

# The Institute of Cultural Affairs International

## The Network Exchange

### January 2004

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### New Year's Greetings from the President:

Feeling is not enough! We read stories that make us weep, we watch news briefs that make us cry out in horror but if we only "feel" for the poor, the disadvantaged, the powerless and do nothing, then nothing is changed. This is a New Year's letter of thanks, new hope, new vision and new wonder to all of you who are members of ICA globally, who are consistently "doing something" that does make a difference in the lives of people.

I think for instance of each of the members of your Executive Committee who have worked so hard locally and internationally as members of the EC team: Tatwa, who has changed his role in Nepal but who wants to remain as the ICAI Representative "for the organization he loves"; Hala, who has just come through the first years of co-coordinating a restructured and revitalized organization in Egypt; Moses, whose voice of wisdom keeps on coming via email when the EC has strategic issues to deal with; Eduard, who has done so much in helping to build the self-esteem of the young people with physical limitations in Chile and who is making plans for a co-ordinated continental ICA effort in Central America; Martin, who helps to catalyze dynamic ICA European interchanges and who goes willingly to Brussels if a face-to-face planning meeting is needed; Sarah, who writes of "dark weeks" of bombing in Jerusalem and a bold plan to bring facilitation skills to an Israel-Palestine peace-building project. I think too of Fennie and Julia who hold weekly meetings in Brussels

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Thank you!

The ICA Secretariat  
[info@ica-international.org](mailto:info@ica-international.org)

and regularly report on all they are accomplishing, Tina who has traveled from Washington to London to New York to Beirut and now to Norway, reaching out to potential funders on behalf of ICAI, and Inga, Joaquina and the team in Guatemala who tell us excitedly of their progress on the upcoming conference. Each of these people in their own way represents the individual power of ICA staff to build community and build partnerships. Imagine the collective power we have!

Imagine for instance, that in 2004 the bold vision and the practical plan of action from our 2002 Assembly for a revitalized Secretariat and ICAI network actually happen. Think of the impact on the organization and its enhanced capacity for social benefit in the world!

For instance, what if we had:

- a clearly understood and agreed upon updated definition of the roles and relationships of the Secretariat, the Board, the Executive Committee, the Assembly members, the Advisory Board and all our stakeholders?
- a universally agreed upon development plan and methods for financing in a sustainable way the Secretariat and the Network operations and activities such as global outreach and conferences?
- a practical system for making training, mentoring, skills and information exchange available to all members?
- an agreed upon plan for a consistent public message and its intentional delivery?
- universal standards of practice, results measurement methods and an internally and externally approved accreditation program?

Comparing our organization to other NGO's that have global representation we are out front in terms of the strength of our members' capacity to act locally. We can take the organization even further now in today's world of complexity and upheaval by strengthening our collective global capacity through actions that turn the "what ifs" into reality. It may take something even more imaginative than our initial plans, like a jointly owned OD investment fund and specially dedicated staff as well as volunteers. But think of it as giving us the organizational nucleus for co-ordinating network operations, fundraising, learning and public identity.

At the micro level ICA people don't just feel they would like to make a difference, they do. At the macro level with equal voices, working together to strengthen our own ICA community, our financial and knowledge resources and our international public image and outreach we can have a co-ordinated global impact. Individually and collectively we do go beyond "feeling", we make miracles happen. Here's to more miracles in 2004!

Sincerely,

Judy Harvie, ICAI President  
January 2004

The Network Exchange is edited by Julia Lay. Any contributions (written or pictorial) are warmly welcomed and should be emailed to [jlay@ica-international.org](mailto:jlay@ica-international.org) by the 1st of the month. Please note that contributions may be edited.

## **"The World is only Round in Books"**

*A Report on the African ICAs Regional Meeting by Jonathan Dudding of ICA:UK, reprinted with thanks*

The meeting of African ICAs took place in Kampala, Uganda from the 27<sup>th</sup> -31<sup>st</sup> October, 2003. The meeting was attended by representatives of ICAs from Ghana, Kenya, Nigeria, South Africa, Tanzania, Uganda and Zimbabwe, and facilitated by Jonathan Dudding of ICA:UK. Only the ICAs from Cote d'Ivoire, Egypt and Zambia were absent.

