



Lisle *Interaction*

An Annual Publication of Lisle International

ANNUAL ISSUE □ 2016



2016 Global Seed Grants

African Scholars Program Amherst, Massachusetts

ARHS's African Scholars Program was founded by three faculty, including natives of Senegal and The Gambia. The program is dedicated to increasing access to African studies at ARHS, expanding awareness of Africa in the community, and building personal connections through student exchanges. The program has offered after-school African Studies classes, prompted addition of African History and African Literature to the curriculum, sponsored community events with African themes, and devel-

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Nepali Youth Development Project Chitwan District, Nepal

Girls in Nepal face a mountain of cultural, economic, and social risk factors, impeding access to education and economic success. Overwhelmingly, data show that compared to boys, girls attend school at lower rates, work more outside the home as children, work less outside the home as adults, and enter into marriage as children. These disparities are even greater for girls in lower social castes compared to girls in higher social castes. According to 2006 data, the percent of Nepali women who had never received

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Five projects selected for Lisle Seed Grant funding in 2015!

Lisle International broadens global awareness and cultural understanding through world-wide projects which integrate learning with experience. Lisle is a unique non-profit organization that funds small development projects around the world through its Global Seed Fund. Its distinctiveness comes from how it melds experiential cross-cultural learning with the work itself, placing equal emphasis on relationships and development funding.

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Submissions Solicited!
We'd love to include your Lisle memories, travel stories, journal entries, poetry, artwork, and any photographs of Unit participants.

Please email your submissions to the Lisle office : <office@lisleinternational.org>



Inside Development in Cameroon working to break down barriers with immigrant women displaced by war.

2016 Global Seed Grants



Bukavu Youth Action Center Bukavu, D.R. Congo (DRC)

With a difficult history of war that started in 1994 with the Rwandan genocide, followed by intermittent conflicts in eastern DRC which has cost the lives of more than six million people, and continued militia activities by FDLR from Rwanda and FNL from Burundi, youth have developed negative stereotypes and attitudes that have made youth relationships in the region problematic. Despite efforts by humanitarian organizations such as Search for Common Ground which uses radio storytelling to encourage dialogue among youth of the three countries, there is still a gap in terms of providing spaces for youth relationship-building and healing of the wounds left by extended instability in the region, and in envisioning a future of peace and unity. Bukavu Youth Action Center (BYAC) does youth leadership development through

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Social Action for Value Education Chennai, India

Lack of proper housing, basic amenities and struggle for daily bread are the everyday problem of the slum dwellers of Chennai. Slums are divided into Hindu, Christian and Muslim religions with caste divisions, and there has been a traditional hatred between these groups. The aggression of the religion and caste differences has a strong influence upon youth in the slums, who are also more easily manipulated by religious political parties. Often these disputes will escalate into gang violence, which can result in serious injury or even death. Due to lack of proper education and the problems of alcohol abuse and smoking, many slum youths – ages 18-25 – also become involved in gender-based crimes like eve teasing (sexual harassment) and verbal abuse. The police record says that the majority of youth serving jail terms fall

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2016 Global Seed Grants



Inside Development Yaounde, Cameroon

Cameroon is a country of destination for many migrants from neighboring countries, such as Chad and the Central African Republic. The instability and crisis situations faced by some of these states and the porous borders have fostered a migration increase. These migrants need to be integrated into the socio-cultural aspects of the host country.

In 2007, Cameroon hosted a total population of refugees and asylum seekers of approximately 97,400. As of April 2013, refugees in Cameroon consisted of 92,094 Central African Republicans, 1,591 Chadians, 3,223 Nigerians, 830 Rwandans, 456 DR Congolese and 394 other nationalities.

Women represent the majority of immigrants, yet they encounter more difficulties in access to social rights, health, and participation in public activity. This is a challenge for immigrant women who

do not always have the opportunity to adapt and integrate easily into our society. This project aims to promote intercultural exchanges between 10 women migrants identified in the Central African Republic and Chad communities with 10 Cameroonian women living in Yaoundé and involved in local associations. The project team will identify participants from local voluntary associations and migrant communities and will coordinate socio-cultural activities, workshops and discussions during four months. Women are invited to participate in creative workshops and exchanges, opportunities for dialogue that will allow them to express themselves, relating their stories, sharing, and learning the different codes of each society. The impact will be to bring understanding, listening and encouraging mutual support among these women to achieve common purposes. This project will also be an opportunity for these women to learn more about each culture, talk about non-discrimination, inclusion and diversity. This will be reinforced by role playing and practical exercises. Sports tournaments and a picnic will also be organized to help create a dynamic of social solidarity. §

***Mentor a Seed Grant!
Contact Lisle for more info.***

Seed Grant Alum Still Making Impact

LearnServe's Social Action Summit By Scott Rechler, Director and CEO, LearnServe International

Continuing their efforts from a 2014 Seed Grant, LearnServe will host its third Annual Social Action Summit on March 5, 2016– a day of peer-to-peer learning, hosted by American University and initially seeded through a grant from the Lisle Global Seed Fund.

In our work, LearnServe selects civic-minded high school students across the Washington DC Metropolitan area – our LearnServe Fellows – and equips them with the tools, networks, and experiences they need to launch their own social ventures. We work intensively with our Fellows for an academic year as they steward their ideas into action. Our Fellows represent nearly 40 high schools in the DC region – a mix of public, charter, and independent schools. Their social ventures range from science education and literacy programs to art therapy, environmental cleanups, and international public health. In 2014, thanks to a grant from the Lisle Global Seed Fund, we hosted our inaugural Social Action Summit, hosted by American University's School of International Service. We convened 125 students for a day of peer-to-peer learning. The Sustained Dialogue Campus Network (another Lisle grantee) facilitated small-group cross-cultural

conversations among participants. Our alumni and staff hosted 14 breakout skills exchange sessions. Returned Peace Corps Volunteers reflected on their experience serving overseas. A LearnServe parent shared her leadership of the Innocence Project. Our students and alumni left inspired; a number of their teammates went on to apply to future LearnServe programs. For LearnServe's Social Action Summit, Lisle invested in our innovative program at just the right time. With two years of experience behind us, we have begun to model what we teach. As we prepare for our third annual Social Action Summit – and work to grow it into a signature LearnServe-wide and city-wide peer-to-peer forum for young social entrepreneurs – we have branched out to student leaders. A team of LearnServe alumni are responsible for coordinating much of the program content. Junior Achievement, Operation Understanding DC, Global Kids, and Teens Dream will all join as participating organizations, leading break-out sessions and inviting their own students to the Summit. The Social Action Summit offers to bring together students from disparate parts of our region through shared learning experiences. As we build our leadership network among our partner organizations and alumni, we will be that much more effective at helping students grow as creative, empathetic team leaders. §

Reports from 2015 Global Seed Grants



**Inspiring Development
South Sulawesi, Indonesia**

In June 2015, Inspiring Development (InDev) concluded the implementation of "Gen Peace: I am the Change" (Gen Peace) Program in Hasanuddin University, Makassar, South Sulawesi, Indonesia. The program, funded by Lisle International, had the overall goal of reducing the violence conflict in Hasanuddin University by equipping the students with the skills, knowledge and values that will enable them actively involved in transforming the conflict within the university and their community.

