

A year of positive transition and programs

The year demonstrated how we lived our mission in real time, as we implemented a self-assessment that pointed toward change. We embraced a more sustainable business model, worked through staff changes, benefited from our board's leadership, and laid a strong foundation to better support the community we serve. As we often say when we deliver our programs, "change is hard work," and we now can benefit from our investment of time and energy in those needed changes.

In the midst of a time we labeled 'a year of renewal, exploration, and celebration,' ICL delivered programs and services to 977 leaders and 512 organizations. Significant programs included the Delaware River Watershed Initiative, the Freshwater Leadership Initiative in the Great Lakes region, Strengthening Ohio Leaders and Organizations, and Vital Lands Illinois. We provided custom-designed programming to over 100 groups working on a diverse set of issues including smart growth, land conservation, agriculture, water quality, transportation issues, and mining.

Here are some of our highlights from the year, through the lens of leaders we support:



"ICL was uniquely suited for this work in the Delaware River Watershed Initiative, no question. It was obvious to us that we needed an organization that had the expertise drawn from their work across the country. We needed their bandwidth and their ability to put people first in the system. They have been, in short, the bow that tied this bold water quality initiative together."

ANDY JOHNSON, *William Penn Foundation*



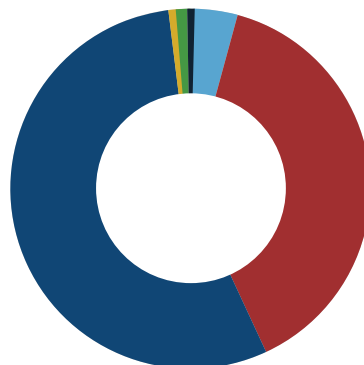
"ICL's Programs continue to be an important part of the Alliance for the Great Lakes Professional Development plan. We use ICL's support and leadership programs to build a common language within our team. Embedding that common language within our team has allowed our team to work, think, and collaborate at a much higher level."

STEPHANIE SMITH, *Alliance for the Great Lakes*

Financial Information

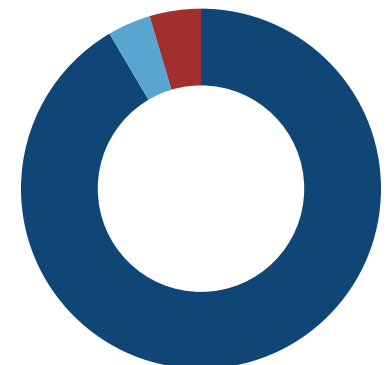
Revenue

Contributions	49,682
Grants	495,000
Program Fees & Contracts	706,479
Contributed Services	2,000
Interest & Dividends	8,370
Other Revenue	2,678
TOTAL INCOME	1,264,209



Expenses

Program Services	908,745
Fundraising	38,577
General & Administrative	45,743
TOTAL EXPENSES	993,065



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