



Intercultural Community Builders

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

2013 Annual Report

Introducing the 2014 Board of Directors

- ◆ Jennifer Stephenson, M.A.,
Board President
- ◆ David Brooks, M.S.W.
President Pro Tem
- ◆ Emma Pattison, *Treasurer*
- ◆ Analicia Bueno
- ◆ Salome' Cardona
- ◆ Caroline Tu Farley, M.S.
- ◆ Brenda Guzman, M.S.
- ◆ Laurel Milliken, B.S., B.A.
- ◆ Claudia Santos
- ◆ Hope Skeen
- ◆ Gary Stephenson
- ◆ Karen Wong Brown, B.A.

Board of Advisors

- ◆ Richard A. Salas, Ph.D.
- ◆ Lorna Greene, M.S.,

ICB Executive Director

- ◆ Carol Miller, M.Ed.

Certified Adult Facilitators

- ◆ David Brooks, L.S.W.
- ◆ Salome' Cardona
- ◆ Anthony Espinoza, M.Ed.
- ◆ Brenda Guzman, M.S.
- ◆ Carol Miller, M.Ed.
- ◆ Jose Sandoval, L.S.W.
- ◆ Natasha Sjöholm
- ◆ Jen Stephenson, M.A., NCC
- ◆ Karen Wong Brown, B.A.

Hello Everyone,

I would like to proudly introduce myself as the new board president of ICB. We would like to thank our former president, Lorna Greene, for all her hard work and dedication she has donated over the past few years to ICB.



This has been yet another amazing year for ICB of touching lives of all ages ending with our December Teen workshop. Our Winter Around the World was again another success, bringing together folks of all ages with our Deserts from Around the World theme, excellent entertainment performed by local artists, and our silent auction. We could not be successful without our local community supporting us with donations, individuals who sponsor participants, and our incredible board members who donate their time and efforts with their dedication to the ICB mission.

This year we were welcomed at Adams City High School, and we continue in looking forward to spread our Vision further across Colorado, building communities where people from all cultural backgrounds feel welcomed and included!

ICB is fortunate to have come across wonderful people during our growth and change with people such as our departing board member Teresa Christian. We thank her for contributing greatly to the ICB mission. Teresa will be missed for her warm heart, generous donation of her time, and all the effort she has contributed towards ICB.

Finally, we would like to welcome our three new board members, Analicia Bueno, Laurel LeXuan Milliken and Claudia Santos. Thank you to Carol Miller, our Executive Director, and all those who have contributed in any way to help make this year spectacular! We look forward to what 2014 will bring.

Jennifer Stephenson, President
ICB Board of Directors

Intercultural Community Builders' Mission Statement

Intercultural Community Builders teaches skills that improve people's ability to interact and work together more effectively for the benefit of the entire community.



ICB Teen Leaders

2013



Emma Pattison



Hope Skeen



Gary Stephenson



Analicia Bueno

Teen Members of the ICB Board of Directors

The ICB Teen Board Members began as workshop participants, moved into Teen Leader and Teen Facilitator positions, and are now in important leadership positions on the ICB Board of Directors, where they are gaining non-profit board experience. They have developed confidence, learned to express their amazing voices, and are excellent role models and strong leaders of their peers.

Facilitation Team

Adams City High School Teen Workshop

Seven ICB Teen Leaders/Facilitators joined with five ICB adult facilitators to conduct the Intercultural Leadership Skills for Teens workshop at Adams City High School in June. They facilitated lessons, served as group leaders, led the energizer activities, and assisted with every phase from set-up to take down of the workshop. The ICB Teen Leaders serve as excellent role models for workshop participants as they further their own leadership skills development.



Back Row: Julio Flores, Hope Skeen, Salome' Cardona, Brian Munguia, Emma Pattison, Analicia Bueno, David Brooks, Carol Miller, Brenda Guzman. Front Row: Jose Sandoval, Gary Stephenson, Danny Torres



Jen Stephenson, Tony E Spinoza, Hope Skeen, Kat Lopez, Julio Flores, Brian Munguia, Josiah Alejandro, Kaidee Akullo, Analicia Bueno, Amber Butler, Alexis Kilgore, Karen Torales, Shawn Alejandro, Carol Miller, Salome' Cardona. Not in Photo: Jose Sandoval, Brenda Guzman and Hannah Weaver.

