

# **The Institute of Cultural Affairs and Affiliate**

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## **Program Summary and Financial Report U.S.A.**

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**1986-1987**

## LETTER FROM THE PRESIDENT

The Institute of Cultural Affairs, its Board of Directors, staff and associates are pleased to present this summary of the work of the ICA in the United States for its 1986-87 Program Year. For 33 years the ICA has been *concerned with the human factor in world development*. Throughout its history the ICA has endeavored to respond to *depth human issues* and to *demonstrate structures of comprehensive care*. We are convinced that people everywhere can effectively participate in shaping the future of their families, their workplaces and their communities. In more than 30 countries the ICA works directly with agencies, communities and companies that are seeking new methods for engaging creatively in the structures of their societies and developing the full potential of their human resources.

In the United States, the ICA works through three autonomous and economically self-sufficient centers that are a part of the ICA's global network. Each center has designed and is implementing strategies to serve the people and institutions in their respective areas.

The focus in **Chicago** is working with the ECONOMIC COMMUNITY to enable a revitalization of the workplace. Teams are delivering *Participatory and Strategic Planning Methods* to local businesses, city councils, neighborhood economic groups, banks, hospitals, schools and religious organizations. A "Skunk Works" was hosted to exchange and refine our services to private and public sectors. This effort has helped to expand the number and variety of program offerings and will provide much of the material for the book, *The Technology of Participation* to be published early next year.

**New York** has accelerated the ICA's work with the INTERNATIONAL DEVELOPMENT COMMUNITY and has accepted new challenges in this important arena. Staff continue to work on expanding our *global network* of effective local development efforts and to *publish new data* resulting from the International Exposition of Rural Development. In collaboration with universities and UN agencies, *new and innovative development schemes* are being created. They experienced an expansion of our funding base for support of the ICA Human Resource Development Centers across the world. Two new Training Inc. offices were opened in Pittsburgh and Newark.

In **Los Angeles**, the primary task is working with the EDUCATION COMMUNITY. A national *Teacher's Institute* was held to update the ICA's *Imaginal Education Curriculum*. A *Residential Learning Center*, a demonstration of alternative education, has been established in Seattle for 7th, 8th and 9th grade youth. Five *Educational Think Tanks* were held across the Western States and *consulting* with faculties, school boards and other educational networks continues.

The ICA is engaged in ongoing *research, spirit renewal and the practical application of participatory methods* for all arenas of society. Toward this end a conference series, *Exploring Planetary Futures*, was held during the year in Chicago. In addition, a series of programs entitled *The Planetary Transformation Seminars* were created to provide new ways for people in all walks of life to authentically experience the power of their own creativity for the sake of a hope-filled future for all.

Please accept our deepest gratitude for your support and our invitation to continue with us on this exciting journey into the future.

Sincerely,

A handwritten signature in blue ink, appearing to read "David P. Wood, Jr.", with a stylized flourish at the end.

David P. Wood, Jr., President



# THE INSTITUTE OF CULTURAL AFFAIRS

## U.S. PROGRAM AND FINANCIAL SUMMARIES — 1982

The Institute's International Training Center, a gift of the Kemper Insurance Company in 1972, is located at 4750 North Sheridan Road, Chicago, Illinois 60640, tel: (1-312) 769-6363



Dear Colleagues,

In 1982 the Institute experienced again the world-wide issues that affect us all. In spite of development efforts, the gap between rich and poor, educated and uneducated, healthy and ill, powerful and powerless has widened in many nations. Robert McNamara says that 800 million children die every day from common, curable diseases. Communities and nations globe live in absolute poverty. Forty thousand children die every day from common, curable diseases. Communities and nations search for alternatives to a confrontational style of solving problems. Everyone looks for stories and symbols of hope which will sustain local community initiative and involvement.

In response to these needs, the Institute has embarked on a three-year effort—the International Exposition of Rural Development. Under the theme, "Sharing Approaches That Work," the IERD will discover and highlight successful local development efforts from more than fifty nations. Selected projects will be featured at a ten-day event in Delhi, India in February, 1984. Extensive follow-up programs within the participating nations will ensure that learnings are transmitted back to local communities. As the organizing sponsor, the ICA is working closely with UNICEF, United Nations Development Program, United Nations Fund for Population Activities, The Association of Indian Engineering Industry, Canara Bank (India), and Control Data Corporation. In addition, thousands of local organizations, businesses and governmental agencies are participating in the Rural Development Symposium during the first phase of the IERD.

We are grateful for the continued support of many individuals and organizations. Every contribution, whether of money, time, or materials, has been a critical factor in maintaining our ability to serve the world's needs. We expect the demands on our limited resources will grow, and we ask your participation with us in these efforts.

