



ICA

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

ANNUAL

REPORT

2023

ica-usa.org

Table of Contents

Mission, Vision, and Values	3
Message from the Executive Director	4
Uptown Chicago	5
◦ ICA GreenRise and Casa Monarca Community	6
◦ Amplifying the Climate Urgency Message	7
◦ Journey to Green: Carbon Free Building Collaborative	7
◦ Two Uptown Schools Inspiring the Next Generation of Leaders	8
National	
◦ Technology of Participation (ToP) Network	9
◦ Partnerships with ANCA (in Redlands and Denver) & Ithaca and Menlo Park	10
Global	11
◦ Global Fund for Climate Action in Africa	
◦ ICA International	
◦ Global Research Network: Unveiling the Past	
Personnel Changes: Board, Staff, and Interns	12
Financial Highlights	14
Thank You to Our 2023 Donors	15
In Memoriam	16
Contacts and Social Media Information	17

Mission, Vision, and Values

Mission:

ICA promotes a just and equitable society by catalyzing sustainable communities and demonstrating sustainable practices to reverse the negative human impact on the planet.

Vision:

To educate the residents of Uptown about how to move toward sustainability in such a way that it is replicable for the other 76 Chicago communities. and beyond.

Values:

Go to <https://www.ica-usa.org/mission.html> for other images and descriptions of values and approaches, including:

- Participatory engagement
- Culture is key to social change
- Changing images changes behavior
- Collaboration, not competition
- Holistic sustainability



I pledge allegiance to the Earth
and all life which it supports,
one planet, in our care,
irreplaceable, with sustenance
and respect for all.

Message from the Executive Director



Lesley Showers

The data shows the rapid increase of climate change, marking it as a crisis of our time.

At ICA USA, we've deepened our commitment to environmental sustainability and social justice. Throughout 2023, we achieved notable milestones in improving our practices and inspiring others to join us on this important journey.

Dear Friend,

Our commitment to the mission of ICA has yielded tangible results throughout the year. Whether through grassroots initiatives, collaborative partnerships, or empowering individuals to become change-makers, the ripple effects of our work have positively impacted lives. The transformative power of collaborative engagement has been evident as we work alongside organizations and individuals who share similar values.

In 2023, we witnessed a significant expansion of our program services:

1. In October, ICA renovated half of a floor in the building, providing a new home for 39 immigrants who have recently arrived in Chicago.
2. The long-awaited conclusion of the financial closing on the ICA GreenRise Restoration's first two floors is near, with construction set to commence in Spring 2024.
3. ToP programs experienced growth and the Carbon Free Building Collaborative expanded from four to twelve buildings.

While 2022 presented financial challenges due to COVID and remote work, your continued support has been instrumental in ensuring the ongoing financial health of ICA. As we returned to offices in 2023, we no longer face those challenges. Together, we have weathered uncertainties and emerged stronger. Thank you.

Lesley Showers
Executive Director

Uptown Chicago

ICA GreenRise



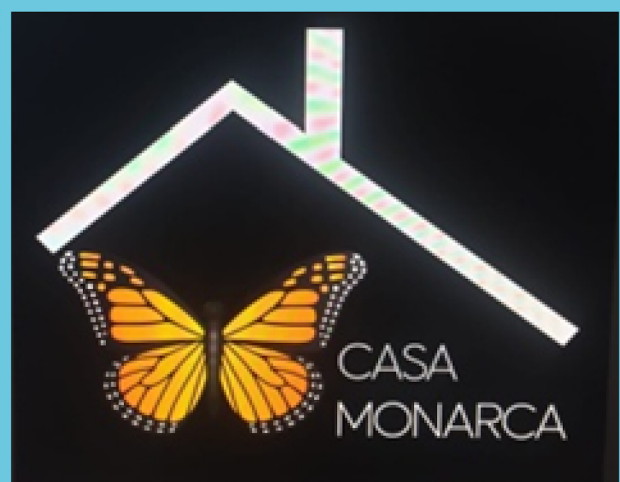
The ICA is committed to addressing both environmental and social justice challenges. In terms of the environmental focus at GreenRise:

- The Restoration Project targeting the first and second floors is close to finalizing closure on its financial package.
- A \$275,000 grant from the State of Illinois for tuckpointing and roof repair is underway, with completion expected in late Spring 2024. This resolves the leaking roof issues and allows us to plan how to use this space for affordable housing or conferencing.
- The U.S. Environmental Protection Agency has awarded the ICA the Energy Star award, a recognition consistently earned since 2014. With an energy score of 85, the ICA is more energy-efficient than 85% of comparable national buildings.

