

# WINDS & WAVES

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## EXCELLENCE IN FACILITATION



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ICA India and US-based Emerging Ecology are collaborating on a training project focused on the latter's mission of promoting "Eco-Futuristic Communities".



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Welcome to this issue's peek at the team which produces Winds and Waves magazine three times a year.

I am new to Winds and Waves but not to producing a magazine. Between 2008 and 2013, I was a member of the European team of the International Association of Facilitators (IAF) and edited the IAF Europe Newsletter monthly. Our aim was to explore how facilitation was used in Europe to create social change. Authors wrote, for example, about Technology of Participation (ToP), Future Search, Open Space Technology, Appreciative

Inquiry, and Art of Hosting. Facilitators shared techniques, tools and tips.

I became interested in ToP while I lived and worked in Yellowknife, in northern Canada, in the mid-1990s. I remember my first ToP workshop. It seemed magical, and still does, that a diverse group could share ideas on a question so quickly, discuss, and then organize them into a clear and multi-faceted answer. I used ToP in my work with a women's organization in Yellowknife, and then internationally - in Serbia, and then in a range of locally led peacebuilding projects in Africa and Asia.

In recent years, I have become interested in what some Dutch thinkers call "Society 3.0" and others the "sharing economy". It is the next phase after Society 1.0 - our agricultural era - and Society 2.0 - the industrial era. They call it Society 3.0 because it involves much greater change than just how we manage information. Social media, collaboration through open source thinking, and collective self-organization is reshaping how we organize ourselves. A more interdependent economy is evolving, in which access is as important as ownership, and value is created as much through reciprocity as through money. Networked self-connection is outpacing multi-million-dollar companies and creating challenges for how governments manage societal infrastructure.

In this Society 3.0, those who understand and use facilitative strategies are key players in helping us redesign our communities. Facilitators have been ahead of the curve in doing this. In multi-lingual Europe, environmentalists long ago developed signs that conveyed meanings in large groups; Occupy showed us how large groups could share ideas in non-technical ways.

As people organize locally, leadership is becoming distributed widely in ways that are self-sustaining - the starfish, which regrows arms that are cut off, vs the spider, which dies when it loses even one leg. Knowing how to help others hold a conversation, even on difficult topics, is crucial to a society which works for all of us. We hope many of you will share some of your explorations with us in future issues.

Facilitation, the theme of this issue, emerged serendipitously in a self-organized way based on the articles that were submitted. Thank you to all the authors who have shared their thinking.

Thanks also to those who took part in our 10-question survey earlier this year. As Winds and Waves enters its sixth year, we wanted to know what you - our readers - thought about some key issues. We appreciate your comments and offers of support. If you didn't have a chance to complete the readership survey, it is still open, at <https://www.surveymonkey.com/r/2GTM9XD>.

*Rosemary Cairns*

*Photo credit  
Markus  
Pittmann.*

# FROM THE PRESIDENT



Welcome to the April 2016 issue of Winds & Waves, the online magazine of ICA International, on the theme, “Excellence in Facilitation”.

The Institute of Cultural Affairs (ICA) has for decades employed facilitation as a core strategy in its mission of “advancing human development worldwide”. When I first trained with the ICA in the UK, I was sent as an international volunteer to one of ICA’s human development projects in India in 1986. A core element of that training was in “ICA methods” – what is now known worldwide as ICA’s “Technology of Participation” (ToP) facilitation methodology. Facilitation remains central to our approach to doing human development and to being a part of the ICA.

This facilitative approach is more critical than ever today in enabling the human family to address the great

challenges and opportunities facing us and our planet. We argue, in an ICAI statement submitted this month to the UN Committee of Experts on Public Administration (CEPA), that facilitation has a key role to play in moving from commitments to results, transforming public institutions and leadership for the implementation and monitoring of the UN’s Sustainable Development Goals.

In this issue, you will find a diverse collection of stories illustrating how ICAs and colleagues of our global network are applying such a facilitative approach in a variety of settings, from local to global, often in peer-to-peer collaboration with each other.

A rehabilitation project of ICA Nepal brings hope to those affected by that country’s earthquake, supported by ICA Australia. ICA Taiwan builds a learning community through “Truth About Life” dialogues. ICA Chile partners with the Ministry of Social development and with Global Facilitators Serving Communities in leadership development work with disabled people. ICA Peru supports comprehensive community development programmes in high altitude mountain communities affected by climate change. Emerging Ecology USA and ICA India develop a capacity building curriculum, building on ICA’s original Human Development Training Institutes of the 1970s.

Ann Epps of LENS International Malaysia reflects on the Certified Professional Facilitator (CPF) programme of the International Association of Facilitators

(IAF), founded in 1994 by 70 ICA ToP facilitators including Ann herself. Winds & Waves editor Rosemary Cairns reflects on the role played by facilitation in turning volunteers into a social movement through a Community Revitalization through Democratic Action programme in Serbia following the NATO bombing of 1990. I share a reflection on how facilitation, and ICA’s ToP Participatory Strategic Planning process in particular, helped Oxfam in Lebanon last year embark on a complex and challenging change process in the midst of a complex and challenging response to the unfolding Syria crisis.

Meanwhile, ICAI members continue to step up their peer-to-peer support and collaboration through online and regional ICA gatherings, and ICAI global working groups as well. ICAs in East & Southern Africa met in Zimbabwe in March, ICAs of the Americas are now preparing to meet in Peru in May and ICAs of West Africa, Europe MENA and Asia Pacific are making plans for their own regional gatherings later in the year.

