



IIC Info News

News Letter of the CISV International Interchange Committee
for National & Local Interchange Coordinators

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International Interchange Committee, 2004-2005:

Chair:

Heinz Boehnke, CISV Canada

Alternate Chair:

Frank Steffen, CISV Germany

Full Committee Members:

Maria Luiza Pereira, CISV Brazil

Monica Werkelin-Parenmark, CISV Sweden

Vickie Breedlove, CISV USA

Jannicke Bjerke Falch, CISV Norway

Co-opted Committee Members:

Lise Elboth, CISV Denmark

Jacopo Piccioli, CISV Italy

Cynthia Canas, CISV Costa Rica

Rita Costa, CISV Brasil

Natis Oviedo Meza, CISV Columbia

2004-2005 Picture of IC Committee

Go To

www.cisv.ca/iic

.....
PLEASE SHARE THE INFORMATION IN THIS NEWSLETTER
WITH YOUR LIC's and Other Friends of Interchange
.....

HI & WELCOME BACK

September brings with it a new CISV Year and the organization of new Interchanges starting in 2005. I sincerely hope that you and your LICs will find enjoyment in organizing the ICs for our youth. Also, that when needed you find the Wisdom of Solomon to resolve any difficulties that may come your way.

At this years AIM not many of the 'regular' NICs were present..... we missed seeing, talking and being with you. However, I did meet a few of you for the first time. It is one thing to 'converse' with you using email but it is great knowing the face that reads the email.

To those that are new NICs - welcome to our global IC family. I hope that your new position turns out to be all that you expect and hope for.

I know we can all work together when we keep in mind what we are trying to achieve..... - encouraging our youth respect for cultural differences and the development of their self-awareness so that they can become global citizens striving for a more peaceful world.

Through these News Letters we hope to make your IC life a little easier and where ever possible provide guidance. I am always available to answer any questions that you may have - no question is too small. At this time I would also like to introduce to you the members of the International Interchange Committee, who are listed to the left and who also will be more than pleased to answer any of your questions.

I would like to specifically introduce to you the newest rookies of the IIC – Cynthia from CRC – many of you may remember Cynthia as the organizer of the AIM'03 in CRC. A special welcome to Natis – she is a junior and the input of youth is always welcome. We all wish them lots of fun in the IIC.

**GENERAL GUIDE for all
CISV Programmes &
INTERCHANGE GUIDE**

Go To
<http://resources.cisv.org/guides>

**FAMILY IC GUIDE FOR
PARENTS**

Go To
www.cisv.ca/iic

**INTERCHANGE SPECIFIC
FORMS**

Go to
www.cisv.ca/iic

INTERNATIONAL FORMS

Go to
<http://resources.cisv.org/forms>

“Official” IIC Web Page

www.cisv.ca/iic

STRATEGIC PLANNING (SP)

No doubt you have heard a lot in the last months about "Strategic Planning". SP has taken on a number 1 priority position in CISV. SP was the central focus of the AIM in ISR and hence considerable time at pre-AIM and during AIM was devoted to it. In the months , actually for that matter - during the next 2 years - SP will become part of the focus of every CISV Committee. The documentation on SP can be found on the resources.cisv.org web site under "Annual International Meeting 2004 Documents" or by going directly to <http://resources.cisv.org/servlet/docs?action=document.view&id=442>

Through the SP Process the local chapters have spoken and now it is time for all committees and the IEC to listen and act accordingly. What we do in the next years will be guided by the priorities embedded within the 'Values & Wishes' of the local chapters

Sharon King, the facilitator of the SP at AIM has written an article for the next issue of Introspectives which will explain the process much better than I can. We thank Sharon for sharing the article with us and it follows below:

Cross-Cultural Integration: Mobilizing the Grass Roots

by Sharon King

They were skeptical about the feasibility. They certainly didn't expect such a positive reaction from so many quarters.

When the leadership of Children's International Summer Villages (CISV) determined they needed a new strategic plan, they knew they needed to engage the grassroots. Yet developing a shared, cohesive direction involving 60 nations with almost as many languages seemed impossible. Even more challenging is the fact that not all that wish to can attend international meetings due to the volunteer nature of the organization.

CISV, a not-for-profit organization, develops cross-cultural understanding in children and youth from around the world through peace education. By respecting cultural differences and developing self-awareness, participants incorporate these values into their daily lives. This cross-cultural emphasis required a different approach to Strategic Planning. "We needed to build our direction from the local level up, not from international down", espoused Cathy Knoop, President of CISV International. Intuitively she understood everyone needed to be involved, yet had concerns about making it happen.