Casa Monarca Community: United Voices, Hopeful Dreams

In November, ICA intensified its social justice work by responding to Chicago's immigrant crisis. A new space was built to accommodate 39 recently arrived Venezuelans as residents. They have direct access to doctors, dentists, and a pharmacy that are tenants in ICA GreenRise.

The community named itself "Casa Monarca", symbolizing the monarch butterfly's transformative journey from one country to another. Two ICA interns have provided Spanish translation in community meetings.



Uptown Chicago

Amplifying the Climate Urgency Message

April Earth Month in Uptown

In April ICA invited Uptown residents to celebrate **Earth Month**. A month's calendar presented weekly challenges: Mindful Mondays (e.g. conserving water and composting waste), Walking Wednesdays (e.g. identifying trees and Uptown block clubs), and Fun Fridays (e.g. celebrating Earth Hour). The purpose of Earth Month was to encourage residents to adopt eco-friendly lifestyle changes year-round.

On April 22, the ICA co-hosted an **Earth Day** event with the Uptown Chamber of Commerce and Wards 46 and 48 at Winthrop Family Historical Garden. This collaboration marked the first partnership between these organizations. During the event, ICA Executive Director Lesley Showers, Illinois State Senator Mike Simmons, and State Representative Hoan Huynh talked about sustainability in Uptown.

This event featured active participation from students, with Truman Middle College students distributing seed packets and Uplift Community High School students showcasing their Plant Parenthood Project. WasteNot compost service provided insights on plastic reduction and composting. Additionally, ICA presented the Carbon Free Building Collaborative as part of the event's highlights.



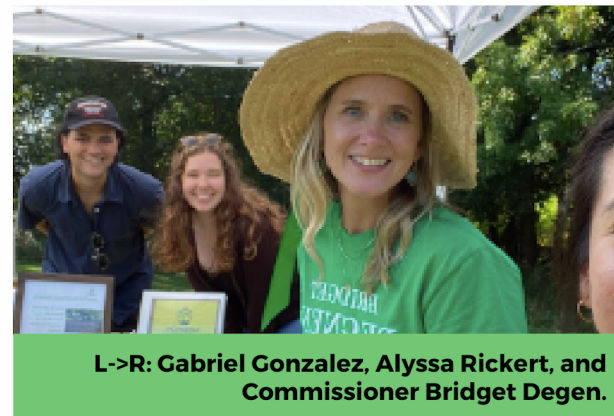
State Representative Hoan Huynh (left) talks with TJ Pavlov (right) and Uplift students, about the school's approach to climate change education.



State Senator Mike Simmons (right) engages in a conversation with students (left) from Truman Middle College about the practical ways to use the seed packets they distributed.

Fall Nature Festival

The second Fall Nature Festival in Cook County attracted 5,000 participants, highlighting sustainable small businesses and eco-friendly organizations. Commissioner Bridget Degen of the 12th District invited the ICA to host a table at the event, where approximately 200 individuals engaged in conversations with ICA interns, Gabriel and Alyssa about sustainability and carbon-free programs.



L->R: Gabriel Gonzalez, Alyssa Rickert, and Commissioner Bridget Degen.

Uptown Chicago

Journey to Green: Carbon Free Building Collaborative

In 2021, the ICA initiated the **Carbon Free Building Collaborative** in response to the alarming statistic that 70% of Chicago's carbon emissions stem from buildings.

