



**ICA** *The Institute  
of Cultural  
Affairs in the U.S.A.*


[www.ICA-USA.org](http://www.ICA-USA.org)

**2012 - 2013**

**ANNUAL  
REPORT**



50th Anniversary Celebration

 The Institute of Cultural Affairs

1962



2012



# STAFF MESSAGE: CELEBRATING 50 YEARS OF ICA HISTORY

Dear Colleagues,

2012 and 2013 were prolific and groundbreaking years for the Institute of Cultural Affairs (ICA). ICA celebrated 50 years of fostering transformative change in individuals, communities, and organizations by both collectively reflecting on our past and turning our gaze to all the possibilities that lay ahead 50 years into the future.

To celebrate this pivotal milestone in the history of the ICA, colleagues from around the world hosted fifty events to stand present to the current moment, reflect on the learning of the past, and envision what the future could be.

In Chicago, ICA staff began organizing phase I of the accelerate77 project. The project engaged over 250 college students in asset-mapping the entire city, and uncovering over 900 environmentally, culturally, and socially sustainability initiatives throughout the city. The summer of 2012 saw an intergenerational learning community formed comprised of colleagues from around the nation and 40 interns working full time to host the official 50th celebration, a 'Sharing Approaches that Work' conference in Chicago. The conference was a great link between the past and future and stood as a pivotal moment as ICA charged into a new generation.

It was clear to those in attendance that the conference and the work leading up to it that the real work of the next decade had just begun; there was an excitement that something important and new was beginning, a feeling that many of us who have experienced the transformational power of ICA methods and work have come to know and appreciate throughout the years.

The return to our roots in community work through programming focused on the work of accelerate 77, leadership development and student engagement, the rebranding and reimagining of the 'Kemper' building to the 'ICA GreenRise' and the reconnection to international initiatives began to change the course of ICA's history, and lay the groundwork for an incredibly successful future.

2013 financial hardships—furlough? Committed staff? Melding of CD work OD work with capacity building

We are grateful for the support of our donors, sponsors, volunteers and partners. We would not be here today without the incredible spirit of all who have joined the ICA journey and we look forward to continuing to work together to promote a more just and equitable society in harmony with the Planet Earth.





## 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.

Barbara Alerding  
William Alerding  
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## ACCELERATE 77

takes a holistic approach to sustainability, focusing on the power of local community assets and actions to address environmental, economic, and social justice needs in local Chicago communities. The program aims to identify connect and engage local organizations in a bottom-up fashion driven by practical action, expanded imagination, and greater organizational capacities among local groups.

### PHASE I: IDENTIFY current sustainability initiatives in all of Chicago's 77 community areas

ICA trained **225 university students** from Chicago-based institutions and **40** summer interns from across the nation in asset-mapping and other community research methods. Students canvassed all 77 community areas of Chicago and mapped nearly **900 local sustainability initiatives** taking place across Chicago, helped

develop the Accelerate 77 website and designed the "Sharing Approaches that Work" conference. Students engaged in these intergenerational service learning opportunities were introduced to community organizing, participatory and asset-based community development methods, and had hands-on opportunities to enhance



### PHASE II: CONNECT them with one another to inspire new ideas, practices, self- consciousness and motivation through peer interchange

The 'Sharing Approaches That Work' Conference featured over **150 grassroots organizations** representing 62 of Chicago's 77 communities, a first step towards creating a collective voice for sustainability in Chicago. **Twenty-four 'connection seminars'** allowed attendees of the conference to easily chat with resource providers and learn about their programming efforts throughout the city.

Alderdwoman Deborah Graham welcomed over 400 attendees to the event and introduced Chicago's Chief Sustainability Officer and event keynote speaker, Karen Weigert. Attendees made great connections throughout the day and weren't ready to stop chatting by the time the event was over!





# PHASE III: COLLABORATE with organizations and communities in systematic learning, planning, and collective action

Thanks in part to the support of the Boeing Company, Accelerate 77 is building on the energy of Phases I and II to expand community-based sustainability efforts throughout Chicago. Continuing the momentum of the Share Fair, four **Regional Sustainability Vision Workshops** were held in the north, west, southwest and south sides of Chicago. These meetings sparked the following initiatives.

ICA worked closely with 29th Ward Alderman Deborah Graham and Austin community residents to create an Austin Community Sustainability Roadmap. Austin residents envisioned the sustainable Austin of 2015, identified community assets, and prioritized actions for 2014. Lessons learned from this pilot will inform future Sustainability Roadmaps with other communities.



