

2007 Annual Report



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



Carolyn Houpt Antenen
President
Board of Directors

Dear Friends and Colleagues,

So many headlines scream for attention: climate change; war in Iraq and Afghanistan; unstable economies; mortgage foreclosures; immigration; unfettered technology; troubled schools; unbalanced energy demands; failing financial institutions; and contentious political debates. The events of the past year are triggering serious concerns about our basic social assumptions. Yet within this dizzying spin of news, there is a growing, positive trend of people coming together across America to build common ground, create sustainable approaches, and find new hope from innovative initiatives.

At ICA-USA we are concerned with the human factor in these swirls of change. We provide people with extraordinary means to understand the world and work together to solve core problems in communities and organizations. Our work allows people to shift from feeling isolated or marginalized into becoming effective, confident decision-makers.

ICA-USA courses equipped hundreds of individuals with leadership skills to respond to the complexities of our times. The Learning Basket® program transformed at-risk parents and children into confident, positive families. Collaboration during research workshops sparked creativity when people of different perspectives focused together on serious global challenges. I invite you to read the inspiring narratives on the next few pages that reflect upon successes from the combined efforts of great staff, ICA learners, facilitators, and faculty.

The major research programs of 2007 were the Think Tank in April and the Living Legacy in October. Colleagues from across the country discerned the Institute's vibrant legacy.

Highlights of the event included welcoming Executive Director Nino Tillman and Charles DeFuria, Director of Finance; thanking Interim Director Pamela Wilcox; and greeting Fifth City leaders Lillie Fox, Luster Jackson, Floyd Stanley, and Verdell Trice.

In 2007 ICA made some progress in its reorganization strategies. The decision to consolidate into a central office in Chicago improved financial stability. The business plan, based on the work of the Living Legacy, is designed to expand our programs' national impact. The Sustainable Futures Endowment Fund has started generating revenue for cutting-edge research projects.

This year ICA is seeking to use the talents of a revamped staff. We want to secure more contracts and increase course attendance, strengthen relationships with constituents, and complete the work of the re-organization.

The Board and staff have set a path that will stay centered on innovative training and participation technologies. Time and resources are allocated to link collaborative research. We plan to assess how archived curriculum is relevant for new program opportunities. And, of course, our great programs will continue to be delivered by highly experienced ToP® trainers and ICA faculty.

All of this happened because of your support, volunteer time, and participation. Your contributions are catalyzing positive social change that is based upon the transformative power of shifting peoples' images.

Often I'm asked just what is it that makes ICA's approaches so unique. I pass on this story.

There are these two young fish swimming along, and they

happen to meet an older fish swimming the other way, who nods at them and says, "Morning, boys, how's the water?" And the two young fish swim on for a bit, and then eventually one of them looks over at the other and goes, "What the heck is water?"

ICA's approach to social change empowers people to pay attention to the realities of our times. Our programs facilitate depth awareness of what is real and essential for human development.

It has been an honor for me to be of service the past two years.

All my best,

Carolyn Houpt Antenen

Carolyn Houpt Antenen
President
Board of Directors

#10915
616010E

Dear Friends and Colleagues,



ICA-USA has made great strides in 2007. During this phase of organizational changes and transition, we have welcomed new staff, provided human development services such as the Learning Basket® and First 5 LA, celebrated the past achievements and

planned for the future at both our collaborative research Living Legacy event and Think Tank meeting. Most importantly, we continued providing our unique approach to celebrating a diversity of voices as a means to strengthen efforts for positive social change. This year has indeed been a year of important benchmarks and successes at ICA-USA, and I hope you enjoy reading more about it in this Annual Report.

In our own organizational transition planning, we relied on the methods of consensus that we use to help individuals, organizations, and communities achieve success as social change agents. The mission statement articulates our continued commitment not only to the changes and growth that we at ICA-USA headquarters saw this year, but to the programs and services that makes ICA truly unique. We are dedicated to

Releasing the capacity to create positive sustainable futures.

In 2007, the innovative training that typifies ICA's Technology of Participation® (ToP®) has served 2,170 course participants in 158 courses. This is the largest number of course graduates this century. We also have had great success with both our in-house and public courses and are slated to approach these numbers in 2008. Our participation technologies prove that our method of group facilitation is second to none.

In line with appreciating the contributions of all, our collaborative approach to research brings results. During the Think Tank session this year, we outlined a strategic plan for the 2008 fiscal year. And in celebration of ICA-USA's rich past at the Living Legacy, we produced recommendations and a road map for the future.