BY 2023, THE COLLABORATIVE EXPANDED FROM FOUR TO TWELVE BUILDINGS:



- Five buildings are managed by Voice of the People, a non-profit affordable housing developer
- Three buildings are managed by Sarah's Circle, a non-profit dedicated to providing housing to homeless women
- Lakeside Square Apartments is a for-profit company focusing on affordable housing
- Clarendon Gardens is a condo association
- Uplift Community High School is a Chicago Public School (CPS)
- ICA's GreenRise is a non-profit mixed-use building

Each month Collaborative members visited each other's buildings to facilitate an exchange of insights. For example, Lakeside Square Apartments reported a 70% reduction in toilet water consumption (from 5 gal to 1.5 gal flush) after replacing all their toilets across their 308 units. We included this story in "A Workbook for Moving Towards Carbon-Free Buildings," accessible [here](#). The workbook shares local, state, and national resources for building managers and homeowners.

ICA GreenRise was the first building in the Collaborative to use Portfolio Manager, a software used for documenting electricity, gas, water, and waste consumption. The tracking process is crucial for identifying areas needed for improvement and revealing where resource use has been lowered.

ICA has a strategic partnership with the Climate Action Museum (CAM) through Lesley Showers, ICA's Executive Director, who serves as Vice Chair of CAM's Board of Directors. Lesley helped to open CAM's physical location in July 2023. Leveraging this partnership, ICA invited the Collaborative to the Museum to learn about the newest resources available to retrofit buildings to become more carbon free (i.e., heat pumps, induction stoves and state of the art insulation).



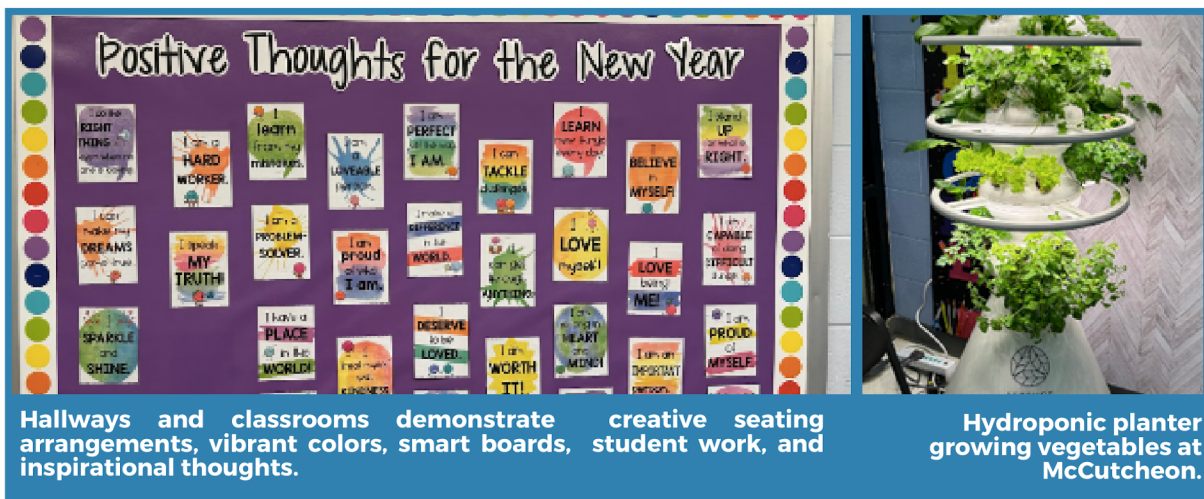
L->R: State Senator Mike Simmons and Alderman Matt Martin of the 47th Ward toured with us.

