



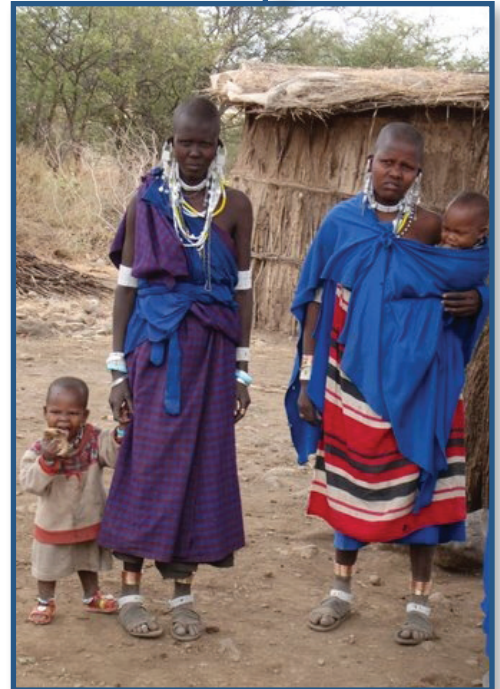
THE INSTITUTE OF CULTURAL AFFAIRS
IN THE U.S.A.



ANNUAL REPORT 2010



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Reflection. *“The ICA allowed us to dwell deeply in an intentional community that experimented in developing and demonstrating methods that transform people’s lives to care for the world, to be and to act as compassionate global citizens. [We should continue] the grand experiment of creating and demonstrating methods that change people’s lives, granting them motivation and tools. ICA has a responsibility to be an institutional expression that is a catalyst to a virtual intentional community. Its responsibility is not just to continue what is past, but to greatly expand the vision of what caring for this world can look like.”*

George Holcombe - Austin, Texas

EXECUTIVE LETTER

Dear Colleagues:

The critical issues of our times are health care reform, care for the environment, alleviation of poverty, access to quality education, and the challenging economic climate. They are on the minds of concerned citizens these days. So many ideas clamor for our attention while informed opinions and reasoned debate is sometimes hard to find amid the heated discussions.

One of the hallmarks of the Institute of Cultural Affairs (ICA) has always been its engagement with real issues and the practical concerns of communities around the world. ICA catalyzes social change by giving people ownership of positive solutions. We believe that this year's Annual Report is a *Reflection*, a pause, to review the powerful resurgence of ICA-USA's mission and programming for a new, energizing and challenging time.

Many of us are aware of ICA's effort to deepen new and former colleague connections through an "engagement process." We believe this is where the future lies. How can we build and grow a more committed service community at ICA?

This Annual Report tells of the many ways ICA has involved individuals in helping communities transform good intentions into positive action. We invite you to read this report with special attention to the following highlights:

- Creation of a Service Learning Program for local and national universities, designed to develop young servant leaders.
- International dialogue with 20 national ICAs on possible collaborations to increase ICA's peer-to-peer network.
- Remarkable colleagues who create innovative approaches for sharing Technology of Participation (ToP)® around the world.
- Expanded early childhood programs and a partnership with the Community Opportunities Fund (COF) in Los Angeles.
- Diverse social services provided by our tenants and community partners who make the 4750 North Sheridan Road building the largest nonprofit center in the Midwest.
- Commitment to make the building a "green culture" through retrofitting it as an energy-efficient historic building.
- Planning a 50th Anniversary Celebration in 2012 that will commence with 50 meetings in the U.S. and around the globe.

ICA's approach to social change mobilizes people to face challenging realities with creativity and foresight. Its programs facilitate in-depth awareness of what is essential for human development. It has been an honor for us to be part of this dynamic organization with its rich past and its willingness to redefine itself for the future.

Sincerely,



Randy C. Williams
Chairman
ICA/EI Board of Directors



Terry D. Bergdall, PhD
President and CEO

GREEN CULTURE AT ICA

One of the program priorities of the ICA is developing active demonstrations of what it means to steward the planet's resources. This means launching efforts to create broader awareness of major environmental changes, to contribute to viable solutions and to provide concrete examples of the responsible use and conservation of energy.

In the summer of 2010, ICA launched the Summer Youth Green Advocates Program. The eight participants, ages 18 to 21, worked together to develop skills, resources and relationships to enable them to effectively lead eco-friendly campaigns and projects. The youth were recruited from the "Put Illinois Back to Work" program in Chicago and the Jewish Vocational Services of Evanston. They worked 40 hours a week doing site visits to green environments like a LEED-certified house and an environmental hardware store, creating hydroponic window gardens, maintaining an urban garden and performing green assessments in Uptown.



