



#MembersMatter

ICMA

FY 2025

**ANNUAL REPORT
TO THE MEMBERSHIP**

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ABOUT ICMA

ICMA provides member support; publications; data and information; peer and results-oriented assistance; and training and professional development to more than 13,000+ 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.

MISSION

To advance professional local government through leadership, management, innovation, and ethics

VISION

To be the leading association of local government professionals dedicated to creating and sustaining thriving communities throughout the world.

ICMA President 2024–2025

ICMA President Tanya Ange set forth her platform, which emphasized civility, integrity, and resilience. Ange’s priorities for the year were listening to membership, focusing on member needs, and incorporating these expectations into the hiring of the new executive director.



ICMA President Tanya Ange speaking at the 2024 Annual Conference in Pittsburgh.

“This is a noble profession... More than ever, we need to model the civility and integrity we wish to see, lead with unshakeable ethics and nurture our own resilience. **#Members Matter.**”

Tanya Ange, ICMA-CM
ICMA President 2024-2025
County Administrator,
County of Washington, Hillsboro, Oregon

About ICMA's Executive Director

In January 2025, the ICMA Executive Board selected Julia D. Novak to serve as ICMA's CEO/executive director following an extensive search that relied heavily on feedback and guidance from ICMA members, state associations, ICMA staff, affiliate organizations, and other partners to identify the traits, qualities, and experiences necessary to serve in this critical role. Julia officially joined ICMA on February 24, 2025.

Julia has served communities in multiple ICMA regions and in a variety of positions including city manager and deputy city manager. She has been an ICMA Credentialed Manager since 2002 and successfully built a thriving consulting practice that advised counties, cities, villages, towns, townships, boroughs, and special districts of all sizes. Her global experience includes supporting local government work in Iraq and China, and financial practices at Africa University in Zimbabwe. Julia earned a master's in public administration from the University of Kansas and a bachelor's degree from George Mason University. In September 2025 Julia was selected as a Fellow to the National Academy of Public Administration.

"ICMA has been my professional home throughout my career, and it is truly an honor to lead the organization that has meant so much to me. At ICMA we are focusing on our 13,000+ members and the form of government to which you have dedicated your careers. It is my hope that you find community among your colleagues and that ICMA will be your professional home as well."

Julia D. Novak, ICMA-CM
ICMA CEO/Executive Director



A Message from ICMA's Executive Director

As we reflect on the past fiscal year, it has been a period of both challenge and transformation for ICMA. FY 2025 was a pivotal year, one that required us to reshape our organization in response to a significant unexpected financial reality: a \$3 million gap between revenues and expenses, primarily caused by the sudden cancellation of federal grants and contracts.

This fiscal context, coupled with our desire to refocus on what our members value most, has driven a significant internal reorganization. We have streamlined our organizational leadership and support services functions, with a smaller staff of 91 positions compared to 113 in FY 2024, to better align our resources with our mission. The changes we have made are not just about fiscal stability; they are about renewing our commitment to our core purpose: serving you, our members, and advancing the profession of local government. Fiscal Year 2025, marked several significant milestones affirming ICMA's commitment to professional excellence and leadership development, including the 100th anniversary of both the foundational Code of Ethics and the "I in International" commitment to global professional management, the 50-year tenure of the Senior Advisors program, 25 years of cultivating future leaders through the Local Government Management Fellows program, 20 years of Leadership ICMA, and the 15th anniversary of the Gettysburg Leadership Institute.

In a spirit of renewed dedication to our members, we acknowledge that an annual report for FY 2024 was not produced. This was a missed opportunity, and we are committed to greater transparency with members moving forward. We will proactively communicate with you and all our stakeholders to enhance our brand, reputation, and engagement. We look forward to sharing this during the Annual Business Meeting at the ICMA Annual Conference.

The changes in FY 2025 have laid the groundwork for a more focused and fiscally sustainable future. We are committed to providing the programs and services you care about, from professional development to our work on ethics.

Thank you for your continued dedication to professional local government. It is a privilege to serve you.