Our success this past year would not be possible without the support and well-wishes of ICA's staff and colleagues. Let me take this opportunity to thank Kirk Harris and Pamela Wilcox, Interim Executive Directors at ICA-USA for their leadership and expertise. The Board Finance Committee and the Committees that worked on the Living Legacy and Think Tank did outstanding jobs. As the new Executive Director, I look forward to meeting our 2008 goals and plans, including greater ToP® course registrations, growing the ICA-USA building leasing program and nonprofit service center, and holding several Pre-Global Conference Workshops in preparation for ICAI's 7th Global Conference on Human Development taking place in Takayama, Japan in 2008.

Thank you again for your support and best wishes.

With warm regards,

Nino Tillman

Nino Tillman, MBA
Executive Director

Living Legacy: 'Discerning a vibrant legacy for today and the future'

In 2007, ICA-USA's Living Legacy Event brought together people whom all share ICA's vision for positive social change through the use of participation technologies, innovative training, and collaborative research. The participants, hailing from around the world, have a history of working with ICA spanning 40 years. The event had three specific goals: (1) To affirm and celebrate the varied work across the nation and the world that expresses the spirit of ICA; (2) To build on the wisdom of thousands of pioneers who committed their time and energy to ensuring that ICA remained a force for positive social change; and (3) To contribute to the ongoing task of shaping the future and discerning the role of ICA-USA as a social change organization.

On Friday the Living Legacy Event began by affirming the efforts of ICA-USA's network of devoted individuals in communities around the world. The Board of ICA-USA hosted a gathering to welcome and introduce staff, participants and facilitators. On Saturday a Legacy Luncheon honored Fifth City Reformulation Board members Lillie Fox, Luster Jackson, Floyd Stanley, Verdell Trice and all ICA members involved in pioneering ICA's first human development program. Luncheon participants also enjoyed exhibits, including the display of "Treasures from the Archives" prepared by Betty Pesek, letters from those who celebrated in absentia, and displays, books and projects featuring work of the ICA community and its sister organization, the Ecumenical Institute, over the last 40 years. A rousing celebration Saturday evening included the showing of a new DVD of classic ICA films "The World of

Human Development" and a 1964 CBS program about the Ecumenical Institute entitled "The Bold Community".

In keeping with the tradition of collaborative research, participants broke down into small sessions to discern what the future of ICA-USA should entail. Participant Sandra True reports that "facilitators, Mirja Hanson and Duncan Holmes, reflected the skill and grace that brought honor to the deep theological source of ICA processes" and led us to authentic dialogue regarding the three focus questions posed:

1. What does ICA-USA need to do to support and serve emerging change networks?
2. What does ICA-USA need to do and be as part of the global family of national ICA's?
3. What does ICA-USA need to do to preserve and share 40 plus years of wisdom contained in the Global Archives and embedded in each pioneering spirit?

The product of the small groups addressing these questions reported as 'advice to the Board and Staff' remains instrumental in the planning of ICA-USA's future endeavors.

The Living Legacy Event highlights the passion and commitment of ICA's network of members, facilitators, trainers and staff to positive social change. Central to this commitment is a constant reflection on how to best function as an organization that serves and supports human and community development here and around the globe. Honoring the past, assessing the present, and planning for the future are what make ICA a distinct and innovative force for social change. ●



Living Legacy Event October 5-7

Participant List

Richard Alton
 Carolyn Antenen
 Deb Burnright
 Lynda Cock
 Charles DeFuria
 Laura Dellaca
 May Domingo
 Doug and Pat Druckenmiller
 Don Elliott
 Fred and Marion Emerson
 Alan Gammel
 Ken and Ruth Gilbert
 Susan Henderson
 Richard and Ellen Howie
 Cheryl Kartes
 Amy Keane
 Norman and Judy Lindblad
 Brady Melton
 Emma Melton
 Anne Neal
 Lambert Okrah
 Marjorie Philbrook
 Kenneth and Dorcas Rose
 Carolyn Schrader
 Shirley Heckman-Snelling
 Suganya Sockalingam
 Nelson and Elaine Stover
 Nino Tillman
 Bob and Sandra True
 Janice Ulangca
 Jean Watts
 Pamela Wilcox
 Cheryl Zaleski

