice some of these instruments and teach the participants how to use the program themselves.

The Alerdings have been researching new methods of learning since 1986. They have led courses in thinking skills for more than 2,500 participants from the business, education and service communities. They are presently residing in Indianapolis setting up a new Training Inc. project in Building Maintenance for African-American males.



Bill and Barbara Alerding

### ICA HEARTLAND SPRING GATHERING

April 15 - 16 - 17, Chicago, Illinois  
The International Conference Center  
4750 N. Sheridan Road

#### Friday Evening

6:00 to 8:00 PM Dinner followed by Resource Sharing and Reflection on new edges in metaphysics/para-normal experiences and the implication for ICA.

#### Saturday

7:00 to 8:00 AM Breakfast followed by Alerding's Seminar. A Captain's Cabin Party on the Cruise Ship Heartland will highlight the evening (appropriate cruise wear is optional.)

#### Sunday Morning

7:30 to 8:30 Breakfast followed by an interchange of recent initiatives, discoveries, reports and ponderings.  
11:30 to 12:30 Lunch and Closing Celebration.

### REGISTRATION

Name \_\_\_\_\_ Phone \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_

Registration fee (includes Alerdings seminar and party) \$ 30

Lodging (dorm bunks \$12 /per night, Double Rms \$17.50/per) \$

Meals ( Bkfst. \$4, Lunch \$5, Dinner \$6) Friday dinner \$

Saturday Bkfst \$

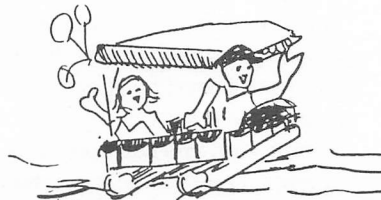
Saturday Lunch \$

Saturday dinner \$

Sunday Bkfst \$

Sunday Lunch \$

**Total** \$



Make checks payable to John Gibson, Registrar, and mail to ICA/Earthcare, 3038 Fall Creek Parkway, Indianapolis, In 46205. **Registrations are due by April 5th.** Late registrations will be charged 10% extra. Please, the Conference Center, Food service, Seminar Leaders, and Party Planners all need to know who is coming.

# Global Faces of ICA: *Technology of Participation Methods at Work*

## Social Analysis is Taught

How and where do we be in solidarity with the poor? These are questions religious communities ask. Human resources are limited so where will they make the greatest impact?

Through Social Analysis and Corporate Reading Research Projects, religious communities find answers. One such community is the Franciscan Sisters of the Atonement. During this next year, they will analyze news using the ICA Social Process screen. Each Sister uses it to discern how she influences the social fabric through her ministry. Core groups use it to analyze trends in their local geography.

The Corporate Reading Research Project has each Sister chart or mind-map at least one book then create a report relating it to social process screen categories. Small groups share reports followed by a directed discussion of motivating images for the community.

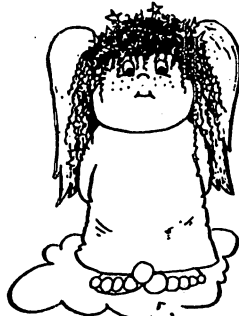
This is the third year Margie Tomlinson from ICA Chicago has worked with the Franciscan Sisters of the Atonement in California, Canada and in the Northeastern

## Partnership For Care

Four victims of marketplace bombings in Sarajevo arrived recently at a Chicago hospital for treatment of their wounds. Accompanying them were their families, all of whom have been granted refugee status. Finding lodging for the Bosnian women fell to Travelers and Immigrant Aid and Lutheran Social Service International Refugee Center, agencies with offices in the Community Resource Center (Kemper Building).

Until a more permanent home could be found, the women were hosted by the International Conference Center. Berthold Schwaiger, who was able to communicate with them in German, was of great help in the resettlement process.

## From an Archive Angel named Betty Pesek



John Nicholas, Professor at the University of Canberra, on his way out of here, said, "This place knocks me out!"

It is rather awesome. Lyn Mathews - Edwards is 76, Audrey Ayres is 71, and I am 68, the new young kid on the block, and we are in a room of file cabinets, 144 in number, 5 drawers each, totalling 700 drawers. If you figure about 300 file folders in each drawer, it totals 210,000 file folders to be handled.