Following the pattern of previous years, the meeting was an opportunity to review progress over the past year, to share, learn and discuss issues arising, and to develop an implementation plan for the African ICA network over the next twelve months. Apart from the business, we also had the opportunity to visit some of the organisations that ICA Uganda is working with, and to see the source of the Nile and the nearby waterfalls.

There was a real feeling of excitement and progress in the meeting. We heard reports from each of the ICAs present, their achievements and their challenges, and we saw how much progress we had been able to make along the strategic directions for the network

agreed in Nairobi in 2000. The purpose was less for us to delve into the internal affairs of each organisation, but rather to consider how each organisation had contributed, through its own activities, to the progress of the wider network. The meeting was also an opportunity for Moses Ogianyo, the Director of NIRADO, and currently the African representative on the ICAI Executive Committee, to update the ICAs present on the changes and developments in ICAI and to report the exciting possibilities of new ICAs emerging in Benin, Somaliland, Guinea Bissau and Sierra Leone.

From the presentations we identified key issues arising, and spent time looking at topics such as staff retention, the African HIV/AIDS Initiative, fundraising, finance management, leadership, migration, and more. The emphasis was on sharing and learning from each other rather than trying to reach agreement, recognising and respecting the diversity of the organisations represented.

Such recognition also informed the events and

activities agreed for the calendar. Rather than putting activities for individual ICAs on the calendar, we concentrated on those activities which we would all be involved in: the development of a book on ICA in Africa (please contact John Cornwell of Itereleng: ICA South Africa at [ica@sn.apc.org](mailto:ica@sn.apc.org) if you have a story to tell), developing a set of profiles on the African ICAs, communications within the network, planning the next meeting, and attending the ICAI Conference in Guatemala.

African regional meetings have been taking place on an annual basis for many years, but there is a new dynamic emerging. The meeting has received no external funding since 2000 but no longer are people claiming a shortage of funds as a reason for not attending: they want to be there and they find the money to enable it to happen. There is a perceived value in being part of a strong and active network, a sense of security in knowing that there are other like-minded organisations on the same continent, often facing similar challenges, but ready to support each other at any time, and particularly in times of

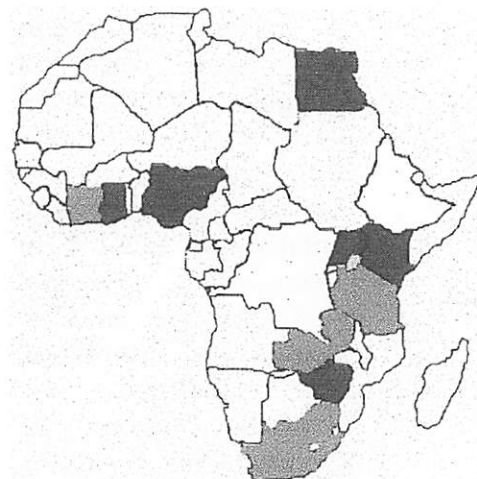
crisis. Discussions on this in the meeting, however, recognised that support is a two way process: those offering are helpless until those in need recognise that need and open themselves to outside assistance.

And "The World is only Round in Books"? A quote from Peter Ngugi of ICA Kenya, recognising that things are not always as they might appear, that what is supposed to be right in

theory may not always apply in reality. ICAs in Africa continue to battle with the misconceptions and very different perceptions that people and organisations have of Africa, resulting in externally-imposed solutions and programmes, often far-removed from the reality.

The next meeting will be in November 2004 in Nigeria, to be hosted by NIRADO. For copies of the full report on the

Kampala meeting, please contact Jonathan Dudding at [jdudding@gn.apc.org](mailto:jdudding@gn.apc.org)



ICA Presence in Africa

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### **ICA Uganda HIV/AIDS Prevention Initiative, 5 - 20 November 2003**

*Louise & John Singleton, 30 November 2003, reprinted with the kind permission of ICA Uganda and Louise & John Singleton*

The ICA Uganda HIV/AIDS Project was launched in Nabuganyí Parish in Kayunga District about 70km southwest of Kampala. The parish has four villages: Nabuganyí, Nekoyedde, Namatogonya, and Bumali. Four other adjoining parishes were also represented. The villages are 15 km from the District town of Kayunga and at the end of the road up against the Nile River. About 5000 people live in the area. The main industry is farming, with coffee the chief cash crop.