Replanting the Lumumba Room

The Green Advocates were trained in the ToP methodologies for planning, consensus building and managing conversations as a means of developing leadership and facilitative skills, confidence and self-esteem that they can use throughout their lives.

The Green Advocates Program touches the lives of youth at a time when they have the enthusiasm,



Assembling a Hydroponic Garden

energy and will to make things happen. It creates a foundation for future leadership in their own and other communities. It is an investment in our shared future.

Another major accomplishment in 2010 was the creation of the Green Building Team. Made up of board, staff and volunteer professionals, the team is in the process of creating and guiding a planning process that will lead to an energy-efficient vintage building and the possibility of LEED status. The feasibility of wind and solar energy sources, roof-top gardens, rain catchment systems, energy reduction efforts such as LED lighting and energy monitoring devices are being explored and researched.

Reflection. *"In a short time the Green Advocates program has made a remarkable difference in my life and those around me. After sharing what I have learned about sustainable living with my mother, she has recruited other family members who have begun to look for ways to start their own gardens and create a more sustainable lifestyle."*
Joseph Taylor - 2010 Green Advocate

LEADERSHIP IN A TIME OF TRANSITION

A new program has been launched that enables university students to experience the concrete demands and possibilities of leadership for today.

“Leadership in a Time of Transition” focuses on giving young adults both the practical and conceptual tools for leading in a time of social transition. The program time design is segmented into academic work, community action projects and life in a learning community. For every academic hour, students will participate in two hours of community work.



Students Enjoy Chicago

The academic program has three main modules:

- Creating a just, equitable society.
- Shaping green, sustainable communities.
- Building strong foundations for peace.

The modules are tailored to meet the academic requirements of participating colleges and universities, with students receiving academic credit for their participation. Each module provides both a strong conceptual base and applied skills such as negotiation, planning, consensus building, information organization and dissemination.

Two-thirds of each participant's experience will be in practical engagement with local community action organizations concerned with genuine social transformation. In each of these programs, students will have an opportunity to work alongside experienced professionals and to immediately use

what they are learning. The students will be able to provide meaningful service that meets identified social needs and to reflect on the impact and relationship between the curriculum and their actual engagement.

There are three possible time frames for the program: a one-week introductory event designed for spring or mid-year breaks; a two-to-three week intensive experience; and a semester or term program. As a key part of any of these options, students will be living in a learning community with shared responsibilities and designated time for group and individual reflection.

The design and delivery of the curriculum is based on the experience of current leaders in social innovation and transformation as well as on methods designed by the ICA over the past 50 years. The program is an excellent vehicle for building bridges between academia and local communities with the promise of augmenting both. The Service Learning Program gives students an ideal laboratory for exploring the elements required for effective leadership as they contemplate their futures.



Creative Academics and Community Action

INTERNATIONAL INITIATIVES

Reflections and poetry were woven through the gathering of 40 colleagues at the International Initiatives Task Force Meeting (March 26-28, 2010). Their objective was to look seriously at the emerging role of ICA-USA in international development.

The conference began with a video interview with Dr. Donald Elliott, filmed only a few days prior to his sudden death. Don Elliott was a passionate and articulate supporter of the ICA's international development initiatives for 40 years, and participants followed the video with a conversation about what his example meant for future engagements.

The second day began with a presentation by Dr. Robertson Work, a former official with the United Nations Development Program and long-time colleague. Now a visiting professor at New York University, Work began with an overview of international development in the world today and the challenges facing the ICA as it re-thinks its role on the global stage. One powerful theme that emerged was



Celebrating Local Success in Zimbabwe

that the next decade is critical for the world as it faces huge challenges in areas such as poverty, environment, education, health, and governance.

This presentation set the stage for the afternoon discussions regarding potential roles for ICA-USA. Four directions emerged, each with a palette of ideas:

1.) Strengthening ICA's Global Impact: The Institute has five decades of experience in methods and processes for global development. Existing ICA projects need strengthening through systematic staff capacity building in order for them to grow and thrive. More coordinated funding efforts are essential to meet the needs of the international ICA family.

2.) Increasing access to the ICA's work and methods: In order to increase the visibility of ICA's work, new initiatives are called to effectively document and communicate to a broader audience the results, learnings, research and reflection of its efforts.

