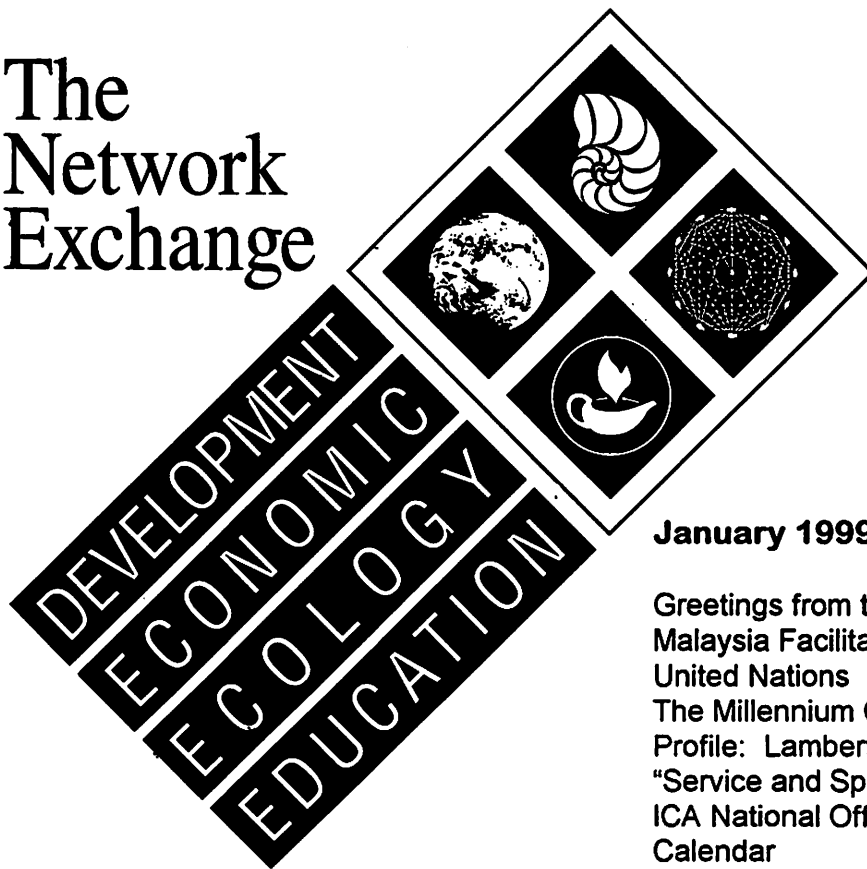


The Network Exchange



January 1999

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Greetings from the President of ICAI

As I greet you from the comfort and safety of my home in Denver, Colorado, USA, I am filled with sorrow that there are many people suffering from a hurricane in Central America, from political and ethnic strife in Eastern Europe, Africa, Sri Lanka, from famine in North Korea, from poverty and disease in India and other places, and wonder what I, what we, the ICA can do. I do not have any answers, but remain convinced that the chief purpose of our life must be to do what we can for our fellow humans. Borrowing from a litany we recited at church tonight, I offer the following edited poetry:

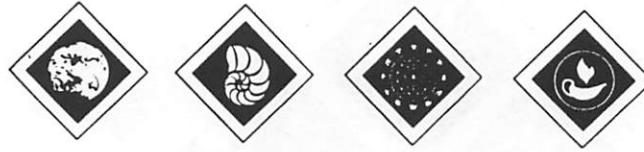
*"Deep inside all of us, young and old alike,
is a place of faith,
A place of trust and hope and love.
This inner voice is a gift of Life,
Without which there can be no peace.*

*O you, who love your fellow humans:
Approach your life as children,
With innocence of heart and unlimited hope,
With a trust that makes you vulnerable,
And with love that is lively and deep.*

*Let us live in hope,
The hope that makes us alive when we are dead,
The hope that gives new life to our love."*

At our meeting in Brussels this summer there was discussion about the logo and slogan of the ICA. "Those Who Care" has become a stale expression for some, although I think we all subscribe to the sentiment it conveys. To me it carries the message of the above poetry, of loving, trusting, and hoping for the future. Maybe "Those Who Love Life" or "Those Who Dare to Hope" would say much the same thing. Certainly, we had a good time and a good meeting planning for the future in Brussels.

As we here in Denver busy ourselves with preparation for the ICAI 2000 conference, The Millennium Connection, we are trusting and hoping for a great event, an inspired and spirited meeting, with something for everyone. Remember, the conference is planning seven streams and welcomes your input on prospective partners. We especially are in need of international partners. The people responsible for each stream have been identified and would like to hear from you. You will also



remember that we all agreed to start saving a little bit each day to make it possible to come to Denver in July, 2000 for the conference. I hope you are all doing that.

associated with this organisation. Thank you for the honour of serving as your president.

I would like to praise all of you for your work on behalf of those in need and I am proud to be

Don Elliott

Malaysia Facilitators' Conference

Hello fellow facilitators,

Malaysia has just hosted the first Facilitators' Conference in Southeast Asia on 6-7 November! During the quarterly 1/2 day Facilitator Forums held since May 1997, a group of four of us decided it was time to organise a conference. Never mind that it was only one night and one day long - it was a conference with 50 participants.

Delighted attendees included Singaporeans, West & East Malaysians, a couple of Brits and a couple of Americans. We all had a good time and everyone went away saying, "we need more time - another day--longer sessions." There were four concurrent sessions of two presentations / workshops each plus a Share-A-Method "Idea Boutique". Sessions were conducted by a total of ten presenters on the following topics: "The Case for Facilitation - highlighting some Technology of Participation

Methods"; "Facilitating Youth"; "Emotional Intelligence and Facilitation"; "Get Your Act Together - the use of drama to boost business"; "Delights, Puzzles & Irritations - Facilitating in Cross Cultural Situations"; "Facilitating Whole Brain Thinking"; "Exploring the Technology of Meaning"; and "Coaching for Results".

The first evening saw us brainstorming the trends in facilitation and training, which made a good case for the use of facilitation.

Conference sponsors included IAF (name & logo), Minolta (provided a copier), and a local stationery store (provided freebies and discount on purchases) which allowed us to charge a very reasonable, if not obscenely low, registration fee.

The emphasis during this first conference was on interchange. The Share-A-Method session was probably the highlight. During the

reflection discussion at the end of the day people mentioned being impressed, the creativity, energy, the number of activities, the "cosy atmosphere," and "friendly presenters" - definitely different from the usual conference fare.

We are proud to join with Australia, Canada, Europe / Africa and Ecuador in organising the first IAF affiliated conferences outside the USA. Special thanks to ICA Canada, ICAI in Brussels and Cynthia Vance for your recommendations, information and support in how to organise facilitators' conferences.

Best Wishes from the co-ordinating task force for "The Art and Mastery of Facilitation in the New Millennium" - Malaysia: Amy Wan, Ann Epps, Asma Abdullah, and Lesley Hoh.



United Nations

By Dick Alton

The ICAI has been involved with the United Nations since the first global conference in 1984. As part of the preparation for the International Exposition of Rural Development (IERD) we formalised our relationship with the United Nations system through gaining consultative status (ECOSOC) as well as liaison status with UNICEF, ILO and FAO. This was all part of a strategy to gain credibility and access to support for the conference. The ICAI Secretariat maintains the relationship through regular visitation, encouraging local ICAs to participate in global UN conferences as well as providing data so that ICAs can offer our services to the UN in the field as well as making available UN funding. As part of the preparation for the year 2000 ICAI conference. The Millennium Connection, we did a series of visits in Washington and New York. The following is a report of visits with the World Bank, United Nations Development Program (UNDP), United Nations Educational Scientific and Cultural Organisation (UNESCO) and two other Global ICAI Partners, Civicus and Pact.

Washington

World Bank - met with Truman Packard who comes from the Packard family of ICA Chicago and now works with the Bank on Latin America. The Bank is making an effort to enable Egos to play a more prominent role in Bank loan programs through NGO specialist position at the country level. A new Bank study states: "*Successful projects indicate that*

strong NGO / CBO involvement significantly contributes to project success, especially to providing benefits and opportunities for participation by the poor and marginalized".

Civicus - met new Secretary General Mr Kumi Naidoo from South Africa. ICAI is a member of Civicus, a global network of NGOs, foundations and companies promoting Civil Society. The former Secretary General, Miklos Marschall, wrote a book cover endorsement for the ICAI book, *Beyond Prince and Merchant*. Mr Naidoo confirmed their support of our year 2000 conference and reviewed his focus for Civicus in this new millennium as being poverty alleviation, leadership of women and youth within the past framework of building the infrastructure of civil society through creating enabling legislative / fiscal environment, promoting resource mobilisation and focusing on corporate philanthropy.

New York

UNDP - Met with Robertson Work, Senior Programme Co-ordinator, and former ICA member. Worked on strategy to enable UNDP to be a co-sponsor for the Year 2000 Conference. Met and briefed the Director of the Bureau for Development Policy, Ms Eimi Watanabe. She suggested I brief other UN offices on the conference. Met with Division of Public Affairs and Director of IT for Development who monitors the global calendar for the UN. The only global conference that is close to the ICAI

Conference will be the May Millennium People's Assembly in New York. The year 2000 has been given a focus on Culture of Peace, which will be co-ordinated, by UNESCO. Met with the UNESCO Representative to the UN, MS. Nina Sibal, and reviewed what their focus will be and how they might work with us.

UNDP - Global Environment Facility - Small Grant Program (GEF-SGP) works with NGOs to do small projects as part of the Agenda 21 environment program. They have funded ICA programs in Africa. ICAI has provided facilitators and trainers for their work. They would be very interested in having their projects and people participate in the conference.

UNDP - Civil Society and Participatory Programme, Social Development and Poverty Elimination Division. Met with two people from this division who we know from doing Top training and providing strategic planning facilitation. Would be delighted to be associated with the conference. Would be open to providing funding for some of their projects to participate.

UNDP - Life Programme. Focuses on local to local sharing in dealing with urban problems. ICAs have participated in their programmes as well as providing facilitation support. They are willing to involve local projects for the Conference as well as discussed how more of their staff can be trained in our methods.



THE MILLENNIUM CONNECTION: SHAPING PROFOUND SOCIAL CHANGE

Revised by RayCaruso

The Institute of Cultural Affairs International
world-wide sponsor invites you to participate in
THE MILLENNIUM CONNECTION: SHAPING PROFOUND SOCIAL CHANGE
through 7 streams representing 7 social movements that are changing the world

On Sunday, July 30, 2000, the Institute of Cultural Affairs International (ICAI) will host the world's first global partners-in-profound-social change conference in Denver, Colorado. The intent of this gathering is to bring together and connect committed and innovative practitioners of social change; and to highlight their projects that are making a difference in the quality of life to millions of people around the globe. The major themes of the conference will be organized into 7 streams which include:

STREAM I - Sustainable Community Development

Living together in harmony with the environment has never been more urgent with the global warming impact as seen in the recent devastations of hurricanes and unparalleled "natural" disasters. At the same time, the gap between the rich and the poor is increasing as never before. The place where both of these play themselves out most dramatically is in the destruction and disempowerment of local communities worldwide. The central question of this stream is how to integrate approaches that work in community change to facilitate sustainable development for the next 7 generations.

STREAM II - Spirituality in Organizations

The industrial age has encouraged the separation of organizational life from the personal and spiritual life of its members and customers. The aim of this stream is to identify traditional and new effective practices to successfully bring spirituality back into organizational life. Tools for integrating the inner life and work life for a healthier person and healthier organization will be shared through stories, projects and practices. The central question of this stream is what does a spiritually healthy organization look like.

STREAM III - Lifelong Learning

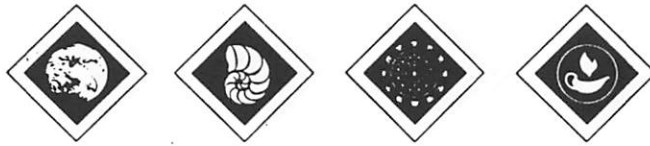
When learning is limited to the 'structured' classroom, formal education to a certain stage in life, the full potential is not realized. The work in this stream is concerned with catalyzing intentional lifelong learning for individuals and community, as well. Projects from cradle to grave through life will be highlighted and successes shared. The central question is how does every individual become a lifelong learner.

STREAM IV - Innovative Philanthropy

In the next 15 years, 12 trillion dollars are passing to the next generation in the USA alone, but precious few of these dollars are currently being invested in social innovation. The central question of this stream is how to attract and invest social and financial capital in creative ways to maximize positive social change.

STREAM V - Community Youth Development

Young people may be the most undervalued resource in almost any urban neighborhood or rural community. This stream will focus on the contributions of youth as social innovators who bring fresh ideas and energy to local communities world-wide. The central question will be how to promote and support the full and healthy engagement of young people in building sustainable community.



STREAM VI - The Arts for Community Transformation

Communities are frazzled, torn, places where people experience suffering and pain. The Arts empower communities to recreate and uplift their self-image and create meaning in their life. The central question is how can Art be used to empower and rebalance community.

STREAM VII - The Art and Practice of Participation

It is difficult to access decision making systems, let alone create alignment among communities for effective change. This stream will focus on ways to create shared awareness, shared decision making to build capacities of systems to accelerate positive change. For the first time, there are proven structural processes for participation such as ICA's *Technology of Participation*. The central question of this stream is how to create a culture of participation that fosters collective action for innovative social change.

ICAI will serve as the global sponsor for the conference, bringing together a diverse group of organizations and individuals who represent some of the top social innovators in the world. ICAI is uniquely positioned to host such a conference because of its long history of focusing on global social change in all sectors of society. Since 1984 ICAI has hosted 5 participant-driven conferences focusing on the re-emergence of civil society. These conferences have been highly participatory always with a practical sharing of approaches that work. Interchange, dialogue and designing creative responses to particular areas of concern in society have been the thrust of these conferences.

THE MILLENNIUM CONNECTION: GLOBAL CONFERENCE in Denver, Colorado starting on July 30th, 2000, will be a dramatic departure from previous conferences in two important ways. First, this will be a PARTNERSHIP conference, where ICAI and Stream Partners Design, Market and Operate the gathering. In prior conferences, ICAI hosted and designed the conference. Second, the breadth of the conference as represented by the 7 Streams is a first. It is hoped that the connecting and integrating of these 7 social movements at the conference can impact personal, organizational and community transformation at a deep level. The conference is also out to raise the wider public awareness that tested models for a positive and creative future already exist and are ready for the new millennium.

⇒ We will work in **SEVEN STREAMS**

- ◆ Sustainable Community Development
- ◆ Spirituality in Organizations
- ◆ Lifelong Learning
- ◆ Innovative Philanthropy
- ◆ Community Youth Development
- ◆ Arts for Community Transformation
- ◆ The Art and Practice of Participation

PARTNERS EXPECTATIONS

Each stream will be coordinated by a team representing all partners who are doing similar or complementary innovative work. The stream team will work together to:

- ◆ Identify and spotlight projects that demonstrate innovative ideas and approaches needed for the next millennium
- ◆ Ensure at least 100 participants at the conference
 - ⇒ A minimum of 25 from outside the USA
 - ⇒ A significant number of youth
- ◆ Generate the scholarships/sponsorships needed to ensure diversity of participation.
- ◆ Create an action agenda at the conference for the next five years
- ◆ Contribute to the art and spirit that will be interwoven throughout the conference
- ◆ Work together over a four year period, involving many more than 100 people before and after the conference.

Each stream will participate in the confluence of the delta, where fertile breakthroughs and new ideas emerge.



PARTNER BENEFITS

Benefits of partnering in THE MILLENNIUM CONNECTION include:

- ◆ International exposure for your organization
- ◆ Linkage with other potential partners for increasing effectiveness
- ◆ Impacting public policy
- ◆ Documentation of the work of the conference for internal and external consumption (media)
- ◆ Experience the co-creation of an authentically global conference involving 7 social movements
- ◆ An opportunity to design collaborative long-term action research with leaders in the field
- ◆ Mobilizing venture/social capital for civil society

THE MILLENNIUM CONNECTION 7-Day Global Conference Format

Denver, Colorado USA					700 Participants	
<i>THE MILLENNIUM CONNECTION: Shaping Profound Social Change</i>						
July 30 – August 5, 2000						
OPENING Sunday July 30	INTERCHANGE		Wednesday	SYNTHESIZE		CLOSING Saturday August 5
	Monday	Tuesday		Thursday	Friday	
REGISTRATION	Interactive Presentations	Interactive Presentation & Analysis	Site visits & Excursions	Action Planning	Interweaving Of Agendas PLENARY	CLOSING PLENARY
	Groups of 20 – 50	Groups of 20 – 50 PLENARY		Groups of 100	Groups of 100	
Opening Event			Evening Events		Celebration & Community Performance (Teleconference)	Draft 8/20/98

THE MILLENNIUM CONNECTION Conference site will be in Denver, Colorado, USA at the University of Denver

The setting and environment:

- ◆ A campus environment at a university known for work in International Studies, Business, Social Work, Music and Law. Minutes from downtown Denver
- ◆ In view of snow-capped mountains
- ◆ Meeting space plentiful with rooms to accommodate a variety of different sized groups
- ◆ Meals - 3 cafeterias and 1 restaurant take a computerized meal card
- ◆ Technology - e-mail, internet, teleconferencing, translation and satellite down link capability. Lap-top hook-up in rooms
- ◆ Climate hard to beat; clear warm days, cool nights, altitude 1 mile above sea level
- ◆ There will also be pre and post conference opportunities for site visits and sight seeing

CONFERENCE COSTS

- Conference costs will be supported by participant registrations
- Registration cost \$495/participant
- Early registration \$450/participant
- Participant expenses (Does not include transportation to and from Denver airport)
 - ◆ 7 Nights @ \$40 to \$50 for room and board (3 meals) Total \$280 to \$350
 - ◆ Airport Transportation - \$40

TOTAL (Estimated) Cost/Participant \$815 to \$885

CONFERENCE ORGANIZATION

- ◆ 7 Streams - Each stream has a coordination team with lead coordinator
- ◆ Conference coordinator - Part-time paid position beginning January 1999
- ◆ Denver site team coordinators - Martha Lee and Lee Sugg



CONFERENCE OFFICE

The conference office will handle communication, stream coordination, materials and mailings, financial management, planning and implementation of conference and production of conference document

- ◆ ICAI Brussels
- ◆ ICA/USA (site either Phoenix or Chicago)

CONFERENCE PREPARATION CONTACTS

Potential partners should contact stream coordinator directly. General information can be obtained from stream coordinators or from the list provided - all addresses are USA except for Alton.

About Coordination

- ◆ About streams & partners
 - Ray Caruso, 556 City Park Ave., Columbus OH 43215;
icacaruso@igc.org; phone (1)614/621-1112; fax (1)614/621-0071
- ◆ About finance, staffing, general coordination
 - Louise Singleton, 128 Eudora St., Denver CO 80220;
singltn@aol.com; phone (1)303/388-6085; fax (1)303/388-4052
 - Dick Alton, rue Amedee Lynen 8, B-1210, Brussels BELGIUM;
icai@linkline.be; phone 011-32-2/219-4943; fax 011-32-2/219-0406
- ◆ About the Denver site
 - Lee and Martha Lee Sugg, 515 Manhattan Dr., #103, Boulder CO 80303;
icabldr@igc.org; phone & fax (1)303/499-1045
- ◆ About Streams
 - Art & Practice of Participation
 - Marilyn Oyler, 4220 N 25th St., Phoenix AZ 85016; icaphoenix@igc.org;
phone (1)800-742-4032; [outside USA (1)602-955-4811] fax (1)602-954-0563
 - Arts for Community Transformation
 - Bill Grow, PO Box 222, Colquitt GA 31737-022;
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 - Community Youth Development
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phone (1)800-742-4032; [outside USA (1)602-955-4811] fax (1)602-954-0563
 - Innovative Philanthropy
 - Dick Alton – see above
 - Carol Pierce, 4750 N Sheridan Rd, Chicago IL 60640;
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 - Jim Wiegel, 4220 N 25th St., Phoenix AZ 85016; icaphoenix@igc.org;
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MEMBER'S PROFILE: LAMBERT OKRAH, ICA GHANA

Lambert Okrah was born in Likpe Bakna in the Volta Region of Ghana to a family of fourteen which where responsibility of children and staying together as a family was very important. He attended St. Mary's Secondary Seminary and Mawuli School and went on to undergraduate and post-graduate studies at the University of Ghana. He is married, has two children, and he worked with friends of the Earth, Green Earth Organisation and now serves as the Executive Director of the Institute of Cultural Affairs, Ghana. He likes working with communities to achieve their purpose in life. He likes fishing as a hobby and consulting is one of his hidden talents.

"Service and Spirit in the New Millennium"

This report from "the research gathering of ICA in the East, October 9-11, 1998, Shepherd's Spring, Maryland, USA" was sent by Janice Ulangca through e-mail.

Following is the VISION PARAGRAPHS from the gathering:

TOWARD A VISIBLE TRANSFORMATION

What we are about is a visible transformation which involves creating living demonstrations and beckoning life engagement. Without living demonstration, our vision is not real enough for people to become engaged. Without beckoning life engagement, people experience their lives as insignificant. Creating living demonstrations involves practical participatory methods, work collaboratively, manifests effective missional service and deals with the root causes of current crises. Beckoning life engagement involves identifying where the urgencies are, showing how they can be addressed, and inviting people to join us. Because current world views are dangerous and destructive, we need to embody and propagate a new story.

TOWARD A COMPREHENSIVE NETWORK

Reformatting our Universal View: Formulating our universal view involves two aspects: building a comprehensive context which describes the total scope of the dynamic of the universe, and understanding the wisdom of the world's cultures. The universal context will include the human factors as well as their inter-relationship to the natural world. Understanding the world's cultures will include studying their biological environment, their mythic insights and their historical development. This task is important because the world's cultures and the natural environment comprise the global fabric. Clarifying the texture of the global fabric enables movement toward a satisfying and sustainable global culture.

Enlarging the Spirit: "We're not human beings having a spiritual experience; we are spiritual beings having a human experience." (Chardin) Development of our spirituality frees us to live to our highest potential. Yet its value lies beyond self-improvement.



Spirituality is a profound motivating factor in groups, but it's much more than gimmicks to increase productivity. Spirituality should be honoured for its own mystery and wonder and its ability to nourish and refresh our lives. Our vision is that we will clarify the answer to the question, "What is spirit?" with constructs and methods that release spirit in individuals and groups. Our insights about spirituality must pervade all our work.

TOWARD AN INSPIRATIONAL TEAM

Building and sustaining a leadership network requires a covenant which has a vertical dimension with the mystery and the lateral dimension with each other and a common vision. It will include mutual care and support through regular rhythm of contact. They will hold one another accountable to their own decision to care for their own spirit lives and for others. They will be a learning community building collegueship. It is our understanding of history that a key element in effecting change is a committed core of people. Covenanted leadership is necessary in order to empower the offering of the insights and methodologies of ICA to the needs of the world.

Ritual Matters: We envision ritual being a crucial part of every gathering, to include singing, celebration of milestones, honouring individual gifts, and opportunities for renewal. Ritual is important as a corporate exercise connecting individuals to others and to the whole. It also supports individuals and the group in the midst of pain, difficult times, and personal tensions, as well as providing a meaningful link to the past and a metaphor for embodying hope for the future.

First Thoughts About Action Steps:

FORMULATING THE UNIVERSAL VIEW

- Share "Big Picture" models.

Stovers are willing to be a clearinghouse for Big Picture models, and will distribute copies at cost to anyone requesting them. Send Big Picture models to: icagboro@igc.org (or to Nelson Stover, 5911 Western Trail, Greensboro, NC 27410, phone 336-605-0143, fax 336-605-964)

ENLARGING SPIRIT DEPTHS

- Begin a global spirit conversation on email.
- Harvest spirit resources from our heritage.

CREATING LIVING DEMONSTRATIONS and

BECKONING LIFE ENGAGEMENT

- Define crises, i.e., bio-genetics, globalization, marketplace.
- Develop vision.
- Design the invitation.

BUILDING & SUSTAINING A LEADERSHIP NETWORK

- Create economic model to provide money for scholarships to 2000 conference.
- Target "second generation" ICA families to Denver.
- Place ICA East report of 10/98 on internet.
- Write recruitment story in relationship to our vision.

RITUAL MATTERS

- Develop a ritual of acceptance of new people.
- Develop a new person orientation program.



