

President's Letter

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 1988 Program Year. For 33 years the ICA has been concerned with the human factor in world development. We are convinced that people everywhere can effectively participate in shaping the future of their families, their workplaces and their communities.

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 its respective area.

In the East, our focus is on long-term structural impact through partnerships, collaborations, and contractual arrangements. The Training, Inc. partnerships in Newark, Pittsburgh, and Washington, D.C. continue to excel in employment preparation of those on welfare. ICA has a consultant relationship with the Mega-Cities Program, an international collaboration documenting urban innovation in the major cities of the world. The New York office of ICA is serving as consultant to a variety of development organizations in other nations. We are also in the process of establishing long-term contracts with organizations working with the homeless and mentally ill.

Across the Central and Southeastern part of the United States, we are finding a strong reception for ICA's Technology of Participation. We market and deliver these methods to municipal governments, hospitals, service organizations, religious bodies, and neighborhood groups. We are also focusing in the arena of education and have designated a team to pursue ways we can assist in resolving this national issue. In Chicago we have expanded the International Conference Center serving the various ethnic populations of the Uptown community.

In the West and Southwest, ICA is pioneering a partnership program with communities and organizations working in human development. Its facilitation and training courses are being offered to a wide range of groups, from inner-city barrios to networks of school administrators. A special program has been created to deal with the growing number of requests for assistance from Native American organizations. Through its Earthwise Learning Series, ICA West is creating an innovative university curriculum which addresses the needs of today's highly specialized, information-oriented education systems.

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

Sincerely,

David P. Wood, Jr.
President



The Institute of Cultural Affairs

Statement of Purpose

The Institute of Cultural Affairs is a private, not-for-profit organization concerned with human development in communities, organizations and individuals. At the heart of its work is the belief that long term, sustainable development happens when people grasp the significance of their own lives and their potential to make a difference in society.

For some years, the ICA operated as a division of The Ecumenical Institute, Chicago. It was incorporated as a separate entity in 1973 to work directly with community groups, corporations, service organizations and government agencies. It is affiliated with the ICA International based in Brussels, Belgium. In addition to its full-time staff, the ICA relies upon the services of part-time associates, along with numerous volunteers who give their time, money and expertise to assist programs, both at home and abroad.

In the United States, the ICA has three divisions which operate out of Chicago, New York and Phoenix. Its programs emphasize strategic planning, problem solving, consensus-based decision-making and team building. The methods employed are highly participatory and honor the cultural traditions of those involved. They have been used extensively in self-help community development, organizational transformation and innovative educational ventures. A growing number of programs are being carried out on a partnership basis between ICA and other service organizations.

ICA programs are supported by contributions from individuals, foundations, corporations, government, civic groups and churches. In addition, programs are offered on a fee-for-service basis. ICA is registered in the State of Illinois as a 501(c)(3) corporation, which permits contributions to qualify for the maximum charitable deduction. The ICA's financial records are audited annually by Arthur Andersen and Company. ♦

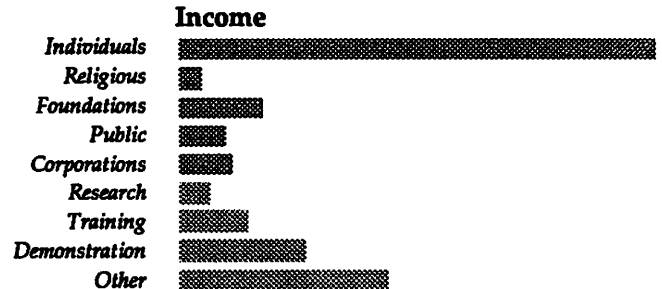


Financial Summary

INCOME

Public Support and Revenue

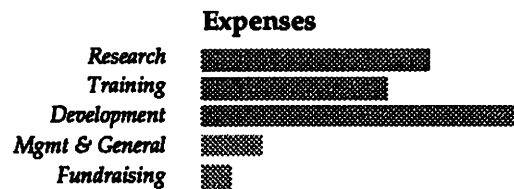
Contributions		
Individual	1,006,731	41.15%
Religious	42,614	1.74%
Foundations	126,730	5.18%
Public	71,013	2.90%
Corporations	<u>64,131</u>	2.62%
Total Contributions	<u>1,311,219</u>	53.59%
Program Revenue		
Research	55,048	2.25%
Training	92,927	3.80%
Demonstration	414,200	16.93%
Other Revenue	<u>573,283</u>	23.43%
Total Program Revenue	<u>1,135,458</u>	46.41%
Total Income	<u>2,446,677</u>	100.00%



In addition, approximately 320,000 hours of volunteer time were donated to the ICA in 1988.