Facilitation Team

December Workshop

Eleven ICB Teen Leaders/Facilitators teamed up with six ICB adult facilitators to conduct the Teen Leadership Workshop held on December 26-28 at the Vineyard Church of the Rockies. These teens are amazing as they grow into their roles as Group Leaders and Lesson Facilitators. Due to their excellent role modeling, several workshop participants expressed an interest in being Teen Leaders for 2014 Workshops.



Program Highlights

2013



Intercultural Leadership Skills for Teens Adams City High School

ICB conducted the 3-day Teen Leadership Workshop for Adams City High School, in Commerce City, on June 5-7th. Participants included 19 students and 3 Adams City High School staff members. Their action plans were: 1) Create focus groups to assess how to increase student involvement in school activities; 2) Paint cultural murals on the school walls; and 3) Organize a freshman orientation pep rally.

Intercultural Leadership Skills for Teens Northern Colorado Workshop

The June 26-28 workshop included 14 students and 4 teen leaders from nine schools in northern Colorado. Their action plans were: 1) Make and hand out Care Baskets for students who need extra support; 2) Have a Teen Leadership Workshop at Conrad Ball Middle School; 3) Create a club run by football players to help prevent bullying; and 4) Have an assembly to reduce bullying behavior.



Intercultural Leadership Skills for Teens—December Workshop

The December workshop had 37 participants and 11 Teen Leaders. Most of the participants were members of ICB Facilitator Tony Espinoza's Spanish classes at Poudre High School. In one student's Reflection Paper, written for Mr. Espinoza, he stated, "This workshop really opened my eyes and my thoughts to what was going on around me every day. This workshop makes me want to go outside of my comfort zone and spread the ICB vision of building communities that accept everyone."



Program Highlights

2013

Ram.Co Mentoring Program



The Rams Coalition Mentoring Program (Ram.Co) is a collaboration between ICB, Colorado State University Puksta Scholarship students, the CSU Access Center, and Lincoln IB Middle School to encourage and prepare Lincoln 8th grade students for high school success and provide information about post-secondary education and students' career options. ICB Board Member and Access Center Outreach Coordinator Salome' Cardona and ICB Director Carol Miller serve as consultants for Ram.Co. CSU mentors met weekly with their Lincoln mentees during the 2012-13 school year and will continue meeting with students second semester of the 2013-14 school year.

ICB Teen Leaders/Facilitators Training Workshop

On December 14th, ICB held the 2nd training workshop for ICB Teen Leaders and Facilitators. Students discussed the roles of a Teen Group Leader, and selected and practiced the activities and lessons they wanted to facilitate during the December workshop. Teen and adult facilitators are given an ICB name badge and ICB T-shirt with "Facilitator" printed on both sleeves.





Program Highlights

2013



Advanced Intercultural Skills Workshop

On February 16, 17 and 18th, ICB conducted an Advanced Intercultural Skills Workshop, led by ICB Facilitators Jen Stephenson and Salome' Cardona, with assistance from ICB Director Carol Miller. Topics included the Cultural Iceberg, collective and Individualistic cultural differences, high and low context communication, non-verbal communication differences, institutional oppression, and how to conduct cultural audits for equity assessments and monitoring.

Pride in the Park Booth

On May 18th, ICB hosted a booth at the Fort Collins Pride in the Park event. ICB Board Members Brenda Guzman, Emma Pattison, Gary Stephenson, Jen Stephenson, Lorna Greene, Carol Miller, and Jen's daughter Audrey hosted the booth and shared the ICB mission with event attendees.