Uptown Chicago

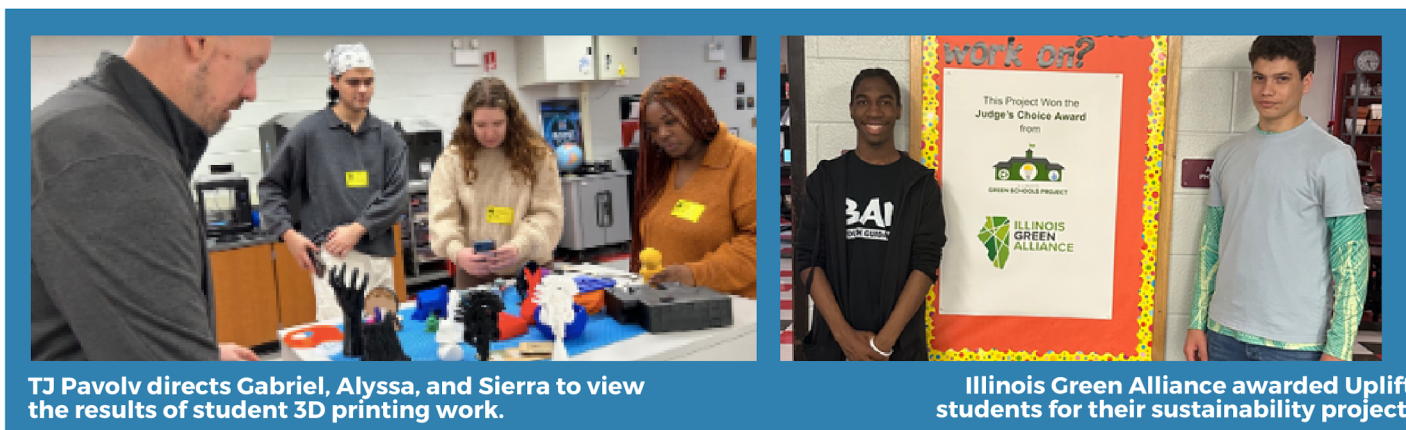
Two Uptown Schools Inspiring the Next Generation of Leaders

ICA has engaged with two Uptown schools, McCutcheon Elementary and Uplift Community High School, both of which prioritize environmental sustainability in their curriculum. Both schools are STEAM schools, focusing on Science, Technology, Engineering, Arts, and Mathematics, and they foster critical thinking and student dialogue. The impact and learning practices observed are outlined below.

In a tour of **McCutcheon Elementary**, led by Principal Kahindi Longmire, the ICA was impressed by a hydroponic planter growing 20 vegetables. The school has a new playground, a renovated garden with fresh planter boxes, and a new music program. Initiatives such as Spirit Week for Earth Month and upcoming projects like a food waste challenge demonstrate their commitment to climate action.



Uplift Community High School's "Let it Grow" program and the solar-powered apartment for students with intellectual disabilities caught the ICA's attention. TJ Pavolv, the ECCE and STEAM Program Manager, shared school plans for launching its Environmental Pathway Program in January 2024, offering students Truman College credits and summer internships.



National



Technology of Participation (ToP)® is a system of participatory methods for community and organizational development taught across the United States and beyond. As of 2023, there are 206 active ToP national members, including 126 certified ToP facilitators and 89 Licensed ToP trainers. They conducted 174 ToP courses with 1,885 attendees, both virtually and in person. Already 194 courses are scheduled for 2024.

ToP operates through eight task groups overseen by its board, a committee within the ICA Board. In 2022, most programs were virtual, but 2023 saw a shift with 50% transitioning to in-person training.



The ToP Network, a volunteer-led membership association, advocates for the global adoption of ICA's Technology of Participation (ToP) methods. A Memo of Understanding (MOU) formalizes its collaboration with the ICA. The ToP Network oversees facilitator memberships, licensing, and administration.

Mark your calendar for the upcoming ToP Network Annual Gathering, the first in-person since 2019. It is scheduled to take place from February 21-26, 2024, in Myrtle Beach, South Carolina. This year's theme is "Coastal Oasis: A Place for Facilitators to Connect, Create and Rejuvenate", offering an opportunity to witness ToP facilitation methods in action. For detailed information on the event, including registration and program details, visit <https://www.top-network.org/2024-gathering>.

National

Partnerships with ANCA (in Redlands and Denver) & Ithaca and Menlo Park

Accelerate Neighborhood Climate Action (ANCA) is a nonprofit organization with offices in Denver, CO and Redlands, CA.

Denver, Colorado

ANCA in Denver collaborated with four universities – Metropolitan State, Colorado State University, University of Colorado-Denver, and the University of Denver to facilitate internship programs. ANCA expanded its reach through 18 neighborhood forums in Denver and Boulder. ANCA formed an Advisory Council of Climate Activists and is contributing to Denver’s Environmental Justice program under the Department of Climate Action, Sustainability, and Resiliency.