SOUTH GATHERING



139 PARTICIPANTS



Formed in October 2013, the Chicago Sustainability Leaders Network connects leaders across Chicago to share resources and knowledge across Chicago to strengthen their collective impact. The regional meetings and the subsequent CSLN launch meetings drew in 139 people representing 94 organizations. CSLN members aim to co-create an inclusive network that works strategically within the city, connect network resources and needs, and expand sustainability practices within existing initiatives and more broadly in communities.



BUILDING COMMUNITY ENERGY STRATEGIES



The October 2013 Forum: The Future of Chicago's Energy - Building Community Energy Strategies aimed to create an "in-between space," bridging dialogue between grassroots community based organizations, resource providers, and policy makers. **Keynote listener, Jamie Ponce** of the City of Chicago and C40 initiative, summarized the day and highlighted challenges he saw, which related not only with energy and technology, but also to being adaptive and using cultural approaches.



Picture from prezi?

Accelerate 77 won \$3,500 towards revamping the AC77 website from the Delta Institute's 'Emerging Leaders' Boost Grant. The website improvements will make the map of initiatives more accessible as a community resource.





## ICA ACROSS THE GLOBE

The ICA has been working with local communities and community-based organizations all over the world since the 1970s. Today, [ICA International](#) has nearly 35 member organizations all over the world.

The ICA's international experiences have been instrumental in developing and refining the ICA's approaches to participatory community development. In 2012 and 2013, the ICA strengthened relationships and support ICA partners in India, [Kenya](#), [Nepal](#), Rwanda, [Uganda](#), [Zambia](#), [Zimbabwe](#). In 2012 ICA-USA staff member Seva Gandhi was elected on the board of ICA International, and named the Vice President of Communications.

Colleagues from across the world also came together to create a new publication, titles Winds & Waves, and have featured...



Over 350 people gathered from Nepal and around 30 countries around the world for the [8th Global Conference on Human Development](#), and the preceding Youth Conference and pre-conference training courses. The program was convened by [ICA Nepal](#) on behalf of [ICA International](#), following the pattern of ICAI global conferences every four years since 1984. There were six concurrent conference themes focusing around Growing a New Sense of Leadership, Education, Environment, Peace-Building, Community Development and Resource Mobilization. Each stream developed its own learning community for the best part of three days, including site visits, between the opening & closing plenary sessions. There was also an element of virtual participation before and during the conference, and many of the conference streams/themes continued on as virtual learning communities.

Following the conference around 45 people from around 15 countries gathered at Nagarkot, a village resort on the edge of the Kathmandu valley famed for its stupendous mountain views, for a two-day deliberative gathering on ICA and its mission worldwide. We reflected on the conference, shared country reports and met as regions, and raised and addressed around 25 topics in Open Space. These included ToP global expansion, community development, IAF, 'meet the new Board', how to support each other and struggling ICAs, ICAI communications, and many others.



[ICA Zimbabwe](#) Executive Director, Gerald Gomani, visited the ICA-USA staff to report on the great progress ICA Zimbabwe has been making to increase community empowerment and fight HIV/AIDS in his country. Gerald made his presentation in front of interns, Zimbabwean guests, community members and staff which then opened up to a collective conversation.



## YOUTH ENGAGEMENT



During 2013, ICA engaged 63 students from INSEEC Grande Ecole in Paris, France in sustainable community development and entrepreneurship. In March, 40 undergraduate students participated in three weeks of training and community immersion. In November, 23 graduate students were part of a ten-week program on entrepreneurship.

## Empowering Families through the Learning Basket

In 2012 the Learning Basket staff met with ICA-Guatemala colleagues to learn about Readiness Basket development in Guatemala. A new curriculum was developed to expand the Learning Basket to 3-5 year olds, and, thanks to grants from the Seabury Foundation and the Thorek Foundation, in 2013 the ICA successfully piloted the new curriculum in two Chicago sites: RefugeeOne and DayStar Elementary School.



OCU Conference



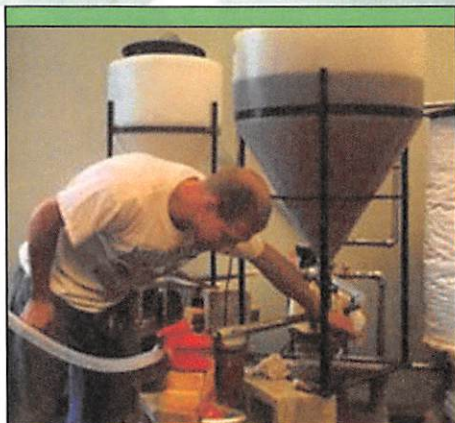
## GREENRISE UPTOWN LEARNING LABORATORY

As the largest non profit service center in the Midwest, ICA GreenRise currently houses over 20 direct service non-profit tenants, an intentional community with about 30 residents, a newly renovated conference center, overnight retreat accommodations. In 2012 and 2013 ICA GreenRise welcomed several new tenants into the building, including Loud Grade Produce Squad (LGPS).

