In 2012, ICL programs supported 1,300 leaders from 48 states & provinces representing 630 organizations. ICL provided more than 3,225 hours of customized services through a total of 44 engagements with leaders, groups, networks, & coalitions.

Where ICL worked in 2012:

- Alberta Council for Environmental Education
- Yellowstone Park Foundation
- Northwest Seed
- Winter Wildlands Alliance
- Smart Growth California
- Edisto Island Open Land Trust
- Alabama Coastal Foundation
- Gulf Restoration Network
- Iowa Natural Heritage Foundation
- Alliance for the Great Lakes
- Hoosier Environmental Council
- Western New York Land Conservancy
- Bicycle Coalition of Greater Philadelphia
- National Wildlife Federation
- Wildlife Habitat Council
- Blue Water Baltimore
- Bike Cleveland
- Virginia Conservation Network
- NC Conservation Network

Our mission to strengthen the leaders, organizations, coalitions, and networks that protect and conserve the Earth.
### Financial Information

#### Revenue

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>45,955</td>
</tr>
<tr>
<td>Foundation Grants (Restricted)</td>
<td>4,250</td>
</tr>
<tr>
<td>Program Fees &amp; Contracts</td>
<td>724,385</td>
</tr>
<tr>
<td>Contributed Services, Interest/Dividends, &amp; Other Revenue</td>
<td>15,720</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$790,310</strong></td>
</tr>
</tbody>
</table>

2012 restricted foundation revenue totals reflect the fact that ICL received all of our multi-year program grants in 2011.

#### Expenses

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>793,868</td>
</tr>
<tr>
<td>Fundraising</td>
<td>21,693</td>
</tr>
<tr>
<td>General and Administrative</td>
<td>357,131</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$1,172,692</strong></td>
</tr>
</tbody>
</table>

2012 Donors:

- Jerry Adelmann
- Jennifer Adkins
- Jeff Allen
- Diana Anderson
- Amy Armstrong
- Gwenn Azama
- David Blockstein
- Margaret & Larry Bond
- John Bowron
- Franza Brilliant
- Robin Broder
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- Ann Claassen
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- Patrick & Lynn de Freitas
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- Kevin Donald
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- Sandra Wojahn
- Cindy Zipt

#### Board Members

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  - Environmental Law & Policy Center
- **Vivian Buckingham**
  - Naomi Cobb
- **Reginald “Flip” Hagood**
- **Suellen Keiner**
- **Jim Petterson**
  - The Nature Conservancy, USA
- **Scott Schang**
  - Environmental Law Institute
- **Jack Vanderryn**
- **Mauricio Velasquez**
  - Diversity Training Group

#### ICL Staff

- **Dianne Russell**
  - Executive Director
- **Margaret Bond**
  - Director of Finance and Administration
- **Peter Lane**
  - Director of Program Services
- **Nancy Oswalt**
  - Program Manager
- **Melly Ntalu**
  - Program Coordinator
- **Pooja Bakshi**
  - Administrative Coordinator
- **Caitlyn Hunter**
  - Database Coordinator

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#### Institute for Conservation Leadership

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