Sincerely,



Julia D. Novak, ICMA-CM
CEO/Executive Director, ICMA

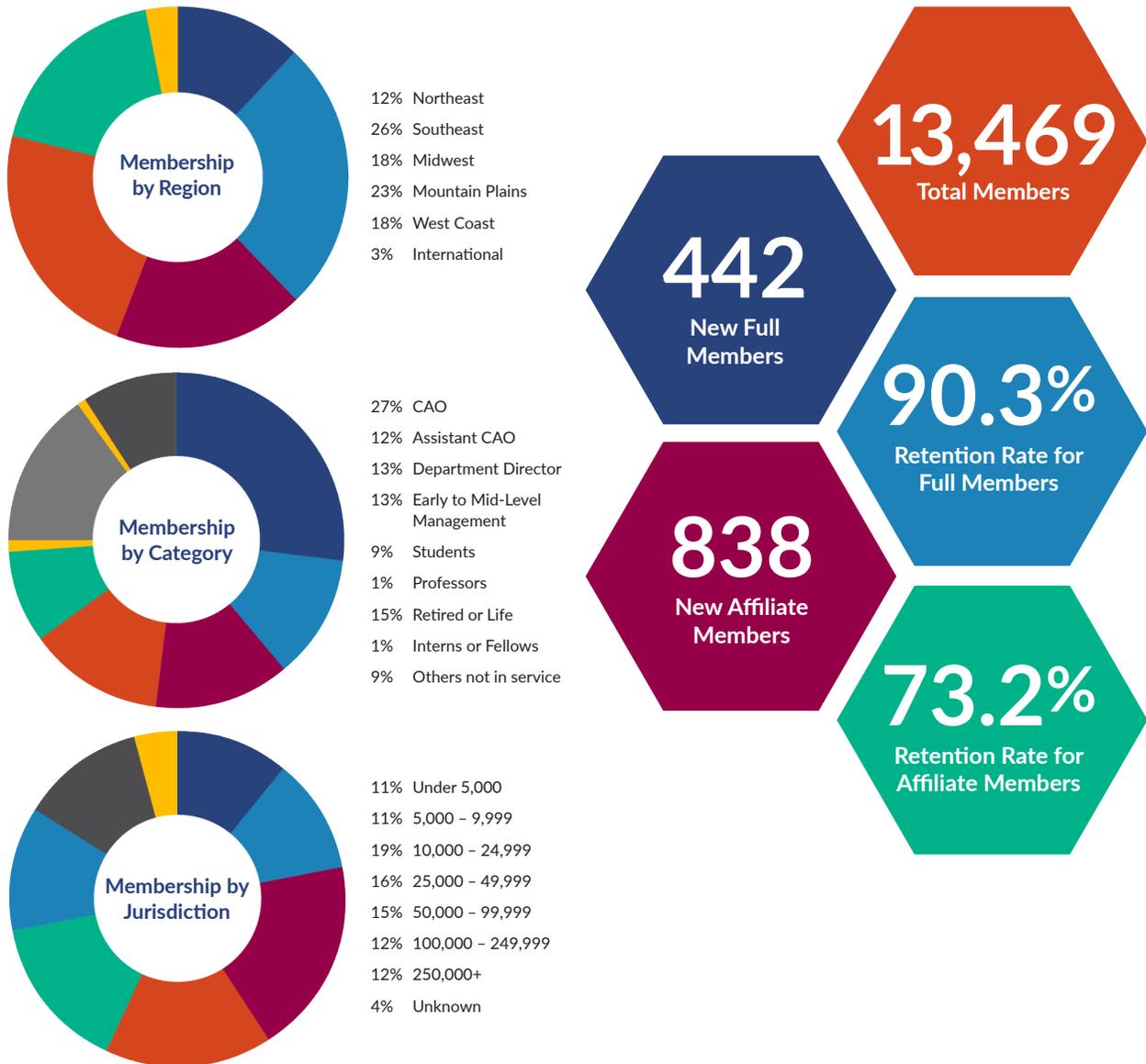


Overview of Accomplishments

Supporting and Growing our Membership

ICMA's membership continues to grow, reaching a total of 13,469 members at the end of FY 2025. Membership dues accounted for \$6,066,433 (19.42%) of ICMA's general fund revenue in FY 2025.

Membership Statistics



Governance Review

ICMA's Governance Task Force concluded the second phase of its work, presenting its recommendations to the ICMA Executive Board for consideration in May 2025. In FY 2026, the board and staff will focus on implementing changes to ICMA's governance structure and processes, including a reapportionment of ICMA's regions, changes to the petition process for candidates, and conducting special election for ICMA's membership on other governance changes.

