



Program Overview

The Ignatian Colleagues Program (ICP) is a national program of the Association of Jesuit Colleges and Universities (AJCU) designed to educate and form senior administrators and faculty more deeply in the Jesuit & Catholic tradition of higher education. ICP seeks to develop partners in Jesuit higher education who are capable of, and committed to, assuming leadership within the Ignatian spiritual and educational heritage and will sustain and foster their school's Jesuit, Catholic character into the future. These partners will enhance local, regional, and national networks of Ignatian leaders through collaboratively working to enrich Jesuit higher education.

The goal of ICP is to provide a solid intellectual foundation, meaningful experiences, and opportunities for personal transformation so they may better articulate, adapt, and advance the Jesuit & Catholic mission of their campuses. Areas of focus include the Ignatian charism, spirituality, pedagogy, and sense of social justice foundational to the ministry of Jesuit higher education and the educational apostolate of the Society of Jesus.

Participation in the ICP is an incredible opportunity to not only take a deep dive into learning and experiencing many aspects of our Jesuit and Catholic identity, charism, tradition and spirituality, it also provides the opportunities to form meaningful networks of relationships with colleagues in senior leadership roles throughout the 28 Jesuit colleges and universities in the United States.

Upon completion of the program, participants will be better able to:

- Integrate the Ignatian heritage into their work in a way consistent with their values, thus deepening their institutions Ignatian Identity.
- Articulate the Ignatian heritage as a way of mentoring others, thus developing a “critical mass” of mission leaders on campus and across the AJCU network.
- Exercise administrative leadership and decision-making that reflects Ignatian values, practices, and Jesuit commitments, thus advancing the school's Jesuit, Catholic mission.

Program Description & Requirements

ICP consists of a series of integrated components designed to establish ongoing conversations through a menu of face-to-face cohort gatherings, online learning opportunities, an Ignatian retreat, an international immersion experience and a mission project. The program spans a period of approximately eighteen months. The following summary of requirements involved in ICP is provided as the basis of a more detailed conversation between the campus coordinator and potential participants. Briefly, the program components are:

- 1) *Orientation Experience: First Principles and Foundation (mid-July)*
Participants attend a four-day gathering to introduce them to each other as companions and co-workers in this shared national mission, the program and its goals, and to the intersections of Ignatian spirituality, the history of Jesuit education, and the current apostolic commitments of the Jesuits and their companions.
- 2) *Online Workshops: The History and Intellectual Traditions of Jesuit Education*
A series of six online workshops are presented throughout the program to facilitate ongoing learning, reflection, integration, and project planning. Topics include: Ignatius and the first companions, Ignatian humanism and pedagogy, Ignatian theology, the Catholic Intellectual Tradition and Catholic Social Teaching, a faith that does justice, and Ignatian discernment. Several of these workshops include small group videoconference conversations. All include reflection questions for personal appropriation. In addition to videos, articles, and online podcasts, two books edited by George Traub, SJ entitled, *An Ignatian Spirituality Reader* and, *A Jesuit Education Reader*, both by Chicago: Loyola Press, are required.
- 3) *An International Immersion Experience: Women and Men For and With Others (January – early March)*
As an orientation to the commitment to justice that is at the heart of Jesuit education, participants will engage in an international immersion trip to a developing country such as Nicaragua, the Dominican Republic, and the US/Mexico border with peers, accompanied by preparatory discussions and follow-up analysis.
- 4) *Magis National Retreat (mid-June)*
As a way to personally experience the spirituality that grounds Jesuit education and all the ministries of the Society of Jesus, participants attend the ICP Magis National retreat or an appropriate form of the *Spiritual Exercises* of St. Ignatius Loyola. Special care is taken when accommodating the needs of those from other or no faith traditions. Participants are encouraged to consult the ICP executive director and their own campus coordinator to determine a retreat option.
- 5) *Mission Project (Design due June 1; Summary due November 20)*
Each participant will plan, implement, and assess a work-related project by applying insights and understanding from the program. Instructions and requested formats for the Design and Summary can be found in the Participants Binder section under *Mission Projects*.
- 6) *Capstone Experience: Discernment to Advance the Mission (January)*
At the formal conclusion of the Program, participants will gather for four days of additional learning, integration, and application of appropriated material through practical leadership challenges, actual mission cases, and the completion and sharing of Mission Projects.



ICP by the Numbers: Demographics

As of August 1, 2016 more than 400 have participated in the Ignatian Colleagues Program.

By Gender:

200 Men

206 Women

By Role:

103 Vice presidents/provosts

67 Deans

65 Faculty

55 Directors/assistant directors

36 Associate and assistant vice presidents

29 Associate and assistant deans

23 Executive Directors

12 Chairpersons

10 Trustees

6 President

By Division:

149 Student Affairs and Campus Ministry

117 Academic Affairs

74 Finance & Administration (CIO, HR, Pres. Office)

27 Enrollment, Retention, and Financial Aid

20 Executive: President and Trustee

19 University Advancement

Cohort 9

25 Institutions participating

55 Members of Cohort 9

29 Women, 26 Men

36 Administrators

19 Faculty



ICP Schedule Cohort 9
(Cohort 8 events denoted by *)

November-February	Candidates are identified/invited and confirmed
January –April	Candidates are registered and have Welcome Call with ICP Executive Director
Summer/Fall 2016	
June-July	Self-paced online workshop: ICP 510: <i>Ignatius the Spiritual Administrator</i>
July 19-22	Orientation Experience: First Principles and Foundations Loyola University Chicago Retreat and Ecology Campus
*August 1-2	Cohort 8 –Summer Workshop, <i>Who do our Students Become?</i> Chicago, IL
Sept/October	Online Workshop: ICP 520: <i>The Roots and Riches of Ignatian Humanism & Ignatian Pedagogy</i>
*Sept/October	Cohort 8 -550 <i>Workshop: Catholicity & Jesuit Higher Education</i>
November 13-18	Alternate Magis Retreat (for those who cannot attend in June) Jesuit Retreat House, Sedalia, Colorado
*Nov/December	Cohort 8- 560 Workshop:
<u>Spring 2017</u>	
*January 3-6	Cohort 8 –Capstone Experience, Our Lady of Florida, North Palm Beach, Florida
January – March	Online Workshop: <i>Pre & Post Immersion Materials</i>
January 3-10	Immersion trip to US/Mexico Border
February 3-10	Immersion trip to Nicaragua
Feb 24-March 3	Immersion trip to Dominican Republic/Haiti

April Online Workshop 530: *Ignatian Spirituality, Theology, and Jesuit Higher Education*

Summer 2017

June 11-17 ICP Magis National Retreat, Osh Kosh, Wisconsin

August 10-12 Summer Workshop: *Through the Eye of the Needle: The Commitment to Justice in Jesuit Higher Education: Seattle University*

Fall 2017

October Online Workshop 550: *Catholicity and Jesuit Higher Education*

December Self-paced Online Workshop 560: *Ignatian Discernment to Advance the Mission*

Winter 2018

January 2-5 Capstone Experience
Our Lady of Florida Retreat Center, North Palm Beach, FL



Role of the ICP Campus Coordinator

To assure better cooperation between the one who is giving the Exercises and the exercitant, and more beneficial results for both, it is necessary to suppose that every good Christian is more ready to put a good interpretation on another's statement than to condemn it as false. If an orthodox construction cannot be put on a proposition, the one who made it should be asked how he understands it. If he is in error, he should be corrected with all kindness (22).

-Spiritual Exercises of St. Ignatius of Loyola.

In order for participants to fully realize the benefits of the ICP experience, they need ongoing support. Campus Coordinators fulfill this role by meeting monthly with current participants (and two or more times per semester with ICP alumni). A Campus Coordinator meetings table is provided in the Monthly Meetings Guide Tab of this booklet and outlines monthly topics for potential candidates, current participants, and ICP Alumni. During these monthly meetings, campus coordinators provide the space for participants to share their experiences, questions, concerns, insights, challenges, and to reflect on what these mean for them personally and professionally. One might consider the role of a campus coordinator as part administrator and support person, part spiritual director, and part fellow Ignatian colleague!

How essential is the campus coordinator role in providing support to Ignatian Colleagues? In short, it is incredibly essential. In the past, some participants have reported that without ongoing support, they feel isolated, as if no one else was working for mission. Some had also wondered, what was the point of such an investment of the universities finances, and one's own time and effort. ICP participants take very seriously the invitation to engage in the program. For many, it is a truly personal desire to better understand and more deeply engage in the Jesuit and Catholic mission. But they need support for their efforts to be fully realized and for their institution to reap the benefits they may offer.