Uganda is different from the other eight ICA projects launched in Africa since July 2002. It is the only country in Sub Saharan Africa where the number of new cases a year is decreasing instead of increasing. The HIV rate is about 6%, although the district we were in was said to have a 13%

rate among pregnant women, so there tends to be a "been there, done that" attitude about prevention education. The District Council Chairman (LC 5), Mr. Steven Dagada, gathered his executive team together when we visited on the Friday before training began, and said that he did not want to see just another education project (Uganda is overrun with NGOs); he wanted this project to result in tangible change and results. He pointed to improved standard of living as being as necessary to HIV prevention as people's acting upon the information they have been receiving for 20 years. If we could do that, his administration would support the project.

With this information we adapted the model.

REVIEW AND TRAINING			COMMUNITY PLAN		LAUNCH	PLANNING FOR IMPLEMENTATION	
Monday	Tuesday	Wed'day	Thursday	Friday	Saturday	Monday	Tuesday
Review of things you know.	Answers to questions.	Why don't people do what they know?	Vision	Strategies	L A U N C H	3-Month Plan	Year One Implementation
Questions you need to know to teach others.	Event planning	Condom practice	Barriers	Actions		Field Guide Walk through	Evaluation
		Workshop		Village Visits		VCT Demonstration	

The training was attended by 45 - 50 people with a few more during planning. The training was held in an Anglican church with a thatch roof, small windows, and mud pews. A sticky wall was ingeniously hung with safety pins and elastic to wooden crossbeams at the front. We had tea and lunch every day. Everything was translated into or from Luganda and English. Things moved very slowly, but people did not miss a word and planning was serious and enthusiastic.

John Singleton wrote two new lessons - one on testing and one on treatment. He also gestalted and answered all the participant's 27 questions. In training we used the week's curriculum as a resource and pulled in pieces as needed, with an eye to filling in gaps in participants' knowledge and teaching some workshop and action planning methods so the planning would go well. All the way through we hammered on **Why don't people do what they know?**

The planning focus question was **How can we manage the HIV/AIDS Challenge in the next three years?** A one-page community plan was produced (see next page). We reported to Dr. Kiyangi, the District Health Officer, as we left town. Paul and Kate returned to report to the District Councilman and check on immediate plans in the Parish. There is

local money available to the parish for specific plans, and we hope to reengage the Rotary grant that was not awarded prior to the launch. We met with the Kampala-Kyabogo Rotary and a member came to the Launch.

The Launch was an amazing affair largely planned and carried out by the participants. The site was outside the church/training site near the parish sacred tree. Villagers erected a cover held up by 20 12-foot banana trees stuck in the ground, to support cross bars, and covered by tarps or banana fronds. A high wind midway through the event caused the back part to collapse and people to push to the front for the ceremony to give out certificates and caps. The woman Member of Parliament for the area Madame Victoria Kokoko came, as did Dr. Kisingi, the District Health Officer. Madame told the famous story of the army officers going to Cuba and Castro calling to say that 60% had HIV. All speakers except John spoke at length. A fine day.

We had an outstanding team. Charles Wabwire, ICA Uganda Director and Paul Semakula, staff, had done excellent background work. Charles was there when it really counted and Paul was indispensable both for his knowledge and translation skills. Kate Hall is a young volunteer from Hawaii who has an

interesting background in publications and community organization, and is spending three months working with ICA Uganda. Charles Luoga and Grace Chawala came from Tanzania. Charles had been part of the Tanzania launch team and Grace was recently hired to staff a voluntary counseling and testing program in Tanzania. Patrick Ogen from Youth Alive, an experienced worker with youth and HIV prevention, was present part of the time. John and Louise Singleton had experience in Ghana and Zambia behind them.

We were impressed by the hospitality and enthusiasm of the participants, the seriousness of their intent to change

behavior and conditions - particularly those of women in their village, and their open and frank discussion of issues related to sexuality. We loved the lush green countryside and were pleased to see a variety of crops and livestock. We were surprised by the good roads and the efficiency and effectiveness of the political system. The health clinic was well used and there is a small district hospital. We think they have the infrastructure necessary to begin an AIDS treatment program, if there are funds to make it available outside of Kampala. Regular testing in the clinic has been unavailable for several months due to lack of testing kit.