Turner Scholars Internship Program

Thanks to an endowment provided by former ICMA member James Kean, ICMA facilitated its second pilot program aimed at introducing students to local government as a viable career path. In summer 2024, the ICMA Turner Scholars Internship program placed 14 high school students in nine host communities. In June 2025, ICMA kicked off the summer 2025 program with 11 high school students placed in five host communities.

Local Government Management Fellowship (LGMF)

The Local Government Management Fellowship program allows MPA graduates to receive early career experience and mentorship, fostering the next generation of local government professionals. For the 2024-2025 cohort of the LGMF program, ICMA placed 36 fellows in 25 host communities.



Members in Transition (MIT)

ICMA's Members in Transition (MIT) program provides personal and financial support for members who have been fired, forced to resign or otherwise involuntarily separated. In 2024, the MIT program provided complimentary registration to 30 MITs, allowing them to attend the ICMA Annual Conference in Pittsburgh. Approximately 10 of these members also received stipends for travel and lodging. In FY 2025, 143 members enrolled in the MIT program.

Developing Tools and Resources for our Members

Ethics

The 2025 annual election marked the completion of the structured review of all 12 Tenets of the ICMA Code of Ethics, which began in 2013. ICMA's membership voted overwhelmingly in favor of proposed changes to Tenet 8 on professional development (95% approval) and Tenet 10 on job interference (87% approval).

ICMA's Ethics program facilitated 26 ethics education sessions, trainings, and webinars at ICMA and at partner events, reaching over 2,600 individuals in FY 2025. This included a member-only webinar series addressing trending topics and issues including ethical leadership in communications, balancing political neutrality with personal advocacy, and local government's commitment to democracy.

Addressing the Rise of Incivility

In April 2025, ICMA, along with the National League of Cities (NLC), the American Psychological Association, and the American Public Health Association hosted a hybrid townhall to address the rise of incivility. This event, covered by C-Span, had more than 1,200 registrants and NLC's highest individual login—588—for this type of event. The discussion on public discourse included expert panelists from a range of disciplines and was moderated by Chris Teale, managing editor, Route Fifty. Panelists offered practical tips for fostering civility and navigating increasingly divisive public discourse.

Better Public Meetings

In collaboration with the National Civic League, ICMA launched a new training series, "Better Public Meetings," designed to equip local government leaders with the skills to plan, facilitate, and manage official public meetings. The series addressed common challenges faced by managers in public meetings, explored opportunities for improvement, and offered innovative approaches to enhance public engagement, ensure civility, facilitate inclusive discussions, and present information effectively.

Economic Mobility and Opportunity

With funding from the Gates Foundation, ICMA awarded more than \$600,000 in small grants to support economic mobility and opportunity-centered assessments, outreach initiatives, plans, pilot programs, and other activities in 30 cities and counties.

ICMA also organized the first National Economic Mobility and Opportunity Conference, held in Baltimore, Maryland, in June 2025, with more than 350 attendees.

In November 2024, ICMA was awarded a new \$10.5 million grant to help local governments build their internal capacity to develop and implement new EMO programs, policies, and partnerships. ICMA is awarding substantial subgrants to 16 communities, enabling them to hire an EMO special assistant to work alongside city or county management. The grants also provide funding for community engagement processes, interns, training, technical assistance, and project implementation.



Disaster Recovery

In the wake of Hurricanes Milton and Helene, ICMA partnered with FEMA, the Florida City/County Management Association, and the North Carolina City/County Management Association to host two “just in time” recovery management trainings to provide managers in impacted communities with information and resources to help them navigate their communities through the recovery process.

Improving Local Government Management Globally

Before USAID funding was withdrawn in early 2025, ICMA supported local government leaders, managers, and staff in Indonesia, Philippines, Dominican Republic, and the Central Tibetan Administration in India. The Clean Cities Blue Oceans (CCBO) partnership successfully concluded in early FY 2025 prior to the cancellation of USAID funding. Each of these programs strengthened the managerial and service delivery capacity of local jurisdictions.