The program lasted 6 days and included main activity components: workshops on peacebuilding and conflict transformation; meeting with local media, and; presentation of participants' action plan.

Some of the positive impacts of the Gen Peace include:

- a) All participants learned the concepts and tools for effective conflict analysis

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**Intercultural Learning for
Agricultural Progress
Lira District, Uganda**

The above project funded by Lisle International led to the sensitization of 223 households about the existing traditional vegetables and their nutritional and medicinal values. These traditional vegetables; akeo, buga, bojo, malakwang, alaju, amola, alodi and otigo among others, have gained popularity as every beneficiary and a neighbor has a minimum of three spices in their kitchen gardens. Beneficiaries also got knowledge on the best modern and traditional agricultural practices across three cultures of Acholi, Kumam and the Etesot. With the above knowledge, farmers are able to produce quality vegetables whose markets are readily available by the road sides, small restaurants and local markets, hence enhanced incomes. The project facilitated establishment of Village Savings and Loans Associations, where the 10 groups saved approximately 10,000\$. This has boosted productivity as borrowing for agri-inputs was made easy. Production of traditional



(continues on page 22)

Reports from 2015 Global Seed Grants



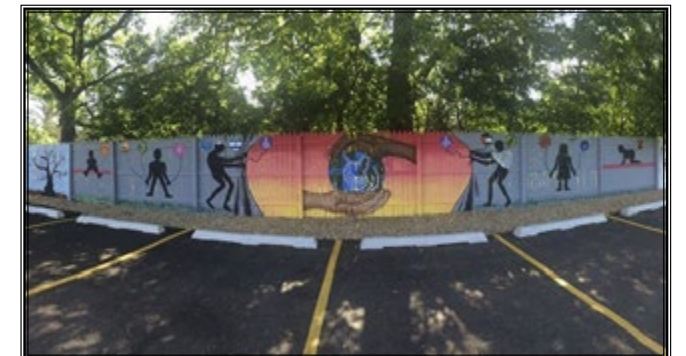
**Pikin Padi Network
Sierra Leone/USA**

From January 2015 through October 2015, the Pikin Padi Network (PPN) has worked to raise awareness of global issues among children and youth, facilitating communication between students in Sierra Leone and the U.S., and building global empathy between students in Sierra Leone and the U.S. Outcomes from the project include: twenty-eight fourth grade students at Jesse Sherwood School in the Englewood community of Chicago participated in educational sessions about global citizenship and the African culture; forty 3rd-6th graders at Bulanda International Academy in Sierra Leone participated in lessons on global citizenship and human rights; a 'quiz bowl' on global topics was hosted for three local primary schools in Sierra Leone; a total of five pen pal exchanges between students at Bulanda and Sherwood Schools took place; and, two 60-minute Skype conversations between students at Bulanda and Sherwood Schools. §

**Hands of Peace Mural
Chicago, USA**

Thank you so much for your generous support of Hands of Peace through our Global Seed Grant award. We successfully fulfilled the goal of our project: to bring together polarized groups of teens from the United States and the Middle East through the planning and creation of a symbolic and profound mural. Balanced both vertically and horizontally, the focal point of the students' design is a globe, emblazoned with the Hands of Peace logo, held together by one darker-skinned hand, and one lighter-skinned hand. On each side of this image, an adult figure – one Israeli, and one Palestinian – pulls back a grey curtain to reveal the stunning sunset color of their peace-filled vision. These adults are preceded by younger and smaller figures that carry gradually less political balloons. The students utilized a variety of techniques and styles to execute their vision: priming, sketching, and spray painting.

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Reports from 2015 Global Seed Grants

Leadership Report



**Encountering our Neighbors
Beni, D.R. Congo**

As a result of the "Encountering our Neighbors" project, student leaders from Congo, Uganda, Rwanda and Burundi increased their understanding and overcame negative stereotypes of their peers from other countries in the troubled Great Lakes Region. Through exchanging stories, they discovered that conflict has affected not only their own communities, but each country in the region. Students returned to their universities motivated to share the vision that students can make real contributions to peace in the region. Women's Voices President Joella Mbiliki said, "The conference gave me a new vision, to see myself as an actor of peace." She led Women's Voices in hosting a follow up conference and invited guests from local high schools and universities to explain the results of the workshop and invite them to initiate peace clubs and women's groups in their schools. Women's Voices leaders main-

(continues on page 22)

**Growing Seeds of Transformation
Shan State, Myanmar**

The Global Seed Grant is a platform for us to continue our youth leadership development journey. During the training, it is very obvious to see the progress of participants especially who have been depressed by conflicts and oppressed by the military government. The ten days training can unify who have different political interests, and really enhance their leadership skills: affective communication and public speaking. The impacts from the training was so large, as now Weaving Bonds has more than 30 members and 20 youths are actively involved in community development and environmental conservation in their community. Five out of 15 participants became our interns in Myanmar office and 2 out of them became an outstanding leaders in their community. Currently, the two

(continues on page 22)



Bill Kinney, Lisle's President



Mark Kinney, Lisle's Executive Director

**Lisle Leadership Report
By Bill Kinney and Mark Kinney**

Board President Bill Kinney and Executive Director Mark Kinney are heartened by the hard work of all board members in furthering the work of Lisle and have come to the realization that last year and next year represent watershed moments in Lisle's history. The Board has approved five new grants for 2016 (see other segments of this Interaction) and has continued its successful work in refining the Global Seed Grant evaluation process.

We are on the move technologically. At the November 2015 Annual Meeting, the Board resolved to update our "virtual" internet/webpage presence. The grants pages of the website will be better integrated into the site.

Finally, the Board will begin using updated electronic resources, databases and websites

A new "Lisle Liaison" program has been approved by the Board. We hope this new program will encourage current and future Lislors to become more involved with Seed Grant Programs. Active participation could include advising the organization during the planning stage of a project and/or participation on a project, depending on the needs of the organization and of the Lisle member. If you are interested in being a Lisle Liaison, please contact Mark Kinney, Executive Director. We look forward to a productive

Leadership Report

(Leadership continued from page 9)

and dynamic year for Lisle. In addition to long time Board Members changing positions, the energy and efforts of the Board have resulted in several new initiatives that we hope will take Lisle into the next years and decades. We look forward to sharing those years with you.