ICA Uganda		NABUGANYI PARISH HIV/AIDS COMMUNITY PLAN		November, 2003
VISION	STRATEGIES	ACTIONS YEAR ONE	ACTIONS – YEAR 2 AND 3	
80% have access to and use condoms properly  Facilities for voluntary testing available	Make condoms and testing convenient and available	<ul style="list-style-type: none"> <li>Community resource person</li> <li>Open up condom distribution centers Collect condoms from the main health center</li> <li>Sensitization on condom use</li> </ul>	<ul style="list-style-type: none"> <li>Mobilize and sensitize</li> <li>Through community meeting we can come up with proposals for testing facility</li> <li>Monitoring the effective use of facilities</li> <li>Reduced rate through HIV testing by monitoring</li> <li>Lobbying and advocacy</li> <li>Continued sensitization</li> </ul>	
Risky behavior to have changed for the better  Community sensitized on HIV/AIDS  Women's rights improved	Change attitudes and behavior	<ul style="list-style-type: none"> <li>To have good relationship between husband and wife(s)</li> <li>Get a specific day for training/sensitization (Saturday)</li> <li>Elect enough counselors (10)</li> <li>Make by-laws within the community</li> </ul>	<ul style="list-style-type: none"> <li>Be transparent to the community about HIV status</li> </ul>	
AIDS patients are cared for	Organize assistance for HIV/AIDS patients	<ul style="list-style-type: none"> <li>Form AIDS assistance group</li> <li>Extend counselor services in Nabuganyi parish</li> </ul>	<ul style="list-style-type: none"> <li>AIDS patients need to be served with food</li> <li>Organize to get ambulance bicycle</li> </ul>	
Fight poverty in our community	Organize income generating groups and savings and credit cooperatives	<ul style="list-style-type: none"> <li>Set up youth brick making groups</li> <li>Strengthen existing community based income generating group</li> <li>Reorganize the "Help the Needy" CBO's</li> </ul>	<ul style="list-style-type: none"> <li>Establish a community based Savings and Credit Coop group</li> </ul>	

We are currently in the process of designing a new website for ICAI. Please take a look at what's there so far ([www.ica-international.org](http://www.ica-international.org)) and email your suggestions to [info@ica-international.org](mailto:info@ica-international.org). Thank you!

## Letter from an ITOPToT Graduate in Vietnam

*Reprinted with the kind permission of Dan Rocovits and Alisa Oyler*

Dear Jim and Alisa,

Another heartfelt thanks for your considerable efforts which made our ITOP an event of a lifetime. I'm sure you know that already, but isn't it nice hearing the truth from someone else!!!!!!

I hit Hanoi on my return in June with my wheels spinning - just in time for the hottest summer I can recall in 36 years in Asia. It has just "started to cool off" this month. But the heat must have been nutritive because projects came out of the woodwork and facilitator training has hit a new level.

I recruited, trained, deployed to the field and am managing a team of 8 facilitators who are doing consensus-building work-shops for an Asia Development Bank funded project. The implementing agency is the Ministry of Agriculture and Rural Development, which manages water resources (VN has huge water resources). At present there is no management (only exploitation) of water resources. The teams have held one-day workshops in the 25 provinces that are part of

the Red River Basin. That represents almost half of the country. The workshop participants are senior representatives from 30 mass organizations in the provinces. They love the participatory process. But considering we are competing with deadly boring political speeches that are the typical activity at those government events, I guess I shouldn't sprinkle ICA methodology too effusively with roses. Nevertheless, it is a major foot in the door for ICA / World Village here in Vietnam. This project ends in February 2004 but other projects are in the planning stage now.

The eight I trained were generalists: university educated, half speak English, one was a waitress, one is disabled and never worked before. Despite the general lack of social science background of most of the trainees, they performed beyond my expectation and therefore proved to me that any motivated person can facilitate effectively given the proper training. This project was ideal because I had six weeks to train them and a specific task for them to prepare for at the end of the training.

