



FY2022 ANNUAL REPORT TO THE MEMBERSHIP

ICMA

Contents

- 3** Message from the CEO/Executive Director
- 4** Membership
- 5** Advocacy
- 6** Professional and Leadership Development
- 7** Conferences and Events
- 8** Research and Publications
- 9** Global Program Management
- 10** Racial Equity and Social Justice
- 11** Outreach
- 12** FY2023 Preview
- 13** FY2022 Statement of Activities
- 14** FY2022 Results
- 15** Executive Board

ABOUT ICMA

ICMA, the International City/County Management Association, advances professional local government through leadership, management, innovation, and ethics. ICMA provides member support; publications; data and information; peer and results-oriented assistance; and training and professional development to more than 12,000 city, town, and county experts and other individuals and organizations throughout the world. The management decisions made by ICMA's members affect millions of individuals living in thousands of communities, from small villages and towns to large metropolitan areas.

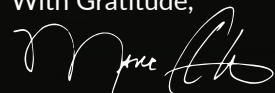
Message from the CEO/Executive Director

Looking back on FY2022, I am reminded of the courage and commitment of our members to restore public confidence in the face of continued uncertainty after a year of challenges and relative isolation caused by the COVID pandemic. We returned to an in-person annual conference in Portland, Oregon; and I still recall the joy expressed by so many simply for the opportunity to experience fellowship with those in attendance. With that energy, we set out to make significant changes in our own organizations and pave the way for the future of professional local government management.

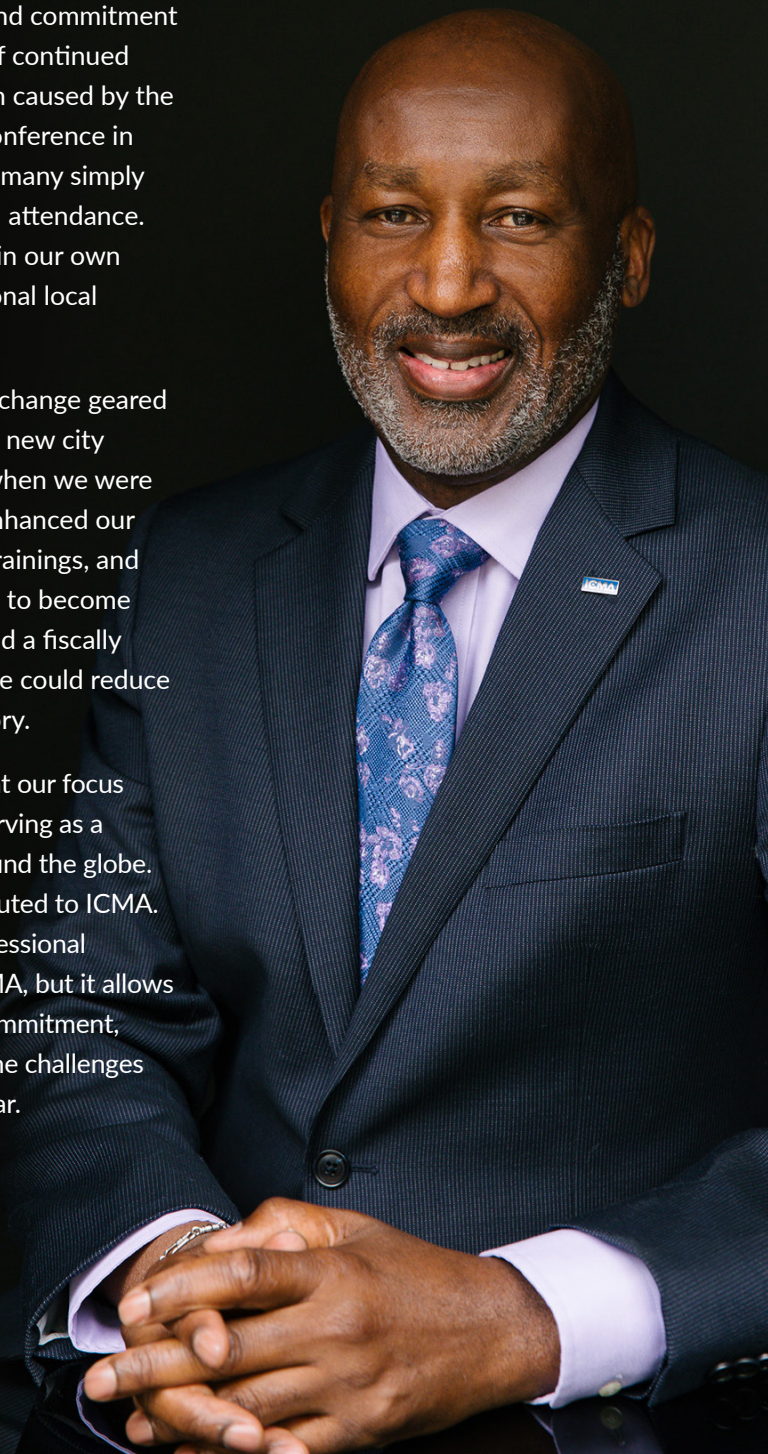
For ICMA, FY2022 served as a catalyst for organizational change geared toward broadening our reach and building the pipeline for new city and county administrators. We took the lessons learned when we were forced to operate in a fully virtual environment, and we enhanced our online offerings to complement our in-person meetings, trainings, and engagement activities. We expanded our global strategies to become a leading voice in local government abroad. And we applied a fiscally conservative approach to managing the organization so we could reduce the cost of membership dues for the first time in our history.