If this seems like a tall order, it is! But know that campus coordinators are not alone. ICP alumni can assist campus coordinators in organizing and facilitating meetings or events and most often deeply appreciate the invitation. As you review the suggestions below for meeting with current and ICP alumni, perhaps you will also imagine some ICP alumni who can assist in these gatherings.

When meeting monthly with current ICP participants to help them review and reflect on their current experiences, campus coordinators are asked to engage current and ICP alumni in ways such as:

- Introducing participants to other colleagues on campus who share a deep commitment to mission and facilitate conversations.

- Facilitating sharing and dialogue between ICP participants and the local Jesuit community.
- Reviewing online workshops and inquiring about their questions, insights, and videoconference conversations.
- Reviewing retreat and immersion choices and providing opportunities for processing them upon their return (privately and/or publicly).
- Encouraging the continuation of one's faith development such as through doing the Spiritual Exercises/19th Annotation and/or one's desire to work for justice as appropriate.
- Discussing and reviewing participants mission project planning and implementation.
- Gathering Alumni a few times per semester for their own enrichment and encouraging and seeking opportunities to better utilize Ignatian colleagues on campus in ways that foster mission (see *Supporting ICP Alumni* below).

While each campus coordinator will find their own style, know that your support goes a long way in helping participants make sense of their experiences and learning. It also helps to unite all ICP alumni and strengthen their ongoing desire to foster the Jesuit and Catholic charism.

Supporting ICP Alumni

Because ICP Alumni are some of the most knowledgeable and committed laypersons on campus in areas related to our Jesuit and Catholic mission and charism, they are a rich resource available for campuses to utilize. In order for ICP alumni to fully leverage their ICP intellectual and transformative experiences they too need to be supported and connected to others who care deeply about the Jesuit charism and mission. When not supported, several alumni have reported their desire to serve wanes, leaving them feeling alone in their efforts to foster mission on campus. Inviting ICP Alumni to gather a few times each semester goes a long way in fueling their desire to foster mission. While a wide variety of ideas might be imagined, one might support ICP alumni by inviting or encouraging them to:

- Share their level of desire and engagement in mission related activities within their division and outside of it.
- Support current ICP participants, sharing their own experiences, and learning from one another.
- Continue their faith formation by doing the 19th Annotation of the Spiritual Exercises (if appropriate).
- Select additional reading material related to the Ignatian charism and invite group reflection and discussion for personal and professional development.
- Reflect and share their immersion, retreat, mission project and ICP experience now that some years have past and consider what it holds for them this year.
- Gather socially to check in, connect, and reconnect with other ICP Alumni on campus.
- Connect with other ICP alumni via their AJCU annual conference.

- Connect with members of their particular cohort, retreat, or immersion.
- Attend ICP events for alumni (virtual and actual) as hosted by ICP.
- Provide resources to further enrich their understanding of mission and Ignatian pedagogy and spirituality and prayer life as appropriate.

Engagement and Utilization of ICP Alumni

ICP Alumni often report that they desire to take what they have learned and experienced back to their campus and share it with others. Campus Coordinators assist ICP Alumni to find outlets for them to share these gifts and experiences in ways that greatly benefit one's campus. One of the upcoming realities of many campuses who have been participating in ICP for the past several years is they now find themselves with 10, 15, or 20+ ICP Alumni. This poses an incredible opportunity to leverage ICP alumni as a group rather than merely sole individuals. Campus Coordinators, in unison with university presidents, are encouraged to consider this reality and utilize ICP Alumni individually and collectively in areas related to mission. Regardless of the current number of ICP alumni on one's campus, one might engage and utilize ICP Alumni through invitations to:

- Facilitate faculty and staff Orientation sessions related to mission.
- Serve on hiring and/or mission leadership committees.
- Lead conversations with colleagues regarding hiring for mission in ways helpful to particular divisions, disciplines, and departments.
- Participate in the AJCU institutional mission affirmation process.
- Submit some thinking on current challenges or opportunities facing one's campus.
- Meet with the Jesuit community to discuss mission needs/opportunities on one's campus and form response.
- Share immersion, retreat or mission project experiences with university Trustees.
- Assist university Trustee subcommittees related to mission.
- Facilitate ICP Alumni gatherings for the upcoming year and create an agenda for engagement or proposed project.
- Utilize their ICP connections with other Jesuit institutions for sharing of best practices, potential speakers, and regional/national opportunities to foster mission.
- Invite ICP Alumni from other schools who have expertise in a common area to review/make suggestions for current issue facing one's campus in that area in order to provide a mission based response.
- Encourage ICP Alumni to contribute to the AJCU central repository of speakers and resources.
- Encourage ICP Alumni to connect with other Ignatian Colleagues through AJCU conferences.
- Invite ICP Alumni to develop a "local" ICP experience for other campus leaders to introduce them to material and experiences related to the Ignatian charism.
- Contribute articles related to mission to *Conversations Magazine*, *Jesuit Higher Education: A Journal*, or other publications.

- Serve on leadership roles in Mission and Ministry activities.
- Support and facilitate meetings with current ICP participants.
- Nominate colleagues for participation in future ICP cohorts.

It is our hope that campus coordinators and ICP Alumni will continue to add to this list of new and creative ways of utilizing this powerful campus resource to foster mission.

Program Costs

The cost of participation in ICP includes an Institutional Fee and a Programmatic Fee per participant. The Institutional fee is an annual fee institutions pay regardless of the number of participants an institution sends. This fee is based on the size of an institutions undergraduate enrollment. Schools are encouraged to send several participants each year to better leverage the institutional fee.

The Programmatic Fee to participate in ICP currently is approximately \$4,400. This fee provides participation in the following; Orientation (4 days), an international immersion experience (7-8 days), silent, Ignatian retreat (7 days), Summer Workshop (1-3 days), Capstone retreat (4 days), 6 online learning modules and small group videoconference conversations, and ICP office support.

Airfare and/or any other travel associated costs are not included. In most cases ICP provides a shuttle from nearby airports to event locations. Invoices are sent to campus coordinators in July/August for the total cost of the program. An adjustment invoice (if needed) will be sent in the spring.

Note: ICP does not issue refunds for participants who are unable to attend an ICP event. Instead, participants will be invited to attend missed events with the following year's cohort. After this one-year grace period, participants will be charged for participation if they decide to attend.

Participants who, within the past 1-2 years have attended an international immersion with peers or an Ignatian 7-day silent retreat experience or similar will not be charged for these events if approved by ICP Director.

Financial Assistance: The Rectors of Jesuit communities in Higher Education have created a fund to help offset some of the costs for financially struggling institutions desiring to send participants to ICP. Institutions in need should contact the ICP executive director for more information.



The Three “Semesters” of ICP

Spanning approximately 18 months campus coordinators might imagine a participant’s engagement over three semesters. The following outline provides the events that occur during each semester along with suggested conversation topics between campus coordinators and participants. Because it is an 18-month program with a new cohort beginning annually every July, many campuses have ICP participants in consecutive cohorts overlapping for part of their experience. A more detailed monthly meeting guide is also provided in a separate section of this booklet.

Pre-Semester: January – May: Invitation, Acceptance and Registration

During this time candidates are formally invited by one’s university president to participate in ICP, they discuss the program in more detail with Campus Coordinator, formally accept the invitation, register and schedule their “Welcome” call with the ICP office.

Presidents and campus coordinators invite senior administrators and faculty, current or potential animators of mission who, by virtue of their position (vice president, provost, dean, chair, director, faculty leader), will be able to advance the mission more effectively as a result of their experience. University presidents and trustees are also encouraged to participate. ICP seeks one-third of each cohort to consist of faculty members.

A Note for Intentionality

In order for our schools to sustain our Jesuit and Catholic charism, senior leaders and faculty are the prime target audience for participating in the Ignatian Colleagues Program. Presidents and campus coordinators are encouraged to strategically and intentionally select senior leaders so that over the course of several years, a university’s leadership team will have ICP experiences to bring to the conversation. For example, some institutions have strategically selected ICP participants, beginning with the majority of the president’s cabinet, then moving through each division accordingly. Intentionality of forming a cluster or critical mass of ICP alumni in a particular area of the university may provide even more benefits to one’s institution.

Candidates should be open to participating in all aspects of the program, including the online workshops, an Ignatian retreat, and an international immersion trip. They should also be interested in working collaboratively with a variety of colleagues from across the network of Jesuit schools, sharing concerns, insights, and perspectives. As always, a diversity of people who share a common commitment to understanding, articulating, and advancing the mission are welcome and will enhance the cohort experience.

