

ICA-USA

Living Legacy Event Report

October 5-7, 2007

Chicago, Illinois

“Discerning a vibrant legacy for today and the future”



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Event Summary



The Purpose

The Living Legacy Event brought together individuals from across the countries that are connected to the methods, work, history and mission of the Institute of Culture Affairs (ICA). ICA-USA sponsored the event as a part of its Year of Discernment. The intent was to celebrate past, present and future of the network of people connected to ICA, assess the roots and wings of the 40 year old organization and help discern the next chapter of service. Participants spanned all four decades of national and international work. Specific objectives of the event included the following:

- A. Affirm and celebrate the varied work across the nation and the world that expresses the spirit of ICA
- B. Build on the wisdom of thousands of pioneers who have invested in releasing people's capacity for creating positive futures
- C. Contribute to the ongoing task of shaping the future and discerning the role of ICA-USA

The Process and Results

Friday: Celebrating and Discerning the Impact of the "Big We" ICA-USA

The Living Legacy Event began with an evening of acknowledging and assessing the ICA-USA's history, work and impact that the work of ICA-USA's broad community of care has and is having.

Opening reception and introductions

The Board of ICA-USA hosted a gathering to welcome and introduce the Board, staff, participants and facilitators in a space filled with displays of programs, books and projects featuring work of the ICA network. Here are the kinds of things that brought participants to the event:

What brought you here?

- *Quest for direction:* See where we are going; want to be part of the future; interested in seeing what we will do in the future
- *Desire to learn:* Get questions answered; assess the transition; discuss the living legacy;
- *Engage with colleagues:* Meet those I talk with to see the past and the future; be with others
- *Help grow what helped me grow:* Commitment to strengthen relationships; owe ICA a whole lot; deepen the values and rich heritage; respect and trust of ToP and ICA people and commitment to the future; ICA made a profound change in my life 35 years ago and I want to take it forward; it is my community, I want to see it continue and thrive; came to learn, value and respect the past, present and future; this is my community and family; 40 years ago I went to a course and never got over it; my heart was given to ICA long ago
- *Passion and conviction:* This is what the planet needs; felt I had to be here; Don't get places without opening doors; passion makes a difference; have curiosity and hope
- *Continue network participation:* Make connections from the International Association of Facilitators; active in facilitation now and in the future; use ICA tools and want to continue to be able to do so
- *Experience vacation:* My wife said a change of trouble is as good as a vacation
- *A mode of transport:* I-94; a United flight; a Chicago cab

Event Summary Continued



Friday: Celebrating and Discerning the Impact of the “Big We” ICA-USA Continued

Evening Session: Developing a collective picture of the *Big We*

After a brief context for the weekend, participants engaged in a wave analysis of trends to identify their experience of the network. They created a conceptual “inventory” of the activities, efforts, ideas, operating values and other trends coming into being, emerging, established and going out of being.

What have been ways that we have referred to the ICA Network?

See p.8

The <i>Big We</i>	Those using ICA methods	Those Who Care
The spirit movement	The league	The blue shirts
The Trans-establishment	The invisible college	The guardians
The Order Ecumenical – formal, movemental and latent		Etc.

The trends covered the shifts, changes and evolution of...

See details pp.9-10

- ...organizational forms
- ...network interaction and engagement
- ...programs and program delivery
- ...research and development efforts
- ...community development work
- ...addressing 21st century spirituality
- ...society and the world

Reflection on the wave analysis and collective picture of the “Big We”

See p.11

Saturday: Discerning the Future of ICA-USA

Conduct a dialogue to address the following focus question: What does ICA-USA need to do to support, serve and be an integral part of emerging change networks?

ICA-USA Briefing

See details pp.12-13

The President of Board briefed the group on the past and future activities of the *Year of Discernment* and the work that has been done to identify the mission, goals and objectives of the ICA-USA. Also, the participants reviewed the freshly published Annual Report. Following the presentation, the group reflected on their observations, reactions, questions and other comments regarding the current state and future directions of the ICA-USA.

Legacy Luncheon: Honoring of founding families and other invited guests

The participants welcomed special guests from ICA’s original Human Development Project in Chicago and celebrated them and all other people who launched the organization. Participants also enjoyed exhibits from the Global Archives, letters from those who celebrated in absentia and reviewed various writings about the history of the ICA and its sister organization, the Ecumenical Institute.

