



IMPACT REPORT 2023



MESSAGE FROM THE BOARD OF DIRECTORS

Message from our Board Chair, Bob Jeffery

Greetings

ICA Canada, like so many other organizations, is adjusting and expanding with the new virtual opportunities to connect with others. The Courage to Lead course and materials are being presented in a range of formats including translations in Chinese and Turkish and training others to offer the material. ICA Canada continues to benefit from our affiliated social enterprise, ICA Associates; successful expansion of virtual training has them now offering Live-Online, Online Self-Directed and In-Person courses, allowing them to reach more people. ICA Canada continues to support and help shape ICA International with its' global network of members and associates in 35 countries. We have benefited from generous donations and excellent staff and volunteer support. On behalf of the Board, thank you and know we are immensely grateful for your support.

ICA Canada Board of Directors

Bob Jeffery - Chair
Jennifer O'Leary - Secretary
Abbas Ali - Treasurer
Terry Mutuku - Director
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Ekta Bromley - Director
Laura (Lori) Whiteman - Director
Jeanette Stanfield – Advisor

ICA Canada Team

Virginia Kanyogonya - Director of Programs (on leave)
Staci Kentish - Facilitator & Program Development Consultant
Adriana Gaspar - Finance Manager

We at ICA Canada respectfully acknowledge that we operate on the traditional land of many Indigenous nations, and we are committed to decolonization work and are continuing to learn what we can do to collectively advance the truth and reconciliation calls to action in consultation with Indigenous peoples.

WHO WE ARE

OUR MISSION

The mission of ICA Canada is to develop the leadership capacity of all people to contribute to positive social change.

OUR VALUES

- We take a comprehensive and historical perspective in any situation and work to change the whole system.
- We place energy where it will make the most difference.
- In our relations with others, we collaborate with respect, care and mutual support.
- We value human relations and the human capacity as the key to making a difference.
- We focus on core change in society based on the reality of what can be sustained at this time.
- We embody and model participation in everything that we do by balancing leadership and teamwork.
- We are committed to integrity, transparency and accountability throughout our organization in everything we say, do and believe.
- We bring intention and conscious awareness into our everyday life.

ABOUT US

The Canadian Institute of Cultural Affairs (ICA Canada) is a member of ICA International, a global network established in 1960 and now implementing social change in over 36 countries. ICA International holds consultative status II with the United Nations. Since 1976, ICA Canada, with its own elected Board of Directors, has been part of this global network.

We are a non-profit organization primarily supported by volunteers and donors. Our revenue comes from individual and institutional donations and partnerships, as well as from our publications, course royalties, special events and learning forums. This revenue is used for education, publishing, research and social development projects. Tax deductible receipts will be issued for your charitable donation. For over five decades ICA Canada has promoted, supported and enabled positive social transformation through teaching and practicing ToP™ methods of participation.

2023 HIGHLIGHTS



In 2023, ICA Canada made a global impact, stretching its reach far and wide. Our courses made waves not only in familiar territories like Ontario, Alberta, and North America but also in far-off destinations such as China, Nepal, Turkey, and even New Zealand.

ENGAGEMENT:

- Courage to Lead 13-week Spring Online Study Series
- 2023 Virtual AGM June 2023
- Courage to Lead 6-week condensed Fall Online Study Series
- Ongoing monthly gatherings beginning in September
 - September topic: Community Care in Leadership
 - October topic: Leadership and Responsible Decision Making
 - November topic: Reflecting on your Leadership Presence
- ICA Nepal Guide Training
- ICA China Guide Training

PUBLISHING:

- Courage to Lead first Chinese translation in North America
- Courage to Lead translated into Turkish
- 2nd Edition of the Art of Focused Conversation, in progress



OUR PROGRAMS

1

Courage to Lead Online Study Series

A virtual or in-person study series that invites participants to look inward and discover what it means to 'lead from where you stand.' Through engaging discussion and deep reflection, participants explore 12 challenges for today's leaders and uncover new and expanded stances toward leadership they can apply in their own contexts.