Note: To an interested candidate, the schedule of events and length of the program can at first seem overwhelming. It is extremely helpful for candidates to recognize that ICP was created for senior leaders and administrators who have extremely full schedules. Working with this reality, ICP provides options for nearly all events (except for Orientation). Informing candidates that ICP intentionally offers several immersion experiences from which to choose, more than one retreat opportunity, and the ability to join one of several videoconference conversations during the online workshops to assist busy schedules can often bolster their ability to accept the invitation to participate.

Recommended Recruiting Process: An Overview

During the fall semester, the president, in concert with the chief mission officer, identifies potential candidates and informs them about the program before issuing formal invitations. Most schools send a delegation of two; however, some schools send more (3-4), some less. Feedback from participants overwhelmingly suggests sending at least two participants in order to share and more fully process their experience together. Potential candidates are strongly recommended to discuss the program with past participants.

Note: As this is an extensive (18month) and intensive program requiring significant travel and preparation, it is strongly recommended to invite candidates as early in the process as possible (Fall/Winter) so they may have time to negotiate familial, personal, and professional commitments.

Once candidates accept the president's invitation, the campus coordinator should send the candidate's contact information (name, title, email) to the ICP office by mid-March and we will reach out to them with the registration information.

Registered participants will be invited to set a "Welcome Call" with the ICP executive director. Additional information and "next steps" will be discussed during this phone conversation.

Semester One: June-December

In June, *First Year* participants begin their online learning with the first Blackboard workshop: 510 *Ignatius the Spiritual Administrator*, attend a four day Orientation session in July, continue their online learning in October with the Blackboard workshop 520: *Ignatian Humanism & Ignatian Pedagogy*, followed by small group videoconference conversations of the 520 material.

Conversation Topics During Monthly Meetings for First Year's

For newly beginning participants: Review expectations, their experience of Orientation, new insights, colleagues they met, review their retreat and immersion choices (and if needed help them confirm these choices), discuss online workshops pre-orientation, and begin inquiring about their mission project ideas. Provide opportunities for them to dialogue with other ICP alumni and/or other colleagues and/or resident Jesuits on campus who share a desire to foster mission on campus. If they are participating in an early

January immersion or November silent retreat, see Semester Two note below regarding retreat and pre-immersion discussion.

Second Year participants completing their ICP experience in January submit their Mission Project Designs (due in June to ICP office), attend the Magis National Retreat, attend their August summer workshop, engage the Blackboard online workshop material 550: *Catholicity and Jesuit Higher Education*, along with their small group teleconference conversations. They also submit their Mission Project Summary (due November 20), and prepare for Capstone by engaging in the 560 online Workshop: *Discernment to Advance the Mission*. See *Campus Coordinator Meeting Table* for 1st & 2nd Year participant meeting overview.

Conversation Topics for Second Year participants completing ICP in January
Review mission project designs, assist in preparation for Magis retreat and follow up, review August workshop, 550 and 560 workshop materials, and review and discuss mission project execution and summary.

Semester Two: January –June

During this semester, ICP *First Year* participants attend one of three ICP international immersion experiences, each of which is accompanied with a Blackboard workshop for Immersion preparation, and pre and post videoconference conversations and reflections with the trip facilitator. They continue their online learning through Blackboard with the workshop: 530: *Ignatian Spirituality, Theology, and Jesuit Education*. During this semester, their Mission Project Design is due (June). They also attend the ICP National Magis Retreat, a seven-day Ignatian silent retreat.

Conversation Topics During Monthly Meetings for First Year's
Before their immersion, if possible, have them talk with other ICP alumni about their immersion experience. Discuss any concerns, identify any biases they might be aware of, and help them to become as available as possible to the experience. Upon their return, help them process their immersion by planning to have them share their immersion experience with others (ICP alumni, Jesuit community, other colleagues, mission leaders, etc.) Other conversations to have include sharing of insights, questions, from the 530 workshop, recommending colleagues for them to discuss their mission project ideas. *Note:* mission projects are not to be conceived and executed alone but in dialogue with other ICP colleagues, alumni, and other constituents at one's university in order to engage others in dialogue about mission and to help the participant widen their perspective.

Review mission project designs, finalize and submit to ICP office by June. Other conversations include helping them to prepare for their Magis silent retreat particularly encouraging them to unwind and power down (electronically and other) as much as possible beforehand and while attending, and to become as available to the full experience as much as they are able. They may appreciate knowing the our silent retreat

is “mostly” silent as they hear a talk each day, talk with their spiritual director each day, evening group sharing and have some social time with other colleagues.

Note: Second Year Participants completing their ICP experience in January attend their final gathering, Capstone retreat. They “graduate” ICP and join ICP alumni.

Conversation Topics for participants completing ICP in January: include reflecting on their ICP experience overall including Capstone. Set schedule for future ICP alumni meetings, brainstorm activities/events to utilize ICP alumni on campus, ask “graduates” to talk about their experiences on campus, invite them to submit suggestions for potential future ICP participants. See *Campus Coordinator Meeting Table* for 1st & 2nd Year participant meeting overview.

Semester Three: July-January

During this final semester, *First Year* participants now become 2nd Years. Participants attend a summer workshop centered on social justice. They engage in the online workshop 550: *Catholicity and Jesuit Higher Education* with follow-up small group videoconference conversations. They complete the final online workshop 560: *Ignatian Discernment to Advance the Mission*, submit their Mission Project Summary (due Nov. 20), and attend the final ICP Capstone retreat.

Conversation Topics

Help them process their retreat experience, what they noticed about themselves and their relationship with God/the Other/Life. How might they continue their faith formation back on campus? Share campus resources such as doing the 19th annotation if appropriate or other ideas. Inquire about insights gained during the Summer Workshop on Justice.

Discuss/review the implementation of their Mission projects to date. Review the one page mission project summary due to ICP office November 20. Inquire about their reflections from the 550 and 560 workshop and preparing for Capstone and their “graduation” from ICP. Upon their return from Capstone, assist in their reflections of the event and the program overall. Have them share their experience with other colleagues (some of whom you might be considering to participate in ICP) and/or members of the Jesuit community. Invite them to thank their president for the invitation. Discuss going forward and advancing the mission both individually, but with others on campus, regionally, and nationally.

Campus Coordinator Meeting Table

<i>Month</i>	<i>Potential Candidates</i>	<i>1st Years</i>	<i>2nd Years</i>	<i>ICP Alumni</i>
<i>June</i>			<i>Magis Retreat</i>	
<i>July</i>		<i>Orientation</i>	Post Retreat Reflection	
<i>August</i>		Orientation Review	Summer Workshop Review (Justice Conference)	
<i>September</i>	Recruitment	520 Workshop begins	Summer Workshop Review (Justice Conference)	
<i>October</i>	Recruitment	510 Workshop Review	550 Workshop Review	Gather ICP Alumni 1-2 times per semester
<i>November</i>	Recruitment	520 Workshop Review Magis Alternative retreat (when possible)	Pulling it all Together	See Supporting, Engaging & Utilizing ICP Alumni section in this booklet for suggestions
<i>December</i>	Recruitment	Mission Project Planning Pre-Immersion Workshop (pending one's choice)	Capstone Preparation & 560 Workshop Review <i>Mission Project Summary due to ICP office</i>	
<i>January</i>	Invitation	Pre-Immersion Experience Mexico Immersion	<i>Capstone</i> (Graduation)	
<i>February</i>	Invitation and/or Acceptance	Nicaragua Immersion DR/Haiti Immersion Post-Immersion workshop	Capstone Follow Up & Advancing the Mission	Gather ICP Alumni 1-2 times per semester
<i>March</i>	Acceptance and/or Registration	DR/Haiti Immersion Post-Immersion Workshop Review		See Supporting, Engaging & Utilizing ICP Alumni section in this booklet for suggestions
<i>April</i>	Registration and/or Welcome Call	Mission Project Design		
<i>May</i>	Welcome Call	530 Workshop & Magis retreat preparation		
<i>June</i>	510 Workshop & Pre-Orientation Check In	<i>Mission Project Design Due to ICP office</i>		
	<i>Candidates now become 1st years</i>	<i>First Years now become 2nd Years</i>	<i>ICP Graduates now join ICP Alumni gatherings</i>	



Monthly Meetings (By Semester)

The previous Campus Coordinator Meeting Table provides an overview of suggested meetings for all ICP participants. The following section outlines the suggested monthly meetings between campus coordinators and ICP participants. All campus coordinators have access to the ICP Blackboard online workshop material of participants so they may review material prior to these monthly meetings. Should one be in need of assistance for password or log in information, please contact the ICP office.

Please note that, as Ignatius recommended in his Spiritual Exercises, these campus coordinator-participant meetings *“must be adapted to the condition of the one who is to engage in them”* (18). We trust your conversations will be fruitful.