So they were motivated and focused on "show-time" and did very well. Again, I say that I underestimated their abilities, partly because I didn't factor in the reinforcing effect of repeating the same workshop 8 time, as each of the three teams did.

The project has also given me resource to "Vietnamize" the GFM materials. They are now highly visual - lots of shapes and colors. We put loads of effort into the visuals to communicate the difficult ORID concept. I will be putting a manual together in the next month or so and will cut a CD for you all.

Thanks again.

Love

Dan Rocovits  
World Village Foundation  
Telephone: (844) 825-0218  
address: danroco@fpt.vn

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## **Announcement from ICA-Zimbabwe**

### ***ITDP 2004***

ICA-Zimbabwe is proud to announce the first ever International Training of Development Practitioners using ToP in Africa. This event will take place from March 1 to April 3, 2004 in Harare, Zimbabwe.

### ***Training set-up***

The ITDP includes the prime modules of ToP, GFM and PSP. As in the ITToPToT hosted by ICA-Phoenix, the ITDP will train participants to become trainers and facilitators in these methods. The training therefore includes demonstrations, theory, practice and actual teaching (with 'real' community groups) of GFM and PSP. Furthermore some new ToP modules will be included such as Participatory Project Management and Participatory Capacity Building. All modules will be tailored to the African setting of participants with a focus on topics like HIV/AIDS and gender. Please see the attached ITDP Calendar for a detailed program overview [available on request].

### ***Participants***

We intend to have a group of 20-25 participants in the training program. ICA-Zimbabwe will use this training to build its own capacity of trainers and facilitators. 10 places are therefore reserved for Zimbabwean participants who will strengthen our local ToP network. We also invite 10 more participants from other ICAs to join the ITDP, with an emphasis on African ICAs. Finally some 5 participants from outside the ICA network can enrol the course to get ToP methods exposed to the wider public.

We want to encourage all ICAs to send participants, but we particularly want to encourage Africa ICAs. We can offer ICAs a highly subsidised participant's fee of US\$1,000, which includes course tuition, materials, board and lodging for 35 days

and all transport costs in Zimbabwe. Participants will have to meet their individual international travel costs.

### ***Trainers***

The intensive and long ITDP needs a big training faculty. ICA-Zimbabwe will prepare and co-ordinate the curriculum but welcomes all assistance from other ToP trainers. Our challenge will be to bring together a core team of 2 (experienced) ToP trainers for all 35 days of the training. Furthermore we will need 8-12 experienced facilitators to mentor participants while teaching their GFM/PSP with real groups.

ICA-Zimbabwe has budgeted for training fees and airfares of international trainers to join the training faculty; however, these funds are limited and not yet secured. We would welcome trainers to join the faculty for a minimum of 10 days. Of course longer periods are preferred. ICA-Zimbabwe can offer each trainer a fee of US\$100 for every day of training and we will arrange local accommodation and transport for all trainers.

### ***Become part of this great event!***

If you would be interested to join the training as a participant or trainer of the ITDP please let us know as soon as possible. For trainers: please indicate the period you would be available (dates, number of days) and the parts of the training you would prefer to take part in.

Send your reply to:

ICA-Zimbabwe  
[icazim@africaonline.co.zw](mailto:icazim@africaonline.co.zw) and  
[mselinda@africaonline.co.zw](mailto:mselinda@africaonline.co.zw)

Please share this information and request widely with all people interested!

*ICA-Zimbabwe*

Gerald Gomani - *Director and ITDP promotion*

Jouwert van Geene - *Capacity Building Advisor and ITDP faculty*



## **ICA Australia visit to East Timor**

*Article written by ICA Australia, reprinted with thanks*

### ***The Program***

Our first event in East Timor was a three-day strategic planning event with some 50 staff, managers & Board members of Timor Aid. We started with a Wall of Wonder, followed by vision, challenges (obstacles), directions and a final session integrating this into the day-to-day workings of Timor Aid departmental responsibilities. A passion for capacity building emerged very strongly and this thread, together with a re-focussing of Timor Aid programs and image flowed through the whole event.

Over the next two days, we ran a training event with about 20 Timor Aid staff. This basically used the ToP Strategic Planning Process format. It was great to see the "aha's" as people started to grasp the depth of the workshop method and the spread of the strategic planning process.

