

# 2002 Program Highlights • Institute of Cultural Affairs

## ***Healthy, prosperous communities***

- The ICA's 'Corridors of Vision' community visioning process, used successfully with Uptown residents and businesses, will continue to be used by the City of Chicago. ICA's *Participatory Design Module* (PDM), used successfully in three Greensboro, North Carolina neighborhoods, will be used to plan the redevelopment of a neighborhood shopping center.
- ICA's *Home Ownership Promotion* project in South Troy, New York led to an increase in the number of inquiries about homes, the number of people buying homes, and the number of new residents participating in neighborhood activities and leading new projects.
- *International* ICA USA helped organize and provide technical assistance for a successful pilot project for HIV/AIDS prevention and community mobilization in Ve Golokuati village in Ghana. A *Training Guide* and curriculum for village peer educators, and continued cooperation among African ICAs and international volunteers, will insure expansion of the project throughout Ghana and seven other African nations.

## ***Social justice and community harmony***

- Intensified the twelve-week *Neighborhood Academy* program in Latino communities around the US. 59 people in four communities graduated during 2002 and fourteen local faculty completed the first *Neighborhood Academy Training of Trainers* course.
- Story-based performance projects were completed in Union, South Carolina and launched in Winona, Mississippi through ICA's partnerships with Community Performance, Inc. and Colquitt, Georgia's Swamp Gravy Institute.
- *International* ICA conducted three month-long international technical assistance treks. Teams helped launch a national *Youth as Facilitative Leaders* program in Guatemala and trained local ICA staff to teach *ToP*® facilitation methods courses in South Africa and Tajikistan.

## ***Skilled and confident citizens working for social change***

- ICA staff and members of ICA's national *ToP*® Trainers Network trained over 1500 people in 110 *ToP*® courses in the US during 2002.

## ***Revitalized intergenerational relationships***

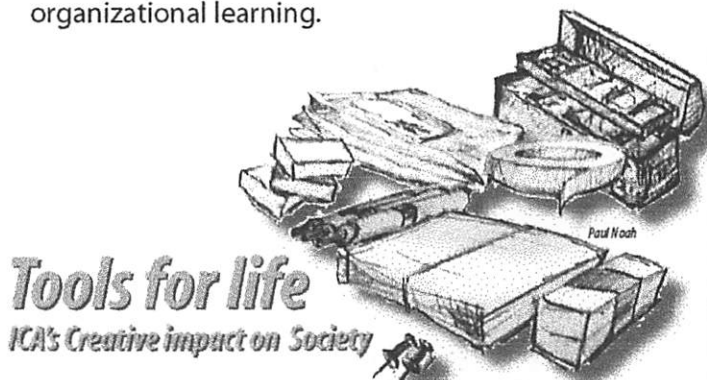
- The *Youth as Facilitative Leaders* program continues its national expansion. 200 youth in Phoenix, 100 in Baltimore, and 75 in Minneapolis have been trained in the use of ICA's *ToP*® methods for school and community projects.
- ICA staff taught four Mentoring/Coming of Age leadership training programs and led other training workshops including one at the National Women's Outdoor Leadership Conference. More people than ever participated in our summer *Apprentice Journey* program for 8–10 year olds and in the *Adult Wilderness Quest*.

## ***Constructive lifestyles***

- ICA USA's *Learning Basket* program received significant funding from both public and private sources during the year. A *Home Visitation Manual* developed in collaboration with a Chicago partner will be used internationally. New programs began in Chicago, Washington state, and Mexico.

## ***Demonstrations of nonprofit excellence***

- ICA USA substantially completed a multi-year transition from a regional to a national organization. Accomplishments this year include collaborative planning involving staff and Board members; hiring a CPA as Chief Operating Officer; updating the personnel policies and compensation system; inaugurating a formal business planning process and performance appraisal system; and publishing a biweekly, national staff newsletter.
- 12 staff members under 30 years of age—the 'next generation'—added new energy and insight to staff planning, program delivery, and organizational learning.



Dear Friends:

Program teams focused on nation-wide program development in 2002. They trained more than 1500 people in facilitation methods, equipped hundreds of youth and their adult partners with skills for cooperative action, continued long-term service in several communities, and expanded the reach of training programs for people in life transitions and their leaders.

ICA USA also sponsored capacity building work in four nations over seas. Following the successful launch of an HIV/AIDS prevention project in Ghana, projects are being replicated in seven other African nations with ICA offices.

Important organizational changes helped ICA maintain a dynamic program amidst a difficult economy. At the staff's recommendation, a decision was made to acquire a new Seattle office more suitable for our needs. The accounting firm of Clifton Gunderson LLP helped us develop a better picture of our financial position. The board authorized and subsequently filled the position of Chief Operating Officer. We continue careful work on board recruitment and development. The resulting systems have made possible more effective financial tracking, management, and governance.