To enhance the reach and impact of our ToP facilitation approach worldwide, the ICAI global ToP working group is busy developing proposals to support implementation of the global ToP policy agreed last year, drawing on insights gleaned from responses to a recent global ToP survey. The ICAI Board is pleased to have agreed on a Memorandum of Understanding with IAF to promote and support greater collaboration between our two organizations, our respective members and our local groups around the world.

Thank you to all who contributed to this latest issue of Winds & Waves. Enjoy it, and please share it and encourage others to do so.

Martin Gilbraith

[president@ica-international.org](mailto:president@ica-international.org)

*Martin Gilbraith, a certified professional facilitator, is president of the Institute of Cultural Affairs International*

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*Martin Galbraith, seen here leading a workshop, was asked by Oxfam to help design and facilitate its “One Country Strategy” process in Lebanon.*



# WINDS & WAVES

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## DESIGNING A STRATEGY PROCESS FOR OXFAM

By *Martin Gilbraith*

Oxfam, a confederation of 17 organisation engaged in over 90 countries, is one of the world's best-known international NGOs. It is now going through an organisational change process: a "One Country Strategy (OCS)" to consolidate the work of all affiliates in each country in a step toward eventual in-country merger.

In September 2014, Oxfam asked me to help design and facilitate the OCS process in Lebanon, which has five national affiliates and a Middle East regional gender hub. It also includes Oxfam GB's emergency response to the Syria crisis launched in 2013. With more than a million Syrian refugees living among a pre-crisis population of around four million, the UK member's response was no longer adequate.

The challenge for the facilitator was twofold. First, guiding "technical visioning"

of Oxfam's added value and role in Lebanon and organisational change to support implementation. Second, using a systematic, inclusive and participatory approach to strategic and operational planning and collaborative working.

In November, we held consultation and process design meetings with large and small groups of staff of Oxfam affiliates in Beirut and two field offices. An OCS "Orientation day" was held for a cross-section of around 45 staff. A project steering committee of six to eight staff was created.

In December, we held an OCS Launch Week. The four-day event kicked off with a "Consultation Day". It began with a morning session for key staff and external stakeholders. The afternoon featured a World Cafe, during which 150 staff of Oxfam affiliates in Lebanon focused on three questions linked to Vision, Contradictions and Strategies. We drew on the ideas harvested from this session

in the next three days, which involved extended and adapted ToP Consensus Workshops for a cross-section of 45 staff.

During my third trip to Beirut in January, we switched the focus to facilitation support. I worked with key stakeholders in three programme areas to apply the new strategic framework to tailored planning implementation. I also conducted ToP Group Facilitation Methods training for 30 staff and partners from across the work teams and affiliates.

Although an OCS framework could have been developed without such intensive engagement, the process generated clarity, confidence and commitment that are central and critical factors in achieving such an ambitious goal.

*Martin Gilbraith, a certified professional facilitator, is president of the Institute of Cultural Affairs International*

## W&W INTERNSHIP - POLISH YOUR WRITING SKILLS

Want to learn how to write for a magazine? How to grab the reader's interest so he or she keeps reading all the way to the end? Join the Winds & Waves internship program.

Your commitment is to write three articles over a one-year period - one per issue of Winds and Waves. Our editors will work with you through the various stages: generating a story idea, the research/interview process, structuring the article, putting in colour, and revising drafts until it's ready for publication.

We'll start with a couple of online writeshops with all the interns. After that, we'll work with each individual by email, going through his or her drafts and providing feedback and suggestions.

W&W's aim is threefold. We want to expand our pool of writers. We want to help the groups we feature learn how to tell their story, and thus increase their support. We want to broaden our readership.

There are no fees to be paid, just your commitment for a year. A basic com-

mand of English is good enough.

Most important is what you have to say. And what should that be? Whatever will keep readers interested. It could be about a project that you or others you know are involved in, an interesting person you've met, or a book you've read. If it interests you, you will learn how to make it interesting to others.

We have limited room, so apply early. For more information, email [pulai100@yahoo.com](mailto:pulai100@yahoo.com) with the subject line "W&W internship".

# Setting sharp standards By Ann Epps

## 6 MAJOR IAF FACILITATOR CORE COMPETENCIES

<p><b>Create Collaborative Client Relationships</b></p>	<p><b>Plan Appropriate Group Processes</b></p>	<p><b>Create and Sustain a Participatory Environment</b></p>	<p><b>Guide Group to Appropriate and Useful Outcomes</b></p>	<p><b>Build and Maintain Professional Knowledge</b></p>	<p><b>Model Positive Professional Attitude</b></p>
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from the IAF Certified Professional Facilitator assessment process, [www.iaf-world.org](http://www.iaf-world.org)

Cocodipes are diapers made from coconut fibre - a “green” Asian item that could sell well in the US market. This fictional baby product was the subject of a mock workshop I led on how to market an item in a new location.

I was being assessed on my competency as a facilitator during the workshop. I had invented Cocodipes as part of my preparation. I had a lot of fun developing a storyline, props and procedures for the workshop. And even though I was an experienced and more-or-less competent facilitator at the time, the value and experience the assessment process provided was priceless.

The assessment by the International Association of Facilitation (IAF) was 13 years ago. Although I was an IAF founder and an experienced full-time facilitator and group facilitator trainer, I had decided to undergo the process so I could be a Certified Professional Facilitator (CPF). My husband thought I was crazy to prepare so long and so diligently. Besides preparing for the workshop, I spent months writing a five-page detailed account of one of the seven required facilitated events over a three-year period.