Sincerely,

*Daniel R. Leach*  
President



# PROGRAM SUMMARY

The "America's Challenge" campaign, a program marketing strategy involving extensive exchange of staff and intensive work in the regions, resulted in more programs globally than in any year in ICA's history. The 686 programs held in the U.S. directly involved 25,201 participants from all sectors of society. The program outgrowths have indirectly touched thousands more in public agencies, business, voluntary groups and local communities. The following are examples of the impact of these programs:

**Programs with schools** have proved that Youth Forums and LENS stimulate effective learning in the 80s. Public schools in Phoenix, St. Paul, Chicago, Racine, Houston and Cleveland have used these programs with faculty, students or both. At South Mountain High School in Phoenix, a LENS program involved students, faculty and parents. Over the next quarter, the students' grade point average increased by one full point. South Mountain was the first school in the city to reverse the downward trend in grade point averages, and the principal attributes the increase to the ICA programs.

**Research conferences** were organized to help communities pool their experiences and insights in community development. In northwestern Iowa, the ICA facilitated the Midcrest Symposium, sponsored by Southwestern Community College and the Rural Development Committee. It involved residents from eight counties and all walks of life and produced a practical document which emphasizes common directions in working cooperatively for a better future. Many communities and organizations are using this document to inform their decisions on program directions. An informal network now exists for expanding existing programs.

**Programs designed to address particular community problems** often mobilized coalitions of diverse human and economic resources. In Michigan, a series of community planning workshops catalyzed a burst of local initiative, such as the economic development associations in Bangor and Lenawee County. A quotation from the *Adrian Telegram* sums up the motivational shifts:

"A new language of hope, involvement and action is now spoken...We are changed people... We believe so strongly in what we've accomplished that we infect others with our enthusiasm. We have shed our coats of *independence* for a common blanket of *interdependence*—and we love it." —Mary Weeber

**The Vocational Journey Lab**, initiated in 1982, allowed depth reflection on self-understanding, decision-making, human relations, and creative participation in society. Pilot labs were held in 17 cities in the U.S.

"The Vocational Journey Lab is a very useful tool in today's world, to put your whole life in perspective. It helps people grasp the significance of their daily involvement in the workplace, family, community, church or organization as a meaningful part of their life's vocation. It reinforces the stance of service as the secret of fulfillment in life." —Donald P. Elliott, M.D., Denver, Colorado.

## CONTRIBUTORS

A representative list of organizations which supported ICA programs and projects during 1982

American Greetings Corporation  
Cleveland, Ohio  
AMOCO Foundation  
Chicago, Illinois  
Arthur Andersen & Co.  
Chicago, Illinois  
Asarco Foundation  
New York, New York  
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The United Methodist Church  
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The Sycamore Community  
State College, Pennsylvania  
Union Planters National Bank  
of Memphis  
Memphis, Tennessee  
Wharton Foundation  
Bellevue, Washington



# ICA BOARD OF DIRECTORS

1986-87

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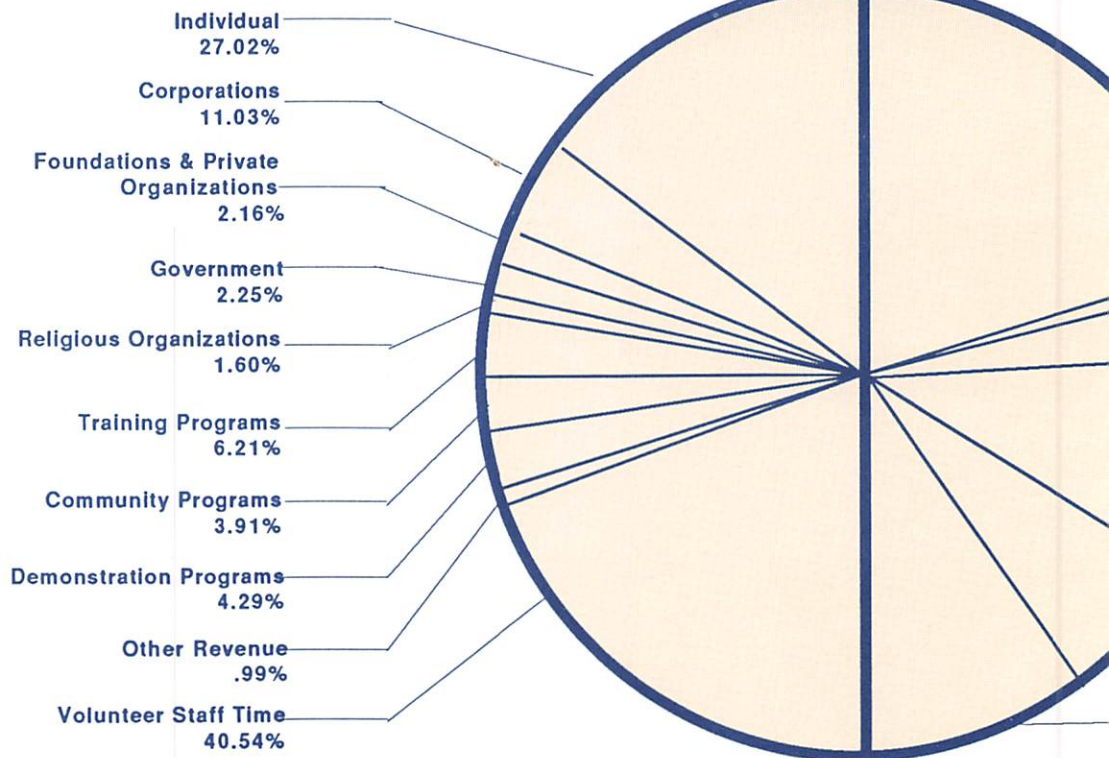
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*The Board of Directors  
meets annually in  
October and quarterly  
in Executive Committee.*

