2021 Annual Report
April 30, 2022

PURSING THE GREATER GOOD:
GOOD DECISIONS MADE TOGETHER
MISSION

IAP2 USA leads, advances, and advocates for best practices in public participation.

VISION

We envision a country where public participation is deeply embedded and widely applied, and where equitable, efficient, and informed decision-making processes improve the quality of our democracy.

IAP2 CORE VALUES

Developed for the Practice of Public Participation for use in developing and implementing public participation processes to help inform better decisions that reflect the interests and concerns of potentially affected people and entities.
Membership remained steady in 2021 as members renewed and re-engaged with the region.

1,488 new members joined in the past five years.
In the midst of these difficult times, I find myself turning to the guidance of our Core Values, which are one of the pillars of our practice. Lately I have been reflecting on core value 3:

"Public participation promotes sustainable decisions by recognizing and communicating the needs and interests of all participants, including decision makers."

As we have collectively weathered so many systemic crises – an ongoing pandemic, threats to our democracy, and a climate crisis, to name a few – IAP2 USA has worked hard to make sustainable decisions while meeting the needs of our members. That means listening to members when they ask for online training, when they seek more information about digital engagement, when they are unable to meet for an in-person conference. It also means stewarding our resources carefully in an uncertain environment. I am grateful to everyone – staff, trainers, board members, chapter leaders, and our members – who helped IAP2 USA thrive despite all of these challenges.

Although 2021 felt like an endurance event, IAP2 has come through stronger than ever. Our membership continues to grow – in recognition of the critical role P2 plays in supporting communities. We have welcomed new chapters in areas where we have been under-represented. Our board is younger and more diverse than ever. And, in our new strategic plan, our leadership has committed to focusing on equity in our organization, among our members, and in our practices.

As we continue to serve you – our members – in the coming year, I hope that you will join us in living by our core values and furthering the field of public participation.

In your service,

Heather Imboden, IAP2 USA President
## IAP2 USA Summary of Financial Position for December 31, 2021

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td>$291,577</td>
</tr>
<tr>
<td><strong>Liabilities</strong></td>
<td>$60,257</td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td>$231,320</td>
</tr>
</tbody>
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FINANCIAL INFORMATION
DECEMBER 31, 2021

TOTAL INCOME $352,146
- Membership, $96,810.00, 27%
- Misc Income, $2,670.00, 1%
- Professional Development, $252,666.00, 72%

TOTAL EXPENSES $302,236
- Membership Exp, $49,518.00, 17%
- Professional Development, $82,145.00, 27%
- General Administration, $167,840.00, 56%
Commitment to Diversity and Inclusion

- With a board approved DEI statement, IAP2 USA committed to equity and delivering on diversity. The organization focused on creating a culture that embodies diversity, equity, and inclusion in who we are and who we serve. Additionally, we advanced that Commitment to Equity and submitted guidance to the U.S. administration about how our pillars and this commitment can be incorporated into decision making for federally funded project.

Professional Development

- As virtual training programs were advanced and refined, we remained focused on trainer diversification and growth and continued to press IAP2 International to make this a priority.
- IAP2 USA hosted a very successful virtual North American Conference (NAC) exceeding attendance and sponsorship expectations. We also increased our NAC scholarships to a record 17 conference attendees.
- IAP2 USA supported the IAP2 International Foundations Training Harmonization process with extensive staff and volunteer involvement.
2021 ACCOMPLISHMENTS

Member and Chapter Support

- Member engagement thrived as IAP2 USA exceeded membership goals crossing the 3,000 member threshold. We stayed connected with membership through social media, emails, our monthly e-newsletter, and advanced strategic partnerships with other organizations.
- Support to chapters was revitalized with a focus on growth and collaboration. We brought our first eastern seaboard chapter online bringing the total to 13 IAP2 USA chapters and emerging chapters.

Leadership and Strategic Development

- Work on a number of programs and projects had been interrupted due to the Covid 19 Pandemic but they were adjusted and re-envisioned as the board completed its strategic plan focusing on member needs and organizational sustainability.
- A successful IAP2 USA Executive Manager transition plan was developed and put in place.
- Committees were redesigned with a focus on deliverables.
- Partnerships with the International City Managers Association were strengthened.
Core Values and Greater Good Awards recognized outstanding work by our P2 Community. The programs received recognition with IAP2 USA Awards celebrated in a special online Awards Gala.

**Core Values Awards**
Salt Lake City, Utah and Avenue Consultants was awarded the 2021 IAP2 USA Core Values Award in the General Project Category. The project, 300 West: Using Public Participation to Reimagine Road Design transformed the way City of Salt Lake addresses public participation.

Tualatin Hills Park & Recreation District was awarded the 2021 IAP2 USA Core Values Award in the Respect for Diversity, Inclusion, and Culture Category. Also named IAP2 USA project of the year, it moved forward to the IAP2 International competition for judging at the international level. The project set a standard for 21st Century community participation.

**2021 Greater Good Award Winner:**
Maureen Tobin was recently appointed as Executive Director of the Davenport Institute for Public Engagement and Civic Leadership in Malibu.

**2021 Greater Good - Emerging Leader Award Winner**
Jensen Morgan is the senior. environmental sustainability specialist for the City of Fort Collins, Colorado.
Chapters are an integral part of IAP2 USA Membership and provide a regional opportunity for P2 practitioners to expand the reach of IAP2 core values and offer training and networking connections throughout their communities.