[Register for the CTL Online Study Series here!](#)

2

Courage to Lead Monthly Gatherings

Each month, we invite past Courage to Lead participants and those curious about Courage to Lead content to join us for a rich discussion centered on a CTL concept or theme. Every gathering is an opportunity to explore a different facet of leadership and support each other in applying a CTL lens to the leadership challenges we encounter in our daily lives.

Check out our website to register for our monthly gatherings. www.icacan.org

3

Research & Publishing: ToP®

ToP® (The Technology of Participation) was created by ICAI to provide people with methods, tools and resources that can be utilized to create a culture of participation, creativity and effective results. On page 7, you will find a list of books written by colleagues and staff of ICA Canada.

4

Courage to Lead Youth

A suite of workshops and series designed to meet the unique leadership development needs of people ages 15-25. Our CTL youth offerings support young people in developing life-long reflective practices and bolster their self-confidence as they explore questions of identity, leadership and meaning in a safe, intentional space.

[Contact us](#) to learn more about our CTL youth offerings.

COURAGE TO LEAD TESTIMONIALS

"Courage to Lead is different from any Leadership session I've done. The approach is inspiring, thought provoking, and holistic. The series offers a focus on the many facets of an intricate leadership compass. Each focus was an appetizer for my inner self to begin an exploration and gain deeper insights into myself which nourished and encouraged my unique presence. The inner relationships I have made with each facet has allowed me to reflect on the leader I was, the leader I currently am, and the leader I aspire to be. Moving forward, this will be the compass that allows me to continue to explore, while remaining grounded, and will always point me home to my authentic self".

-Karen P

"This series has helped me with reconstructing my vocation. How I intend to contribute to the world is so much clearer to me now. I believe the Courage to Lead can help others' in this way, including young people or anyone who may still be grappling with what they would like to do, particularly how they would like to make a positive difference." - Yoyo, Y

"The Courage to Lead study group was a transformative experience for me. It completely shifted my perception of what a true leader is, and how to become a leader in everyday life. I find myself looking for opportunities to speak up as a leader or set an example in ways I never have."

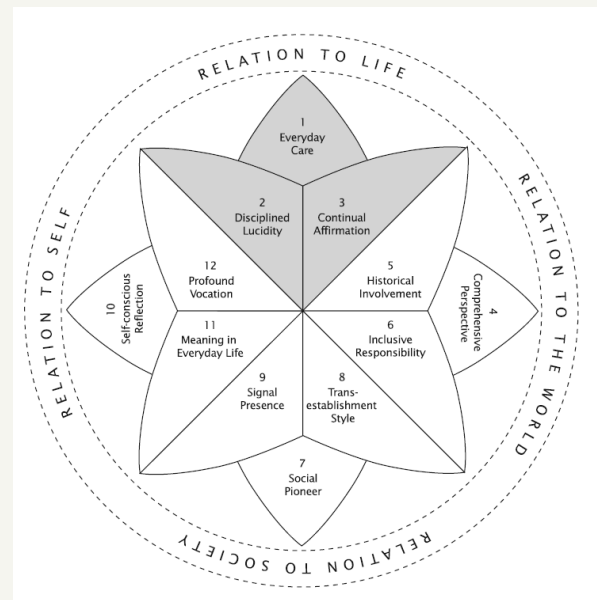
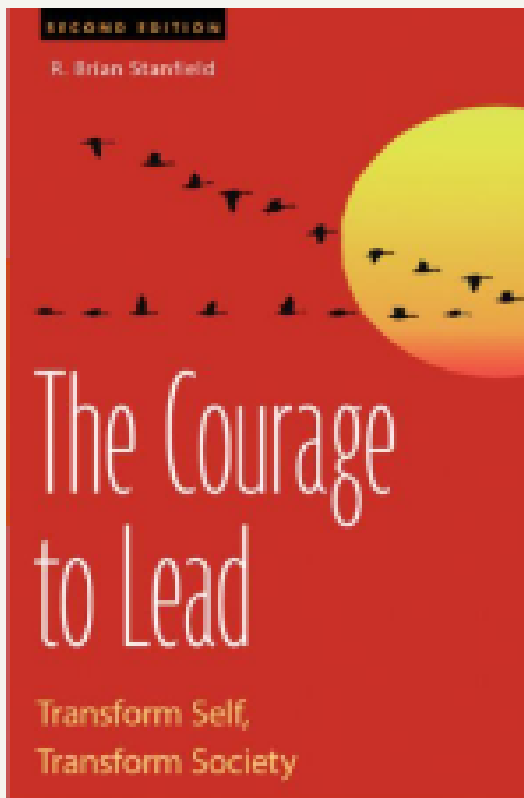
- Deanne, G

