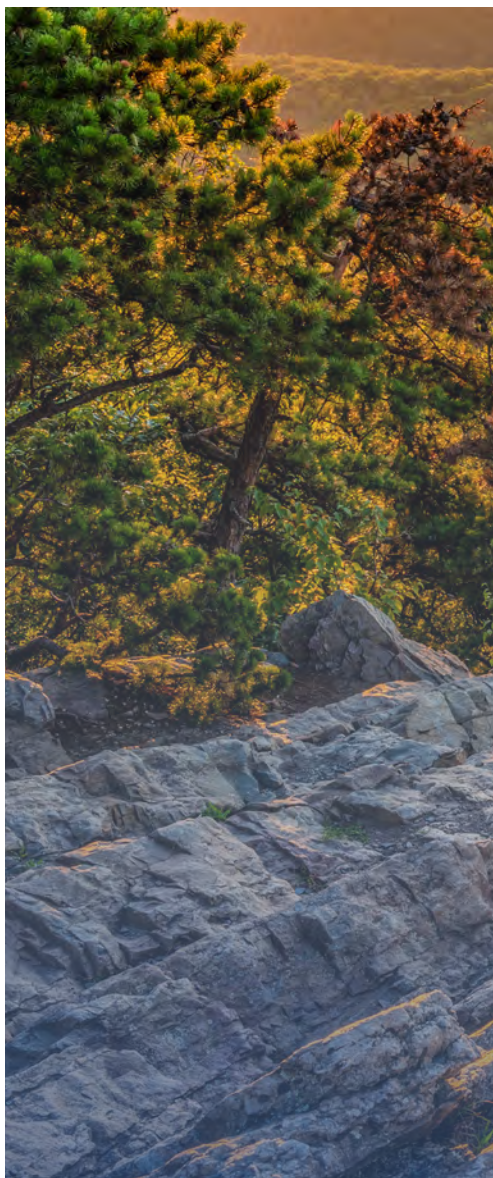
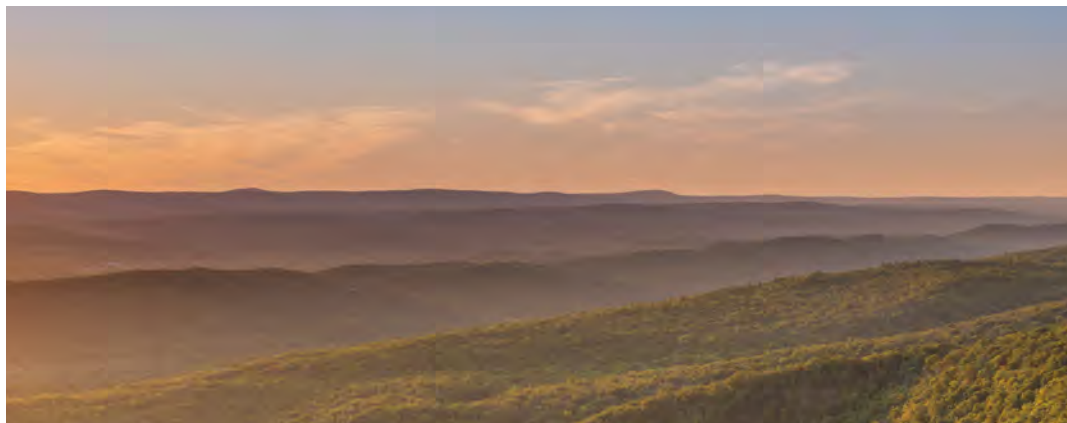




Institute for Conservation
LEADERSHIP



2022

Annual Report

EVOLUTION & ADAPTATION

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.

OUR MISSION

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



Institute for Conservation
LEADERSHIP

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FROM THE PRESIDENT

Hello Friends of ICL —

As we reviewed ICL’s 2022 efforts, we found ourselves appreciating “adaptive strategy” and evolution in our midst. Adaptive leadership uses the essence of what Maya Angelou’s poem, *On the Pulse of Morning*, captures so well:

Each new hour holds new chances
For a new beginning.
Do not be wedded forever
To fear, yoked eternally
To brutishness.

The horizon leans forward,
Offering you space to place new steps of change.

ICL’s new steps of change included adding two new staff people in two new positions. Expanding our circle has brought new capacity and creative approaches. We have changed board leadership this year, bringing new perspective and relationships to our adapting strategy. ICL has also been experimenting with new ways to support collaborative leadership practices of engagement and shared action.

We are honored to work alongside so many passionate partners who share a commitment to lean forward and create the change needed in our world. We are inspired by how our partners find and hold the space needed for the new beginnings—who honor and sustain our land, water, and air, and to build toward racial equity, resilient and healthy communities, and a carbon neutral future.

We are grateful for you, our supporters, who believe with us that each new hour holds new chances. Thank you for fueling our adaptive efforts and positive evolution over the last year!

Dianne J. Russell
President

STRATEGIC ACHIEVEMENTS HIGHLIGHTS

In 2022, ICL expanded the number of collaborations supported, began working with new groups and collaborations, and deepened our regional initiatives and on-going partnerships.



Supported growth and impact of 150 collaborations & networks



Reached over 1,150 leaders from over 700 organizations



Over 275 resources downloaded by leaders coast to coast and around the world

CINCINNATI'S REGIONAL SUSTAINABILITY ALLIANCE GREEN UMBRELLA

Green Umbrella is a hub for sustainability in Cincinnati. ICL began supporting their strategic planning in 2022, which helped this regional collaboration align their programmatic activities and organizational chart, and structure their membership in new, creative ways.