3.) Growing Partnership Connections: In an ongoing initiative to build strong partnerships with like-minded organizations and audiences, the ICA will explore new ways to involve young adults in its programs and activities. These could include new leadership development curricula, volunteer experiences and exploring active partnerships with organizations such as Mercy Corps, PACT, CARE and Rotary.

4.) Deepening Strategies for Awakening and Growth: Building on the themes of peace, poverty and planet Earth, ICA will pursue long-term strategies in the areas of HIV-AIDS prevention, leadership and the environment.

Since then, the International Initiatives Team of Seva Gandhi and Dick Alton have accomplished a great deal in collaborative efforts with former and new partners around the world.

Seva and Dick have been in dialogue with more than 20 national ICAs on possible collaboration and exploration of methods to increase ICA's peer-to-peer network. The reorganization of ICA International (ICAI) has led to greater communication between the national ICAs. Dick Alton is now serving on the Board and Leadership Development Team of ICAI.

Reflection. *"[The small guesthouse where we gather] is one of the few places where Israelis and Palestinians can still meet. We have created a basic manual; a small core of Palestinian, Israeli and European trainer facilitators are in place and about another 40 leader facilitators have also been trained...[The ICA's most important contribution has been] the 3Cs of Confidence, Connections, and Conversation. I would like to see ICA continue to manage its programs, mission and community of partners, networks and relationships in a way that builds confidence in our ability to respond to what is going on, connections within and across the diverse identities shaping our world, and conversations that enliven and impel the journeys we are on."*
Jim Wiegel - Tolleson, Arizona

The Technology of Participation (ToP)® program concluded another successful year as it offered effective facilitation, planning, conciliation and implementation skills to a large audience both in the U.S. and abroad. The year of 2010 was a banner year for ToP with 136 courses (an increase of 27%) and a record total of 1,471 participants.

This year saw the creation of an exciting new program...the Virtual Facilitation Methods course. The potential is enormous as organizations decentralize operations and need an effective form of dialogue, planning and communication with satellite offices and projects.

A pilot program was conducted with the Food and Agriculture Organization (FAO) of the United Nations based in Rome. The FAO is currently under a UN directive to decentralize its decision-making and operations to field offices around the world. New ways are needed to connect and ensure productive consensus. The objective of the ToP intervention is to build capacity for virtual facilitation within the organization.

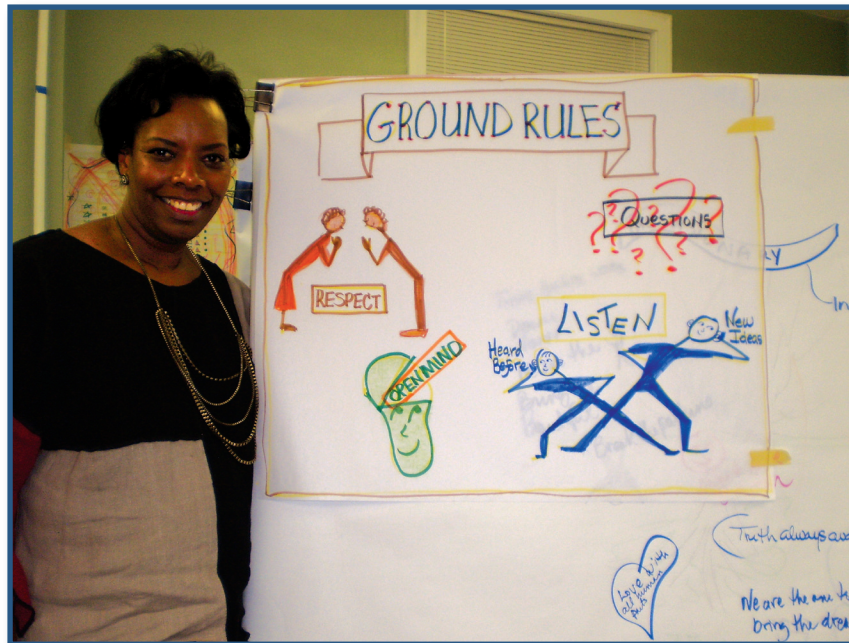
The first phase of the project was initiated with six months of training for 16 FAO facilitators who are leading four different projects. The focus was on learning how to make online meetings more effective through methods that promote participation, collaboration and decision-making. Sonia Yun, Associate Professional Officer in the Staff Development and Learning branch, said, "FAO's decentralization process has dramatically increased the need to collaborate across geographic

boundaries. Acquiring the skills of a virtual facilitator takes time and practice. We'll support the facilitators with regular coaching and monthly best-practice meetings, and will then hope that the program will become available for all FAO staff who wish to conduct effective virtual meetings."