"The Courage to Lead is the soul and core of facilitation. Facilitation serves to support social change for a good cause. I had never clearly linked the life principles with facilitation until I attended the study group. The main idea of the book is to provide a leadership compass, guiding everyone through their own journey. Honestly speaking, I didn't initially regard myself as a "courageous" person, but I had the courage to attend. It was a great journey, a treasure for me to find the beauty of life itself."

- Tracey

THE COURAGE TO LEAD BOOK

The Courage to Lead (CTL) began as a book written by ICA colleague, Brian Stanfield in 2000 with a second edition in 2012. Initially, ICA developed book studies that brought people together to reflect on the Courage to Lead’s ideas and relate them to each individual’s own context.



The leadership compass reveals the structure of The Courage to Lead. It covers four basic relationships of authentic leadership: the relationship to life, to the world, to society and to self.

Over time, different iterations of Courage to Lead-based experiences have emerged, with the foundational concepts from the book serving as the basis for leadership exploration and self-reflection.



BOOKS WRITTEN BY COLLEAGUES AND STAFF OF ICA CANADA

[The Courage to Lead: Transform Self, Transform Society by R. Brian Stanfield](#)

[More Than 50 Ways to Build Team Consensus, by R. Bruce Williams](#)

[The Workshop Book: from Individual Creativity to Group Action, by R. Brian Stanfield](#)

[L'art de la discussion structurée 100 applications concrètes, by Brian Stanfield](#)

[The Art of Focused Conversation, General Editor: R. Brian Stanfield](#)

[The Art of Focused Conversation for Schools, by Jo Nelson](#)

[Transformational Strategy, by Bill Staples](#)

[The Social Process Triangles, by Jon and Maureen Jenkins](#)

[Getting to the Bottom of ToP, by Wayne and Jo Nelson](#)

[Art of Focused Conversation 2nd Edition, by Brian Stanfield and Jo Nelson
\(Senior\) General Editors. - coming soon!](#)

Please click the title, to find out more about the individual book!

OUR PARTNERS



The Institute of Cultural Affairs (ICA) is a global community of non-profit organizations advancing human development worldwide. ICA is about empowering, an authentic and sustainable transformation of individuals, communities and organizations, through methods and values.



Common Earth is deeply concerned about the climate crisis and understands that it exists within the context of many other complex systems in an interconnected web of obstacles preventing us from achieving a post-carbon caring society; a place where we can exist sustainably and equitably with the planet and one another. Common Earth is therefore forming a community of people committed to the dramatic changes required and who want to acquire the knowledge and tools needed to get there.



facilitating a culture of participation

ICA Associates Inc. is a facilitation and training organization providing effective participatory skills to thousands of people. They work to enable the formation of a culture of participation. They focus on enabling people to participate in the development of their own communities and organizations.

They offer facilitation training courses both face-to-face and online. Their ToP Training Programs can give you a wider range of tools for facilitation, help you prepare for professional certification, or prepare you to be a facilitative leader.

ICA Associates can also provide you with a wide range of Consulting Services that can move your organization toward transformational engagement.



WAYS TO GET INVOLVED

MAKE A DONATION

BECOME A MONTHLY DONOR

ATTEND A COURSE

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THANK YOU

A SPECIAL THANK YOU

TO OUR DONORS, VOLUNTEERS, FACILITATORS &
PUBLISHERS

FOR YOUR TREMENDOUS SUPPORT