Pre-Semester: January – May: Invitation, Acceptance and Registration

During this time candidates are formally invited by one’s university president to participate in ICP, they discuss the program in more detail with Campus Coordinator, formally accept the invitation, register and schedule their Welcome” call with the ICP office.

Presidents and campus coordinators invite senior administrators and faculty, current or potential animators of mission who, by virtue of their position (vice president, provost, dean, chair, director, faculty leader), will be able to advance the mission more effectively as a result of their experience. University presidents and trustees are also encouraged to participate. Additionally, ICP seeks one-third of each cohort to consist of faculty members.

A Note for Intentionality

In order for our schools to sustain our Jesuit and Catholic charism, senior leaders and faculty are the prime target audience for participating in the Ignatian Colleagues Program. Presidents and campus coordinators are encouraged to strategically and intentionally select senior leaders so that over the course of several years, a universities leadership team will have ICP experiences to bring to the conversation. For example, some institutions have strategically selected ICP participants, beginning with the majority of the president’s cabinet, then moving through each division accordingly. Intentionality of forming a cluster or critical mass of ICP alumni in a particular area of the university may provide even more benefits to one’s institution.

Candidates should be open to participating in all aspects of the program, including the online workshops, an Ignatian Retreat experience, and an international immersion trip. They should also be interested in working collaboratively with a variety of colleagues from across the network of Jesuit schools, sharing concerns, insights, and perspectives.

As always, a diversity of people who share a common commitment to understanding, articulating, and advancing the mission are welcome and will enhance the cohort experience.

Note on program Flexibility for busy schedules: To an interested candidate, the schedule of events and length of the program can at first seem overwhelming. It is extremely helpful for candidates to recognize that ICP was created for senior leaders and administrators who have overly full schedules. Working with this reality, ICP provides options for nearly all events (except for Orientation). Informing candidates that ICP intentionally offers several immersion experiences from which to choose, more than one retreat opportunity, and the ability to join one of several videoconference conversations during the online workshops to assist busy schedules can often bolster their ability to accept the invitation to participate.

Recommended Recruiting Process: An Overview

During the fall semester, the president, in concert with the chief mission officer, identifies potential candidates and informs them about the program before issuing formal invitations. Most schools send a delegation of two; however, some schools send more (3-4), some less. Feedback from participants overwhelmingly suggests sending at least two participants in order to share and more fully process their experience together. Potential candidates are strongly recommended to discuss the program with past participants.

Note: As this is an extensive (18month) and intensive program requiring significant travel and preparation, it is strongly recommended to invite candidates as early in the process as possible (Fall/Winter) so they may have time to negotiate familial, personal, and professional commitments.

Once candidates accept the president's invitation, the campus coordinator should send the candidate's contact information to the ICP office by mid-March and we will reach out to them with the registration information.

Registered participants will be invited to set a "Welcome Call" with the ICP executive director. Additional information and "next steps" will be discussed during this phone conversation.



Potential Candidates Initial Meeting

January – May

Theme: Invitation & Acceptance, Registration with ICP Office

General Description

During this time candidates are formally invited by one's university president to participate in ICP, they discuss the program in more detail with Campus Coordinator, formally accept the invitation, Register and schedule their 'Welcome' call with the ICP office.

Purposes of this meeting

This is a time for candidates to learn and appreciate the significance of this opportunity and invitation, a time for them to reflect on the invitation, and to wholeheartedly accept.

Suggested Agenda

1. Share with candidates how they came to be chosen and the significant investment the institution is making in them to have these ICP experiences.
2. Tell them a bit about what ICP offers them personally and professionally.
3. Describe how their participation will benefit your campus.
4. Inform them of other ICP colleagues on their campus.
5. Ask them to talk about their desire to participate.
6. Provide time for them to discuss practical aspects/questions of participating (time/travel, etc.). See above note on flexibility of options to make participation possible for busy schedules.
7. Set timeline for candidate to reflect on the invitation, discuss with family/colleagues for practical planning issues, and formally respond to invitation.
8. If candidates accept, campus coordinator sends name, title, and email of candidates to ICP office.
9. Candidates then register directly with ICP (ICP office will email them links to complete for registration and setting up 'Welcome Call' with ICP director).

After this initial meeting a second Pre-Semester meeting is advised sometime before their ICP Orientation to ensure they are excited about beginning the program. See below for more detail.



Pre-Semester Meeting

Pre-July Orientation

Theme: Pre-Orientation Check In

General Description

Coordinators are encouraged to meet with their participant(s) to help prepare them for Orientation and to anticipate the work you will do together over the next 18 months.

Purposes of this meeting

To help prepare participants for the ICP Orientation Experience and review travel logistics. This includes reviewing the Blackboard online workshop 510: *Ignatius the Spiritual Administrator*, and fielding general questions and concerns. It includes discussing the parameters of the campus coordinator-participant relationship and setting a campus coordinator-participant meeting schedule for the semester.

Suggested agenda

- 1) After a period of greeting, invite the participants to share their thoughts and feelings about the upcoming Orientation. Be sure to see if they might be experiencing any anxieties/concerns.
- 2) Discuss their expectations of the program as a whole. Encourage them to remain as open and available to the experience as possible.
- 3) Ask if they have all the information they need to arrive at the Loyola Retreat and Ecological Campus in Woodstock, IL (especially the Preparation Guide and where and when to meet the shuttle to get out to the site, which is 60-90 minutes west of O'Hare). They should have received information about this via email from the ICP office. If not, please have them contact us.
- 4) Discuss their initial experience of the ICP 510 workshop material in Blackboard that they have been preparing for the Orientation. (Coordinators also have access to these workshops. Contact ICP office if needed). Our hope is that they will do some reflection on the material before Orientation and thus have some thoughts to discuss. If they have not had time to review, encourage them to at least review the workshop reflection questions as they will be asked to share some thoughts at Orientation. Note: you will discuss the content of the workshop more intentionally during your October monthly meeting by way of review.
- 5) Discuss and schedule the meetings you will have on a monthly basis.
- 6) Ask if they have any final questions or concerns.



Semester One Overview: (June-December)

In June, *First Year* participants begin their online learning with the first Blackboard workshop: 510 *Ignatius the Spiritual Administrator*, attend a four day Orientation session in July, continue their online learning in October with the Blackboard workshop 520: *The Roots & Riches of Ignatian Humanism & Ignatian Pedagogy*, followed by small group videoconference conversations of the 520 material.

Conversation Topics During Monthly Meetings for First Year's

For newly beginning participants: Review expectations, their experience of Orientation, new insights, colleagues they met, review their retreat and immersion choices (and if needed help them confirm these choices), discuss online workshops pre-orientation, and in October, and begin inquiring about their mission project ideas. Provide opportunities for them to dialogue with other ICP alumni and/or other colleagues and/or resident Jesuits on campus who share a desire to foster mission on campus. If they are participating in an early January immersion or November silent retreat, see Semester Two note below regarding retreat and pre-immersion discussion.

Second Year participants completing their ICP experience in January submit their Mission Project Designs in June to ICP office (see Mission Project Design and Summary Guidelines in back of booklet). They attend the Magis National Retreat, attend their August summer workshop, and engage the Blackboard online workshop material 550: *Catholicity and Jesuit Higher Education*, and discuss it with their small group teleconference conversations. They also submit their Mission Project Summary (due November 20), and prepare for Capstone by engaging in the 560 online Workshop: *Discernment to Advance the Mission*. See *Campus Coordinator Meeting Table* for 1st & 2nd Year participant meeting overview.

Conversation Topics for Second Year participants completing ICP in January

Review mission project designs, assist in preparation for Magis retreat and follow up; review August workshop, 550 and 560 workshop materials, and review and discuss mission project execution and summary. Monthly meeting formats for *2nd Year* participants can be found in below under Semester 3 section of this booklet. Each month is denoted by “*2nd Years.*”



August-September

Theme: Orientation Review

Meeting Type: Individual or Group

General Description

During this meeting it will be helpful to have ICP participants process their Orientation experience. Hopefully, they are energized and excited about engaging in the program and meeting colleagues from other schools (If they are not, please let us know)! It's also a time to discuss the type of relationship and support participants can expect from their campus coordinator, including frequency of meetings.