Redlands, California

In July, ANCA in Redlands implemented a new organizational structure featuring three working groups: community education, neighborhood action, and community outreach. Each group is led by strong leadership, comprising five to seven members. ANCA is optimistic about the potential impact of this approach and remains dedicated to fostering positive change within the Redlands communities.



Ithaca, New York and Menlo Park, California

ICA and representatives from Ithaca, New York, and Menlo Park, California engage in monthly dialogues to foster community-driven progress. These dialogues focus on new concepts, celebrating achievements, and providing recommendations on funding and program initiatives.

For instance, Ithaca suggested Rewiring America as a model for reporting on IRA rebates, emphasizing the potential impact on low-income communities. Additionally, we had a lively discussion about the \$4 billion HUD funding for energy efficiency.

The depth of these conversations underscores the commitment and collaboration among our three communities to address challenges with comprehensive and forward-thinking solutions.

Global

ICA USA Global Fund for Climate Action in Africa

In 2023, ICA-USA's donors contributed \$100,000 to the Global Fund, enabling the launch of a Climate Change Movement in 10 African countries: Benin, Cote d'Ivoire, Ghana, Kenya, Nigeria, Tanzania, Togo, Uganda, Zambia, and Zimbabwe. The fund supported:

- Creation of a Community Mobilization Manual (translated into French), which details how African communities can become climate-ready
- Village home solar projects in 4 countries through Self-Help Saving Programs
- Increased access to Technology of Participation (ToP) programs and training.

ICA Zimbabwe is set to host the ICA Global Conference in October 2025.

ICA International

ICAI Teams

Missional Impact	Regional Focus	Internal Strengthening
ToP Approaches	Africa Revival	Core Team
Global Conferences	Asia Pacific	Fundraising
UN Relations	Ibero America	Membership Care
Global Communications		Organizational Sustainability

The ICA International Board and teams meet monthly throughout the year. In 2023, quarterly General Assemblies were introduced to enable broader global participation. The July Assembly focused on the proposed 2025 ICA Global Research Assembly in Zimbabwe. In October, Assembly centered on strategies to improve the accessibility and effectiveness of ToP programs worldwide.

With 35 national members, the ICAI has eleven teams and invites volunteers interested in ICAI's global work to join a team and assist in planning the future. If you want to receive the monthly Global Buzz, join one of the teams, or participate in the quarterly ICAI General Assemblies, write social@ica-international.org.

Global Research Network: Unveiling the Past

The Global Research Team meets monthly to coordinate volunteer tasks for the Global Archives. Ed Feldmanis continues to scan documents for 12 hours weekly, sending the scans to Wendell Refior who prepares them as links for the website. We have had a boost with the presence of two additional volunteers from Uptown and Evanston to assist with the files weekly. Additional files were contributed by the Grow children, delivering 20 boxes of Nan and Bill Grow's preserved files.

In July, fifteen people volunteered during a two-week Archives Sojourn to research summer assemblies from 1971-1973 when the social process dynamics were identified. Sierra and Ixchel led teams in sorting and prioritizing files for the website. The Sojourn concluded with a delightful Indian dinner prepared by Tamiz Haiderali, ICA's Operations Manager.

The Global Research Network is seeking remote volunteers to enhance the website's user-friendliness and contribute to its growth. Let us know if you are interested in volunteering.

Personnel Changes

Board

Chris Brubakerr
Treasurer

Margaret Gergen
Chairperson

Meida McNeal
Honey Pot Performance Director

Mark McMullen-Bushman
Vice President

Deborah Graham
Government

Lesley Showers
ICA Executive Director

Sonya Butts
Lawyer

Terri Haymaker
Secretary

Nancy Trask
Assistant Secretary

Anita Rodriguez Cordero
Consultant

Damilola Johnson
Treasurer

Jim Troxel
Development Capital Networks

After conducting meetings over Zoom from 2020 to 2022, the ICA USA held its first in-person Board meeting in Chicago in November. The gathering was bittersweet as the Board mourned the loss of Nelson Stover, a dedicated colleague serving as ICA Board Treasurer. Nelson's financial support helped a school in Chikale, India. Additionally, he created the sustainability non-profit, Emerging Ecology in Greensboro, North Carolina. His legacy will be deeply missed.