ICA NATIONAL OFFICES

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(Update December 1998)

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ICA Events in 1999 from around the world

Where	Event	When	Reference
Eurasia			
Brussels	Group Facilitation Methods (French)	January 22-23	ICA Belgium
Brussels	Group Facilitation Methods	January 28-29	ICA Belgium
Brussels	Outils de Communication en Groupe	February 2, 9, 16	ICA Belgium
Brussels	Lifestyle Simplification Lab	February 13	ICA Belgium
Manchester	Group Facilitation Methods	February 15-16	ICA UK
London	Group Facilitation Methods	February 18-19	ICA UK
The Netherlands	Group Facilitation Methods	February 18-19	ICA Netherlands
The Netherlands	Group Facilitation Methods	February 25-26	ICA Netherlands
North America			
Toronto	Group Facilitation	January 19-20	ICA Canada
Toronto	Facilitated Planning	January 21-22	ICA Canada
San Diego	Request for Proposal	January 28-29	ICA USA
Regina	Group Facilitation	February 15-16	ICA Canada
Toronto	Group Facilitation	February 16-17	ICA Canada
Regina	Technologies of Conciliation	February 17-18	ICA Canada
Toronto	Technologies of Conciliation	February 18-19	ICA Canada
Toronto	Team Leadership	February 21-22	ICA Canada
San Diego	Group Facilitation Methods	February 22-23	ICA USA

The Network Exchange

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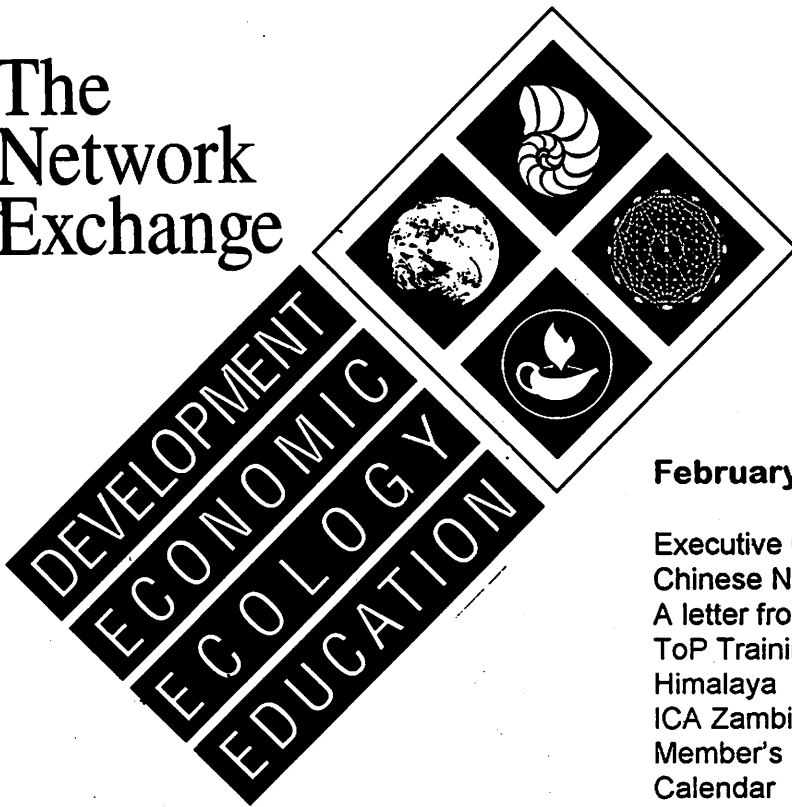
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The Network Exchange



February 1999

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MINUTES OF THE ICAI EXECUTIVE COMMITTEE MEETING **5 - 7 February, 1999**

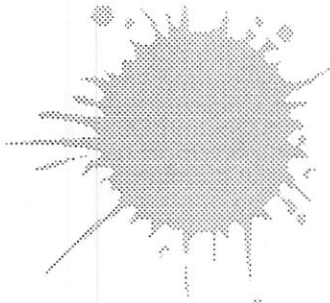
The meeting convened at the Sheraton Four Points Hotel in Denver, Colorado, USA and was combined with the ICA USA board of directors meeting. In attendance were:

Don Elliott, USA, President; Ruth Lukona, Zambia, Secretary; Myriam Balbela, Venezuela, Treasurer; Mangala Gavai, India, Vice President; Martin Gilbraith, UK, Vice President; Edward Mutiso, Kenya, Vice President

Also in attendance were the ICA US Board of Directors and Year 2000 Conference Stream Leaders. The meeting was assisted by Richard Alton, the Secretary General and Fennie Chan, the Administrator.

The ICAI President opened the meeting with his greetings to Denver and the Western Rockies of the United States.

The Secretary General presented his report of global activities and status of current member organisations. This included reports on prospective new aspiring members in Colombia, South Africa, Sri Lanka, Zimbabwe, Costa Rica, Nicaragua and Chile. He emphasised the task of implementing from the last General Assembly in 1998 and gave an overall report on the Year 2000 Conference. Civicus and the Inter-American Foundation have agreed to be global sponsors.



The Administrator presented the financial report for the last full year, 1998, as well as the budget for the year 1999. These reports were approved by the officers. The ICAI Book loan of \$30000 from ICA USA Cap Fund to publish *Beyond Prince and Merchant* has \$16,000 paid back with another \$7000 to be paid back in the next month leaving a balance of \$7,000. The endowment has loaned to the ICA USA \$20,000 to help launch the Yr. 2000 Global Conference, the Millennium Connection.

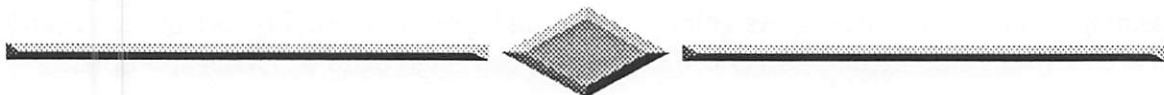
Each officer gave a report of ICA activities on their continents with highlights of victories, breakthroughs, learnings and challenges from each statutory ICA.

Six new aspiring ICA countries were identified. Chile (who has been dormant lately), Colombia, Nicaragua, South Africa, Sri Lanka and Costa Rica. A letter from Colombia was presented asking for permission to initiate an ICA. The committees agreed to encourage this initiative with a request to attend the Phoenix training programme. Don Elliott, President of the ICAI and Dick Alton, ICAI Secretary General will be visiting all ICAs in Latin America in July of this year including Colombia to promote the Conference and support ICAs. The committees also discussed a similar trip in Africa/Middle East the later part of 1999.

ICA USA hosted a reception for the committee and board of directors at the close of the first day. The second day was spent with the ICA USA board reviewing the University of Denver, the site of the Yr. 2000 Conference and working in task force on conference financial management, conference management, marketing, stream action planning and substantantive global participation.

The committees began to review the decisions made at the ICAI General Assembly and how they would facilitate the implementation of them. Wrote ICA USA about being one statutory member. Recommended the Executive Committee General Assembly build a two year timeline of implementation. Welcomed ICA Canada's initiative to expand the dialogue as a long term process and invite the continent to select additional self-financing representatives to attend the next ICAI Executive Committee in Brussels, March 3 - 5, 2000.

The meeting was adjourned at 1300 on Sunday 7th February, 1999.





Chinese New Year - view from Hong Kong

The following was written by David Bottomley, the former Chairman of ICA Hong Kong and one of the residents of Woodside in Hong Kong.

Gung Hei Fat Choy!
(Cantonese)

Gong Xi Fa Zai!
(Mandarin)

Dear Kitchen God,

I have transgressed! I may only hope that knowing my heart is contrite, you will forgive these errors when you report my year's conduct to the presiding Deity.

I confess that yesterday, on the eve of the Spring Festival, I failed to have my hair cut and this morning, I used a cutting object to shave.

In the hope that I may redeem myself in your eyes, I promise to increase your supply of wine and sticky toffee in 1999.

This New Year's Morning, February 16, 1999, is indeed a pleasant, mild Hong Kong spring day. Outside my study window, a young cottonwood tree is bursting with scarlet blossoms. A flock of small, crested bulbuls is twitteringly appreciating the nectar.

I was not awake this morning at 7.0 am, the time a large, white crested cockatoo usually arrives to sit on the top of the tree and say a rowdy greeting to the early rays of the sun. And it is rowdy bird! In Australian bush I have been unable to speak over the sound of two of our sulphur crested cockatoos quietly talking in one tree. A mob of twenty or thirty close off all other sound over half a square mile when they hold a conversation around a billabong... But the noisiest bird I know is the peacock, whose morning or evening braying is like a donkey's.

This year the Spring Festival holidays very conveniently fall on Tuesday, Wednesday and Thursday providing great encouragement for many to use leave days to take off the whole week. My colleagues in China add





on their annual leave and their office, like many others, is closed until March 1.

This is truly a great spring festival, associated with many re-creational customs and activities.

Its key religious aspect is that it is a time to cleanse the mind of ill-thoughts to other people and, reminiscent of that Unitarian adage my father used to quote: "One God, no Devil and twenty shillings in the pound", it is also a time to pay off your debts. Surely the origin of the bonus month's pay that was the common habit here, until this year!

It is also a time of physical and personal cleansing.

Before the Festival people clean their homes, buy new clothes, especially shoes, re-paint their front door or gate and have their hair cut.

Ten days ago, or so, they took down the Kitchen God and passed him back to the spirit world through the doorway of light and flame. He may be a figure or a paper picture that hangs in the kitchen but he performs an important task. The Kitchen God's duty is to report to the Gods that be on the

family behaviour over the preceding twelve months. As in areas of life, there may be corruption in the spirit world. In addition to prayerful offerings Kitchen God may be offered alcohol so that, tipsy, he may be unable to report conscientiously on family behaviour, or he may be given sticky toffee so he has difficulty in opening his mouth! O! The wickedness of the world.

Having purified self and spirit, on New Year's Eve, the family gather at the home of the eldest for a communal meal. Women members may have been cooking several weeks for this event.

You have decorated your home with cut flowers. Yellow and brown chrysanthemums are popular, but all kinds of spring and autumn flowers may be seen. Jonquil bulbs in flower are common, branches of pussy willow and pink prunus hung with lucky red cards decorate the corners. Outside you have a small mandarin or kumquat tree, thickly brilliant with golden fruit.

At midnight, children may be given their red envelopes with laisee, lucky money. The family may also have given red envelopes to the

watchmen who guard the entrance to their block of flats, and to tradesmen. Now, it's the family's turn, especially the children.

On this first day of New Year you should start with a vegetarian breakfast. You should not use a knife or scissors in case you cut into your good luck, which is accruing this day.

Today, is a visiting day. Strictly in order of seniority, you visit family members older than yourself; younger members visit you. You take gifts. Brandy is popular. Baskets of chocolates, nuts, dried fruit are typical. (I work for Californian raisin and pistachio growers. They sell a huge percentage of their imports in the weeks before New Year)

Tomorrow, the family visiting will continue. On the third day, like God creating the world (things happen faster in Hong Kong) the parents rest, worn out by their familial visits. The young people head off for picnics and BBQ's, and the country parks come alive with their games and chatter.

On Friday, work starts again in Hong Kong, on the fourth day of the Year of the Rabbit.



A LETTER FROM ICA CHILE

Santiago, January 25, 1999

Dear Mr Alton,

It has been a wonderful privilege to work with ICA these last two years, we have grown as people, we have developed a small enterprise, and every time we think of the experience of participation, we think this is the way the future looks like in this part of the world. Although we are just beginning and people are interested, specially teachers with the educational reform. We hope to grow the following year, that we will have more facilitators. We now believe we are able to belong to ICAI, if that is possible.

We had a difficult time to begin in our country, but every year we are progressing. Last year we were able to give 10 "In House" GFM courses in different schools in Santiago. All the GFM courses are facilitated mainly with Eduard Christensen, Ana Maria Christensen and myself and we were trained in ITOPTOT in Phoenix. We are very proud to tell you that we have trained 543 people, mainly teachers. And we will send you a list with the scale of evaluation of each course, through the mail.

This year in the International aspect we did the GFM course in Quito to the "Primer Encuentro Latino Americano de Facilitadores" to 44 people of different professions and belonging to 9 different countries here in Latin America. And also Eduardo Christensen went to Bolivia at the end of this year to help Jesusa Aburto facilitate a course in Tarija, a course organised by the University of Toronto.

We also had the possibility of doing a Participatory Strategic Plan with an International Group, in Arica, in the North of Chile, with our colleague Javier Salinas, who organised it. It was a group of people interested in development of the Aymara Indians from a NGO and a University of each country from Argentina, Peru, Bolivia, and Chile. It was a wonderful experience, and they started working together. The organisation is the "Cosorcio Sur Andino" which is backed by the Kellog Foundation. It was the most interesting experience. Javier Salinas is now in a Scholarship in Costa Rica, and I hope he will be able to organise something with ICA in that country. He will be there only for a year and a half more.

So this year we have started our International work, and for this reason we are asking you for the possibility of belonging as ICA CHILE to ICAI. If that is possible please send the forms, and tell us what to do to comply with rules if ICAI.

Hoping to hear from you soon, we send you our best regards,

Ana Mari Urrutia
Director
ICA Chile



Top Training in Uganda, *"the Pearl of Africa"*



I spent two weeks in Uganda in December, 1998, working with one of our newest ICA's. Charles Wabwire and I conducted a week long ToP seminar for 25 participants from NGO's all over Uganda. We led the 2 day Group Facilitation Methods course on Friday and Saturday, followed by a break on Sunday. Monday and Tuesday we taught the Participatory Strategic Planning course, followed by an Applications day on Wednesday. It was a profoundly moving week as we shared ToP methods with a group of people working in the non-profit sector in Uganda, people hungry for methods to effect real change. People working with young people in Aids prevention programs, working with villagers to encourage sustainable farming, working with women to improve health conditions, working to address issues of poverty in rural and urban areas.

We held the training at a retreat centre in a convent outside the capitol city of Kampala. It was a simple but welcoming atmosphere. People arrived strangers and left a week later, a community, having shared their hopes and dreams, laughter, stories, concerns and fears. They left, as one participant shared in our last reflection, with "a fishing rod instead of the fish." They left with hope and enthusiasm.

It was an amazing experience for me, to be able to teach ToP in another country, with an incredibly diverse group of people. They came from different tribes, with different languages, different cultures, different values, different concerns. Even though they all spoke fluent English, the heavy Uganda accent, beautiful as it is, was sometimes very challenging to understand, especially when people got excited and ideas were flowing! And of course my strange accent was sometimes equally difficult for them.

I have never laughed so much during training. The Ugandan people have a delightful sense of humour, and can create fun anywhere. And all this while dealing with awesomely challenging situations and concerns. We discussed issues such as conflict in families with multiple wives, dealing with differing cultural beliefs such as the circumcision of women, and the need to address the roots of poverty by beginning with your own families.

In addition, I led a one day Strategic Planning event for ICA Uganda. We were a small group, Charles and the staff, including Salome who manages the office, Henry and Harriet, ToP trainers-in-training, and the board members who could make it, Richard Kirya, Earnest and Simon. ICA Uganda had been operating for more than a year, getting its feet on the ground, but hadn't done a Strategic Plan for itself. So we had a full day creating a Vision, addressing Contradictions and building the Strategic Directions. They were pleased with their work and felt they had created a plan that pulled together their shared hopes, concerns and values, one that could guide them in the next few years as they build ICA

Uganda. I left them to follow up with the Implementation plan.

I was hosted most graciously by Charles and ICA Uganda. I was welcomed at a dinner at the University with the members of the ICA Board and Council. We had a delightful evening of African food, laughter and stories (and I had to attend this lovely event in the clothes I had left home in since my luggage arrived a few days after I did!). Charles, his daughter Connie and friend Sylvia, Harriet and her son Charles, Salome and I spent a day visiting Jinja, where the source of the Nile River flows out of Lake Victoria. We also visited with some of Charles' family in a small village on the road back to Kampala. Richard Kirya and his family invited me to attend a traditional Ugandan introduction ceremony. I was given an African name, dressed in traditional African dress and adopted by the groom's clan for the day. I carried baskets of fruit on my head as part of the ceremony of bringing gifts from the groom's family to the bride's. When I knelt with the other women of the family in deference to the elders, it seemed I earned a stamp of approval!

It was a rich experience and one I hope other ToP trainers will share. Each time I have the opportunity to work with other trainers, I learn so much! Working in a different culture has really deepened and enriched my understanding of the power of ToP methods. It has increased my appreciation of both the universality of human process and the awesome differences which we bring to that process, differences that can enrich all of us when we welcome and embrace them.

Kathleen A. Joyce
ICA Phoenix



HIMALAYA

Summarised by Dick Seacord

Quarterly Newsletter of Institute of Cultural Affairs - Nepal

Editorial

♣ ICA Nepal: NGO With a different Vision

After the restoration of Democracy in 1990, the Government of Nepal has promulgated flexible rules and regulations to register various NGOs to assist on Nepal's development efforts. It is estimated that altogether 27,000 NGOs have been so far registered throughout Nepal. However the authentic record about their status and capacity is not known. In 1996 IUCN - Nepal has assessed 63 NGOs serving environmental conservation at various capacities in Nepal. On one hand, some of these NGOs are very instrumental in solving various social and environmental problems of Nepal. On the other hand, many of these are passive and are operated as 'suitcase NGO'.

It has been realised from the Government and INGO sector that local NGOs are instrumental to run various programs at the districts and village levels. Many INGOs are implementing their activities through NGOs to disseminate their programs in the wider area of the country. In the context of Nepal it has been proven that NGOs can play a vital role in national development. NGO can act as a catalyst between donor agencies and beneficiaries at the grassroots level. They also act as a

pressure group and advocating of new ideas.

Based on various activities of NGOs in Nepal, it has been noted that NGOs are mostly involved in the following programs:

1. *Awareness on Environment, Health and Sanitation and Social Justice.*
2. *Capacity Development of Local People (education, training and awareness).*
3. *Micro-enterprise for Income Generation.*
4. *Environmental Conservation.*
5. *Women Development.*
6. *Community Development.*
7. *Poverty Alleviation, and*
8. *Research on Social and Environmental Aspects.*

Since its inception, ICA Nepal is launching several activities in the field of community development, research and training in many parts of Nepal. ICA Nepal aims to introduce the philosophy of ICA around the world in Nepalese context. To realise its aim, ICA Nepal organised series of training and has already launched community development activities. In this brief period, ICA Nepal has gained many friends from Nepal and abroad. ICA Nepal aims to be an NGO with a different vision. It aims to collaborate with other NGOs so that the goal of national development could be achieved together.

Project Reports

♣ Minorities welcome ICA

ICA has launched a community development project in

Haldibari Village Development Committee of Jhapa district. The project is targeted for Satar community, which is in an endangered state. The population of this community which is around 20 thousands in Nepal is decreasing for the last few years. Traditionally, this community has been living in or near forest, along with the loss of forest the group is experiencing a state of threat.

Realising the importance of an integrated project, ICA Nepal has undertaken a project including adult literacy, drinking water facilities, income generation and micro credit.

♣ Local Women Push ICA to Start Adult Literacy Class

Rural women belonging to minority Satar community in Haldibari VDC of Jhapa district approached ICA Nepal to launch adult education activity in the area. ICA Nepal later started evening classes at two different sites in the area for them. "There is a big response for literacy. People now know that without education, there is no chance of improved living", says Urmila Kisku, the teacher who also belong to the same community. She is the only woman with college education belonging to that community in that area. The classes are operated at two sites in evening every day. The course will be continued for a period of six months making the people able to read, write and calculate. Rabobank Foundation Supports Credit and Savings Project at Parbat District. ICA Nepal has



launched a credit and savings project at five different VDCs of Parbat district. Rabobank Foundation of the Netherlands has agreed to support the project for a period of two years. Parbat District Development Committee has already agreed to provide 25 percent of the total budget as matching fund. During the project period more than 300 families belonging to scheduled caste will be enabled to carry on income generating activities through small funding. ICA Nepal will organise a series of community empowerment workshops enabling them to participate fully in the development of the area.

ICA Nepal has already established a branch office at the headquarters of the district. Local people belonging to the schedule caste will be recruited as project staff. Caritas Nepal has shown interest on providing training to one of the senior level staff of the project.

Training & Workshops

♣ NGOs in Tanahun Appreciate Group Facilitation Methods

A training course on GFM was organised at Byas Municipality in Tanahun district from Dec. 4 to 5, 1998. The course was attended by 25 participants, representing various organisations in the district. "GFM is extremely useful to diagnose the social problems and to propose the appropriate solution" remarks Anuj Sharma, the participant who is also the chairman of Environment Conservation Campaign in Tanahun district. The course was facilitated by Bindu Regmi, Rosly Pokharel and Hari Saran Pudasaini.

The participants also underlined the need of strategic plan for the environmental management in the area.

♣ GFM in Dhankuta

A training on Group Facilitation Method was organised from 4 to 5 December in Dhankuta, east of Nepal. It was hosted by a local confederation of NGOs called Participatory Analysis of Need and Development (PANDA). Rastriya Banijya Bank (National Commercial Bank) of Dhankuta sponsored the local cost of the programme. The course was attended by governmental and nongovernmental officials including that of District Forest Office, District Development Committee, Nepal UK Community Forestry Project etc. The course was facilitated by Atma Ram Upadhaya, Uttam Uprety and Pradip Timsina. Altogether 16 participants took part in this course.

♣ ICA Organised Community Empowerment Workshops

ICA Nepal organised a two day workshop on community empowerment at Haldibari VDC of Jhapa district from Nov. 5-6, 1998. The workshop was attended by 14 people belonging to the Satar community. Satar is minority caste which has been in turmoil of existence. A community development plan was prepared as an output of the workshop. Local people have shown their concern to implement the plan by mobilising local and external resources.

♣ ICA Nepal organises five days training in Facilitation Skills

At the moment, ICA Nepal is advertising for a five days training in Facilitation skills for a maximum of 20 participants. The course will be organised from Jan. 13 to 17, 1999. A nominal fee is charged to the participants which will be used in organising courses at rural levels.

♣ GFM for Community Forestry Leaders

A training on GFM was organised in Dhading on January 1-2, 1999. The training was jointly organised by Institute of Cultural Affairs, Nepal and Forest and Environment Conservation Society. The training was participated by 27 persons including 12 women. Participants conducted workshop on "how to make the community forest user group more effective?" and action plan was made on "Handover of Khalte Forest to the Forest User Group'.

Mr. Uttam Uprety and Gopi Krishna Khanal of ICA Nepal were the resource persons in the training programme.

Visits

♣ ICA Nepal attends the Voluntary Training Programme in the Netherlands

Mr. Tatwa P. Timsina from ICA Nepal presented a talk on 'Voluntarism in Third World Countries with special reference to Nepal' to a gathering of about 40 prospective volunteers organised by ICA the Netherlands in September 1998. He emphasised the importance of voluntarism in the development of so-called third world countries including Nepal. He reiterated that ICA methods could be applied for the



development of any country. After his presentation, participants asked him a number of questions about scope and constraints of voluntarism and development in the third world.

♣ ICA Nepal Team Visit ICA India

A five membered ICA Nepal Team visited ICA India from Nov. 4 to 12, 1998. The team also attended a training programme on GFM organised by Institute of Cultural Affairs India in its Environmental Education Training Centre at Panvel from Nov. 10-12, 1998. The course was facilitated by Judy Gilles, Shankar Jadhav and Mukesh Taksande. The team comprised Uttam Uprety, Pradip Timsina, Atma Ram Upadhaya, Bindu Regmi and Rosly Pokharel from ICA Nepal.

Mrs. Judy Gilles welcomed the participants in Mumbai at the ICA India office and explained about the various activities of ICA India for the last two decades. Prior to the training course, a field trip to Malegaon was organised where ICA India is undertaking human development project. The team enquired about the impact of the project asking local people. The excursion provided the group first hand knowledge about the community development challenges and successes of the project. The team also visited Inglun, Parithewadi, Ansute, Mankuli, Kune, Malegaon Kd, Pimpri and Talpewadi. The team was accompanied by Mukesh Taksande of ICA Pune.

The ICA Nepal team also had a series of meetings with the members of ICA India in Pune and Mumbai. It was realised that ICA India with its many years of

experience could help ICA Nepal in strengthening ToP courses in Nepal. "We have a lot of commonality and prospects for the joint programmes" remarked Atma Ram Upadhaya, member of ICA Nepal. The team discussed on the prospects of joint programs between ICA India and ICA Nepal.

♣ VSO Volunteers Joining ICA Nepal

Two VSO volunteers from the Netherlands are joining ICA Nepal for a period of two years. Rik van Keulen and Silvie Walraven, long time members of ICA the Netherlands, will be arriving in Nepal in February. Both are graduated in Sociology and Extension Science and have already worked as volunteers in Kenya for a year. They will help ICA Nepal to strengthen its training wing and fund raising capacity for the various community development projects that the ICA Nepal is planning to implement. They will be stationed at Parbat and Tanahun respectively.

ICA Nepal is eager to welcome them on 9th of February at the Tribhuvan International Airport, Kathmandu.

Research

♣ Urban Problems: The Cause and Effect

ICA Nepal has been undertaking a research work on 'urban environmental problems: causes and impacts' in Kathmandu, the capital of Nepal. The work is jointly undertaken with Nepal Forum of Environmental Journalists, one of the leading environmental NGOs in Nepal. The preliminary result has shown that the environment of Kathmandu

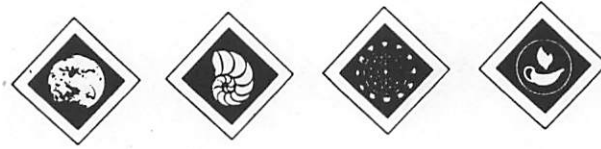
is deteriorating immensely for the last few years. The research includes an extensive survey of 400 questionnaires which were distributed to residents of all 35 wards and 50 experts in the field. ICA Nepal intends to launch a community development project in improving the living environment of squatter settlement area in Kathmandu valley. Meanwhile, Chairman and members of ICA Nepal were invited by Nepal Television to participate a discussion on urban environmental management, which was later telecast by NTV.

♣ Dhading: Study on the Role of Women

A team of three ICA Nepal members recently visited Murali Bhanjyang and Nilkantha Village Development Committees of Dhading district. The team studied the state of women in the area. It was found that the women in these VDCs are in a state of threat and seriously need income generating opportunities. ICA Nepal is planning to undertake skill development training for local women so that they can become self-sustaining.

♣ Simplifying ToP in Nepal

ToP courses have been getting enormous response from various parts of Nepal. However, ICA Nepal has realised that the process needs to be simplified in order to make it popular among uneducated and illiterate mass which abounds in Nepal. ICA Nepal has been undertaking research works on improving the process to make it relevant to rural context.



ICA ZAMBIA CELEBRATES THE TWENTIETH ANNIVERSARY

It was a wonderful moment on Saturday 7th November, 1998 when ICA Zambia celebrated its twentieth anniversary. Under normal circumstances, this time of year in Zambia, there are heavy down pours of rains. But on this day, it was bright and sunny day. It did not come as a surprise therefore that many people came to witness the ceremony. Many people from the Kapini catchment area who have been beneficiaries of the services which ICAZ provides were there to witness the occasion. And the project partners in other areas were not to be left out. They also travelled to the birth place of ICA to share the joy and experiences with staff stakeholders. In the final analysis, there were many more people who came for the celebrations such that the hall where the celebrations was taking place was too small to accommodate all the people. This meant that some people had to stand outside - thanks to the conducive weather.