Suggested Agenda

- 1) Review and discuss Orientation.
 - a. What were the participant's experiences? You may, for example, want to ask about:
 - i. Feelings.
 - ii. Learning/insights.
 - iii. Questions/concerns/frustrations.
 - iv. Relationships formed.
 - v. Other.
 - b. You might also inquire if they were surprised at anything at Orientation or about themselves? Did anything unexpected occur in them or at the event?
 - c. What are they looking forward to?
 - d. What do they need in order to get the most out of this experience?
2. Discuss the relationship between the participant and coordinator, including the support the coordinator will provide such as:
 - a. Monthly meetings (individual and group) that need to be scheduled.
 - b. Reviewing or deciding their retreat option.
 - c. Reviewing or deciding their immersion option.
 - d. The mission project.
3. Reflect upon the implications of their participation in the ICP and the impact it may have on their work. Some colleagues may be wondering: Why was I chosen? What will be expected of me during and (more importantly) after the program?
4. Review participant's *Program Completion Form*, a form asking participants to provide their best guess at how they will complete the components of the program (e.g. when will they go on immersion or retreat)? A copy can be found at the end of this binder.



October

Theme: 510 Workshop: Ignatius the Spiritual Administrator

Meeting type: Group

General Description

If possible, this month, campus coordinator and ICP participants meet along with two (or three) other colleagues in order to broaden the conversation of mission on campus. Ideally, the invited conversation partners are those who have integrated Ignatian mission into their work with some intentionality. They may also be potential future ICP participants. Some may use this as an opportunity to dialogue with the president, rector, or other leaders on campus. Whomever you choose, it can be most helpful if they will agree to attend some of these meetings in the future.

*Note: The Ignatian method for the ICP is one of *Appropriation, Articulation, and Implementation*. This meeting is an opportunity to exercise ‘articulation’ of what they are appropriating in a safe environment.

Purposes of this meeting

- 1) To articulate what participants have learned in the 510 workshop and at Orientation regarding St. Ignatius Loyola.
- 2) To explore how the above affects the way they think about their role as an administrator or faculty leader in Jesuit higher education.
- 3) To discuss challenges and opportunities for administrators/faculty on campus.
- 4) To learn from one another about the role of an Ignatian leader on a Jesuit campus, particularly in light of the existent plurality of people on campus. How, for instance, might someone from another or no faith perspective see himself or herself as an Ignatian leader?
- 5) To foster or deepen a sense of community among campus colleagues around mission.
 - a. To have ICP participants reconnect with one another.
 - b. To be introduced to conversation partners.

Suggested Agenda

- 1) Ask participants to explain ICP to the new conversation partners.
- 2) Invite each participant to share what she/he has learned anew (or had reconfirmed) about Ignatius, both in the workshop and at the Orientation. Invite the new conversation partners (and yourself) to respond to what they say and to express your own thoughts of being an administrator in a Jesuit school vs. some other kind of school.

- 3) Talk about the challenges and opportunities of being an administrator/faculty in general and, more importantly, at your institution today. What is going on that needs to be discussed especially for them? What growth opportunities are present?
- 4) Affirming that non-Jesuits, non-Catholics, non-Christians, and those with no faith tradition share fully as partners in the Jesuit mission of higher education, can they see how persons from all and no faiths can contribute as an Ignatian administrator/faculty capable of and responsible for helping to advance mission?
- 5) You might also review the 510 Workshop reflection questions found in each module.
- 6) Note: Some Orientation presentation and handouts are also available on Blackboard.
- 7) If you have not done so already, please set a time for your next meeting.



November

Theme: 520 Workshop: Ignatian Humanism and Ignatian Pedagogy

General Description

If the group meeting was attempted and successful last month, we encourage you to continue that format this month. The hope of inviting others into this conversation is to broaden the discussion and foster a greater sense of community around mission on your campus.

Purposes of this meeting

- 1) To foster a sense of community among campus colleagues around mission.
- 2) To enable participants to articulate what they have learned thus far in the workshop and how it affects the way they think about the distinctiveness of their school's Jesuit identity and the education it offers its students.
- 3) To think creatively about the Ignatian Pedagogical Paradigm (an Ignatian vision and world view coupled with the method of context, experience, reflection, action, and evaluation) and its relationship to the work of the school and the participants.
- 4) To discuss challenges of advancing the Jesuit mission, particularly with regard to Ignatian humanism and pedagogy.

Suggested Agenda

- 1) Invite each participant to share what she/he has learned thus far in the workshop entitled "*Jesuit Education: The Roots and Riches of Ignatian Humanism.*"
- 2) Ask participants to reflect on, and then consider the questions that follow:
 - a. John O'Malley SJ (first module 520) writes, "I have created five hooks or pegs or slogans or bullet points on which to hang the basic goals that I believe capture aspects of the tradition that are as valid now as they ever were and that express what the tradition wants to accomplish, especially in its incarnation in Jesuit schools. We can look upon them as constituting a profile of the "ideal graduate" according to the humanistic tradition. The five hooks are: (1) The Fly in the Bottle, (2) Heritage and Perspectives, (3) Not Born for Ourselves Alone, (4) Eloquentia perfecta, or The Art of the Word," and (5) The Spirit of Finesse."
 - b. Vincent Duminuco SJ. (2nd module 520) often stated, "Method without vision or a worldview is mere gadgetry."

- 3) Questions to consider:
- a. In what ways does Ignatius' worldview compliment or challenge one's own worldview and understanding of the purpose of Jesuit Higher Education?
 - b. In what ways can they imagine the Ignatian Pedagogical Paradigm helpful for engaging those they work with and/or students?
 - c. What distinguishes our school's vision from a non-Jesuit learning environment?
 - d. What are the most pressing challenges associated with preserving and advancing the distinctiveness of a Jesuit education? The most exciting opportunities?"



December

Theme: Mission Project Planning

Meeting type: Group or Individual

General Description

This meeting provides time to discuss in greater detail the mission projects they are planning and the ways these projects help exemplify what it means that Ignatian colleagues are “contemplatives in action.” It is also to explore what they are learning more deeply is becoming part of how they might enact the mission in new and creative ways. At the same time, this meeting offers an opportunity to review what participants have done and learned already in the program in light of what is happening at their institution. Note 1: for participants going on an early January immersion, please review next month’s meeting agenda to help them prepare for this experience.

- Directions for the ICP *Mission Project Design* are available in the Participants Binder section under **Mission Project**. Examples of past mission projects can be found on the ICP website. <https://ignatiancolleagues.org>.

Purposes of this meeting

- 1) To clarify the participant’s project and its rationale. Please review the Mission Project Design guidelines.
- 2) To identify stakeholders and resources for the project.
- 2) To help the participant identify realistic goals and begin the planning process with an eye on measuring its effectiveness.

Suggested Agenda:

- 3) Prior to the meeting, refer participants to their ICP binder and ask them to review the *Mission Project Design* in light of where they are in the planning process.
- 4) “Check in” by sharing how things are going in general and in relation to the ICP.
- 5) Invite each participant to share their project ideas and/or the rationale for choosing it.
- 6) Develop a list of potential colleagues for participant to share their project ideas and gather feedback.
- 7) Discuss strategies for building campus “buy-in” for the project and identify local, regional, and national resources for the project. It is important to emphasize that their mission projects are to be designed by engaging many persons in order to engage many in mission.
- 8) Provide your own feedback and perspective regarding their project.
- 9) Ensure their project seems possible to complete rather than a “dream project” that is not possible to implement.
- 10) Discuss next steps and timelines.
- 11) If there is time, discuss how they will measure success or movement toward their goals, which of course, need to be articulated clearly and realistically.



Semester Two (January–June)

During this semester, ICP *First Year* participants attend one of three ICP international immersion experiences, each of which is accompanied with a Blackboard workshop for Immersion preparation, and pre and post videoconference conversations and reflections with the trip facilitator. They continue their online learning through Blackboard with the workshop: 530: *Ignatian Spirituality, Theology, and Jesuit Education*. During this semester, their Mission Project Design is due (June). They also attend the ICP National Magis Retreat, a seven-day Ignatian silent retreat.

Conversation Topics During Monthly Meetings for First Year's

Before their immersion, if possible, have them talk with other ICP alumni about their immersion experience. Discuss any concerns, identify any biases they might be aware of, and help them to become as available as possible to the experience. Upon their return, help them process their immersion by planning to have them share their immersion experience with others such as ICP alumni, Jesuit community, other colleagues, mission leaders, etc. Other conversations include sharing of insights and questions from the 530 workshop, recommending colleagues for them to discuss their mission project ideas.

Note: mission projects are not to be conceived and executed alone but in dialogue with other ICP colleagues, alumni, and other constituents at one's university in order to engage others in dialogue about mission and to help the participant widen their perspective.