I took part in the CPF assessment process as though I was brand new to the profession. I thought through each detail and changed my workshop topic at least three or four times until I settled on one that I thought would be fun: marketing the Cocodipes product. I was assessed by four people. Five fellow candidates also being assessed served as participants in my workshop. I in turn was a participant in their workshops throughout the day.

The candid, specific feedback from my peer assessors was valuable. Even those deferred at the end of the process said they treasured the learnings. These insights come not only from the assessors (each candidate gets two assessors to work closely with throughout the process) but also from the fellow candidates one observes as a participant in their workshops.

The IAF was formed in 1994 by a group of facilitators from the Institute of Cultural Affairs (ICA). After discussing the various pros and cons, more than 70 of us signed an agreement and contributed \$100 each. One of our concerns was to have a say in determining the professional standards of facilitation.

That led to a draft of “core competencies” for assessing facilitators. It has since evolved into a list of six major competencies with 18 sub sets and 72 illustrative examples (see table above).

This has been translated into Spanish, Dutch, French and Mandarin. Those who can demonstrate these competencies at an assessment win the CPF designation. Up to 550 such people have been certified and 45 of them, including myself, are qualified to serve as peer assessors. We are located all around the world, from Taipei to Toronto, and Malaysia to Madrid.

Ten to 15 certification events are held each year. These are either in conjunction with various IAF conferences around the world or at ad-hoc locations where a group of 12 candidates are ready to be assessed. The first Mandarin assessment is scheduled to take place at the IAF Asia Conference in Taiwan later this year.

The process and assessors are rigorous. The candidate must demonstrate “pure facilitation” and not training or experiential learning or consulting. However, the philosophy is “assess to pass.” This means each candidate gets several opportunities to show evidence of the competencies. The written material, interviews with the assessors and the workshop all provide evidence of this or lack thereof. Many of those who are deferred often re-enter the process again.

The CPF assessment does not provide training. It merely scrutinizes one’s prowess as a facilitator, meaning that no one set of facilitation methods, for example, Technology of Participation (ToP), is favoured over another. It’s the demonstration of the IAF competencies that count.

When a facilitator asks whether he or she should go for IAF or ToP certification, I say “both.” They are different processes with different functions. ToP certification focuses more on mastering the ToP methods; IAF certification focuses more on mastering the overall competencies of an effective group process facilitator, and encourages a broad array of facilitator methods. Personally, I am passionate about both the ToP and IAF networks and have benefitted from and hopefully contributed to each of them.

*Ann Epps, one of the founders of the International Association of Facilitation, is a full-time facilitator and group facilitator trainer in Southeast Asia and North America.*

*Facilitating Open Space Technology at a youth cluster camp near Uzice.*



## Turning volunteers into social movement

*By Rosemary Cairns*

Around the world, people are responding to various crises by showing up to help. One example are the volunteers who turned up in Greece and Serbia to work with refugees seeking sanctuary in Europe. Many don't belong to any organizations but feel compelled to be there - in essence, they are self-organizing. Such responses are - by necessity - short-term. However, what many of these crisis situations need are larger, longer term responses.

Can self-organization be scaled up? That happened in Serbia where I worked as a community mobilization and development specialist. I saw how ToP knowledge and strategies could help people work together on locally-focused goals across language, culture and political differences.

I had joined a US-funded project called Community Revitalization through Democratic Action in late August 2001. CRDA aimed to help communities rebuild through local initiative and actions. It had three strands - infrastructure, economic and social development - woven together by community mobilization strategies.

There were five implementers across Serbia, each using different approaches. So it was a live test of different com-

munity mobilization strategies in a post-conflict rebuilding situation. Serbia had been bombed by NATO in 1999, damaging its infrastructure. That had exacerbated the economic damage caused by years of isolation.

My group worked in the Western Serbia region. It had three teams, one for each strand of the program. I led the team responsible for social development and mobilizing communities. CRDA had targeted 60 communities in 13 municipalities. An "open town hall" meeting had to be held in each and a small scale project initiated by mid-October 2001. We invited local facilitators from the three parts of the region to help us plan these 60 meetings. Many of them became our "community facilitators".

I did not speak Serbian and had a week to learn about Western Serbia before CRDA chose the first 60 projects proposed by communities. The second day of the selection, Sept 11, 2001, brought staggering news that planes had been flown into New York's World Trade Centre. That triggered confusion in some cases about which projects had been approved.

My team grew to 10 people based in Uzice, Valjevo and Sabac. Each unit worked with communities in its area. I invited Bospo, an ICA Brussels-affiliated

organization across the border in Tuzla, to conduct a ToP workshop and strategic planning for our team in December. Bospo did it in Serbian, using Serbian-language materials, with final reports produced for me in English. Having undergone the same training in English, I understood what was taking place. I sat at the back during the workshops, typing up reports.



*ToP training for community committees in Valjevo.*

Using ToP methods - in Serbian - was key to a consistent facilitative approach across our team and the community committees. After our training, we held sessions for the committees. As they were not paid to attend, it was important to hold the events in pleasant hotels with good food on weekends. Food is part of Serbian hospitality and - as I learned later - it was also important because of hidden poverty. As many committee

members were women, the trainings were a welcome break from household duties.

The sessions linked up communities which shared stories of their achievements, spreading innovations across the region. One case involved a Roma man from Sabac. After his city council heeded his advocacy for change during meetings, Roma groups requested similar training sessions. With Bospo's help, he took part in facilitating the trainings and, with great pride, presented the completion certificates.