Lisle Global Seed Grants Schedule for 2016/17

Once again we are offering Global Seed Grants of up to \$3000 to organizations which are seeking to increase understanding among peoples of diverse cultures. The grants will be awarded for projects starting November 1st 2016 through October 31st, 2017. On January 1, 2016, we activated our "request for proposal" process which will remain open until August 1, 2016. After submission, requests will be screened to see if they meet all the required criteria. Once an organization is given the go ahead to submit a full proposal, it must be received prior to September 1, 2016 to be considered for funding. Grant proposals will be evaluated at our Fall Meeting in Seattle and grant awards will be announced by October 1st, 2016. Much more information is available on the Lisle Grants website at grants.lisleinternational.org. §



Sierra Leone was one of the West African nations at the epicenter of the Ebola outbreak in 2014 and 2015. Prior to this epidemic, Lisle had supported a project to promote human rights led by Abdul Lebbie, seen in the blue UNICEF uniform in these two pictures. Abdul wrote an article about his experience in fighting the disease and it will be featured in our summer newsletter *In The Meantime*. Lisle is proud to see its former grant recipients using their skills in secondary and tertiary activities to assist others. Nice work Abdul!



Leyla Welkin honored with 2015 Walt and Betty Ligon Service Award

by Barb Bratton

The 2015 honoree is Leyla Welkin. Leyla attended two programs as a participant (Uganda 94 and Turkey 97) and then began a long run of leading programs: Turkey 98, US/Turkey exchange 98, Turkey 2000, Pacific Northwest 2001, Turkey 2002, and Pacific Northwest 2002. Leyla was a Board member for many years and the chair of the Program Committee. In her final year of 2004, she spent many hours writing a "Teacher's Initiative" which was to be a repetitive program for teachers. In the next year, the Board had a difficult decision to make concerning moving on with the traditional programs and incorporating the teacher initiative, or changing directions to a grant giving organization. With grace, given the many hours invested in the teacher initiative, Leyla supported the Board decision to change tracks entirely to the mini-grant format. Finally, I would hold Leyla up as a Lisle alumna who shines out the Lisle message. Leyla worked in Turkey for seven years - attempting to establish a program for battered women. To this end, she helped bridge the cultural issues by becoming entirely fluent in Turkish - a necessity if she were to reach out to the families involved. She also

worked in Syrian refugee camps along the Turkish border in crisis counseling. Leyla has moved back to Seattle to share her gifts as a counselor and has set up her own practice. We were pleased to have her present a workshop at the Washington DC meeting regarding the insights acquired in her Turkish years. She has dedicated her life to the mission of interculturalism and counseling. She has truly been an envoy for peace and a representative of the Lisle vision. It is with gratitude towards her international work and remembrance of her many hours given to Lisle that that we are pleased to add her name to the list of honorees for the Walt and Betty Ligon Service Award. In 2002, an annual award was established to honor Walt and Betty's many years of service and dedication to Lisle - Walt had been on the Board for 50 years, Betty had been President of the Board for 7 years. The Walt and Betty Ligon Service Award was established to honor individuals who had embraced the philosophy of Lisle's "world mindedness" in their lives and in their contributions of time to Lisle.



Leyla (center) receiving the Ligon Award in D.C.!

Making Connections

Lisle’s Electronic Communication

Lisle has added to the ways it communicates with the world. Up until last year, we have mailed out letters three times a year, updating Lislers about what we are doing and requesting they help us do that. We also have published Interaction. In the past couple of years we have limited the number of issues of Interaction from twice a year to once a year because of the increasing cost of printing and disseminating it. As a result we have been looking at a way to begin sending other communications electronically. We now have that process and have begun sending out occasional e-newsletters. These will allow us to send out more information to you and to fill in the time gaps between our other communications. We hope these communications provide something in addition to what we can provide in print. If you have sug-

If you have not received the e-news, and wish to do so, you can add your email to our list at the Lisle website.

gestions of how we might maximize the effectiveness of the e-newsletter, please contact us at office@lisleinternational.org.

If we have your email address, you should have received a couple of these so far. If you have not, then it probably

means we do not have your email address or the email is arriving in your junk email box. If you have not received the e-news, and wish to do so, please send us your email address. §

Want to Meet Interesting People? Join the Lisle Board

Please consider becoming a member of the Lisle Board of Directors. Some organizations’ board meetings are boring, and work. Lisle Board meetings are a joy (and work). Our current members include people from all over the United States and include the retired, persons between jobs, a school teacher, an accountant, a university administrator, a global peacemaker, a non profit administrator, among others.

We are united by our commitment to making a better world through intercultural learning, and sharing in the work of budgets, grant selection and planning. Call any of the current Lisle board members if you want to know more about time commitment and personal rewards. The rewards are huge, the time investment shared.

If you have a son or daughter, or niece or nephew, who is involved in cross cultural and/or peace building activities, please encourage them to attend a board meeting to see how consensus decision-making works and to then consider joining the Board. We’d love to hear from you. Please contact us at: office@lisleinternational.org or 512-259-4404. §

Making Connections

Gifts and Bequests to Lisle

Do you have fond memories of your Lisle times and experiences? Keep those memories alive in your hearts and help others to spread the Lisle mission in our world. In the recent past our Seed Grant program has greatly expanded. One source of resources that has allowed Lisle to award additional grants has been through generous bequests and donations. Lisle operates due to the generous donations that you and others make to the organization. Many Lislers have made plans to help support Lisle into the future by naming Lisle in their will or by planning to donate to Lisle as a part of legacy estate planning. Think about the Lisle relationships that you have enjoyed and the joy that you felt working with groups from around the world. Allow others to take part in similar experiences by continuing to support Lisle. Please consider a bequest to Lisle so that we can continue to promote and develop relationships with youth from around the world. Please contact us: office@lisleinternational.org.§



Lisle Shirts!

This shirt is designed by board member Lori Bratton. It is comprised of all the Lisle Units and Seed Grant countries. Get yours today. See page 31 to order.

Suggest Organizations for Lisle Grants to fund!

Know of an organization whose work furthers the mission and goals of Lisle — improving intercultural understanding by bringing people of diverse backgrounds together to share, work together, and learn from one another? Encourage them to apply for a Lisle seed grant! Lisle awards “seed grants” of up to \$3,000 to innovative projects which match our goals. Help us find organizations that are doing “Lisle-type” work, and to encourage them to apply. Send suggestions, ideas and questions to office@lisleinternational.org. Can you help “mentor” a grant? We need Lisle “mentors” to work with grant applicants to ensure that the project they propose is aligned with Lisle’s values. The mentor is a Lisle member who is interested in the grant process and willing to help an applicant edit and focus their proposed project so that it is a good fit for Lisle. If you already know of an organization you feel would be a good fit for a Seed Grant, you can be the mentor for that applicant. If you don’t know an organization personally, but are still interested in being part of the process, please let us know. Each year we receive many inquiries from organizations that do not have a Lisle mentor. If we feel the project is worth considering, we try to find them a mentor. If you could review an application and help the applicant to fit their project to Lisle’s goals, you would be a great asset. §