Review mission project designs, finalize and submit to ICP office by June. Other conversations include helping them to prepare for their Magis silent retreat particularly encouraging them to unwind and power down (electronically and other) as much as possible beforehand and while attending, and to become as available to the full experience as much as they are able. They may appreciate knowing that our silent retreat is “mostly” silent as they hear a talk each day, talk with their spiritual director each day, participate in evening group sharing and have some social time with other colleagues.

Note: *Second Year* Participants completing their ICP experience in January attend their final gathering, Capstone retreat. They “graduate” ICP and join ICP alumni.

Conversation Topics for participants completing ICP in January: include reflecting on their ICP experience overall including Capstone. Set schedule for future ICP alumni meetings, brainstorm activities/events to utilize ICP alumni on campus, ask “graduates” to talk about their experiences on campus, invite them to submit suggestions for potential future ICP participants.



January

Theme: Pre-Immersion Experience

General Structure

With the beginning of the New Year, ICP events help participants incorporate personal experiential learning with intellectual learning. Between early January and early March, most will have participated in one of the ICP Immersion experiences. These immersion experiences hope to enlarge their perspective about another culture, and particularly the call to justice that our institutions promote. Ideally, participants will make the connection between the desire to work for justice and the need to begin with an appropriation of one's own biases and areas of blockage that inhibit this effort.

Purposes of this meeting

To help participants prepare for their upcoming immersion experience. This includes conversation related to practical items such as packing, travel arrangements, confirming valid passports, up to date with immunizations. It also includes intellectual and personal preparation with a particular reflection on one's own attitude towards unconscious biases and race, and opening oneself up to the possibility of being transformed by this experience.

Suggested Agenda

Before their immersion, if possible, have participants talk with other ICP alumni about their immersion experience, including practical questions such as what to (and not to) pack. Then, consider discussion of the following:

- 1) After a period of greeting, review travel, passport, and immunization logistics with participants to ensure they are all set and ready to go. They can contact ICP if any questions remain.
- 2) Discuss hopes/excitement and any concerns/anxieties they are experiencing.
- 3) Invite the participants to share what they have learned in the Immersion Preparation workshop general reading AND site specific readings especially as it relates to justice and racism (two themes in the readings).
- 4) Invite them to reflect on their own expectations and assumptions of their upcoming immersion site including reflection on one's own biases and stereotypes of this experience. Their comments might make for helpful post-immersion conversation topics.
- 5) Discuss how race and/or unconscious bias might affect their experience?
- 6) Discuss how they might prepare themselves or become as available as possible to letting the experience affect them in new and unexpected ways.
- 7) Schedule a time for them to process the experience more in depth with you soon after return (within two weeks) while the experience is still fresh in their memory.



February/March

Theme: Post Immersion: Processing and Sharing One's Experience

General Structure

The immersion experience can be a very powerful experience in many ways. By helping the participant process their experience from a personal and professional/intellectual perspective, the experience can be long lasting and influential. Many questions are listed below. Whichever one's you choose, coordinators are encouraged to guide reflection from both the personal and professional aspects of the experience.

Purposes of this meeting

- 1) To provide an opportunity to reflect upon and articulate the meaning of a recently completed immersion experience.
- 2) To invite any campus ICP alumni who have completed an immersion or retreat to remember the experience, share it with others, and how they have integrated it into the ICP experience.
- 3) To integrate more intentionally Ignatian spirituality, the Jesuit commitment to a faith that does justice, and the participant's work in the University.
- 4) To determine what kind of follow-up the participant might need such as:
 - a. Learn more about justice and solidarity,
 - b. Consider beginning spiritual direction now or after the program,
 - c. Exercise daily prayer and/or
 - d. Practice the Ignatian Examen as a way of deepening or clarifying one's desires that may have germinated through their immersion experience.
- 5) To explore opportunities to share one's immersion experience more broadly with other colleagues, the Jesuit community, Board of Trustees, or other interested group.

Suggested agenda

- 1) Invite the participant to share their immersion experience. The joys and areas of hope they witnessed as well as the areas that affected them most powerfully. Encourage them to take you there and relive some of the more vivid memories.
- 2) Explore the experience more deeply by asking open-ended questions like: *What meaning did it have for you? What questions emerged for you? What three things do you take away from it?*

- 3) After this period of sharing you might consider having them reflect on these personal, post-immersion reflection questions found on Blackboard. Ask them to recall some immersion experiences that were personally jarring, painful, or challenging to witness. Do the same with experiences that were personally hopeful or affirming.
 - a. What might these jarring and hopeful experiences tell us about their own biases (conscious or unconscious), fears and stereotypes in relation to poverty, privilege, and/or racist attitudes they may hold?
 - b. What might these realities be inviting them to or toward on their journey of self-discovery and engagement with others?
- 4) Additionally, you might have them reflect on this experience in light of Jesuit higher education through questions like:
 - a. What are some challenges of implementing a faith that does justice within the context of a pluralistic academic setting at your faith-based institution?
 - b. How do you understand "justice" and "solidarity" in light of this experience and how do these concepts affect the way you understand the mission of your institution? How might it influence their work?
 - c. How does the experience better prepare you as a partner in the mission of Jesuit higher education?
 - d. What connections do you see among Ignatian spirituality, pedagogy, the commitment to justice, and Jesuit education?
- 5) Discuss the participant's desire and willingness to share their immersion experience with a larger community (of colleagues, Jesuit community, Board of Trustees, faculty presentation, etc.)



April

Theme: Mission Project Design

General Structure

This meeting is an opportunity to review the status of the participant's mission project and help them make progress toward its completion.

Purposes of this meeting

- 1) To clarify the topic of each participant's mission project.
- 2) To discuss the status and progress of each project.
- 3) To identify challenges or difficulties and advise/assist/direct as needed.
- 4) To enable participants to share mission project topics and ideas with one another.
- 5) To help the participant see their Mission Project as an application of what is being appropriated and articulated by their experiences in the ICP and as the work of the "contemplative in action" they are becoming.

Suggested Agenda

- 1) Invite each participant to describe his or project or possible project (in the case of participants who are still deciding on a project).
- 2) Review the Mission Project Tab in this, or in participants ICP Binder.
- 3) Remind participants of Due Dates:
 - a. *Mission Project Design* –June 10,
 - b. *Mission Project Summary* -November 20
- 4) Inquire about any difficulties or assistance that is needed
- 5) Invite the participants to discuss their projects and share ideas

Things to Keep in Mind about the Project

- 1) The Mission Project is meant to be part of the participant's ordinary work and not something "extra." It is distinguished from previous work by being infused more intentionally with values and principles that emerge from what the participant is learning (and who s/he is becoming more deeply) in the program.
- 2) Accordingly, the Project should be chosen for its utility in allowing the participant to apply Ignatian principles, values, insights, and "way of proceeding" in a new, clearer, or deeper way. For example, projects may be related to: Ignatian spirituality, Ignatian humanism and pedagogy, the service of faith and promotion of justice, or the Jesuit Catholic identity of the college or university.
- 3) In this way, the Project becomes an example of the kind of effect the program is intended to have on the participant's work and thus the mission of the institution.
- 4) Our hope is that most projects can be completed within the 18-months of the ICP. Some projects, either by their nature or due the participant's workload, will require additional time. In the case of unfinished projects, participants will still complete the one page *Mission Project Summary*. If they have any questions please encourage them to contact the ICP office.



May

*Theme: 530 Ignatian Theology, Spirituality, and Jesuit Higher Education,
Magis Retreat Preparation*

General Description

This meeting helps participants process the material from the 530 online workshop entitled “*Ignatian Theology, Spirituality, and Jesuit Higher Education*” and to think more deeply about how Ignatian “theology” and Ignatian spirituality engage higher education culture.

Purposes of this meeting

- 1) To support the participant in their learning during workshop 3, including an exploration of intersections among:
 - a. Ignatian spirituality engaging culture, resulting in what might be called “Ignatian theology.”
 - b. Ignatian theology engaging academic culture, resulting in the Jesuit college or university in which the disciplines and departments work to identify that which advances (or deters) human flourishing.
 - c. The Jesuit College or university engaging student formation, resulting in “men and women for and with others.”
- 2) To enable participants to think more deeply about the distinctiveness of Jesuit, Catholic education, particularly with regard to its relationship to the world.
- 3) To allow participants to recognize, discuss, and begin to take positions on points of tension or conflict among the institution’s identity as: (a) a college or university, (b) Catholic, and (c) Jesuit.
- 4) To help participants prepare for retreat.