Gill Uy, one of the leadership team, approached me, knowing that Starfield's specialty was helping clients break down silos. "We need a simple process that won't get distorted as it is interpreted and translated", cautioned Gill. Appreciative Inquiry (AI) was perfect for collecting basic information and rekindling grassroots passion for CISV. This approach engages CISVers at all levels to tell each other stories of their peak experiences in CISV and uses these stories to elicit the core of who CISV

DATES TO REMEMBER
IC's STARTING JUNE
/ JULY

30 Days After Completion of
Interchange – **Programme**
Director's Form to IO

October 1 – **LICs Send**
Interchange Evaluation to IIC

November 1 – **NIC confirms /**
refuses AIM matches to IIC

is when it is operating at its best. This approach was also a practical way to involve many countries with many languages.

Open Space (OS) was selected as a way of moving from what CISV could be to how to get there. Open Space allows all the people involved in a meeting to collectively set the agenda and then self-organize to participate in those conversations for which they have a passion and would like to take some responsibility. It is brilliant in the way it marries passion and responsibility, inviting people to discuss and take responsibility for those aspects of CISV they care about. In addition, it gives people an experience of working productively as a whole, something often prevented by CISV's geographical challenges. Since bridging boundaries to create cross-cultural understanding is CISV's focus, Open Space was ideal for living their philosophy. And lastly, because not all to wish to can attend the annual meetings, Open Space offered the opportunity for online participation so people around the world could create and comment on reports developed and participate in setting priorities.

The planning meetings to design the process were conducted through 6am telephone calls accommodating times in Israel, England, Italy, the US and Canada.

Initially there was some confusion and concern at the process being proposed. Imagine busy, pragmatic people, many having English as a second language, understanding how telling stories would provide direction for a global organization. Even harder, explaining how 150 people from 60 countries meeting with no agenda would produce anything but chaos. Gill and Cathy, both professional educators, helped others understand that simply telling stories generated enthusiasm and commitment for implementation. A pictorial guide of Open Space helped create the understanding of how effective progress could be made even with no agenda to start. Many early morning discussions eventually resulted in the following process:

1. Each country received a handbook explaining AI and the overall process. It contained a briefing on the process, templates for coordination, interview guidelines, interview questions, and outlines to consolidate results.
2. Each country enlisted chapter coordinators. Every chapter conducted interviews. Interviewers then met following a common process to synthesize the values and wishes from the interviews. They documented two stories that captured the essence of the emerging values and wishes. This process was repeated at a National level. The following is a shortened version of one of the stories:

"On day 12 at the 2000 "Peaces of Respect" Summer Camp, a Nazi swastika was drawn on the bedroom wall housing among others two Germans and one Israeli boy. Everyone was upset, the whole camp affected, with people wanting to punish the person responsible. The German boys said they did not do it yet were being blamed.

Staff started discussions with the Israeli and German delegations. Deep-rooted feelings and personal turmoil were present. With little progress, staff felt a need to change the environment. They took the two delegations to an ice cream store for a frank and open discussion.

The delegates talked a long time. Feelings came out and people listened. The topic turned to how the experience was affecting the whole community. The delegations decided to

DATES TO REMEMBER
IC's STARTING DEC,
/ JAN. / APR.

Oct. 15 - Application Forms for traveling delegations received by hosting chapter for matching

Oct. 31 - Matching of Delegates to be completed

Oct. 31 - No more Interchange matches after this date

Nov. 15 - First group meeting of parents, delegates, leaders & LIC

3 Days After Start of Interchange - DPAF to IO

30 Days After Completion of Interchange – Programme Director's Form to IO

have a children's parliament to express feelings about this experience. Through this powerful process, healing began.

People talked about what the swastika meant for them and their family. Not all spoke; some cried while speaking. An Israeli boy said that his grandfather died in a concentration camp. His father often told him the story. He always remembered his grandfather in his heart; it was difficult to hear about Germany and the Nazis. One German boy said that it hurt him, too; that what was done was terrible but he had nothing to do with it and wanted to be accepted for himself.

When the conversation ended, people began to hug each other. Other delegates told the Israelis and Germans how much it meant to hear these stories; that they felt what the Holocaust meant to real people's families, and saw healing in front of them. This event, from discordant beginning to triumphant ending, will remain a striking image in the lives of everyone in this Camp."