I would like to highlight a promising sign for the future—the presence of twelve new full-time staff members under thirty years of age actively involved in program delivery.

Thanks to our Board members, staff, and generous friends, the ICA continues to be a positive force in our chaotic world.

Donald Elliott, President, Board of Directors  
Institute of Cultural Affairs



## 2002 Revenues and Support & Expenses

### Revenues and Support

Contributions	\$614,453
Program service fees	\$1,253,071
Rental revenue	\$1,012,793
Product revenue	\$131,055
Return on investments	\$9,501
Other income	\$3,400

**Total revenues and support** **\$3,024,273**

### Expenses

#### Program services

Culture of Participation	\$669,594
Community & Youth Leadership	\$361,060
Transformative Learning	\$271,227
Community Revitalization	\$1,284,160

**Total program services** **\$2,586,041**

#### Supporting services

Management and general	\$448,089
Fundraising	\$39,036

**Total supporting services** **\$487,152**

**Total expenses** **\$3,073,193**

**Change in Net Assets** **(\$48,920)**

**Net Assets, Beginning of Year** **\$632,853**

**Net Assets, End of Year** **\$583,933**

## Corporate Donors

Arizona Community Foundation  
Association Partners  
B & K Realty  
Bank One Foundation  
Best Buy Children's Foundation  
Charities Funds Transfer  
City of Chicago-CDBG (Housing)  
Clothes Helping Kids, Inc.  
Horace Caba Foundation  
Howard and Bush Foundations  
Illinois Arts Council  
Kanbay Incorporated  
Microsoft Matching Gifts Program  
Ruth Jinks Foundation, Inc.  
Sisters of Charity of the Blessed  
Virgin Mary  
St. Joseph Foundation  
State of Illinois/Family Literacy  
Grant-SOS  
Troy Savings Bank Charitable  
Foundation  
United Way of California  
United Way of King County

## Individual Donors

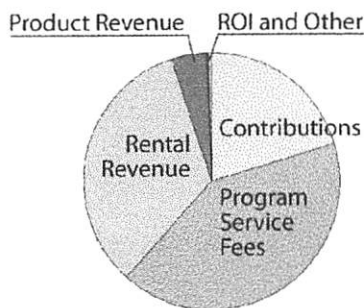
Richard and Margaret Abbott  
Dorothy and John Adair  
Emily Adkins  
Dane and Glenda Adkinson  
Sheila and Robert Adsit  
Margaret Aiseayew  
Barbara Aldering  
Helen Allegrone  
Edward and Janice Ames  
Joan Anderson  
Karla Anderson  
Anonymous  
Jay and Carolyn Antenen  
Jay and Ann Antenen  
James and Joan Armour  
Joan Arnold  
Robert Ashcraft  
Amanda Ayling  
Joe and Audrey Ayres  
Peter and Lioness Ayres  
Richard and Alice Bakemeier  
Mary Baker  
May Banninger  
Evelyn Barber  
Vera Barber  
Jean Barr  
John and Alice Barstow  
Hilde and Anthony Betonte  
Elizabeth Blake  
Walter and Pamela Blood  
Catherine Boman  
Wanda Brinton  
Morris and Gertrude Bruene  
Robert Burgess  
Karen and Scott Bush  
Edith Byers

Betty Ann Carter  
Sheryl Nordin Caruso  
Ralph and Anne Castro  
Cindy Cearley and  
Doug McArthur  
Jack Chapman  
Roy and Keith Chapman  
Devin and Marilyn Clark  
Mack and Sara Clayton  
Mary and Bayard Coggeshall  
Bill and Sally Cole  
Kathryn Cole  
Susan Cottor  
Robert Cowser  
Donald Cramer  
Johnathan Cranford  
Lucy Creighton  
E Lee Cruz  
Anne Cunningham  
Louise and Hope Curfman  
Penelope and Charles Curry  
Rosemarie Daley  
John and Susan Davis  
Nina Davis  
Martha Dempster  
Jan Denney  
William and Judith Dent  
RH and Idalice Dickinson  
Edwin and Susan Dillinger  
Judith and James Dixon  
T. Mark and Jenelle Dove  
Kathleen Duffy  
Burna and David Dunn  
Holly Dunning and Steven Kim  
Arthur and Martha Durfee  
Elizabeth Easley