Liberian Peace Scholar Attends Meeting



By **Lindora Diawara**

Dear Reader, Happy 2016. I am a graduate student of the University of Notre Dame, majoring in Public Policy and Minor in Organizational Leadership and Management at the Kroc Institute for International Peace Studies based in South Bend, Indiana. Beyond being a student, I am a women's rights and peace activists, and I have many years of experience working both in the field of peacebuilding and development in West Africa. In light of my specific interest in Peacebuilding and Economic Development as well as my passion for working with women and girls, I am establishing the Business for Peace Community Development Foundation (B4P CODEFOUND), a foundation that aims to increase and sustain the voice and agency of women and girls for the promotion of peacebuilding and economic development in post war Liberia-West Africa. As a key strategy, I will specifically work with the Liberian Diaspora in the United States to support said Goal. This is the news that Anne Hayner-a Lisle Board Member, but also Kroc's Alumni Director- heard, and she was swift enough

to extend me an invitation to attend Lisle's 2015 Spring Meeting. Anne thought that attending Lisle's meeting would give me an opportunity to learn some things that would help me along my journey, and she was right. Except that she really didn't know how much I would learn just from two days of interaction. I am grateful for the opportunity and would now like to share with you some reflections that have helped me get started: Serving with a purpose: Like many organizations, Lisle continues to pursue its mission and goals. What I found interesting, however, is that after 79 or 80 years of existence, Lisle still maintains a board that prioritizes service. The kind of service that not only contributes towards making the world a better place, but one that motivates and promotes community building, friendship and learning amongst others. During the 2015 Spring Meeting, I observed that most Board members are happy about what they do. They want to do more in positioning Lisle for the future. They want to do more in making Lisle more relevant during times of global insecurity, poverty and discrimination amongst others. And, most importantly, they want to improve their relationship with their grantees as well as promote learning at all levels. Board Benefits and Self-care: Given the above, and considering my experience in Liberia, I became curious about member's motivations and so, I asked a simple question: What benefits are there for



Board members? Surprisingly, it occurred to me that said question has basically not been thought of before as a discussion point during meetings. As a result, it took a while for members to think about their response and in fact, the President thought that it would be good to just give each member a chance to say what they thought their benefits of being Board members were. On the one hand, my question shifted the focus of the meeting for a short while, but on the other, it was very much informative. Some of the benefits referenced include: Opportunity for interaction, meeting people-networking opportunity, flexibility and inclusiveness due to Less Organizational Structure, participation as a result of a consensus model of decision making, grant opportunities and information shared through specific links, connectivity due to family legacies, personal satisfaction gained from serving and helping others around the world. I honestly found all these responses interesting because in my last experience where I served as secretary to a Board in Liberia, Board members, despite their contribution to the organization, constantly reminded me that they

needed benefits and in most cases, they referred to money. Just listening to the Lisle members made me realize that as a National Network Coordinator, I also didn't do enough to improve my relationship with them, and as a result, they also didn't have emotional satisfaction from what they were doing within the organization and so, the money was used as a cover up. Those were challenging times, but now, the Lisle Board has given me the courage to know that there are other ways of dealing with said issues. I am not insinuating that Lisle Board Members don't care about benefits. They do, but in this case, the benefits are more community based and emotionally oriented. And, this explains the aspect of motivation and commitment. Here I was also reminded of a statement by one of my professors-Dr. Theresa Ricke-Keily whose words I will never forget- "As you prepare to start building your foundation team, make sure you always find a way to keep Board Members engaged, but motivated". Beyond discussing benefits, another reflection has to do with self-care. As a Student of Notre Dame and a Peacebuilder, Self-Care has been rated as a high priority for all. Simply because of an increasing rate of burn-outs on the part of service providers. I think there are three main reasons (1) most service providers forget to take care of themselves while caring for others (2) Self-care is given little or no priority during the time of service and (3) Service Providers have very little money to take care of themselves and others at the same time. As a mother of three, I have experienced this, As a Peacebuild-

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Annual Meeting - Washington D.C.

by **John Kachuba**

While some say that Congress may be in gridlock and incapable of getting anything done, that could not be said for the Lislars that met in Washington, D.C. November 13-15 for the annual meeting. The meeting took place at the William Penn House, a Quaker center only a few blocks from the Capitol. A dozen Lislars, as well as several guests were in attendance.

An important part of the meeting was the discussion around Lisle's future. Executive Director Mark Kinney led the group through an extensive SWOTAR exercise; "S" meaning strengths, "W" meaning weaknesses, "O" meaning opportunities, "T" meaning threats, "A" meaning aspirations and "R" meaning results. After much conversation and the generation of several ideas for the future of the organization, it was resolved that Lisle would continue to offer Seed Grants while keeping an open attitude toward working with other organizations whose mission is similar to Lisle's and may be able at some future date to take on our organization's work.

Lindora Howard Diawara, a guest who is developing a non-profit organization in Nigeria, attended the meeting to see how a nonprofit board conducts

its business. She found the SWOTR process to be one that she could apply to her own organization. The Board approved five Seed Grants from the proposed eleven applicant

2016 Seed Grants

**African Scholars
(USA) \$3,000**

**Intercultural Women Exchange
(Cameroon) \$2,994**

**Building Bridges
(India) \$2,605**

**Pamoja Arts Festival
(Congo) \$3,000**

**Girls Intercultural Leadership
(Nepal) \$2,600**

organizations. The funded activities are: African Scholars (USA) for \$3,000, Intercultural Women Exchange (Cameroon) for \$2,994, Building Bridges (India) for \$2,605, Pamoja Arts Festival (Congo) for \$3,000, and Girls Intercultural Leadership (Nepal) for \$2600.

There was also much discussion around how Lisle defines "intercul-

turalism," since that is a factor that weighs heavily in the decision making process for Seed Grants. Stirred in part by long-time Lislars Leyla Welkin's presentation, "Reflections on Pluralism, Interaction and Intercultural Experiences," the discussion raised interesting questions for the group, providing a basis for a more comprehensive organizational definition of "interculturalism."

The group also heard from Scott Rechler from LearnServ, a Lisle Seed Grant grantee. The funds awarded to LearnServ supported the group's first youth social action summit. LearnServ focuses on cross-cultural dialogue and growth, giving youth tools to make social change. Scott talked about what the Seed Grant process looked like from the perspective of an applicant and provided valuable information to the group that will help with future Seed Grants.

An interesting highlight to this meeting was attendance by some of the "next generation" Lislars. Jon Findlay's son, Ben, became an Associate board member. John Kachuba's son, Matt, and Marty Tilman's daughter, Zoe, joined the group at the Saturday meeting and dinner. Leyla Welkin, daughter of Jack and Judy Brown, and a leader of Lisle's former programs to Turkey, gave a talk on intercultural communications. Leyla also received the 2015 Ligon Award, presented to her at the Sunday night dinner. And, of

course, Bill Kinney, Mark and Nancy's son, continues to serve as Lisle president.

As the meeting concluded, the spring meeting date was set for May 5-8 in Chicago at the AYH hostel. The 2016 annual meeting is set for September 23 - 25 in Seattle. §



Board Meeting in D.C. still using a lot of IT and communication technology.