List tenants here

### Tenant Profile: Loud Grade Produce Squad

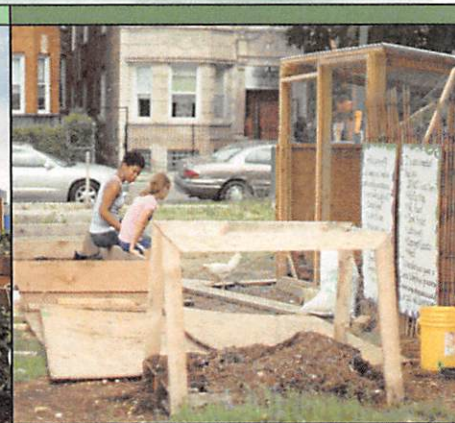
LGPS empowers youth and communities through agriculture, sustainable development, education and cultural exchange. They produce biodiesel at their GreenRise site, and help set up urban gardens throughout the city. Their programming develops out of community needs and assets, ranging from Breakdancing Battles on the Weiss Memorial Hospital rooftop to pottery classes using locally sourced clay in North Lawndale. Through their work at the ICA GreenRise, LGPS has the opportunity to build new collaborations with other building tenants, resulting in the community garden plots for refugee participants of Heartland Health Outreach.



There are 1,500 gallons of biodiesel produced each month, using cooking oil donated by several restaurants. The glycerin produced as a by-product is then turned into soap.



Community garden plots for recently settled refugees were created on the Weiss Memorial Hospital rooftop garden through a partnership with longtime ICA GreenRise tenant Heartland Health Outreach.



Children learn new skills at Bay Bay's Peace Garden in the North Lawndale community. The garden serves as a community resource as well as a source of food and revenue to benefit the community.



# REINVENTING OUR SPACE: this year, ICA GreenRise...

- Welcomed over 1200 visitors during Chicago Architectural Foundation's two-day *Open House Chicago* tours in 2012 and 2013.



- Was officially granted **landmark status** by the City of Chicago in 2013, protecting the building's facade from substantial alteration.



- Accepted an invitation from Chicago Mayor Rahm Emanuel to join **Retrofit Chicago Commercial Buildings Initiative**, committing to cut energy use by at least 20% in the next five years. GreenRise is the first non-profit and only building outside of the Chicago Loop to participate in this initiative.



- Won a **Ford Community Green Grant** of \$5,000 to assist rooftop farm implementation on top of second floor roof, with implementation to be completed by Summer 2014.

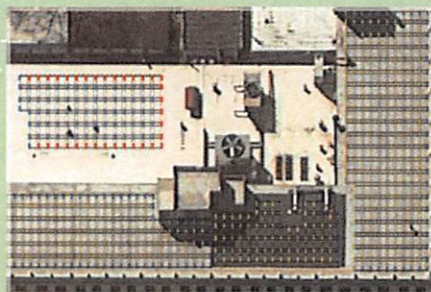
- Fully renovated the community kitchen using natural or recycled content free of Volatile Organic Compounds (VOCs), Energy Star appliances and lighting, and an organic greenhouse built by GreenRise tenant, **Loud Grade Produce Squad**. All building materials were sourced within 300 miles of the GreenRise.



BIOSHIFT DIAGRAM

- Began the research phase to build a **bioshaft system** as a waste water solution. Tied to the bathrooms, the bioshaft would support deep-rooted plants, provide a habitat for pollinators and migrating birds and reduce pressure on the sewage system. Major progress in conceptualizing the bioshaft has been made in partnership with landscape architect **Domenico D'Alessandro**, Professor **Liam Heneghan** from **DePaul University** and the **University of Illinois at Chicago College of Urban Planning and Public Affairs**.

- Received generous financial support for the installation of a 150 kilowatt photovoltaic solar panel array on the rooftops, including a \$359,000 grant from the **Illinois Clean Energy Community Foundation** and social investments from six families, ranging from \$10,000 to \$50,000.



SOALR ROOFTOP ARRAY



# TECHNOLOGY OF PARTICIPATION

*more present we are as individuals and as organizations, the more choices we create. As awareness rises, we can engage with more possibilities.*" —Margaret Wheatley & Myron Kellner-Rogers

## ToP Training and Facilitation

Since 1991, the Technology of Participation (ToP)© Trainers Network has widely promoted ToP methods. In 2012 and 2013 the ToP Network elected a new board, adopted a new structure and developed a ToP Network Strategic Plan focused on creating relevant learning for communities of practice, expanding member services, proclaiming ToP impact and credibility, and developing vibrant financial models.