Now, let's see. Each week Audrey comes in two days a week, Lyn four days, and I come in five days. How long will it take to look at each folder, decide if it is of futuristic value, and enter it into the computer data base? And in addition, there are two more rooms of file cabinets! Have you seen the Prisoner of Zenda, who worked his way out of the dirt prison with a teaspoon?

I really believe it was not the file cabinets that the professor was excited about. After you work your way through the basement to our room, you are greeted by all the colorful treasures we have been finding in our work. When we find constructs, art forms, posters we have used - all the riches that we are offering to the world - we group them and put them into large poster frames (we are using gold color: have you heard the Sting sing "Fields of Gold"?) We feel as if we are working in fields of gold. All of our decor is flexible, so we can change it or add to it as we go along.

Our drop-in volunteers are amazing. Last week Bob Griffin stopped in, and discovered we needed files to be moved. He has been working with the United Methodist Committee on Relief in the relief for flood victims in Iowa. He said, "If I can move two tons of potatoes at a crack, I can move a few file cabinets!" He did, by golly, and they are SO wonderful to work with this way.

As of March 8, we have over 3,000 entries into the computers, so we feel as if we are on our way. Our most anticipated time is the meeting in India in October of this year. At this time we plan to take a substantial amount of data from our computers, and will request global input on it so we will know how to proceed with the work.

Everyone around here does some data entry, but we have noticed particular volunteers' gifts being used in this work. Marge Philbrook, the saint, sits at the computer every Monday, sometimes Tuesday, and silently does a whale of a lot. Sort of like working next to Mother Theresa. And Leroy Philbrook takes on a familiar look of ecstasy every time he has a break-through in putting together our three computers, two printers, and various other electronic highway material. Audrey Ayres keeps us healthy and strong, providing air filters, fans, and yummy snacks for everyone. She is a fan of public radio, so keeps us informed on thousands of pieces of data. Dee Horn, here once a week, keeps us honest by always asking the questions of why and wherefore. Marian Lies also here once a week, is a great story teller, so she keeps us amused, and she is a fine artist, which goes into her work on the Mac. And of course, Lyn Mathews-Edwards adds that personal touch. She writes hundreds of notes and letters. When someone comes to visit, she sits down with them, and each one feels as if he or she is absolutely the most significant person, and is loved and cared for like no one else around.

The other volunteers are so welcome. We appreciate one hour, one day, one week of cleaning files, alphabetizing folders, recording the files on a sheet, entering them into the computer, dusting, and doing all the other necessary things around here. We can use anyone, anytime.

We are having the time of our lives. Don't ask us if we really would like to do something else right now. Joseph Campbell talked about bliss, Didn't he?



## New ICA to Start in the Former Yugoslavia

(Excerpted from *The Network Exchange*, March 1994)



*Behind the headlines And along the Adriatic coast of the former Yugoslavia there are some 550,000 (300,000 Croats and 250,000*

*Moslems) displaced persons huddled in refugee camps. The wards of the U.N., they live off of relief packages and lack adequate medicine, heat, electricity, and sanitation. Two former ICA staff members previously unknown to each other and on separate assignments, met in Zagrebe and realized that ICA self-help methodology could help. They received temporary authorization to set up as ICA and will be present at the India Board Meeting to communicate their mission.*

Susan Fertig-Dykes and Susan Yates are in the process of applying for NGO status in Croatia. Fertig-Dykes has lived and worked in many countries around the world, has served as a governmental executive and presently manages an organization of five divisions with a staff of 85.

Yates' work in Human resource development has been concentrated in the humanitarian field, with experience in resettlement and rehabilitation programs, education and public relations.

The two Susan's write, "We are both really excited to be launching the ICA in the states that emerged from the former Yugoslavia. It is such a difficult time for Balkans and we feel we have a lot of ways to help. We envision ICA - Zagrebe taking responsibility for the region rather than a particular country, and so we decided that ICA - Zagrebe might be a better name than ICA Croatia, as the latter might imply some kind of national boundaries or geo-political limitations/affiliations."

They have been requested to write a proposal for U.N. High Commission on Refugees to empower the many refugee camps through enhancing service delivery and involvement of refugees. A second area they hope to work in is strengthening local NGO's through training. The third direction is to train and equip Croations to run and manage ICA: Zagrebe.

A portion of your gifts to the ICA goes to support ICAI Brussels which coordinates programs such as the one above.

