

# BUILDING RELATIONSHIPS ANNUAL REPORT 2011



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



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*“As folks come together to celebrate what they have accomplished and learned and share their concerns and hopes for the next 50 years, old connections are being renewed and new connections are being made. I am grateful that ICA continues to stretch my capacities to contribute in this amazing, changing world.”*

**Judy Lindblad**  
*Volunteer with the ICA 50th Anniversary Celebration Group*

# EXECUTIVE LETTER

## Dear Colleagues:

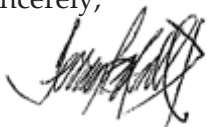
The Institute of Cultural Affairs has known for 50 years that the power to change the world lies in the ability of people to come together, build relationships, share ideas, and work to make their vision real. The 2011 Annual Report highlights its work to make communities more vibrant, more humane, more engaged, and more sustainable. This work was made possible because of the generous challenge grants of the Tina and Raymond Spencer and the Sandra and Robert True families...and the hundreds of generous colleagues and friends who responded to the match request.

Fortified and refreshed by these substantial challenges and colleague support, the Institute intentionally sought new relationships, partners and collaborators, and as a result, expanded the ICA mission and designed creative and future-oriented new programs. In this Annual Report, we are pleased to share with you how ICA seized new possibilities and built new relationships in 2011.

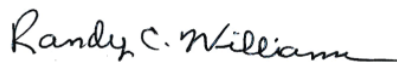
- **Service Learning** There is a mysterious physics that each generation has to relearn how to work together. The Institute's relationship to OIKOS at Oklahoma City University has proven that the students can supply the vision and energy needed for social change.
- **Accelerate 77** This exciting new program identifies eco-friendly projects in all 77 community areas of Chicago. It's goal is to expand city-wide sustainability through collaboration among individuals, nonprofits, businesses, academia, and government as a model for the nation.
- **International Initiatives** After a dynamic period of international reorganization, ICA-USA's strengthened relationships with national ICAs have underscored our shared mission and approach. The Nepal 2012 conference will be the pinnacle event for these new relationships.
- **Technology of Participation (ToP)®** Thriving in new economic circumstances takes vigorous innovation. At the heart of ToP's facilitation tools are dozens of applications to meet practically any situation an organization needs to succeed.
- **GreenRise Learning Laboratory** Our home at 4750 N. Sheridan Rd., the largest nonprofit center in the Midwest, provides an efficient, mission-enhancing workspace for its tenants. More than just offices, the facility is a sustainable center of strength for organizations to dream together, work together and grow together.
- **Learning Basket** Modern living tensions disproportionately affect the poorest in our communities. ICA's relationship with school districts and child care agencies empowers them to have access to early learning education and tools to help parents be successful teachers and caregivers.
- **50th Anniversary** Ever since Joseph Mathews became the Dean of the Ecumenical Institute in Evanston, we have all learned and taught that relationships are essential to community development. ICA is preparing to celebrate "Midway in a Century of Care" with 50 events around the world.
- **Global Archives** As Sojourners gather to work on the many Archives projects, they are also preparing for new relationships that will develop from the continual and solid national academic interest in the collections.

We are proud to have you by our side as we work around the U.S. and the world to build a more sustainable future for all of us. The Institute is here, in great measure, to keep the true meaning of collaboration and community in view. Thank you for joining in this mission.

Sincerely,



Terry D. Bergdall, PhD  
President and CEO



Randy C. Williams  
Chairman  
ICA/EI Board of Directors



Randy C. Williams



Terry D. Bergdall



# MIDWAY IN A CENTURY OF CARE —

## 50th Anniversary Celebration



## Midway in a Century of Care

The landmark celebration of 50 years of ICA's global service is moving forward. The festivities are being planned as a remembrance of the history and heritage and as a herald of things to come. Over its first half century since the arrival of

Joseph Mathews in Chicago in 1962, the ICA has changed its organizational structure, its methods and sources of funding in order to adapt to changing needs. New challenges loom large, and the celebration will focus on the visionary job of tackling them.

The 50th Celebration Committee is working to coordinate 50 dialogues, events and festivals around the world which will produce a woven tapestry of hope. The 50th Celebration logo, designed by colleague Paul Noah and seen above, is being used as part of the celebration.