Among the notable people who attended the celebrations were the Deputy minister of Lands who is also the area member of parliament an Her Royal Highness Chieftainess Mungule who presides over the Kapini area. There were also about ten headmen from the area who attended the ceremony. Also at the ceremony were local NGO friends from Lusaka,

representatives from JICA, Economic Expansion in Outlying Areas, Nexus Business Consultants, and Zambia council for Social Development which is one of the umbrella bodies of the NGOs in Zambia as well as members of the press.

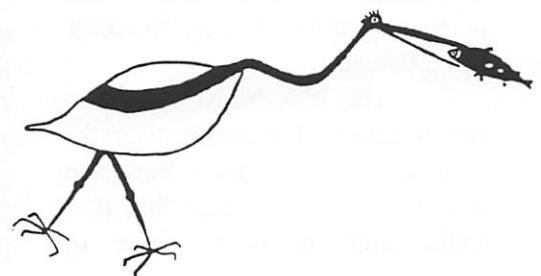
On the eve of this epic day, the members of staff spent the whole day at the Kapini residential centre cooking, frying and baking food stuffs for the celebration. On this night before, some staff were also engaged in drinking orgies. The following morning, the final preparations at the training centre hall continued. Wall to Wall decorations were put up in the room as well as beautiful flowers.

To give the guests an insight of the ICAZ background and activities, there was the wall of wonder with photo stories depicting some of the landmark events of its service to the rural farmers. There were also various displays from the Women and Youth groups working with ICA. There was also a video about some of the projects being implemented by ICA Zambia and chronicles its growth and the learning processes.

The highlights of the ceremony included Zambian traditional dances, poems, music drama performances and speeches. The dancing troupe from the Chieftainess' palace and Kapini Women's group performed at the

ceremony. There were also poems recognising ICAZ's contribution to grassroots development which were given by the pre-school and primary school children whose schools were built with the assistance of ICA. The youth groups entertained the guests with some plays while students from the Evelyn Home College choir sang both religious and traditional songs to spice the show. Three major speeches were delivered including that of the guest of honour, the ICA Zambia board president and the area chieftainess. ICA Zambia hopes to document this historic moment in the very near future.

We wish to thank all the people who gave us all the encouragement and support during and before the ceremony. We specially thank Mr. Dick and Joan Seacord, Mr. Ray and Sheryl Caruso and Joseph and Anne Slicker for the financial support. We also wish to convey our gratitude to local firms, Twikatane Farm Products and Honda Farms Limited for their contributions towards the celebration.





Member's Profile: Luz Rios Silverio, ICA Peru

My name is Luz Rios Silverio.

I was born in Ocos, Ancash which is a beautiful and small town in the Northern part of Peru. Ancash as a department has a long history for having their women with strong will, good behaviour and hard working.

I didn't live very long in Ocos. My mother came to Lima when I was only fifteen days old and I grew up in this big city, the capital of Peru, which is Lima.

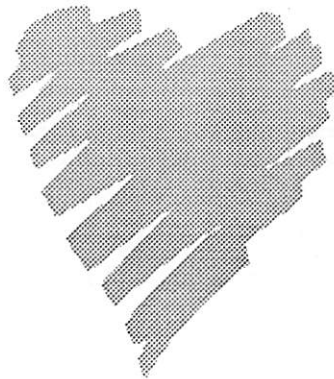
I studied in a few schools, my elementary school and a high school in Magdalena in a public school. I was very happy in those days of my adolescent years. Then I studied for 2 years in the nursing school that the Ministry of Health has.

As soon as I finished nursing school I started to work in a rural area, I won a contest for this job was not considered professional yet because I needed one year's practice. I was alone working but every two weeks three professionals evaluated my work: a nurse, a medical doctor and an obstetrician.

After I was working for seven years in Cañete's hospital I met ICA's personnel in one of their activities.

I really liked what they were doing because I was already working for communities. I continued to be in touch with them, for 3 years and learned more. The global perspective of ICA gave me some answers for my questions because ICA's goals are directed to educate the whole person and not only take care of the health which is an important factor.

In 1985 I started to work as a staff person hired by Judith Hamje. My first work was to teach in one hundred and ten (110) popular dining places



(community kitchens) through a series of 3 workshops on the basics and practical elements of health and practical nutrition.

Since then I am working for my own community which is VES (Villa El Salvador) in various community projects such as:

- An integral programme to take care of one hundred and five (105) children, from

6 to 12 years old who were in need of health and improved nutrition. All of them were either abandoned children, or those who were working in the streets.

- Another project was to teach to 65 women who were the mothers of children in need, how to take care of themselves, how to take care of their children and enough skills to be able to generate their income.

About my future... I need to say with strong spiritual conviction that my future is in God's hands. My best wish is to become a field worker for ICA. To do that I would like to have a small office in VES affiliated to ICA:Peru and ICAI in Brussels. Why do I want that?

Because VES was 370000 people and only travelling takes a lot of time and energies which is less time to serve the needs of my people.

The first thing I already have for this project is all the contacts that I already made in VES and in Lima. I believe I will have a lot of collaboration and help in this project.

This is my small vision for a near future.

JCA Events from around the world

Where	Event	When	Reference
Phoenix	International ToP Training of Trainers (ITOPTOT)	April 30 - June 6	ICA USA
Latin America	ICAI visit to Latin American ICAs	July	ICAI
Phoenix	Yr.2000 Conference - Stream co-ordinators meeting	August 5 - 7	ICA USA
Brussels	ICAI Executive Committee Meeting	March 3 - 5 , 2000	ICAI
Denver	The Millennium connection	July 30 - August 5, 2000	ICAI & ICA USA

The Network Exchange

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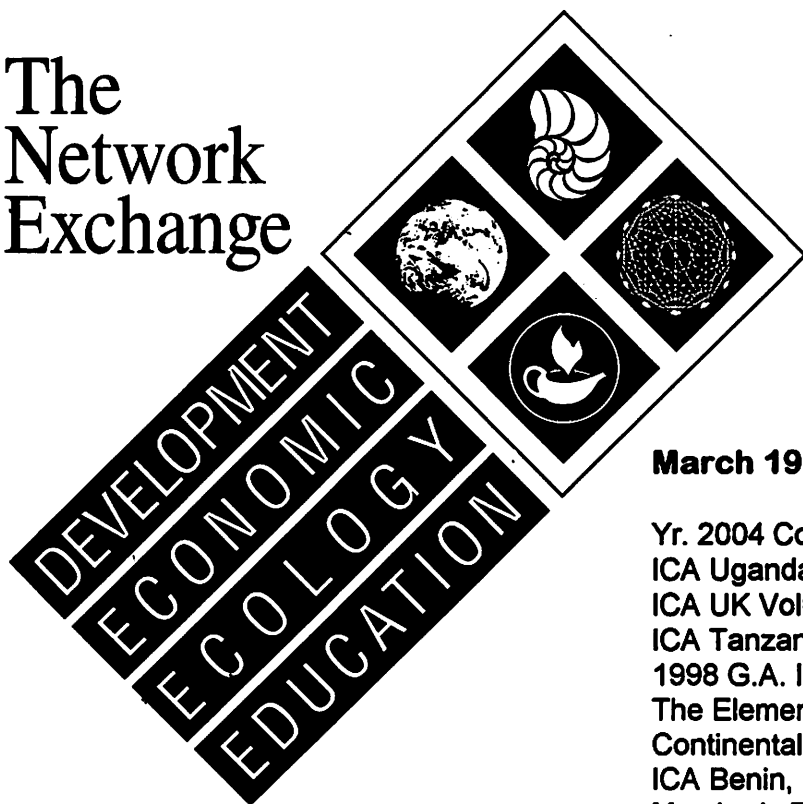
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The Network Exchange



March 1999

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ICA Guatemala agrees to host the Year 2004 ICAI Global Conference

Translated by Ana Maria Almeida

We received the following email message from Mr Roberto Betancourt, the President of ICA Guatemala.

Dear friends,

It is an honour for ICA Guatemala to have been considered a place to realise a global conference in the year 2004. The ICA Guatemala board had been evaluating the opportunities and risks that might be involved and concluded that it would be a very good opportunity for our organisation.

Guatemala is a country with the best conditions for this kind of event: people coming to the conference would have an opportunity to visit a historical Maya Civilisation and *Ruinas de Tikal*.

Our country offers a very nice contrast between Indigenous culture and the Occidental World. There are some of the best

5-star hotels as well as some small cheap hotels within the same area.

In the year 2004, we are sure that the atmosphere will be the most appropriate since a new President will take office in January, so the political and economic situation will be calm.

Our worry about the Global Conference is only that we do not have the experience in this kind of events. However, we are sure we will get some help and everything will be fine.

I heard from Joaquina that ICAI are planning to visit Guatemala in June which will be a great opportunity for us to talk with you about how we can organise the conference.

**Mr Roberto Betancourt
President of ICA Guatemala**



ICA Uganda, 1999 Report

STRATEGIES

CARRY OUT TRAINING IN SELECTED ORGANISATIONS:

I have just returned from visiting the 10 selected new organisations and discussed possible schedules and other training needs. Although this training will be part financed by MISEREOR as planned, almost all of the organisations selected have indicated inability to raise the remaining funds. I am planning to write some proposals to try and raise these funds elsewhere.

Soroti Diocese is still interested in ICA training. However we have to wait until they have finished an organisational evaluation which is being done by another organisation before a training schedule is developed. In the meantime we have submitted a proposal to them to help develop a development programme for Katakwi District, for which they are sourcing funds themselves.

A second Diocese, Luwero Diocese, is interested in ICA partnership. The Bishop is a dynamic development oriented man who sent two participants to the last workshop we had and now wants ICA to do similar training in his Diocese.

It is a young Diocese without much funding yet and he has requested ICA to help him raise funding for this training.

ICA UGANDA STAFF CAPACITY BUILDING:

The two workshops facilitated by you and Kathleen have helped improve the facilitation capacity of my trainee staff on top of the training I have been giving them. I have received invitations for two people to attend the ITOPTOT 1999 in Phoenix (Henry and Richard). I am now trying to look for money for their transport. Two applications have so far yielded nothing.

Although ICA Uganda cannot yet afford a volunteer, I have been blessed with ICA volunteers working in Uganda, namely, Judith Grootscholte, Inge van Steekelenburg, Rene ten Holder and Irene Wandaars (Irene had to go back to Holland due to ill health). This has helped boost the number of people trained in ICA methods whose participation I can count on. During this year I will encourage other partner organisations which can keep a volunteer to apply for them.

FUND-RAISING:

This is obviously going to be a major preoccupation of

ICA Uganda this year. We need funds to support the office and funds to support our programmes. We shall definitely be sending out many proposals this year and I will welcome any suggestions in this area. You might sound out MISEREOR to see what other areas they might consider funding. I suggest a training programme in the Diocese of Luwero.

I have started approaching some local organisations which may fund ICA activities. Although I have not met much success yet, there is some hope that some of them like British Council may fund training for the NGOs they support. I am still working on it.

As soon as I can fund the printing costs for my brochure I hope to advertise some scheduled training every quarter, probably beginning in the third quarter. This will depend on how heavily involved we are in other programmes. With the size of staff I have now I may not be able to do everything I wish.

We are planning to offer consultation services to organisations as a means of raising funds.

Charles Wabwire



ICA (UK) VOLUNTEER SERVICE PROGRAMME 1999

The Volunteer Service Programme of the Institute of Cultural Affairs (ICA) is a highly participatory programme for all those interested in volunteering overseas.

It offers short courses for the orientation, training and preparation of volunteers, and a small number of placements each year, with local development organisations world-wide, on projects that emphasise community participation and self-help initiative.

The programme has trained and placed over 250 UK volunteers since 1981. It is now run in the UK and the Netherlands by a network of returned volunteers.

WHO ARE ICA VOLUNTEERS?

ICA volunteers generally join the programme because they are keen to broaden and develop their skills and life experience, and contribute what they can to create a better world.

Their particular skills, experience and interests vary widely - and their ages vary from 21 to 65 years and over - but many are recent university graduates, often of development - related disciplines.

Generally, ICA volunteers are seeking an in-depth experience of day-to-day life in another culture, as well as first-hand experience of the development process in action. They approach their placement as a 'development learner', and are keen to live under local conditions and work as members of a team, on an equal basis with local staff.

THE VOLUNTEER ORIENTATION AND TRAINING

The VOLUNTEER ORIENTATION WEEKEND (VOW) is a varied programme of workshops and individual reflection. It allows participants to clarify their own motives for volunteering and look at some of the problems they could face as a volunteer in another culture.

The VOW is designed to be challenging but non-confrontational, to allow participants to benefit from a group environment and to have time to reflect on their own personal situation. The returned-volunteer facilitators share their own experiences, and try to answer any questions participants may have about volunteering. In 1999, VOWs will be held in April, June and July.

Prospective volunteers are then guided through a process of preparation and training to equip themselves with some necessary skills for effective participation in community-based development work overseas. This process involves a two-part Volunteer Foundation Course - comprised in 1999 of nine days in August and three days in September.

The VOLUNTEER FOUNDATION COURSE (VFC) introduces and explores a wide range of practical issues surrounding volunteering and development - such as personal funding, staying healthy in a tropical environment and the difficulties of working and building effective team relationships in a multi-cultural context.



The course also introduces some project skills of practical use to the volunteer, including the effective application of practical group skills and proven participatory methods, in particular ICA's own Technology of Participation.

The course also allows for guidance and assistance in selecting and securing an appropriate overseas placement, in the light of each individual participant's own personal support needs. Participants are also encouraged to develop an informal network among themselves, to assist and support each other before, during and after their placements.

HOW ARE VOLUNTEERS PLACED?

In August, after confirming their participation in the programme, prospective volunteers are given detailed information on the placements currently available. Then, with ICA:UK support and guidance, they correspond directly with ICA:UK's overseas partners, and do their own research to arrange a suitable placement starting in October or thereafter.

Host organisations are required to provide accommodation and if possible a modest living allowance, in addition to meeting the volunteers' work-related expenses. Volunteers are responsible for meeting the expenses of all their pre-departure training and preparation, including their travel and insurance, and incidental expenses overseas.

Host organisation are also required to provide an advance indication of the volunteers' tasks and responsibilities - and an appropriate introduction programme for the volunteer on arrival. Volunteers are asked to commit to a minimum period of 9 months to their placement. Detailed arrangements for the volunteer's placement are agreed by correspondence between the volunteer and the host organisation, with assistance from ICA:UK as appropriate.

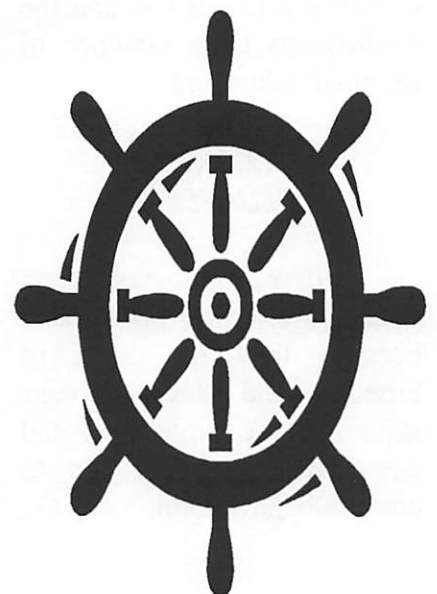
WHAT ARE THE BENEFITS TO THE HOST ORGANISATION?

International volunteers can bring freshness and a new energy to a project, as well as a valuable alternative cultural perspective and life experience, and an extra pair of hands!

They also bring practical training in the application of participatory methods in development, and often other practical skills of benefit to the project - such as languages, experience of marketing and fund-raising, office administration or the use of computers; and sometimes sector-specific skills in, for example, agriculture, small business, health or education.

FOR MORE INFORMATION:

please contact -
Martin Gilbraith, ICA
19 Lansdowne House
Manchester M20 6UJ, UK
tel/fax: +44 161 448 2497
email: icauk@gn.apc.org
website:
<http://www.icaworld.org>





ICA Tanzania, 1999 Report

After the General Assembly we identified four ToP methods trainees. ICA Tanzania organised the first GFM demonstration for ICA Tanzania Trainees and Moshi Co-operative College women in Development Department. This was done between 14 - 15/09/1998 and 12 people attended this session.

ICA Tanzania organised a PSP demonstration for the same GFM Participants between 5 - 5/10/98.

Between 9-11/11/98 ICA Tanzania was invited by KIFUMWA (a Community Based Organisation) in Pare Mountains to facilitate a PSP event on how to increase funds for income generating activities for their members.

At the request of Longoi village Management in Hai district, Kilimanjaro Region, two ICA Staff visited this village on 12th October, 1998. This village lies on the leeward side of Mt. Kilimanjaro, it is semiarid with a primary school building which will fall into pieces anytime, it has no safe drinking water and they have one road passable only during the dry season.

After this visit ICA Tanzania organised a 3 days PSP event for 40 participants. The participants represented the

seven sub-locations of the village. After this process together we decided to deal with 3 strategies. These are:

- 1) To rebuild the primary school, the villagers are working out on how to raise funds for the foundation as a local contribution, they are ready to provide unskilled labour, fetch water and other related activities. We have sent a proposal to ICA NL for fund-raising to help them rebuild this school.
- 2) Start a Gender and Resource Management Programme. This will include planting trees along the river catchment, in open spaces and around their homestead. A proposal for this programme has been submitted to the District Commissioner for endorsement and will be submitted to UNDP, through the vice Presidents office. This proposal includes drilling of the borehole because this village has no safe drinking water and records the highest number of patients with water borne diseases.
- 3) Train women on how to form economic Groups, how to start and manage small business and finally form a saving and credit fund. We are looking into a possibility of raising funds for this activity.

On 27th November, 1998 Dr. Gunther Thie, from Misereor visited ICA Tanzania. We talked a lot about development efforts in Tanzania and the future plans for ICA Tanzania. We also discussed about the proposal we submitted to Misereor.

Since late November 1998, we have been liaising with the Moshi District Management on how we can turn the Onana Beekeeping group into a Demonstration Centre. Unemployed rural youths and young single mothers could be trained in stingless beekeeping. This an untapped field but future promising, we are looking into the possibility of working as partners with the District Management.

What we have learned is that, the methods are very much appreciated, in all cases especially with PSP, the participants get real amazed on the data they have produced.

The challenges we are facing are mainly two:

- 1) As we have not managed to raise substantial amount of money it is real difficult to run our planned programmes / activities.
- 2) The GFM and PSP manuals needs to be translated into Swahili language so that most of our target groups can understand them.

1998 GENERAL ASSEMBLY IMPLEMENTATION CHART

	1999				2000			
	I	II	III	IV	I	II	III	IV
Yearly Meeting					Future role of ICAI in new millennium			
Global Conferences	2004 - Guatemala letter		Visit Guatemala to confirm / discuss Conference		2008 Asia		Yr. 2000 Conference, Denver	
Global Network		ITP / ToP	Homepages / Internet	Staff interchange	2 per continent at Executive Committee Meeting	Inter - ICA consultation	Continental Meetings	Regional Meetings
Elections	One statutory per country	Amend statutes	National ICAs elect Board / Alternative: Staff / Board		Yearly Board Meetings		Board Meeting	
Finances	Seek ICAI dues from Associate Members	Recruit new local members	Conference revenues	Increase dues +\$200 = \$200	Newsletter appeal	Research	Benefits	Expand publications
Secretariat	Follow-up General Assembly			Update / strengthen Global Advisory Bd.				
New ICA Journey		Network Exchange on new ICAs	Publish journey chart	Publish ICA framework	Review new ICAs using journey chart			

The Institute of Cultural Affairs (UK) Volunteer Service Programme 1999

HOST ORGANISATION APPLICATION FORM

*Please complete one for each volunteer placement, and return to:
Martin Gilbraith, ICA, 19 Lansdowne House, Manchester M20 6UJ, UK
fax: +44 161 448 2497 - email: icauk@gn.apc.org*

ORGANISATION DETAILS

Organisation _____

Contact name _____

Position _____

Mailing address _____

city _____

province _____

country _____

Telephone _____

Fax _____

Email _____

SHORT DESCRIPTION OF THE ORGANISATION AND ITS ACTIVITIES

(please also send a brochure, annual report or similar)

Yes, my organisation is interested in hosting an international volunteer for a period of 9 months or more.

SKILLS, EXPERIENCE OR INTEREST SOUGHT

(please mark 'yes' as appropriate, not more than 3 or 4)

- ◆ fund-raising or marketing
- ◆ finance or accounting
- ◆ documentation, including report or proposal writing
- ◆ programme monitoring & evaluation
- ◆ programme & organisational administration, or development of administrative systems

Training staff or others in:

- ◆ English language skills
- ◆ computer skills
- ◆ facilitation skills
- ◆ other (please specify)

Sectoral programmes, such as

- ◆ primary health care
- ◆ environment
- ◆ non-formal or pre-school education
- ◆ agriculture or animal husbandry
- ◆ credit or micro-enterprise
- ◆ media & publications
- ◆ training or facilitation
- ◆ other (please specify)

JOB DESCRIPTION

(please outline the anticipated duties and responsibilities of the volunteer)

HOST ORGANISATION COMMITMENT

(please mark 'yes' to at least the first three)

- ◆ we commit to maintain full, open and prompt communications with ICA:UK, and with prospective and placed volunteers
- ◆ we commit to meet the placed volunteer's work-related expenses
- ◆ we commit to provide the placed volunteer with appropriate modest accommodation
- ◆ we can also commit to provide the placed volunteer with a modest monthly living allowance

Agreed, for the host organisation:

Name _____

Position _____

Date _____

Place _____

THE ELEMENTS OF AN ICA

Legal Organisation	Programme Activities	Physical Existence	Common Identity	Operational System	Global Affiliation	Committed Staff	Public Image	
Legal registration	Practise Participatory methods with staff and organisations	An office	Common logo ICA	Proposal writing	Paying dues	Leadership core	Advocacy of Participatory Civil Society	
		Bank account						
	Transparency & quality of operations	Physical address	Common materials	Sound financial management	Dues service	Competitive staff pay		
Institutional Development	Focus on Human Development	ICA Director as contact person	Core Values	Operations manual	Local, regional, continental, global interchange	Participatory style	Sales promotion	
	Integrated strategic planning	Programme materials, brochures, letterheads etc.	Statutory member ICAI	Clear reporting			Other ICA interchange	Public relations
							Staff appraisal process	Brochures, annual report & programme pieces
Responsive Organisation	Social change engagement	Stable communication - phone, fax, email	Use ToP & other ICA methods	Management policy & systems	Participating in ICA gatherings	New staff system	Client cultivation	
	Action research & interchange learnings						Employment options	Product sales



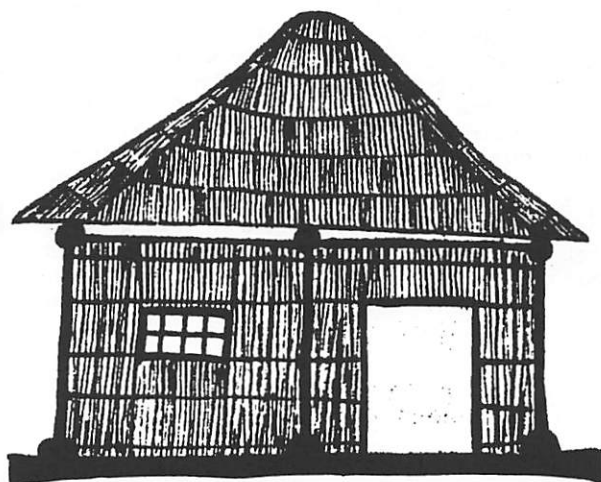
CONTINENTAL REPORT - AFRICA

We would like to give you a quick report on the Continental (Africa) report that was missing in the General Assembly document, 1998 .

AFRICA	
BENIN	<ul style="list-style-type: none"> ◆ Has registration ◆ Have a Board - 3 staff - all volunteers ◆ Working on 5 projects ◆ Participatory Training Programme ◆ Eco-Tourism project ◆ School building project ◆ Football promotion ◆ The Polytechnic of Amsterdam, Holland
COTE D'IVOIRE	<ul style="list-style-type: none"> ◆ 13 staff ◆ 3 offices in Brobo, Abidjan and Toumodi ◆ Agriculture improvement and Health Care Programmes <p>Challenge: English language to communicate easily with other ICAs and funding.</p>
GHANA	<ul style="list-style-type: none"> ◆ Registered in August 1997 ◆ A loan of US\$10,000 from ICAI to establish an office ◆ Printed GFM and PSP manuals with help of ICA West ◆ So far have managed to organise 3 GFM courses ◆ 14 staff on some salary not including the Executive Director. ◆ Organising a public course in October, 1998 ◆ Co-organising the UN Global Workshop on the International Underlying Causes of Deforestation ◆ Programme on schools infrastructure in Likpe Bakua
KENYA	<ul style="list-style-type: none"> ◆ 51 salaried staff ◆ With an annual budget of US\$500,000 ◆ Working in rural areas and slums of Nairobi ◆ 7 programmes: <ul style="list-style-type: none"> <input type="checkbox"/> Leadership Training & Development Programme (LTID) <input type="checkbox"/> Integrated Rural Training & Development Programme <input type="checkbox"/> Integrated Health Programme <input type="checkbox"/> Food Security & Nutrition Programme <input type="checkbox"/> Kabiro Youth Polytechnic <p>Challenge: How to manage local fund-raising as they depend on donors by 90%.</p>



<p>MIDDLE EAST NORTH AFRICA</p>	<ul style="list-style-type: none"> ♦ 48 paid staff ♦ Working on a five year plan since 1996 ♦ Have two big programmes: <ul style="list-style-type: none"> □ Community development programme □ Training, publication and consultancies ♦ So far they are doing well because as they always focus on internal organisation and strengthening infrastructure ♦ They have a 9 member Advisory Board <p>Challenge: Extending in other areas of North Africa Middle East.</p>
<p>TANZANIA</p>	<ul style="list-style-type: none"> ♦ Registration in August, 1998 ♦ Planning an office ♦ To develop two programmes: <ul style="list-style-type: none"> □ To train NGOs, CBOs and Economic groups leaders in GFM & PSP □ Saving and credit schemes for women and youths in lowlands of Hai District
<p>UGANDA</p>	<ul style="list-style-type: none"> ♦ Registered in 1997 ♦ Have an office ♦ Have a functioning Board ♦ 2 salaried staff <p>Challenge: How to identify 10 NGOs out of many, train them in GFM and PSP methods.</p>
<p>ZAMBIA</p>	<ul style="list-style-type: none"> ♦ 21 full-time staff and 2 national volunteers ♦ Working on 6 projects: <ul style="list-style-type: none"> □ Sustainable Agriculture village educator □ Water wells and sanitation □ Kapandwe small scale farmers project □ Vocational Youth Skills Training □ Cattle Revolving hour schemes <p>Challenge: Office accommodation as the rent keeps increasing.</p>





ICA Benin, 1999 Report

Following is a newspaper article on the youth football programme that has been initiated by ICA Benin.