As you review the highlights from FY2022, you will find that our focus at ICMA remains on building value for our members and serving as a resource for professional managers and administrators around the globe. I want to thank each and every one of you who has contributed to ICMA. Your commitment to the profession and to supporting professional management in local government not only strengthens ICMA, but it allows your own communities to flourish. With your continued commitment, there is no doubt that ICMA is well positioned to take on the challenges and seize the opportunities that lie ahead in the coming year.

With Gratitude,



Marc. A. Ott
CEO/Executive Director, ICMA



Membership

ACCOMPLISHMENTS

New Dues Structure: In an effort to grow the ICMA membership, increase the cost value of membership, and to make membership more accessible to smaller communities, the ICMA Executive Board approved a new dues structure, which lowered dues for full members and added a discount for managers and assistants working in small communities.

Code of Ethics Review: At the direction of the ICMA Executive Board, ICMA initiated a review of the Code to better integrate the profession's ethical commitment to racial justice and equity into the very fiber of the 12 tenets of our Code.

Women in Local Government: ICMA and the League of Women in Government hosted the second annual SheLeadsGov Virtual Forum, Resilience 2.0: Redefining Resilient Women in Local Government. Created by ICMA and the League of Women in Government, along with event sponsor and ICMA strategic partner Cigna, more than 450 women and men participated.

Veterans in Local Government: ICMA's Military Programs continue to thrive and grow with over 100 VLGMF Host locations and 34 fellows placed in 2023, nine of whom accepted local government positions.

Assistant CAOs: The Assistant Chief Administrative Officers (CAAO) Committee produced and published the ACAO Guidebook and authored a monthly article in PM Magazine focused on the personal and professional approach to the role. This effort is part of ICMA's overall strategy to build cohorts at the functional level to support personal and professional career advancement.

BY THE NUMBERS

12,697

total members

491

new full members

328

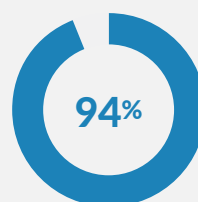
new department director
affiliate members

470

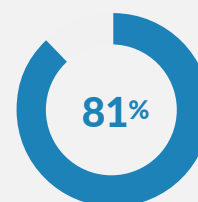
new entry/mid-level
affiliate members

Retention Rate

Full members



Affiliate members



“I am most proud of the work we accomplished to address the value of membership through the dues process.”