### A Gift

#### is Your Vote to Keep ICA Active

TIP O'NEIL, former Speaker of the House, took his friends' votes for granted during his first campaign for office. Just before the election a neighbor took him aside saying, "Tip, I'm going to vote for you. But reluctantly. People like to be asked for their vote."

Please don't think we take you for granted. We are a charitable, not-for-profit organization and we love and need your tax-deductible donations. Use the enclosed envelope and mail us your vote today.

## Leadership Options Develops Leaders For a Multicultural Society



A rich mix of people spread across a wide geography, facing into demanding vocation and life style decisions have come to these courses over the past three years. The Ivory Coast, Germany, Ireland, Canada, the Philippines and Southeast Asia are beyond the US border locations. Some

are in college. Others at a career shift place. All discover through the course a broad context, a clear value base and the rare experience of a learning, supportive community where choices get sorted out.

Evaluations by recent grads are ebullient and informing. Here are a few.

*From the start, LO was about synchronicity, serendipity, and gifts from the soul, just as much as it was about a new vision of leadership.*

*It met my high hopes - a cornucopia for mind and spirit....*

*LO was a chance for me to see who I am and what I can do in the world. It gave me a sense that I am not alone in my struggle.*

*I was pleased with the focus on understanding self - one's own beliefs, values, assumptions - as it relates to teamwork and leadership because I believe that critical reflection is central to transforming experience into learning.*

The Uptown neighborhood and the City of Chicago are an urban museum environment. Participants and guide team members create the learning experience together. Some are always the same: a curriculum that includes interviews with social innovators, three guided retreats (one in the Botanic Gardens,) an exploration of life philosophy and affirmational ethics. (See calendar on back page for next course dates.)

# ICA Retreat Center/Think Tank for the Future –Takes Root on Beautiful Mexico Pacific Coast

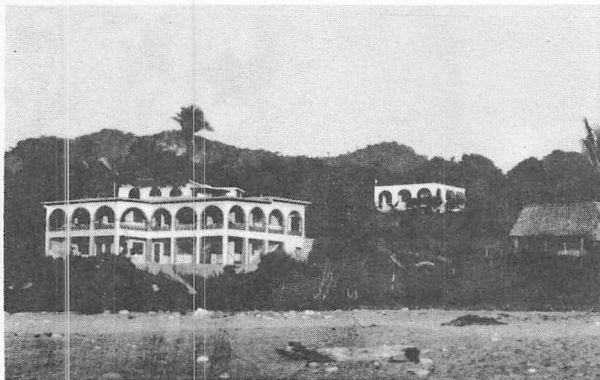
by Rose Worden

**A**s I listen to the waves and watch the pelicans on the beach this February morning, it is hard to believe that so many dreams are coming true and evolve around Flava Litibu on the Pacific Coast in Mexico. It was only four years ago that a group of ICA related families said "yes" to calls from Donna Marie and Rob Worden asking if they wanted to get three beach lots near Puerto Vallarta and begin the process of forming some kind of association which would provide for family houses and retreat conference center space.

Our group, including George and Donna Marie West, Joyce and Len Farr, Judith Hamje, Jack and Judy Gilles, Mitzy Moore, Ruth and Ken Gilbert, Bill and Marianna Bailey and Rose and Rod Worden, began to image a "Creativity Center": a place to dream and to create. This group had its first official meeting on site in May of 1991 and was literally awe-struck by the beach, the jungle and the endless possibilities. We also labeled it "dreaming" and phased our plans to begin building over the next ten years.

But the Worden's dreams changed to reality later that same year when unexpected income enabled them to begin building a duplex along with Joyce and Len Farr in 1992. Then, the original group of seven units expanded to nine with Ray and Sheryl Caruso and Jim and Karen Troxel and three lots were added. Donna Marie and George also found the means to build their two bedroom guest house and Ray and Sheryl started their construction in February of 1993. We formalized the Litibu Association by incorporating it in Illinois and held our second meeting on site in May 1993. At this time four houses were inaugurated with special blessings: Farr's "Casa Lejos", West's La Casita Feliz", Caruso's "Casa La Cancion del Mar" and Worden's Casa La Primavera".