## FINANCIAL SUMMARY

For Year Ending December 1986



## INCOME

### Public Support

Contributions

Individuals ..... 999,564

Corporations ..... 408,209

Foundations & Private Organizations ..... 79,737

**Subtotal** ..... 1,629,921

### Revenue

Training Programs ..... 229,920

Community Programs ..... 144,544

Demonstration Programs ..... 158,533

Other Revenue ..... 36,687

**Subtotal** ..... 569,684

**TOTAL CASH INCOME** ..... 2,199,605

### Volunteer Staff Time

\$5/hr (739,921 hours donated) ..... 1,500,000

**TOTAL INCOME** ..... 3,699,605

## MONETARY GIFTS/ DEFERRED GIVING

Because of the diversity of program requirements, the Board of Directors to allocate resources to the n use in the work of the Institute of Cultural Affairs. F life insurance, charitable remainder trusts, revocabl The legal terminology required for the ICA to becom Institute of Cultural Affairs, of its successors, the su institution."



## THE INSTITUTE OF CULTURAL AFFAIRS

CONCERNED WITH THE HUMAN FACTOR IN WORLD DEVELOPMENT



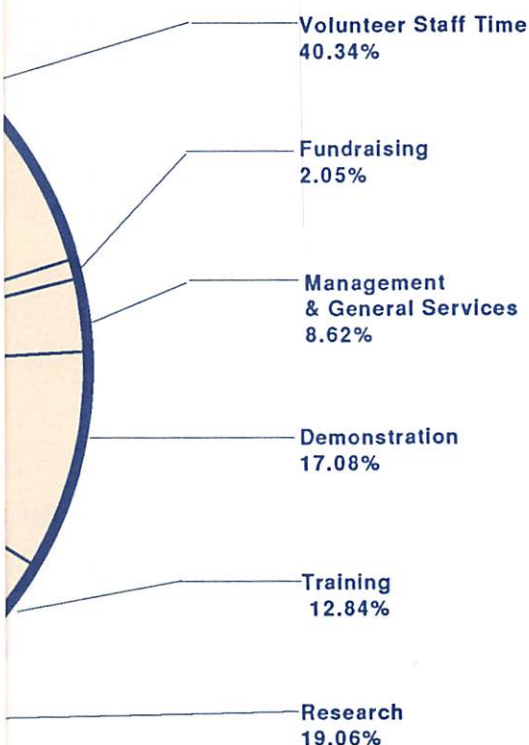
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(213) 380-0725

206 E. 4th St.  
New York, NY 10009  
(212) 475-5020

*Australia, Austria, Belgium, Brazil, Canada, Chile, Republic of China, Denmark, Egypt, France, Federal Republic of Germany, Guatemala, Hong Kong, India, Indonesia, Italy, Ivory Coast, Jamaica, Japan, Kenya, Republic of Korea, Republic of Malaysia, Mexico, The Netherlands, Nigeria, Peru, The Philippines, Portugal, Spain, Kingdom of Tonga, United Kingdom, United States of America, Venezuela, Zambia*





## EXPENSES

### Services

|               |         |
|---------------|---------|
| Research      | 708,762 |
| Training      | 477,520 |
| Demonstration | 635,275 |

..... 1,821,557

### Services

|                      |         |
|----------------------|---------|
| Management & General | 320,655 |
| Raising              | 76,345  |

