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## Summer Greetings from LJS & Associates!

Welcome to the Summer 2007 edition of our newsletter! We received fabulous feedback in response to the first edition of our [newsletter](#), which we sent out to clients and colleagues this past spring. Thanks to all of you who responded with your wonderful thoughts, encouragement and suggestions!

Our Web site will be up and running by the fall issue of our newsletter. Look for a special announcement marking our launch as it draws closer. Luna Jimenez Seminars & Associates has also begun scheduling workshops for Winter and Spring 2008. Please phone our office or send an e-mail to our Executive Coordinator Rangineh Azimzadeh at [rangineh@lunajimenezseminars.com](mailto:rangineh@lunajimenezseminars.com) to schedule a training, facilitation or speaking event.

In this issue, we present you with [recent highlights](#) of our work at LJS & Associates as well as [upcoming events](#) we have planned for the summer. A new feature of this newsletter is the [profile](#), where you'll get to meet one of the incredible people who are a part of our team. Also included are a few [online resources](#) in our *Hot Links* section as well as book [reviews](#) designed to help you explore the world of diversity, facilitation and leadership development. I encourage you to read "[Nanci's Listening](#)," in which I discuss the importance of reconnecting with and fulfilling our dreams for the world. As members of the LJS & Associates community and people committed to systemic and transformative change, I also invite you to offer input on our [strategic plan](#) as we begin charting our organizational path for the next five years.

As with the previous issue, I warmly welcome your feedback to this newsletter, as well as any questions you have about LJS & Associates and the work we are doing. We look forward to receiving your questions and comments at: [newsletter@lunajimenezseminars.com](mailto:newsletter@lunajimenezseminars.com).

Warmly,

## Recent Highlights

### Profile



### Bookkeeper Helen Pilgrim Celebrates One-Year Anniversary

This month marks the one-year anniversary for Helen Pilgrim, who has served as bookkeeper for LJS since July 2006. As an invaluable

since July 2006. As an invaluable member of our team, Helen brings 35 years of bookkeeping experience to our organization by processing customer invoices, managing accounts receivables and tracking our revenue and expenses. Helen was born in Kampala, Uganda, where she lived until she was 10. She immigrated to Canada in the early 1960s, moving to Portland in 1981.

Helen works with several small businesses in the Portland and Vancouver, Wash. areas, for whom she enjoys customizing the bookkeeping system to meet their needs. She particularly enjoys working with LJS & Associates because of the people and the difference the organization is making. "They are wonderful people doing work that's much needed," Helen said. "I have high ethical standards in terms of who I work with, and am pleased to be working with a company that is making a difference here in Portland as well as nationally."

You can reach Helen at extension 2 or by sending [e-mail](#).



## Another Sold Out San Antonio Community Workshop



Barbara McKay, Tasha Wheatt-Delancy, and Nanci Luna Jimenez

LJS & Associates held its *Transformational Leadership: Developing Leaders as Change Agents* workshop in June for the predominantly low-income Mexican and Mexican-American leaders in Westside San Antonio, Texas. Offered in both English and Spanish through simultaneous interpretation, this is the second public workshop aimed at helping community members heal from the effects of oppression and internalized messages that prevent them from seeing themselves as the true leaders they are.

LJS & Associates trainers Nanci Luna Jimenez, Barbara McKay and Tasha Wheatt-Delancy led the workshop, which drew 45 members of the Westside San Antonio community. "So often, we're left with the wrong messages or we believe that we can't take on a certain role because we don't have the title of leader," said Nanci. "We worked very intentionally with this group, many of whom didn't identify with title of 'leader' in their own lives, despite demonstrating tremendous leadership in the community."

Workshop participants said it had a profound impact on themselves and the larger community. "As a community leader, you can only lead people as far as you have come," said Don Arispe, Community Education Facilitator of the 21st Century Leadership Center at St. Mary's University in San Antonio. "The workshop helped me and others figure out and, more importantly, experience how far I have come, and what blocks me from moving forward. Once I can name what blocks movement, I can move forward and bring others with me on the journey."