First 5 LA

ICA-USA has enjoyed its second year in partnership with First 5 LA's Prevention for Families Initiative (PFF), a child advocacy program committed to help families and communities improve the lives of children from birth to five years of age in LA County. ICA-USA and a team of ToP® trainers help First 5 LA reach their goals by training them in ToP® methods. In 2006, ToP® trainers worked with each of First 5 LA's eight collaborative agencies to assess their current contribution to child development, their strengths, weakness, and how they might better serve their respective communities. In 2007, we went beyond training to help their collaboratives establish strategic action plans. The ToP® team also continued training each collaborative in the ToP® methods to ensure that the innovative training and participation technologies create positive environments for social change. ●

The Learning Basket®

The Learning Basket® program services Chicago's diverse Uptown neighborhood, located north of Chicago's downtown. The program provides parents and caregivers of children from birth to three years old with a simple collaborative model that encourages parents to be active participants in the early development of their child. The parent-child bond is strengthened through interactive play to help prevent child abuse and enhance the child's development. The Learning Basket approach focuses on helping teen parents prepare their child for success in life.



The Learning Basket® program advocates life success for children by committing to these five core values and goals:

1. To increase the parents' understanding of early childhood development.
2. To increase the parents' awareness of proper pre and postnatal care for their infants and themselves.
3. To increase the parents' knowledge of childbirth and childcare in Uptown.
4. To increase the amount and effectiveness of interactions between parent and child through play and reading to develop strong, healthy bonds to prevent child abuse.
5. To demonstrate multiple ways to reduce stress and avoid losing control in the presence of a child.

The Learning Basket®'s core values promote positive social change in ICA's own community. It is just one of the many ways ICA-USA promotes human development and child advocacy. ●

Unique Steps on the Same Path...

Three Journeys Towards Consensus

Think Tank April 27-28, 2007

Participant List

Carolyn Antenen	Anne Neal
Terry Bergdall	Lambert Okrah
May Domingo	Kari Osved
Doug Druckenmiller	Betty Pesek
Don Elliott	Carolyn Schrader
Kirk Harris	Suganya Sockalingham
Susan Henderson	Nelson Stover
Duncan Holmes	Rachael Swanson
Ellen Howie	Bob True
Kathleen Joyce	Sandra True
Judy Lindblad	Janice Ulangca
Tim Lush	Cindy Wilcox
Brady Melton	Cheryl Zaleski

Christy Vines

As a member of the First 5 LA team, Christy Vines understands what a difference ToP® methods can make in a person's professional life. Christy first learned of ICA-USA and the ToP® methods while working in corporate America. "I fell in love with the model immediately...it truly was a light-bulb moment for me." Since then, Christy has left the corporate world and is now a Certified ToP® Facilitator. For Christy, becoming a facilitator was more than a career change; it was a way of contributing. The mentorship she received illuminated on how the methods really affect people in their everyday lives. "I was lucky to have such a wonderful mentor in Linda Hamilton. She went far above and beyond the ordinary to help me achieve my goals. She completely changed the way I worked with strategic planning. But Linda also taught me, by her amazing example, how transformative the methods can be on a personal level as well." For Christy, having Linda's coaching and experience at her fingertips helped her gain an extraordinary amount of confidence as a facilitator. "I can't imagine not using the methods in everything I do," relates Christy. "[The methods] are so participatory that everyone involved is affirmed. Great ideas and better work is generated. Imagine if all work environments were more affirming." ICA is committed to seeing this happen, one facilitator at a time. ●

Think Tank

As part of our Year of Discernment, ICA-USA held a Think Tank Event in April 2007. The two-day journey was devoted to exploring strategies as ICA-USA continues organizational transition. We would like to take a moment and thank the participants involved in this project. Their collaboration and commitment to ICA-USA's future is an example of what makes this organization truly remarkable.

Don Elliot

Dr. Don Elliott of Denver, Colorado, has been an ICA-USA champion for the last 37 years. First introduced to ICA-USA through our sister organization, the Ecumenical Institute, Don continued his association with ICA throughout its transformations. While still practicing medicine, Don became deeply involved with ICA's human development communities around the world. "What makes ICA unique," Don believes, "is that we help people organize their thoughts and the way they think so that they can affect change. We empower local communities to take responsibility for their own community. It's a constructive approach." Contributing to human and community development programs has taken Don around the world. "I've made friends for life I would otherwise not have met had it not been for my involvement in ICA." Whether applying his skills as a doctor abroad or serving as President of the ICA-USA Board, his passion for service is an inspiration to us all. Today, Don remains an active participant in ICA. His current project often takes him to Zimbabwe. ●



Don Elliott leading a ToP® training course in Zimbabwe.

