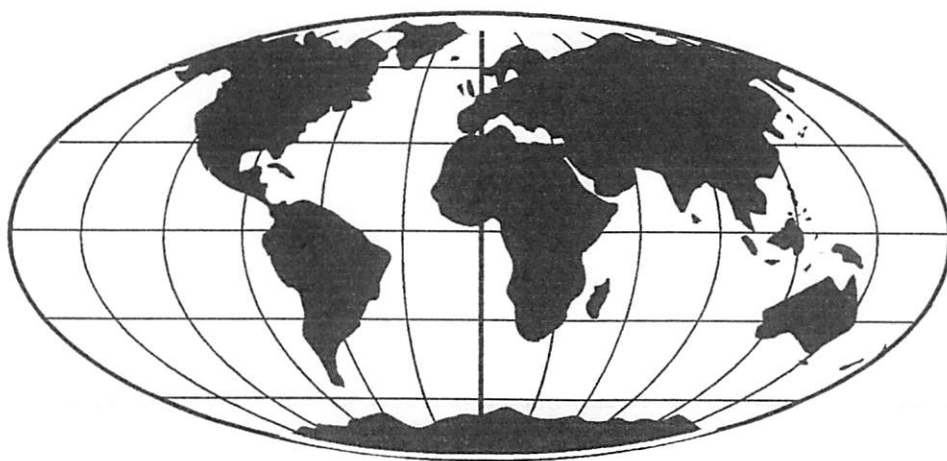


1999 ANNUAL REPORT



OPEN A WORLD
OF POSSIBILITIES



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Spring, 2000

Dear Friends,

For more than 30 years, in countless countries around the world, the **Institute of Cultural Affairs (ICA)** has helped people to take control of their own destiny. It has given them the chance to dream of new possibilities for themselves, their families and their communities. They learned how to make those dreams become realities. They learned to decide for themselves what they wanted. They learned how to engage everyone in every group they were in to know that they were in control of their destiny. Those who were once victims of their situations have become active participants in creating their own future.

This international focus to the **ICA's** work was evident this year in the third International **Technology of Participation**® Training of Trainers held in Phoenix in 1999 with 19 participants from 12 countries. The intent of this program is to assist the **ICAs** in other countries to draw on the experience of ICA USA in setting up systems of facilitation and training that will not only contribute to making a more participatory society but also decrease the dependence of those **ICAs** on external funding.

In the USA, the **ICA** has continued its work with individuals, government departments, non-profit organizations and the private sector. This year, several new training and facilitation courses were created and community revitalization continued to happen through our work with a growing number of partner organizations around the country.

In addition to this ongoing work, two other special activities took place in 1999. The staff of the three **ICA** regions began to move from location-oriented operations to becoming a closer-knit organization with national program teams by the end of 2000. At the same time, **The Millennium Connection** conference – sponsored by **ICA International** and hosted by the **ICA USA** – consumed a lot of people's energy and passion. This involved recruiting partners and participants, selecting sites for visits, and preparing the seven "streams of social change" that will make up the conference.

We look forward to this global gathering and the reorganization of ICA USA as we seek to respond more effectively to the challenges of the future.

Sincerely,



Norman P. Lindblad
President of the Board of Directors

Who is the ICA?

The mission of the Institute of Cultural Affairs
is to promote social innovation through
participation and community building.

The Institute of Cultural Affairs in the USA is a private, non-profit, 501(c)(3) tax-exempt organization whose mission is to promote social innovation through participation and community building. The **ICA** trains individuals and groups how to involve people in consensus-based decision making and team building in their organizations and neighborhoods. The **ICA** has 35 years of experience in building the capacity of individual change agents, local communities and organizations. It has a proven **Technology of Participation®** to transfer to local groups and a core staff with long and diverse experience in social innovation.

The methods developed by the **ICA** provide both the tools and the motivation to help people become more self-reliant. As a result, many people are better equipped to facilitate positive change where they live and work. They find their own solutions and the courage to implement them. This means better schools, work places, neighborhoods, and services that are designed and implemented with the participation of the people they affect.

The creation of the **Technology of Participation®** training system began in 1986 with three ICA staff. They held six sessions of the introductory course called **Group Facilitation Methods** with 50 graduates. By the end of 1999, over 15,000 change agents have been equipped with the **Technology of Participation®** methods. More than 200 faculty in the USA and 25 in other countries are now delivering courses. The **ICA** began local community development work in 1963 that spread to over 1000 human development projects in more than 30 countries around the world. This was the global context within which the participatory methods were developed and refined.

Website: <http://www.ica-usa.org>

REGIONAL OFFICES

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Council on Youth Policy

Statement of Revenues and Expenses

for the year ended 12/31/99
Unaudited

Public Support

General contributions	439,965
Government grants	40,797

Revenues

Research programs	33,148
Training programs	796,522
Development programs	435,420
Rental programs	723,557
Product sales	122,937
Return on investment	39,899
Other income	43,444

Total Revenues

2,668,829

Expenses

Salary	955,821
Travel	144,589
Program awards	38,766
Occupancy	511,153
Communications	61,720
Program food	77,933
Program materials & supplies	184,718
Printing	520,666
Professional fees	44,578
Honoraria	329,443
Interest	157,538
Miscellaneous	31,238

Total Expenses

2,588,143

Excess of Revenue over Expenses and changes in net assets **80,486**

Unrestricted net assets (deficit) at beginning of year **(6,864)**

Unrestricted net assets at end of year **121,094**

1999 Contributors

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Carl & Judi Adams	Devin & Marilyn Clark	Christine Hawkinson	Houston & May Markley	Barbara Schwartz
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We apologize for any errors or omissions.