Mercredi 07 Octobre 1998

SPORT

Don de matériels sportifs au MJSL

M. Houéssou Vincent vole au secours des " Ecureuils "

Hier, la salle de réunion du ministère de la Jeunesse des Sports et des Loisirs a servi de cadre à une cérémonie de remise de matériels sportifs à la Fédération béninoise de Football. C'est une initiative du Béninois Vincent Houéssou qui a permis au Néerlandais Aron Winter de venir en aide à notre sélection nationale.



Le Ministre Lagnidé à droite, réceptionnant, un échantillon du matériel des mains de M. Houéssou

M. Vincent Houéssou est un Béninois résidant aux Pays-Bas. Comme ses frères de la diaspora, il a décidé de venir en aide à son pays, via la sélection nationale de football. " Ce n'est que le début. J'ai de très grands projets pour le Bénin. Le plus important est que les décideurs politiques me soutiennent et tout ira pour le mieux", retient-on en substance de son intervention. Selon lui, les négociations sont très avancées pour l'implantation au Bé-

nin d'un centre de formation pour les jeunes footballeurs en 1999. Cette même année, un tournoi international de football pour jeunes sera organisé à Cotonou avec la collaboration active de l'international néerlandais Aron Winter. Même un projet d'échange d'expériences au niveau des entraîneurs est prévu. En effet, grâce à la générosité de Aron Winter qui est un ami personnel de M. Vincent Houéssou, un lot important de

matériels sportifs a été offert à notre équipe nationale, les "Ecureuils" du Bénin. Ce lot comprend un jeu complet de maillots aux couleurs nationales, des paires de crampons, des paires de training, (tous de marque Oasis) des cassettes vidéo des matches du Mondial 98 etc. La chargée d'Affaire de l'ambassade des Pays-Bas à Cotonou qui était présente à cette cérémonie a loué l'initiative qui s'inscrit dans la logique d'une bonne coopération entre son pays et le Bénin. M. Gouda Bagna (DTN) qui représentait la FBF a estimé que le don et les projets viennent à point nommé et qu'une utilisation judicieuse du matériel sera faite par les jeunes. En outre, tout en remerciant les généreux donateurs, M. Gouda Bagna a souligné la disponibilité de son institution à collaborer et à oeuvrer pour l'aboutissement des projets susmentionnés. Le ministre des Sports, M Christian E. Lagnidé, après avoir remercié M. Houéssou et ses partenaires pour leur générosité a tenu à souligner que

les responsables du football doivent prendre leurs responsabilités. " Il ne s'agira pas de faire une fuite en avant en laissant tout le temps le soin aux individus de fournir du matériel à la sélection nationale. Cela aurait pu profiter aux équipes de jeunes". Mais la sélection nationale, " c'est une affaire nationale et il faut qu'on s'en occupe sérieusement " a dit le MJSL qui a promis sa franche collaboration à M. Houéssou.

Pascal Hounkaptin



Aron Winter s'est souvenu de ses racines "noires"



Member's Profile : Mangala Gavai, ICA India

Name: Mangala Gavai

Age: 38

Date of birth: 19 August
1959
in Kolambi, Maharashtra,
India

Marital Status: Married to
Hiraman, one daughter,
Pooja

Religion: Hindu

Family background:

I come from a family of MARATHA subcast of the HINDUS of central India which has been well respected from the Moughal Empire to the British period. One of the well known names you might have heard is CHATRAPATI SHIVAJI MAHARAJ. I come from the village of Kolambi, from a family of 4, three girls and one boy. My father, though not well educated, is a very knowledgeable person in our area. People call him a LOCAL LAWYER. He is quite a broad minded person in the midst of a conservative society. That is what allowed me to be part of this international institution.

Education / career background:

I completed my secondary school in 1976 in the school near my village. I was one of the first girls from my village to go to high school, walking 6 kilometres every day on my own.,



In the end of 1976 The ICA started a project in my village, after which I started teaching pre-school. In 1978 I participated in the Human Development Training Institute (HDTI) in Maliwada Aurangabad. Then I joined ICA India staff full time. I worked as a project auxiliary, as district co-ordinator and training faculty in the HDTI.

In 1979-80 I spent a year in Nairobi Kenya, where I was part of funding team, and a project staff at the Kabiro Health centre. In 1980-81 I returned to India and worked as a divisional co-ordinator of Aurangabad and Poona divisions.

In 1982-84 I worked with the six person team on the International Exposition of Rural Development, organising National Steering Committees, leading Project case studies across India, and setting up the Central Event in New Delhi.

1984-87 I spent in Europe located in Belgium and UK as part of a research team, Volunteer training staff and fund raising for Africa and India.

1987-98 my present Location in Mumbai. Organising Human Capacities Schools, working with Human Resource Development Programme with the private sector, working with education programme with the Panvel Education team and Community Leaders training programmes. Recently I was on the training staff with the International Institute of personal development of a local organisation.

Hobbies:

Music, travelling, debate, writing and listening to poetry, sharing the greatness of my country.

Ambitions:

To be a good mother, giving a human touch to the needy ones, writing a book, and poetry, making the world greener with a little of what I can do.



JCA Events from around the world

Where	Event	When	Reference
Brussels	Programme Development Interchange	April 7 - 9	ICA Belgium
Phoenix	International ToP Training of Trainers (ITOPTOT)	April 30 - June 6	ICA USA
Latin America	ICAI visit to Latin American ICAs	July	ICAI
Phoenix	Yr.2000 Conference - Stream co-ordinators meeting	August 5 - 7	ICA USA
Philippines	Civicus Conference	September 22 -24	ICAI
Netherlands	IAF Europe/Africa Conference	October 22 - 24	ICAI
Netherlands	ICA Europe-Interchange	November	ICA Netherlands
Brussels	ICAI Executive Committee Meeting	March 3 - 5 , 2000	ICAI
Denver	The Millennium Connection	July 30 - August 5, 2000	ICAI & ICA USA
Denver	ICAI Board Meeting	August 6, 2000	ICAI

The Network Exchange

Is a monthly publication (excluding September & December) of the Institute of Cultural Affairs International.

Editorial Staff: Fennie Chan, Dick Alton, Dick Seacord and Andrea de Suray.

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ICA Events from around the world

Where	Event	When	Reference
Caracas	ICA Latin America Continental Meeting / ToP Training Programme	November 22 - 27	ICA Venezuela
Denver	The Millennium Connection Meeting	January 13 - 16, 2000	ICA USA
Brussels	ICAI Executive Committee Meeting	March 22 - 24, 2000	ICAI
Toronto	IAF 2000	April 27 - 30, 2000	ICA Canada
Denver	The Millennium Connection	July 30 - August 5, 2000	ICAI & ICA USA
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Alongside the hospital work, there is also a community rehabilitation programme for children with mental disabilities at two centres where they are cared for and trained to look after themselves.

Further south we drove, through miles of cement factories belching smoke and dust into the cloudless skies; through miles of the green basin of the Nile where agricultural activity goes on throughout the year watered by the ever faithful mother Nile; and then miles of more sand and rock before reaching Beni Suef. It was exciting to meet people I had met before. We were welcomed by Yassin whom I had met in Kampala during the Forum for Practitioners of Participatory Development Approaches, which ICA organised in 1997. Soon afterwards, I met Daa who was with me at the ITOPToP in Phoenix. Inevitably, there was some hugging and back patting.

Again, what struck me immediately in Beni Suef as in Cairo was the friendly working environment and team spirit exhibited by the staff. Everyone is clear and knowledgeable about what they do and happy doing it. I was overwhelmed by the enthusiasm with which each person described his or her work. Certainly a lesson for me here: people are happiest doing what they do best. We visited a CDA in Bayad (I think it was) and again it was interesting to see how much people can do on their own once they are shown how. Not only has the CDA initiated and is running many community programmes which are benefiting different groups of people and the community as a whole, but it has also diversified its resource base to include investments alternative sources to donor funding of their projects. The empowerment of CDAs has certainly been a success story as a community development approach in Egypt.

We visited also ICA's well-equipped training centre where I saw the youngest computer training class I have ever come across. Never too soon to learn, as they say.

After lunch at the training centre, we headed back to Cairo. A chat later over drinks and dinner with Louise and John saw the three of us ready to call it a day by 9.00 p.m.

On the 26th October we had the opportunity to visit the biggest hospital in Cairo which is also a teaching hospital at Kasr El Aini. Dr. Sadek met us and we

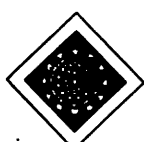
were joined by the Medical Superintendent who later took us on a tour of the maternity section of the hospital. I had never been that close to a delivery room before and the experience was at first unnerving. I achieved one thing: I overcame my fear of those rooms! John, of course, was in his element. For both of us, the inevitable reaction was to compare what we saw with our situations at home. For John, what he saw easily compared with facilities at home (his words, not verbatim). While Uganda boasts one of the best teaching hospitals in East Africa, its facilities can do with a lot of improvement to compare with what I saw. I guess that goes for so many other things I saw in Cairo generally, especially the infrastructure.

We also met the Dean of the Medical School, who received us in his office, and out of difference (I guess) to ICA's anti-smoking campaign did not smoke all the time we were there. I did not get any statistics on smoking in Egypt, but here are mine. My estimate was that nearly three-quarters of the people I met in Egypt are smokers of which about half are heavy smokers. Given such statistics, I would be happy to know how the campaign progresses.

I had the opportunity to visit the American University with Hala and Louise where we met Dr. Mona Makram Ebeid. All the people we met were very positive to ICA work and to the conference.

This was the last day for the Singleton's. We wound it up with a picnic on the river Nile aboard a *faluka* (sailboat) before saying goodbye to them. Unfortunately (or fortunately?), I could not leave Cairo the next day as they did. The next flight to Kampala was a good three days away. I spent three days playing the tourist. Totting a camera, I visited museums, tourist centres and shopping centres.

I have been to Cairo before, but this was a wonderful experience. I learnt a lot from talking to many people of different backgrounds about things relevant to what I am doing and had fun in wonderful company. I would like to thank everybody who made it possible. ICAI for funding it, ICA-MENA for hosting me. I am happy for the opportunity to have met Louise and John Singleton and thank you both for being good listeners and for your support and encouragement.



One member expressed ICA in the following way:

- ICA do what others never do, they go to the people and assure them that nobody is too poor and this encourages them not to be depressed.

In clarifying what she meant, she gave the following short story.

"One day a man found a small boy in a shuck along the road:

Man: What are you doing?

Boy: I am eating.

Man: Eating by yourself?

Boy: No! With my mum.

Man: Oh! What a pity! You do not have a home?

Boy: No! We have a home, but we do not have a house to put it in."

Therefore, what ICA is telling the people is that they are not in a bad situation, but they could be better.

These are the things that have made the Board of Trustees to stay with ICA-K.

Louise posed another question:

"Who are those who will push forward what we are doing?"

After a long discussion, it was agreed that ICAs need to reach students in colleges and universities so that when they finish the studies they can push forward the ICA philosophy.

Also, ICA need to seriously address the youths and make them realise that life is not for future but to live it at a time. ICA should develop strategies to give youth space to prepare themselves for future.

ICA Kenya Human Development Projects

A. Kabiro Human Development Project. This is a product of the first Human Development Project for ICA Kenya that was launched in 1975 in Kawangware slum. From this other projects were developed including the Primary School, the Kabiro Clinic and later the Youth Polytechnic.

The project was handled over to the community in 1989 but ICA continues to play an active role in

assisting the programme. At the moment it is called the Kabiro Health Care Trust with four main activities:

- a) Clinic: Providing curative and preventing services. Also they provide training to Traditional Birth Attendants to help mothers giving birth at homes, provide Family Planning Education as well as care for people living with HIV/AIDS.
- b) Primary School: With around 800 students.
- c) Polytechnic Training Centre: Providing sewing, machinery, solar energy and carpentry skills to youths.
- d) Women House: Which aims at providing craftwork skills to women.

One of the most recent innovative initiative development under this Trust is the mobilisation of youth groups from different slums of Nairobi to unite under one umbrella and form various clubs such as reading, boxing, gymnastic and other indoor games. This has helped a lot of them from involving themselves in unacceptable behaviour.

Another outstanding event these youths are doing is to clean the slums after every 3 months.

The Leadership Training and Integrated Development (LTID) Programme

The LTID programme that evolved from the Focus approach adopted by the Institute in 1985 is going on very well in Machakos District. Some of Muthetheni Location villages are benefiting from the Health, Planning and Leadership training's plus water tanks construction in Munyuni, Kyethivo and Mutendeu villages.

By the end of the project ICA Kenya will have constructed 22 water tanks and 24 surface water wells.

Personally, I would like to thank ICAI for supporting my stay in Nairobi, I learnt a lot from Louise, John, Mutiso and ICA Kenya staff in Head office as well as in the field. To Louise and John: Your stories made me feel like I have known ICA for the last twenty years, thanks a lot. I enjoyed your company too. Last, but not least, I would like to thank John Rupert Barnes (Mutiso Kalai) of Kamweleni Village, Machakos District for his narrative stories about good old days of ICA Kenya, ICAs spirituality in general and also for being a great tour guide on our way to Machakos.



Visit to ICA Ghana

By Moses Ogianyo, NIRADO

INTRODUCTION

Louise Singleton, the President of ICA USA and the Chairperson of the Organising Committee of Millennium Conference, Year 2000, was visiting Africa with her husband, John in the month of October 1999.

Dick Alton of ICAI Brussels first informed us in NIRADO, NIGERIA, of this visit. Dick had said that because the visit would not be able to cover all the African ICAs. It was necessary that such excluded countries should make arrangement to meet with the Singletons at the nearest country. Thus, I, Moses of Nigeria was to meet them in Ghana; Charles of Uganda to be in Egypt while Doris of Tanzania was to be in Kenya. In other words, Louise and John were to visit Kenya (October 4), Zambia (October 10), Ghana (October 15) and Cairo (October 21). The schedule indicated that the Singletons would depart USA for Cairo on October 27, 1999. The purpose of the visit was twofold:

1. To encourage enthusiasm for the millennium connection and help identify partners, projects and participants;
2. To acquaint themselves with the ICA work in these countries.

This report covers the Ghana axis of the visit since this is where I was opportuned to be between 15th and 21st of October, 1999.

On the NIRADO delegation to meeting the Singletons in Ghana was Professor O. Ibidapo-Obe (a Board member) and myself. Earlier, there have been attempts by NIRADO to visit ICA Ghana to discuss issues of common interest. ICA Ghana started two years ago and we in NIRADO, being a close neighbour feel obliged to encourage them to stand well. NIRADO was established in 1984. Thus, the Singletons' visit was an opportunity to visit our colleagues in Ghana and also join the Singletons to identify partners and participants for the millennium connection conference holding in Denver, Colorado, July 30 – August, 5, 2000.

ACTIVITIES

Friday 15th October:

Was arrival day in Ghana for all of us except Prof. Ibidapo-Obe who later joined us on Monday 18th October. I arrived in Accra about 12 noon and Lambert Okrah, Executive Director of ICA Ghana was at the Airport to pick me. In the office, I was introduced to the staff and we interacted for the rest of the day. The Singletons later arrived from Zambia.

Saturday 16th October:

We were on a three-hour journey to Cape Coast to visit Castles in Elmina. There, we were shown and told of the venue/activities of the Europeans during the Slave Trade in Africa. We also visited other places of interest apart from the Kakum National Park due to time constraints. In the evening, we were hosted by the Chairman of ICA Ghana Board, Nana Owusu-Afari. There was a lot of information exchange and discussion on areas of co-operation among the ICAs. It was a busy but interesting day.

Monday 18th October:

The team, made up of the Singletons, Moses and two staff of ICA Ghana visited the African Centre for Human Development, an NGO, involved in rural development, gender matters, child advocacy and others. The Programme Manager and Programme Officer received us. After exchange of information between the team and staff of the centre, the centre expressed its willingness to collaborate with ICA Ghana and also look at the possibility of attending the millennium conference. Next point of call was the UNDP office in Accra. Steve Duah Yentumi, Sustainable Development Adviser on Environment, received us. Mr. Yentumi welcomed the team on behalf of the Acting Resident Representative who was not available at the time of our visit. He briefed the team on UNDP activities in Ghana, and noted that there are areas of collaboration between ICA and the UNDP. ICA Ghana later promised to follow up the invitation to the millennium conference.



The appointment with Technoserve was rescheduled for Wednesday 20th October. Back to the ICA Office, there was a meeting between the Board members, staff of ICA Ghana, the Singletons and the NIRADO delegation. The three parties shared experiences of the ICA work, problems and prospects. On the Millennium Conference, emphasis was laid on having participants from Africa especially ICA people. But there are two major obstacles: That of Visa and financial constraints. Both Ghana and Nigeria teams made a strong case on the need for ICA North to support African ICAs in the area of finance to enable them participate in the conference. Louise, in responding disclosed that funds are being raised in the US to provide scholarship for few persons who are financially handicapped but that such scholarship will only cover registration. She, however, promised to discuss the matter with her colleagues in the US to see the possibility of further assistance to the ICA participants from Africa. It was generally agreed that at least, two persons (a Board member and a staff) should represent each African ICA at the Conference.

Later in the evening, there were separate meetings between NIRADO and ICA Ghana; NIRADO and the Singletons. These meetings were focussed on areas of co-operation between the ICAs. Prof. Ibidapo-Obe left for Nigeria on Tuesday morning.

Tuesday 19th October:

The team started the day with a visit to the Minister of Employment and Social Welfare, Alhaji Mohammed Mumuni. Lambert and Louise introduced the purpose of the visit to the Minister. The Minister was delighted to hear of ICA's work which, according to him, was in line with the government policy on building human capacity to enable them join the development process. The Minister promised to look at the possibility of assisting in getting people to attend the Millennium Conference. He therefore, introduced the appropriate officers, whom Lambert should discuss further with later.



From the Minister's Office:

The team moved to the Parliament where we were scheduled to meet with the Speaker. However, we were received by the Clerk and 2nd Deputy Speaker who told us that the Speaker was presiding over the first sitting after two months' break. The Deputy Speaker was quite excited about the human development emphasis of the ICA. He said that people and organisations nowadays are only interested in economic and political issues without paying attention to human development because "this lacks figures". He promised to convey the message to the Speaker, and directed ICA Ghana to come up with a proposal on how to collaborate with Parliament as soon as possible.

In the afternoon, Lambert and Moses left Accra for Ho, a city in the Volta Region, where a TOP training was being conducted for Development Practitioners of the Catholic Diocese. A journey of 2 1/2 hours from Accra, this left the visiting team with two other staff of ICA Ghana to continue the scheduled appointment with officials of the Ghana Human Rights Coalition. The visit to Ho offered me the opportunity to witness how ICA Ghana is using the TOP methods to generate funds for the Organisation. We slept in the Ho and came back in the evening of Wednesday. I was not in Accra when the team visited the SNV, USAID and the Peace Corp.

Other highlights of the visit were the presentation of a copy of the book *Beyond the Prince and Merchants: Citizens Participation of the Civil Society* to almost all the Organisations visited.

Ghana is very close to Nigeria. NIRADO and ICA Ghana have agreed to co-operate in many areas such as exchange of staff during annual Retreat and field programmes, Joint faculty team to facilitate programmes during peak periods in either country, identifying funding opportunities and programmes for both ICAs in the Western countries, Exchange of information among others.

I returned to Nigeria on Thursday, 21st October while the Singleton left for Egypt same day.



Visit to ICA MENA

By Charles Wabwire, ICA Uganda

After twelve hours by road and four by plane, suddenly transported from the green tropical climate of Kampala to the harsh desert, a visit to the Light and Sound show at the Pyramids of Giza was a beautiful way of starting my eight-day sojourn in Cairo. That is what I did on the evening of 22nd of October in the distinguished company of Louise and John Singleton whose acquaintance I am happy to have made that day. Here in the cool of the desert breeze we were treated to an impressive rendition of Egyptian history illuminated by colourful lighting of the pyramids and the sphinx. 4000 years of Egypt in one hour. Certainly a must for anyone visiting Cairo.

Next morning we met Hala El Kholy and with her we visited the Garbage Collectors Settlement in Mokattam where the community (mostly of Christian background) makes a living from collecting and sorting the garbage from the city which they recycle, sell for recycling or reuse. In the narrow, squalid and stinking alleyways, not unlike the slums in my own country, children play, skilfully dodging the garbage-laden donkey carts and trucks; food and drink are sold, and men sit and smoke the *sheesha* (water pipe), lazily waving at the flies. Occasionally you hear the squeal of a pig. A far cry from the affluent neighbourhood of Maadi where I stayed.

I was impressed during this trip by the work of the Association for the Protection of the Environment, an organisation helping the community improve their livelihoods through better waste management systems and education. Targeting women and girls, the organisation has a paper-recycling unit, rag recycling unit, and an organic compost unit which we were able to visit. Other projects include a training centre; children's club, day care centre and health centre all of which benefit thousands of people in the community.

Lunch at the *Felfela* overlooking the Nile was wonderful. And what better way to round up such a day than a sumptuous dinner Egyptian style? That is what we were treated to in the evening by Dr. Sadek Abdelaal and his charming wife at their home. For company, we had no less than the Advisory Board members of ICA-MENA and their spouses. I had a wonderful time indeed.

On Sunday 24th October, we visited ICA Cairo office and met the staff. A beehive of activity in a well organised set up. The Director and her staff form a highly co-ordinated team. A winning team, I thought; which no doubt is the reason for the great success I witnessed within the office and the programmes I visited. But then when you meet Hala, as those who have might testify, you realise she is not a person who will settle for less. Always in top gear (and top form) is Hala. One member of staff put it this way, "You know Hala, you can't stop her... but she never leaves us behind... she always stops and lets us catch up"

The same day Louise and John Singleton (presenter and support staff) did their thing on the Conference to an audience of staff and interested parties from different organisations. ICA has done their homework efficiently and they are at an advanced stage in preparing for the conference. Information regarding the conference has been widely circulated to individuals and organisations and much interest has been generated as could be seen from the people who turned up to listen to the Singletons. Meetings are planned to prepare for the conference and fundraising is in full gear.

In the evening, we visited a Community Development Association in Giza. Here, as I did later in Beni Suef, I saw proof that communities can be empowered to manage and run their own activities. At the community centre they run, among other programmes, a health centre, a pre-school class, a library and a vibrant youth centre where we found young people practising martial arts and playing games. Louise could not resist a challenge to play a game of table tennis.

Monday 25th saw us heading to Beni Suef, ICA-MENA's other offices and the first area where ICA operated in Egypt. On our way, we had a chance to visit Behman Hospital in the company of Dr. Shahira Loza who briefed us about their activities. Behman is a hospital for the treatment and rehabilitation of mental patients. We visited a carpentry workshop where found some of them involved in the production and repair of hospital equipment.

The Network Exchange



April 1999

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JOY AND DARKNESS OF LIFE

Ruth Lukona was born in 1942.

After completing standard 6, she went for a teacher-training course that she completed in 1964. Later on in the same year, she married Mr. Ackim Lukona. She started teaching and rose to the position of Deputy Head Teacher, a position she served till 1978.

She joined Zambia Pre-school Association in 1978 and underwent pre-school teacher training after which she rose to the position of National Director up to the year 1989.

She worked for Zambia Alliance of Women from 1989 to 1990.

In December 1990, she joined ICA as National Director the post that she held until March 1999. During her period with ICA, the late Mrs. R. Lukona proved to be a dedicated and hardworking member of staff. In her work she tried hard to raise funds for the organisation and to bring about a vibrant working management. She also underwent a number of upgrading training programmes apart from Teacher Training Course, which she had gone through before joining ICA in 1990.



In 1992 she underwent a six months course in Brussels which covered facilitation and fundraising skills the skills helped her run the organisation well and appreciate the variety of skills that exists in the organisation. From then on she worked with the rest of the management to upgrade the ICA's information system by computerising ICA operations. Staff profiles within ICA were also upgraded. In an effort to improve her facilitation and management skills Mrs. R. Lukona also attended a 6 weeks training programme in Phoenix, Arizona in 1995. This also helped her work better with staff and have better understanding of community development. Mrs. R. Lukona also undertook exposure and fundraising trips to Asia, America and Europe and recorded major successes.

As a person Mrs. Lukona was a caring and loving person who accommodated the ideas of all staff.

Mrs. Lukona will be missed greatly by Board and ICA staff.

Mrs. Ruth Lukona died on 27th March, 1999.

She is survived by a husband, 3 children and 4 grandchildren.