3. An international coordinator synthesized the results of the several thousand interviews into a *storybook* with a summary of *values* – such as cross-cultural understanding, personal development, friendship, respect – and *wishes* – more and different programs, availability to a wider cross-section of people in more countries, a stronger commitment base in some places.
4. This book became the foundation for a summit in Israel where a world-wide cross section of 30 youth, adults and leaders immersed themselves in the data. Participants told their own stories and peak experiences. Surprise and awe filled the room as people identified with each other's stories. Many were in tears as they relived experiences of deep personal meaning. Alvaro from Costa Rica put it this way "The hairs on my neck and arms stood on end as I heard each person's story. It's amazing how CISV affects all of us in much the same way." After telling their own stories, participants reviewed all of the stories, values and wishes, discussing them in small groups and developed skits, pictures and songs. They translated these into statements reflecting the values and wishes from around the world. These statements defined a tangible goal for CISV.
5. A specific goal statement, developed from these statements became the Open Space theme: "By 2009, become a larger network of strong National Associations in every continent." The 1 day Open Space included 150 participants from around the world. More participated online, posting and commenting on reports.
6. A few days were provided for participants to read and understand the reports. This was required because of the wide variety of languages participating in the conference. Three days later participants connected it all. They identified what they saw as the most important issues for CISV as an organization to move forward on now. They also individually identified those areas where they would take some personal initiative.
7. Finally, the leadership team processed the results, determining the implications for committees and the National Associations.

THREE IMPORTANT THINGS TO DO FOR A SUCCESSFUL INTERCHANGE

1. Communicate
2. Communicate
3. Communicate

Participants were universally thrilled, saying "This process aligns with the way people from Asia-Pacific think and work;"; "I have never seen such universally positive reaction to a process; even people who are traditionally negative liked it;"; "This feels like CISV", "It was nice to see people from different countries and different ages so excited and working together so well", "We need to do more of this," "Would you be willing to come to my work and do this?"

A delighted CISV is implementing the plan. Formal committees and structures are changing to address top priorities. An implementation toolkit for National Associations is in the works to help each Nation implement the priorities. Next year's annual meeting will discuss progress towards the plan. Youth will be trained in AI and OS to support local chapters and regions strengthen their organizations. Countries with multiple chapters are investigating incorporating these types of processes when rolling out the strategic plan.

It is a testament to Open Space and Appreciative Inquiry that an organization specializing in cross-cultural integration found such value and insight from them. For me, the power in combining AI and OS comes because both use intuition, energy, and insights from the organization. AI builds energy and momentum from the outset, creating ownership and anticipation regarding new direction. It creates action long before any formal results are realized. Using Open Space for the design builds on this personal initiative. It focuses on the energy rather than the activities of the people affected, providing opportunity to contribute where there is natural interest, releasing a huge reservoir of untapped energy. It eliminates selling and orchestrating a pre-planned process instead unleashing pride and ownership that delivers results.

"For a free "Tips sheet on Engaging People for Results", please e-mail me at sking@starfield.ca."

Okay – Where Do We Go From Here ?

Good question....the next step of the SP Process will be for ALL CISVers from everywhere to become involved in an electronic discussion centered on the 5 Priorities identified at the AIM'04. Each of the 5 discussions will have a moderator to oversee & facilitate the discussion. The online discussion will take place on the friends.cisv.org web site. It is anticipated that the discussion will start in early October. All NAs will be sent a "Toolkit" which will assist and guide all participants in the discussion.

2005 & 2006 INTERCHANGE MATCHES

At the AIM all trustees in attendance were given the results of the Final Round 3 IC Matches. Shortly IO will also be sending out the matching list to all NAs. If you do not know your new matches for next year please let me know and I will forward them to you. For those countries with multiple



Doris Allen, Founder, CISV

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**WHO
WILL
TAKE
HOLD
OF IT ?**

**Motivational Speech
By**

Doris Allen

Go to www.cisv.calic

ICs, the ICs should now be distributed to your various chapters & LICs.

Your LICs should be making contact with the partner chapter as soon as possible and agreeing that they will USE THEIR BEST EFFORTS to establish an interchange. The "Intent / Agreement To Have An Interchange Form" as found on www.cisv.ca/iic must be exchanged between LICs. The agreement should be signed by November 1. By November 1 the LICs do not need to have a delegation formed, and, they do not need to have the leaders in place. THE FORM OUTLINES YOUR GOALS FOR THE INTERCHANGE and sets out some of the basic parameters.