..... 397,000

CASH EXPENSES ..... 2,218,557

### er Staff Time

..... 1,500,000

EXPENSES ..... 3,718,557

*A representative list of financial contributors who supported the work of the Institute of Cultural Affairs in 1986. The Institute gratefully acknowledges all grants and contributions of money, donated goods and countless hours of volunteer services.*

First National Bank of Chicago  
Chicago, IL  
Donald and Alice Loughry  
Los Altos, CA  
Sage and John Cowles, Jr.  
Minneapolis, MN  
Episcopal Church (USA), Presiding  
Bishop's Fund for World Relief  
New York City, NY  
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Protestant Foundation of Greater Chicago  
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Mendham, NJ  
Presbyterian Hunger Program  
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Philadelphia, PA  
Greyhound Corporation  
Phoenix, AZ  
Donald and Mary Warren Moffett  
Chicago, IL  
Trull Foundation  
Palacios, TX  
Benedictine Mission House  
Schuyler, NE  
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tional Action (InterAction)  
New York City, NY  
Marlon C. Bassham  
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Armstrong Chapel, UMC  
Cincinnati, OH  
International Foundation for Education and  
Self-Help  
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strictly undesignated gifts are preferred. This permits  
urgent needs. Gifts may be designated today for future  
of deferred giving used by donors to the ICA include  
ts, life estate plans, interest-free loans and bequests.  
beneficiary of a legacy is "I give and bequeath to the  
dollars for uses and purposes for said

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## STATEMENT OF PURPOSE

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**The Institute of Cultural Affairs (ICA)** is an international organization concerned with the human factor in world development. For 33 years, it has engaged in research, leadership training and the creation of programs that release potential in individuals, communities and organizations. ICA believes that utilizing human resources to the fullest extent is the foundation for lasting development. It emphasizes grassroot participation in every aspect of its work in order to release self-sufficiency, self-reliance and self-confidence.

ICA originally operated as a program division of *The Ecumenical Institute, Chicago*. It was set up as a separate entity in 1973 to work directly with local community groups, corporations, service organizations, and governmental agencies. *The Order: Ecumenical* provides the full-time staff for the activities of The Institute of Cultural Affairs and The Ecumenical Institute. Members are from many different national and religious backgrounds, and are self-supporting. They volunteer to live a life of service based on their concern for creative renewal.

Programs of ICA are supported by individuals, public and private agencies, foundations and corporations, organizations and associations and development agencies of many governments. In the United States, ICA is a State of Illinois not-for-profit corporation, exempt from income tax under section 501(c)(3) of the Internal Revenue Code. Contributions by donors qualify for the maximum charitable contribution deduction. Its financial records are audited annually by Arthur Andersen & Company.

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**In 1986-87, 100 different types of programs were facilitated. The following is a representative list of program clients:**

### **Education Partnership Projects**

Appleton, WI

### **Hydronics Energy Company**

Tucson, AZ

### **General Mills, Inc.**

West Chicago, IL

### **Corridor Partnership for Excellence in Education**

Aurora, IL

### **Pratt Institute, Center for Community and Environmental Development**

Brooklyn, NY

### **Meals for Millions**

Davis, CA

### **International Informatics Access '87**

Dallas, TX

### **International Center for**

### **Integrative Studies/The Door**

New York City, NY

### **St. Joseph Hospital, Department of Human Development**

Orange, CA

### **Skyline Urban Lab**

Oklahoma City, OK

### **Island Grove Rehabilitation Center**

Greeley, CO

### **City of Portland, Office of**

### **Neighborhood Associations**

Portland, OR

### **Phoenix Union High School District**

Phoenix, AZ

### **Seattle Housing Authority**

Seattle, WA

### **United Methodist Church—**

### **Urban Ministries**

Cincinnati, OH

### **Society for International**

### **Development,**

### **Washington Chapter**

Washington, DC

### **Sisters of St. Joseph**

Concordia, KS

### **Kentucky Commerce Cabinet**

Frankfurt, KY

### **Chase Manhattan Bank,**

### **Asset Sales Division**

New York City, NY

### **Georgetown University**

Washington, DC

### **Iowa Peace Institute**

Des Moines, IA

### **New Mexico Council of Churches**

Albuquerque, NM

### **House of Ruth**

Washington, DC

### **Mt. Prospect Park District**

Mt. Prospect, IL

### **Denver Classroom Teacher**

### **Association**

Denver, CO

### **The FOCUS Churches, Capitol Hill**

Albany, NY

### **Independence Bank of Chicago**

Chicago, IL

### **The United Way of the Mohawk-**

### **Hudson-Area, Inc.**

Troy, NY

### **Archdiocese of Indianapolis: Urban**

### **Parish Cooperative 3**

Indianapolis, IN

### **Megastrategies for Megacities/**

### **New York University Urban**

### **Research Center**

New York City, NY