EXPENSES

Program Activities		
Research Programs	537,704	25.80%
Training Programs	478,019	22.93%
Development Programs	<u>673,168</u>	32.30%
Total Program Activities	<u>1,688,891</u>	81.03%
Support Activities		
Management & General	319,337	15.32%
Fundraising	<u>76,112</u>	3.65%
Total Support Activities	<u>395,449</u>	18.97%
Total Expenses	<u>2,084,340</u>	100.00%



A complete copy of the audited financial statement is available upon request.



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Our Financial Supporters

Representative List

Arthur Andersen

Mary Reynolds Babcock Foundation

The Chase Manhattan Foundation

City of Chicago, Department of Economic Development

First National Bank of Chicago

Ford Foundation

Phoebe W. Haas Charitable Trust

Hallmark Cards

Hanna Trust

William and Flora Hewlett Foundation

IBM World Trade Corporation

Illinois Bell

International Foundation for Education and Self-Help

People's Gas and Energy, Chicago

Presbyterian Church (USA)

Presbyterian Hunger Program

Project Hometown America

Rotary International



The Institute of Cultural Affairs International

Statement of Purpose

Foundation

The ICAI was founded in 1977 in Brussels, Belgium. It is an international non-profit association which facilitates the activities of autonomous national member Institutes (ICAs).

Aims

The principal aim of the national ICAs is to develop and test methods of individual, community and organizational development. Their programs are highly participatory in nature and are often conducted in collaboration with other organizations, be they public, private, voluntary or local community groups. ICAI services to member ICAs include program coordination, conference organization, information exchange, publishing and staff training.

Activities

ICA national offices undertake a variety of activities to serve the needs

of their particular location. These include community meeting facilitation, educational research and training, organizational transformation, youth and women's programs, rural development symposia and projects, leadership training, personal development workshops, strategic planning seminars, conference facilitation, documentation and evaluation.

Relations With Other Organizations

The ICAI has Category II Consultative Status with the United Nations Economic and Social Council (ECOSOC), Consultative Status with UNICEF, Liaison Status with FAO, and Working Relation Status with WHO. It is a member of the European Association of Development, Research and Training Institutes (EADI), the International Association for Community Development (IACD) and the International Council on Social Welfare (ICSW). Each ICA establishes its own relations with NGO networks and other bodies.

Funding

ICAI is supported by subscriptions from member ICAs, contracts and consultancy fees. Funding for ICA program comes from a broad base of contributors to member ICAs in each country. Sources include individuals, trusts and foundations, religious organizations, companies, bilateral and multilateral agencies and program/consultancy fees. Current major grants to ICAs come from AIDAB, CIDA, ICCO, IFESH, Misereor, ODA, the Sainsbury Family Charitable Trust and the William and Flora Hewlett Foundation. ♦



Global Highlights

Mexico

Mexico *Instituto de Asuntos Culturales* (ICA) Board of Directors and staff sponsored the "Our Common Future" Conference, September 12-23, 1988 at Oaxtepec, Morelos Center. It was attended by 500 participants from the ICA networks in 30 nations who dialogued with international edge thinkers. Models for effecting planetary transition to the 21st Century were discussed and developed in the four Network Arenas of: Sustainable Global Development; Life Long Education; Global Wholeness and Integrity; and Economics and Creative Human Community.

At the local level, ICA Mexico takes the lead in collaborating with SEDAC, a non-governmental organization, in efforts to dramatically improve the nutrition and health of Otomi Indian communities through self-help projects.

Egypt

Today the Bayad Community Development Association (CDA) maintains the village clean water system; manages carpentry shop production of windows, doors and furniture; manages a dental and general health clinic; teaches literacy classes; monitors a 50 student pre-school; and, in association with the ICA, coordinates a village small loans program. These successes have encouraged the Egyptian government to establish a model city on the "desert side" of the river, where the Bayad Community has "bloomed" in spite of a difficult location.

India

Major programs involve the economic and development communities. With the economic community, strategic planning, philosophy and values, alignment and attunement seminars and workshops have been held with responsive Indian and international companies in Bombay, Delhi, Pune, Bangalore and Calcutta. In the development community a one month series of seminars, workshops and a trek to several districts engaged industrial associations, college faculties, students, high school teachers, education officials, service groups and villagers. This series resulted in teaching/learning about the ancient and contemporary human development wisdom of India.