San Antonio workshop participant (left) and Don Arispe, a workshop organizer (right)

"This leadership training was instrumental in helping me recognize some very personal areas in my life where healing is needed," said Yolanda Uranga, Education & Training Director at the Nonprofit Resource Center of Texas. "To be able to see these areas for what they are, internalized oppression, and how they impact my leadership, is liberating."



said Nanci.

These two workshops are building toward an advanced two-and-a-half day transformational leadership workshop LJS & Associates plans to deliver in October. "We're very excited about working with this community. It's been a true collaboration from organizing, planning, funding as well as participation. There is a deep-rooted commitment to leadership development in the Westside San Antonio community; we are honored to be a part of supporting its growth,"

## Columbia River Crossing Facilitation Complete



LJS & Associates recently completed a two-year project facilitating the work of a citizen advisory group that's providing input on the new I-5 crossing connecting Vancouver and Portland over the Columbia River. The Community and Environmental Justice Group (CEJG) is composed of low-income, minority and other residents in neighborhoods potentially affected by the Columbia River Crossing



## Hot Links

Our latest *Hot Links* to point you toward vital training and information. Link up with them to see what's new in the world of diversity, facilitation and leadership development for social change.



**International Association of Facilitators** is dedicated to

developing facilitators and encouraging the use of group process methodologies worldwide. It also supports the formation of local groups of facilitators to network and provides professional development opportunities for their members. The organization's next conference is in July in Subang, Selangor, Malaysia.



**Hand in Hand** helps parents acquire the skills

they need to build intimate connections with their children. It also encourages parents to form close bonds with other parents, so they can learn and share with others, and work together to build a healthier community. Check out

this site for helpful reading on "adultism" and its role in parent-child relationships, and learn about classes and training for parents and allies.

### **UNITED STATES SOCIAL FORUM** **U.S. Social Forum**

inaugurated its first event in Atlanta in June 2007 to provide a space for people to build relationships, learn from each others' experiences, share their analyses of the problems our communities face, and bring renewed insight and inspiration. It is aimed at developing leadership as well as the consciousness, vision and strategy needed to bring about change. Check the Web site for blogs, videos and other outcomes.

Do you have a *Hot Link* for us? [Send us your favorite Web sites](#), and we'll share them with the LJS community in a future newsletter! [Return to top >](#)



## Nanci's Listening



Sagrada Familia Cathedral, Barcelona, Spain

### **What If Your Dreams Mattered That Much?**

On a recent trip to Spain, I visited the Sagrada Familia Cathedral designed by the genius visionary Antonio Gaudí. One thing that really moved me about the experience was that Gaudí knew he would never live to see a finished monument. However, that didn't stop him. He spent 40 years working on the cathedral, devoting the last 15 years of his life entirely to this project.

More than 130 years after work began on the Sagrada Familia, the cathedral is still under construction. And it may not be

Project. As the facilitation team, the role of LJS & Associates was to identify and recruit members, consult on outreach with low-income and minority communities, and provide ongoing facilitation support for the group.

The project is currently in the Draft Environmental Impact Statement (DEIS) phase, in which project staff examine the impact of the crossing on surrounding areas. "It's been gratifying to contribute to a project that's going to have such a long-term impact on our local, regional and national community," said Nanci. "I've met some of the most incredibly committed, knowledgeable and insightful people from the Vancouver and Portland communities through this process, and I'm appreciative of everything I've learned from both the community group as well as the Columbia River Crossing Project staff."

### **Nanci Attends Institute for Change Retreat**

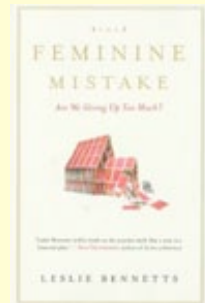


Nanci was recently invited as a prospective faculty member to attend a retreat held by the Institute for Change (IFC), the leadership development program of the Service Employees International Union (SEIU). The IFC seeks to advance social and economic justice by supporting SEIU locals to develop their leaders, strengthen their organizations, and build a permanent, progressive majority for working families.

Held in Minnesota this past May, the retreat agenda included many dynamic speakers on issues from the political economy of social change, the environment and workers, resistance to change as well as a gripping analysis of movements, politics and power. "The presentations were informative and compelling, identifying core issues that will be tackled in building a permanent, progressive movement in the U.S. and internationally," said Nanci. "I was impressed by the dedication and vision of local and international staff, as well as the caliber of professionals who make up the faculty of the Institute for Change."

