



Intercultural Community Builders

A Colorado Non-Profit 501(c)(3) Organization

2021 ICB Annual Report

2022

ICB Board of Directors

- ◆ Varo Maldonado, B.A.
Board President
Colorado St. Univ. Admin. Prof. Retiree
- ◆ Anna Marie Almanza, B.S.
Key Communities, Colorado St. Univ.
- ◆ Ainhoa Flores, Board Secretary
Student, Colorado State University
- ◆ Marisa Katsianos, Student
Sky Mountain Charter School
- ◆ Kavya Kaushik, Student
Fossil Ridge High School
- ◆ Carmen Mendoza, M.Ed., PCC
Harmonic Coaching™ LLC
- ◆ Logan Miller, Massage Therapist
Hand & Stone Massage & Facial Spa
- ◆ Anita M. Petke, Desert Beacon
Community Engagement Specialist
- ◆ Rose Prieto, Research Assistant
University of Colorado—Anschutz
- ◆ Lisa Sadar, Board Treasurer
Asst. Director—Early Childhood
Initiatives, Weld County United Way
- ◆ Megan Sadar, B.S. Teacher
Poudre School District

Board of Advisors

- ◆ Tony Espinoza, M.Ed.
- ◆ Brenda Guzman, M.S.
- ◆ Caroline Tu Farley, M.S.
- ◆ JoAn Hopkins, M.S.
- ◆ Richard A. Salas, Ph.D.
- ◆ Laurel Milliken, M.S.

ICB Executive Director

Carol Miller, M.Ed.

Intercultural Community Builders

704 Greenbriar Drive
Fort Collins, Colorado 80524
(970)689-0226 camil@frii.com

New ICB Website

ICB Board of Advisors member Laurel Milliken volunteered her information technology skills to revise and update the ICB website. Check out the new website and learn more about ICB programs at interculturalcommunitybuilders.org

ICB Board of Directors Meetings on Zoom

ICB Board of Directors meetings are now on Zoom which allows for Board Members living in other states and countries to participate. ICB now has Board Members who live in Larimer County, the Metro Denver area, and California. Advisory Board members live in Colorado, Wisconsin, Iowa, and Texas. To learn more, send an email to ICB Director Carol Miller at camil@frii.com.

The ICB Vision

ICB is committed to building communities where people from all cultural backgrounds feel welcomed and included and are encouraged, supported, and empowered to reach their full potential.



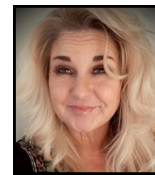
Be Kind—Be a PAL Workshop
At Oasis Elementary
See Page 2

Introducing the New ICB Board Members



Rose Prieto
Westminster,
Colorado

Rose is a Research Assistant for the University of Colorado Anschutz Medical Campus. She has a Bachelors Degree from Arizona State University and a Masters from the University of Colorado.



Anita M. Petke
Twentynine Palms,
California

Anita is a Community Engagement Specialist for the Desert Beacon and serves as the Board Secretary for the Twentynine Palms Business Association. She networks extensively within the business sector of the Morongo Basin, in California.



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Be Kind—Be a PAL

Oasis Elementary School
Twentynine Palms, California



4th, 5th and 6th grade Oasis students on the 2021-22 Be Kind—Be a PAL Facilitation Team

On October 25 to 27, 2021, ICB Facilitators Carmen Mendoza, Varo Maldonado, and Carol Miller worked with the Oasis Elementary Principal Jeremy James and teachers Amber Hanson and Tracy Weber to restart the Be Kind-Be a PAL program that was initiated in 2019 and temporarily stopped due to the COVID virus.

Using COVID protocols, the Be Kind—Be a PAL workshop met after school for 2 1/2 hours each day. The Oasis students trained at the October workshop will help facilitate the January and April, 2022 workshops for new students.

PAL— Positive Acts of Love

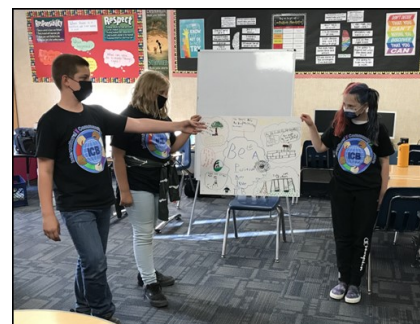
Day 1: Facilitation Training

Students learn and practice facilitation skills -

- ◆ Greet & Meet new participants
- ◆ Give clear, concise directions
- ◆ Follow the Be Kind Manual & Script
- ◆ Be active listeners
- ◆ Stay focused and on topic
- ◆ Be a good role model
- ◆ Stay Healthy! Be rested.
- ◆ Promote the Be Kind—Be a PAL Program



Helping with room set-up



Learning to use presentation voices

Day 2 & 3: Be Kind – Be a PAL Workshop



Team Work



Action Planning

Using the Be Kind—Be a PAL Facilitator Manual, the Oasis student facilitators help teach lessons around the three main themes of:

- ◆ **Be Kind to Yourself**
- ◆ **Be Kind to Others**
- ◆ **Create a School Culture of Kindness**

Student teams create action plans to be implemented after the workshop.

Flying Fish Team Action Plan

Make posters to hang around the school and cafeteria about how bullying is bad and how to stand up for people being bullied. Give Shout Out cards.