- Cascade
- Colorado
- Grand Canyon
- Greater LA
- Intermountain
- Lonestar
- Midwest
- Nebraska
- Northeast
- Orange County
- SF-Oakland
- Sacramento
- Puget Sound
• **The Ambassadors Program focused on redefining member support.** Cathy Smith, Francesca Patricolo, Wendy Lowe, John Godec, Ashley Tinius, Wendy Nowak, Stacee Adams, Doug Sarno, Natalia Hentschel, Cassandra Hemphill, Reilly Thimons, Lisa Carlson, Emily Michaelson, Jay Vincent, Frankie Burton, Dannelle Crowe, Steven Buckley

• **Certification Task Force moved assessment centers online and set the schedule for 2021.** Chair: Wendy Lowe, Brenda Pichette, Cassie Hemphill, Ken Smith, Tina Geiselbrecht

• **Chapter Liaisons were busier than ever expanding their reach and depth welcoming new chapters and supporting members:** Ashley Tjaden, Pete Lengo, Gail Conners, Wendy Lowe, Sarah Huntley, Brian Holtzclaw, Anne Thompson, Jennifer Trotter, Matthew Holman, Marc Lame, David Jones, Wendy Lowe, Beau Hunter, Dr. Larry Schooler, Heather Lasher Todd, Myles Alexander, Dan Pfeiffer, Andy Wessel, Brad Johnson, Sabrina Colon, Traci Ethridge, Wendy Nowak, Robin Austin, Sarah Rubin, Deanna Desedas, Madeleine Chanbanchong, Beatriz Florez, Frankie Burton, Kate Barrett, Nicole Marron, Alaa Abusalah, Christopher Hopkins, Mahina Martin

THANK YOU VOLUNTEERS
• Diversity Equity and Inclusion (DEI) Committee outlined goals for bringing inclusivity into the heart of the organization. Chair Heather Imboden, Sara Dechter, Sarah Meade, Jacob Anderson, Gwen Howard, Michael Bailey, Craddock Stropes, Ale Estefam, Megan Waters, Coby Williams, KaDeena Yerkan, Phyllis Timpo

• Nominating Committee worked to advance the new process for leadership development: Co-Chairs: Heather Imboden and Cathy Smith, Claudia Bilotto

• North American Conference Steering Committee orchestrated a very successful virtual event: Chair Robyn Austin, Natalie Graves, Leah Jaramillo, Francesca Jones, Dennis Sandstrom, Josh Stepherson, Jenny Thacker, Ginger Wireman

• Revenue Development Committee selected resource targets to include increased scholarship fundraising: Chair Catherine Smith, Claudia Bilotto, Kendall Martin, Michael B. Bailey

• Training and Professional Development Committee expanded online training. Chair: Ryan Hanschen, Heather Imboden, Sophia Robison, Kayla Coleman, Anne Carroll, Kimberly Horndeski

• Board of Directors continued their move to strategic leadership as well as embracing a DEI culture throughout the organization. President Gwen Howard, Vice President Heather Imboden, Treasurer Lisa Carlson, Secretary Michael Bailey, Immed. Past President Cathy Smith, Claudia Bilotto, Deanna Desedas, Tina Geiselbrecht, Natalia Hentchel Kendall Martin, Wendy Green Lowe

THANK YOU VOLUNTEERS
Get Involved

- **Communications microvolunteering** opportunities allow for individual participation on a flexible schedule.
- **Ambassadors** promote IAP2 USA and support strategic partnerships.
- **Mentorship Program** develops relationships among members to enhance their professional growth.
- **Chapter Liaisons** enhance and support the relationship between the Region and chapters.
- **Diversity Equity and Inclusion (DEI) Committee** builds IAP2’s organizational capacity to ensure that IAP2 is truly an inclusive organization and is safe, welcoming and supportive to a diverse population.
- **Nominating Committee** helps develop the slate of candidates for board election and future leadership.
- **North American Conference Steering Committee** assists with production and onsite activities of the conference.
GET INVOLVED

- **Revenue Development Committee** addresses new avenues of revenue generation and fund raising.
- **Training and Professional Development Committee** helps to identify training and other professional development opportunities to meet the needs of members and others in the field.
- **Certification Task Force** assists with the development and management of the Certification program.
- **Board of Directors** members play a working role in governance and strategy of the organization, and assist in implementing initiatives and programs to support IAP2 USA’s Strategic plan.
2021 BOARD OF DIRECTORS

- Gwen Howard, President
- Heather Imboden, Vice President
- Lisa Carlson, Treasurer
- Michael Bailey, Secretary
- Catherine Smith, Past President
- Claudia Bilotto
- Deanna Desedas
- Tina Geiselbrecht
- Natalia Hentchel
- Kendall Martin
- Wendy Green Lowe
2021 MEMBER SUPPORT

Member and Community Support

IAP2 USA Contract Staff = 1.5 Full Time Equivalent (FTE)

A total of five independent contractors made up the professional support for IAP2 USA. The combined hours for the five are equal to approximately one and a half full time staff person (FTE).

2021 support included:
• Gail Madziar, Executive Manager
• Erin Zimmermann, Strategic Development Manager
• Dina Alengi Storz, Finance Administrator
• Angela Madziar, Membership and Communications Specialist
• Amelia Shaw, ASC, Webinars
pursuing the greater good:

iap² USA

good decisions made together