Our third event in East Timor was with the NGO Forum - an umbrella organisation for the 370 plus non-government, community and civil society organisations operating in East Timor. We facilitated a group of 22 people representing 12 non-government organisations on the topic of breaking the culture of dependency on donors. We began with a discussion on the topic and followed with a workshop on "Ways" to break the culture of dependency on donors, which produced 7 quite informative ways to begin breaking the patterns of dependency. In the afternoon we talked through the steps and procedures for the discussion and workshop methods used in the morning.

### ***The Stories***

Under a thatched-roof meeting space, in the Timor Aid (TA) compound, with the sea breeze occasionally wafting across our sweaty brows, some 50 people journeyed

through an experience. It would not have been possible to carry off the two Timor Aid events without the care, support and sensitivity shown by all.

One such person was Alex Gusmao, Deputy CEO of TA, who worked tirelessly as our main translator, driver and support person. His selflessness, ever smiling face and total dedication was just magic. A courageous campaigner for freedom, he shared life stories that personified the "ashes to new life" and forgiving spirit of the people of East Timor.

When we were wilting under the heat of the afternoon, Alex would add more passion and energy to his translation to keep the pace going! Over the nine days we were in Dili, Alex became an integral part of our team and even jokingly introduced himself as "I am Alex from Australia!"

The President of Timor Aid, Juan Federer and his wife Ceu, who is the CEO, fully participated in the entire three-day Strategic Planning process. Ceu also attended the two-day training that followed, taking part most enthusiastically in all the workshops and discussions, and relieving Alex on translations. Both Juan and Ceu Federer said that attending the planning process with all the TA staff had renewed their hopes for the future of TA and East Timor. They said the participatory process that brought out so many creative ideas, convictions and ownership of decisions, had been a tremendous boost to the spirit.

Maya Bruck from Washington DC, who advises on programs, also echoed these sentiments. Then there was Telmo, the logistics manager, and Dilyana, completing a degree in psychology. The list goes on.

Our youngest team member Kiran Hutchinson hit the spot, with her people skills and fluency in the Indonesian language. Almost every piece of paper that went up on the boards was translated into either Indonesian or English by Kiran. Our senior member Carol Borovic also won the admiration of the TA group, and some even addressed her as "mother."

Our days began at 7am when we assembled for breakfast and planning. We re-assembled for our de-briefing at 7pm in the courtyard of the Turismo Hotel next door, where Mike Chapman would be waiting eagerly. After our debriefing we would drive down the road, joined by Alex, to have dinner at a street café, seated under the stars and moonlit sky, the gentle waves of the Timor Sea lapping at our feet and listening to Alex's gripping stories of the suffering and hope of his people.

#### *The Follow-up Opportunities*

Timor Aid has invited us to recommend to them what we can offer. They urgently need assistance/advice in developing and implementing an endowment strategy that is part of a larger blueprint for fundraising & external (local and international) relations. They also need "Advisors" in the finance and human resources arenas to visit periodically to train, monitor/coach etc. If there is someone out there interested and with the specific professional expertise they are looking for, please contact us.

With The NGO Forum we need to maintain a watching brief. They do intend to do some depth training of about 30-40 facilitators from amongst the 375 NGOs. These are to be identified by December as a result of assessing current capacity in the districts.

We have been asked by UNDP's Project Manager for Strengthening Parliamentary Democracy in East Timor to submit a proposal to facilitate a meeting in January between the Leadership of the Parliament and representatives of the Council of Ministers (The Cabinet) to strengthen the flow of communication between the Parliament and Government with a particular emphasis on the Government's legislative agenda for the next 6 months.

We have also been asked by Rede Feto - A network of Women's Organisations to submit a proposal to train between 30-50 people in basic facilitation Nov/Dec so they can facilitate planning events in around 65 sub-districts in Dec in the lead up to a 2nd National Women's Congress mid 2004.

The National Planning Commission has teams of people who bring together the leadership at a sub-district level to help them grasp the National Development Plan and make linkages to current Government programs. Training these teams in the Discussion Method might become an option Dec/Jan.

Our scheduled meetings with the Vice Minister for Foreign Relations and the First Lady of East Timor got cancelled at the last minute. Both meetings we are assured will happen during a subsequent visit.