MICHAEL KAIGLER,
COUNTY MANAGER
CHATHAM COUNTY, GA
(ICMA BOARD & DUES COMMITTEE MEMBER)

Advocacy

ACCOMPLISHMENTS

ICMA continues to engage with communities across the country in support of the council-manager form of government and professional management within all forms of local government. The call for greater professional administration in local government has been particularly resonant with those seeking to improve their government operations. Even those communities seeking mayor-council structures tend to include a city administrator reporting to the mayor in their proposals.

RESULTS

Sarasota, Florida: Addressed Charter Review Commission to inform about distinctions between forms of government. Sarasota Charter Commission maintained council-manager form as preferred form of government in their recommendations. Primary issue of concern was making certain people had a strong voice in government activities.

Burnsville, North Carolina: Provided insights into distinctions between various forms of government and offered guidance on how to change form of government. Offered research and information on the value of professional management and role of city manager with comparisons of communities with similar demographics. Council adopted change to council-manager by resolution. Primary issue was the desire to become more effective and efficient in managing daily operations.

Montreat, North Carolina: Provided technical guidance on the distinctions between mayor-council and council-manager governance. Council adopted change from mayor-council to council-manager by resolution. Primary issue was ability to better manage the growing needs and demands of the government.

Buffalo, New York: City Council invited ICMA to address questions regarding form of government during its public meeting in October 2021. We provided technical information and offered insights into the distinctions between council-manager and mayor-council governments and the potential to add city administrator position under the mayor-council form. Primary issue of concern was improving government effectiveness in addressing critical issues.

Lewiston, Idaho: Voters chose to change from council-manager to mayor-council form of government. Primary issue was giving people the right to select CEO by vote rather than appointment.

Professional & Leadership Development

ACCOMPLISHMENTS

ICMA provided professional development opportunities catered to those at various career stages. Through ICMA University, members and non-members alike had the ability to gain essential knowledge and insight to support professional growth in local government leadership. Particular attention was given to growing new products and services including:

Inaugural online workshop program that delivered six three-hour workshops

ICMA Gettysburg Leadership Institute with 37 participants

New 12-part “Fundamentals in Local Government” blended learning experience for a pilot cohort of local government managers from Romania and Moldova.

New six-part “Council Orientation Series” to help onboard newly elected officials to local governing bodies

Budgeting Guide webinar series

Hosted Solar@Scale webinar series in collaboration with GPM team

BY THE NUMBERS

ICMA University

22 webinars delivered

38 jurisdictions registered for webinar subscription

50 new participants in Emerging Leaders Development Program

800 local government professionals engaged with Effective Supervisory Practices webinar

Conferences & Events

ACCOMPLISHMENTS

The 2021 ICMA Annual Conference, “RESTART,” brought members and local government professionals together for the first time since the COVID pandemic began. The excitement was visible throughout the entire conference, and attendees noted that they were energized and inspired by a week of learning and “RESTARTING” again. The conference had more than 3,700 attendees (in-person and digital) representing 38 countries.

BY THE NUMBERS

445 speakers from around the world

176 in-person sessions

56 prerecorded virtual sessions

23 live-streamed sessions

140 recorded sessions for virtual viewing



The Alpaca photo station was a big hit during the Tuesday Night Networking Reception at Providence Park!

Research and Publications

ACCOMPLISHMENTS

Working with professors Carl Stenberg and Kimberly Nelson from the University of North Carolina, ICMA released the fourth edition of *Managing Local Government Services: The Challenge of Change*, a comprehensive textbook appropriate for students as well as practitioners just entering the profession. Additionally, we finalized the narrative for the fourth edition of the forthcoming book, *The Effective Local Government Manager*.

FY2022 provided extraordinary opportunities in the amount of federal funding targeted to flow towards local government from the American Rescue Plan, the Bipartisan Infrastructure Law, and the Inflation Reduction Act. Through webinars, conference sessions, and peer groups, ICMA has shared information with members about the various opportunities.

ICMA was awarded a grant from the Bill and Melinda Gates Foundation to build local governments' capacity for advancing economic mobility and opportunity for all residents of their communities. Throughout 2023, ICMA will create and share knowledge resources, host virtual and in-person open-access trainings and facilitate a peer learning cohort for a select group of highly motivated local government stakeholders.