*Consultations with Roma groups in Valjevo.*

CRDA moved fast. There was pressure on all implementers to spend money. I heard the term "burn rate" used to refer to how fast we spent. In fact, our project got money taken from a slow burn project.

To me, effective spending was to build a facilitative and problem-solving capacity in the region that would outlast our time there. People took easily to the ToP workshop and the participatory strategic planning methods. They were able to discuss ideas and differing views and plan activities. When their small scale projects got funded, their confidence in the method grew.

We built a strong facilitative capacity over two years. Our community facilitators, who had taken part in the trainings, were able to lead many of the quarterly open town hall meetings. We introduced other participatory methods. One was an Open Space Technology conference on "What kind of Western Serbia would you love to live in in 2008?" Another was a three-day Participatory Rural Appraisal session in a community in Mionica municipality.

One program involved government officials and community committees. We brought health, education and social welfare officials in the 13 municipalities together to suggest social development projects which could then be reviewed by the committees. The committees felt they didn't have the specialized knowledge to develop social projects while the problem for the health, education and social welfare officials was that they did

not meet and so did not make municipal social plans together. Our participatory approach overcame both issues.

We also created and trained "cluster" committees of youth, women and Roma. They then reviewed and made recommendations on social development projects designed to meet their needs.

Looking back, I recognize how important shared context and knowledge was in supporting self-organization among individuals as well as groups and communities. Because all of us - our team, our community facilitators and our community committees - had taken the same training, we had a common context for planning. I still hear from former team members who tell me that community people had called to say they are still using the methods we taught them. While projects come and go, the facilitative capacity we built in Western Serbia has remained.

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*Rosemary Cairns (rxc102@gmail.com) has worked with community organizations in Canada and Serbia, as well as with local peacebuilders in Africa and Asia. She helped to create the Serbian Facilitators Network. A Certified Professional Facilitator, she holds a Master's degree in Human Security and Peacebuilding and currently lives in Victoria, Canada.*

## The Truth About Life experience

*By Richard West*

At the Institute of Cultural Affairs (ICA), we see ourselves as "The People of the Question". For me, the question was "How is the whole world going to live?" Being in farming, I helped raise corn and soyabean. Then I became aware that countries like India were self-sufficient in food. My world opened to new possibilities of engagement. Questions clarify the gap between beliefs and what's going on in life. They help us discover the change needed.

ICA Taiwan is hosting a series of dialogues called "The Truth about Life" Experience (TAL). It began as a monthly book study. It focused on coaching and mentoring, which many of us were doing. Our concern was effectiveness, especially in maintaining a facilitative stance. We explored a many topics over the last 10 years. The group has grown as well. Books and articles are a starting point. Anyone can suggest topics and questions. That keeps the dialogue fresh.

We explored various arenas: community; making a difference; healing; well-being; context; political/economic/cul-

tural systems; and power versus force: levels of consciousness. The underlying question is: "What's the truth about life for you now in arena X that wasn't true for you before?"

The 150-minute session begins with a provocative question. Each person gives a quick response as a way of checking in. This set the stage for the dialogue. Its direction is influenced by whoever comes. At the end, we pick a topic for the next session. Some topics generated so much energy that we continued them for months. We are never short of topics. The ground rules, from the Open Space Technology User's Guide, are: "Whoever comes are the right people. Whenever it starts is the right time. Whatever happens is the only thing that could. When it's over, it's over. Be prepared to be surprised!"

TAL is a personal research event. Participants have varying contexts and reasons for coming. One said he felt more free at TAL to talk about his thoughts and beliefs than in other group, and that what he said was always accepted. We are diverse. We learn from

the values and thoughts of each person.

So, how has the question "How is the whole world going to live?" changed for me, 45 years later? The difference has to do with new and changing relationships, information, contexts, ecology, technologies, connectivity and more. The world has to be inclusive enough for all. We can't limit it to an either/or situation.

There are many methods to support significant engagement. Yet, they sometimes limit or divide, restricting our awareness of reality and choices. "Facilitation" is an approach the ICA pioneered. For me, it has to do with asking explorative questions rather than teaching or declaring. Context is crucial. It not only needs to change, it does so whether or not we are aware of it. Reflecting on this is essential. Discovering what others think in a safe and open environment is more important than getting my own ideas out. As John Heider admonishes in Tao of Leadership, "Facilitate what is happening, not what you think ought to be happening!"

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*Richard West (icataiw@gmail.com) is executive director of ICA Taiwan*

# Life skills for building communities

By Nelson Stover



ICA India and US-based Emerging Ecology are collaborating on a training project focused on the latter's mission of promoting "Eco-Futuristic Communities". Shankar Jadhav and Nelson Stover, the respective heads of the two organisations, plan to set up a Capacity Building Institute at ICA India's training centre in Talegaon, Maharashtra.

The Capacity Building Institute curriculum will have three foundational components: a) community transformation through effective catalytic action, b) facilitative leadership through Technology of Participation (ToP) methods and c) personal resourcefulness through vitalizing interior practices. In addition, modules will be offered in specific application arenas such as: 1) hi-tech, environmentally friendly farming, 2) small business management, 3) healthy lifestyles

and nutrition and 4) women and youth empowerment. Once the basic curriculum is ready, other topics developed by ICAs around the world will be added to the offerings.