On a positive note, the ICA welcome Lola Johnson as the new Treasurer of the Board. Lola's leadership in the financial sector adds great value to the ICA, and her vision of a world where diverse cultures come together aligns seamlessly with ICA's mission to build a just and sustainable world.



Staff



ICA is excited to incorporate young voices into the organization, ensuring the continuation of ICA's vision and mission. Since October 2022, Sierra Johnson has been serving as an ICA Program Assistant through Public Allies Chicago. Her commitment to return for a second year before pursuing a Master's program in Environmental Policy and Sustainability Management is appreciated. Sierra has played crucial roles in events like Earth Month and enhanced ICA's presence on social media platforms.

Sierra Johnson

"I joined the ICA because I witnessed the unequal impact of climate change on marginalized communities, and I am determined to be a proactive voice for positive change. I was very eager to join an organization focused on carbon-free and sustainability initiatives so I can contribute my skills and tell my story."



ICA warmly welcomed Joshua Hall as the Front Desk Receptionist at ICA GreenRise. His friendly demeanor and positive greetings for everyone entering the building are valued. We're excited to have him on board!

Interns

Ixchel Barraza (Loyola University senior majoring in environmental policy and political science) interned at the ICA over the summer. In the fall, Alyssa Rickert (Loyola University senior majoring in environmental policy and global studies major) and Gabriel Gonzalez (Roosevelt University sustainability major with an environmental science minor) joined the ICA program team. Both Alyssa and Gabriel are returning for a second semester in January 2024, and a second Loyola University senior is set to join the team.



Ixchel Barraza

"I have always been passionate about storytelling and connecting people for a common cause. I knew I wanted to help further the ICA's mission to promote a just and equitable society and learn more about facilitating collaboration through social change."

Alyssa Rickert

"I joined the ICA largely due to the environmental initiatives through social approaches. The ICA's goals of improving the environment through community empowerment is an approach that aligns with my values and interests. Hearing about the Uptown Leaders Program was something I decided that I wanted to be part of."



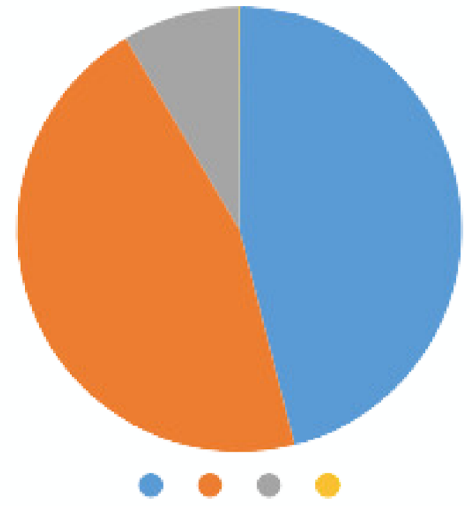
Gabriel Gonzalez

"During my time at the ICA, I was able to see firsthand what it takes to organize local community leaders as well as how to engage community members in sustainability initiatives. Being a part of the ICA has been a rewarding experience that I will always cherish."

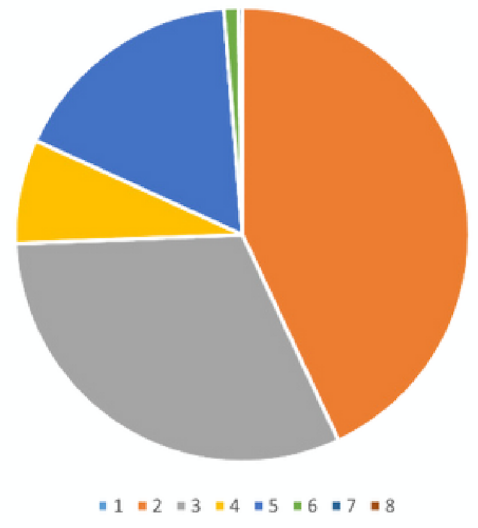
Financial Highlights*

from the 2022 Audit

Revenue			
1	Program Services	\$ 1,089,243	46.0%
2	Rental Income	\$ 1,075,725	45.4%
3	Contributions	\$ 200,625	8.5%
4	Other	\$ 2,071	0.1%
	Total	\$ 2,367,664	100.0%