With funding from the Chesapeake Bay Trust, ICMA released *Financing Green Infrastructure: Lessons from the Chesapeake Bay Watershed*. This report introduces definitions, benefits, and challenges of developing stormwater management strategies that complement gray infrastructure and uses case studies from the Chesapeake Bay region to illustrate how to finance and evaluate these approaches in communities nationwide.

ICMA Research Fellow and member Dr. Stephanie Davis (Virginia Tech University) published *Strategic Planning in Small Communities: A Manager's Manual*, offering guidance from and for local government managers on making strategic planning work in places with less capacity and resources. It includes case studies from communities with populations ranging from less than 2,000 to 20,000.



ICMA provides thought leadership and engagement activities to advance strategic planning in small communities.

Global Program Management (GPM)

ACCOMPLISHMENTS

The GPM team captured several new programs to help local governments in the United States and globally, including a second five-year award from the U.S. Department of Energy to manage the SolSmart designation program; and a partnership with The Asia Foundation supported by the U.S. Agency for International Development (USAID) to help more than thirty local governments in Indonesia.

Several programs, including the long running professional fellowship partnership with the U.S. Department of State re-emerged after a two-year hiatus to once again pair local government leaders and communities in meaningful peer to peer exchanges.

The FEMA funded Planning for Economic Recovery training program was completed after training several hundred local practitioners.

Through the USAID funded ERAT program, ICMA's Jakarta-based technical experts facilitated

workshops on best practices in Smart City methodology and improving performance management. Our district-level staff organized forums and provided technical assistance on public financial management and local government service delivery.

ICMA continues to implement the Cities for Enhanced Engagement project in the Philippines. ICMA staff provided input to amend national guidelines for civil society representation on local special bodies. As a result, hundreds of Civil Society Organizations (CSOs) are accredited by local governments to participate in local decision-making and planning.

ICMA continues to implement the Department of Energy funded Solar@Scale. Working with The American Planning Association, Solar@Scale will launch an updated Solar Scale: A Local Government Guidebook for Improving Large-Scale Solar Development Outcomes in December 2022. In addition to the Guidebook update, Solar@Scale is deploying workshops and conference sessions for local government leaders across the U.S. on large-scale solar-related topics.

“The GPM Team leverages ICMA’s professional development, research, knowledge resources, and the expertise of our nearly 13,000 members to support local government leaders, managers, staff, and stakeholders globally with technical assistance, training, and other forms of support.”

TAD MCGILLIARD

Racial Equity and Social Justice

ACCOMPLISHMENTS

Launched the 2nd Equity Officer Cohort, bringing together individuals who serve as chief equity officers—or who have equity as an adjunct responsibility—to build a learning community for ICMA members on equity, inclusion, and social justice.

In partnership with the Kettering Foundation and National Civic League, ICMA, the Leadership Institute on Race, Equity, and Social Justice, the first cohort is nearing completion, finalizing capstone projects to be presented at the 2022 ICMA Annual Conference in Columbus/Franklin County, Ohio.

Launched the 2nd equity summit, Ready or Not! Moving from Discourse to Action, a virtual learning event and a gathering of 385 diversity, equity, and inclusion officers (and those doing the work without the title), as well as other local government professionals interested in ideas and institutions to deepen strategies, shape actions, and create solutions.

BY THE NUMBERS

Equity Summit 2022

385 attendees

215 ICMA members

170 nonmembers

40 states + 1 province represented

12 states had double digit participants

247 unique organizations represented

331 local governments, plus 1 state & 1 tribal government

13 universities

39 other

Outreach

ACCOMPLISHMENTS

To achieve our goals of ensuring future-ready leaders and positioning ICMA as thought leaders, we continued to focus on creating more engaging content to attract members and their staff and expand our outreach on priority topic areas.

