



INSTITUTE  
FOR CONSERVATION  
LEADERSHIP

## 2013 ANNUAL REPORT



### ICL'S MISSION

To strengthen the leaders, organizations, coalitions, and networks that protect and conserve the Earth.

### ICL'S REACH

**864 People Served from 475 Organizations in 36 states, in 3 Countries**

Meeting leaders where they are, helping them build their network, creating opportunity and supporting their work to protect and conserve the earth. Working across North America, ICL provides:

- ★ Hands-on, intensive leadership programs for mid-level and executive leaders
- ★ Custom-designed consulting and facilitation services tailored to organizational needs
- ★ Training workshops to build capacity with staff, board, and volunteers
- ★ Individualized coaching that builds and promotes leaders at all levels

### ICL'S IMPACT

Lake County Forest Preserve District in Illinois set out to create a 100 year vision; a bold, audacious goal to be sure. **Ty Kovach**, LCFPD Executive Director tells us how ICL helped them create that vision...

**"ICL got us to THINK BOLD. They ALIGNED our thinking, they helped us DEVELOP our leadership team and brought attention to the FUTURE LEADERS in the organization and gave them the opportunity to get out front and LEAD."**



Ty Kovach



Steve Rotherth

Steve Rotherth is the Regional Director for American Rivers in California. He saw immediate results after participating in ICL's signature Leadership Program, *Leading from Within* this past year.

**"After I returned from the first of the two weeks of Leading from Within, I could already tell that I was a different leader. I felt GREATER CONFIDENCE in my role and GREATER ENTHUSIASM for our work. I could see those changes reflected back at me in the faces of my staff. I WAS ABLE TO DISCOVER THE KIND OF LEADER THAT I WANTED TO BE."**

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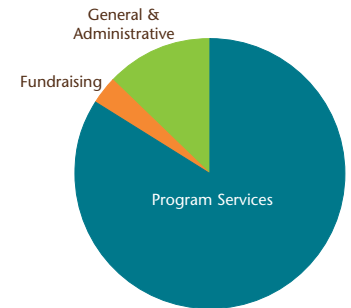
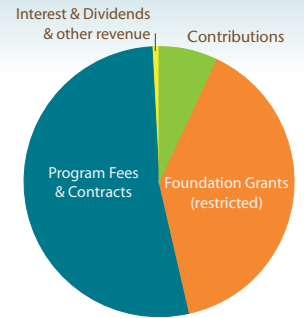
## FINANCIAL INFORMATION

### Revenue

Contributions	86,725
Foundation Grants (restricted)	485,000
Program Fees and Contracts	652,606
Contributed Services	0
Interest & Dividends & Other Revenue	7,266
<b>Total</b>	<b>\$1,231,597</b>

### Expenses

Program Services	961,286
Fundraising	35,530
General & Administrative	145,527
<b>Total</b>	<b>\$1,142,343</b>



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