*Update Jan '04: A team of 5 is returning to East Timor at the end of January to assist the national network of women's organisations called REDE to plan and implement a series of district level planning sessions culminating in a national Women's Congress. Our task is to facilitate their vision for the district and national events and to train a group of thirty in the necessary facilitation skills to pull off the events.*

## Member's Profile: Annet de Vries, ICA Beligum

Some would call it a chore, I call it the opportunity of a lifetime when Julia asked me to write for the Network Exchange. Finally an audience to share my life story with! So here it is: the biography of a 26-year-old Dutch girl. Such a shame that the editor only allowed me one page...

First some background information on ICA Belgium. ICA Belgium works in the public, private and non-profit sectors providing training in facilitation and participatory group processes. In addition, ICA Belgium runs a bed and breakfast and a residents' programme. The residents' programme is open to anyone who wants to live in a community setting for at least a month, but it is most popular among young people from the rest of Europe doing internships with the European Commission and other organisations in Brussels.

As for me, I grew up in a little village in the north of The Netherlands with my parents and my brother. I've always enjoyed arts, travelling and doing things differently. After finishing secondary school, and doing a cultural exchange in the USA, I studied Communications Management in The Hague. During my studies I did a traineeship in Brussels and for accommodation took advantage of ICA Belgium's residents' programme. After

travelling and working abroad for a year after graduation from university, my former boss in Brussels offered me a job, so with my two feet hardly back on European soil, I knocked at ICA's door for a second time. Again I thoroughly enjoyed the experience.

ICA Belgium is housed in a former convent and it is a friendly and quiet place, but warm and lively when people are around. The positive energy created by 40 people of differing nationalities and ages living together is inspiring in a world that contains so much negativity. However, six months into the job, I decided to slow down; life has so much to offer and I wasn't sure that the direction I was going in was the right one for me. I moved back to The Netherlands, where I guess my subconscious took "slowing down" literally. Health problems prevented me from working for a year and then I decided a change of scenery would do me good so I moved back to Brussels for the third time. All pieces of the puzzle fitted together when I was offered a job on the co-ordination side with ICA Belgium in March 2003. Together with Bart and Ana Maria, I help people to enjoy their stay as much as I did. I'm definitely going in the right direction now, and I know there will be time in the future to follow a more creative path.

We would like to apologise for publishing an unauthorised report on the HIV/AIDS Prevention Initiative in South Africa in November's Network Exchange. In particular we would like to apologise for the following errors:

Paragraph 1 states that "There were few people from the community" at the launch, when in fact approximately 80-90% of the attendees came from the local community.

Paragraph 2: Itereleng's partner organisation BHII is called "Bring Hope Health Institute" not "Behavior Hope Health Institute."

Paragraph 7 states that there was "no evaluation" when in fact the evaluation was rescheduled to and took place on October 16th.

In light of the above we feel that it is time to have a published policy on attribution and approval of articles in the Network Exchange in order to hold ourselves accountable to our members for it. As of now ICAI commits to seeking explicit prior approval from the author and associated ICA (if any) of every article published.

## The Network Exchange

is a monthly publication (excluding July & December) of the  
Institute of Cultural Affairs International.

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To the account of ICAI.

## Become an Individual Member

Individual Members form a valuable part of our international network and at ICAI we depend upon and deeply appreciate their support. 80% of ICAI's support comes from member ICAs' dues, but a critical 20% comes from individual support. As an Individual Member, you will be connected to ICA activities all over the world. You will receive a copy of the Network Exchange every month, and the annual Location Directory in which you will be listed. A minimum of 100 Euros annual donation is all that is required. To become an Individual Member, please fill in the slip below and send it to our address as above, or simply email us at [info@ica-international.org](mailto:info@ica-international.org).

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Address \_\_\_\_\_

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*[Please delete as appropriate and tick one box below.]*

- ☐ I enclose a cheque for \_\_\_\_\_.
- ☐ I have transferred the sum of \_\_\_\_\_ to your bank account (details above).
- ☐ I have sent the sum of \_\_\_\_\_ via Western Union in the name of Fennie Chan,  
reference #: \_\_\_\_\_

Signed,

Date: