

# ICA INITIATIVES



Page 2

Learning Basket works with Bhutanese refugees



Page 3

Sarah's Circle helps women rebuild lives



Page 5

Archive work advances at ICA

## MESSAGE FROM THE CEO



Dear Colleagues:

ICA now has the necessary critical mass for vibrancy. The year of 2011 continues to be a great one. With the extraordinary financial matches of the Sandra True family and Raymond and Tina Spencer, we raised a total of \$180,000 in six months. The inspiring response and generosity of ICA colleagues has moved the organization from cautious reactions to preparation for new programs.

This generous and timely financial encouragement will allow ICA programming to focus on results, harness the power of impact, and change lives.

Now, more than in the recent past, ICA is turning to new ideas, programs, and partners to fuel growth, drive innovation and expand its global presence. A sense of excitement is in the air as colleagues exchange information, network and share new ideas on the upgraded website [www.ica-usa.org](http://www.ica-usa.org). The potential of empowered communications, collaboration and creativity builds an all-inclusive stage that may produce 50 events around the world for ICA's 50<sup>th</sup> Celebration in 2012.

A great piece of advice I was once given was never to think about the next step without thinking of the step beyond that. Always think toward the future. That is exactly what ICA is doing! The celebration's theme, *Midway in a Century of Care - 2012*, heralds the forward thinking of ICA. All 50 events will consist of gatherings, some large and some small, with a

Continued on Page 2

## MIDWAY IN A CENTURY OF CARE—2012

### Celebration Time!

Over the course of nearly 50 years, the Institute of Cultural Affairs has changed its name, its organizational structure, its methods

and its sources of funding in order to adapt to new challenges. As it plans to honor the past, it will also focus on the promise of the future with the theme of *Midway in a Century of Care - 2012*.

### 50 Events Around the World

The celebration will occur over a year beginning in October 2011. All of these events around the U.S. and the world will consist of gatherings, some large and some small, with a focus on group discussion about the next 50 years. The first gathering is an "Awakening the Dreamer" symposium that will be held in Binghamton, N.Y.

There are bold plans for a world prospective on the 50<sup>th</sup> celebration. The ToP Trainers annual meeting is in Sacramento, Calif., on January 6 - 8, 2012 and will feature a distinctive commemoration and festivities. The ICA International Conference is in Kathmandu, Nepal, on November 2, 2012.

ICA Chicago is anticipating hosting a day-long conference called "Sharing Approaches that Work." The June 2012 conference will showcase resources including those from: the City of Chicago, the State of Illinois, the Illinois

## 50th Anniversary Celebration



## Midway in a Century of Care

Clean Energy Community Fund, Growing Power, Faith in Place, The Delta Institute, ComEd, Center for Neighborhood Technology, Transition Chicago and others.

Under colorful tents in the parking lot, the conference will bring together sustainability groups to build a common vision for the future. The event aims to catalyze local efforts and encourage people in Chicago's 77 community areas to hold their own sustainability workshops and share fairs and to contribute to the success of the Chicago Climate Action Plan. All colleagues are welcome to attend the presentations and join the discussion. Read more about this on the website [www.ica-usa.org](http://www.ica-usa.org).

### Bright Colors – Bright Future

A special creative artful commemoration is planned. Strips of cloth of diverse colors and patterns measuring approximately 4 inches by 12 inches will be made available at each of the 50 events. Participants at these events will choose a strip and write a brief phrase expressing a hope for the future. These strips will be collected and used as basic working material for a fabric artist to weave a contemporary tapestry that symbolizes a shared vision of the future from the 50 events. This art form will then be unveiled, for permanent display, at the ICA office in Chicago to serve as a historic artifact of the 50<sup>th</sup> Anniversary Celebration.

focus on group discussions about the next 50 years.

This issue of *Initiatives* tells many stories of the new and forward-thinking ICA programs. Particularly notable are the articles on the Technology of Participation (ToP)<sup>®</sup> Virtual Facilitation Methods Course, announcement of the Greenrise Uptown Learning Laboratory, and a report on the collegiate Service Learning Program.

Currently, ICA's greatest challenge is being able to respond fast and flexibly enough to make sure it meets the needs of the Uptown neighborhood, the city of Chicago, and programming across the country. We want to ensure that ICA stays relevant and connected to the needs of this fast-paced society. I'll judge success on whether we established good communication among ICA colleagues, on the degree to which the programs we offer are used and the public profile ICA has in the Chicago and national nonprofit communities.

**Supporting the future**

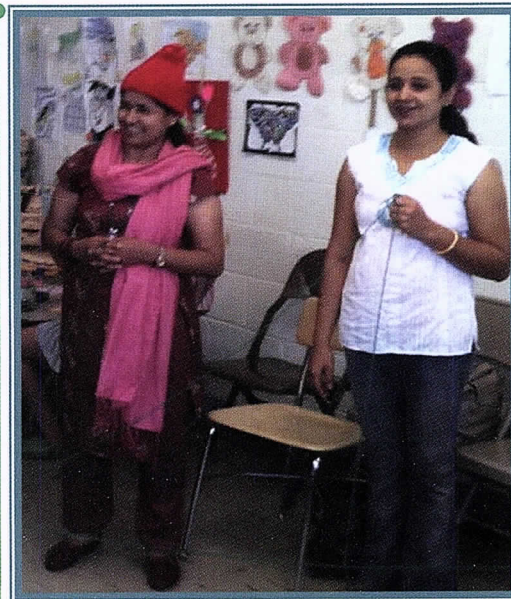
Finally, it is in the desire, aspirations and dreams of the immigrant parents who attend Learning Basket classes, the eager college students who gain leadership skills, the earnest nonprofit staff who gain facilitation know-how, that we see the true meaning of what is unique and unchanging in the character of ICA. I remember my own dream as a young ICA colleague: the desire to honor cultural values and shift communities' images of learning and leadership. I have seen the same dream in all the generations of ICA colleagues that I have worked with since the 1970s, and hopefully, fulfilling that dream will remain the leading unchanging characteristic of ICA as it transforms itself for the future.

Sincerely,



Terry D. Bergdall, PhD  
President and CEO

P.S. The initial success of this year would not have been possible without the colleagues who responded to the match opportunities. However, the fiscal year hasn't ended and the fledgling programs that have been initiated need to be nurtured, developed and supported through the end of December. Please use the enclosed envelope to mail your 2011 gift or, if you possibly can, make an additional gift. You may also go to [www.ica-usa.org](http://www.ica-usa.org) to make your gift today.



Bhutanese refugees listen during the Learning Basket sessions in Rogers Park.

**SUPPORT FOR  
BHUTANESE REFUGEES**

ICA teamed up with the Bhutanese Community Association of Illinois (BCAI) through RefugeeOne to introduce the ICA's Learning Basket<sup>®</sup> to 20 refugees and newcomers in the U.S. It was an abbreviated program and took place at the BCAI's headquarters, located in the Rogers Park neighborhood. The training consisted of six two-hour sessions. The BCAI provided an interpreter.

ICA's Learning Basket consultant Katie Kretzmann and the participants incorporated playtime after each session, allowing the attendees to test the newly acquired knowledge and skills immediately. At the end of the course, the parents and grandparents improved their skills to interact with their children. They learned how to stimulate infant and toddler cognitive skills and enjoy more quality time with them. One enthusiastic mother said, "The session taught me that even if I only have a few minutes to play with my child, I should take the time with him. I learned that with a simple piece of cloth I can teach my baby many things."

The mission of the BCAI is to promote, integrate, and strengthen the social, economic, cultural and professional values of Bhutanese immigrants and the community at large. RefugeeOne is a Chicago-based nonprofit organization, providing a full range of services to refugees from many countries. One of the largest groups RefugeeOne serves are Bhutanese of Nepali origin who have fled from ethnic cleansing.

**BOARD PROFILE: LARRY LOEPPKE**



**What first attracted you to EI/ ICA-USA?** It was the only organization that seemed to represent hope for the future from my perspective in the late 60s/early 70s. It allowed individuals to put their own life experience into a meaningful sociological context at that historical moment. It was the only group of people that seemed to be intentionally doing that.

**What social issues are you currently most passionate about?** Caring for Mother Earth with every decision we make. That can best be accomplished in the long run by making our educational system and individuals' preparation to participate in that system as society's number one priority.

**What aspects of serving on ICA-USA's board do you find most satisfying?** I find it fascinating and satisfying to be part of the re-forming of the ICA in the U.S. While the organizational form of 40 and 50 years ago no longer exists, its spirit continues... and is defining the shape of what we now see emerging.

**How would you briefly describe ICA?** It's a two-fold answer. Organizationally, the ICA is a nonprofit whose mission is to push on social pressure points that help ensure there is a human factor—that is to say, a self-conscious spiritual factor—in our development of the global village. Functionally, the ICA is a manifestation of this self-conscious spirit in the human community spread around the planet. Either way you look at it, we are best described as Those Who Care.

## WOMEN REBUILD THEIR LIVES

A tenant for seven years at 4750 N. Sheridan Road, Sarah's Circle is a nonprofit with the mission of serving women who are homeless or at risk and in need of a safe space. Sarah's Circle has provided support for thousands of women over the course of its 30-year history.

Today, the agency is guided by executive director Kathy Ragnar who has a passion for growth and stability so that women are not just safe for today – but for the future. She said, “We encourage women to empower themselves by rebuilding both emotionally and physically, realizing their unique potential as women. We are constantly striving to improve and expand as an organization in our efforts to serve a growing number of women facing homelessness.”



Women find support at Sarah's Circle

### Providing indispensable services

With a small staff of six, a dedicated core of 200 volunteers and eight interns, Sarah's Circle has substantially grown its service offerings in the last few years. Services include comprehensive physical services, permanent supportive housing, clinical services, a network of resources, and offers community to more than 900 women a year who are affected by homelessness.

Sarah's Circle endeavors to provide indispensable and comprehensive services that may not be similarly replicable outside of Chicago's Uptown neighborhood. Twenty percent of the ladies are chronically homeless; but the majority of them are episodically homeless and middle-aged with skills. Ragnar said, “They are all so inspiring. They are women with persistence and perseverance.”

Although mental illness and homelessness are typically interrelated, each lady has a unique story. They support and empathize with each other because at Sarah's Circle, homelessness is the norm, the common thread. All are welcomed and comforted.

## TECHNOLOGY OF PARTICIPATION (TOP)® IN ACTION ACROSS THE WORLD: VIRTUAL TRAINING PILOT IN ROME

Sheila LeGeros, Ester Mae Cox and Eunice Shankland had a big job on their hands this year in a project for the Food and Agriculture Organization (FAO) of the United Nations. The organization has 6,640 people working on their staff. Of those, 3,761 work in decentralized offices and 2,879 are at the headquarters in Rome, Italy. The UN's directive to decentralize all operations had dramatically increased the need to collaborate across geographic boundaries. The Technology of Participation



Ester Mae Cox and Sheila LeGeros go over notes from the ToP virtual training.

(ToP)® Virtual Facilitation Methods Course was the on-target assistance FAO needed to make the rapidly growing number of online meetings more effective.

### Challenges Met

Globalization is driving organizations to collaborate virtually and some ToP trainers wanted to be on the forefront for addressing this reality. Starting in 2009, an entrepreneurial group of ToP facilitators created a virtual team to work on the idea of virtual facilitation. As a result, ICA's new Virtual Facilitation Methods Course is rooted in the Focused Conversation and Consensus Workshop Methods. There are about two dozen ToP trainers and facilitators who meet regularly in jam sessions to enhance their virtual facilitation skills, push the boundaries of technology, and explore new virtual facilitation methods.

Using the team's trailblazing collaboration as a platform, Sheila, Ester Mae and Eunice were ready to tackle the FAO assignment. “I delighted in the invention and innovation that evolved in the FAO project. It was cutting edge. All aspects were new,” Sheila said. Ester Mae and Sheila needed to:

- Select appropriate virtual collaboration tools for FAO's situation,
- Innovate virtual facilitation methods,
- Adapt the Design Eye and the Orchestration Method to virtual,
- Develop virtual facilitation best practices,
- Use design patterns as the frame for presenting facilitation methods,

- Design the course from scratch,
- Incorporate Accelerated Learning principles for the first time in a ToP course; and,
- Use InDesign to design all the learning materials.

### Building Virtual Capacity

FAO contracted Sheila for a year-long project to train FAO employees in virtual facilitation, followed by a six-month community practice, plus coaching. They knew that there were FAO team members spread around the world and face-to-face meetings were expensive and time-consuming. Training virtual facilitators could help FAO design effective online meetings, choose appropriate facilitation methods and tools, and encourage productivity in participants. Departments and program areas had to fill out an application and be selected for the pilot project. Ultimately, 16 facilitators from different offices and four global projects in Egypt, Zimbabwe, Sri Lanka and Hungary were trained in Rome, Italy.

The agency had the foresight to set-up a community of practice to imbed the skills of virtual facilitation following the training. Sheila supported the FAO staff in the pilot for six months with regular coaching and monthly best-practices meetings. The long-term plan is to have the program become available to all FAO staff who wish to conduct effective virtual meetings.

To learn more about ToP and the Virtual Facilitation Methods Course, contact Sheila at [sheila.legeros@mac.com](mailto:sheila.legeros@mac.com).

## STUDENTS TAKE CHARGE OF THE FUTURE

On September 23-25, 2011, ICA co-sponsored, with Oklahoma City University's (OCU) OIKOS Scholars Program a "Caring for Our HOME: Educating Moral Leaders for Ecological Sustainability" conference. This is the second collaboration held on the OCU campus. The 30 students, ICA colleagues and OCU faculty attendees focused on the role of higher education in working with students and communities to create educational programs and community partnerships to care for planet Earth.



Mark Davies, Dean of the Petree College of Arts and Sciences at OCU, has always seen ICA's network of experienced change agents as a "living archive" that has valuable wisdom to share with today's students and faculty. The vision is that this shared wisdom and collaboration can inspire a new generation of leaders who not only reflect the contemporary reality of a more inter-dependent world, but are also empowered with the skills, confidence and practical knowledge to lead.

The distinguished presenters were: Dr. Mary Elizabeth Moore, Dean of Boston University School of Theology; David Orr, Paul Sears Distinguished Professor of Environmental Studies and Politics and Special Assistant to the President of Oberlin College; Daniel Wallach, Executive Director and Founder of Greensburg GreenTown; Catherine Hart, Program Director of Greensburg GreenTown; Larry Ward, Director of the Lotus Institute.

The OIKOS Scholars program is a premier liberal arts program for preparing students to engage in lives of social and ecological responsibility. All OIKOS scholars participate in service learning projects, complete courses addressing issues of peace, justice, and ecological sustainability, and are required to complete at least one approved international education experience while at Oklahoma City University.



(From left) Paul Noah, David Dunn and Rosemary Albright of the Archives team working their way through files.

## THE THRILL OF THE HUNT

Our society tends to value the present and the future above all. And yet, from time to time, we turn back, to rediscover and reconsider where we have come from. That is what the ICA Global Archives project is helping ICA do. It is an ongoing and important part of the preparation for the 50<sup>th</sup> Anniversary Celebration.

The archives ... the reports, the tapes, the documents and all the rest ... stand as witness to all that has come before, a guard against those who might reshape or rewrite the past. This all too human weakness places a special responsibility on the ICA's permanent archival team of Marge Philbrook, Rosemary Albright, Sally Fenton and college intern Emmanuel Cole.

This August, the team had the special assistance of Christina Wolf, Archivist for the Dulaney-Brown Library on the campus of Oklahoma City University. She spent a week with the core team plus key volunteers David Dunn, Beret Griffith, Frank Knutson, Bruce Williams and Paul Noah.

Christina led tutorials and left ICA with a three-year plan to create digital archives for the Institute of Cultural Affairs. There are well-defined tasks, a product to produce, techniques and methods for proceeding. There is a lot of rigor and discipline required to create an archive. Yet, the opportunity to reconstruct the past captured in the preserved documents gives life to the future research that simple file folders might not support.

Archival work can appear dull when the materials are antiseptically filed, boxed, and listed. Yet, the team is more involved in solving the mysteries and the possibilities of the records themselves. Their judgments are critical to building paths for generations of researchers, across the entire spectrum of topics, and into an unknown future.

## PROFOUND JOURNEY DIALOGUE IN TAIWAN

The first ICA Taiwan Profound Journey Dialogue was held at the International Farmer's Training Center, Tien Mou Branch, Taipei, Taiwan on May 28 -29, 2011.

Four sets of square huddle tables and a total of 21 people including all the guides and translators dotted the room. There were participants from India, Hong Kong, middle of Taiwan and Taipei City, and the U.S. The youngest was 22 and the oldest was 77 years old with equal numbers of men and women.

The latest May Chicago PJD workbook constructs were used, which had four sessions: Living in this World, Transformative Events, Manifesting Our Self-Understanding, and Living Between the No Longer and the Not Yet, which was in both English and classical Mandarin. Sessions included: Time for personal journals with a Life Timeline, identifying my Transformative Events, drawing a picture of the transformative event, song verse creation and working through a personal mission was.

Thought-provoking questions were: How would you talk about transformation? Who is my neighbor? What is my calling? What is my great work? Where have I been in the No Longer? How does it feel in between the No Longer and the Not Yet? How do I sustain myself to be my mission to do my Great Work? English and Chinese verses were created for the Responsibility Song.

The members of the ICA Taiwan PJD team are Richard and Gail West, Larry and Evelyn Philbrook, Jessie Hsiao, Joyce Mei, Chris Lin, Frieda Lin, Jorie Wu, Shawn Chung, and Jackie Chan.

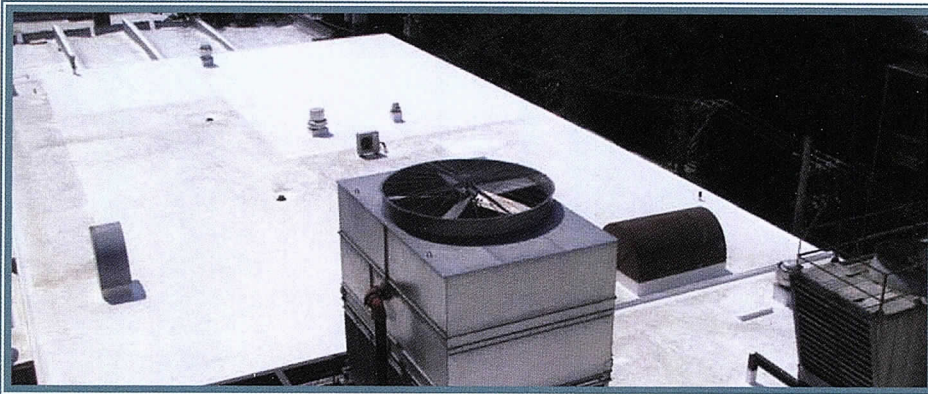
## IN MEMORIAM

### Grace and Peace

**Fredrik L. Buss**

**Donald R. Moffett**

**Rodney E. Wilson**



Before and after photos of the roof at 4750 N. Sheridan Road.

## GREENING CONTINUES AT 4750 N. SHERIDAN

The Institute of Cultural Affairs (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.

### Energy Efficiency Pursued

In ICA's 50-year history of promoting social transformation and systemic change, there has grown an understanding about how environmental degradation undermines human development work. The Institute has a strong moral commitment to pursue a bold plan to retrofit the building and make it energy independent.

The vision is to create a healthy, energy-efficient, mixed-use building for agencies and clients to both live and work in. An important secondary effect of achieving this is to demonstrate that revitalization of a neighborhood can happen without displacing people or reducing services. Additionally, during implementation, ICA will partner with the City of Chicago and tenant agencies in the building to create new clean energy jobs and local employment.

A total of \$1,200,000 in funding has been solicited and committed for various parts of this plan, including lighting, windows, facade work, safety upgrades, elevators, insulation and replacement of kitchen appliances. The ICA has committed itself to a new hot water heater, cooling system repair and a roof replacement in anticipation of putting in rainwater catchment and a living roof. Professionals have been engaged to examine the potential for geothermal, solar and wind energy.

### Sustainable Food Source

The tenant agencies are investigating the creation of a self-sustaining, ecologically-innovative building including living walls, vertical window farms and waste prevention. A team is working on how to maximize the use of plants to insulate the windows, grow edibles and clean the air. They will be designing a food production system that includes inside greenhouses, window gardens, an outdoor rooftop garden and a community garden. Also planned are lobbies on each floor with vertical gardens, a rain catchment system for the building and systems for storing excess produce through canning, freezing and drying.

## LEARN AND GROW IN CHICAGO

"Developing Leadership in a Time of a Transition" is an academically rigorous ICA Service Learning Program, created for the Oklahoma City University's (OCU) OIKOS Scholars program. The course looks at social justice concerns through the lens of peace, poverty and Planet Earth.

ICA's three-week intensive program started on July 25. The action-reflection method integrates academic study with an intense community involvement experience. Undertaken for the first time, the program is one of the two options offered as a part of ICA's innovative Service Learning curriculum. The other is a semester-long internship. The program has three integrated components: a contextual academic curriculum, civic engagement at the neighborhood level, and an intentional community life.

The participants, four students from the Oklahoma City University, stayed on the eighth floor of the 4750 N. Sheridan Rd. building and did their community research in the Bronzeville and Pilsen neighborhoods in Chicago. For every hour spent in academic study, two hours were spent in neighborhood engagement. Enjoying Chicago was a key piece of the learning experience. Although their schedule was full during the week, Friday evenings and weekends were free for exploring the city. Upon completing the course, the students received three college credit hours.

By the time they left Chicago, the students had a better grasp of global interdependence, the importance of local/micro actions in relation to global/macro challenges, and gained the ability to see and think beyond the silo imagination separating the issues of social justice, ecological sustainability and world peace. "It's been really great with the tools they've used," says Alethia Bartley, one of the four students from OCU. "It's all been wonderful." All the students are studying fields focused on the humanities and social development.



ICA staff and students from the Service Learning Program.



## ~ IRA Rollover Gifts ~



### Charitable Giving Through Individual Retirement Accounts

*Congress recently changed the rules for charitable gifts made from IRAs. If you are over age 70 1/2, the Federal government now permits you to rollover up to \$100,000 from your IRA to charity without tax.*



Martha was a retired county administrator and a volunteer for her favorite charity. Martha's retirement plan with the county had grown substantially and she had almost \$450,000 in her IRA. Since Martha had all of the income she currently needed, she decided to make a gift of \$2,000 from her IRA to her favorite charity. It was easy for Martha to make the gift and she liked the fact that she could help her favorite charity without increasing her taxes.