Kenya

In July 1988 the ICA, with the United Nations Fund for Population Activities, co-sponsored a four-day symposium on issues of women's health and family planning in the urban slum areas.

Germany

ICA Frankfurt, West Germany, is training university students in development education through the use of the Machakos Game which allows players to imagine themselves as volunteers working in Kenyan villages.

Brussels

An ICA staff member conducted a health consultancy for the Near East Foundation in Eritrea (a contested region of Ethiopia).

Cote d'Ivoire

In Cote d'Ivoire family planning is integrated into a comprehensive primary health care scheme which has been demonstrated in the Brobo Sousprefecture. At the invitation of the government and with support of UNICEF and the Hewlett Foundation, the program will be replicated in a neighboring community. This work provides a testing ground for replicability and self-sufficiency, both critical elements in looking toward primary health care for all by the year 2000.

Malaysia

In April ICA hosted an International Network meeting of seven Asia-Pacific nations in Kuala Lumpur, interchanging program constructs and sharing images for the future of these nations. Local community-based planning has been enabled by a grant from Barclay's Bank (London).

Portugal

Increasing family income in the Montemuro mountain villages has been one result of the ICA-Rotary International collaborative development efforts. Cooperatives have been launched to market and sell handcrafted sweaters, linen shirts and crocheted collars, using locally produced wool and linen.



Chicago Activities

ICA CHICAGO

The Chicago office of The Institute of Cultural Affairs currently operates in three arenas. These are: Organizational Facilitation, Regional Resource Center Development, and Social Change Catalysis. Three teams handle the work of these arenas.

The Program Enterprise Team provides facilitation services to a broad range of organizations, from village governments to national corporations. Through customized workshops, members of this team enable organizations to develop strategic and operational plans for decision-making, change management, goal definition, and group coordination.

The Program Enterprise Team holds contracts with organizations such as Chicago's Department of Economic Development, the Mayor's Office of Employment and Training, the Sisters of Charity of St. Augustine (Richfield, OH) and the Village of Villa Park, Illinois.

The Kemper Building Development Team conducts two programs: The Community Resource Center and The International Conference Center.

The Community Resource Center provides space for a variety of community service agencies. The services provided include: education

and literacy classes, job training, social welfare, refugee services, community activities, art and music classes for children, adult skills training, senior citizen and youth programs.

The International Conference Center offers a retreat center for student and urban church conferences. The center served over 5000 people last year by providing a clean, safe, spirit-filled urban environment for non-profit organizations.

These two programs are a demonstration of cultural interchange, lifelong education, and social service collaboration serving the international diversity of Uptown and Chicago.

The 2020 Team seeks to catalyze social change as a result of researching the necessary strategies to be of significant service in the next century. Included in this task are the development of a "2020 Center" in Chicago as a research and resource facility, and assisting in the development of such facilities in the twenty states of the Midwest and Southeast.

The team also maintains interchange with ICA offices located around the globe and with ICA International (ICAI) in Brussels to support the global network of people and services.

In the city of Chicago, the 2020 Team has begun working with coalitions of people to enable positive change in the educational system. The team is one of five pilot case studies in a program with Case-Western Reserve University on "Social Innovations for Managing Global Problems." ♦



Our Clients

Representative Client List of the ICA in the Midwest

PUBLIC SECTOR

Bensenville Intergovernmental Group, IL
Butler County Dept. of Economic
Development, OH
Chicago Department of Economic Development, IL
Cities of Batavia, Centralia, Evanston, Geneva,
Harvey, Monmouth, Naperville, Park Ridge,
St. Charles, IL
City of Kirkwood, MO
City of Milwaukee, Department Training
Coordinators, WI
Deerfield Park District, IL
DuPage County Department of
Human Resources, IL
JTPA, Human Services, Personnel Divisions, IL
DuPage Mayors and Managers Conference, IL
Fox Valley Park District, Aurora, IL
Illinois Association of Park Districts
Illinois Department of Public Health, Springfield
Illinois Department of Transportation, Springfield
Illinois Parks and Recreation Association
Intergovernmental Risk Management Agency
(IRMA), Oakbrook Terrace, IL
Kentucky Commerce Cabinet
(8 regional/2 state conferences)
Library Boards of Arlington Heights, Barrington,
Harper College, Mt. Prospect, IL
Mayor's Office of Employment and Training,
Chicago, IL
Minnesota Department of Human Services,
St. Paul
Minnesota Department of Public Welfare
Northwest Municipal Conference, IL
Ohio Department of Highway Safety
Park Districts of Buffalo Grove, Deerfield,
Fox Valley, Mt. Prospect, Northbrook,
Oak Park, Palatine, IL
Villages of Barrington, Bellwood, Buffalo Grove,
Country Club Hills, Hinsdale, Hoffman Estates,
LaGrange Park, Lombard, Matteson, Palatine,
Richton Park, Schaumburg, Villa Park, IL