Shelia LeGeros

Sheila LeGeros is just one of many Certified ToP® Facilitators superstars. Living in Minneapolis, Sheila has traveled around the country, facilitating both ToP® in-house and public courses. Sheila earned her certification as a ToP® Facilitator in 2007 in only one year – the average facilitator's journey takes 2-3 years. "I was lucky, in that I came into MToP® with facilitation experience," Sheila remarks, referring to her 28 years of facilitation experience in international business and marketing.

Sheila's ToP® journey began where many journeys begin: the airport. She had traveled to Portland for the International Conference of Facilitators. "I knew that I wanted to make a career change and become a facilitator, but I wasn't sure the best path to take in making this huge transition. I went to Portland for some clarity on my options." But after getting so much information, she found herself more confused than ever. "I had encountered the ICA-USA booth," she recalls "but I had been to so many booths." Once on the plane, she found herself sitting next to Kathy LaGrange, the ICA ToP®



Shelia LeGeros

Facilitator representative at the booth. "I shared with her my bewilderment, and after just one conversation she brought complete clarity to my experience at the conference. I was no longer confused!" Kathy had performed a mini-focused conversation, and then Sheila knew, "I just had to learn how to do this!" And she did. In October of 2007, Sheila was given the ToP® Champion Award. "My hope is to always be learning and evolving as a facilitator with the methods." She is well on her way. ●

Technology of Participation®

Since 1954, the Technology of Participation® (ToP®) methods have been taught to communities around the world in each time zone. With more than 40 years of practice and refinement, the ToP® methods are the heart and foundation of our participation technologies and innovative training. In 2007, ICA-USA and the ToP® Trainer Network had a banner year. We surpassed our participant goals for 2007 and had the highest number of course grads in this century: 1,177 participants in in-house courses and 993 participants in public courses. ICA-USA would like to take a moment and acknowledge the hard work and success of the ToP® Facilitators. Thank you for carrying on this impactful ICA tradition. ●

Certified ToP® Facilitators

Linda Alton	Minneapolis, MN
Lynda Lieberman Baker	Austin, TX
Nadine Bell	Dallas, TX
Jonathan S. Bucki	St. Paul, MN
Deb Burnight	Sioux City, IA
William Davis	Davis, CA
Mary Flanagan	San Antonio, TX
Rachel Hefte	Minneapolis, MN
Nancy N. Jackson	Bolton, MA
Dennis Jennings	Chicago, IL
Cheryl Kartes	Minneapolis, MN
Heidi Kolbe	Sacramento, CA
Sue Laxdal	Medicine Lake, MN
Nancy Lee	Minneapolis, MN
Sheila LeGeros	Minneapolis, MN
Marlene Lockwood	Sacramento, CA
Barbara MacKay	Portland, OR
Marilyn Oyler	Phoenix, AZ
George Packard	Santa Fe, NM
Jane Stallman	Oakland, CA
Sunny Walker	Denver, CO
Judy Weddle	Chicago, IL
James F. Wiegel	Phoenix, AZ



Lorilee Kerr: Stewardship in Action

When Lorilee was at a Church Camp in high school she had what she described as a “big bang” spiritual experience. It was followed-up in graduate school when she heard Joseph Mathews tell the story of the day he buried his father and then later saw him “radiate” at a Global Assembly.

Lorilee knows that not everyone comes to grace the same way. “My personal sermon is that none of us is able to completely see God. We can’t possibly comprehend all of God and our vision isn’t any better than anyone else’s view.” She applied this philosophy as she worked for decades in Minnesota at the Blaine United Methodist Church, the Church House in Wittier and with the Town Meeting Project throughout Minnesota.

Now retired, she used her methods and consensus-building training as she worked with her library staff and colleagues in the University of Minnesota library system. Planning and conflict resolution strategies came in handy as she worked to solve professional and personal dilemmas. Lorilee learned that, for her, what made ICA unique in comparison to other social change organizations was that the spiritual bias added a solid underpinning to the consensus and collaboration techniques.