Green Umbrella staff; orchard installation.

“We’ve learned a lot from working with ICL, not only about the problems we set out to solve, but also with the process of facilitation, along with other network experiences that are applicable to our work. Our strategy team has become a cohesive and connected unit as a result of the work with ICL -- I wish we had been able to include more of our staff in the process because it has been such a valuable experience. We are coming out of this work with a significant shift in how we function as an organization with lots of big insights gained. These shifts will take time to implement, and we’re prepared to be intentional about the ongoing process of moving these new ideas into implementation – this will remain a part of our culture.

ICL will help you understand the challenges that you’re experiencing at a much deeper level and support with designing solutions that address the root causes. We appreciated that ICL was willing to improvise and let the conversation in our group discussions evolve as they needed to, which allowed us to explore things that weren’t planned but hold value to our process.”

— Ryan Mooney-Bullock, *Executive Director*

WATERSHED PROTECTION



DELAWARE RIVER WATERSHED INITIATIVE

Since 2014, thanks to support from the William Penn Foundation, ICL has helped develop and strengthen a network of more than 50 organizations working together on one of the country's most ambitious water protection initiatives – the Delaware River Watershed Initiative (DRWI).

A highlight from the summer of 2022 was organizing field trips in New Jersey and Pennsylvania. Initiative members reconnected in-person to learn about one another's work and have some fun together outdoors.



DRWI New Jersey Highlands field trip to Cotton Cattle Company; kayak trip.

LEADERSHIP SPOTLIGHT STEPHANIE KREISER

“I’ve been involved with the DRWI in various leadership capacities since 2016. Through working with ICL, I’ve learned about the nuances of navigating within a complex collaborative group like the DRWI. Working with ICL has helped surface some good challenges that support thoughtfulness in our work.”

— Stephanie Kreiser, *Director for South Jersey New Jersey Conservation Foundation*



Stephanie Kreiser, New Jersey Conservation Foundation.

CRACKING THE CODE TO COLLABORATION

The Pennsylvania Environmental Council's trails team plays a leadership role in the development of trail networks and coalitions throughout the state and region. ICL supported strategy and team development so the team can approach their work with a clearer shared vision and strategies.



58th Street Greenway, courtesy of Thom Carroll, Rails to Trails Conservancy.

"ICL offers an opportunity to pause, reflect, consider, and be more intentional about the work you're doing, which I really appreciate. They always ask questions that integrate an equity and inclusion perspective; working with them allows us to be deliberate and thoughtful about infusing this into our work. Their support has helped reinvigorate and reenergize our work.

ICL helped us to slow down and invest in the process, which also supported our team building. They act as thought partners, and it's really a joy to work with them. Working with them feels like a collaboration, as if we're cracking a code together."

— Emilia Crotty, *Director
Trails and Equitable Access,
Pennsylvania Environmental Council*

"ICL not only brings knowledge of the different types of groups, but they also really know environmental, open space, and trails organizations – they speak the language we speak which is really very helpful. Their manner of acting like a partner in your work is one of their greatest strengths. Part of what I like about working with ICL is that I'm building capacity, and I'm learning a different way of looking at things - it's this learning and change in perspective that I really find gratifying."

— Eleanor Horne, *Co-President
Lawrence Hopewell Trail*

CIRCUIT TRAILS

On the heels of supporting strategic planning that prioritizes expanding the Circuit Trails network and making it more accessible and inclusive, in 2022 ICL began an assessment with coalition leaders. The focus is on expanding and evolving the coalition, so it is more relevant and representative of the community.



Courtesy of Thom Carroll.

PEER COHORT LEARNING

STRENGTHENING LEADERSHIP SKILLS FOR NETWORKS AND COLLABORATIONS

In 2022, ICL supported the Network for Landscape Conservation's Catalyst Fund cohort through a workshop series called *Facilitating Collaboration*. The series supported a peer learning space for coordinators advancing collaborative landscape stewardship across the U.S.



“So many of the challenges that conservation must address transcend boundaries. We operate within complex systems that exceed the capacity of any organization to effectively address on their own. This creates a huge thirst for skills, knowledge, insight, and best practices around how to navigate collaboration in conservation. ICL is a leading resource, and their work is more relevant with each passing day. I have a deep sense of appreciation and gratitude for being exposed to such expertise in this space – I think the role that ICL plays to support the development of these skills represents a watershed moment that’s both powerful and exciting.”

— Jon Peterson, *Catalyst Fund Manager, Network for Landscape Conservation*

HIGHSTEAD FOUNDATION

In 2022, we designed two online workshop series focused on enhancing skills for leaders guiding Regional Conservation Partnerships in New England.

“ICL understands how leaders need support. Their programs are so impactful, and they will help you articulate goals you may not have even known you had. They use a deep understanding of adult learning to integrate simple processes seamlessly so that it doesn’t feel like a curriculum– it’s just part of their skill and expertise which has been huge. Some of ICL’s approaches have worked so well for us and I’ve started using them for every single event we’ve done since engaging with them.”

— Katie Blake, *Conservationist*



Courtesy of Jamie Malcolm Brown.

FINANCIAL SNAPSHOT

TOTAL REVENUE: \$1,651,110

\$1,322,450 Foundation Grants

\$284,296 Project Fees and Contracts

\$39,123 Contributions

\$1,375 Other Income

\$3,866 Interest/Dividends

TOTAL EXPENSES: \$1,169,121

\$1,047,930 Program Expense

\$94,001 General and Admin

\$27,190 Fundraising

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