



Institute for Conservation
LEADERSHIP

Leading Change

Annual 2024 Report

Collaborative Leadership: Connecting Communities and Ecosystems

MISSION

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

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.



From the President

Dear Friends of ICL –

As ICL celebrates its 35th anniversary, we find ourselves reflecting on the incredible community of leaders and organizations that your support has allowed us to impact. With your backing, ICL has invested in collaborative leadership that catalyzes environmental progress.

2024 brought new horizons for ICL. Leaders from around the country built skills and connections through ICL's public facilitation programs, which gained momentum throughout the year. Across diverse sectors—from food systems and forest management to watershed restoration and ocean conservation—we witnessed how collaborative approaches unlock solutions that isolated efforts simply cannot achieve.

Looking toward 2025, ICL remains committed to recognizing environmental challenges as interconnected with broader issues – they do not exist in isolation, and neither can solutions. We bring diverse voices together. We build strong relationships. Our efforts support the co-creation of lasting solutions to the challenges that must be collectively faced.

To each donor, partner, and champion of ICL's mission: your support has carried us through these 35 years. As we enter our next chapter, we look forward to continuing this journey with you. Your partnership is urgently needed to build the collaborative capacity that our communities and planet rely on.

With gratitude,

Dianne J. Russell
President

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Strategic Achievements

In 2024, ICL public programs and engagements through contracts and grants reached new leaders, organizations, and collaborations nationwide.



850+

Organizations and collaborations supported



1,500+

Leaders reached from all 50 states



180

Leaders developed new facilitation skills

Hundreds of environmental leaders were supported through **free education materials** in our Collaboration Resource Hub, extending our impact beyond traditional programs and services.

Transforming Meeting Potential:

The Power of Skilled Facilitation

Facilitating Engaging Meetings

Our Facilitating Engaging Meetings program equips environmental leaders with practical skills to maximize meeting effectiveness. Through live virtual sessions, participants engage in interactive peer learning to develop customized facilitation techniques they can immediately apply to their work.



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I found this program to be immensely helpful. The sessions flew by, were extremely interactive, and really had me challenging my own status quo. I learned so much and walked away with tools and strategies that I could immediately put into practice.

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I liked the multiple opportunities to engage with different people! Great prompts and timing of activities.

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I loved the tools and the way to break down the core components of facilitation. It turns out I was doing a bunch of this stuff intuitively, but now I can be more intentional about it and improve.

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Restoration of the Chesapeake Bay, Its Tributaries and the Lands That Surround Them



ICL supports partners across the Chesapeake Bay watershed, applying strategic collaboration to build regional capacity and strengthen connections among those protecting this vital ecosystem.

The National Fish and Wildlife Foundation's Chesapeake Bay Stewardship Fund protects the bay by funding local watershed restoration efforts, helping communities clean polluted waterways, and safeguarding key Chesapeake species.

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Working with ICL has supported us in identifying opportunities for enhanced collaboration. They help us analyze what's working well, share successful models from other organizations, and connect our grantees with valuable partners and technical expertise. **This approach has nurtured the seeds of organic collaboration we've already begun to see emerge in our community.** People are eager for the guidance and counsel that ICL can provide, and deep and intentional collaboration is a necessary ingredient. Applying ICL's expertise and assistance to strengthen these collaborative models is directly material to our ability to achieve conservation at scale.

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There is value beyond the technical expertise that comes from how ICL does this work – **they have a passion for it that is not easily replicable.** A lot of collaborative conservation work is about interpersonal relationships, trust, and communication styles – ICL brings this to their engagement and proves the value of interpersonal dimensions in this work.

Jake Reilly

National Fish and Wildlife Foundation
Director Chesapeake Bay Programs

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When the Alliance for the Chesapeake Bay sought to amplify the impact of capacity builders throughout the watershed, they partnered with ICL to guide the process. Working with ICL, the Alliance sought to develop a thriving community of practice that strategically connects capacity-building organizations. **The Alliance saw the potential for creating a collaborative ecosystem of shared resources and expertise.**

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One of the things that made ICL a clear choice for helping facilitate this process is that they straddle both sides of this topic – **both having an excellent facilitation team, and being highly skilled in network building, and collaborative growth.**

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ICL helped us create a regional capacity collective, building a process founded on trust, consistency, and agreement. I'm genuinely pleased with where we are now—we share a unified vision for capacity building. **With ICL's guidance, we've cemented the foundations of our community practice through peer-to-peer learning, deep topic understanding, and collaborative project work.**

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Their blend of technical expertise, facilitation skills, and end-user perspective resonates perfectly with our work.

Jenny McGarvey

Alliance for the Chesapeake Bay
Capacity Building Initiative Director

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Dynamic Systems for Collaboration

Antarctic and Southern Ocean Coalition

The Antarctic and Southern Ocean Coalition is a unique global coalition bringing together a diverse range of organizations from international NGOs to small nonprofits on multiple conservation issues that protect vulnerable ecosystems. They engaged ICL to help navigate the organization's intricate structure through a robust assessment process. This allowed the coalition to think creatively about its challenges while honoring the diverse perspectives within the network.



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Our goals were supported through ICL's ability to help us think differently about our challenges. Their talent for stepping outside conventional thinking and reframing our issues with creative approaches gave us valuable new perspectives. They provided practical tools we frequently reference when making difficult decisions, and their research illuminated where we needed to improve.

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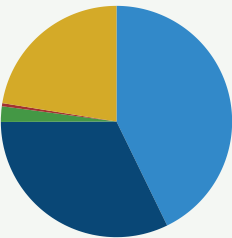
We went through a robust survey process while developing our new decision-making tools, and it was incredibly helpful. The fingerprints of ICL are visible throughout these processes. We gained valuable insights that made us more functional. The recommendations were excellent best practices for transparent communication and building a stronger organization. **Everything ICL suggested has been spot-on.**

Holly Curry

Marine Protected Areas
Campaign Director

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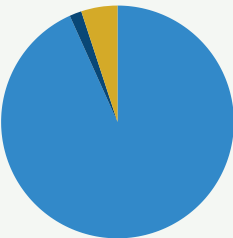
Revenue



- Foundation grants
\$88,612
- Project Fees & Contracts
\$666,413
- Interest/Dividends
\$4,568
- Other Income
\$901
- Contributions
\$46,518

TOTAL REVENUE: \$807,012

Expenses



- Program Expenses
\$1,111,924
- Fundraising
\$24,861
- General & Administrative
\$69,538

TOTAL EXPENSES: \$1,206,323

Supporters

Berks County Community Foundation
Cleveland Foundation

George Gund Foundation
Kresge Foundation

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115 Centerway, Suite 207
Greenbelt, MD 20770

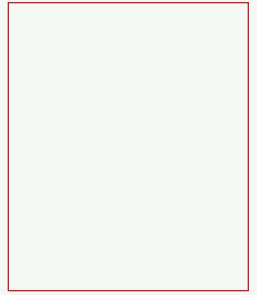


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Food:Land:Opportunity