The training was designed by Sheila LeGeros, Ester Mae Cox and Eunice Shankland. Their experience is summed up by a comment from Sheila, "I delight in invention and innovation. This is a cutting edge project, created

from scratch and all aspects are new."

It is exciting to contemplate the variety of applications such a program can have, and congratulations are extended to the imaginative, innovative facilitators of the ToP network.



ToP Participant Learns Facilitation Methods

Reflection. *"I am forever grateful to ICA for the ToP Methods. They have re-shaped my life since I took my first class in Group Facilitation Methods in 1998. I consider it an odyssey! The methods have helped me be a better facilitator, trainer, coach, mentor, and consultant. They opened doors for me to find jobs and work and travel. The networking and communication I know and love are very much related to ICA's ToP methods as I disseminate and sprinkle the methods to others as a consultant, coach and mentor."*

Ester Mae Cox - Peru, Iowa

THE POWER OF THE PAST

50th Anniversary Celebration



Midway in a Century of Care

The year 2010 marked a time of continued collection and organization of treasures from the past. There has also been anticipation for the 2012 celebration of a half century of service as the Ecumenical Institute/Institute of Cultural Affairs.

The Global Archives Project launched another year by inviting sojourners to Chicago in May and October. The 50 hard-working people who showed up organized mountains of manuals, curricula, photos, tapes, posters, pamphlets, songs and letters, mainly from the 60s, 70s and 80s. Those decades were a period of profound social change, when the staff of the ICA and EI designed creative approaches to research, analysis, planning, community action and spiritual deepening.

Each week was a specific focus. Work shifted from the Global Community Forums and Town Meetings '76 to the New Religious Mode, spirit papers and social process triangles.

This volunteer archives work is critical for the ICA because there is a continual and solid amount of national academic interest in the collection. This is particularly true for the management field of Collaboration Engineering. For example, there is much interest in researching the consensus-building outcomes and community development projects triggered by the 2,500 community reports on the Bicentennial Town Meetings held in every county in the USA. Another audience for the ICA/EI documents would be social science educators with an interest in the challenges and perceived strategic directions of modern historical times.

The Archives Project also attracted the attention of the Hubert H. Humphrey Fellowship Program. Sponsored by the U.S. State Department, the fellowship brings mid-career professionals to the U.S. for ten months of leadership development and academic study. The academic component takes place at the Humphrey Institute of

Public Affairs at the University of Minnesota. The ICA received two fellows representing the professional networking and exchange aspect of the program.

Mr. Todor Efremov of Macedonia is an attorney and

public administrator who has led the local economic development section in the Municipality of Kavadarci. He also established a foundation to support small businesses and was awarded first prize for the best project in Macedonia by the European Agency for Reconstruction. Ms. Eka Kvakhadze serves as a director of the Local Government Information Center in Rustavi, Georgia. She has extensive experience in public relations with international NGOs such as CARE International and World Vision International. These two outstanding individuals added valuable professional perspective as they joined forces with other volunteers from across the U.S.

Perhaps because of a heightened awareness of many of the same issues...peace, poverty, planet Earth... there is renewed interest in the archives and in joint efforts with the ICA. One example is the ongoing



May Sojourners Share Community Time

THE PROMISE OF THE FUTURE

collaboration with Oklahoma City University's Honors Program, OIKOS.

OIKOS and ICA held a conference in July 2010 in which students, faculty and other interested participants focused on ways higher education can (1) engage students and society with the most pressing social and ecological challenges of our time, and (2) help educate and develop leaders who can respond effectively to issues of peacemaking, social justice and sustainability. They welcomed three keynote speakers: David Rowe, President of Centenary College (Louisiana); Amy Maglio, Executive Director of the Women's Global Education Project (Illinois); and Larry Ward, Director of The Lotus Institute (California).



Jim Wiegel (Right) with OCU Faculty

yes to the past and what was, the present and what is, the future and what will be. This affirmation is based on a belief that the acceptance of life, with all its crises, challenges and potential, is essential to effective action.

This past year, with its recognition and appreciation of things past and its acknowledgement of the challenges of the future, has bridged the gap between the legacy of the first 50 years and the new possibilities of the future.