Please convey this information to your LICs and encourage them to look at "Interchange Checklist for Communication between chapters before NOVEMBER 1 of the First Phase of the Interchange" which can be found on the web site www.cisv.ca/iic.

One thing that your LICs will have to advise you of before NOVEMBER 1 is if they intend to proceed with their Interchange. In 99.999% of the cases the matches have already been agreed to. For those of you that had a representative at the Round 3 Matchbox, a reminder that at that time you agreed to the matches - therefore, I would not expect to see any cancellations. If your country did not have a representative at the Matchbox, - by previous emails you have agreed to the listed Round 1 results.

Please advise the IIC (and only IIC + partner chapter, of course) by NOVEMBER 1 if you intend to proceed with the Interchanges you were assigned from the AIM. If we do not hear from you by November 1 by default we will presume that your Interchange will take place.

Please advise IO , partner chapter and myself , by NOVEMBER 1, if you DO NOT INTEND TO PROCEED with the Interchange from the AIM. In your communication, please include a detailed explanation of why you do not wish to proceed with the IC.

ADDRESS UPDATES

SWITZERLAND – New NIC
Ghislaine de Marsano
gdemarsano@tiscali.ch

THAILAND
Home Phone: + 66 2 398-7440
Office Phone: + 66 2 377 7400 #2267
Email Address: snititham@hotmail.com

USA
Home Phone: + 865 938-0176
Delete all other phone numbers

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x

111,111,111

=

12,345,678,987,654,321

DENMARK
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7361 Ejstrupholm
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Mobile: + 45 26135721
Email: interchange@cisv.dk

INTERCHANGE STORIES & PICTURES WANTED

If any of you have some neat IC stories or adventures from the past summers ICs please send them to me so I can share them with the rest of you. Also, some pictures that can be posted on the IC web site would also be welcome.

Lots of neat stories and comments about Interchange can be found on the friends.cisv.org web site by logging into the site and then going to:

- Forms
- Click on " I have read & agree with the terms"
- Interchange

Some samples from the Interchange Form are:

Kajsa, CISV Sweden writes:

An Interchange is definitely something you should try! It can be great and it can be a mess, but you learn so much from it. I got myself a sister when I did my Interchange. We were really different, and so was her entire family compared to mine, so sometimes I was homesick and sometimes I just felt bad, but I wouldn't want to have it undone for anything!

Stephen G. writes:

Interchange is just awesome. sometimes things go bad, and all, but even when they do the knowledge and experiences you have will be worth it. My interchange was definitely one of my favorite things that happened.

Laura P. writes:

..... The best things are how you get to know the family, and you'll have like second parents. And of course it's so different to live there "normal life", even though there's some program every day. You have to be opened and ready to keep a dictionary in your hands, but after all the language problems will be solved, even with the not so good English speaking mothers. When you already know the family, and your family knows your partner, it's also easier to visit each other in the future. I just stopped by my IC partner month ago, and 'cause we had been in touch during apart, I didn't have to start everything over again. From IC you really can have lifelong friends (like from all the other CISV programs) and also get to know their family. I recommend!

PRACTICES

1. AIM 2004 Documents: All AIM 2004 documents can be found at <http://resources.cisv.org> This web site contains all the committee reports including the IIC Plans for 2004-2005 + a PowerPoint Presentation of these plans given to the Trustees.

2. DPAF: IO requires this report be submitted so that they can close out their books on the Interchanges from this year.

3. Incident Reports: If your Interchange had any incidents that required medical or special attention, then an Incident Report must be filed with IO. If you are unsure if an Incident Report needs to be filed, do it anyway just to be safe. The Incident Report can be found at <http://resources.cisv.org/forms>

4. Evaluations : In order for the IIC to work together with you to improve the Interchange Programme we need to have feedback, opinions and comments on the Programme from your LICs – the ones that are working closely with the IC Programme in their chapter. This is done through the “Interchange Evaluation Form” which can be downloaded from the www.cisv.ca/iic web site. The evaluations are due by October 1st.... please encourage your LICs to take the time and fill out the 1 page evaluation

Evaluation forms needed by IO & Leadership Training can be obtained on the internet at www.cisv.org/forms

Till Next Time

TTFN

Heinz Boehnke - IIC Chair