ICMA's media outreach efforts have resulted in successful coverage, including commentary from ICMA on pandemic relief and the recovery of our communities, commentary in the Portland Press Herald from Marc Ott on the topic of social justice, and the topic of council-manager form of government.

BY THE NUMBERS

Leadership Matters e-newsletter

24,660 subscribers

PM Magazine

9,956 print and digital subscribers
(members, nonmembers, international)

Media Impressions

770 media placements

2.42 billion
potential reach

Email Database

150,504 possible email recipients

55,590 possible local government recipients

Website

5.1 M page views

1M visitors

Social Media

99,900 audience

75,876 engagements

91,199 referrals to ICMA.org

Other Channels

12,314 podcast total downloads/streams

199,900 ICMA blog page views

FY2023 Preview

ACCOMPLISHMENTS

As a subcontractor to NDI, ICMA continues to support the Central Tibetan Administration's efforts in India. In October 2022, ICMA's D.C. and Field Office staff met with the Dalai Lama, who expressed gratitude for ICMA's activities thus far, echoing praise shared by the rest of the CTA. The ICMA team is in the process of developing institutional development indices for several CTA departments, developing GIS maps for Tibetan settlements, and assessing CTA's data and human resource management systems.

The Brownfields Conference provided a dynamic educational program of speakers, discussions, mobile workshops, films, and other learning formats to provide attendees with case study examples, program updates, and useful strategies for meeting brownfield challenges head on. By all measures, the 2022 conference held in Oklahoma City was a huge success. [image: BF2022.png]

From Portland, Maine to Portland, Oregon, communities across the country pass referenda supporting professional local government administration.



FY2022 Statement of Activities

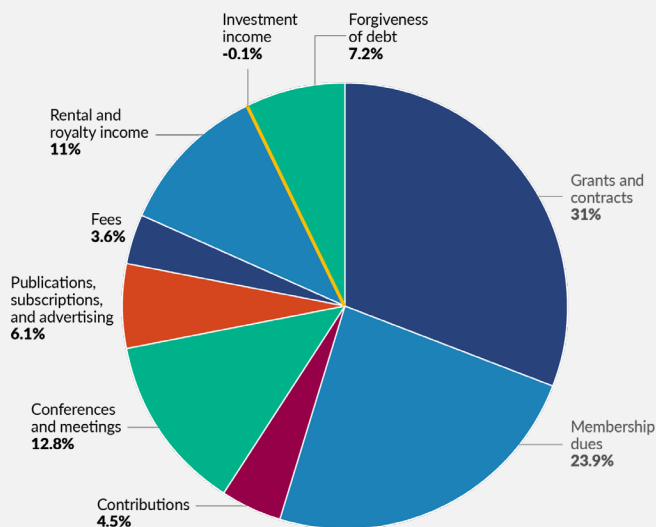
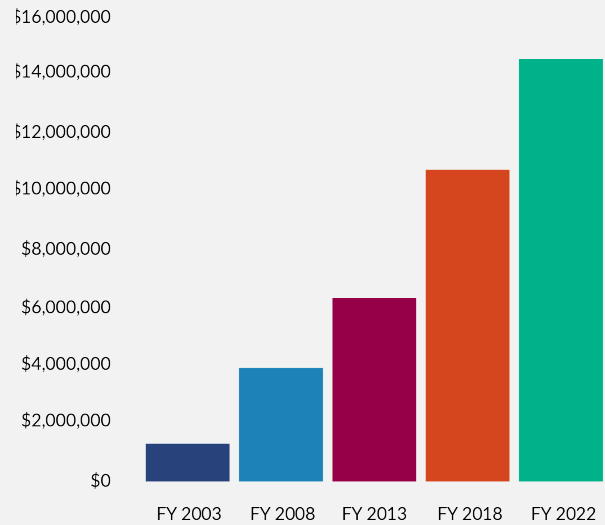
SUPPORT AND REVENUE	Without Donor Restrictions	With Donor Restrictions	Total
Grants, contracts, and cooperative agreements			
Government	\$8,030,502	\$	\$ 8,030,502
Contributed services	52,376	-	52,376
Non-government	88,126	-	88,126
Contributions	338,530	840,280	1,178,810
Membership dues	6,299,036	-	6,299,036
Publications, subscriptions, and advertising	1,610,426	-	1,610,426
Conferences and meetings	3,377,850	-	3,377,850
Fees	745,410	-	745,410
Subtenant rental income	113,304	-	113,304
Royalty income	2,774,384	-	2,774,384
Investment income, net	382,604	(417,744)	(35,140)
Other	199,617	-	199,617
Net assets released from donor restrictions	118,179	(118,179)	-
Total support and revenue	24,130,344	304,357	24,434,701
EXPENSES			
Program services	17,098,523	-	17,098,523
Management and general	8,589,766	-	8,589,766
Total expenses	25,688,289	-	25,688,289
Change in net assets before other item	(1,557,945)	304,357	(1,253,588)
OTHER ITEM			
Forgiveness of debt	1,902,300	-	1,902,300
Change in net assets	344,355	304,357	648,712
Net assets at beginning of year	14,186,149	3,501,990	17,688,139
NET ASSETS AT END OF YEAR	\$14,530,504	\$3,806,347	\$18,336,851