Betty Pesek Visits the Global Archives

Now there is planning for a gala celebration of 50 years of service by the ICA/EI. A committee was created to plan 50 events around the globe that will connect thousands of colleagues through small group meetings, social media and electronic focus groups. This array of dialogues will illuminate and interpret the heritage of ICA, as well as bring insight to the mission of the next half century. The spotlight question will be: "How can we live in such a way that we leave the abundance of this earth intact for future generations?"

A logo was designed to reflect the ICA's focus on creating sustainable communities across the globe and responding to the challenges of overpopulation, climate change, poverty and exploitation of resources and people.

An important motif of the ICA's work has been the need to affirm the totality of life. This means saying



Fifth City's Iron Man Sculpture

EARLY CHILDHOOD PROGRAMS

The past year was an exciting one for ICA's early childhood programming. A new grant for \$250,000 was signed with the Community Opportunities Fund (COF) in Los Angeles. The funding is for implementation of capacity building programs across California through 2013. Activities will include one-on-one technical assistance, personal training opportunities, information dissemination and "webinars." The program will be part of COF's initiatives in nonprofit organizations and agencies in Los Angeles County and builds on ICA's First 5 LA facilitation work for the last three years.

The signature and core program is Learning Basket®. The power of the Learning Basket lies in its simplicity and flexibility. It is an actual basket, filled with appealing hand-made toys and household items. It is accompanied by a curriculum handbook, "Play to Learn," designed for use with children ages 0-3 years old. The booklet comes in many languages and is the basic tool used by parents and teachers interested in awakening the full potential of their infants and toddlers. Developed in 1990 by ICA colleague K. Elise Packard, PhD, it has been used in over 40 locations in the U.S. as well as in Mexico, Peru and Haiti.



Parents Are First Teachers

The Learning Basket approach is based on four basic concepts:

- Parents and caregivers are a baby's first teachers.
- Children learn through play.
- The first three years are critical to a child's brain development.
- Anything can be a teaching and learning tool.

The approach recognizes that while the stages of child development are relatively predictable, the rate of development varies. The basket helps parents and teachers more accurately determine the level of individual development and thus, design activities that enhance learning.

The Parent Group curriculum provides parents with concrete skills and activities, helps them deal with issues in parenting and teaches them the basics of child development, motivation and quality interactions with their children. Organizations that have used the Learning Basket approach have easily adapted it to their particular physical and social environments.

The Learning Basket has a proven track record of effectiveness. The evaluation data indicate that the majority of parents make significant improvement in their understanding, knowledge, and ability to address learning and developmental needs in their children. Parents feel successful at providing a solid foundation for future learning. Simple, flexible, adaptive and creative...the Learning Basket continues to be a gift to the larger society.

Reflection. *"Create an event that can change people's consciousness. Facilitate a discussion that opens new possibilities for solutions. Build a team that is sustained over a long effort. These are principles and processes learned from ICA that have helped me! My relationship with ICA brings vitality and depth to my current work on a community series called 'Understanding Poverty and the Common Good' sponsored by the county Council of Churches."*
Janice Ulangca - Vestal, New York

4750 NORTH SHERIDAN ROAD

The ICA is proud to be one of the largest social service centers in the United States and the largest in the Midwest. The agencies and programs housed at 4750 are listed below. A quick glance reveals that they deal with a plethora of issues facing urban society...homelessness, refugees, job training, education, health, employment, senior citizen support, financial literacy and mental health. These agencies, some very small, some large, serve over 1,000 clients per week...a meaningful contribution to a mountain of social needs.

The building in which the agencies work is an eight-story office complex built in 1921. It doesn't take much to imagine how outdated the infrastructure is, but the building is well-built, historical, beautiful and "renewable." In 2010, the ICA began the monumental job of updating and eventually retrofitting the building to be a model of green responsibility.

Among the highlights was a matching grant of \$130,900 from Chicago's Small Business Improvement Fund (SBIF) for the repair of the building's original terra cotta façade. This was followed by news that the Illinois Clean Energy Community Foundation voted to include nonprofits in their funding model. ICA is reviewing proposals for a whole building lighting retrofit that is projected to save \$38,000 per year on electricity plus generating a ComEd rebate of \$24,103. Additional funding has been secured for safety upgrades, elevators, a new roof and a renovated energy-efficient kitchen.

