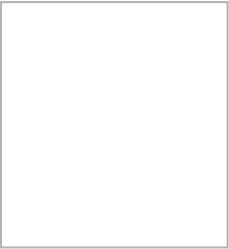




INSTITUTE FOR CONSERVATION LEADERSHIP  
4222 30TH ST.  
MOUNT RAINIER, MD 20712



# 2019 ANNUAL REPORT



Institute for Conservation  
LEADERSHIP

## FROM OUR PRESIDENT

Dear ICL Community,

2019 has been an exciting year of transformation and growth. With renewed focus on our programming, impact, and organizational sustainability, we have embarked upon the implementation of our 2019-2020 Strategic Plan. Providing increased attention to collaborative endeavors, this two-year plan guides our efforts to address four strategic priority areas:

- BUILD COLLABORATIVE LEADERSHIP SKILLS:

Deepening staff expertise within networks, coalitions, partnerships, and collaborative efforts.
- INTEGRATE DIVERSITY, EQUITY, AND INCLUSION:

Effectively giving attention to DEI within ICL’s core programs and services.
- SUPPORT COLLABORATIONS:

Strengthening collaborative efforts through process design, facilitation, coaching, and skill development.
- INCREASE THE SCOPE AND SCALE OF ICL’S IMPACT:

Expanding partnerships with new organizations and funding sources.

We believe that we will deepen ICL’s impact as we increase our attention to collaborative efforts and collaborative leadership.

The drive and dedication we have seen in 2019 encourages us. We are energized and excited as we follow our ambition to build critical leadership and collaborative capacity. My deepest appreciation goes out to our supporters and leaders in our communities working to create a healthy future.

SINCERELY,  
DIANNE J. RUSSELL,  
INSTITUTE FOR CONSERVATION LEADERSHIP PRESIDENT

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# 2019 ANNUAL REPORT

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## FOUNDATION SUPPORT

WILLIAM PENN FOUNDATION

GEORGE GUND FOUNDATION

CLEVELAND FOUNDATION

CURTIS & EDITH MUNSON FOUNDATION

THE KRESGE FOUNDATION

CHARLES STEWART MOTT FOUNDATION

## OUR MISSION

To support healthy communities and a healthy Earth, the Institute for Conservation Leadership strengthens leaders, organizations, coalitions, and networks.

## OUR VISION

We envision a diverse set of leaders equipped to solve the most pressing issues that affect the well-being of our communities and the Earth. These leaders effectively engage others, work across sectors and boundaries, and choose and implement strategies that create positive change.

## 2019 STRATEGIC ACHIEVEMENTS

We know that addressing complex conservation goals requires high levels of collaboration. ICL worked this year to support leaders facing the opportunities and challenges of working together effectively across geographies, sectors, and differences.



MORE THAN  
1,000 LEADERS



FROM 300 ORGANIZATIONS



ACROSS 39 STATES

# STRENGTHENING NETWORKS AND LEADERS

Fostering strong and innovative leadership through networks, engagements and processes.

## DELAWARE RIVER WATERSHED

Strong leaders make for strong collaborations. In 2019, ICL continued to support collaboration during year 7 of a multi-year, multi-million dollar collaborative, the Delaware River Watershed Initiative. We witnessed leaders within the network demonstrate their growing efficacy and impact as they continue their work to protect and restore the Delaware River and its tributaries, improve water quality, and protect the drinking water for 15 million people. This year, two leaders shared their perspective on the importance of leadership in a collaborative effort and how ICL has helped to bolster the leadership of the Initiative.

**JOHN CECIL**, Vice President for Stewardship, New Jersey Audubon

As an active leader of the DRWI, John stepped up to take on a new role within the Initiative this year. Working with a team of fellow leaders, John helped develop comprehensive plans for the Initiative’s long-term future. John has contributed expertise and visioning to the DRWI while embracing and integrating ICL’s practices into his work at NJ Audubon, engaging with partners, strengthening team communications, and making sure everyone has a voice.