Greetings from the William Penn House.

Lisle Guest Reflects on Annual Meeting

(continued from page 15)

ing practitioner, I have also experienced this, and I have seen this a lot in the non-profit sector or the service Industry. Through my reflection, I am reminded of the concept of Value chains where everyone along the chain has to contribute, but also benefit. And so, for those of us who have looked at benefits in a negative way when referring to Boards, I suggest we take a "U-Turn"-start thinking differently. Whatever, the situation, maybe with the Board Members of Lisle, the message was loud and clear during the discussions. I constantly heard members cry out for self-care. As one member put it, "If you end the grants program, I would no longer be Available to participate". One the one hand, this seemed unexpected and maybe mean, but on the other, this member was basically saying that by processing grants, she got to know people in other parts of the world, got to learn about other countries, she got to appreciate her own situation and above all she got personal satisfaction and this has been a key motivation which promotes self-care. Other signals where that there was a need to continue hosting Board/Spring Meetings in different places as it did provide some members the chance to get away from their daily routines, to connect with others, relax or re-energize. All this for me is so important, and while I encourage the Board members to take these points seriously, I can assure you that I have

taken these points as critical points to consider in taking my foundation forward. If you are not a Lisle member, and you are reading this, my question to you is, what priority have you given Self-Care on your list of things to do? Community Building an asset Building Strategy: Unlike previous Boards that I have been a part of, I consider the Lisle case as a little different. They are like one family. A community of about fourteen people, excluding me-The guest observer. In this family, everyone has a role to play. Participation is high, and responsibilities are also shared, thus reducing some cost for services that could be contracted. Is this a good or bad Thing? I don't know about you, but I think that there are pros and cons here. In this community, everyone tries to take care of Lisle as that is the common denominator. In doing so, they all recognize their strengths and weaknesses, and contribute accordingly. Interestingly, there are others who seem to always want to go beyond their comfort zone to learn more, or do new things and this is all for the sake of Lisle-and the personal satisfaction gained. Like any other group or family, members know each other well and so, trust can also be considered high. This explains why the high level of participation amongst others. On the down side, however, such a community building or consensus model of decision making promotes a kind of lesser faire leadership that can make the process of decision making, slow, because everyone has

Lisle Guest Reflects on Annual Meeting

to first of all share their views regarding an issue before finally agreeing on one issue or else, they'll feel excluded. And so, the leaders have to be PATIENT, as if not, they could be considered as acting differently. I am not sure how things work during times of emergency, but this is obviously the Lisle Way, and the Job gets done anyhow. Sometimes, however, I would think that at the last minute, a few people obviously would bear most of the burden of getting things done-which might cause some frustration. Whatever the case, the Model-not unique to Lisle- has worked all these years, and it is still working. During the meeting, I didn't spend my time thinking about the Pros and Cons, but rather the Usefulness of big versus small Boards. In this case, I consider the Lisle Board a Big Board. At the end of the meeting, I concluded that I would go for a smaller Board. As for the Lesser Faire Leadership Style, I do tend to lean more towards the same style given my years of experience working with a Network Organization, but with my Foundation, I am also convinced that solely relying on this style might limit my chances of success. And so, I would need to be flexible and creative in providing leadership. Whatever the case, Lisle seems to have done many great things over the years, and they continue to put smiles on the faces of their members, but also their grantees. The community that has been built is indeed an asset given the number of talented persons and educators

involved. At this point, all I can do is pray that I get talented and committed people on my Board. Building a team is not an easy task, but once you succeed in building a good one, change can mostly be another challenge to deal with. This can be a never ending story, but the key lesson is that Lisle seems to have focused more on the successes and less on the challenges as the latter is taken care of by all members one way or the other so I say Bravo! Beauty in Diversity:

One key lesson that I learned as a teenager is that there is "beauty in diversity". This has always helped me appreciate others for who they are, and I have always been reminded that I don't know it all. This humbles me, and gives me peace of mind. Upon seeing this picture on the Wall at the Penn House, I kept asking myself, what makes the Kingdom Peaceable? Is it when everyone gets full? Is it by the Mercy of God? Is it Serendipity- "The wisdom of recognizing and moving with the energetic flow of the unexpected?" (Lederach, 2005, 115). Whatever the answer maybe, I got the feeling that the Diversity on Lisle's Board makes it beautiful. And, whatever that keeps it peaceful and feeling full, would need to be further harnessed beginning 2016 and beyond.

Self-Critique, always a tough Job, but creativity simplifies: For the first Time I learned about the word SWOTAR- Strength, Weakness, Opportunities,

(continued from page 27)

Lisle Friends News

by **Betsy Bridwell**

Chris & Dean Coons (CO '48, OH '61, Bali '91, Costa Rica '96) are still active in community involvements like Interfaith Council, Peace Center and League of Women Voters in spite of being slowed by Dean's stroke (2014) and Chris' visual impairment (2006).

Barbara Deutsch (CO '47) mentioned that she was born in the Congo, and she says "Keep up the good work!"

Sophia Holley Ellis (Germany '55 & '56, Russia '56) is now using a walker at 87 years of age. Lisle Fellowship sent her to the Britz family: "Papi and Mommy Britz told their children and me never to part. We have not. How glorious is this now!"

Marina Firestone (CO '48, several family camps) celebrated her 88th birthday in March with her whole family. She continues her volunteer work with church and other community organizations, and she is trying to finish her memoir "My Story."

Ruth Ingeborg Fuss (CA '54, Germany '55) reports that she has breast cancer, but so many people in her FL retirement community are praying and caring. She plans to sing a solo, 'How Can I Keep from Singing?' at her ecumenical mid-week worship service.

Johnnie Miller (CO '49, CT '48,'79) reports that Arnold is wheelchair-bound, cared for by Johnnie who just turned

90! "Still love Lisle – meant so much to me at the time and still does. Wish I could attend an annual meeting but will be there in spirit!"

NeGarre Moore (NY '49) sent a photo of Si and Edna along with his contribution, with a note saying "This brought back wonderful memories of long ago." **Elizabeth Moseman (Bali '89)** retired from teaching this past year and is now exploring community volunteer work. Spent two months in India/Bhutan in the fall and may get involved with Lisle.

Margit Rubendunst (Denmark '54) "Wishing another year of success to Lisle in 2016."

Hazel Hutton Soper (CO '41, NY '47, '48) is still active in church work. Her older son is a missionary to the deaf in Colombia, SA.

Hans & Ellie Spiegel (CO '46 & '47, NY '47, Germany '58, Bali '88) say "it's great that Lisle is still there, active and helpful to many people. Thank you to you all."

January 1-August 1, 2016 - Seed Grant Request for Proposals (RFP) accepted

Approved RFP's will have full proposals screened until September 1, 2016

Lisle Friends News

Helen Baker St. John (Uganda '94, HI '95) "I have not done much except tend my house and garden – age and health are limiting me – but I enjoy hearing what Lisle is doing."