ICA India ([www.icaindiapn.org](http://www.icaindiapn.org)) has a long track record in conducting village development projects. Its cluster village project in Mulshi taluka, Maharashtra, is based on ICA's approach to comprehensive grassroots development. Its training centre in Talegaon provides a location for conducting training programs in an environment that is acceptable to urban dwellers and non-threatening to people from villages. ICA India has staff experienced in the use of participatory methods and training others to do so. It has been receiving financial support through ICA Japan from bodies such as Japan International Cooperation Agency, Japan's Ministry of Foreign Affairs and Japan Environment Corporation for several years. It plans to involve them in supporting the Capacity Building Institute as well.

In the United States, Emerging Ecology ([www.EmergingEcology.org](http://www.EmergingEcology.org)) has been exploring fresh approaches to grassroots social change. Their emphasis has focused on the context and outlook – the "worldview" – which leads to effective action in the 21st Century. Additional information about recent worldview research conducted by Emerging Ecology is available on its website's

home page. The image of working to build "Eco-futuristic Communities" provides fresh impetus to people who have become frustrated with previous images based on over-consumption or friendly co-existence.

To move forward with the launch of the Capacity Building Institute, ICA India and Emerging Ecology are now jointly reviewing, updating and expanding the curriculum from various sources including the ICA's original Human Development Training Institutes. During the latter half of this year, initial pilot events will be offered both in India and the United States. Each of these events will involve a module of the overall project. A longer form of the Capacity Building Institute is envisioned for January 2017 in India.



Anyone with experience in ICA methods or Emerging Ecology's programs or who shares a passion for their work is welcome to partner in the development and implementation of this project. To get involved, contact Shankar Jadhav at ICA India ([icapune@icaindiapn.org](mailto:icapune@icaindiapn.org)) or Nelson Stover at Emerging Ecology ([NStover@EmergingEcology.org](mailto:NStover@EmergingEcology.org)).

*This article was written in collaboration with Shankar Jadhav, director of ICA India.*

*Nelson Stover ([nstover@emergingecology.org](mailto:nstover@emergingecology.org)) is president of Emerging Ecology.*



# Studying sports and mind-body link in India

By Nelson Stover

Support and exercise are vehicles that can be used to transform societies, says one North Carolina student who visited India early this year as part of his undergraduate studies. “I’m encouraged to assist in this transformation when I see others improving in their game of life, contributing to a healthy mind and body,” said Will Sands.

Will is one of six sports studies majors from Guilford College who spent four days at the Adivasi Ashram School in Chikhale village in January, along with their professor, Dr. Lavon Williams, and Nelson Stover, president of Emerging Ecology. Guilford, a liberal arts college in Greensboro, North Carolina, encourages its students to include international experiences as part of their education. The Adivasi Ashram School, managed by ICA India, provides a residential learning experience for 700 students in grades one through 12.

The Guilford students took part in physical fitness testing of the students in Chikhale, and joined in two days of sports competition among students from all grades. The school’s annual sports award celebration was the highlight. After the competition winners were acknowledged, all students joined in a three-hour cultural program of singing and dancing. The stage was lit and decorated for the occasion and people from the village filled the courtyard to enjoy the festivities.

“It was amazing to be able to connect with the kids despite having a slight language barrier,” said Lucas McCrory. “Another thing I would say is to really



(Top) Guilford Students explaining the rules of “American” football. The Chikhale students thought it should be called “Throw Ball”.

pay attention to the surroundings. Many of the things we read in the texts were things I noticed in everyday life situations. For example, the chapter in the text titled, ‘Anxiety over chaos’. I could really notice the chaos occurring but India seemed to be functioning in what we considered ‘chaos.’ I thought it was fascinating to read and then actually see these concepts applied in everyday life scenarios.”

“Just when I needed a transformative experience in my life, I received it,” said Will. “Possessing a lifelong passion in exercise science, the opportunity to study sports and the healthy mind-body link in India was something I knew I

couldn’t miss. I knew it would be good practice for my future endeavours in sports medicine and enlightening the lives of others.

“India’s a place one must experience first-hand. The Chikhale School held a sports week during our time there. The students displayed remarkable athletic abilities. Their happiness and intrinsic motivation derived from participating in games of India strengthened my desire to help others by improving performance. Much of my life has been devoted to sports and exercise, as well as the psychological benefits and medicinal value it offers. Regardless of culture, sport and exercise are vehicles that can be used to transform societies.”

As a background reading, the Guilford group studied *Being Different* by Rajiv Malhotra. The group also visited Aurangabad where they went to the Ellora Caves and the Daulatabad Fort.

For more information about the Chikhale School or the Guilford College J-Term experience contact [NStover@EmergingEcology.org](mailto:NStover@EmergingEcology.org).

Nelson Stover ([nstover@emergingecology.org](mailto:nstover@emergingecology.org)) is president of Emerging Ecology.



(Left) Chikhale students dancing during the cultural performance.

# Estando Presente

Escrito por Teresa Sosa Vegas



Que solo hay un tiempo importante y, es el presente. El momento presente es el único tiempo al que podemos controlar. Lo importante es la persona con quien te encuentras ahora, quien sabe si tendrás que estar con otros mañana?

*-Thich Nhat Hanh*

There's only one important time and that is now. The present moment is the only time over which we have dominion. The most important person is always the person you are with who is right before you, for who knows if you will have dealings with any other person in the future?