Winter Around the World Performers



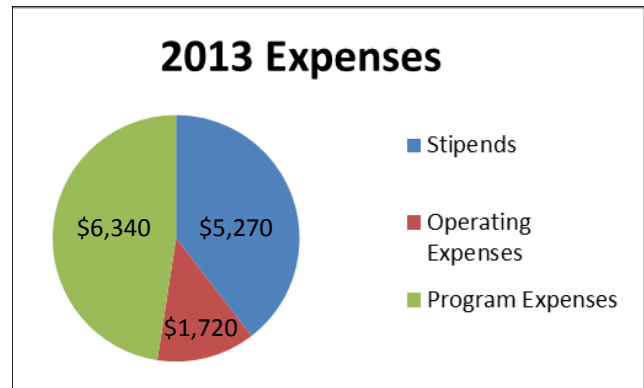
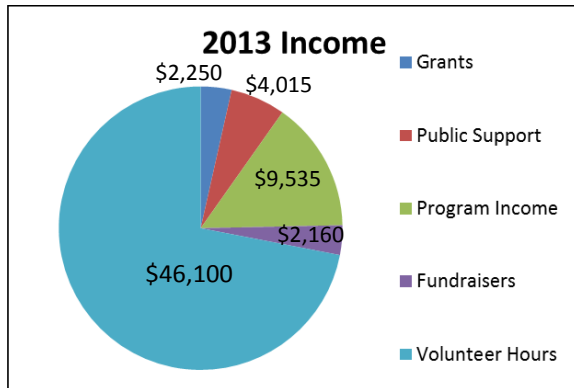
Winter Around the World—2013

The 2013 Winter Around the World fundraiser was held on December 7th, at the Community of Christ Church. Truly a team effort of the ICB Board of Directors and their families, over a hundred people attended. Teresa Christian was again in charge of the food, with a theme of Desserts and Appetizers from Around the World. Caroline Tu Farley did an excellent job of contacting and lining up the local performers who provided dance performances from a wide variety of cultures. Caroline said that all the performers have volunteered to come again for the 2014 Winter Around the World. Salome' Cardona hosted a jewelry and Fashion Forward sell. Most board members donated items to the Silent Auction, and the Teresa Christian and the teen board members solicited donations from local businesses. Gary Stephenson provided technical expertise for the public address system and music. Everyone pitched in from set-up and decorations to clean up and take down. It was a lovely afternoon of cultural celebration and education.



2013 Supporters

2013 Financials



ICB 2013 Supporters—We Appreciate You

The OtterCares Foundation
Vineyard Church of the Rockies
Town of Basalt
The C.S.U. Access Center
C.S.U. Puksta Scholarship Program
Adams 14 Schools—Commerce City
Poudre Schools—Fort Collins
Thompson Valley Schools—Loveland
Community of Christ Church
Barnes & Nobel
Butter Cream Cupcakery
Cane's Chicken
Canino's Italian Restaurant
Carmike Theater
Castillon's
Curiosities
Hunan Restaurant
Kilwans Fudge
King Soopers
Le Creperie'
Mugs Coffee
Sam's Club
Whole Foods
Sue & Albert Ayala
Jorge & Ida Delgado
Debbie Dyer
Marilyn Garner
Nancy Immel
Nancy Miller
Dr. Richard A. Salas
Guadalupe Salazar

The 2013 Winter Around the World Performers

Dubstep Music: Kristen Santos

Japanese Obon Dancers: Brittany Canji, Yoshiko Hojo, Kazuya Kobashi, Ayako Maeda, Nami Oguni, Kuangkye Oo, Drishelle Todd, Daniel Way, and Scott Zamora

Storm Mountain Dancers: Sallie Varner, Lorraine Dunn, Erich Stroheim, Bob Cooper, Deryl Keney, and Wally Whalen

Quetzalcoatl Aztec Dance Group: Sheila Hahomi Hernandez, Maria Rosales-Alvarez, Hector Sandoval, and Joaquin Rivalcoba-Jimenez

Indian Classical Dance Bharathnatyam: Kavya Kaushik, Asha Kapoor

Hui "O" Hawaii: Dusita Suinn, Amita Suinn, Maria Bradley, Juli Alves, Sara Chaudhary, Katelyn Harada, Anne Hughes, Brianna Magbual, Jazzel Mitchell, Tori Nakashima, and Leimamo Wase

Intercultural Community Builders extends a deeply felt thank you to all of our donors and to the ICB Family of board members, facilitators, volunteers, and our supportive family & friends.

Please visit our website at www.interculturalcommunitybuilders.org and like ICB on Face Book.