PRIVATE SECTOR

Air Movement and Control Association,
Chicago, IL
Arlington Heights Bank & Trust, IL
Auto Wholesalers of Illinois
Bank of Elk Grove, IL
Cam Fran Tool Company, Inc., Chicago, IL
First Illinois Bank of Arlington Heights
General Mills, Cedar Rapids, IA,
West Chicago, IL
Geneva State Bank, NE
Household Mortgage Services,
Prospect Heights, IL
Independence Bank of Chicago, IL
Kiesland, Inc., Hamilton, OH

McDonald's Corporation, Oakbrook, IL
Mercy Hospital and Medical Center, Chicago, IL
Monsanto Chemical Company, St. Louis, MO
Mount Greenwood Bank, IL
NBD: Illinois
Official Airline Guides, Chicago, IL
Pratt Printing Company, Indianapolis, IN
Red Lobster Restaurants, Orlando, FL
Reimer & Koger Associates,
Shawnee Mission, KS
Sears: Woodfield, IL
Sinai Hospital, Detroit, MI
United Airlines, Chicago, IL
Uptown National Bank, Chicago, IL
Wheaton Franciscan Service Center, Wheaton, IL

EDUCATION

Bremen Community District 228, Midlothian, IL
Butler University: Continuing Education,
Indianapolis, IN
CADRE, Computer Consortium of DuPage &
Kane Counties, Glen Ellyn, IL
Cathedral High School, Chicago, IL
Chicago Vocational High School, IL
Chicago Board of Education: 3 Departments, IL
Corridor Partnership For Excellence In
Education, IL
DePauw University, Greencastle, IN
DuPage-Kane Educational Service Center, IL
Fifth City Preschool, Chicago, IL
"I Have A Dream" (IHAD) Education Project,
Chicago, IL
Illinois State Department of Education: 4
Departments
Indiana Vocational Technical College,
Indianapolis, IN
Joliet Junior College, IL
Madison County, Building Bridges Toward Better
Education, Madison Co., TN
Moraine Valley Community College,
Palos Hills, IL
North Cook Educational Service Center,
Glenview, IL
South Cook Educational Service Center, IL
South Suburban Community College, IL
Schaumburg School District 54, IL
Training, Inc., Indianapolis, IN
University of Wisconsin, Oshkosh, WI
Waukesha Vocational Education Department, WI
West Chicago District Computer Task Force, IL
Whitewater Unified School District, WI
William R. Harper College, Palatine, IL
Wisconsin Education For Employment Partnership
Conferences (30 school districts)

VOLUNTEER ORGANIZATIONS

American Dietetic Association's Commission on
Dietetic Registration, Chicago, IL
Arlington Heights Chamber of Commerce, IL
Association of State and Territorial Public Health
Nutrition Directors, USA
Capital Base Task Force/Chicago Capital Fund, IL
Chicago Association of Neighborhood
Development Organizations (CANDO), IL
Church of the Saviour, Cincinnati, OH
Congregation of Holy Cross, Notre Dame, IN
Cuban American Chamber of Commerce,
Chicago, IL
East Edgewater Chamber of Commerce,
Chicago, IL
Eastside Chamber of Commerce, Chicago, IL
Executive Service Corps, St. Louis, MO
First United Methodist Church of Chicago, IL
Garfield Park Chamber of Commerce, IL
Greater O'Hare Association, IL
Kenwood-Oakland Community Organization,
Chicago, IL
Lakeview Chamber of Commerce, Chicago, IL
Mayor's Apparel and Fashion Industry Task Force,
Chicago, IL
Mount Prospect Chamber of Commerce, IL
North Business and Industrial Council (NORBIC),
Chicago, IL
Northwest Suburban Association of Commerce
and Industry, IL
Remains Theater, Chicago, IL
Sisters of St. Joseph, Concordia, IN
Sisters of Charity of St. Augustine, Richfield, OH
Society of Mary-Marianists, Dayton, OH
United Way of Florida, Illinois, and
Suburban Chicago
Uptown Chamber of Commerce, Chicago, IL
Uptown Recycling Station, Chicago, IL
Westside Business Improvement Association,
Chicago, IL
Young Women's Christian Association (YWCA),
Chicago, IL



Additional Information