Donald Elliott  
Marion and Fred Emerson  
Katherine Emery  
Scott Enebo  
Paul and Rhoda Ertel  
J M Parley  
Len and Joyce Farr  
Richard Farrar  
Robert and Barbara Farritor  
Kristin Faust and David Hunt  
Dwala Ferrell  
Sister Gertrude Foley  
Robert Ford  
Janet Foster  
Dianne Francis  
Marshall and Betty Freedman  
Reva Freedman  
Tamyra Freeman  
Sigrid Freese  
Elaine Friedrich  
Richard and Winifred Funk  
Martha Garcia  
Lionel Garrett  
John and Anita Gibson  
Amara Gilbert  
Ken and Ruth Gilbert  
Patricia Gilmore  
Stephen Goodman  
Sven and Victoria Govaars  
Dianne Greenwald  
Robert and Muriel C Griffin  
Beret and Ronald Griffith  
William and Nancy Grow  
Roger and Gayle Guissinger  
Carl and Pam Haeffling

George Randall and Colleen  
Haithcock  
Milan and Linda Hamilton  
Stuart and Mary Hampton  
Thomas Hannan  
Kay Hansma  
Mirja and Samuel Hanson  
Olga Jane Hard  
Sandra Harvey  
James and Arlene Hathaway  
Christine Hawkinson  
Robert and Barbara Hawley  
Michael and Patricia Hayes  
Editha Hedberg, estate of  
Tim Hedger  
Karl and Betty Hess  
Sheldon and Betty Hill  
Deva Hirsch  
Leonard and Phyllis Hockley  
Paul and Mary Holleman  
Phil and Jean Holmes  
Cheryl Hood  
Todd Hornback  
Edward and Stephanie Howard  
Ellen and Richard Howie  
Gary Howlett  
Darril Hudson  
Orthos and Lois Huseby  
FR Isenhardt  
Lela Jahn and Don Bayer  
Paul and Anne James  
Dennis Jennings  
Joseph and Patricia Jensen  
Dorothea and James A Jewell  
G. Clyde and Joy Jinks  
William Jochumsen

Thanks to artist and ICA colleague  
Paul Noah for the toolbox drawings  
used in this year's report.



**Year 2002 Revenues and Support Summary**



**Year 2002 Expenses Summary**

## 2002 Board of Directors

### Executive Committee

**Norman Lindblad,**  
President

Cincinnati, Ohio

**Sheryl Nordin-Carus,**  
(1948-2003)

Vice President

Columbus, Ohio

**T. Mark Dove, Secretary**  
Dublin, Ohio

**Lela Jahn, Treasurer**  
San Francisco, California

**Robert E. Morgan,**  
Assistant Treasurer  
Sarasota, Florida

### Members

**Emily Adkins**  
Atlanta, Georgia

**Don P. Elliott**  
Denver, Colorado

**Dwala Ferrell**  
Richmond, Virginia

**Ken Gilbert,**  
Champaign, Illinois

**Wallace Goode, Jr.**  
Chicago, Illinois

**Cecil Gray**  
Gettysburg, Pennsylvania

**Todd Hornback**  
Scottsdale, Arizona

**Lynette Jones**  
Phoenix, Arizona

**Sarah Miller**  
New Haven, Connecticut

**Jane L. Stallman**  
Oakland, California

**Maxine M. Washington**  
Chicago, Illinois

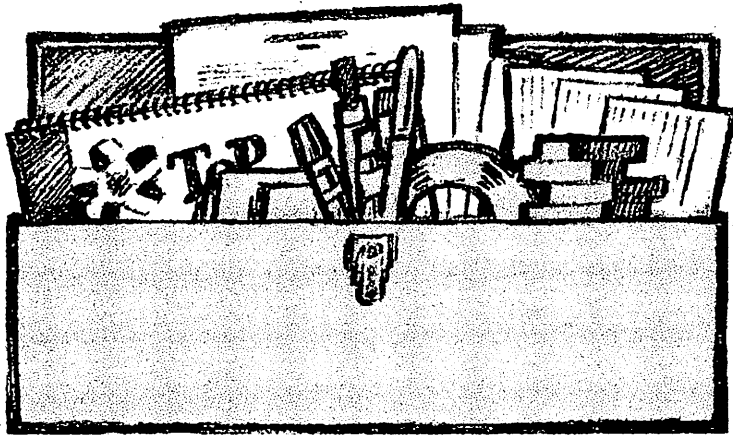
Clark and April M Johnson  
Peggy Johnson  
Cynthia Kahn  
Michael and Julie A Kaplan  
Tim and Martha Karpoff  
Roy and Josephine Kauer  
Larissa Keet  
Suzanne Kerbow  
Bernie Kern  
David and Christine Kerr  
Lorelee Kerr  
Virginia and Gerhard Kirsch  
Ruth Kloepfer  
Heidi and Ron Kolbe  
Margaret and Kit Krauss  
Gail and David Kurtz  
Lee and Elizabeth LaBrash  
Sandra Laham  
William Lane  
Bruce and Nancy Lanphear  
Fred and Nancy Lanphear  
John and Mary Latham  
Sue Laxdal  
Stephen and Georgette Lesnak  
Renee Levi  
Walter and Lois Liggett  
Judy and Norman Lindblad  
E W Littlefield  
Glen Lloyd  
Don and Alice Loughery  
Anne and Donald Loy  
Howard and Marcia Lyon  
Richard MacKay  
Robert and Rebecca Maganuco  
Angelo Magistro  
Laura Mahr