*-Thich Nhat Hanh*

Cuando vemos a este niño Gabriel Louis de 3 años, en una experiencia en medio de un inmenso campo de cereales y triguales del Sur de Francia, encantado y en asombro, sientes las palabras sabias del maestro Thay tienen significado. ¿Porque es esto importante? Su importancia esta en la sonrisa natural, su quietud, respirar gentil, foco, no interpreta lo que ve, y no busca porqués, como si estuviese despertando, corporaliza (embody) y centra en ese presente, como su única realidad que puede controlar.

El niño viene al mundo con el cableado cerebral que necesita para sus tiempos, y retos, y convivir conectándose con nuevas experiencias. Viene con el lenguaje, conexiones interconectadas y tejidas con lo que vive, sus emociones y sensaciones. Continuamente explora y aprende. Este niño refleja al adulto lo que tenemos que recordar: re entrenar nuestros cerebros. Permitirnos estar en control de nuestras mentes y no dejar que las emociones nos secuestren la vida.

Nosotros a cambio deberíamos reflejar la serenidad, conocimiento, para que ese niño entienda y actúe, con sentido y humanidad. Para que desarrolle su potencial y crezca como una flor dando frutos y aromas de bienestar.

Si queremos ser innovadores, creativos en el presente, y vivir desde la sensación de la felicidad, en cualquier país o nación en el que nos encontremos realizando nuestro trabajo y acciones en bienestar de otros, debemos, para actuar desde lo sano, competitivos y efectivo de nosotros, estar en el camino, "track" o riel de la satisfacción y felicidad, tomando el control de nuestras vidas.

El Stress es la causa de muerte #1 en el mundo. Tenemos que poner atención y acceder a la salud de nuestro cerebro. Cuando el stress y las preocupaciones dominan nuestros

pensamientos y emociones, nuestro cerebro prehistórico entra en piloto automático, y maneja nuestras vidas del siglo 21.

Existen ejercicios fundamentales que al practicarlos acceden al nuevo cerebro y garantizan salud y bienestar. Es un cableado dotado para funcionar en un mundo de retos, caracterizado por la incertidumbre, el caos, la complejidad y volatilidad.

## Estos son:

- Estirarse con los brazos, cuello y torso 2 o 3 veces al día por 3 segundos.
- Reír
- Bostezar
- Dejar la mente se asombre y expanda, como el niño de la foto.
- Respirar lento y consciente.

Así de fácil. Sencillo y practico. Y cuando decides vivir cada día desde la activación de tu nuevo cerebro puedes generar soluciones, respuestas creativas, innovadoras, y frescas, con un nuevo mirar. Los viejos hábitos calcificados se diluyen y te estás preparado para un vivir en el presente de posibilidades y oportunidades en vez de dificultades, obstáculos, negativismo y limitaciones.

*Teresa Sosa Vegas, SOC., RSU (boulgogne2010@gmail.com), es profesora de la USB Universidad Simon Bolivar, Post Grado en Ciencia Políticas, Caracas, Venezuela.*

## Being present By Teresa Sosa Vegas

When a child stands before us, our guarded adult world generally disappears. What seeps in is a bit of fun, of innocence, of wonder and awe. Life looks different through the eyes of a three year old. Our protective self-erected barriers disappear.

Many religions teach the value of being present; we are enraptured by a smile, notice the breath, luxuriate in a smell, hear a sound and explore the depth of a word. It involves moving through our barriers, letting go of blame and judgment, and being open to outcomes, according to anthropologist Angeles Arriens.

Children are mirrors to adults, of hopes and dreams for a future and of past joys and despair. A child's future is not yet determined. With nurturing, engagement, serenity, knowledge, understanding, kindness and love that hopeful innocence can be expanded and shared throughout a life. Children are the flowers of humanity, fragile, delicate and need fertile soil, sunshine and the right amount of water to bloom.

Adults naturally form a hard external shell. It is our way to protect the vulnerable parts of our self. That shell is necessary for dealing with a world that is often hectic, complex and stressful. Stress affects our health, it can kill.

In dealing with this stressful life, when was the last time we remembered to acknowledge the presence of and water our inner flower? When in survival mode we become reactionary and focused on the superficial. We are too busy. We forget about our flower.

No one can water the plants in our inner house except us. The care and nurturing that we might give to a child can also flood the arid land of our inner lives. In that way, we can find a balance between our rigorous, structured mental world and the love, compassion and heartfelt presence within.

## These are a few ways to engage with our deeper self:

- Laugh
- Yawn
- Breathe deep and notice your breath
- Stretch the arms, neck and torso for a few seconds an hour
- Let your mind wander or daydream as if you were the child in the photo
- Pray or meditate

These small efforts can create opportunities for personal change, for self-realization and for being present and appreciative of the self.

*Teresa Sosa Vegas, SOC.,MSW (boulgogne2010@gmail.com), is a professor at Simon Bolivar University (USB) Post Graduate School of Political Science, Caracas, Venezuela.*



A resident making a stool with sticks and nylon strings, one of the community's income generating activities.



Neelam Dhungana dancing during the inauguration of the centre in November. Seated behind her, wearing glasses, is Nepal's Deputy Prime Minister Chandra Prakash Mainali.

## ICA REPORTS – ICA NEPAL

### REHAB PROJECT BRINGS HOPE TO QUAKE VICTIMS

By Binita Subedi

Occupants of a home for the disabled that was destroyed by Nepal's earthquake now have a roof over their heads - the brand new Disabled Service Centre in Kathmandu.

The building, one of ICA Nepal's rehabilitation projects, is located in Goldhunga, Balaju. It has six rooms, a training hall and can accommodate up to 25 people. There are separate dorms for men and women, a toilet, a kitchen and an office.