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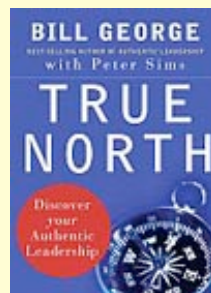
## Reviews



**The Feminine Mistake: Are We Giving Up Too Much?** by Leslie Bennetts. Voice/Hyperion, 2007.

In this book, *Vanity Fair* writer Leslie Bennetts takes a provocative look at the true economic consequences of a woman's decision to opt out of the workplace. The central message of the book is that women who exit the workforce to rely solely on men for economic stability do so at their own peril. Women who abandon their careers to become stay-at-home wives are likely to face major hardships as a result of divorce, widowhood, a spouse's unemployment or illness, or any number of other challenges.

Bennetts argues. Despite the challenge of juggling work and family, and satisfaction of being a mother and the work of child-rearing, engagement in inspiring work outside the home remains important to women. Involvement in meaningful work offers women a tremendous amount of joy and satisfaction, she says. What's more, women's incomes give them power in their marriages, options in the larger world, and family opportunities they would not otherwise have.



**True North: Discover Your Authentic Leadership**, by Bill George with Peter Sims. Jossey-Bass, 2007.

*True North* discusses what it means to be an authentic leader by following "the internal compass that guides you successfully through life." Consistent with LJS' approach to *Transformational Leadership*, the book makes the case that leadership emerges from one's life story, and that by reframing one's life story to understand who you are, you're able to unleash your passion and discover the purpose of your leadership. Authors George and

finished in my own lifetime. Yet Gaudí's vision continues to inspire millions of visitors each year, and other architects continue to carry on his dream today. A compelling vision is like that: it will inspire others. Take your dream as far as you can, and others will innovate and carry it forward—regardless of whether you see it reach fruition yourself.

So often we give up on our dream. As a child, each of us has a vision (at least one!) for the world. Perhaps it's a dream to make the world more just, caring, connected or playful. But then come the onslaught of reactions about being "naïve" or "idealistic"—which are meant to make us feel foolish and stupid—when we share our dream with others. We begin to question whether it's "realistic" to have that dream, let alone to work toward making it happen. With time, we bury our dream, tuck it away, or forget it altogether. Yet, if we cannot envision it, how can we make it real?

In one of my recent workshops a woman in her 20s spoke about her childhood dream of peace in the Middle East. Not only does this woman hold the unwavering belief that peace in the Middle East is inevitable, but what was so moving is that despite the messages of powerlessness we get as young people about our ability to make a difference in the world, she firmly believes this dream is not only achievable, but also that she will be a key part of the solution.

When it comes to the Middle East, so many of the messages we get would have us believe the conflict we're witnessing is ages-old, inevitable, and beyond our capacity to solve. A heavy air of discouragement sets in about whether real, sustained peace could ever be achieved, or that people living in the Middle East could ever live harmoniously with a deep respect for each others' languages, faiths and traditions.

When someone like this young woman holds out a perspective that challenges what is presented as an "overwhelmingly reality," I notice my own feelings of discouragement and powerlessness. There is a part of me that wants to shut her down (or up!), and protect her for "her own sake" from being disappointed or hurt by failure—which is merely my

Sims challenge readers to develop a personal leadership development plan that centers on knowing your authentic self, defining your values and leadership principles, understanding your motivations, building your support team, and staying grounded by integrating all aspects of your life. One of the most inspiring aspects of *True North* is the interviews with 125 most successful authentic US business, non-profit and civic leaders about their personal struggles, failures and triumphs. On the practical side, each chapter follows with exercises you can do yourself to find your "true north."

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## Upcoming Events

### LJS & Associates to Lead Latino Youth Leadership Workshops

Nanci and Rangineh Azimzadeh will train LJS' *Transformational Communication: Building Relationships for Authentic Cross Cultural Dialogue* workshop at two Washington, D.C. national Latino youth summer programs the week of July 8. Both programs are focused on increasing excellence in leadership among college-age Latinos.