I am very shocked and saddened by the sudden death of Ruth Lukona. I have not known her long - met her at an ICAI meeting in Brussels in March and again in August. And she was here in Denver for the Executive Committee meeting the beginning of February. She is one of the most quietly powerful people I have every met - very passionate about ICA and Africa. In February she talked to us about the impact of AIDS in Zambia and the extraordinary needs of children there. Her smile simply lit up her face in a way I have seldom seen - and I think it was the result of her understanding of the joy and darkness of life. There is no way to predict the effect of her loss. We will miss her very much and join with all those who mourn this completed life.

Grace and Peace, Louise Singleton

On behalf of all here in ICA:UK, my sincerest condolences to all at ICA Zambia, and of course especially to Ruth's family. It was a pleasure to have known and worked with her, and I shall remember her fondly as I last saw her - shivering in the unfamiliar snow of the Colorado Rockies in February, after the ICAI Executive Committee meeting in Denver, but taking it all very much in her stride as usual!

With warmest regards, Martin Gilbraith



We have been working closely with Mrs. Ruth Lukona for the past 10 years, and are deeply sorrowed to hear that she was stricken by malaria and died last Saturday.

Please join with us in celebrating the completed life of Ruth Lukona, mother, wife, devoted Christian, and the director of ICA Zambia that ushered in a period of heartfelt warmth, compassion for the suffering, care for those with hope, and an era of expansion of the services of ICA Zambia, as well as serving in various capacities with ICA:1.

We are deeply mourning the loss of this beloved colleague.

Wayne and Shizuyo Sato Ellsworth

It is with deep sorrow that I heard of Ruth's death. She represented for me the spirit and faith of Africa. The perseverance of battling through the struggles of her life and the lives of others yet maintaining an understanding of the joy of life.

She will be missed yet her memory will stay with us for a long time.

With respect and love, Larry Philbrook, ICA Taiwan

This is my memorial for Ruth; her death touched me deeply.

Ruth:

You told me once that where God is, there is no defeat, therefore I cannot admit that this is a fall. I do not believe that you are dead. I think that you sleep in penumbra and in your sleep you see, the most beautiful paradise. It is probable, that tired of the struggle in which you live; possibly you find yourself asleep; if this is so, I promise you, that with the same quiet step that one approaches the cot of a sleeping child, that I will work doubly, whilst you rest.

If in your sleep you allowed, that your spirit escape from your body, I am sure, that this travelled to find itself with other celestial angels, because that, is what you are. From your last smile there remained with me a divine luminousness; and by its light I tell you that:

*If prayer it is to supplicate
and pray is to speak
I desire, and for this I decree,
that you live for ever in each single
woman of this new millennium.*

Your friend, Myriam Balbela



ICA EASTERN STATES, 1999 REPORT

GREENSBORO OFFICE

The Greensboro Office Team teaches a regular schedule of ToP methods training courses, and facilitates in-house training and planning, primarily with agencies in the public sector in the region of Greensboro, High Point and Winston-Salem. Elaine Stover continues to co-ordinate the LifeStyle Simplification program which has generated interest all over the nation and the world. For information about this program and leader and participant materials, contact Elaine at the Greenboro office.

The North Carolina leadership team now includes nine people living in several different locations in the State.

The Greensboro Office, staffed by Elaine and Nelson Stover, is located at 5911 Western Trail, Greensboro, NC 27410 - telephone 910-605-0143.

ASHEVILLE OFFICE

During 1998, Bill and Marianna Bailey facilitated meetings with a co-housing project, with the mayor and colleagues in the city, and a neighbourhood association, they held a LifeStyle Simplification program and were on the faculty of the Swamp Gravy Academy in Colquitt, in May.

The Asheville office may be contacted at PO Box 16065, Asheville, NC 28816. Telephone: 828-285-0363.

TROY OFFICE

The Troy Office has been providing consultation services to local churches, including planning and retreat activities. The current project involves 13 United Methodist churches in Schenectady County who are setting up co-operative ministries. "Hope for Better Homes" is about to get under way, a contemporary workshop venture is being planned and there is intention to assist the Shalom Zone church with its after-school project.

The Troy office also provides program support services for ICA in the Eastern States. During the course of the year, accounting and check writing services are provided on an ongoing basis. Reports to the Board, contributors and members are provided three times a year. Fund-raising letters are sent out in spring and fall. The fall appeal in 1998 has raised \$4,400 toward the general budget of ICA in the Eastern States. The general budget supports annual pledge of \$3300 to ICA International and national participation, including our share of the INITIATIVES newsletter.

The computer crash that happened during the November Board Meeting has been repaired with no loss of essential data. However, the E-mail is still off-line.

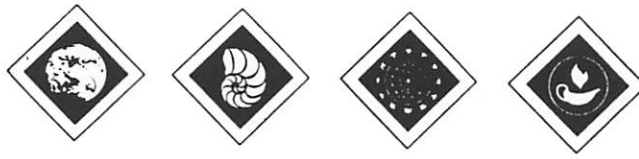
The Troy office, staffed by Dorcas and Ken Rose, is located at 248 Second Street, Troy, NY 12180. Telephone: 518-273-6797.

INDIA VILLAGE PARTNERSHIP

ICA in the East has an ongoing partnership with ICA Pune in India Village Development. Nelson and Elaine Stover continue to act as consultant for the project in India in program planning and funding proposal creation. In January and February of 1999, Nelson and Elaine are conducting a team to visit the India projects as well as the newly formed ICA in Nepal.

ICA in the Eastern States receives contributions to the project in Western India and forwards funds on a periodic basis. Contributions should be sent to the Troy office, check made out to ICA and clearly indicating that these are funds for the India project.





THE ARTS FOR COMMUNITY TRANSFORMATION (ACT)
A PROGRAMME STREAM OF THE MILLENNIUM CONNECTION CONFERENCE OF
THE INSTITUTE OF CULTURAL AFFAIRS INTERNATIONAL
AT THE UNIVERSITY OF DENVER, July 30 - August 5, 2000

The Millennium Connection is an international conference bringing together practitioners from seven movements shaping profound societal change in our times. Because of its symbolic power and signifying role, the arts are historically in the forefront of social change. Today, the locus of social change has shifted from the political and economic areas to the cultural revitalisation of life in the family, the workplace and the local community. For this reason artists and arts agencies everywhere are rethinking their mission, programming and organisation to address the issues that impoverish and divide local people and that threaten to destroy human civilisation. For instance, the world-renowned Czech violinist, Miha Pogacnik, applies orchestral music to the transformation of businesses and organisations by developing lateral thinking and teamwork. An her significant example is the Grassroots Arts Programme model pioneered by The North Carolina Arts Council and is now established in most other US states. In many communities such grassroots structures provide the only avenue for diverse groups to come together and begin to act in concert. By providing channels for building personal self-confidence and restoring pride in the community, the arts motivate individuals to engage in community building and take the risks involved in leadership.

The focus question of the ACT Stream is, How can art berestored as an integral part of community life and used to heal

society? In The Millennium Connection, the ACT Stream will provide time for artists and arts related organisations to share their accomplishments, exchange ideas and demonstrate the ways in which they deal with specific challenges in the transformation of community. Because this conference is being designed in collaboration with its potential participants, some of the challenges that are being expressed by interested artists and arts administrators include:

- ♦ *The reintegration of artists into geographical and institutional infrastructures of society*
- ♦ *The effective utilisation of artist residencies in transforming school teaching methods and curriculum design*
- ♦ *The establishment of dependable vehicles for finance and delivery of artists to communities and organisations*
- ♦ *The long-term organisation and maintenance of quality grassroots artistic ventures*
- ♦ *The communication media and technology needed to continually shape public policy in support of the arts as an indispensable aspect of a civil society*
- ♦ *The attraction and follow-through of a diverse cross-section of local people in volunteer engagement*

In the midst of this sharing will also emerge clarification and concretion of what participants mean by community arts and community transformation. The final two days of the conference will

be dedicated to identifying partnerships, planning projects and mobilising implementation resources to take some necessary steps into the future .

Artists and arts administrators have many attractive conferences to choose from. What makes this event unique are the following anticipated benefits:

ACT Stream dialogue with six other diverse and innovative social movements will provide a wealth of contacts and resources not usually present in a single-theme conference. The international scope of the conference will provide artists with global exposure of their creativity. Documentation of the conference work will generate a valuable practical resource for developing project promotion and funding. The magnitude and scope of the conference itself will have an impact on public policy.

Besides these benefits, the ACT Stream has a special contribution to make to the conference: our artistry! We will have the opportunity to provide the cabaret dynamic for the conference as well as assist Chicago dramatist Dr. Richard Geer in staging a conference community performance for the closing celebration.

Please refer to the conference brochure, The Millennium Connection: Shaping Profound Societal Change, for programme co-ordination and stream contacts and registration information.



" Dialogue In Social and Organizational Change"

An Invitation from ICA Canada and The Centre For Dialogue.

Oakham House, Ryerson Polytechnic University - Saturday May 29, 1999

" The most effective competitors in the 21st century will be organizations that learn to use shared values to harness the emotional energy of people"

Noel Techy

Genuine dialogue is the basis for lasting change. Learn how architecture can facilitate effective dialogue.

Experience:

ICA Canada's dialogue methods by participating in facilitated conversations and workshops about the "edge" of dialogue.

Experience:

A virtual tour of The Centre for Dialogue while Mr. David Mitchell speaks about the centre's exciting combination of mission and architecture. David Mitchell is a Vice President and Chief Development Officer at Simon Fraser University with specific responsibility for The Centre For Dialogue.

Discover:

How the centre will advance the state of dialogue in Canada and internationally.

Programme for the day

- 09:00 Networking Continental Breakfast
- 09:30 Welcome
- 10:00 David Mitchell "The Vision Of The Centre For Dialogue"
- 10:30 Break
- 11:00 Facilitated conversations and workshops on the role of dialogue in change.
- 13:00 Lunch
- 14:00 ICA Canada's Annual General Meeting. Topics include using dialogue to:
 - Re-organize a charity to meet changing needs.
 - Reframe projects after re-organization.
 - Meet stakeholder' needs, interests and values.

15:00 Reflection: Partners In Dialogue - A Community of Learners.

Approximate finish time is 16:00.

Who Should Attend:

ICA Canada members and Business, Education and Community leaders who:

- Want to learn about dialogue and process.
- Want to experience genuine group dialogue
- Believe that dialogue builds and nurtures relationships, learning and wealth.

What is The Centre For Dialogue?

The Centre For Dialogue at Simon Fraser University, in the heart of downtown Vancouver, is a project that combines architecture, especially designed and built to enable constructive communication, with a passion for programmes dedicated to facilitating dialogue across Canada and the world.

Who is ICA Canada?

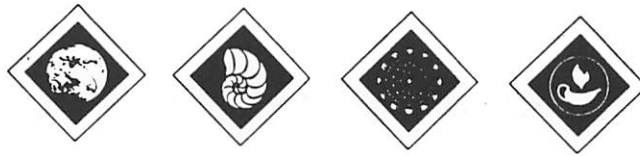
ICA Canada is a facilitation, training and research organization whose mission is to promote, develop and enhance people's capacity to participate in the creation of a more human world. It is also a part of an extensive global network that has operated for over 40 years in more than 28 nations.

Registration

The Cost: \$35.00 + \$2.45 GST (\$37.45) if paid before May 13, 1999
(\$50.00 + \$3.50 GST (\$53.50) if paid after May 13, 1999)

For more information, please contact:

ICA Canada
579 Kingston Road
Toronto Ont. M4E 1R3
Tel: (416) 691 2316
Fax: (416) 691 2491
Email: ica@icacan.ca



ICA Belgium, 1999 report

VICTORY

The victory of the year can best be summarised by saying that we have been able to increase our programme income by 250% over 1997. This follows an increase of 300% for 1997 over 1996 and anticipates a projected 200% increase in 1999 over 1998. This growth has been a healthy mixture of training and facilitation with key breakthroughs in the not-for-profit sector and the public sector. Our work in French continues to grow and we are working with some of the largest and most significant not-for-profit organisations in Belgium. We are now seen, in the French-speaking Belgian Community, as providers of first rate training and facilitation using effective participatory methods. In addition, we continue to do training and facilitation both locally and internationally in English and see growing opportunities for this dimension of our work.

BREAKTHROUGHS

Not-for-profit sector

Doing training and facilitation work with the King Baudouin Foundation (the largest and most prestigious foundation in Belgium) has opened many doors and given us a "seal of



approval" that removes most questions from people's minds.

Public Sector

Successfully facilitating the generation of the strategic plan for a local conversation area which involved facilitating 22 public meetings in six weeks has established us as providers of an effective participatory method that can be used in many public consultation situations.

A whole series of one-off training and facilitation events with a wide range of organisations continues to grow our name recognition factor in the English and French languages communities.

LEARNINGS

We need to develop the range of our training and facilitation products in an integrated and comprehensive manner in order to take full advantage of the growing demand for such services.

In Belgium, at least, the network of people working in training and facilitation is relatively small. "Word of Mouth" is perhaps the most effective marketing technique we have going for us as we develop our reputation as effective trainers and facilitators.

Facilitation is much more than just the Institute's processes. The skills and techniques of effective facilitation are wide ranging and the facilitator must be flexible and have these skills at their disposal.

MAJOR CHALLENGE

In Europe, outside the United Kingdom and The Netherlands, the "market" for external trainers and facilitators is still under developed. People have few, if any, images of what is meant by participatory methods and there is still a strong attachment to the hierarchical, top-down decision-making process. We therefore, find ourselves in the position of having both to "market our services" and of "creating the market" for these services. The possibility in the challenge is that we have the opportunity to both "grow the market" and "grow with the market", riding what we believe will be a powerful wave in the coming years.



ICA GHANA, 1999 REPORT

VICTORY

Though we have a short history of one and a half years, our victory can be seen as the hiring of very competent staff to fill the sensitive positions of the organisation. By the close of last year, 15 staff has been hired with high educational background many of whom are post-graduate, graduate and Diploma.

Not only are these staff highly qualified academically, they are also highly motivated naturally.

BREAKTHROUGHS

TRAINING

With the training of about 80 participants in GFM and PSP our name came to the limelight as an NGO with a different package worth benefiting from. The training has in the short period of time made us known through word of mouth.

Facilitation also has been registered as one of our strong points with the facilitation of 2 international forest workshops in Ghana and in Costa Rica and also one planning session in Ghana. These activities have opened the way for Institutions to make enquiries about us.

AFRICAN REGIONAL WORKSHOP

With the successful hosting of an African Regional Workshop in Ghana, on the Underlying Causes of Degradation and Forest Degradation, ICA-Ghana has been put on the World map of Organisations involved in sustainable Forest Management within the UN system.



PROJECTS

Three maiden projects also received funding. These include:

- ♦ Enhancing Rural Development Programme
- ♦ Community Based Grains Credit Scheme
- ♦ Community involvement in Basic Schools

Our breakthroughs have put us on a sound footing for gearing ahead into the future.

LEARNING

As a new Institution, there is the need to package our services in a very attractive way to generate people's interest. There are many training Institutions that are already in existence which call for a specific market strategy in terms of our training materials and information handouts.

Above all, the efficiency with which we execute our activities will go a long way to ensure sustainability of our role in Ghana.

MAJOR CHALLENGES

As a new organisation, our immediate task is to secure sustainable means of funding to at least cater for our core budget.



MEMBER'S PROFILE: PASCOAL AMOS SEBASTIAN ALMEIDA DENIS, ICA KENYA

Pascoal Amos Sebastian Almeida Denis was born in Nairobi, Kenya in 1933. He sat for the Cambridge Overseas School certificate in 1950. In 1957 he graduated with a diploma of Association of Accounts in University of East Africa - Nairobi - and sat for Senior Accounting position at clerical and senior clerical levels.

From 1959 to 1965 he worked as an Accountant with various Ministries of the Kenya Government.

In 1966, he became a Senior Accountant with the Ministry of Finance and Planning. Within three years, Mr. Denis had become the Chief Accountant in the Ministry.

In 1970, Mr. Denis had become the Head of Accountancy Services (Accountant General) in the Kenya Government, a position he held 9 years.

In 1977, he was the Chief Executive, Registration of Accountant Board of Kenya. For 13 years, Mr. Denis worked as a Manager and Consultant for CORAT AFRICA. Since 1994, he has

been working as Managing Partner of Denis & Associates, a Management firm he helped to establish. He has served as the Vice Chairman of the Kenya Accountant and Secretary, National Examination Board, Chairman of the Parish Council St. Francis Xaviers Church Arch Diocese of Nairobi, Chairman of the Council of the Kenya Institute of Management (KIM) and a member of the restrictive Trade Practices Tribunal of Kenya. Currently, he is a treasurer of Knights of the Order of St. John of Jerusalem of Rhodes and Malta, the National Chairman of the Society of Saint Vincent de Paul Kenya, a member of the Board of Directors Kenya College of Accounting, a member of the External Relations Committee Institute of Certified Public Accounting Kenya, member of the National Geographical Society, member of the Board of Trustee Network for Water and Sanitation International (NETWAS) and a member of the Board of Trustees of the Institute of Cultural Affairs Kenya (ICAK). He was appointed as the Chairman of the Finance

Committee of the Board of ICA Kenya.

The Finance Committee is responsible for policy formulation and advice to the Board and Management on matters related to Financial and Accounting procedures, Financial and Capital Investments, Budgets and Financial Performance and Auditing. Mr. Denis brings to ICAK a substantial practical experience in Accounting and Finance Management such an experience is a requirement for an effective Board.

He has 2 books to his credit:

1. Financial Accountability (1992)
2. Administration Guidelines (1992)

He is widely travelling. He has visited all the countries in Europe, India, Pakistan, Israel, Lebanon, United States of America, Canada, Czechia and Slovakia, Hungary, Uganda, Ethiopia, Tanzania, Nigeria, Cameroon, Ghana, Sudan and South Africa.

He is married.

ICA Events from around the world

Where	Event	When	Reference
Phoenix	International ToP Training of Trainers (ITOPTOT)	April 30 - June 6	ICA USA
Toronto	Dialogue In Social and Organisational Change	May 29	ICA Canada
Latin America	ICAI visit to Latin American ICAs	July	ICAI
Phoenix	Yr.2000 Conference - Stream co-ordinators meeting	August 5 - 7	ICA USA
Philippines	Civicus Conference	September 22 -24	ICAI
Netherlands	IAF Europe/Africa Conference	October 22 - 24	ICAI
Germany	ICA Europe-Interchange	October 27 - 31	ICA Germany
Brussels	ICAI Executive Committee Meeting	March 3 - 5 , 2000	ICAI
Toronto	IAF 2000	April 28 - 30, 2000	ICA Canada
Denver	The Millennium Connection	July 30 - August 5, 2000	ICAI & ICA USA
Denver	ICAI Board Meeting	August 6, 2000	ICAI

The Network Exchange

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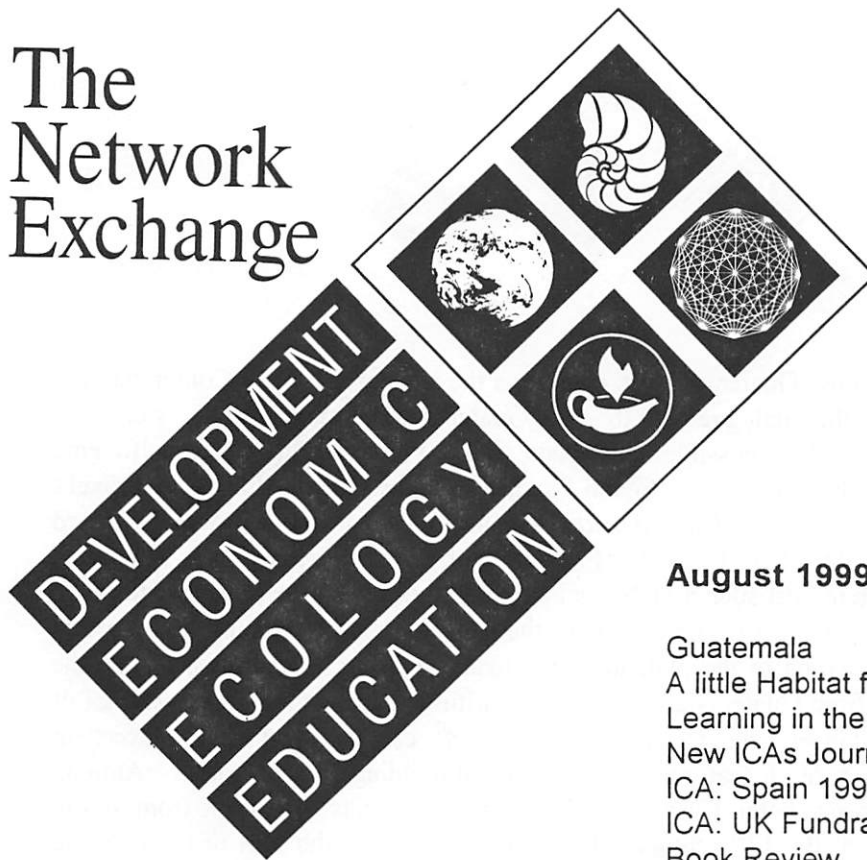
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The Network Exchange



August 1999

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Guatemala

Context: As part of the preparation for the Year 2000 Conference in Denver and supporting the efforts of ICAs in Latin America, Dr. Don Elliott, President of the ICAI Board and Dick Alton, ICAI Secretariat, visited Guatemala, Costa Rica, Venezuela, Colombia, Peru, Chile and Brazil during June and August. This is the first of the reports on their visits.

Peace After 35 years of Struggles

Guatemala:

In 1996, a peace agreement was signed between the Guatemala President, the Military, Church bringing to a close a long (35 years) turbulent and bloody history between the Catholic Church and the Evangelical Church. Over the years in Latin America, the huge gulf between the rich and the poor, between indigenous and 'Western' culture, has produced bitter conflicts. And yet more than anywhere in Latin America, Guatemala is the product of the merger of sophisticated Pre-Colombian cultures with Spanish colonialism and the consumerist influences of modern America that has both Time and Newsweek Magazines this year proclaiming the Ladinos as the people of the new millennium ('Hispanics are hip, hot and making history').

Guatemala lies at the heart of the Maya civilization which dominated the area from at least 2000BC until the arrival of the Spanish in the 16th century. The most amazing aspect of Guatemala is that Indigenous groups still make up half of the Guatemalan population. Their language, costumes and crafts, which dominate the Highland regions, remain remarkably distinct, setting them entirely apart from the countries Ladino rulers. Beneath the surface, and clearly felt at times, a very real tension exists between the two sharply contradictory cultures that co-exist throughout the nation, between western values and indigenous ones, Ladino and Indian. The Indian society is a hybrid of pre-conquest pagan traditions and more recent cultural and religious influences which combine-above all in the highlands-to form perhaps the most distinctive culture in all of Latin America. Ladino Guatemala supports a culture of equal strength, a blend of Latin machismo that is economically aggressive and decidedly urban. The contrast between urban hustle and the murmur of village markets could hardly be more extreme.



Visits:

In the 1998 ICAI General Assembly, Guatemala was chosen as the site for the 2004 Conference. A part of our work in Guatemala was to further dialogue with the ICA Guatemala Board and Advisors on what this will entail as well as beginning to explore possible conference sites. We met with Dr Rodolfo Paiz Andrade, former Minister of Finance and President of the Social Fund, who had written a chapter in Troxel's *Participation Works: Business Cases From Around the World*. We also met with ICA Advisory Board member Mr. Enrique Novella Alvarado, President, Cementos Progreso. Both of these members thought it would be an excellent time for Guatemala to host such a global gathering and promised their support for such an effort. Mr. Paiz asked to be signed up for the Conference with the participation stream and Mr. Novella will be sending somebody from his foundation to the philanthropy stream. During our stay we visited the small city of Antigua which is one hour from Guatemala City. This beautiful location is the former capital of Guatemala and still contains many buildings from the 16th, 17th and 18th centuries, which are excellent examples of Spanish and baroque architecture. It features a ruined colonial building on each corner. Antigua has within it an excellent five star conference hotel, Casa Santo Domingo, which has been built from and in combination with a Dominican Convent of the 17th century. This small city lies at the foot of the majestic Agua volcano and in the midst of the Panchoy Valley. We agreed with the ICA Board and advisory members that Antigua would be a fantastic conference site.

Board:

As part of the follow-up of the ICAI General Assembly discussions on strengthening the ICAs and their Boards, we are meeting with each board on this trip to review the work done in Brussels. In Guatemala we met with the Board to review the 2004 Conference and they decided to send 15 people to Denver as part of their preparation. The members of the Board are: **John Turton** - former Rank Xerox Manager who now works on environmental waste projects. John has been involved with LENS treks to other countries. **Ligia Isabal Villagran** - works with NGOs in education. **Otto Rene Blanco** - degree in pedagogue and works as a teacher of social studies. Otto has helped train ICA pre-school teachers. **Rosamaria Betancourt de Blanco** - director of primary school section of Swiss-American School. Rosamaria has helped to promote ICA educational conferences. **Julio Aldarin** - is from the Conacaste Co-operative and also does construction work for Conacaste pre-schools. **Maria Ines Sandoval** - has worked in villages with ICA and helped start pre-schools. Maria is a newspaper reporter and also puts out a weekly newspaper on new ideas. **Inga Bessin** - is an administrator for a grain company. Inga met ICA in Venezuela (1966) and worked in Cano Negro. **Joaquina Samayoa** - ICA Guatemala Director. Joaquina met ICA in Chile while working on agricultural reform.

Reported by Dick Alton, ICAI

A little Habitat for Humanity story

I have been working with the Woodside house in Hong Kong and explaining about ICA and the facilitation process.

One of the more sceptical residents went down to the Philippines and met some HfH people. He mentioned ICA and they immediately said "We use the ICA ToP methods, and they are great." The resident was absolutely flabbergasted.