Suggested Agenda

- 1) After a period of greeting, invite the participants to share what they have learned from the 530 online workshop, “*Ignatian Theology, Spirituality, and Jesuit Higher Education.*” To explore their experience, you may want to ask things like:
 - a. Do you see connections between this and previous workshop material?
 - b. Do you recognize any creative tensions present on our campus as discussed in the material for the workshop (e.g., tensions between faith and culture, science and religion, the Church and the world)?
- 2) To what extent am I (or is my institution) focused in on ourselves rather than outward toward the world and other cultures?
- 3) To what extent do I/we make decisions out of fear rather than “allowing the Spirit to charge through to a new reality” as described by Eileen Burke-Sullivan?
- 4) What insights or questions arise when considering how one might describe what is meant by doing theology in an “Ignatian key?”

- 5) How good of a job do we do in bringing the disciplines and departments together from what might be called an “Ignatian theological horizon?”
- 6) Reminder: Mission Project Designs are due to the ICP office by June 15. See Mission Project Tab in this, or in participants ICP Binder under *Mission Project*.
- 7) Finally, help them to prepare for their **Magis silent retreat** particularly encouraging them to unwind and power down (electronically and other) as much as possible beforehand and while attending, and to become as available to the full experience as much as they are able.

Note: To ease some of the concerns that one may have in attending a “silent retreat” and for several days, it may be helpful to share with them, as we do in the ICP office that the director more accurately describes this event as a “mostly” silent retreat. Meaning, that during their time on retreat, their silent times will be offset by

- *Listening to a talk each day,*
- *Speaking with their spiritual director each day,*
- *Participating in evening group sharing and,*
- *Enjoying some social time with other colleagues.*

The Magis retreat, like all other ICP events, is designed to increase one’s intellectual understanding of Ignatian Spirituality, provide an opportunity to have a personal experience of this and how it might play out in one’s own reality, and to deepen relationships with other Ignatian Colleagues.



June/July

Theme: Reflecting on One's Retreat Experience

General Description

Attending a silent, Ignatian retreat (or the 19th Annotation or other Ignatian retreat formats) provides an opportunity for participants to personally experience Ignatian spirituality and to further appropriate what this means for them personally and professionally. These experiences are rich with the potential to deepen one's understanding of themselves, their faith journey, and Jesuit higher education. Ideally, one would schedule this meeting within 1-2 weeks of completing their retreat experience.

Purposes of this meeting

- 1) To provide an opportunity for participants to reflect on the significance of their retreat experience and consider options for furthering their faith journey.
- 2) To integrate more intentionally Ignatian spirituality, the Jesuit commitment to a faith that does justice, and the participant's work in the University.
- 3) To determine what kind of follow-up the participant might desire such as increasing one's knowledge or practice of Ignatian spirituality, enter into ongoing spiritual direction now or after the program, exercise daily prayer and/or practicing the Ignatian Examen.
- 4) To look ahead and see what needs to be done/discussed regarding the retreat (as needed). Those still needing to make a retreat can also sign up for next year's ICP Magis retreat options by contacting the ICP office.

Suggested Agenda

- 1) After initial greetings, invite the participant to share their retreat experience. Similarly to their sharing of their immersion experience, let them remember vividly what they experienced at retreat from the location, the people, the talks, their meetings with their spiritual director, free and/or silent time. Consider asking questions such as:
 - a. Where were they comforted?
 - b. Were they surprised by what a retreat could be in any way?
 - c. What gifts (if any) did the silence provide?
 - d. Where were they challenged?
 - e. What was it like to have a spiritual director?
- 2) Then, consider exploring the experience more deeply by asking open-ended questions like:
 - a. What meaning did it have for you?
 - b. What questions or desires emerged for you?
 - c. What three things will you take away?
 - d. How do you want to continue exploring your faith journey?

To help them make connections to the broader ministry of Jesuit higher education you might ask:

- 1) Do any of those Ignatian terms make more sense to you now such as consolation or desolation, desires, inner movements, the 4 “weeks” of the Exercises, etc.?
- 2) What connections do you see among Ignatian spirituality, the commitment to justice, and Jesuit education?
- 3) How does the experience better prepare you as a partner in the mission of Jesuit higher education?

Reminder: *Mission Project Designs* are due to the ICP office by June 15.



Semester Three/Second Years (July-January)

During this final semester, *First Year participants* are now considered “*2nd Years.*” Participants attend a summer workshop, usually centered on social justice. They engage in the online workshop 550: *Catholicity and Jesuit Higher Education* with follow-up small group videoconference conversations. They complete the final online workshop 560: *Ignatian Discernment to Advance the Mission*, submit their Mission Project Summary (due Nov. 20), and attend the final ICP Capstone retreat.

Conversation Topics

Help them process their retreat experience (see June/July meeting if needed. Discuss and review insights gained at the Summer Workshop on Justice.

Discuss/review the implementation of their Mission projects to date. Review the one page mission project summary due to ICP office November 20. Inquire about their reflections from the 550 and 560 workshop and preparing for Capstone and their “graduation” from ICP. Upon their return from Capstone, assist in their reflections of the event and the program overall. Have them share their experience with other colleagues (some of whom you might be considering to participate in ICP) and/or members of the Jesuit community. Invite them to thank their president for the invitation. Discuss going forward and advancing the mission both individually, but with others on campus, regionally, and nationally.



August/September (2nd Years)

Theme: Summer Workshop, Summer Events, and the final ICP Semester

Meeting type: Group

General Description

As the school year begins and participants prepare for their final gathering, the upcoming Capstone experience, we recommend taking this meeting as an opportunity to check in with them and have them share what happened in the program for them over the summer including the ICP summer workshop.

Purposes of this meeting:

- 1) To invite participants to check-in regarding how they have spent their summer personally and in relation to ICP activities.
- 2) To have participants share their experiences from the Summer Workshop.
- 3) To enable participants to integrate their experiences and make connections.
- 4) To look ahead at what still needs to be done and what the participant may need in terms of support from the coordinator and/or the ICP office.
- 5) To help participants think more intently about their Mission Project and what needs to be done in preparation for the Capstone.

Suggested Agenda

- 1) Prior to the meeting, consider inviting each participant to prepare a brief list of highlights, concerns, and questions to share in the meeting itself.
- 2) As the meeting begins, ask each participant to summarize his/her ICP activity over summer and to highlight the most significant moments. What meaning do these moments have for them?
- 3) Ask them to also discuss their experience of the ICP summer workshop. You might include questions such as:
 - a. What was most engaging?
 - b. What was most challenging?
 - c. What new insights did you discover related to Jesuit higher education and the call to work for justice?
- 4) After the sharing, you might ask: How does the above help them to feel more prepared as a companion in mission.
- 5) To end, you might ask something like: What, if any, concerns have emerged for you now that the program is more than halfway complete? What needs to be explored more deeply or revisited? To what are they looking forward?
- 6) Please also check in with them regarding their Mission Project. The Design was due to ICP June.
- 7) The Project Summary is due November 20. Please Review Mission Project Tab in this, and in Participants ICP Binder for Design and Summary requested formats.



October (2nd Years)

Theme: 530 Workshop: Catholicity and Jesuit Higher Education

Meeting type: Group

General Description

The general purpose of the meetings is to help participants process the material from the 530 Workshop entitled, *Catholicity and Jesuit Higher Education*. This workshop helps situate the 530 Workshop material of considering Ignatian spirituality and theology in an “Ignatian key” into the broad and rich tradition of the Catholic Intellectual Tradition and Catholic Social Teaching. Our hope is that participants better understand how aspects of Jesuit higher education fit into the larger context of Catholic higher education. Note: this workshop is often one of the more challenging ones for participants so extra attention and discussion may be needed.

Purposes of this meeting

- 1) To support the participant in her/his learning during Workshop 5, including the exploration of:
 - a. The Catholic Intellectual Tradition—broadly and dynamically understood and within Catholic Higher Education.
 - b. How an attitude of appreciation for the breadth and depth of the Catholic faith tradition, as opposed to one of suspicion, can be fruitful for our work, even as it is wrought with tensions and challenges.
 - c. The notion of “catholicity” understood as “whole-making” as a way of structuring our understanding of what we seek to do in higher education.
 - d. To allow participants to recognize, discuss, and learn how better to navigate some of the tensions that exist around the Catholic identity of our increasingly pluralistic institutions.
- 2) To enable participants to think more deeply about Catholic Social Teaching and its implications for our institutions.
- 3) To allow participants to think about and discuss the relationship between the local Church (and its bishop) and their home institution.

Suggested Agenda

- 1) To begin, invite the participants to share what they have learned in the fifth workshop. What insights and questions emerged for them during the workshop?