Karen Swam (Leadership Training, Lisle Board) was planning to fulfill a 'bucket list' dream and travel to the Canadian Rockies in June, then journey southward through WA, OR, and northern CA to visit friends and relatives.

Barbara (Ferrington)Thomas (Japan '54) is a retired Special Education administrator, currently serving on the Board of Education for Fresno County, and enjoying her 5 children and 10 grandchildren.

Barbara Wilks (CA '50, CT '51) "I still believe Lisle makes a difference, even if it's one at a time! Best wishes to all who continue to keep it going." §

Lisle Board Member's New Book

Sunbury Press has released John Kachuba's new historical novel, *The Savage Apostle*. Set in 17th century New England, the novel tells of the eroding relations between the English colonists of the Massachusetts Bay Colony and the Native inhabitants, conflicts that culminated in the bloody King Philip's War. John says that the novel is also relevant for today's world where divisiveness and conflict are so often brought about by racial and religious intolerance. The book is available in bookstores or online at Sunbury Press and Amazon. §

THERE BUT FOR FORTUNE

Leyla Welkin

During 2013 and 2014 I worked with Turkish government and United Nations agencies developing gender based violence prevention and intervention programs for Syrian refugees in Turkey. When I arrived in Ankara the Syrian civil war had already been underway for three years. Now, the war has raged on for nearly five. The 2011 population of Syria at the beginning of the war was about 12.5 million people. By the end of 2014, an estimated 11 million people had been displaced by the war. At that time not all of them had yet fled the country. But by now, if we can believe the statistics, only a fraction of Syrians remain at home in Syria. According to the UN High Commissioner for Refugees, at the end of 2014 there were nearly 59 million people displaced by war, conflict and persecution around the globe. More people are displaced or living as refugees now than at any time since the end of World War II when recording began.

Tremendous controversy and fear have been generated by the most recent wave of displaced people arriving on Europe's shores. People are now overflowing Syria's neighbors-Turkey, Lebanon, Jordan and Iraq. After five years, the Syrian war shows

(continued on page 23)

Reports from 2015 Global Seed Grants

(In Dev from page 6)

and constructive social change; Gen Peace enhanced their confidence about their ability to promote peace in the university and community.

b) All participants learned the skills for transforming a conflict and initiating constructive social change.

c) All participants felt that they have the knowledge and skills that will support them in promoting peace in the university and community.

d) All participants reported changes in their attitude towards conflict, non-violent approach and their ability to promote peace in their university and community.

e) The program developed a model for student-led peacebuilding project that can be replicated as a regular program in the university and the community.

Recommendations:

a) Involve more professors in organizing future program to ensure a synergy among the university management, faculty and students.

b) Involve more local peacebuilding practitioners as mentors to expose the participants to a broader range of ideas for their projects and local contexts and establish connection with the practitioners who work in the community.

c) Continue to utilize mentorship in

future program in order to ensure continuous supports for the alumni in implementing their projects. §

(Agrucultural Progress from page 6)

vegetables which have been despised is now picking up with multiplication gardens planted for both domestic consumption and commercial purposes. §

(Encountering our Neighbors from page 8)

tain contact with workshop participants and have developed a partnership with MONUSCO to sensitize their local community against sexual and gender-based violence. §

(Weaving Bonds from page 8)

of them are working as part time local researchers with us in Myanmar office. With a great output from our pilot training, we were able to grab attention from many donors and we now have one more office in Chiang Mai, Thailand aside of our head quarter in Mong Pan, Shan State, Myanmar. §

Check out the full final reports for all Seed Grants at the Lisle website.

2015 Seed Grant Reports

(Hands of Peace from page 7)

The outcome was as much about the final artistic product as it was about the students' design process. Participant Genevieve Thompson shared with me the impact the mural had within her group: "With recent events and the hardships I have to hear about from my friends, I find this mural a safe haven in my mind. I can look at it for hours and remember the time I spent with my closest friends making it. The process of designing the mural really gave an opportunity for people to open up and feel important and to let them feel capable of sharing their opinion. The actual painting was incredible. Not only did we become aware of the talent in our group, but we also helped each other, no matter who they were or where they are from. The mural is a lasting memento of my summer, and of the hope we all have for the future." We are so grateful for your support. This project will leave a lasting imprint on our participants and community for years to come, which would not have been possible without the Global Seed Grant. §

(There But for Fortune continued from page 21)

no signs of ending. People have been trapped in camps or living in slums and on the streets of countries with inadequate resources to support them. In many cases Syrians do not have the right to work and are exploited for cheap la-

bor, prostitution or wage slavery because displaced people have no citizenship in new countries and few rights. The women I worked with in Nizip camp on the shores of the Euphrates River in Turkey, about 60 miles north of Aleppo, wanted a library. They wanted to be able to continue their studies in engineering, mathematics, literature, business administration, languages and computer science. It frustrates me to this day that their simple request was impossible to fulfill. The resources could have been found, but the politics of the situation barred any solution. They were not allowed to assemble a library for their use in the camp. Today I got my new Seattle Pubic Library card. All I needed to do was fill out a form on the library computer, show a piece of mail addressed to me in the city, and produce my picture ID. There was no citizenship test or requirement that I conform to any religious or ideological standard. I can use the computers in the library and have access a wide range of materials. I feel my good fortune. After returning to the US I feel a responsibility to be active in my community, to urge compassion for people fleeing violence. They should find hospitality and safety in more fortunate communities. If I am "worldminded" I should be among the first to say "there but for fortune go you or I". Many people want to help refugees. Perhaps one of the first steps toward helping is to remember that today Syrians, Iraqis, Afghans and Africans may be most likely to have to flee. Tomorrow it may be you or me. §

Lisle Turns 80!

1936-2016: Lisle Turns 80!

By Mark Kinney & Marty Tillman

Do you think that our founding couple, DeWitt & Edna Baldwin, could have imagined their educational experiment in intercultural human relations for college students would be carrying on into the 21st century?

Many of you reading this issue were in some of the earliest Lisle "units" – or programs; maybe in the United States or after the early 50's, somewhere abroad. Lisle's history as a sustainable nonprofit organization is remarkable. We like to think Lisle has taken, to paraphrase that famous Robert Frost poem, "...the road less traveled by, and that has made all the difference."

It might be a good moment to let you read a bit of what DeWitt (Uncle Si to so many) wrote in our "official" history, *A Tiger by the Tail* (1986)*: When we first grasped the challenge of discovering the Lisle educational process, it was an exhilarating realization of new secrets of learning. We had our tiger! However, accepting leadership of Lisle through years of personal inadequate income and Lisle's financial limitations often caused us to ask ourselves how much longer we could continue. In a very accurate way, the breathless and dangerous picture of capturing a tiger by the tail links our ideas to the never-ending internal struggle of constantly reaching out for more

adequate growth through the lifelong educational process. ...The energy of every new day and our sense of values always gave the answer. "We seized it - now hold on!" So the discovery and experience of Lisle in our lives and the lives of each Lisle group was "you've got the tiger by the tail." Common sense now says "Don't let go!" The values will continue to emerge and develop only by carrying on. It may seem an exaggeration, but actually in life, if we cease demanding the best from ourselves and give up the challenge, we are in danger of stopping intellectual growth and upsetting emotional stability. This can lead us to the perilous situation of losing out on mental flexibility and creative attitudes. Then we may find ourselves facing a destructive force instead of a venturesome tiger. To let go of our vision could be the end of our dream.