He thought that what I had been presenting was "cute" but did not realise that it was having an impact on the world.

Regards,

Mark Pixley, ICA Hong Kong





Learning in the 21st Century

by Bill & Barbara Alerding

Reprinted from the INITIATIVES of ICA USA, summer '99

In a small rural village in the hot lowlands of Guatemala, the people of Conacaste gathered in front of their village school. It was graduation day for sixth grade students, quite an accomplishment for the average Guatemalan village. One of the graduating students selected to be the speaker for his class said: "The only reason we are graduating today is because we all went to the preschool."

This was the early 1980s. In the audience, were preschool teachers and parents who remembered another day not long before when the preschool was closed for more than a year because they couldn't find the funding to keep it open. With renewed courage to start again, parents and teachers had taken the bus to Guatemala City to talk with the ICA staff who had trained village women to use an innovative curriculum derived from the ICA's early work in the Fifth City Preschool on Chicago's West Side. To restart their preschool, the villagers said they would write proposals and contact funding organizations. In the meantime, the teachers would teach without salaries until the funding came in.

Coincidentally, the ICA had just finished sponsoring a four-day Conference on "New Horizons for Learning" with eight international presenters in Guatemala City. The staff asked the preschool teachers if they would be willing to update their curriculum, using the methods learned from the conference. The response was resounding 'yes'. A new curriculum was designed, based on Dr. Howard Gardner's work with multiple intelligences and the 4-MAT system of Dr. Bernice McCarthy. These methods helped the teachers create a new approach that enabled different types of learners to participate according to their particular styles, something relatively unheard of in preschools before.

Every weekend over the next four months, Conacaste preschool teachers came to Guatemala City and wrote a year-long curriculum based on what was needed for the life of the community - health, good nutrition, history of the village, basic math and more. The teachers also instructed other villagers from Guatemala, Honduras and El Salvador who came to learn how to start and maintain their own preschool. Nine villages surrounding Conacaste started their own preschools as well. In teaching others, the Conacaste preschool teachers deepened their own knowledge of how to facilitate learning.

An Adult Experiment

In a vastly different setting, in the 1990s, the ICA set up Technical Training Services, Inc. (TTS), a program for at-risk African-American men working in building maintenance in Indianapolis. TTS was an extension of another innovative program, Training Inc., established by ICA-trained staff and others to train unemployed people in clerical and personal development skills. The objective of Training Inc. has always been to change lives, taking people from "I can't" to "I can". Shifting the focus from clerical to building maintenance skills, the TTS curriculum was developed with the help of the property management industry. While stating the obvious need for training in the technical building trades, the advisors were adamant that "life management" - human relations, communication and public speaking - was the most important skill the trainees needed, even though many trainees didn't see its relevance.

However, many employees soon changed their tune. A year after they had begun their first job, trainees would be invited back as honored guests on the "Graduate Panel." Many had great stories to tell new trainees about what it means to be part of a company "culture" and how important it was to relate well to others. Of course, some trainees dropped out. They couldn't stick to their jobs or found it too hard being on time every day. Interestingly, those who had the most trouble with the soft skills also had the most problems on the job. The weekly Toastmasters' Club, a key part of the program, helped shift trainees' low self-esteem. When they were chosen to speak at the graduation ceremony, they amazed people with their confidence and speaking ability.

Trends in Education

These two "learning experiences" come from our long involvement with the ICA. The Institute has pioneered a number of innovative educational methods in a variety of cross-cultural situations. [See sidebar box for details.] Our particular experiences reinforce three lessons the ICA has learned about learning:

- It belongs to the community or workplace, i.e. wherever it takes place. Participants must decide what and how they need to learn since they are in charge of their own destiny.



- It affects everyone within the organization or community. The neighborhood or the community of interest needs to keep updating its own learning methods. Since we live in a global society, the community must share what it learns with others.
- It is, and must be, a lifelong activity, a reality accentuated by the growing number of displaced and downsized adults who are beginning new careers at mid-life. As our age span lengthens, we have more time to focus on new vocations than ever before.

While there is growing recognition of this new understanding of learning, there still is little consensus about, and few examples of, how to practice it in our education systems. Advocates of “Accelerated Learning,” based on Bulgarian psychiatrist Georgi Lozanov’s theory of suggestology, claim super-fast ways to learn. Dr. Lozanov discovered a new malady in his patients called “didactogenic syndrome” - sickness caused by poor teaching methods! If an educator mistreats a learner, even unintentionally, s/he can cause a deep, lifelong sickness in the learner.

Yet such seriousness surrounding the role of the educator is often lost today in the midst of conflicting beliefs about education. Politicians, school administrators, teachers, parents and other interested stakeholders debate at length why schools are not working and what should be done about it, but often to little effect. However, in the midst of this maelstrom, there are some trends emerging that deserve our attention. They indicate a paradigm shift taking place around what we have traditionally thought of as education. Key elements of this shift are:

From:

To:

- | | |
|--|---|
| ❖ The assembly line approach that teaches each discipline as a separate entity ... | ...wholistic projects that integrate various disciplines. |
| ❖ A self-contained school environment separate from the community ... | ...the local community as an active partner in the learning process. |
| ❖ Restrictive social grouping of classes by age, competing against one another ... | ...mixing different ages and using cooperative learning with the wider peer group. |
| ❖ “The expert” imparting information ... | ...the teacher as facilitator and coach. |
| ❖ Teachers trained by professors who model the lecture approach ... | ...teachers who learn their art with master teachers and real classroom experiences. |
| ❖ Ineffective “one method fits all” of the traditional classroom based on the belief that “mass society” really exists ... | ...the use of methods that enable each person’s understanding through his/her particular learning style. |
| ❖ Formal, competitive and authoritative structures ... | ...self-directed learning in informal, collaborative settings. |
| ❖ A fact-driven curriculum for the logical left brain ... | ...more emphasis on emotional intelligence and the “people skills” to manage our lives. |
| ❖ Using questionable IQ tests to categorize learners ... | ...working with the unique multi-intelligences of each brain. |
| ❖ An over-reliance on national and state tests, which cause curriculums to slant toward test learning ... | ...approaches that allow learners to evaluate their own progress and trust their own methods of learning. |

Challenges Ahead

Acknowledging these shifts in our understanding of learning and the role of education, the question remains: What will learning look like in the 21st century? While this is a tricky exercise, we can at least raise questions that education needs to deal with in the new millennium. They include:

- *What kind of learning is necessary to help all people adapt to the enormous technological developments that are radically changing the way we live?*



- *How do we help people see these changes as challenges and not as threats?*
- *Knowing that all people will live to a much greater age than they do now, how do we view education as something not only for the young?*
- *How do we obtain the whole world's input to create the human community that will decide the fate of the planet or the universe?*
- *How do we expand learning to embrace all ages and all cultures, being sure to include the wisdom of elders in the process?*
- *What learning systems must we put in place to encompass every human being across the planet, regardless of income level?*
- *How do we decide the basic necessities of learning in a time of instantaneous, global communication?*
- *What kind of international group will make these decisions?*
- *How do we create a learning process where there are no winners and losers?*
- *How does learning deal with real issues that affect people's lives and the lives of the broader community?*
- *How do we ensure that every citizen has the chance to learn basic skills of relationship building, parenting, problem solving, and the art of discourse?*

These are some of the challenges we need to deal with as we contemplate the awesome task of designing human learning in the new millennium. They are among the questions we and others will be grappling with as part of the "Wholistic Lifelong Learning" stream of the Millennium Connection conference in Denver next year. We may not yet have the answers but we are eager to continue the journey of discovery to find them. As American social philosopher, Eric Hoffer, said, "In a time of drastic change, it is the learners who inherit the future. The learned usually find themselves equipped to work in a world that no longer exists."

THE END

Authors:

ICA colleagues Bill and Barbara Alerding are a team of skilled trainers, facilitators and consultants with a passion for "facilitated learning." Their work over 30 years has taken them to five continents. They now live in Indianapolis, phone (317) 290-1876.

SIDEBAR: Feeding The Stream

To try and define the contribution made by the Ecumenical Institute and the Institute of Cultural Affairs to the field of Wholistic Lifelong Learning is almost impossible. Throughout their 45-year existence, most of the Institute's work would qualify as a contribution. We have selected those programs and methods that stand out for the unique role they have played in furthering Wholistic Lifelong Learning.

Programs:

Earthwise Learning Series
 Fifth City Preschool
 Global Academy
 Global Language School
 Human Development Training Institute
 International Training Institute
 Leadership Options
 Rite of Passage Journeys
 Social Methods School
 The Learning Lab
 Training, Inc.

Methods:

Charting
 Corporate Reading Research Project
 Focused Conversation (aka the Artform, Discussion or ORID method)
 Gridding
 Imaginal Education
 Social Process Triangles
Technology of Participation™

For more information on these programs and methods and other items not listed, contact ICA CentrePointes at (773) 769-6363 or e-mail icaarchive@igc.org. Ask for the booklet *Resources for the Future* or the CD *Golden Pathways*.



New ICAs Journey Frame Work

As expressed in the ICAI General Assembly, August 1998, we have asked the Associate ICAs (Sri Lanka) and the new ICAs (Tanzania, Ghana, Nepal, and Uganda) to do a report of their activities under the 9 organisation categories prepared in the Assembly.

Following are some of the reports that we have received:

Nepal

We have advisory and executive board. Only the executive board members are trained on ICA methods and are proactive.

ICA Nepal is capable to offer training in GFM, PSP, PoP and some other courses.

We have a formal office. It is well equipped with 3 computers, email, telephone etc.

We have published several PR materials. We have a small library. We sell ICA books.

In each fiscal year, financial books are audited by registered auditor.

We participated in 1998 General Assembly. We will try our best to participate all ICA Global events. Up to 1998, we have paid ICAI membership dues.

We have trained 6 trained staff, all are paid. Every 6 months, the performance appraisal report is prepared and discussed.

ICA Nepal staff is knowledgeable of ICA philosophy. We also comment about it briefly in training courses as well. ICA

methods have been used from our day to day activities to organisational transformation in Nepal.

ICA Nepal is capable to mentor other new ICAs.

Ghana

Legal:

ICA – Ghana has a vibrant Board made up of professional, senior civil servants, a traditional ruler and other prominent Ghanaians who have made their mark in their chosen fields of endeavour. The Board is very supportive of our activities and meets regularly at least 4 times a year. They have however not received any training in ICA – Ghana.

Programme:

ICA – Ghana offers courses and training in ICA participatory and contextual methods. Two members of staff have benefited from IToP training in Phoenix, Arizona, USA and this has enhanced the delivery and quality of our facilitation and training programme.

In 1998, we trained a total of eighty people drawn from various NGOs in the country, community leaders and school teachers in Participatory Strategic Planning (PSP) and Group Facilitation Methods (GFM). We also undertake facilitation services to organisations in various sectors of the economy.

Existence:

ICA – Ghana has rented a private property in a quiet and easily accessible area in the city of Accra

with spacious office accommodation, a kitchenette and other basic office requirements.

At the moment, the office is equipped with two personal computers and a printer, fax, e-mail and telephone facilities. Apart from the Head Office in Accra, we also have Project Offices at Hohoe in the Volta Region and Damongo in the Northern Region of the country.

Identity:

ICA – Ghana has made its presence in Ghana felt in various ways including the publication and distribution of brochures on our Programmes. We have also early this year printed programmes profile. Also this year, we have started a small library with very useful books and materials on sustainable development.

We also sell “Beyond Prince and Merchant”.

Operations:

Financial records of our transactions are properly kept. In addition to the efficient internal checks and internal audit system, the Board is in the process of engaging external auditors to formally audit our financial books. GLOBAL ICA – Ghana is regularly represented in global meetings by Executive Director.

We have paid our dues up-to-date.

Staff:

ICA-Ghana has seventeen paid staff at the moment. Out of this number, only eight who joined the organisation in the last few months have not received any formal training in ICA methods yet.



These new members are due for training in Group Facilitation Methods (GFM) and Participatory Strategic Planning (PSP) from 3rd to 6th August, 1999. Among the trained staff, 2 have participated in International training programs organised by ICAs. One participated in both ITP in Brussels, 1991 and IToP in Phoenix, 1997. The other participated in this year's IToP in Phoenix.

We have almost completed designing a comprehensive Performance Appraisal scheme which we expect to put into practice by the close of this year.

Values:

Every opportunity such as staff retreat, staff meeting is used by the Executive Director and other members of staff who have

received formal training in ICA philosophy to assist other members of staff to have a good grasp of ICA methods and philosophy. Participatory planning is central to our work.

Mentor:

Even though, we are very young, in our small way, we try to liaise with and assist other new ICAs in our sub-region. At the moment, we are mentoring a lady Colleague who wants to set up ICA – Cameroon. She had the opportunity to visit us in Ghana two times where we sponsored her to participate in 2 international workshops that we organised. We also collaborate effectively with ICA – Côte d'Ivoire and financed them two times to our programmes in Ghana and Costa Rica. They are also sending 2 staff to participate in the training

programme we have scheduled for next month and have offered them tuition scholarships.



ICA Spain, 1999 Report

Victory

We have been using the GFM in our courses for teachers both as a tool to enter into a new frame of mind of their role as educators and as a new learning for the use in interpersonal relationships and personal discovery. The psychological and the methods together have proved as a very powerful way to obtain the required results.

The GFM also have been used in courses for Convivencia, and also in these contexts and the contracts for a vivencia consensuada in the classroom.

Breakthrough

We were able to bring the interest on the GFM in different regions of Spain, Canary Islands, Navarra, Andalucia and Baleares.

Learnings

Importance of a follow-up to keep people using the methods and apply them on their own self-growth and to find solutions in their reality according to the goals.

Importance of the use of two facilitators to cover the different facets of the courses.

Main Challenges

To motivate also parents in the participation in courses for improving their ways of parenthood, using the methods within the family dynamics.

Training more skilful people in the use of the methodology so as to create a multiplying situation in Spain.

We are working on both goals and hope to be able to achieve them little by little.

Do the required follow-up to our new ICA Spain branch in Canaries.

Sign up Co-operation Agreement with Nicaragua and Panama for a more intensive future work.



ICA: UK FUNDRAISING STRATEGY

This article is a summarised version of a document recently drawn up by ICA in the UK in order to clarify its own approach to fundraising and capacity building activities in partnership with ICAs in the South.

The ICA Development Trust in the UK has been involved in fundraising for overseas projects since 1985. The Village Volunteers sponsorship programme has been running since that time, and other grants have been raised for partner organisations within the ICA network, specifically ICA Egypt and ICA Kenya. More recently, since 1994/5, although other ICAs have also been involved, most of the work has been with ICA Kenya. As reported in an earlier issue of *Network Exchange*, a formal contract has been drawn up between ICA: UK and ICA Kenya committing us to act as

- a) A facilitator between ICA Kenya and potential donors in the UK, and
- b) To act as project holder in instances where a donor (e.g. Comic Relief, National Lottery Charities Board) is limited to remittances to only fund British organisations.

This arrangement is now in its second year of operation and seems to be working well for both partners. This success has prompted us to think in terms of expanding its fundraising activities and to try and enter into further partnership arrangements, formal or informal, with other ICAs around the world.

We believe that there are many opportunities for different members of the ICA network to play a role in assisting each other to make progress in the various directions that ICAs have chosen to follow. This assistance can take many forms, ranging from the sharing of information, through facilitating sharing opportunities and promoting our common approach and philosophy, to more formal arrangements relating to training, capacity building and fundraising services. Given this range of opportunities, we feel that one of the most effective roles that we, as a Northern NGO, can play is to assist ICAs in the South to raise additional funding from donors who the Southern ICA would often find difficult to identify and/or to access.

When thinking about such an approach, we identified a number of principles which we feel should guide any activities in which we get involved.

Firstly, while we accept the important role that we can play in accessing funding for partners in the South, we believe that such a role needs to be set in a wider context of empowering and enabling partner organisations to develop themselves and to deliver quality programmes. "Quality" here means programmes that are both

efficiently managed and which are achieving the expected effect and impact on the lives of those involved.

Such a belief has implications both for the ICA: UK activities and for the partner organisations that we work with:

- There needs to be a common belief in and commitment to the principles and philosophy that ICA is based on
- Although the formal partnership agreement will be between the two organisations, there is an implicit assumption that the local community will either be involved in the design of any programme for which funding is being sought, or that any proposal submitted shows a clear link to the delivery of better programmes or increased capacity to do so
- That any fundraising activity undertaken by ICA: UK should be carried out in a way that is primarily designed to enable and empower the partner organisation.

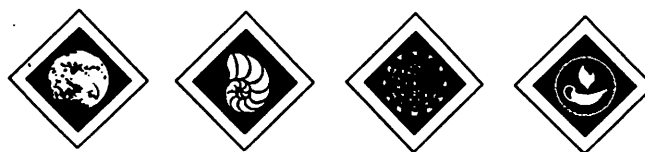
Secondly, we believe that any arrangement entered into needs to be seen as a partnership, giving benefits and responsibilities to both parties. We also believe that, in order for such a partnership to be effective and meaningful, it needs to be based on a high level of transparency and should be seen by all parties (i.e. including the donor) as being equitable.

Related to this is the issue of financial probity. As a principle we see the need for any partner for whom we are fundraising to have annually audited accounts and to be open to having a separate grant audit where required by the donors. On our part, we are committed to publishing our accounts and to have them submitted to an independent examiner's report or audit, as English law requires.

Thirdly, while the emphasis of this strategy will be on building partnerships with local ICAs in the South, we are equally keen to consider playing a facilitative role in building the capacity of ICA in a region. This would have the idea of involving a number of ICAs and individuals in a regional initiative not only designed to develop ICA's role in the wider development field, but leading to greater promotion and use of participatory techniques and approaches, and to greater input into international policy making processes.

Finally, we recognise that, in order for us to provide quality service to their partners, there is need for greater collaboration with other ICAs in the North. This is to:

- Take advantage of any opportunities that there might be for funding in different countries,



- Avoid duplication (or worse, contradiction) of effort by Northern ICAs carrying out this kind of work,
- Ensure that the Southern ICA is assured of the best service possible.

In the light of this context and of the principles laid out, we are proposing to adopt three main strategies in this area:

- 1) To enter into further partnership arrangements, both formal and informal, with Southern ICAs. While future expansion and exceptions to this general approach is not ruled out, it is proposed that the initial focus will be on Africa as that is the area with which the current ICA: UK workers are most familiar.
- 2) To develop a regional proposal for African ICAs to facilitate greater exchange between them, to promote participatory approaches and to identify opportunities for feeding into international policy making processes.
- 3) To liaise more closely with other Northern ICAs involved in fundraising activities in order to build up a more comprehensive picture of fundraising opportunities and provide a better service to partner organisations

In the first strategy we have set a number of criteria, which we feel should apply:

- Partners must be statutory members of the ICA International network. This strategy may expand at a future time to enable non-ICA members to be involved, but such a development is not seen as a priority at the moment
- There must be recognition of the partnership nature of any agreement and a willingness to make the partnership work
- While a partnership agreement should be beneficial to both parties, it needs to be recognised that it may not be possible for one or either party to enter into such an agreement immediately. There may need to be work carried out by both parties prior to any formal arrangement
- ICA: UK will not push Southern partners into a partnership arrangement. Such an agreement needs to be entered into freely by both parties. Having said that, we will give priority to those organisations who have a contract or who are interested in developing such a relationship
- All agreements will be annual, giving both parties the opportunity to review the agreement each year and to make any changes felt necessary

The second strategy involves:

- Developing a proposal in conjunction with African ICAs. This will address building up ICA capacity in the region, facilitating greater exchange between ICAs and between ICAs and other like minded organisations and individuals, promoting

participatory approaches to development and developing ideas and evidence for feeding into international policy making processes.

- ICA: UK, again in conjunction with the African ICAs, will identify funders for the proposal and liaise with donors and then play a facilitating role in the implementation of the proposal

Under the third strategy we have already circulated the strategy paper to other ICAs and individuals involved in similar activities. Those known so far are ICA International (Dick Alton), Adinda de Vries (Netherlands), ICA Japan (Wayne Ellsworth and Shizuyo Sato) and ICA Spain (Catalina Quiroz) and their input invited. Depending on the degree of agreement reached, it may be possible to move forward together by establishing agreed guidelines/principles, a common database, and presenting a "common front" to both donors and Southern ICAs. Such an initiative might fit well into the Social Philanthropy stream of the ICA Millennium Conference.

Finally, we do not intend to make a profit from fundraising activities. Equally, however, the organisation does not want to be out of pocket. Any expenses incurred in the process of raising funds (including the time being spent) need to be covered. This has implications for any agreement with a partner organisation: built in to these agreements need to be clear indications of how our costs are going to be covered. Current thinking includes the possibilities of:

- a) Adding on the UK costs to any proposals submitted. This can only occur where the donors' remit allows, and consideration also needs to be given to the percentage of the administration costs over the total amount being requested.
- b) ICA: UK being reimbursed for costs incurred in fundraising in the event of either ICA: UK not being able to add on its costs to any proposals being submitted, in the event of a proposal being rejected, or for simply identifying potential donors and passing on the information. This reimbursement could take the form of a regular payment being made by the partner organisation (as in the present arrangement with ICA Kenya) or in ICA: UK recording the costs involved and submitting accounts to the respective partners in the event of a proposal being rejected.

If anyone else in the ICAI Network would be interested in joining in a dialogue and exploring ways in which Northern ICAs can work more effectively together in order to provide a better service to Southern ICAs, then please get in touch with us- we would be delighted to hear from you!

Jonathan Dudding
ICA: UK Programme Development Team,
July 1999



BOOK REVIEW

Beyond Prince and Merchant: Citizen Participation

Reviewed by Norman Abjorensen, *The Canberra Times*, February 26, 1999 (Australia)

The old politics seems less and less capable of addressing the many seemingly intractable problems that assail community life, with advanced societies fragmenting and prosperity by no means a panacea in itself. The tepid response to Mark Latham's bold *Civilisation Global Capital*, certainly within the Australian Labour Party, was indicative, if anything, of a general unwillingness to look for options beyond existing political parameters.

Despite Latham's prescriptive intention in seeking to persuade the ALP not to look to the past for its change of direction, this book is a refreshing reminder that politics need not be an "idea free" zone.

Indeed, there is persuasive evidence that by the time new thinking percolates to the professional-political arena it is already becoming obsolete. Witness, for example, the pursuit by the Howard Government of its Reagan-Thatcher agenda.

Latham has tapped into that little-recognised area of "social capital", the trust factor within a society that enables individuals to enter into ethically reciprocal relationships based on shared normative values. The idea was popularised by the United States polemicist Francis Fukuyama in his book TRUST.

Society, in its multitude free interest-based associations, in what is generally known as "civil society" generates an energy entirely independent of the state in which people energise to solve problems, get something done or join together to influence decision making.

The US academic and author Amitai Etzioni has written extensively in the 1990s of the need to shift power away from both government and the rights-based individual to the local community, a school of thought that has become known as communitarianism.

While Etzioni's thinking has been influential, many drawn to his general idea hesitate to embrace the communitarian concepts on the grounds that it has an inherent tendency to romanticise civil society as an arena in which conflicts are always peacefully resolved.

Yet the movement seeking to rediscover and empower the local community is broad church, and an international conference in Cairo in 1996, under the auspices of the non-political Institute of Cultural Affairs, has led to a book that explores similar themes in a variety of contexts. The Institute has been active in Australia for 30 years and has worked in a variety of social areas in inner cities, among churches, in rural areas and with Aboriginal communities.

The starting point of a re-assessment of political life is often the wave of seemingly spontaneous democratisation that swept central and Eastern Europe in the late 1980s and early 1990s, and is being seen as a catalyst for strengthening civil society, that common but little explored area of life between the household and the state.

Like Latham in his plea for Australia to accept and work with globalisation, many of the contributors to the ICA's *Beyond Prince and Merchant: Citizen Participation and the Rise of Civil Society* see the process not just in economic and financial terms, but also in terms of civil society. The Professor of Politics at the University of Florida, Goran Hyden, writes that while transnational corporations have developed so to have independent transnational organisations, such as Greenpeace and Amnesty International, that not only universalise specific policy issues but also serve as global advocates.

"The consequences of the globalisation of the civil society discourse is that pressures to democratise no longer come only from within a country but also from outside" he writes.

The implications from civil society are profound: it is no longer just that slice of associational life that exists between the individual and the state at the national level, but also now across national boundaries.

"The Rise of Civil Society is for the first time phenomenon. It is no longer confined to a few economically advanced and privileged countries in the West.

"The idea that even the poor have rights and can exercise them is now being spread to all corners of the world".

Another US writer, James Troxel, sees community-based activism as a means of re-engaging Americans in public life and of shaping a radical renewal of citizenship with implications for the transformation of government.

"Perhaps the most visible example of this in America today is community policing" he writes.

"Local beat patrolmen have stepped out of their police cars and began to meet with block clubs, merchant associations, and other citizen based groups".

"Their common purpose is to reduce crime in the area, alerting would-be criminals that everyone - not just the police - is actively observing behaviour in their neighbourhood".

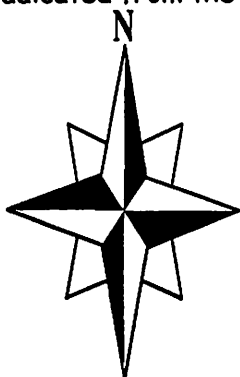
"In the United States, violent crime has dropped each year of the last five as a result of this approach".

The book, which ranges across the globe in its scope, is a thought-provoking introduction to a possible new politics that transcends the old divides and seeks to work with a valuable resource that already exists in everyday life.



Member's Profile: Tatwa P. Timsina, ICA Nepal

I was born in Jhapa district of east Nepal in 1962 in a farmer family. My family had migrated from the mountainous part of the north to the plain south when malaria was eradicated from the area.