This year of celebrations includes a number of key activities such as commemorations and festivities at the ToP Trainers annual conference in January 2012 and at the ICA-International (ICAI) conference in Kathmandu, Nepal in October 2012. There will also be many regional and local events.

A major event will be held on September 15, 2012 at the ICA building in Chicago. The "Sharing Approaches that Work" conference will showcase resources from the City of Chicago, the State of Illinois, the Illinois Clean Energy Community Fund, the Delta Institute, ComEd, the Center for Neighborhood Technology and others. This event will highlight sustainable projects in all 77 community areas in Chicago and will give local groups a lively forum for shar-

ing their efforts and enlisting support.

Gina Alicea of Chicago has been selected to create the artwork that will be on permanent display at the 4750 GreenRise Learning Laboratory. This piece will use materials created at the 50 events leading

up to September and will represent the mission of ICA-USA - positive social change and sustainable futures. Gina has a Master's in Textile Design and has had her work exhibited across the United States.

She is planning a bright, artful commemoration using strips of cloth in diverse colors and patterns decorated by participants in the 50 events. Each participant is being asked to write a brief phrase expressing hopes for the future. The strips are being collected and used as the basic working material for weaving a contemporary tapestry that symbolizes shared visions.

A crucial building block to the entire celebration



The Archives Team is finding and cataloguing photos such as this one of Joseph Mathews at a training session in the 1970s.

# THE 50TH ANNIVERSARY CELEBRATION

is the work being done in the archives. The Archive Project's goal is getting decades of records, recordings and photos reorganized and placed into climate-controlled areas. This will make the vast collection more accessible to others. The team has a continuing advisory relationship with Christina Wolf, Archivist for the Dulaney-Brown Library at Oklahoma City University.

In May, colleagues joined volunteer staff in tackling the following areas: town meetings, global social demonstrations (Human Development Projects), spirit methods, curriculum and audiovisual collections. This treasure trove of work is in demand, not only for internal use, but also from external organizations. There is a continual and solid amount of national academic interest in the collections. Of particular interest are the ICA's consensus-building methods and outcomes, as well as the process and results of the Bicentennial Town meetings and Human Development Projects.

In August, the Archives Team welcomed back Christina Wolf. She led tutorials and, together with the team and facilitator Bruce Williams, created a three-year plan for digitizing the archives.

Those who have worked with the ICA over the years know that it has always been an organization with a passion for celebrations. "Midway in a Century of Care" promises to be a fabulous recollection of the past, present and future. It will mark the continuing affirmation of diversity and change and a deep commitment to creativity and caring for both individuals and the world.



Archives Team members going through some of the thousands of ICA files stored at 4750 N. Sheridan Rd.



DePaul University students discuss community issues during a session of the ICA's Service Learning Program.

*"Business Partners has long had a collaborative relationship with the Institute of Cultural Affairs. Both organizations have provided their mutual support of respective programs and special projects over the years."*

**Paula Barrington**  
Executive Director  
*Business Partners-Chamber for Uptown, Chicago, Illinois*



# LEARNING THROUGH SERVICE

One of the most exciting dimensions of the ICA's expanding sphere of relationships is working with today's college students.

In July, a three-week, residential program called "Leadership in a Time of Transition" was held at 4750 N. Sheri-

dan Rd. Students from Oklahoma City University (OCU) participated in an intense social justice based curriculum, local area research, and community living. The participants lived on the eighth floor of 4750 and were part of an intentional learning community. For every one hour in the classroom, students spent two hours doing community-based work. The OCU students chose the two Chicago neighborhoods of Bronzeville and Pilsen. The students created asset maps of the neighborhood as well as talked to local neighborhood initiatives about what they were doing, and specifically how they were working toward "greening" within their communities. The students also met and presented their work and findings to students at Northwestern University, and sent their final papers to the organizations they had visited. These papers were given to the organizations as a point of accountability and as a thank-you for neighborhood organizations taking the time to meet with the students.

The collaboration with OCU's OIKOS Scholars Program continued on September 20, 2011, with a



Oklahoma City University students step out to experience the city during their residential program in Chicago during Summer 2011.

meeting of 30 students and 30 faculty members and ICA representatives. The conference focused on the role of higher education in working with students and communities to create programs and partnerships that care for Planet Earth. Three working teams looked

at curriculum, the role of service learning and marketing initiatives.

Accelerate 77 (AC 77) is a collaboration with universities and students to research innovative, effective green projects in Chicago's 77 community areas. The OCU students' work is being expanded with additional students from De Paul University, Chicago State University, Northeastern University, Loyola University Chicago and Roosevelt University. The 55 students came from a variety of disciplines including journalism, geography, and service learning. Their search for social and sustainable assets in 25 communities laid the groundwork for the expansion into the Accelerate 77 Program with its 2012 summer intern program and "Sharing Approaches that Work" Conference in September 2012.

These three programs reflect a strong commitment to tapping the energy and interest among today's university students and faculty. Their creativity and enthusiasm are key to creating momentum for the vision of a more responsible society.

*"They're managing to pull off an ambitious project that will help a lot of communities and I'm thrilled that my students and I could be a part of it."*

**Michael Edwards**

*Professor of Environmental Ethics  
DePaul University, Chicago, Illinois*

# CONNECTING THE WORLD

This past year has brought both reconnecting with the past and connections with exciting new partners. As a result of a 2010 strategy session, ICA-USA decided to open activities beyond its borders. The creation of the International Initiatives Team of Seva Gandhi and an ICA-USA associate volunteer has led to engaging 20 national ICAs and colleagues in new dialogue opportunities. ICA-USA is working on forging institution to institution partnerships across the globe, and has done so with six organizations this year. The objective is to expand collaboration on program development and methods sharing, as well as to increase peer-to-peer partnerships and resource sharing.

International Initiatives staff member Seva Gandhi made a productive trip to Kenya, Zimbabwe and Zambia and reported seeing the community empowerment potential of ICA methodology. In Harare, Zimbabwe, she took part in HIV/AIDS peer educator training with ICA colleague, Dr. Robert True, and ICA-Zimbabwe staff members Beauty Mgere and Mary Mtambo. Peer training in HIV/AIDS education has been conducted in 11 countries over the course of the past decade by international ICAs. On her trip, Seva also went to Lusaka, Zambia, where she visited sustainable



**Meshack Mutevu, International Initiatives Coordinator Seva Gandhi, Monicah Mukami, John Mwaniki and Christine Soo during Seva's stop in Kenya while visiting southern and eastern Africa.**

farming self-help groups, developed by the Organization for the Promotion of Meaningful Development through Active Participation (OPAD). In Kenya, she met with staff to discuss their current programs and possibilities for future connections, and saw their extensive HIV/AIDS work within the Mwala District.

This past year, the team has worked hard on making materials and resources more accessible both in the U.S. and around the globe. They have been

working with Louise Singleton on updating the HIV/AIDS Peer Educator Manual each year, along with other tools to be used in global community development initiatives.

Volunteer Dick Alton and Seva visited former partners and colleagues of the ICA in Washington D.C. in February 2011. Organizations that were visited included: Pact, University Research Corporation, the Centre for Development and Population Activities, International Monetary Fund, George Washington University, InterAction, Family Health International, and the Inter-American Foundation.

Dick has also been instrumental in helping ICAI prepare for the Human Development Conference 2012 in Kathmandu, Nepal, from October 29 through November 2, 2012.

*"For me this is an illustration of exactly what ICA is intended to be about: focused and active while being open and transforming."*

**Lawrence Philbrook**  
President

ICA-International, Toronto, Ontario

# THE EVER EXPANDING TOP NETWORK

In 2011, the Technology of Participation (ToP)<sup>®</sup> licensed trainers conducted 138 public and in-house courses and built its current roster of ICA Licensed ToP Trainers to 120 in the USA, continuing its growth from 2010. Fifteen new ToP trainers started the journey toward becoming Qualified ToP Trainers, each working closely with a mentor.

Twenty nine facilitators who use ToP Facilitation Methods in their work applied to be assessed for certification as a Certified ToP Facilitator (CTF). These applicants will be assessed over the next three years joining the 2011 year-end group of 37 CTFs.

Through the efforts of Sheila LeGeros, Ester Mae Cox and others, ToP continued creating and sharing its innovative ToP Virtual Facilitation Methods course. The pilot course was with FAO (the UN Food & Agriculture Organization) in Rome.

Virtual meetings are an excellent vehicle for achieving results when people are geographically scattered, and participants learn to select virtual tools appropriate to their needs as well as to design and conduct meetings that reach consensus, create plans, and exchange information.

Judy Weddle and Dennis Jennings worked with the International Union Against Tuberculosis and Lung Disease (The Union) headquartered in Paris. The Union is a 90-year-old organization whose mission is to promote lung health and reduce the devastating effects of tuberculosis in middle and low-income areas of the world. Judy and Dennis deliver management skills training to national program



ToP Trainers were recognized for their work over the previous year at the Technology of Participation's annual conference.

managers and healthcare administrators and provide ToP facilitation training to several departments of The International Management Development Program (IMDP). Each course focuses on a different aspect of managing comprehensive health programs including finance and logistics, team management, project management, budget planning, human resources, and mass media and communications.

Through the innovative application of ToP methodologies, public health program managers are better able to balance diverse roles and responsibilities and assist in building consensus between groups from public, private, and community sectors with opposing expectations and goals. A Nigerian participant said, "One challenge I face is coordinating the interests of various organizations while implementing tuberculosis control activities. The plan I developed now incorporates the objective, reflective, interpretive, and decisional approach, and outcomes have improved."

In May 2011, Linda Ximenes conducted a ToP Facilitation Methods course in Spanish with 20 Hispanic teachers in San Antonio, TX. Additional Spanish-language training will be offered to both teachers and students in 2012.

The Power of Image Shift (PoIS), a course based on original concepts from the field of imaginal education, has been updated to be used with facilitators. A PoIS Train-the-Trainer course, developed by Jane Stallman, George Packard, and K. Elise Packard, teaches ToP trainers to deliver the PoIS course to others.

*"Their participatory methods and tools allow people to share information, perspectives, and listen in a safe way; and that is the hallmark of respectful relationships."*

**Ross Wilburn, MSW**

*Equity Director for the Iowa City Community School District,  
Former Mayor, Iowa City, Iowa*



# CONTINUOUS WEAVING: THE LEARNING BASKET®

Early childhood is a fertile time for learning and ICA's internationally respected Learning Basket® supports parents in this critical phase of development. Developed in 1990 by K. Elise Packard, PhD, it has been held in 40 locations across the United States, Peru, Mexico and Haiti. The simple concepts — that parents and caretakers are a baby's first teachers, that children learn through play, that the first three years is a time of intense brain development and that anything can be a teaching or learning tool — have been put together in a variety of practical workshops that equip adults with new knowledge and skills.

A wonderful application of The Learning Basket in 2011 was its use with the Bhutanese Community Association of Illinois (BCAI). Through the RefugeeOne program, a workshop was conducted with 20 Bhutanese refugees and recent arrivals to the U.S. They applied their new skills and expressed delight in discovering fresh ways to interact with their children.

There has been major progress in expanding the scope of the program. While the Learning Basket approach has a successful 15 year history of serving very young children, parents, and their care-



**Learning Basket Consultant Walter Brown conducting a session of the Practitioner's Course at the ICA building.**

givers, recent developments in the field of early childhood education have made it clear that there is a need for programs and curricula that continue throughout early childhood with a focus on preparing children for school. These developments have led to the Learning Basket program

expansion initiative at the ICA-USA in 2011-12.

This ground-breaking expansion was driven by a need to focus the learning of our youngest children on preparing for school and the interest of school systems and daycare centers in School Readiness programming.

ICA is proud of its relationship with another child-centered program - First 5 LA. Targeted childhood interventions can yield measurable benefits in developmental indicators, educational achievement, economic well-being and health. First 5LA is a child advocacy organization that invests California tobacco tax revenues in programs for improving the lives of children in Los Angeles County. ICA and consultants Kara Coleman, Aja Howell, and Kate Mrgudic received a \$250,000 contract with the Community Opportunities Fund. The fund supports organizational capacity building and policy and advocacy efforts by groups serving the needs of children and their families.

*“The Learning Basket has been a tremendous resource to the diverse parents of Niles Township by providing them with a quality, practical program for preparing their children for school, and to help themselves improve their parenting skills.”*

**Corrie Wallace**  
Director

*Niles Township Schools' ELL Parent Center, Niles, Illinois*

# GREENRISE IN ACTION

The ICA has launched the GreenRise Uptown Learning Laboratory with its flagship building at 4750 N. Sheridan Rd. Built in 1921, the 166,000-square-foot terra cotta building in the diverse Uptown neighborhood of Chicago is a gold mine of opportunity, not only for energy savings, but also for creating a living laboratory to showcase sustainable and resilient community life.