These improvements will be a step forward, but the future promises a much larger initiative that will lead to making the 4750 building a dramatic example of transformation. It's a big dream, but the impact could be enormous for the tenants and the surrounding Uptown community, for Chicago and beyond.

Tenants, Programs and Conference Center Participants

Addis Learning Center
Anawaim Spiritual Center
Baby TALK Inc.
Behavioral Interventions
Believing Jesus Christ
Catholic Charities
Change Point Church - Anchorage
Chicago Department of Support and Family Services
Chicago Ghanaian SDA Church
Chicago Professional Center
Chicago Religious Leadership Network
Chicago Streets and Sanitation Department
Christian Fellowship for All Nations
Church of the Pentecost
City Of Eagles
Environmental Working Group
Eritrean Association
Eritrean Youth
Ethiopian Women Group
Ghana Fanti Benevolent Society of Chicago
Global Christian Network
Green Valley Baptist Church
Heartland Alliance Outreach Planning Corporation

Heartland Health Outreach
Heartland IT Department
HHO International Faces
HHO Mental Health and Addiction Service
HHO Uptown Clinic
I Am You - Red Dot Resale Shop
ICA Learning Basket Program
Interfaith Worker Justice
International Family Literacy
International Socialists Organization
Ivory Coast OROCI
Ivory Coast Mothers and Children
Jervante DANE
Jewish Vocational Services
Job Readiness Training
KEUC (Keystone Ecological Urban Community)
Lao Community Association
Local Initiatives Support Corporation - Centers for Working Families
Malian Association
Manpower
Mt. Zion Church
Narrow Way Ministries
Northside Community Federal Credit Union

Northside Workforce Center
NWC Job Club
ONDO State Forum of America
Organization of the Northeast
Pastor Pokoo
Peoples Church
Peoples Democratic Party of Chicago
Peoples Music School
REACH
Refugee Center for Hope
Russian Women's Group
Sarah's Circle
Second Chance Deliverance
The International Foundation for Women and Children
ToP Trainers Network
Uptown Chamber of Commerce - Business Partners
Uptown Neighborhood Safety Committee
Vietnam Veterans Against War
Winners House of Praise
Young People's Front for Democracy and Justice

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In Memoriam

The Institute of Cultural Affairs salutes the memory and dedication of the following colleagues and friends who passed away since our last Annual Report. We deeply appreciate their commitment to ICA.

Felix N. Akpe
Ummadevi Balasingam
Monu Bhattacharya
Russ Campbell
James Fenton
Hubert Fulkerson

Chuck Gilbert
Titus Jayasekara
James Jewell
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*ICA-USA would like to thank Sidley Austin, LLP for their pro-bono assistance.
We thank Sandy Conant for her creativity and writing of this Annual Report.*

The list of donors reflects contributions and pledge payments made between January 1, 2010 and December 31, 2010. Every effort was made to ensure an accurate listing these contributions.

Donations can be made online at: www.ica-usa.org



Profound Journey Dialogue

The Profound Journey Dialogue (PJD) builds on the legacy of Religious Studies-I, a foundational program of the Ecumenical Institute and ICA. It is a secular event, allowing all present to reflect individually and together on their profound journeys. Over a weekend, PJD centers on four distinct segments: the meaning of mysterious reality, transformative eventfulness, boundless resolve, and responsible care.

In 2010, the PJD hosted 107 participants in three programs, one in Minnesota and two in Arizona. The

PJD Team of 40 individuals share responsibility for the set-up, facilitation, and the creation of guide and participant manuals. During the year the team began receiving requests for programs outside the United States.

The Profound Journey Dialogue is a way for participants to become aware of their profound journeys through dialoguing about what matters most. It can become a time apart to occasion a transformative life-story that sustains and empowers the journey forward.

COMBINED STATEMENT OF ACTIVITIES

Support And Revenue

Contributions and grants	\$ 132,696
Program service fees	252,732
Rental revenue	1,287,042
Product revenue	144,679
Interest and Dividends	44,700
Other Income	521
Total support and revenue	1,862,370

Expenses

Program Services	1,520,546
<i>Supporting services</i>	
Management and general	351,679
Fundraising	173,306
Total supporting services	524,985
Total expenses	2,045,530
Change in net assets	(183,160)
Net assets, beginning of year	320,659
Net assets, end of year	\$ 137,499

NOTE: A portion of the net change in assets is due to write-offs of uncollectible prior years' receivables. In 2010, net cash provided by operational activities was \$211,184.

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