I completed my school education in a government funded school in 1979 and after that I moved to Kathmandu, the capital of Nepal to pursue higher education. Without any guidance and firm economic support, I was attracted to participate in political activities and became Chairman and Secretary of a popular student committee within my 9 years of college life. That was the period, when almost every day we had to organise agitation movement against dictatorial regime for multi party democracy. I was imprisoned for one month by the then autocratic government which was thrown out in 1990 establishing democratic government in Nepal.

Despite my active participation in student politics, I passed M. Sc. with first class first position. I was immediately appointed by the

same University as a Lecturer. Apart from working at the University, I was also involved with some national nongovernmental organisations. I had already worked as an executive member and General Secretary of one of the leading NGOs called Nepal Environmental Conservation Group through which I was involved with some of the pioneering work in the field of environmental management in Nepal. Later I also worked as a Consultant of environmental management to IUCN - The World Conservation Union.

During my ten years of academic career, I have been associated as author or co-author to 13 different books and manuals on environment and sustainable development published mostly by the IUCN - The World Conservation Union, Nepal. My passion for writing has emerged from a year long course on Development Journalism which I did in 1984. I had also served as an editor of a science magazine published between 1988 and 1990.

My contact with the ICA is comparatively a recent one. As a student of Human Ecology in the Free University of Brussels from 1995 to 1997, we were sent to participate in a training course on Group Facilitation Method conducted by ICAB in the beginning of 1996. I was so much fascinated by that course that I started

to think that courses of that kind would be immensely useful to Nepalese context. After that I participated in strategic planning course on my own expense. The courses were in fact able to increase my vision towards the goal of my life. Later I also joined a week long course on 'Training for Trainers for GFM and Strategic Planning'.

After completing M. S. in Human Ecology, I joined for PhD, but could not follow properly because of the lack of any financial support. By the end of 1997, I came back to my own country and started working for the possibility of establishing ICA so as to introduce the objectives and philosophy of ICA in Nepal. After a few months, with the active support of some of my friends and well wishers, we were able to register ICA Nepal as a nongovernmental organisation.

Unlike other ICAs, we do not have a long history but we do have a hope to make ICA Nepal one of the recognised NGOs in Nepal. From its inception, I have been working as the Chairman and Executive Director voluntarily.

I am fond of trekking mountainous regions of the country. I have an ambition to establish myself as a good motivator in the rural community of Nepal.

ICA Events from around the world

Where	Event	When	Reference
Philippines	Civicus Conference	September 22 -24	ICAI
Kuala Lumpur	Facilitators' Conference	October 22 - 23	ICA Malaysia
Netherlands	IAF Europe/Africa Conference	October 22 - 24	ICAI
Germany	ICA Europe-Interchange	October 27 - 31	ICA Germany
Brussels	ICAI Executive Committee Meeting	March 24 - 26 , 2000	ICAI
Toronto	IAF 2000	April 27 - 30, 2000	ICA Canada
Denver	The Millennium Connection	July 30 - August 5, 2000	ICAI & ICA USA
Denver	ICAI Board Meeting	August 6, 2000	ICAI

The Network Exchange

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The Network Exchange



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Millennium Connection 2000 *Highlights of Plans in Progress*

Plans are in the making for the Institute of Cultural Affairs to bring you a comprehensive and compelling conference July 30 - August 5, 2000 at the University of Denver campus in Denver, Colorado. This international conference will bring together and connect committed, innovative practitioners representing seven streams of social change and will highlight projects that are making difference in the quality of life of millions of people around the globe.

For detailed information and a registration form, check out the web page on www.ica-usa.org/working/conference/millennium. You will be able to print the registration form off of the web page. PLEASE NOTE: There is a special registration fee of \$395 through December 31, 1999 so sign up early.

The Art & Practice of Participation Stream - Coordinated by Marilyn Oyler

KEY QUESTION: How do we create a culture of inclusive participation that fosters collective action and engagement for all?

CENTRAL THEME: Discerning methods, tools, practices that ensure opportunity for participation and engagement for all.

OUTCOMES:

- Identification of shifting paradigm of participation in 21st Century.
- Case studies of successful participation ventures
- Creation of collaborative action plans
- Ongoing network of practitioners to engage in co-learning
- Sustenance in our journey as practitioners

POSSIBLE ANCHOR / PARTNERS / PROJECTS: Dannemiller Tyson, Inc., Peter Block, Governance and Local Democracy Project (Philippines), Study Circles (Connecticut), Center for Living Democracy (Vermont), Institute for Global Communications, Ventana, Soft Bicycle Company, American Friends Service Committee, Crossroads, Inc., Anytown, Community Development Resource Association (South Africa), Dispute Settlement Center for Durham, NC, CDR Associates (Boulder, CO).



Philanthropy for Social Innovation - Coordinated by Dick Alton

KEY QUESTION: How do we attract and invest social and financial capital in creative ways to maximize positive social change?

CENTRAL THEME: Globally, civil society needs to encourage corporations, foundations and other institutions to harness new resources.

OUTCOMES:

- Discerning learnings from 18 global projects
- Identifying partner projects with action plans
- Sharing of training and program designs
- Exploring edge issues such as social entrepreneurship, venture capital, the role of foundations and corporate responsibility.

POSSIBLE ANCHORS / PARTNERS / PROJECTS: College Assurance Plan Philippines; The Inter-American Foundation; Tanzania Cultural Trust Fund; Heartland Alliance, Chicago; NGO Futures, Switzerland; Ford Foundation, Middle East and North Africa; Ashoka / McKinsey Center for Social Entrepreneurship, Brazil; Foundation for the Philippine Environment and CIVICUS.

Sustainable Community Development - Coordinated by Jim Weigel

KEY QUESTION: How can we facilitate more sustainable development in our communities, neighborhoods and families for future generations and ourselves?

CENTRAL THEME: Connecting the Dots: Shaping the practice of sustainable community development for citizens, practitioners and policy makers.

OUTCOMES:

- Understanding sentinel communities
- Developing plan for supportive regional collaborations
- Generative Physical Design Components
- Catalytic Transformation process, triggers, journey
- Sustaining people and efforts

POSSIBLE ANCHORS / PARTNERS / PROJECTS: The Green Institute (Minneapolis), Social Planning and Research Council (SPARC) of BC, Civano, National Civic League.

Wholistic LifeLong Learning - Coordinated by Paula Otto

KEY QUESTION: How does every individual become a lifelong learner?

CENTRAL THEME: Catalyzing intentional life-long learning as transformation.

OUTCOMES: Making models and how to and hope accessible for practitioners around the world.

POSSIBLE ANCHORS / PARTNERS / PROJECTS: Sacred Heart Schools, Loyola-New School of Learning, St. Mary of California, Laubach Literacy, and Albion College.

The Arts for Community Transformation - Coordinated by William Grow

KEY QUESTION: How can art be restored as an integral part of community life and used to heal society?

CENTRAL THEME: A summit meeting of transformational artists.

OUTCOMES:

- Collaborative projects identified
- Compilation of effective projects and success factors
- Marketing plan built for each consortium, including international
- Local demonstrations

POSSIBLE ANCHORS / PARTNERS / PROJECTS: Colorado Council on the Arts, Community Performance, Inc., Swamp Gravy Institute, and Denver Young Audiences.



Spirituality in Organizations - Coordinated by David McCleskey

KEY QUESTION: What does a spiritually healthy organization look like?

CENTRAL THEME: Connecting the many spiritizing activities emerging in many organizations of all kinds.

OUTCOMES:

- Building a template for what a spiritually healthy organization looks like.
- Naming the metaphors now emerging for organizations, i.e., living system, organism, hologram, etc.
- Spirit as it shapes relationships and community
- Space-time structures and eventfulness
- Consciousness and personal growth and potential
- Spirit practices and tools
- Naming a national and global network of colleagues working on spirituality in organizations.

POSSIBLE ANCHORS / PARTNERS / PROJECTS: Collard Company, ICA India, ICA Malaysia, ICA Taiwan, Alerding & Associates, Ray Caruso, Jean Watts, Lee Suggs

Community Youth Development - Coordinated by John Oyler

KEY QUESTION: How can we promote and support the full and healthy engagement of young people in building sustainable community

CENTRAL THEME: Youth and adults working in partnership across generations to build safe, healthy & sustainable communities.

OUTCOMES:

- Broader, easier access to wisdom, learnings and living examples of success globally.
- Increased number and depth of long-term collaborative relationships
- A conscious youth-adult leadership network for a global CYD movement
- Several key collaborative projects designed with action plans
- Community-driven service learning
- Connections with global leaders in six other related social movements
- Building intergenerational capacity for guiding community change
- Training and mentoring in facilitative leadership

POSSIBLE ANCHORS / PARTNERS / PROJECTS: National Network for Youth, National 4-H Council, Generations United, Heller Graduate School of Bradeis University, Women in Community Service, Emerging Leaders Initiative of the State of the World Forum.

Participation is expected on an international scale from Brazil, Chile, Columbia, Guatemala, Mexico, Peru, Egypt, Kenya, Nigeria, South Africa, Barbados, Benin Republic, Congo, Australia, Bosnia, Nepal, Uganda, Japan, India, United Kingdom, Philippines, Netherlands, Jordan, Canada.

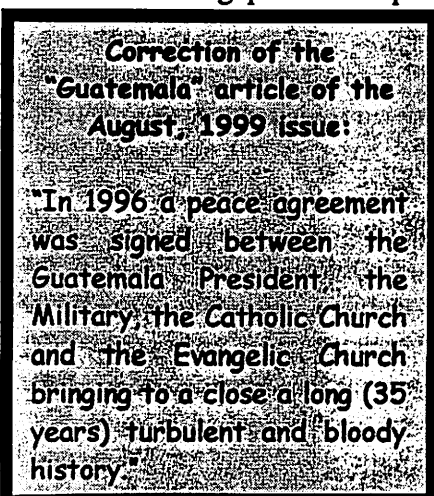
Fund-raising parties are planned to financial support the Millennium Connection. Check out the

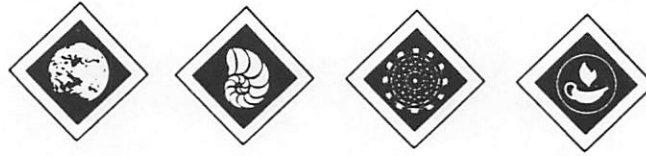
conference web page for a schedule or call Dorcas Rose in the East, Mary Laura Bushman in the Heartland and Shirley Heckman or Judy Linblad in the West.

Don Elliott and Dick Alton visited South America offices in July meeting potential partners and promoting the Millennium Connection. Louise and John Singleton are travelling to Africa in October to do the same and Dick Alton will be in Asia in September & October to identify partners and projects and promote the Millennium Connection.

For further information or to ensure you are on the mailing list for the Millennium Connection, contact our Conference Coordinator Linda Ann Smith at 303-627-2796, fax 303-693-5152 or e-mail milconnex@igc.org.

Linda Smith, conference co-ordinator



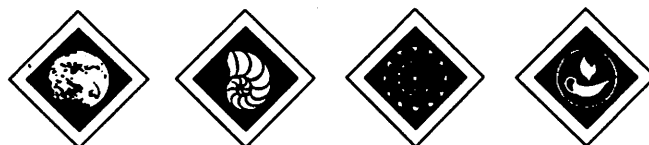


IToPToT - 1999

By Shirley Heckman

The third **INTERNATIONAL TECHNOLOGY OF PARTICIPATION™ TRAINING OF TRAINERS** ended on June 6, 1999. Now 55 people from 25 ICAs have had this training. On the last day of the program using one of the methods they had learned, the participants took 90 minutes to come up with the chart of the results of the program from their perspective. Here are some comments about the results they identified.

- **SIGNIFICANT LOCAL IMPACT**— Seven participants received beds and loving care in five of the 200 single-family houses in the neighborhood between 25th & 26th Streets. That's a pretty low percentage. But these great people had lawn parties, came to our closing celebration, arranged for the city councilman to visit the program and cried when their guests left. To connect with these neighbors, I met with different groups. At the Block Watch meeting, I volunteered to be the editor of the Block Watch newsletter distributed to 700 homes. People in the neighborhood – and not just the host families – now understand more clearly who we are and what we do.
The other local involvement was the ten simultaneous 2-day Group Facilitation Methods courses set up with community-based groups ranging from Hopi to San Luis, Mexico. Teams of two international participants coached by a mentor trainer from the USA taught these. In all, 177 youth and adults received valuable skills training that they otherwise would probably not have had.
- **STRENGTHENED INTERNATIONAL COOPERATION** – Each group from a national ICA and/or from a continent made concrete plans for how they could mutually support each other in developing their national training systems. One of the participants volunteered to be an ongoing coordinator.
- **IMPROVED TRAINING AND FACILITATION SKILLS** – All 19 participants made great leaps forward in their confidence and ability to be of valuable service to civil-society-building initiatives, local communities and organizations in all sectors of their society.
- **EXPANDED TOP SYSTEM CAPACITY IN 12 COUNTRIES** – Participants left with action plans, materials, manuals and valuable experience for building their capacity as a sustainable non-governmental organization, including how to develop income streams as an alternative or supplement to grants.
- **PERSONAL CONFIDENCE AND DIRECTION** – Vocational commitment deepened among the participants. Many of them were relatively young and relatively new to ICA but they hold very important positions in their countries.
- **DETERMINED TO TAP AND EMPOWER YOUTH FOR SUSTAINABILITY** – Every national action plan had a significant component focused on empowering young people. The only American participant was a 19-year-old woman who is now ready and eager to help ICA in the USA implement a “Youth as Facilitative Leaders” program.



The following chart shows the participants from all three events listed by country.

INTERNATIONAL TECHNOLOGY OF PARTICIPATION TRAINING OF TRAINERS			
Sending ICAs	1995	1997	1999
Belgium	Anna, Renaud		
Bosnia-Herzegovina			Nelvedina, Slavica
Brazil		Dulce	
Chile	Ana Maria, Eduardo	Anita, Javier	Isabel, Nigel
Croatia	Drazen, Zlata		
Egypt	Dina	Diaa	
Germany	Axel, Hannerl, Sabine		
Ghana		Lambert	Akos
Guatemala	Joaquina		
India	Meera, Shankar		
Japan			Maki
Mexico			Julia
Nepal			Rik, Silvie, Tatwa
The Netherlands		Adinda, Marije, Simon, Sybrech	Kwasi, Nicolien, Jouwert
Nigeria	Aderoju, Rosemary		
Peru		Luz	Gloria M, Gloria S
The Philippines			Dennis
Spain	Catalina, Franco		
Sri Lanka	Puthrika		
Taiwan		Jean-Francois	
Tanzania		Doris	
Uganda		Charles	Richard
United Kingdom		Martin	Ian of the Isle of Man
USA		Wilbert of the Hopi	Megan of the "youth"
Zambia	Florence, Ruth	Voice	

ICA – Ghana establishes collaboration with ICA – Côte d'Ivoire

- Each organisation making a provision in annual budgets devoted for promoting collaboration
- Executive Director of ICA – Ghana to visit ICA – Côte d'Ivoire this year around the last week of September to familiarise himself with their work
- ICA – Côte d'Ivoire will contact ICA – Japan to explore the possibilities of financing a collaborative project between us, as they are currently financing a similar programme between them and ICA – Zambia
- Establish an annual staff exchange for a period of 2 months. The two months tentatively planned for this exchange will be February and March of each year, beginning from next year
- Invite members of the network to support us financially or by any means possible to enhance the initiative
- ICA – Côte d'Ivoire will engage a bilingual person among their staff to enhance communication between the two sister organisations. This is to emulate the example of ICA – Ghana.

In line with this agreement, ICA – Ghana is to send information to ICAI for it to be published in the Network Exchange.

We are therefore looking forward to an interesting collaboration with our colleagues in Côte d'Ivoire.

Thank you,
Lambert Okrah



ICAI 2000 Conference and Book presented at CIVICUS Third World Assembly

700 people gathered September 21-24, 1999 in Manila, Philippines for the CIVICUS 3rd World Assembly. They came from 60 countries. As a member of CIVICUS, ICA Philippines President, Mel Morales, Dennis Decano, ICA Technical Assistant, and Richard Alton, ICAI Secretariat represented ICAI.

The ICAI had a booth in the exposition space to promote the Millennium Connection Conference as well as selling the book *Beyond Prince and Merchant, Citizen Participation and the Rise of Civil Society*. Over 100 people signed up from 30 countries asking for further information on the conference. Many old friends of the Institute were discovered and re-connected with during the four days. ICA Philippines made many new friends and contacts with 300 Philippine foundations, businesses, NGOs and government officials present.

Another interesting Conference highlight was that Robert Bothwell, National Committee for responsive Philanthropy, USA did a seminar presentation on 'Indicator of a Healthy Civil Society' in which he highlighted his chapter from the *Beyond Prince and Merchant*.

The conference theme was the 'changing roles of civil society organisations, business and government'. The conference had 3 streams: governance for the future in civil society organisations (CSOs); business and government; consideration in business and community engagement and building social cohesion.

Two highlights of the Conference were the opening address by Rebecca Adamson, Cherokee, Founder and President of the First Nations Development Institute which focuses on culturally, appropriate values-driven development. She resides in Washington and was named as one of the top ten social entrepreneurs of the year in 1998 by the "Who Cares magazine". She did a remarkable 20 minute presentation contrasting the dominant economy (which she characterised as based on

materialism, greed, competition, individualism and consumption) with the "Indigenous Perspective on Sustainability" (embodying kinship, communal ownership and usage of capital, co-operation, and spiritual beliefs). She left no doubt which perspective she feels holds the real promise for life and sustainability for succeeding generations. And ended with a challenge to all to find their indigenous roots. She would be a good opening session speaker in Denver.

Secondly, the pre-conference work (which ICAI participated in) was asking for global input in designing a global citizen's commitment statement. The initial framework was presented at the conference. The call for mobilisation focused on two huge social and ecological deficits. The biggest deficit of all is the equity deficit, in which large sections of our societies are excluded from ownership, access, decision-making and the "good life". The second major deficit is the sustainability deficit. While the rapid rate by which we are consuming the very ecological basis of our life and livelihood is responsible for the rapid growth of economies, this rate has come way past the capability of natural system to regenerate themselves and recover from damage.

Our commitment and our call:

We know that these deficits are man-made. Man created the current situations. We must now turn it around; we must put it right.

But the highlight of the conference was the visit to the ICAI booth by CIVICUS Secretary General and CEO, Kumi Naidoo, who re-iterated his willing to be as supportive as possible for the ICAI Denver Conference. CIVICUS will highlight the conference in their magazine and will look to have 4 people attend.

Dick Atlon, ICAI



Greetings from Ghana

"
Dear all

This came from one of the recently placed volunteers.

*My best wishes to all
Patrick Mbulu"*

Greetings from Ghana. I hope things are all well in your part of the world. Well I have been here for just over a month now, so I thought it was about time that I put fingers to keyboard and wrote to tell you about my adventures! Apologies for the impersonal nature of this letter, but as there is so many of you to write to and so much to say it seemed the most appropriate option, and apart from the monotony of writing the same information again and again, I'd hate to miss any out!

As you may well be able to notice I am writing this on a computer. Some of you will be under the illusion that I am at present living in a village as I had informed you with the little note that was enclosed with the stickers (yes remember those stickers with my address on, for those of you who haven't yet utilised this resource it is very simple, you just write a small - or BIG - letter, place it in an envelope, attach a sticker, put on a stamp and into the letter box). Well no the village hasn't got a computer - I am still in Accra at present. Mr. Frempong, who I work with in the Research and Policy Analysis Unit, did not get a visa to go to America for 6 weeks to

take part in an ICA course. Therefore he is still here for me to work with, hence no trip to the village for now. Which of course has its drawbacks in that I won't be experiencing rural life in Ghana for the moment, but then the advantages of electricity, clean running water, and flushing toilets have lessened the blow somewhat!

So what have I been up to? And what is life like in Ghana? I'm having an excellent time, although it is very strange being in a different culture and trying to settle in, everything is so new!

To let you know a little about my job. For those of you who are unaware I am working for the Institute of Cultural Affairs - Ghana (ICA Ghana), which is a local Non-governmental organisation which does a range of community development work in rural areas of Ghana. I am the research assistant in the Policy Analysis and Research unit - which at present only consists of Mr. Frempong (the unit director) and I. At the moment we are doing a lot of work concerned with forest policy in Ghana, and I've been left with the task of writing a funding proposal for a piece of research concerned with forest communities and forest policy. So I've been busy reading lots of books and materials on Ghana's forests and forest policy.

I'm also helping to develop a range of training programmes for other organisations in areas such as Participatory Rural Appraisals, Monitoring and Evaluation, proposal writing and so on. I'm enjoying this as it enabling me to learn about new things and it's interesting. Perhaps one of the best aspects of my job is that I no longer have to do any admin - bliss.

The food here is variable, they eat a lot of rice and fish which is good and yams (a bit like potatoes) are really nice (either boiled or fried) and plantains, which look like big bananas are really tasty - either fried, grilled or boiled. HOWEVER, they also have some very interesting local dishes which all Ghanaians love, quite why is beyond me. The staple of these meals is either kenkey (fermented maize dough - it's sour and tastes as bad as it sounds), fufu (which is made of pounded yams and cassava - which resembles raw dough and you are supposed to swallow it without chewing!) and banku (another variation of dough, this one you can chew). These are all eaten with either slimy Okra soup or groundnut soup, or a variation of stew, often containing fish, pigs' feet and goatskin - lovely. So with those culinary delights on the menu I stick to rice, potatoes, yams, plantains and the tomato and fish based stews. The



attempts to convert me to a Ghanaian diet will be resisted.

Nearly everyone here speaks English, but it's a kind of African English and things often have different meanings and things that I say people just don't understand. For example to ask someone what they want to eat you say 'what will you take?', if someone is eating invariably they say to anyone else around 'you are invited' thereby inviting you to have some of their meal, and if someone says 'How?' it means how are things? Or how is it going? All of this and my English, rather than African, accent make even the simplest of conversations tricky. Coupled with trying to learn 'African - English' I am also attempting to learn Twi, which is the most commonly spoken language in Ghana. It is coming along very slowly but I am determined to be able to string a few sentences along soon!

At the moment I am still living with the Director of ICA - Lambert, and his wife - Josephine, their two children - Leslie(6) and Kobi(2), and Josephine's sister - Winifred. But I am soon to move in to a place of my own, when we have located some where.

The driving here is crazy - they have potholes all over the roads and lots of dirt tracks. And the idea of anyone following any kind of highway code is unheard of. To pull out of a junction you simply pull out regardless of what is coming and blow your horn. And traffic lights, well you don't have to worry about them. I

have driven once since I arrived, it was a couple of weeks ago and on a Sunday evening so the roads were quite quiet, but it was still an experience.



I have been around town a bit now and have seen all of the major sights, such as Independence Square. Accra is quite large and is very dusty. The streets are unplanned and there are open sewers which are a bit smelly. Walking down the road can be potentially hazardous, with crazy maniac drivers and open sewers instead of pavements. I'm just waiting for the day when I have to jump into the sewer to avoid being killed. All along the roads there are people who sell various things, one will sell only air fresheners, whilst another will sell toilet rolls, and so on. So potentially you could do your shopping on your drive home. A bit like a very long drive through.

So what have I done since I arrived? Well the first Sunday I went to church.

Everyone here is incredibly religious and they all regularly attend church, at least every Sunday and also in the evening during the week if they can make it. From the moment I arrived here in Ghana I was asked if I attend church, they were all very surprised when I said that I don't. They have a lot of singing and clapping at church here so I thought it would be interesting and also polite to attend. Well, church began at 9.00am and ended at 12.30pm, yes 3 and ½ hours! It was certainly interesting! So I don't think I will be going again in the near future. Since then everyone has been on a mission to convert me.

A few Saturdays ago I went, with Lambert and Leslie, up to their farm, which is north of Accra in the hills. It is a rural area and very peaceful, especially compared to Accra. They have pineapples, mangos and cassava etc., it is wonderful being able to eat fresh tropical fruit. Also to make the day extra specially good it rained for most of the day. What's good about that? I hear you ask. Well it was almost cold, bliss after days of heat and constant sweating - nice. It rained from about 11.00am - 4.00pm, so we stayed in the concrete shed type building for the most of the day.

And a few weeks ago I went to Ryan's Irish pub for the evening, for those of you who know them, it is just like to ones in England. They are Guinness crazy over here and have their own Guinness brewery. Ryan's is an obroni



(white man - in Twi) hang out - where they all seem to gather on a Friday night.

This Saturday, just gone (8th May) I went to a festival at Winneba, west of Accra. It revolved around two teams of people going off into the bush and hunting deer. Not quite my idea of fun, but it's a traditional annual festival here. We even say the dead animals, not nice. There was lots of music, dancing and street parades and the chiefs were all out for the occasion. The animals are an offering to the local fetish god. We also went

to a nearby beach, Sir Charles, and went into the sea, but the current is so incredibly strong here you just get knocked straight off your feet.

Well there is a little insight into what has been happening to me here in Ghana. Some of it anyway. For those of you lucky enough! You can have a colour picture enhanced, more detailed description by way of a slide show when I return - now there's something for you to look forward to.

So in the words of the great man himself - Jerry Springer - Take care of

yourself, and each other! I hope all is well.

Have fun and keep smiling!

I hope you are well.

Best wishes and lots of love
HannahXXX

Hannah Warren



New ICAs Journey Frame Work - ICA Tanzania

Note: As part of the ICAI General Assembly, we are tracking our new ICAs' progress.

LEGAL

- 1/2 of the Board trained and proactive.

PROGRAMME

- Offered PSP & GFM course on a demo basis;
- Conducted 3 PSP events to different groups and 1 Action Planning.

EXISTENCE

- Hosted in a formal office that has basic office equipment.