The mission statement of the Litibu Association, quoted from our bylaws is : "We choose a context which is larger than these... square meters of land. We see ourselves in relationship with all life, as coinhabitants of Planet Earth. In our daily living, our choices will reflect respect for diversity, conservation of Earth's limited resources, awareness of our fundamental interdependence and intent to be healers for the larger global society. We have joined in Trust relationship to reflect our belief that community is an essential element of a healthy life and to exercise our sense of relationship with one another".



Meanwhile I continue to be the director of ICA-Mexico which has office space in our duplex building and call it "The International Research Center". Moving out of Mexico City has enabled a shift of focus to trained regional teams and partnerships with other NGO's. The Puebla team revolving around the methods trained personnel of DEPAC, has been collaborating with ICA: Japan for three years of nursery projects and this year has an exchange trip to Brazil. The Center for Environmental Education and Ecological Action in Tlaxcala which was coordinated by our former President, Rogelio Cova, has done several training sessions with ICA in order to sharpen their facilitation skills. The Jalisco - Nayarit region (where the International Research Center is located) conducted a first community

planning process set up by team members in Guadalajara. Our long term contracts with the largest NGO in Mexico, The Mexican Foundation with Rural Development, has trained other similar teams around the nation to use participatory methods in their work with campesino groups.

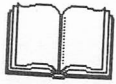
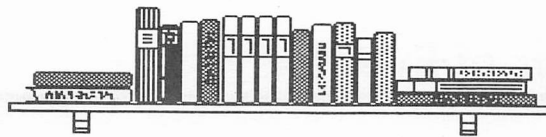
The most important breakthrough this year has been collaboration with environmental groups. Rogelio Cova, who passed away after intensive surgery in November 1993, gave us a final gift — a relationship with FUNDEA — The Mexican Foundation for Environmental Education and this has produced three planning events and four

courses on Environmental Management, as well as important contacts with other ecological organizations. We continue to work with Rogelio's Center in Tlaxcala, now under the coordination of his sister Ofelia Cova, with at least two training events this year.

However, these contracts and occasional renters of our extra space do not provide sufficient self-support for the Worden family so we have formed our own business of CASAS ECOLOGICAS which will be a combined construction, consultant and training operation based on the ecological systems of solar energy, rainwater captation, grey water recycling and integrated septic systems which were built into the four houses here in Playa Litibu.

So the story comes back to Playa Litibu, still a natural paradise and our life time home. For Rod and me it is a fulfilled dream in which our personal life-style demonstrates planetary ecology in our community. The Litibu Association continues to model the one planet, one future.

# Recommended Reading



**More Than 50 Ways to Build Team Consensus** R. Bruce Williams IRI/Skylight Publishing, Inc., Palatine, IL 1993 \$15.95  
Call 1-800-348-4474 to order

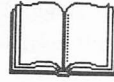
This excellent "how to" book is a fine complement to Laura Spencer's *Winning Through Participation*. In bite-size pieces, Bruce Williams has created step-by-step instructions to articulate purposeful vision, design participative processes, strengthen individual commitment and empower collaborative teams. He has forged a set of highly practical tools, helpfully labeled as simple, intermediate and advanced.

Each activity includes a brief description, a detailed procedure for the facilitator, additional hints, a concrete example, an introductory quotation from contemporary authors in the fields of management, education or psychology.

Bruce has detailed in a refreshing new way numerous activities, images, approaches, strategies and understandings which are part of our "common memory."

I particularly appreciated Bruce's sensitive approach to building teams. He acknowledged that his group facilitation skills were honed by ICA colleagues over twenty years. I'm grateful he has taken the time to capture his long experience of care-filled facilitating to provide this valuable resource.

*Thanks to Marilyn Oyler, Phoenix*



**TO TEACH: the Journey of a Teacher** William Ayres Teachers College Press Columbia University New York NY 10027 1993 \$15.00

A former kindergarten teacher now Associate Professor of Education at the University of Illinois at Chicago, William Ayres is the author of a surprisingly fresh, unexpectedly insubordinate seven chapters about what it means to be a teacher these days. He quotes Stanislavsky, father of method acting, using his advice for becoming a good actor approvingly applied to great teaching.

"Engage an audience, interact with them, draw energy and inspiration from the relationship. Acting is "dynamic." Substitute "teaching" for "acting" and the advice fits.