The inmates said they lost all hope after the quake hit their old shelter last April. "It almost completely damaged the place," said one of them, looking up from her weaving that brings her a small income. "And even before that, the house was leaky and cold, affecting us both physically and mentally."

"The new house has granted us a new life," said Mr Lalit Shahi. The sense of physical wellbeing and mental stability it provides is motivating, he added. The community of 20 earns an income through activities such as making candles, purses and chairs out of sticks and nylon strings.

The centre was built with funds from ICA Australia and other organisations. It was inaugurated in November by Nepal's Deputy Prime Minister Chandra Prakash Mainali. The event, a milestone for ICA Nepal, included high tea and a dance and music performance. The star of the show, appropriately, was



Residents say the Disabled Service Centre is airy, spacious and bright compared to their old shelter which was destroyed by the earthquake last April.

a disabled guest. One-legged dancer Neelam Dhungana captured everyone's attention by showing that disability need not be a barrier to fulfilled living.

Binita Subedi (subedibinita93@gmail.com) is a public relations officer for ICA Nepal.

## ICA REPORTS – ICA-CHILE

### WORKING WITH THE DISABLED IN 2016

By Isabel dela Maza Urrutia

ICA-Chile has been developing programs for leaders and organisations involved with disabled people over the last 10 years. This year, we secured funding from the Ministry of Social



Development for two Disabled Community Council projects.

The first involves workshops on Emotional Control and Participative Strategic Planning in the Atacama Region, which was hit by a serious landslide last year. It has affected various organisations of disabled people in several cities in this desert zone. ICA-Chile and our partner GFSC (Global Net of Facilitators that support different Communities) will work with 75 people from these organisations and hope to identify rebuilding projects with them. GFSC will be in charge of the Emotional Control workshops while our facilitators will conduct the Participative Strategic Planning workshops.

The second project is a School for Participative Leaders involving organisations linked to disabled people. Some of the participants are indigenous Mapuche people and many are from the remote parts of the Bio-Bio province. They will coordinate and strengthen the work of the Disabled Community Councils in the larger VIII Region. This will be carried out using ICA methods and other systems. Besides the training, they will also organize work nets, exchange ideas and thus enrich their activities.

We are looking forward to the Regional Encounter of America in Lima, Peru, in May. Isabel Rodríguez Ruz and I will represent ICA-Chile at the event.

*Isabel dela Maza (isadelamaz@gmail.com) is director of ICA-Chile.*

## ICA REPORTS – ICA PERU

### ECONOMIC PLAN INSPIRES MOUNTAIN TOWNS

By Gloria Santos and Jesusa Aburto

Two mountain communities we work with in Lima Region have launched a comprehensive community development program. Madeán and Huangáscar, in Yauyos province, lie at an altitude of 2,500 metres and 3,500 metres above sea level. They are involved in agriculture and cattle farming, which are being affected by climate change and other factors.

Following a request from some of their residents, ICA Peru, in collaboration with ICA Australia, designed a two-year plan of action with the support of the local authorities. It has two phases. First, leaders from the communities get trained through an internship program and, second, they get the communities involved in implementing productive projects.

We held a five-day leadership skills training for 14 people from both communities at ICA's training centre in Azpitia, Mala valley, in December. The next month, the trainees held "intervention" sessions in both communities. With help from ICA-Peru staff, they got residents to talk about their vision for the future at a workshop. They gave a presentation on how the communities could boost their economy by using their own produce such as potatoes, barley,

corn and beans instead of goods from outside. They showed how to make potato chips and fried beans and thus add value to harvested produce. In Madeán, they installed a drip irrigation system. Farmers said it would be useful for cultivating avocado, peach and animal fodder and allow more water control. Another effective demonstration was on how the town's organic waste could be turned into fertilizer.

The intervention changed attitudes. Said one resident: "We produce potatoes but we were buying chips from the potato Lays factory. Now we know how to prepare healthy chips." The intervention also strengthened ties between the communities and won the support of the authorities, who are keen to implement an irrigation pilot project. An organic farming project would help to make this sustainable.

We are holding meetings with various institutions for the



Madeán lies 2,500 metres above sea level in Yauyos province of Lima Region, Peru.



*Leaders demonstrating the use of a drip irrigation system in Madeán.*



*The main business in Huangáscar is agriculture and cattle farming.*

second phase of the project. We are also getting phone calls and visits from other communities near Huangáscar who wish to send people to Azpitia to get trained. We met Lima Region's General Manager, Dr Luis Custodio, to talk about the project and about sustainable Irrigation technology for Madeán and Huangáscar. He has expressed interest in providing support.

**To colleagues in the ICA network, if you have links with institutions that may wish to support this type of project, please contact us at [admin@ica-peru.org](mailto:admin@ica-peru.org) or [glorias@ica-peru.org](mailto:glorias@ica-peru.org). We will be very grateful.**

*Gloria Santos is involved with community leadership programmes while Jesusa Aburto is the coordinator at the training centre in Azpitia.*

## ENGLISH

# Manilamen: the 'Outsiders' within

*By Deborah Ruiz Wall*

Awakening...

with a touch of the soul of a race,

wave of mariners washed ashore to Broome  
and the Torres Strait,

who never returned from their homeland.