The vision is to create a healthy, energy-efficient, mixed-use building for agencies and clients to both live and work in. In 2011, it saw significant growth and development of green initiatives.

A GreenRise Uptown Learning Laboratory meeting introduced tenants to the concept of permaculture and to simple systems for recycling, low-flow water toilets and ongoing monitoring of electricity usage. Using the principals of permaculture to create ecological designs modeled on natural ecosystems, the tenants are working together to develop a self-sustaining building that includes living walls, window farms and waste preven-

tion. A number of food production options like a kitchen greenhouse, a community garden and facilities for canning, freezing and drying are being studied.

In addition to the obvious aim of developing effective responses to environmental challenges, these efforts help create a resilient, healthy community life built on strong relationships – both to each other and to the earth.

Over the coming years, the intention is to turn 4750 into a “learning laboratory” that can be a national model for creative responses to the environmental challenges of older urban buildings. Another plan is to partner with the City of Chicago and tenant nonprofit agencies in the building to create new clean energy jobs and local employment.

The building is undergoing both renovation and innovation. A total of \$1,200,000 in funding has been solicited and committed for various parts of the sustainability plan, including the second floor roof that has been strengthened to support a rain-water catchment system and roof garden. The fifth



**Volunteers adding to the thriving greenery of the Lumumba Room at 4750 N. Sheridan Rd.**

*“Sustainable relationships may likely become the environmental science of the 21st century – relationships between individuals, relationships between people and their community, between people and their environment, between people and their vision of the future.”*

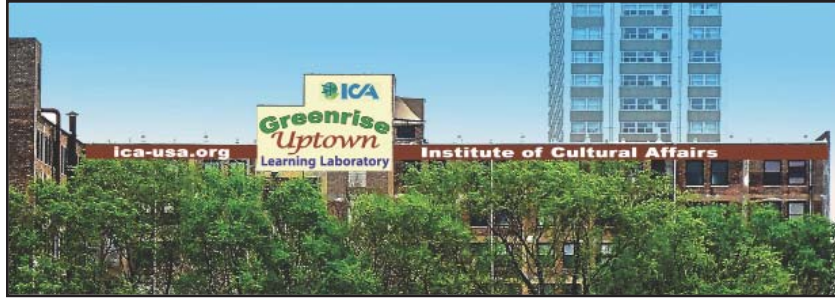
**Vito Greco**  
*Accelerate 77 Volunteer, Chicago, Illinois*



# 4750 N. SHERIDAN ROAD

floor has new low-emission windows. Energy-efficient lighting has been installed. Upgrades include restoration of the façade, elevator modernization and a re-design of the sixth floor kitchen that creates greater efficiency in both space and energy consumption.

Currently, this effort dovetails with the Chicago Climate Action Plan and its ambitious objectives



for retrofitting many older buildings in the city.

The building has continued to serve as the largest nonprofit center in the American Midwest. There is an updated Conference Center on the

eighth floor. More than 1,000 clients come through the doors each week for the health, social, spiritual and financial services provided by the building's tenants. Please review the list below.

## Tenants, Programs and Conference Center Participants

Acme Vision International Ministries  
American Association of Jews from the Former USSR  
Baby Talk  
Believing in Jesus Christ  
BI - Behavior Intervention  
Calvary United Methodist Church  
Chicago Professional Center  
Christian Fellowship for All Nations  
Chicago Center for Urban Life & Culture  
CircEsteem Inc.  
City of Chicago Dept. of Family Social Services  
City of Chicago Work Force  
City of Eagles  
Chicago Religious Leadership Network (CRLN)  
Dynamic Educational Systems Inc.  
Ethiopian Community  
Eritrean House  
Ewe Pentacostal International



Ghana Fanti Benevolent Society  
Ghanaian Cab Drivers Association  
Heartland Health Outreach  
- HHO Administration  
- HHO MHAS  
- HHO MHAS Faces  
- HHO Primary Health Clinic  
ICA Learning Basket Program  
International Foundation for Women & Children  
Lao Community Center  
Living Comfort Ministry  
Loud Grayed Produce Squad  
Narrow Way Ministry  
North Side Federal Credit Union  
Ondo State Association of America  
River of Life Deliverance Ministries  
Sarah's Circle  
Trinity Lutheran Church  
Uptown Christian School  
ToP Trainers Network  
Wheaton College  
World Mission Center