Nanci has led workshops for the National Hispana Leadership Institute's (NHLI) "Latinas Learning to Lead" since the program's inception in 2001. In addition to *Transformational Communication*, Nanci will lead a new core piece of the program called *Transformational Women: Well-Being and Physical Power* in which Latinas, ages 17 to 22, have a chance to challenge the limits of sexism with their bodies, doing activities like push-ups and learning to play tackle football. These women are also encouraged to see their health and wellness as a foundation for effective leadership.



Nanci has worked for a number of years with the Congressional Hispanic Caucus Institute (CHCI), a non-profit, non-partisan educational organization dedicated to developing the next generation of Latino leaders. This summer, she will again work with 32 promising summer undergraduates selected for the organization's summer internship program. The summer internship is an eight-week program in which young interns gain leadership experience by working in the offices of U.S. representatives and in other government agencies in Washington, D.C.

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### Contribute to Our Strategic Plan

LJS & Associates invites your feedback as we begin working on our five-year strategic plan. As a member of the LJS community, we'd like you to be a part of mapping out our strategic direction! It's important to us that the voices of stakeholders in the organization be captured, so please take the time to answer one or more of the following questions, and e-mail us your responses at: [barbara@lunajimenezseminars.com](mailto:barbara@lunajimenezseminars.com). Thank you for your continued support!



#### Our Mission

Luna Jimenez Seminars assists individuals and organizations to develop skills and increase understanding to deal with, heal from, and eradicate institutional oppressions and its effects.

1. What are some of the trends happening in the world related to our work and mission that you think we need to be aware of?
2. What do you think LJS' strengths as an organization are?
3. Given what you know about us, what are some opportunities—locally in

own cynicism at play. I also notice where I myself have sometimes given up, and stopped believing in a world free of oppression—which, those of you who know me, has been my childhood dream.

I ask you, the reader: *What dream did you have as a child that you gave up on? What vision do you have that, if shared out loud, might embarrass you or make you feel foolish or naive?* In reality, these dreams aren't foolish. Unless we first envision our dreams, we will not realize them. And unless we see ourselves as significant in making our dreams happen, we are giving into the oppressive messages that stop us from believing in ourselves or our ability to bring about change. The truth is that each of us is the person who can make our dream real.

As I approach my 40<sup>th</sup> birthday, I am surrounded by messages that I must adjust, accept less and "tone down" my dreams as I get older (or risk not achieving them before I die). What would it mean if instead I decided to envision even bigger things for myself and the planet? I have no idea if the Sagrada Familia will be completed in my lifetime. I do not know if I will see lasting Middle East peace. I do not know if I will live in a world without oppression. Whether I am around to see my dreams fully realized, doesn't make them any less worth fighting for. Each of our dreams matters that much. And so do you. Send your stories and comments to [Nanci's Listening](#).

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Portland and Pacific Northwest, nationally and internationally—you'd like to see LJS to take advantage of?

4. What do you want to see happening with LJS in the next five years (i.e. what is your vision for us)?
5. What obstacles does LJS face in the near future as it moves toward this vision?
6. If we did nothing else in the next three years, where do you think we need to really prioritize our efforts and invest our energy to fulfill our mission and be successful as an organization and achieve social justice?

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## Nanci's Personal Physical Challenges & Updates



Nanci at the start

Not only does Nanci strive to challenge her clients through her seminars; she continues to challenge herself! This summer, Nanci has been training for two Olympic-distance triathlons and a 100-mile bike ride. Nanci already completed the first event, the Pacific Crest Triathlon, which involved a 1.5-kilometer swim, a 28-mile bike ride and 10K run, in Sunriver, Oregon on June 24.

Her next event is the second-annual Portland Century bike ride on Aug. 26, followed by the City of Portland triathlon, the first major downtown

triathlon in the Pacific Northwest, to be held on Sept. 2. "I continue to use these challenges to learn more about myself," Nanci said. "I have to prioritize myself to train sufficiently to complete these events, despite other pressures, pulls and messages that tell me this is 'not that important.' Out on the course, when I feel like I just can't do it—whatever 'it' is—that I realize so much of what holds me back is in my own mind. These are messages that I can get rid of, and these physical challenges create opportunities to notice how many of them still linger."



In the bike transition, getting ready to ride

Note that Nanci will be out of the office from Aug. 6-17.

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