Expenses			
1	Program Services		
	GreenRise Learning Lab	\$ 1,146,719	43.0%
	ToP Training Program	\$ 835,321	31.4%
	Other Programs	\$ 197,346	7.4%
2	Management & General	\$ 450,233	16.9%
3	Fundraising	\$ 27,007	1.0%
4	Other	\$ 7,740	0.3%
	Total	\$ 2,664,366	100.0%



* The 2023 audit is set to release in August 2023. Fortunately, the ICA has overcome the COVID challenges of 2022 and is now in a better financial position, with income surpassing expenses.



thank you to our 2023 donors!

Anonymous Donors

Dane and Glenda Adkinson
Sharon Almerigi
Altamont Reformed Church, PA
Richard Alton
Brock Auerbach-Lynn
Jack and Louise Ballard
Vera Barber
Donald Bayer
Pamela and Terry Bergdall
Jana and Tom Bergdall
Anthony and Hilde Betonte
Pam and Walter Blood
Chris Brubaker
John Burke
Edith Byers
Raymond Caruso
Carl and Faye Caskey
Marilyn Clark
Lynda and John Cock
Sandra Conant
Marilyn Crocker
Chic and Kay Dambach
Richard and Jenny Davis
William Dent
Ed and Susan Dillinger
Gloria Dougherty
Gary Doupe
Norman Evans
Kristin Faust
Ken Fisher
Dianne Francis
Irina Fursman
Alan Gammel

Margaret Gergen
Ruth and Ken Gilbert
Susan Goldsmith
Deborah Graham
Muriel and Robert Griffin
Beret Griffith and Paul Noah
Claudia Haman
Linda and Milan Hamilton
Ken Hamje
Olga Hard
Terri Haymaker
Robert and MaryAnn Heard
Carl Hickey
Aimee Hilliard
Don Hinkelman
Phyllis and Len Hockley
Wanda Holcombe
Mary Hopkins
Dana Howell
Ellen Howie
Edward Jones
Ken Otto and Mary Laura Jones
Herman and Connie Kauffman
Loralee Kerr
David Kimball
Frank Knutson
Nancy Lanphear
Judith Lindblad
Ann and Don Loy
Angelo Magistro
Linda May
Mark McMullen-Bushman
David and Sharon Middleton
Sara Munshin

Ashleigh Norment
George and Elise Packard
Judita Paz
Jill and Luigi Persichetti
Carolyn Phanstiel
Shelby Pierce
Mark Rebstock
Ellen Rebstock
Wendell Refior
Pauline Rippel
Willard Robinson
Lauri and Michael Shaw
Louise Singleton
Mary Alice Smalls
Raymond and Tina Spencer
Jane Stallman
Lisa Steiner
Elinor and Carl Stock
Kathleen Taylor
Joseph Thomas
Nancy Trask
Jim and Karen Troxel
Frances and Frank Tsai
LiDona Wagner
Dale and Jody Warner
John Webster
Judith Wegland
Catherine and Mark Welch
James and Judy Wiegel
Alfrieda Wilkins
Robert Wooley
Ted Wysocki and Lynne
Cunningham
Linda Zahrt

In Memoriam

Join us in paying tribute to the memory of those who served as social pioneers within the ICA community, both as staff and volunteers. Visit the **Memorials** pages to reflect on and honor their lives, as well as the many others remembered there.

In 2023, we celebrate the lives of:

Bud
Ames

Betty
Dyson

Kathleen
Joyce

Ginny
Reece

Marilee
Blanchard

Bill
Grow

Sue
Laxdal

Byrne
Johnson

Mary
Chapman

Jack
Gilles

David
Morton

Nelson
Stover

Joseph
Crocker

Robert
Hawley

David
Rebstock

Elaine
Telford

Ann
Duffy

Frank
Knutson

Sandra
Rafos

Harry
Wainwright



Connect with ICA USA

ica-usa.org

or

linktr.ee/ICA_USA

**You can donate online at
ica-usa.org/donate**



**or by mailing
ICA-USA**

**4750 North Sheridan Road
Chicago, IL, 60640**

Follow us on social media:



ICA

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