- 2) Next, take some time to explore their experience of their home institution as a Catholic institution of higher education. You may want to discuss things like:
 - a. How do you understand and experience the Catholic nature of our institution?
 - b. What are some points of tension on our campus around our Catholic identity? Has anything in the workshop helped you understand this tension better?
 - c. How might aspects of the Catholic Intellectual Tradition assist your engagement with others who inquire about any added value a Catholic institution provides?
 - d. What aspects of Catholic Social Teaching are most challenging for you? What might be some of the implications of Catholic Social Teaching on one's campus?
 - e. How do we understand "Church" in our common parlance?
 - f. What contributions do we make to the Church and the world as a university?



November (2nd Years)
Theme: Pulling it all Together

Meeting Type: Group

General Description

This month's meeting helps participants begin to integrate their experiences and look ahead to the Capstone and beyond. This is a month of reflection and integration, of meaning making which will assist the discernment and action planning associated with the final workshop and the Capstone.

Purposes of this meeting

- 1) To invite participants to review and reflect upon their experiences thus far in the program, especially their retreat and immersion experiences, online workshops & mission project.
- 2) To invite participants to make connections among the above experiences, particularly (but not exclusively) in terms of what they know of Ignatian spirituality and how it helps make Jesuit education distinctive.
- 3) To discuss their mission projects and see them as examples of the kind of intentional mission implementation toward which the program aims.
- 4) To prepare the participants for the Capstone.

Suggested Agenda

- 5) PRIOR TO THE MEETING: You may, in an email, invite participants to prepare for the meeting by reflecting upon the following (or something similar):
 - a. Please name and briefly describe two or three of the most significant learning experiences of the program so far.
 - b. What connections can you trace among the various components of the program?
 - c. How are they helping you understand the goals, purposes, and distinctiveness of Jesuit education?
 - d. Are there any points of disjuncture that you would like to discuss?
- 6) Once the meeting begins, you might take a moment to "check-in" with people and see if they have any pressing questions or concerns.
- 7) As time allows, discuss their responses to the above reflection.
- 8) Leave 10-15 minutes or so at the end to discuss their projects. Invite them to share their project status with one another. Note: *Project Designs* were due in June, and the *Summary* Nov. 20.
- 9) Please ensure they understand the mission project as a concrete example of how we hope they will, in the future, inject more well-informed mission intentionality into the work they do. In this way, the project is paradigmatic of the work they will do in the future. As such, it is a beginning and not an end. It is a learning experience upon which they will build in the future.



December (2nd Years)

Theme: Capstone Preparation

Meeting Type: Group

General Description

This meeting helps participants recall and integrate what they have learned in the program and how it is connected to their mission project. Depending on when the meeting occurs and how far they have progressed in the current workshop, this meeting is also a chance to talk about their understanding of Ignatian discernment.

Purposes of this meeting

- 1) To prepare the participant for the Capstone Experience in general (travel details, access to online preparatory material, mission project summary).
- 2) To review and discuss the participant's Mission Project and Summary that they will be asked to share with colleagues at the Capstone.
- 3) To discuss their initial review of the 560 workshop on Discernment.
- 4) To help the participant integrate their experience in the program.
- 5) To begin to discuss what comes next upon program completion.

Suggested Agenda

- 1) PRIOR TO THE MEETING: You may, in an email, invite participants to reflect upon the following questions that relate to what they will do at the Capstone:
 - a. What project outcomes are most meaningful for them?
 - b. What challenges did they encounter?
 - c. How has the mission project helped prepare them better to understand and advance the school's mission?
 - d. Overall, what are their strongest memories or experiences in the program?
 - e. What are their hopes and expectations for what comes next for them at the local and national levels as a colleague and partner in mission?
 - f. What do they need for further growth?
- 2) Once the meeting begins, you might take a moment to "check-in" with people and see if they have any pressing questions or concerns.
- 3) If *Mission Project Summary* has not been submitted to ICP office, please review Mission Project Tab in this, or in participant ICP Binder and encourage them to submit by mid-December so we can enlarge it for display at Capstone.
- 4) Invite them to discuss the 560 workshop on Discernment by asking questions like:
 - a. What resonates with them regarding Ignatian Discernment?
 - b. What questions will they bring to Capstone?
- 5) Set a time to meet after the Capstone to discuss it and what comes next for them.
- 6) Finally: if the person needs to complete a component of the program still (e.g., the immersion trip or the project) please discuss how and when they plan to finish.



January (New Graduates)

Theme: Capstone Follow Up & Advancing the Mission

General Description

The general purpose of this month's meeting is to allow the participants to share their experience of the Capstone and the program as a whole and to look ahead to their future as more intentional partners in the mission of Jesuit higher education.

Purposes of this meeting

- 1) To invite the participants to share their experience of the Capstone.
- 2) To discuss their overall experience of the program.
- 3) To discuss appropriate ways to build upon their experience in terms of their ongoing development.

Suggested Agenda

- 1) **PRIOR TO THE MEETING:** You may, in an email, invite participants to prepare for the meeting by reflecting upon the following questions that relate to what they did at the Capstone:
 - a. What one or two things were most meaningful for you at the Capstone?
 - b. How might the principles of Ignatian discernment (individual and collective) inform or guide their work and/or the work of their unit? Perhaps they can share their Discernment reflection they were asked to write in the online workshop.
 - c. What ideas do they have about follow up or continued development for themselves, their community, the national network of colleagues?
 - d. What meaning has the ICP as a whole had for them and their work?
- 2) **AT THE MEETING ITSELF:** invite the participants into a discussion using the above reflection questions (or others that occur to you). In term of follow up to the program, participants might be invited to consider, for example:
 - a. Ongoing spiritual direction.
 - b. Further study of a topic encountered in the program.
 - c. Sharing what they learned during campus mission-related programming.
 - d. Mentoring others on campus, (e.g., future ICP participants or others interested in mission formation).
 - e. See *Supporting ICP Alumni* section of the Campus Coordinator Resource Guide for a list of suggestions for supporting and utilizing/engaging ICP Alumni.
- 3) Be sure to spend some time talking about how your work and theirs might intersect or complement one another in terms of advancing the mission of the university in the future.

- 4) Ask each participant to consider writing a letter to the president describing his or her experience at the Capstone and, more importantly, in the program as a whole if they have not already done so. In the letter, they may want to consider mentioning how they plan to implement the program in their work (as it applies).
- 5) If anyone needs to complete a component of the program still (e.g., the immersion trip, retreat, or the Mission project) please confirm how and when they plan to finish and inform ICP director.
- 6) Invite participants to join your ICP Alumni meetings and share the meeting schedule for this semester.

Coordinator Follow Up:

I would appreciate receiving a brief update from campus coordinators after this final meeting to learn more about their ICP experience, suggestions for improvement to the program (if any), and hoped for plans for proceeding.



Program Completion Form –Cohort 9

Below are listed the events and items participants will experience throughout ICP. Please check the appropriate boxes for events one will attend or complete.

Candidate Registration & Welcome Call	Status
Candidate has registered with ICP	
Candidate has scheduled Welcome Call with ICP Director	
Blackboard username and password received, and is working	

Semester One: June -December	Status
Online workshop 510: Ignatius the Spiritual Administrator (June/July)	
Orientation July 19-22, 2016: Loyola Ecology and Retreat Center, Woodstock, IL (July)	
Online Workshop 520: Roots & Riches of Ignatian Humanism (September)	
Online Workshop 520: Module 1 Videoconference Conversations (October)	
Online Workshop 520: Module 2 Videoconference Conversations (October)	
Alternate Retreat, Magis: Sedalia, Colorado, November 13-18, 2016	

Small Group Name:	
-------------------	--

Semester Two: January - June	Status
Online Workshop 530: Ignatian Spirituality, Theology, and Education (March)	
Immersion: US/Mexico Border, January 3-10, 2017	
Pre & Post Immersion Workshop	
Immersion: Nicaragua, February 3-10	
Immersion: Dominican, Feb 24-March 3	
Online Workshop 530: Module 1 Videoconference Conversations (April)	
Online Workshop 530: Module 2 Videoconference Conversations (April)	
Mission Project Design (June)	
Retreat - Magis: Osh Kosh, Wisconsin, June 11-17, 2017	
Independently Arranged Retreat (Dates & Location)	

Semester Three: July - January	Status
Summer Workshop: Through the Eye of the Needle: The Commitment to Justice in Jesuit Higher Education: Seattle University, August 10-12, 2017	
Online Workshop 550: Catholicity and Catholic Social Teaching (September)	
Online Workshop 550: Module 1 Videoconference Conversations (October)	
Online Workshop 550: Module 2 Videoconference Conversations (October)	
Mission Project Summary submitted to ICP office (by November 20)	
Online Workshop 560: Ignatian Discernment (December)	
Capstone: Our Lady of Florida Retreat Center, North Palm Beach, FL January 2-5, 2018	