James and Eunice Mathews  
Kathy and Randall Matthews  
Linda Brock and Brian May  
Robert and Priscilla Maynard  
Georgianna McBurney  
Jason and Amy McDonald  
E Bowman and Barbara McLean  
Elizabeth McNamee  
Emma Melton  
Pat and W Glenn Miller  
Richard and Barbara Miller  
Jenny Mish and Lucy Logan  
Leonora Montgomery  
Frances Moore  
Marshall Moore  
Mike and Callie Morizono  
Randy and Evelyn Morris  
Frances Morrison  
Melinda Morrison  
Richard Morrow  
Maria Munoz  
Sara and Sid Munshin  
Bill and Helen Newkirk  
Judie Ney  
Anne-Marie Night  
Barbara Nordlund  
Maxine Norton  
Theresa Norton  
Marie Louise and Robert O'Connell  
Amara Oden  
Lynn Ellis Oden  
Bonnie Orkow  
David and Elinor L Ottey  
Sean and Linda Ottey  
Kenneth Otto

John Oyler  
George and Keith Packard  
Truman Packard  
Julianna Padgett  
Monte and Patricia Pascoe  
Bruce and Patricia Allen Paton  
Vivian and Shane Paul  
Tony and Lenore Pavlik  
Betty Pešek  
B J Peters  
Carolyn Phanstiel  
Marjorie Philbrook  
Norma Philipps  
Carol Pierce  
Ike and Charlene Powell  
William and Mary Anne K Powell  
R and Julia Pacht  
Karen and Richard Prince  
Joyce Quimby  
Harry Ragland  
William and Annie J Ragsdale  
Ruth Reames  
David and Ellen Rebstock  
Robert Reich  
Harold and Nancy Brown Rex  
Edryce Reynolds  
Phoebe Reynolds  
Jack and Katherine Riley  
Kevin Riley  
Gladys Roberts  
Mildred Robinson  
Stephen and Cornelia Robinson  
Angelica Rodriguez  
Winus Roeten  
Harlan Root  
Dorcas and Ken Rose

Elisabeth Zinck Rothenberger  
John Mosby Russell  
Bob and Barbara Sample  
Morgaine Sattva  
Edward and Harriet Schultz  
Marjorie Seawell  
Douglas and Molly A Shaw  
Michael and Lauri Shaw  
Elina Shirah  
Carolyn Silver  
Linda Simpson  
Don and Kathy Sinclair  
Louise and John Singleton  
Jim and Oliveann Slotta  
Thomas and Barbara Smeltzer  
Kathryn Smith  
Shirley Snelling  
Karon and Keith Sondgeroth  
Jane Spalding  
Tracey Spercher  
Jane Stallman  
Ronald Stavoe  
Joel Sterrett  
Theodore Gene and Elizabeth Ann Stowers  
Wendy Stretten  
E. Lee and Martha Lee Sugg  
Andy and Kate M Sullivan-Sjostrom  
Sara and Donald Swartz  
Lee Swerding  
Charlotte Swett Walters  
David and LaVern Talmage  
Ronald Tataschiere  
Margaret Taylor  
Henrietta Thomas

Elmer and Lu Jean Todd  
Ernesto Tolentino  
Trish Torruella  
Nancy Trask  
Jerome and Norine Trewyn  
James and Karen Troxel  
Charles and Carolyn Turner  
Jennifer Turner  
Abe and Janice Ulangca  
Kienda Tae (Sharon) Valbracht  
Linda Vogelsong-Wayne  
Darrell and Moonine Walker  
Peter Wallis  
Elizabeth Walls  
Kate Ward  
John Webster  
Gretchen Wegner  
Susan and Tim Wegner  
Catherine and Mark Welch  
Suzanne West  
James and Judy Wiegel  
Hugh Wilkins  
Anne Wilshin  
Kenneth and Peggy Wiltse  
Sara and John Winter  
Richard and Joan Wohlgenant  
Marvyn Womack  
Lester and Marianne Woodward  
Norman and Carole Workman  
Terrence Wright  
Joan Yaffe  
George and Ruthe Yost  
Donna and Dallas Ziegenhorn  
R. E. and Diane Zufall



# *Tools for life*

*ICA's Creative Impact on Society*

**Annual Report 2002**



4220 N 25th Street, Suite 4  
Phoenix, AZ 85016-5654