IDENTITY

- Developed ICA-TZ brochure;
- A summary of ICA Participatory Methods;
- Using ICA - TZ.

OPERATIONS

- Financial regulations in place.

GLOBAL

- Participated in the 1998 General Assembly;
- To pay 1999 dues very soon.

STAFF

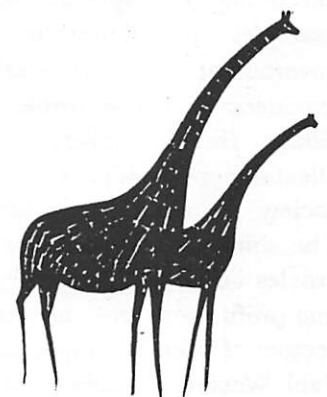
- 3 trained staff;
- All volunteers.

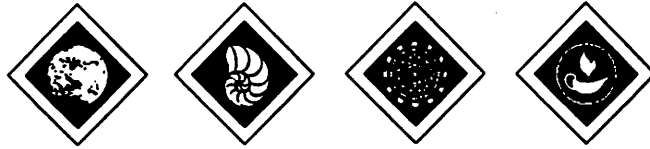
VALUES

- ICA philosophy to be disseminated to other board members of ICA TZ;
- Using ICA methods though not in full capacity.

MENTOR

- Not quite ready to mentor other new ICAs.





BOOK REVIEW

Beyond Prince and Merchant

Reviewed by George McKibbon, The Ontario Planning Journal, Vol.14, No.1, 1999

Editor: John Burbidge
Date: 1997
Publisher: Pact Publications
Pages: 314
Price: US\$29.95

"Beyond Prince and Merchant" is edited by John Burbidge of the Institute of Cultural Affairs International. The book addresses non-profit, non-government organisations. The Author and the Institute extol the virtues of these social organisations and their ability to help individuals and communities survive these perilous times.

The book is divided into four sections. The first section provides the theoretical background the editor feels we need to understand. The second section includes seven articles describing geographically diverse examples of non-profit, non-government organisational experience. For example, Saad Eddin Ibrahim discusses the effect of populism, Islam and civil society on Arab communities. The third section includes nine articles addressing the effects of non-profit activities on various sectors of society. For example, Paul Watson describes the role these organisations have in community youth development. The fourth section looks to the future.

Eighteen articles are included in these four sections. The number of articles makes for uneven reading and comprehension of the book's themes. I found the second and third sections to be most

interesting because the articles provided perspectives readers won't easily find elsewhere. The first and last sections were preachy.

The book raises difficult sections but shies away from addressing the implications. For example, in the 1990s volunteer participation within non-government, "not for profit" organisations has declined.

Various sources suggest the demands of full time employment and lack of training on issues of personal liability are causes for this involvement decline. This trend conflicts with the editor's assertion that these organisations have a healthy role to play in the future. The concern is acknowledged, but it wasn't addressed in a way which balanced the editor's optimism with this trend.

The role of religious institutions was addressed substantively in Arab society in the second section and theoretically in the third section. Religious institutions and norms play positive or negative roles depending on the circumstances.

Both articles were interesting (particularly the article on Arab society) but neither identified and assessed these potentials. Furthermore, recent research in the United States and Ontario has quantified the financial contribution churches make to the social life of their parishes. I would have preferred that the editor address more substantive social roles religious institutions play within their communities.

I would not recommend this book for planners whose interests focus on Planning Act matters. For planners whose interests and employment involve them in sustainable development and the planning and management of non-government, "not for profit" organisations the book will be of interest provided they have read other authorities such as Peter Drucker and Beulah et Al (Habits of the Heart) on this subject.

With the ongoing devolution of Provincial responsibilities and budget cutting, there is a large role which could be addressed by non-government, "not for profit" organisations within Ontario communities. There is also a role for professional planners in the development of these organisations to address the vacuum being created by the withdrawal of Provincial ministries and the redefinition of municipal responsibilities. This book provided some insights for planners involved with these organisations.

George McKibbon, MCIP, RPP, is a planning consultant who has worked in the fields of public participation and planning for aboriginal communities, among other things. George lives in Hamilton.

Robert Shipley, MCIP, RPP, is the Journal's contributing editor for the Print. He can be reached at rshipley@cousteau.uwaterloo.ca



Member's Profile, Esaud Caycho E., ICA Peru

Esaud Caycho E., born on February 28 in Asia Valley - Cañete Province/Lima, Peru

Studies Developed: Elementary School, High School, and Technical Graduated in Topography, Architectonic Drawing and Business Administration of Small and Medium Enterprises.

Work Experience within ICA / Peru: Since February 1985.

Tasks developed with ICA / Peru: Training programme facilitator and Director of socio-economical development projects.

Programmes facilitated: Leadership effectiveness training course, community development course, image education course targeted to professionals and villages' leaders involved in the sustainable development.

As Project Director:

Period '88-'90: Construction of irrigation canals (2.5km) in Uquira, Asia Valley. Since its inauguration, it has been benefiting an average of 45 families. Thanks to the supporting agency Wild Geese Foundation as well as the Holland and Canada embassies in Peru.

Period '92-'94: Implementation of a potable water system. This project is being benefited an average of 150 families within 2 urban marginal villages. Thanks to the following supporting agencies: Wild Geese Foundation, and the embassies

of Holland, Canada, England, and VIDA PERU, among others.

Period '97-'98:

- 1) Implementation of various engineering works: a) potable water system to 10 families in Lunahuana Valley. b) Finished of a mini dam for 30 peasants' agricultural land in the Chilca Valley. c) Mechanised pumping system for agricultural concerns in Uquira - Asia Valley.

Supporting Agency: ICA Japan.

- 2) Implementation (first phase), of a project called nourishing security programme targeted to 6 rural villages from Asia Valley. Its main aims are targeted in people's health and nutrition improvement by means of increasing agricultural and small animal production as well as improvement of basic services (potable water, etc.). The nourishing security programme was designed to be implemented within 3 yearly phases. The first phase was totally funded by Caritas Holland.

- 3) Implementation of various works for agricultural improvement: a) Building irrigation canals (500km) for Esquina de Omas community, Asia Valley. b) Mechanised pumping system in Callanga, Asia Valley. c) Mechanised pumping system in Cata, Asia Valley. d) Reconstruction of irrigation

canals (1.5km) in Uquira, Asia Valley.

ICA/Japan and VIDA/USA funded this programme.

My vision for the next 5 years: There are many ideas and dreams that I would like them to come true and to be improved in order to provide better services for ICA, so I would like to describe some of them:

- a) Internal and overseas institutional image consolidated. Since 1979, ICA/Peru has developed a transcendental regional and global training programme, however, we do not have an institutional image, as we would like to have. I have the vision to revert this situation.
- b) International conference on sustainable development. At global level the ICA has a great experience and knowledge about sustainable development. I have the vision to develop a conference which main focus will be targeted in sharing our work experiences and evaluating our role within the changing process in a way that the poverty level is critical.
- c) Technical financial co-operation network: As part of our international image, I have the purpose of establishing an internal and overseas technical financial co-operation network.

ICA Events from around the world

Where	Event	When	Reference
Kuala Lumpur	Facilitators' Conference	October 22 – 23	ICA Malaysia
Netherlands	IAF Europe/Africa Conference	October 22 – 24	ICAI
Hamburg	ICA Europe-Interchange	October 27 – 31	ICA Germany
Caracas	ICA Latin America Continental Meeting / ToP Training Programme	November 22 - 27	ICA Venezuela
Denver	The Millennium Connection Meeting	January 13 – 16, 2000	ICA USA
Brussels	ICAI Executive Committee Meeting	March 22 – 24 , 2000	ICAI
Toronto	IAF 2000	April 27 – 30, 2000	ICA Canada
Denver	The Millennium Connection	July 30 – August 5, 2000	ICAI & ICA USA
Denver	ICAI Board Meeting	August 6, 2000	ICAI

The Network Exchange

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The Network Exchange



November 1999

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ICAI Africa Trek

October 3 - 27, 2000

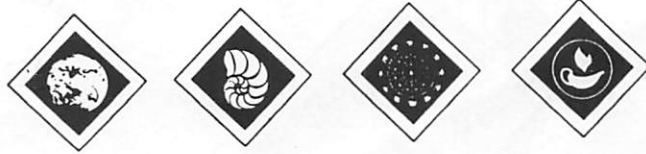
Louise and John Singleton

The primary purpose of our Africa trek was to interest people and organizations in the Millennium Connection International Conference sponsored by ICAI and hosted by ICA USA in Denver, Colorado July 30 - August 5, 2000. In addition, ICAI is placing emphasis on the role of the boards in ICA organizations and on interaction of the staffs of African national ICA's. For us, it was a rare opportunity: we had never been to Africa and had heard for years of such mysterious places as Machakos and El Bayad.

We started in London, meeting with Jonathan Dudding and Tim Allard, along with Suzy Mitchell of The Andrew Mitchell Christian Charitable Trust. We then spent 5 - 6 days each in Kenya, Zambia, Ghana, and Egypt, joined by Doris Mutashobya, Director of ICA Tanzania in Nairobi; Moses Ogiano, Director of NIRADO, ICA Nigeria, in Accra; and Charles Wabwire, Director of ICA Uganda in Cairo. Edward Mutiso, Director of ICA Kenya and vice-president of ICAI traveled with us to Zambia.

In all four countries, we met ICA staff, visited projects and met with an impressive array of representatives of both government and non-governmental organizations (NGO's) to introduce or expand their information about ICA's work nationally and internationally and to learn about needs and possibilities. Following are some observations.

UNDP (United Nations Development Program) began changing its development strategies in 1995 to put more emphasis on the cultural dimension (community identity) in development work, following a UN paper making a case for how crucial it is to success. The cultural pole of the social process triangles (economic, political, and cultural) has always been included in ICA development models. This alignment might open new opportunities for collaborative work.



Being known and respected among other non-governmental organizations is very important. They are our peers. The participation of ICA Ghana - a two-year old organization - in the collegial life of NGO's in the area will provide access to a network of support. ICA Ghana will be invited to join the NGO Development International Forum. ICA MENA (Middle East and North Africa) has strong ties and is a leader in the NGO community in Cairo. Forty people - mostly from NGO's - attended a reception / Millennium Connection presentation in Zambia. ICA's long history in Kenya is very well respected.

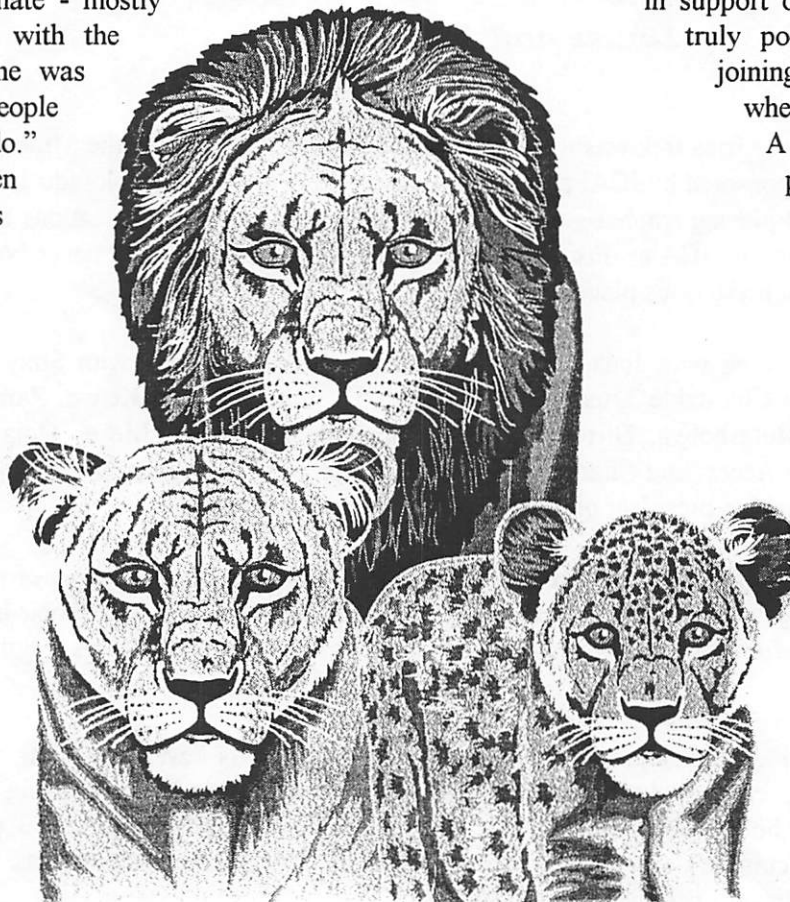
Some funding agencies and NGO's are moving increasingly toward "value added" development --trying to create agricultural products for national and international markets. TechnoServe, a US NGO in Ghana, and EEOA (Swedish) are setting up businesses and helping farmers with the technical aspects of processing and marketing. A consultant for the Ford Foundation in Kenya is researching how to finance development inside the country, rather than relying on external funding. He thinks the involvement of business will be essential, and businesses will stress funding for business development.

All ICA development projects stress training in methods of participation regardless of whether the product is building a water storage tank, women's enhancement programs, or grain storage agricultural "clubs." We take for granted the right to participate in the political process and to shape the work environment. For instance, participation is usually mandated by funding sources. In Africa, even though most nations have been independent since the 60's, participation is not assumed or stressed. African management is top-down and hierarchical. Releasing the creativity of all is a major challenge, but participation has to be taught and learned. ICA has the methods and philosophy.

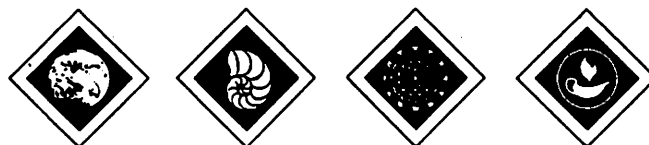
Meeting with board members of all ICA's was enjoyable and inspiring. Many have served ICA for many years. They are skilled and influential people who could serve their countries in whatever way they choose. When I asked in Kenya why answers were passionate - mostly willingness to work with the member said that she was "ICA works with people what they need to do." member said, "When with ICA, it's out of them."

they chose to work for ICA, the in support of ICA methods and truly poor. A new board joining the board because, where they are, to do A veteran board people have worked difficult to get ICA

It was our privilege Africa and its way very few close and with a yes, we did interest in the Connection. to enable that is the know if you can



to experience hospitality in a travelers do - up mission. And identify a lot of Millennium Finding resources challenge. Let us help.



A report on a visit to ICA Zambia

By Edward Mutiso, ICA Kenya

Introduction

The Institute of Cultural Affairs Zambia has been involved in community development work in Zambia since 1979. All development programmes of ICA Zambia are rural based.

ICA Zambia is currently involved in agricultural, poultry credit, water & sanitation programmes in rural areas. ICA Zambia has 23 member of staff working on full-time basis.

ICAZ has an office in Lusaka, the capital of Zambia. The organisation is governed by a Board of seven members of which 5 are men and 2 are women. Among the seven members there is a President of the Board, Vice President, Treasurer, Vice Treasurer, Vice Chairman and the rest are members.

Currently the acting Director is a former member of the Board. She was appointed in acting capacity after the sudden death of the former Director – Mrs. Ruth Lukona.

Objectives of the visit

The visit had three major objectives:

1. To visit organisations and people to inform them about the millennium connection conference to be held in Denver, Colorado, USA mid next year;
2. Meet with members of the Board of ICA Zambia with a view to understand what role they are playing and also share with them about what ICAK is doing;
3. Visit ICAZ offices and programmes to have a better understanding on how the organisation operates and the approaches used in promoting participatory methods in development education.

The ICA USA President Mrs. Louise Singleton accompanied by her husband and the Vice President of ICA International Mr. Edward Mutiso arrived in Lusaka, Zambia from Kenya on 10/10/1999.

They were met at the airport by the Acting Director Mrs. Rita Mtikani, the President of the Board of ICAZ Mr. Genesis Shanzi, the deputy President Mr. Bisolom Lungu, Board members Dr. Jawa Patel, Mrs. Scholastica Chesense and Mr. Terry Bergdall an independent consultant. Terry Bergdall is an ICAI associate.

In the late afternoon there was a short meeting between the visiting team and the Board and the Ag Director. The intention was to go through the itinerary.

In the evening there was a cocktail party in honour of the visiting team and ICAZ partners. During the cocktail party there were two presentations that were made. The first one was done by the Vice President of ICA International Mr. Edward Mutiso. He talked about what ICAI is and what role it plays in the world today.

Mrs. Louise Singleton talked at length about the Denver Conference. She used a projector for her presentation and gave out conference brochures to the audience. Among the key people present was Mr. Yukiop Kudo who works with JICA with three of his colleagues, and Sussan Cunningham who is the field representatives of harvest help a British Aid Agency supporting the work of ICAZ.

Visits on promoting the millennium connection conference:

A) Heifer International

The visiting team (Edward, John and Louise) accompanied by the ICA Zambia President Mr. Genesis Shanzi and the Acting Director Mrs. Rita Mtikani visited with Mr. Kwacha Chisiza who is the country Director of Heifer International.

Mr. Chisiza gave an interesting account of the work of Heifer International in Zambia. Mr. Chisiza explained that Heifer International would be interested to participate in the conference. He suggested that ICA USA should contact the Programme Director for Africa of Heifer International Mr. Daniel Gudal and Mr. de Vries and inform them about the conference.



B) MS Danish association for international co-operation

The visiting team, the President of ICAZ Board and Acting Director met with Mr. Peter Ferdinand, the Director of MS Zambia and his deputy Mrs. Magret Machilwa. The Denver Conference was discussed at length.

There are high possibilities that MS Zambia would consider supporting a few participants from their local partners to attend.

C) Economic Expansion

A meeting was held with Barbara M. Collison the facilitation Co-ordinator of Economic Expansion.

Economic Expansion works with communities in helping them to adapt to commercial environment. On the participation of the Denver Conference she said that she would discuss the matter with her boss who by then was out of the country. She will inform ICAZ on the position.

However she explained that if Economic Expansion had to send someone it must be a Zambian and from their field projects.

D) JICA

A visit to JICA was made by the visiting team, the President of ICAZ and the Acting Director met with Mr. Misuo Ishikawa who is the Resident Representative of JICA in Zambia and the deputy country representative Mr. Koji-ota. JICA is currently working with NGOs in Zambia. One of the JICA volunteers is working at the ICA centre at Kipini in Kabwe Rural District. JICA and ICAZ are having good relationships.

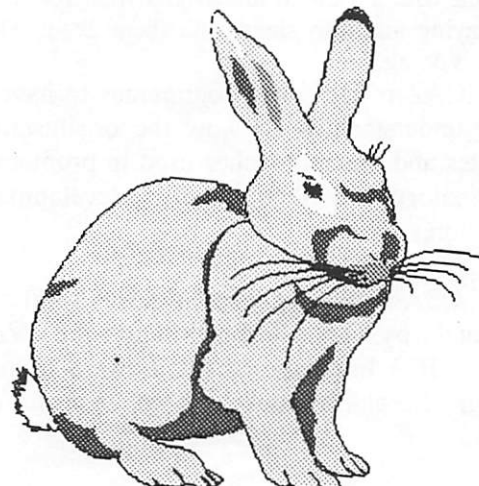
It will not be possible for JICA to participate or support someone to go to Denver for the conference because JICA's budget is controlled by the Japanese Government which is inflexible. In addition they do not have a scheme for global travelling for such events.

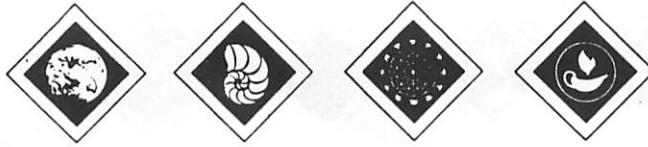
Field Visits

A visit was made to one of the ICAZ programmes, which is based about 188km from Lusaka towards the North West of the country. The programme promotes sustainable agriculture, food security credit, water and sanitation. The programme works closely with local farmers and the youth.

The team visited some maize stores where farmers sell maize to the local people. Later in the day they watched a soccer match and a bicycle competition done by the youth clubs from the surrounding areas. In the evening the visiting team officiated the giving of trophies to the winning teams of the youth and the best farmer's clubs.

During the speeches community leaders appreciated the role ICAZ was playing in trying to facilitate development in the community.





ICA US Board Chair Visits Kenya

By Doris Mutashobya, ICA Tanzania

Louise Singleton, the ICA US Board Chair accompanied by her husband, Dr. John Singleton, arrived in Nairobi, Kenya, on October 14, 1999 for a six days visit and it was the first leg to African Continent trek. The Director of ICA Tanzania, Doris Mutashobya joined the group in the evening of the same day, thanks to ICAI for making it possible for her, and ICA Kenya.

The main aim of this visit was to meet government and non-government officials as well as institutions and talk to them about the Millennium Connection Conference to be held in Denver in the year 2000. ICA US Board Chair visit objectives were:

- To ask if their organisations could participate in the conference after which they could collaborate with ICA Kenya in the development process;
- To ask them if they could sponsor some development practitioners in Kenya who are interested in attending the conference, including ICA Kenya's participants;
- If they could present papers on their innovative development projects.

The following is the summary of the discussions held during the week visit.

Kibera Community Self Help Programme (KICOSHEP)

This programme started in 1991 under the Directorship of Ms Anne Awiti. The aim of this programme is to help communities to cope with HIV/AIDS. Kibera is one of the largest slums in Africa with a population of around 1.5 million, 50000 orphans through HIV/AIDS scourge and 90% of the population is unemployed.

Ms. Awiti explained that people settle in these areas at their own risk and the government do not provide any service to them and HIV/AIDS spread is very high in such areas. A research conducted in 1994 shows that 25% of the population living in Kenyan slums are HIV/AIDS positive. And this pushed KICOSHEP to extend the working area in other districts of Kenya.

Currently, this programme is working in the following areas:

1. **Community Capacity Building:** The programme is creating awareness among people about AIDS, training and creating awareness among people on how to take care and love orphans and people living with AIDS.
2. **Advocacy:** There is no policy in Kenya that covers the orphans rights, therefore, KICOSHEP in collaboration with other like minded organisations are advocating for the orphans rights such as accessing food, love and normal life like other children.
3. The programme has started a vocational training centre for children who do not go to school, a primary school and a dispensary.
4. They are running a youth programme where youths meet to discuss and share ideas.
5. They have set up condom distribution centres; and
6. They have orphanage centres.

The programme has 40 staff, 30 of them are permanently employed and 10 are volunteers. At the same time it has 300 volunteers in villages of Kibera, Kisumu, Thika and South Nyanza.

Ms. Awiti, who attended the Cairo conference, is looking forward for the Millennium Connection Conference as she believes there is a lot to learn, share, knowledge to borrow and to become more dynamic due to outside exposure.

United Nation's Development Programme

The Deputy Resident Representative Mr. Macleod Nyirongo was very much impressed by the way ICA is approaching community development. He said the UNDP approach is almost the same as ICAs because normally UNDP let the people decide on what they want to do.

Currently, UNDP is conducting a research in Kwale district to see how the cultural aspect could be incorporated in the whole process of development. They have come to realise that, culture is one of the most important social aspect to be looked into and find strategies onto how can one symbolise the aspect of respecting culture and value it.



Mr. Nyirongo requested ICA Kenya to keep in touch and look into possibilities of working together and also, participating at the Millennium Connection Conference.

African Philanthropy Initiatives

This is a new initiative by East African Ford Foundation. It is believed in this initiative that there are a lot of untapped assets in African communities. If these assets were held in public trust and managed effectively, they could be used to support sustainable community development and reduce African countries' dependence on external development aid.

Mr. Elkanah Odembo, the Ford Foundation Consultant working on this initiative argues that it is high time that African development agencies forged partnerships with the private sector. Borrowing the Civics' International theme of partnership between government, civil society and the private sector, Ford Foundation is interested in building a few delivering local East African NGOs and CBOs into local foundations to support local development efforts.

Mr. Odemba believes that, with proper taxation and accountability systems the government and private sector can support the development of the civil society in Africa. He was very much interested in the Millennium Conference and he promised to look into the possibility of presenting a paper on this initiative to the Philanthropy for Social Innovation Stream.

Ministry of Medical Services

A few months ago, the Ministry of Health in Kenya was divided into two Ministries, that is the Ministry of Medical Services and Ministry of Primary Health. Hon. Dr. Omukowa Frank Anangwe, the Minister for Medical Services explained how difficult it is for a common person especially the rural poor to pay for medical services, even though in some cases the government is subsidising the service.

Many people in Kenya are dying of malaria, water borne diseases and AIDS and it is estimated that around 2 million people are HIV/AIDS positive. Under the 1994 Health Reform the two ministries are planning to improve the people's health by investing Kenyan Shillings 2.4 billion between 1999 - 2004. The Minister explained that at present 70% of health resources is used in curative services and 30% in preventive. He said both ministries are concerned with the HIV/AIDS endemic, which is consuming 50% of health resources. He argued the

government as well as NGOs to draw up integrated projects, which emphasise education, water and health, and to strengthen linkages in development efforts.



ICA Kenya Board of Trustees

Dr. Simeoni Shitemi chairs the ICA KENYA Board of Trustees. Their discussion was led by a decisional question from Louise. The question was:

“With all your talents you have been with ICA-K for a long time, and ICA-K is a small institution without any highly felt impact. Why have you decided to continue working with ICA-K?”

The following were the responses.

- I am very excited working with ICA because the degree of commitment of ICA workers (especially early workers - Americans) who lived in Kawangware slum have no replica;
- The participation approach has a great impact especially to the poor;
- The ICA training techniques are very unique and can work in all situations;
- There is no organisation in Kenya which touches the rural poor as ICA does;
- ICA is a people oriented organisation, which allows people to take their own initiatives, gives them dignity as they themselves decide on what to do.
- ICA is a down to earth organisation, which the board members believe than in future will be a beacon for those in need.