

## An Introduction to the Organizational Wisdom of ICA

Foundational Principles, Values, and Perspectives

<b>Who We Are</b> (purpose & presence) -- being --	<b>What We Think</b> (insights & convictions) -- knowing --	<b>What We Do</b> (program principles & action) -- doing --	<b>How We Work</b> (internal organizational culture) -- walking our talk --
1a  <b>ICA's Mission is to build just and equitable society in harmony with Planet Earth</b>	2a  <b>Everyone has gifts, assets, and capacities</b>	3a  ICA programs are about ... <b>Social transformation rather than direct delivery of social services</b>	4a  <b>ICA works through consensus encouraged and nurtured by facilitative leadership</b>
1b  <b>ICA transcends polarities to create new alternatives</b>	2b  <b>The external situation is never the problem</b>	3b  ICA programs are about ... <b>Focusing on local action within a global context</b>	4b  <b>ICA prioritizes diversity in all dimensions of its organization (staff, board, and programs)</b>
1c  <b>ICA responds to critical social issues through viable branded programs</b>	2c  <b>Behavior change occurs when images change</b>	3c  ICA programs are about ... <b>Strengthening organizational capacities and facilitating collective action</b>	4c  <b>ICA is strongly linked to those it serves, especially the marginalized and poor</b>
1d  <b>ICA intends to inspire innovative action by others beyond itself</b>	2d  <b>Culture is key to addressing societal contradictions</b>	3d  ICA programs are about ... <b>Connecting with creative collaborative partners</b>	4d  <b>ICA strives to demonstrate its values in all that it does</b>