**Uncle Si and Aunt Edna, Tiger by the Tail
pg. 16*

In 1969, DeWitt C. Baldwin (Bud), Jr., then a Professor of Human Behavior and Development at the University of Connecticut Health Center, wrote a "case study" outlining Lisle's history and approach to "education for effective participation and leadership in human relations." Bud wrote: "This approach is based on the premise that attitudinal and behavioral changes take place when (1) an ap-

Lisle Turns 80!

proach to personality is built into the atmosphere and activities of a cross-cultural group and when, (2) the guidance provided for understanding social processes is based on a philosophy of "community." The solid consistency and continuance of its educational programs through periods of stress, war, confusion and change have given support to Lisle's focus and to the need for an integrated educational process to prepare new kinds of perspectives for world citizenship."

After sixty-nine years, in 2005, the Board of Directors, after many months of discussion, re-evaluation and reflection, decided to cease organizing and conducting the "traditional" Lisle programs. It was time to re-invent a new mission and purpose for Lisle. The Board decided that a meaningful pathway in the new century to share Lisle's values and support other nonprofits in the U.S. and around the world, was through creation of a Global Seed Grant Fund. The fund would be devoted to, in essence, continuing Lisle's commitment to fostering community, advancing intercultural relations and educational growth around the world.

We believe we have, in good faith and with our past accomplishments and contributions to international education in the forefront of our thinking, carried on the Lisle "way." In the decade since the Seed Fund started, we have made awards

to dozens of organizations. Our small grants have had a multiplier effect supporting thousands of teachers, students, librarians, children and community groups in the U.S., Africa, Asia and the Caribbean.

Along with dozens of others on the Board of Directors, we're both proud to have played a part in keeping the ball rolling up hill for Lisle. And we thank all of you for your ongoing support! As you read this, please join in and say Happy Anniversary to Lisle! \$



Leyla Welkin with a group in Turkey helping Syrian refugees. (top, bottom)



In Memoriam

Lislars Deceased in 2015

Gipson, Constance "Connie" (CA-50) a long-time resident of Carmichael, California, passed away on May 1, 2015; she was 82 years old. Connie was born in Terre Haute, Indiana. Connie was a lifelong educator. She attended Indiana University and California State University, Sacramento, receiving credentials in education administration. She devoted her professional career to improving the quality of education in California and beyond. Connie was the author or co-author of several books. Her latest is *Legacies: A Guide for Young Black Women in Planning Their Future*, 2013. Throughout her life, she was actively involved in human rights and education issues.

Lewis M. K. Long, PhD. (NY- 48). Lewis was born November 19, 1923 in Brazil to American parents and died January 17, 2015. He was a psychologist who received B. A. (1947) and M.S. (1949) degrees from the University of Oklahoma and his PhD. in 1956 from Harvard. Lewis had a rewarding career working for organizations in the D.C. area as varied as the Peace Corps and the National Institute of Mental Health. He had a variety of interests, such as politics, sports and spirituality. Including his four children, he left a large extended family in several parts of the world. His most famous book

is *Barbara's Death, 1976: Memories and Reflections*, in which he chronicled his wife's death from brain cancer. He kept in touch with Lisle through the years by submitting personal items for Interaction. §

Because I could not stop for Death –
 He kindly stopped for me –
 The Carriage held but just Ourselves –
 And Immortality....
 ~Emily Dickinson, c.1863

DONATIONS AND BEQUESTS
KEEP LISLE'S SEED GRANT FUND ACTIVE AND
PRODUCTIVE IN COMMUNITIES ALL OVER THE
WORLD. IF YOU WOULD LIKE TO SUPPORT
OUR EFFORTS PLEASE
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OFFICE@LISLEINTERNATIONAL.ORG

Please let us know of your address changes and email address changes so we can continue to send you Lisle news about your friends and about the projects Lisle is supporting. We invite you to check out the Lisle webpage at lisleinternational.org. If you are a Facebook user, please visit us at: [facebook.com/groups/6619056893/](https://www.facebook.com/groups/6619056893/)

Lisle Guest Reflects on Meeting

(continued from page 19)

Threat, Aspirations, and Results. Given my non-profit experience, I am obviously familiar with the word or organizational assessment framework-SWOT, but by adding the last two words, I thought that Mark, Lisle Executive Director, was creative, although I am not sure if it was his original idea. Beyond getting to know about the two additional words as part of the framework, I thought that the group work made the self-assessment so easy. Each group took on three issues and surprisingly, there were less debates on issues of weaknesses, threats and aspirations. There was a general concurrence and this session took less time than I had expected. The last time I did this exercise with my Board in Liberia, I remembered that we spent so much time disagreeing on our organizational weaknesses that after three days, the meeting ended with little or no consensus. Lisle is ready to position itself for change, and I wish the organization all the best in navigating that process. Adaptability Challenge: Managing Change has never been more of a global concern than now. Whether at the Level of Governments, The United Nations, small communities, organizations, young or old individuals and groups of people, everyone's being confronted. For Lisle, some changes would need to occur if it must continue to be relevant. Such changes include fixing or updating the data

base and the website, make maximum use of technology in order to improve communication, organize a lessons learned conference with grantees and other partners, Board members would need to be more connected. Another action related to changes as to do with simply and clearly defining the word "inter-cultural", which is expected to make a lot of difference for the grant making process as some grantees seem to somehow be confused about what Lisle mean. One last change that was discussed had to do with the need to help bridge the generational gap within the organization. In my experience, this is a serious change for many organizations, but considering that Lisle seems ready to take the discussion to another level, I would conclude that it's a big step already. Board members have made a commitment to do things a little differently as their way of trying to adapt to change beginning 2016. As result, this Board can be considered a learning Board although much more would need to be done. I wish Lisle all the best and I definitely look forward to continue learning but also sharing about the progresses as time goes by. §

"The respect + love for humanity that's why I travel. We are all special and gifted beings, no matter our religious differences. The message should be peace, love and prosperity. There should be no adversity but solidarity."
 -- Henry Johnson Jr