Desert Pals Team Action Plan

Go in classrooms and teach about being a PAL. Make 5 Be Kind posters to display in school in November.

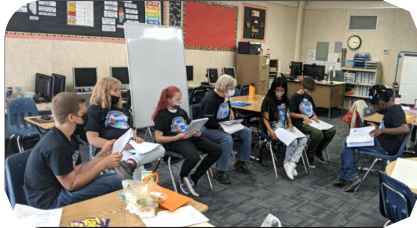


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Online and In-person Workshops

Intercultural Community Builders (ICB) workshops can be provided for your organization online or in-person using Covid protocols. ICB has workshops designed for students in Grades 4 through 12 and adults. Workshops can be adapted to meet the needs and resources of your school or organization.



Be Kind—Be a PAL Program for Grades 4 to 6

The Be Kind—Be a PAL program is a 2-day workshop where a team of 4th through 6th grade students are trained as ICB facilitators who help conduct the Be Kind—Be a PAL workshop for other students in their school or organization. Activities center around Be Kind to Yourself, Be Kind to Others, and Creating a Culture of Kindness. PAL stands for Positive Acts of Love.

Find Your Voice—Take a Stand Anti-Bullying Workshop for Middle School

The Find Your Voice-Take a Stand workshop focuses on anti-bullying training for middle school students. Topics include 1) protecting yourself with strong emotional boundaries, 2) types of bullying behaviors, 3) the roles we play in bullying situations, 4) how to be an Upstander, and 5) creating a school and community where everyone feels safe and respected.

Cultivating World Unity: A Teen Leadership Workshop for High School

Cultivating World Unity helps teens use leadership and intercultural skills to 1) understand the importance of one's culture, 2) create inclusive, welcoming environments, 3) eliminate prejudice and discrimination, and 4) be a leader in a culturally diverse world. Participants develop action plans where they outline what they will do after the workshop to "cultivate world unity."

New: Eliminating Systemic Oppression: A Workshop for Adults & High School Students

During the COVID lock down, ICB Board Members and Executive Director held weekly online work sessions to research and develop this new ICB workshop—Eliminating Systemic Oppression. Major themes of this workshop are:

- What Is Systemic Oppression?
- Who Benefits & Who is Harmed by Systemic Oppression?
- How Does Systemic Oppression Affect Us Today?
- How Can We Eliminate Systemic Oppression and Create a More Equitable World?

Workshop dates and registration information will be announced soon on the ICB website.

For more information on ICB workshops, please visit our website at interculturalcommunitybuilders.org or contact the ICB Director Carol Miller at (970)689-0226 or by email at camil@frii.com.



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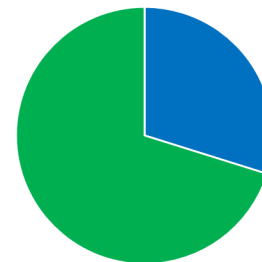
Thank You to the 2021 ICB Contributors

- ◆ Anna Marie Almanza
- ◆ Ben Barrett
- ◆ Matthew Bruce
- ◆ Debra Bueno
- ◆ Debbie Dyer
- ◆ Tony Espinoza
- ◆ Caroline Tu Farley
- ◆ Dewey Garner
- ◆ Michael Hill
- ◆ Kathleen Hines
- ◆ Marisa Katsianos
- ◆ Barbara Kistler
- ◆ Dr. Chuck Luna
- ◆ Christine Maldonado
- ◆ Varo Maldonado
- ◆ Mike Martinez
- ◆ Sheena Martinez
- ◆ Karen Olivas McCarrick
- ◆ Carmen Mendoza
- ◆ Carol Miller
- ◆ Herb Miller
- ◆ Logan Miller
- ◆ Sylvia Miller
- ◆ Harold Ogden
- ◆ Mary Ontiveros
- ◆ Anita M. Petke
- ◆ Preston Pavich
- ◆ Tyler Peters
- ◆ Lisa Sadar
- ◆ Megan Sadar
- ◆ Rich Salas, Ph.D.
- ◆ Renato Santos, Jr.
- ◆ Brigitte Schmidt
- ◆ Karrie Stouffer
- ◆ King Soopers Community Rewards Program

Your support helps pay for ICB operating expenses and provides registration fee sponsorships for participants.

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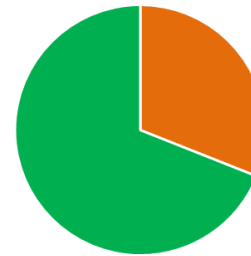
2020 Financial Report



Income

- Contracts
- Donations

Total Income:
\$7,789.84



Expenses

- Program
- Operating

Total Expenses:
\$6,979.36

Volunteer Hours

1,275 hours— valued at \$38,250.00

Support ICB through the King Soopers Community Rewards Program

To help raise funds for ICB, please enroll and encourage family members to enroll in the King Soopers Community Rewards Program. When you're at the King Soopers check-out, simply scan your SoopersCard or enter your alt ID and a portion of your purchase will be donated to ICB at no extra cost to you!

- ⇒ Go to www.KingSoopers.com
- ⇒ Click "Sign In" or "Create Account" and sign up for the program.
- ⇒ Click "My Account" and then click "Community Rewards."
- ⇒ Click "Enroll Now."
- ⇒ Under organization, type in Intercultural Community Builders – PX264
- ⇒ Select "Enroll Now."

Thank you!