

An Introduction to the Organizational Wisdom of ICA

Foundational Principles, Values, and Perspectives

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