2016 Global Seed Grants

January 1-August 1, 2016 - Seed Grant Request for Proposals (RFP) accepted

Approved RFP's will have full proposals screened until September 1, 2016

(African Scholars from page 1)

oped an exchange with an urban school in Senegal and a rural school in The Gambia, and established a relationship with a local NGO in The Gambia. ARHS students and advisors visited West Africa in 2013, and a group from Senegal made a reciprocal trip in 2014. A Gambian group scheduled to visit Amherst that spring was denied visas. A second cohort of ARHS students planned to travel in 2015, but the outbreak of Ebola in nearby countries forced postponement until February 2016. After two years of preparation, including practice in local languages Wolof and Mandinka; reading/viewing contemporary African literature and film; and study of relevant topics in history, current affairs, religion, arts, and science, the group will attend classes at host schools, participate in home stays, visit cultural sites, and do community service. The ultimate goal of these activities is to create a sense of joint purpose and accomplishment among students of different cultures. Lisle funding will allow ARHS to incorporate the inclusion of host students into our program. §

(Nepali Youth from page 1)

any education ranged from 33% among Newari women to 85% among Dalit (low-caste) women in the Terai (Bennett, 2008). The Nepali Youth Development Project (NYDP) is a young, ambitious education program headed by a Returned Peace Corps Volunteer living in Seattle, WA. NYDP participants range in age from 16-25 and represent six major caste and ethnic groups in the Terai region in Nepal. They face gender and cultural disparities every day in their educational programs. NYDP intends to augment its successful scholarship program in Chitwan District, Nepal by implementing a new program for its participants: a week-long Intercultural Leadership Workshop. The Intercultural Leadership Workshop is designed to facilitate intercultural learning while building concrete leadership skills. The workshop will be facilitated by an experienced Kathmandu-based organization with roots in the Chitwan community. A participatory planning model will be used to finalize workshop topics, by including NYDP graduates in the planning process. Additionally, local female leaders will provide relevant, local examples of the possible career paths available to workshop participants. Through provision of intercultural activities, the workshop will promote principles of social justice. §

2016 Global Seed Grants

(Bukavu Youth from page 3)

arts and communication. In 2015, BYAC successfully organized the first edition of the Pamoja Tujenge (a Swahili phrase meaning "Let's build together") Arts Festival and challenged more than 500 youth from Congo, Rwanda and Burundi -- through the soft power of dance, music, painting -- to stand united for peace and development in the region. BYAC now seeks to reach to 1000 youth from Rwanda, Burundi, and Congo with the same message through a three-day event that will attain the following goals: Share messages of peace and development among youth in the region through arts both visual and performance; Promote tolerance, acceptance and appreciation of one another's cultural richness, and challenge negative attitudes and stereotypes through arts among youth; Discuss avenues for future collaboration among youth organizations for sustainable peace and development in the region. §



Gail Bier in D.C. :-)

(Social Action from page 3)

into this age category. Slum youth do not have the opportunity to experience and understand the values and beliefs of other religions. This lack of understanding is especially seen during festivals and rituals within the different faith communities. This attitude creates a traditional enmity among the slum youth. Hence the project aims to bring Hindu, Christians and Muslim together. The project consists of different activities that construct the capacity of 200 youth boys and girls aged 15-25 years. The project will cultivate learning opportunities for the youth to break barriers in realizing the values of religious harmony, humanism, caste, gender leadership, togetherness and advocacy skills. Their active participation will enhance their capacity to regain their rights. §



Meeting @ William Pen House in D.C.

Grant Awards announced October 1, 2016

Grant Award term from November 1 2016-October 31 2017

Treasurer's Report
by Mary Newman

Barbara Bratton continues to serve as Lisle's bookkeeper and office manager. Her many financial reports are used by the Finance Committee, and myself, as Treasurer, to produce an annual Treasurer's report given at the Lisle annual meeting in November. As a group, we work very hard to maintain Lisle's financial accountability, transparency, and efficiency. One way for a nonprofit organization to assess how well it handles its finances is to divide the money spent on program services by the group's total expenses. The Better Business Bureau Wise Giving Alliance says the resulting figure should be 65% or greater. Charity Navigator says it should be 66.7% or greater. Lisle's current program services are funds distributed to Seed Grant recipients. In 2014-15 Lisle distributed \$19,390 to Seed Grant recipients. This represents 78% of our total expenses, a notable achievement showing good stewardship of our financial resources.

The remaining expenses were 10% for member services (mostly printing and distributing "Interaction"), and 12% for administrative expenses that include fund raising, board expenses, and property taxes. Lisle's Finance Committee has taken steps to protect our assets through diversification (ex. percent allocated to stocks, bonds and cash) and investment in index funds with low management fees. Cash, including short-term fixed, CDs, and Treasury bills has been managed to maximize interest while being conservative enough to meet obligations. Over the last 7 years, Lisle's assets have increased by 50% (apx 7.1% on average per year). This asset increase includes, not only investment appreciation/depreciation, but also reinvestment and/or spending of dividends and interests, additions to assets via bequests, and reductions in assets in years of budget shortfalls. If you have any questions about this report, please feel free to contact me (marynewman@fuse.net). §

7 year (2009-2015) Assets and Investment Income

	2009	2010	2011	2012	2013	2014	2015
Assets	186,277	195,065	102,651	227,786	244,684	259,673	279,166
Earnings	7,944	4,284	6,100	4,098	7,783	8,579	13,330
%	4.26%	2.20%	3.17%	1.80%	3.18%	3.30%	4.77%

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www.lisleinternational.org
(512) 259-4404
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You can now donate or purchase items from our website using Paypal!

I want to become/stay a member of Lisle, 2015

Name: _____ Phone: _____
Street: _____ City/State/Zip _____
Email: _____ Country _____

I attended the following Lisle programs/events:

I would like to make a donation:

- Basic Donor\$35
- Contributing Donor\$75
- Supporting Donor\$200
- Sustaining Donor\$500
- Benefactor\$1,000
- Other.....\$ _____

- I would like to receive **Providing a Lasting Memorial**, a brochure about Wills & Bequests.
- I would like to receive **Global Seed Fund Mentor** information.

Notes about your life & community involvement for the newsletter, Interaction

Items for Sale (price includes domestic S & H)

- Lisle Seed Grant T-shirt:** S-M-L-XL-XXL Qty____ Size____ (\$20 ea.) _____
(2-4 shirts \$15/each - 5 or more shirts \$12/each)
- Oral Histories from 70th Anniversary DVD Qty____ (\$10 ea.) _____
- Lisle History DVD Qty____ (\$15 ea.) _____
- Tiger by the Tail*, the history of Lisle Qty____ (\$25 ea.) _____
- Aunt Edna: 50 Years of Memories* Qty____ (\$ 8 ea.) _____
(a memoir of Edna Baldwin)

Total enclosed _____

If you prefer to use this form, mail your check, made out to Lisle, to:

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Leander, TX 78646

For office use only: DB ACK NAME DATE
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Upcoming Meetings

Spring Board Meeting

May 6-8, 2016

Chicago

Fall Annual Meeting

September 22-25, 2016

Seattle

Fall Annual Meeting in Seattle, Washington

Save the Date!

The 2016 Annual Meeting will take place in Seattle, WA from September 22-25. We will meet at the IYH in the International District not far from the Amtrack Station.

<http://lisleinternational.org> for the latest information.

We hope you will be able to join us!