A sample of things outstanding teachers need to know include:  
 • **Creative insubordination** (He clipped the wires on a classroom intercom, reported it to the office and it was a three year wait before it was fixed.) • **Criticism/Self-criticism** (A way of testing one's deepest values. Use them or Lose them.) • **Finding allies** (Teaching is isolated and isolating.) • **Learning from one's own experience** (Admit what you don't know, invite others to teach you, stay close to your own experience.) • **Link consciousness to conduct** (The classroom is a robust, interactive, dynamic space; not a peaceable kingdom.) • **Authentic friendships** (Real friendship has bumpy and difficult times...and that can be part of it's strength.)

In paper back. Worth the price and the time to read it.

*David Reese, Chicago*

## JOIN IN THE TRANSFORMATION OF COMMUNITIES AND ORGANIZATIONS



Members of the ICA play a vital role supporting and promoting it's role of service. Many apply their ICA training and expertise in their communities, organizations and work places. If you are not already an ICA member, we invite you to join now.

### Membership in ICA brings:

- The quarterly newsletter Highlights with reports on ICA locally and abroad, liftout pages for your files, and more.
- Notification of ICA training programs and publications.
- Linkages to a vast network of people and organization around the world, committed to serving the needs of the planet.

### Members have opportunities to:

- Shape the future directions of the organization and help design new programs, such as the Earthwise Learning Series.
- Assist with marketing and facilitating ICA programs.
- Contribute financially and be in collaboration with ICA projects around the world.

*Membership is renewable on an annual basis. Member fees provide general support ICA activities locally and globally.*

### MEMBERSHIP APPLICATION FORM

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Telephone \_\_\_\_\_ (home) \_\_\_\_\_ (work)

Send this form along with your check to:  
The Institute of Cultural Affairs, 4750 N. Sheridan Road, Chicago, IL 60640

Individual Member \$35

Student Member \$15

Family Member \$50

Organization Member \$75

New  Renew Date \_\_\_\_\_



# Calendar of Events

## GROUP FACILITATION METHODS

April 6 - 7  
May 20 - 21  
June 29 - 30

Contact Dennis Jennings

## LEARNING LAB for teachers

Lab I: July 18 - 22  
Lab II, Advanced: August 8 - 12

Contact Joyce Reese

## LEADERSHIP OPTIONS

June 10 - 26

Contact George Packard

## BASIC FACILITATOR SKILLS For Leadership in the Church

Session I: April 6 & 7  
May 4 & 5  
July 11 & 12  
Sept. 12 & 13  
Oct. 11 & 12

Session II: (Pre-requisite  
Session I) June 7 & 8  
Aug. 8 & 9  
Nov. 1 & 2

Session III (Pre-requisite  
Session I & II Dec. 7 & 8  
Contact Margie Tomlinson

## CULTURE IN THE TRANSFORMATION PROCESS

A research conference organized by the  
ICA for those engaged in shaping a  
humane future

October 3 - 9, 1994  
Fariyas Holiday Resort  
Lonavala, Maharashtra, India

Conference fee: \$300 per person

For further information:  
ICA India  
13 Sankli street, 2nd floor  
Byculla Bombay 400 008  
India

All programs and events, unless otherwise noted, will be held at the International Conference Center, 4750 N. Sheridan Rd., Chicago.

## The ICA

The Institute of Cultural Affairs (ICA) is a worldwide network linking 18 major centers and over 50 offices, in research, training and demonstration of global responsibility in the local community and workplace. Its programs emphasize strategic planning, problem solving, creative thinking skills, consensus-based decision-making and team building.

HIGHLIGHTS Production Manager: Marian Lies, ICA volunteer

For information about events listed on calendar above, or news of ICA in your area, contact:

### CHICAGO

David Reese  
(312) 769-6363

### CINCINNATI

Judy & Norm Lindblad  
(513) 771-9436

### CLEVELAND

Emma Melton  
(216) 991-6944

### COLUMBUS

Raymond & Sheryl Nordin-Caruso  
(614) 621-1112

### DETROIT

Walter Kargus III  
(313) 822-8300

### INDIANAPOLIS

Anita & John Gibson  
(317) 925-9297

### KANSAS CITY

Donna & Dallas Ziegenhorn  
(816) 444-7663

### MILWAUKEE

Richard & Leila Crandall-Frink  
(414) 482-2670

### MINNEAPOLIS/ST. PAUL

Betty Dyson  
(612) 698-0349

### OMAHA

Marileen & Don Johnson  
(402) 391-5433

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