FY2022 Results

REVENUE SOURCES

Grants and contracts	31.0%	8,171,004
Membership dues	23.9%	6,299,036
Contributions	4.5%	1,178,810
Conferences and meetings	12.8%	3,377,850
Publications, subscriptions, and advertising	6.1%	1,610,426
Fees	3.6%	945,027
Rental and royalty income	11.0%	2,887,688
Investment income	-0.1%	(35,140)
Forgiveness of debt	7.2%	1,902,300
Total revenue	100.0%	26,337,001
Total (from 2022.06 financials)		26,337,001

NET ASSETS BALANCE



2021–2022 ICMA Executive Board

PRESIDENT

Jeff Towery
City Manager
McMinnville, Oregon

PRESIDENT-ELECT

Lon Pluckhahn
Deputy City Manager
Vancouver, Washington

PAST-PRESIDENT

Troy Brown
City Manager
Moorpark, California

REGIONAL VICE PRESIDENTS

INTERNATIONAL REGION

Senior Vice President

Chris MacPherson,
Former City Administrator
Fredericton, New Brunswick, Canada

Vice President

Rebecca Ryan
Chief Executive Officer
Queanbeyan Palerang Regional Council
New South Wales, Australia

Vice President

Colin Tom Beheydt
City Manager
Bruges, Belgium

U.S. MIDWEST REGION

Senior Vice President

Victor Cardenas
Assistant City Manager
Novi, Michigan

Vice President

Michael Sable
Assistant City Manager
Bloomington, Minnesota

Vice President

Corri Spiegel
City Administrator
Davenport, Iowa

U.S. MOUNTAIN PLAINS REGION

Senior Vice President

Diane Stoddard
Assistant City Manager
Lawrence, Kansas

Vice President

Dave Sleazick
City Manager
Kingfisher, Oklahoma

Vice President

Kenneth Williams
Former City Manager
Buda, Texas

U.S. NORTHEAST REGION

Senior Vice President

William Fraser
City Manager
Montpelier, Vermont

Vice President

Scott W. Colby Jr.
Assistant Town Manager
Windsor, Connecticut

Vice President

Dennis Enslinger
Deputy City Manager
Gaithersburg, Maryland

U.S. SOUTHEAST REGION

Senior Vice President

Nate Pagan
City Manager
Owensboro, Kentucky

Vice President

Jorge Gonzalez
Village Manager
Bal Harbour, Florida

Vice President

Valmarie Turner
Assistant County Administrator
Loudoun County, Virginia

U.S. WEST COAST REGION

Senior Vice President

Roxanne Murphy
Operations Department Administrator
Noosack Indian Tribe, Washington

Vice President

Pam Antil
City Manager
Encinitas, California

Vice President

Jessi Bon
City Manager
Mercer Island, Washington



INTERNATIONAL CITY/COUNTY MANAGEMENT ASSOCIATION

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