

## **Reflection on ICA as an organization**

For the last 7 years, I have been working with boards of several ICAs. During that period of time, each organization has gone through major transition. And that transition has been bound up with one image disconnect. Boards and staff found themselves spending more and more of their time and money building a recognized NGO. This was based on good intentions relative to getting ICA known broadly and gaining long term sustainable funding.

The trouble is of course that at its heart ICA isn't an NGO. Maybe it is on paper. That is all. And secretly we all know that. A cultural clash happens. ICA board and staff facilitate, teach and care with one set of values and try to operate from another set. Finally everyone loses.

ICA is thousands and thousands of people being social pioneers in society. ICA is young and old people being courageous authentic leaders. ICA is reflective people being present to the dread filled, fascinating reality of life as it is. In spite of deep pain, fear and anxiety about the future these people say yes to that reality, and give others a way to say and live that yes.

For 40 plus years many of us oldies have understood the deep social changes rippling under present social structures. The archives on research assemblies from 1971-1973 tell me that if I need proof. And now the need for comprehensive systemic change is becoming apparent to many. How exciting!

Everywhere I go I encounter people of all ages ready to be that courageous yes presence today and that gives me courage. They are also grateful for the support of the elders who have walked this path a bit longer.

Thank you Suzanne and David for trusting local people and giving ICA Canada an opportunity to move into a new chapter of care. I will be right there with you nudging us all on.

Jeanette Stanfield 4 June 2015 ICA Canada AGM