### Highlights:

- A new promotional ToP video was developed in collaboration with Youth Empowerment Studies (YES) with footage of students involved in ToP training.
- A growing number of Certified ToP Facilitators—the ToP Network graduated “X” new Qualified ToP Trainers.
- Virtual facilitation practices were introduced with Virtual Facilitation Bootcamp and weekly Jams to showcase and pilot advances globally and virtual facilitation of the 2012 Human Development Conference in Nepal.
- An enhanced online presence through <http://www.top-network.org/>, which enables members to communicate and share ongoing facilitation best practices.
- ToP curriculum development piloted new courses and modules (e.g., Approaches to Environmental Scanning, Inspiring Group Creativity: Facilitation for Innovation, and an Accelerated Action Planning Module), expanded offerings of half-day and one-day Focused Conversation Modules, and redeveloped the Power of Image Shift Course.
- **National engagement** - ToP trainers collaborated across institutions to strengthen their impact:
  - ToP facilitators and trainers are collaborating with **environmental and sustainability programs in California**, partnering with Alameda County and nonprofits including California Fuel Cell Partnership, Rare, Sierra Institute for Community and Environment, California State Parks Foundation and Truckee Donner Land Trust.
  - Public health professionals learning to use ToP methods and ToP Facilitators who serve public health clients have created a Public Health in ToP (PHiT) committee. PHiT aims to build better tools for use in carrying out public health functions at the national, state and local levels.





# Archiving the Past to Inform the Future

*"I have come to see that nothing of what happened to me or to anyone, has value unless it is a preparation for what I ahead. We face the future fortified with lessons we have learned from the past." — Kenneth Kaunda*

ICA's Global Archives Project is providing a way for people around the world to draw on the experience and learnings from ICA's history of involvement in profound social change. The project is spearheaded by long-time ICA colleagues, many of whom were previously involved with the Order: Ecumenical and the Ecumenical Institute.

Archives colleagues are embracing new technologies to strengthen their online presence through live broadcasts and website design.

Twice a year, the ICA GreenRise hosts colleagues from around the country for two-week Archive Sojourns to organize archival materials into collections. Over 75 collection themes have been identified and 16 have been chosen to publish on the Web within the next year, starting with Global Community Forum, Imaginal Education, Accelerate 77 and Service Learning collections. The site will include a comments forum to encourage global discussion.



Since working with archives Marge Philbrook has processed over 19,000 documents!

Thousands of documents, photographs and talks from the ICA's 50 year history of community development have been cataloged and preserved, including:

- 80 videotapes catalogued and 20 digitized
- 975 cassette tapes numbered, stored and listed by content and date
- 177 filing cabinets organized in the GreenRise basement
- 22 boxes from colleagues around the world have been reviewed and tagged by theme
- 500 requests for documents were fulfilled
- 4,400 slides have been organized, 3,000 of them digitized
- 7,000 photographs have been scanned and some posted on Facebook
- 20,000 documents have been processed and catalogued into Filemaker Pro



Archive Sojourners reconnect with old friends and rediscover past wisdom



# Financial Summary

	For the fiscal years ending	2012	2013
Support & Revenue	Individual Contributions	221,735	322,013
	Program Designated Individual & Foundation Contributions	214,391	76,409
	Institutional Grants	65,761	64,845
	Program service fees	192,261	270,588
	Rental revenue	1,373,007	1,218,163
	Product revenue	114,614	121,206
	Unrealized gain on investments	26,494	56,980
	Interest and Dividends	7,546	7,043
	Other Income	1,271	145
	<b>Total support and revenue</b>	<b>2,217,080</b>	<b>2,137,392</b>
Expenses	Program services	1,852,622	1,734,831
	Management and general operations	149,423	226,518
	Fundraising	228,274	73,410
	<b>Total Expenses</b>	<b>2,230,319</b>	<b>2,034,759</b>
Changes in unrestricted net assets		-13,239	102,633
Changes in temporarily restricted net assets			
	External Program Support	122,617	82,863
	Released Program Designated Support	-214,391	-76,409
	Changes in temporarily restricted net assets	-91,774	6,454
	Change in net assets	-105,013	109,087
	Net assets, beginning of year	94,037	-10,976
	<b>Net assets, end of year</b>	<b>-10,976</b>	<b>98,111</b>



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 Green Home Experts, LLC  
 Headwater Farm LLC  
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 KSA Lighting - Jim Williams  
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 League of Women Voters - OPRF  
 Lee Corrina Cano  
 Manaaki Foundation  
 Manske Dieckmann Thompson  
 Moller Family Foundation  
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 Northside Valley  
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 The Delta Institute  
 The Gold Hatpin  
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 The McGraw-Hill Companies  
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