Event Summary Continued



Saturday: Discerning the Future of ICA-USA Continued

Assessment and advice

In the afternoon, participants worked in six groups to assess the current advantage and challenges of the ICA-USA as a network organization and propose action advice for the future. At the final plenary, the advice from work groups was synthesized into common action areas and offered to the ICA-USA on behalf of the ICA network.

Advantages and Assets:

See the details on pp. 14-15

What has been achieved or built that we don't want to lose and need to build on?

- A. Immense collective competence, brain trust and social capital within the ICA network
- B. Enduring commitment to spirit-driven transformation of individuals, communities and world
- C. Abundance of core methods and wisdom that are and could be used for global development
- D. Capacity for research that is unique, collaborative and experience-based
- E. Opportunity to revitalize the passion and power of the network
- F. Existence of formal ICA organizations

Challenges and Questions:

See the details on pp. 16-17

What are weaknesses and "development areas" in moving into the future?

- A. Limited ways to engage and associate with the ICA-USA
- B. Minimally-transparent communications and governance practices
- C. Disconnect between "old" and "new" people, practices and programs
- D. Assuring that ICA programs/ventures retain a human spirit and transformation focus
- E. Addressing the individual/organizational losses and impacts of staff lay-offs
- F. Informal mechanisms for preserving, accessing and building on the wisdom of the collective ICA
- G. Unclear long-term model for programming and resources of the ICA
- H. Disrupted support structure for program delivery

Advice:

See the details on pp. 18-21

What can ICA-USA do to support, serve and be an integral part of emerging/existing networks?

- A. *Identify, develop and mobilize* "signature" programs and initiatives (11 advice proposals)
- B. *Build* communication and engagement structures to broaden participation (8 advice proposals)
- C. *Enhance/revive* a focus on human spirit and transformation in programs/operations (7 advice proposals)
- D. *Resume research* efforts that inform and impact community and societal issues (7 advice proposals)
- E. *Use* modern technology to support effective internal and external operations (6 advice proposals)
- F. *Use* face-to-face interaction a preferred way to communicate and collaborate (6 advice proposals)
- G. *Develop* and clarify ICA-USA's governance/management values, roles, processes (6 advice proposals)
- H. *Strengthen* ICA-USA and ICAI Partnership (4 advice proposals)
- I. *Develop* effective working agreements (3 advice proposals)
- J. *Demonstrate* fiscal responsibility and establish a sustainable revenue base (3 advice proposals)
- K. *Reconcile and heal* relationships in order to go to places that are better than now (3 advice proposals)

Advice Debriefing

See reflection on shift/fears and fascinations on p.22

What are we moving *from* and *to*?

From being told the future *to* defining the future

From a storm on the lake *to* a sign of dawn

From dark *to* light

From confused *to* slightly less confused

From a full pantry and refrigerator *to* making the meal

From the *Year of Discernment* *to* waiting to see what emerges

From illusion *to* reality

From bewilderment *to* hope

From confusion *to* aha!

From fear *to* life is good

Event Summary Continued



Saturday: Discerning the Future of ICA-USA Continued

Celebration in the Global Lounge

The evening provided an opportunity for formal and informal celebration of the ICA-USA past, present and future. Guided by the celebration team, participants stepped back from the day's work to "roast" memorable moments in the dialogue with humor and affirm the longstanding passion and the commitment of the "Big We" with song, historical ICA films and spirited fellowship.

Sunday: Initiating the Next Phase of ICA-USA Service

Identifying the next steps in supporting the work of the ICA-USA and its collaboration with ongoing networks

Breakfast and Closing Conversation

See reflections details on pp.23-24

The Living Legacy Event concluded with a collegial forum to reflect on the weekend and launch the next phase of ICA-USA network engagement. Poetry, singing and gifts ritualized and recognized the valuable engagement and contributions of the assembled group. The following poem by Janice Ulangca represented the underlying sentiment and hope of the weekend dialogue:

In Praise of Face to Face

We used to wait for mail
To be in touch.
But now,
Ideas, feelings, pictures, voices
Fly instantly around the world
I'm often now in touch with you –
Somewhat.

Still-
I hunger for the wholeness
Of who you are
And who it is that we might be
Together.

Our decision brought us to this place
Where all the wholeness each of us can bring
Complements, collides, creates an energy explosion
Such as pieces of us cannot do.

Now what you've learned
Your victories, and even grief and wounding
I gently and respectfully
Claim as gift for all.

October 7, 2007
Janice Ulangca