In the 1970s Blaine United Methodist Church was a mission church in a new suburban community. It didn’t have elders, just enthusiastic young adults. Lorilee and her contemporaries realized that the importance of money lies in the fact that, no matter how little you have, how you use it is paramount. She is a regular donor to ICA-USA and knows that the organization will remain relevant because all gifts, large and small, help to sustain the vital and growing number of community development programs around the country. ●

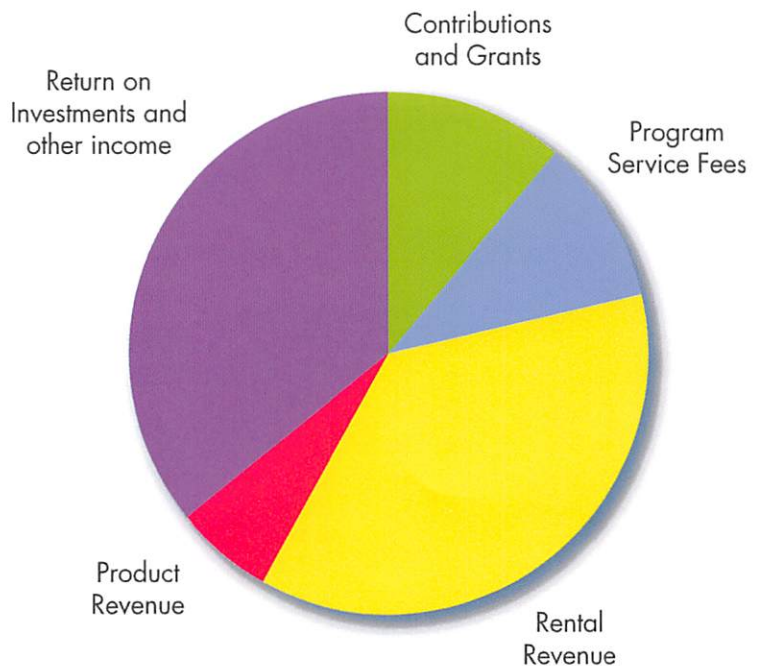


Social change can often engender conflict between those who want to perpetuate the past and those who want change for the future. Our logo, called a “wedge-blade,” represents the past, present, and future. The two halves of the circle are history and the future. The line in the center represents the present, between no longer and not yet there. ICA-USA stands in the center to facilitate a positive transition that honors the past and by building consensus for future change. Here at ICA-USA, we help integrate the wisdom of the past to move toward a new future.

COMBINED STATEMENTS OF ACTIVITIES Year Ended December 31, 2007

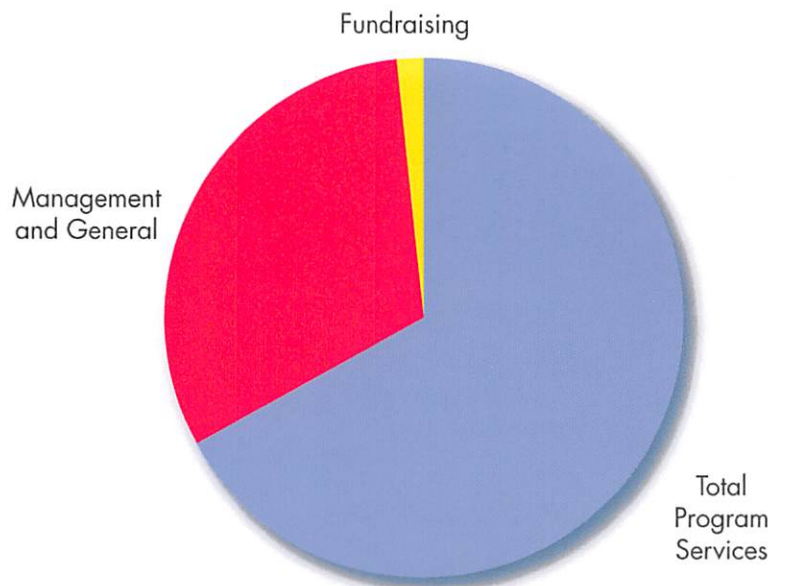
Revenues and Support

Contributions and Grants	\$349,919
Program Service Fees	\$315,536
Rental Revenue	\$1,139,719
Product Revenue	\$194,474
Return on Investments and other income	\$1,106,842
Net Assets Released from Restrictions	\$0
TOTAL REVENUE AND SUPPORT	\$3,106,490



Expenses

Total Program Services	\$1,568,752
Management and General	\$733,814
Fundraising	\$37,678
Total Expenses	\$2,340,244
Change in Net Assets	\$766,246
NET ASSETS BEGINNING OF YEAR	\$568,323
NET ASSETS END OF YEAR	\$1,334,569



Donor List

2007

Altamont Reformed Church
 Jay and Carolyn Antenen
 Joe and Audrey Ayres
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 Anthony and Hildegard Betonte
 Lola Boan
 Robert and Phyllis Burnett
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 Susan Kelly Associates
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2008

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