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Stuart Umpleby  
Nelson C. Walker, II  
Sister Brenda Walsh  
Rosalie and Harvey Warrick  
Terry Weygandt  
Carol and Robert Wiley  
Nina Winn

## IN MEMORIAM

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

Fredrik Buss  
Mrs. Roy T. Chapman  
Kim Epley  
Donald Moffett  
John Montgomery

Sandra True  
Moonine Walker  
Rodney Wilson  
Susan Wood

## In-Kind Gifts

Ruth and Kenneth Gilbert  
Center for Neighborhood  
Technology

The list reflects contributions and pledge payments made between January 1, 2011 and December 31, 2011. Every effort was made to ensure an accurate listing of these contributions. Donations can be made online at [www.ica-usa.org](http://www.ica-usa.org).

# COMBINED STATEMENT OF ACTIVITIES

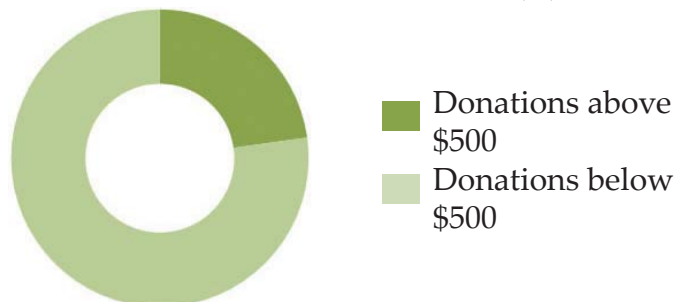
## SUPPORT AND REVENUE

Contributions and grants	\$ 507,623
Program service fees	356,943
Rental revenue	1,392,214
Product revenue	152,334
Interest and Dividends	(9,446)
Other Income	72
<b>Total support and revenue</b>	<b>2,399,740</b>

## EXPENSES

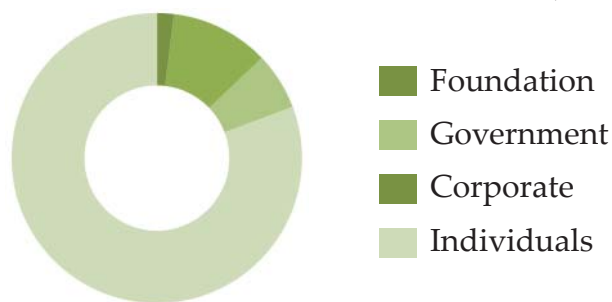
Program Services	1,987,355
Supporting services	
Management and general	337,068
Fundraising	118,779
<b>Total supporting services</b>	<b>455,847</b>
<b>Total expenses</b>	<b>2,443,202</b>
Change in net assets	(43,462)
Net assets, beginning of year	137,499
<b>Net assets, end of year</b>	<b>\$ 94,037</b>

### DONATIONS BY SIZE



**77% of ICA's donations are less than \$500**

### DONATIONS BY TYPE



**81% of ICA's donations come from individuals**

The ICA would like to thank Sidley Austin, LLP for their pro-bono assistance. We thank Sandy Conant for her creativity in the writing of this Annual Report.



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**Marge Philbrook**  
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Construction Manager

**Ekrem Denic**  
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**Edis Denic**  
Building Engineer

**Lesley Showers**  
Property Manager

**Eddie Sivac**  
Building Engineer

**Tyra Taylor**  
Assistant Property Manager

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Affairs Staff**  
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Grant Research & Development

**Plamena Panayotova**  
Development Assistant

**Karen Sims**  
Director of Resource  
Development & External Affairs

**Tom Wray**  
Communications Coordinator

**Finance**  
**Fara Taylor**  
Finance & HR Administrator

**Program Staff**  
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Service Learning Consultant

**Seva Gandhi**  
International Initiatives and  
Service Learning Coordinator

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Learning Basket Coordinator

**Anne Neal**  
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Resilient Communities and  
Accelerate 77 Coordinator

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**Kate Mrgudic**  
First 5 LA - COF Consultants

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