It was on the Island Continent from where  
their souls departed,

where their tawny remains were buried, min-  
gled with the crimson soil and the turquoise  
sea in an alien place that they fully embraced  
and adopted like their own, for in the distant  
past,

they rode on the tide of fate that blessed them  
with generations of Australian Aboriginal and  
Torres Strait Islander offspring; and two hun-  
dred years hence, two more waves of Filipino  
immigrants arrived onshore, yet the ancestral  
lines of those who dived in the depths for the  
pearl of the 'west' to explore a new life and  
livelihood had not been broken, their 'lulu'  
turned into fisher folk, food garden growers,  
missionary helpers, handymen, even pearl-  
ing masters, who in the emerging new nation,  
broke new ground, explored new trails,  
acquired new knowledge and new language,  
absorbed Western thought; their descen-  
dants subliminally felt the seductive glow of  
the pearl, imbued with traces and remnants  
of Filipino heritage implanted in Australia's  
homeland from where they heard soft melo-  
dies from the songs of

their forebears, like a tingling whisper in the  
wind reminding them

never to forget their islands of old from where  
their forebears

had sailed away.

*\* lulu – grandfather (Broome Filipino term for grand-  
father; lolo – Tagalog for grandfather)*

## TAGALOG

# Manilamen: istranghero sa kalooban ng bansa

*By Deborah Ruiz Wall*

Damdamin ay nagising sa haplos ng kaluluwa  
ng lahing itinangay ng agos sa Broome at  
Torres Strait.

Namumunong agos Pilipino'y lumitaw sa  
pampang  
at dina bumalik sa pusod ng pinagmulan.

Dito na rin sila yumao, inilibing ang kanilang  
kayumangging alabok  
na ngayo'y kasalimuha ng lupaing pula at  
karagatang bughaw,  
lupaing lubusan nilang inampon na wari'y  
sariling lupaing magulang.

Sila'y Pilipinong ikinupkop ng kapalaran  
at binigyang biyaya ng marami pang mga anak  
ng katutubong Ostralyano.

O inang bayan!

Ang kanilang awit ay naririnig pa rin  
kahit nakaraan ng mahigit na isang siglong  
pagdating ng dalawa pang agos galing sa  
Pilipinas.

Tandaan n'yo, huwag kalimutan  
ang ating mga ninunong sumisid sa karagatan  
upang makamtan ang perlas ng kanluran—  
nakamit nila'y panibagong kabuhayan.

Naging mangingisda, magsasaka,  
at katulong ng mga Kristyanong misyonaryo  
na nagbukas ng mga bagong landas,  
bagong kaalaman, bagong kanlurang  
kinagisnan, bagong wikain, bagong kaisipang  
napulot sa mga ibayong lupain.

Subalit anuman ang naghahari sa kalabasan,  
ang kalooban nila'y tila perlas na patuloy ang  
ningning  
ng pagmamahal sa tradisyong Pilipino  
na itinanim sa panibagong lupain.

Tumatagos sa kaibuturan ang mga awit  
na ibinubulong ng ating mga ninunong  
huwag kalimutan magpakailanman  
ang bayan nating pinagsimulan.

*[A book about the Stories of Manilamen descen-  
dants from Broome & the Torres Strait compiled by  
Deborah Ruiz Wall and her team will be published  
shortly.]*

# The Litmus Test Of Worth

*By Deborah Ruiz Wall*

Life collapses like an accordion once one has reached the phase of nearly bidding goodbye to earthly joys and travails,

and so the outlook of the third age embraces an encompassing view of life, realizing that some of our wants that once defined who we thought we were have lost their appeal.

Who within the web of relationships that visited our lives shed light onto what we have become or are becoming?

Meaning is something human beings seek — we construct our own world of meaning but what we create may limit or broaden the scope of boundaries.

Relating is not just a ritual; one has to work at finding the fabric that can be woven to bind diverse threads that create the best blend of character. Our walk needs space and time for us to grow.

We stumble, pick ourselves up, and learn from our follies and mistakes. Emotion becomes deeply ingrained in our memory like music that penetrates our life experience.

Perhaps our own sense of insecurity at any moment may colour our perception of the core of self-worth and our judgment of the worth of others who orbit our lives.

The storms and cyclones that befall our hearts sometimes blind us from recognising human frailty, even our own.

So we judge too harshly perhaps because we have been let down badly and are still reeling from it. Thus we nail our perception of travesty as the litmus test of worth.

What in the range of human behaviour is mortally wounding? What measure do we use to judge the worth of life? Is it the transgression of people who we love or who are supposed to love us? We can elect to sink in the quagmire of defining the worth of self from travesty to make sense of an unfolding future.

Alas this posture will only make us sad, untrusting and lonely. Elevating ourselves as the judge of the worth of worthiness is a conflicted path.

What is worthy?

Our life's work? Success? Reputation? The image we construct that we want people to see?

The future calls but not on a small footprint, for smallness does not provide much breathing space but suffocates the flowering bud that still needs nurturing, that is longing to find the glow of light that will bring potential to fruition.

We can transform challenge as an opportunity for re-creating ourselves: a union of opposites, a hybrid blending of dissimilar traits perhaps.

But we are not to know what lies ahead. The music of life keeps playing beyond our comprehension. We simply make an effort to follow the tune meant for us alone and to acknowledge, honour and respect the cloak of the mystery of creation.

If we were to believe in a God of compassion, we would not be too hard on ourselves, or on our expectations of perfection, for our calling is not to judge absolutely, but to learn, to grow, to become.

Embracing life with faith and love and compassion makes for a more joyous world.

*Deborah Ruiz Wall, OAM (Medal of the Order of Australia), is a member of ICA Australia*