“We want a rich, diverse network that helps us work together and collaborate to get those outcomes. ICL plays critical role. Without ICL doing the work, we would lose the richness; the stretch to get to the higher-level outcomes beyond the scope of our individual organizations.”

JOHN CECIL

**JULIE SLAVET**, Executive Director, Tookany/Tacony - Frankford Watershed Partnership, Inc.

In 2019, 14 Executive Directors joined a cohort for a six-month program aimed at strengthening their leadership and building a peer network. Considering the extensive knowledge Julie has in growing organizations and serving communities, we were moved by the empowerment she described coming out of this program. Through the cohort experience, Julie strengthened her confidence in her decisions, embraced making organizational changes, and deepened her appreciation for the relationship-building aspect of her life and work.

“In the backdrop of Coronavirus, we’ve had to pivot. Our focus is community engagement, so we’ve had to move workshops online, use different tools, and think outside the box. We do this a lot already, but the program with ICL helped me feel more confident. If this is our organization’s strength, we should keep doing it.”

JULIE SLAVET

# SUPPORTING COLLABORATIVE LEADERSHIP

Empowering leaders of New England with collaborative leadership skills.

## NEW ENGLAND

A successful collaboration begins with leadership. Recognizing this importance, the Highstead Foundation sought to encourage and grow leaders within seven of the Northeast’s Regional Conservation Partnerships (RCP). To support this effort and empower leaders to accomplish RCP’s collaborative goals, ICL developed and led a two-day Collaborative Leadership workshop in September 2019. RCP teams of coordinators, staff, and partners gained practical skills for collaborative leadership, built capacity to strengthen their RCPs, and increased their ability to engage and build strong collaborative partnerships.

“I can see the high valuation on the training. A number of leaders are way more involved in terms of taking on tasks and going out of their way to serve the larger mission of the partnership. I am excited and want to continue to create an environment that encourages collaborative leadership within the network and beyond the trainings.”

**BILL LABICH**, Senior Conservationist, Highstead Foundation

# CONNECTING COMMUNITIES

Designing an inclusive, community-centric strategic planning process.

## LINN COUNTY, IOWA

Managing resources across communities and landscapes requires passion and collaboration. We saw this first-hand after Linn County Conservation (LCC), located in Eastern Iowa, sought support to update their strategic plan as a natural follow-up to the implementation of a \$40 million bond passed in 2016 supporting major water quality and land protection, park, and trail projects across the Linn County conservation system.

LCC desired a conversation with the community to ensure successful implementation of both bond funded projects and their entire operation to support current community goals in the most impactful way possible. Through a stakeholder engagement process, ICL helped LCC engage new and diverse groups in the community and incorporate those voices into an updated strategic plan. With a deepened connection to the people of Linn County, LCC’s completed plan addresses the desires of its communities and moves them forward in their ambition to protect and promote enjoyment of the county’s natural resources.

“The process brought in an inclusion piece and an understanding of the needs of people who have not been involved before. It brought a new dimension and excitement within staff, who are now much more focused on what things mean for the whole community and access for all.”

**DENNIS GOEMAAT**, Executive Director, Linn County Conservation

“This strategic plan really confirmed that foundational goals of our Board were, and are still, highly supported by the community. The unifying process helped hone ongoing goals that focus our resources and efforts to strategically meet current and upcoming community needs while helping us better engage all members of the community as we move Linn County forward in the areas of conservation and nature based outdoor recreation and education.”

**DANIEL GIBBINS**, Deputy Director, Linn County Conservation



# FINANCIAL SNAPSHOT



\$145,480	Foundation grants
\$380,833	Project fees and contracts
\$34,899	Contributions
\$6,439	Other income
\$2,628	Interest/dividend income
\$570,279 Total Revenue	



\$803,970	Program expense
\$62,082	General and administrative expense
\$20,391	Fundraising expense
\$886,443 Total Expense	