- Through the ERAT program, ICMA and The Asia Foundation worked in 30 district governments across six provinces in Indonesia, training more than 1,100 local government professionals in fiscal management, decentralization, and overall local government management skills. ICMA helped design 38 different policy and service innovations, such as working with local governments to develop a mobile-based application that enabled parents to get their newborns a legal identity and health insurance.
- ICMA has worked on funded projects intermittently in the Philippines since the late 1970s. The CHANGE project was a successor program to ICMA's six-year SURGE initiative working with 16 second-tier cities across the country. ICMA staff and experts trained more than 10,000 people from local governments, national agencies, and civil society organizations. The project received national recognition for improving participatory governance in the Philippines. The CHANGE project was recognized with the Freedom of Information Award from the Office of the President in the Philippines.
- Partnering with the National Democratic Institute, ICMA supported the Central Tibetan Administration, developing a four-year strategic plan and creating assessment tools for human resource management and data management. The ICMA team also led development of GIS maps for 12 Tibetan settlements.
- Winrock International and ICMA had just begun a new project in the Dominican Republic to help local governments with effective solid waste management assistance, training, and policy innovations when it was canceled by USAID.
- ICMA was a partner with Tetra Tech on CCBO, a global technical assistance program, working with local governments in multiple countries on effective strategies for reducing plastic waste pollution. To provide guidance on navigating these complexities, ICMA developed an index assessment tool for CCBO known as the Solid Waste Capacity Index for Local Governments.
- Through the Young Southeast Asia Leaders Initiative funded by the U.S. State Department, ICMA placed 24 fellows with host organizations and local governments in the United States to learn more about strategies for creating more resilient and sustainable communities and programs.

Clean Energy

ICMA helped to improve local government planning, zoning, permitting, inspection, community engagement, and financing of solar energy projects through two projects funded by the U.S. Department of Energy.

- Over the course of the **Solar@Scale program**, which ended in July 2025, ICMA and the American Planning Association trained more than 3,528 local government professionals on large-scale solar development.
- Through the **SolSmart initiative**, ICMA helps local governments with best practices to expand solar energy use in their jurisdictions. The program awarded 30 new communities the SolSmart designation, bringing the total to almost 600.
- With a subcontract from the Interstate Renewable Energy Council, ICMA is supporting a project to help local governments with effective strategies for developing electric vehicle charging infrastructure.
- In 2023, ICMA was awarded a new contract to support rural communities with effective policies and practices to effectively site and develop distributed wind energy systems. The project was paused by DOE in April 2025.

Thriving Communities

Through the Thriving Communities Technical Assistance Center, funded by the U.S. Environmental Protection Agency, ICMA provided direct support to over 100 communities across the United States to address environmental and energy challenges. Like many other EPA-funded programs, this initiative was canceled in April 2025.

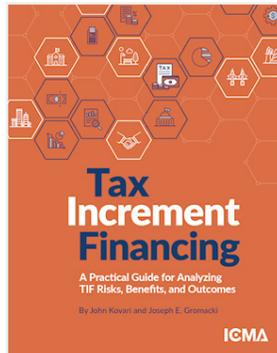


New Resources in FY 2025



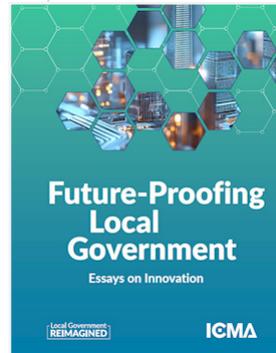
ICMA completed the first national survey of local government AI policies, programs, and practices.

ICMA completed the first national survey of local government practitioners regarding their experiences using artificial intelligence. The survey provides valuable insights into the current priorities, potential applications, and concerns regarding AI in local governance.

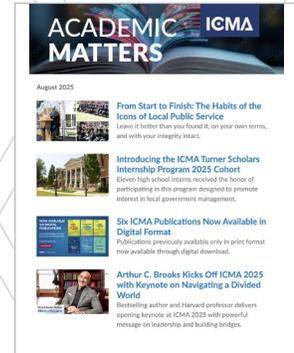


In October 2024, ICMA published [Tax Increment Financing: A Practical Guide for Analyzing TIF Risks, Benefits, and Outcomes](#).

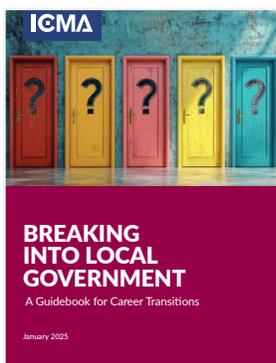
This guidebook provides several case studies and examples of TIF projects, illustrating both successful projects and those that faced challenges. As a companion to the guidebook, ICMA produced a three-part webinar series, hosted by the book's authors, which offers lessons for developing practical skills and a strategic framework for using TIF.



Published in January 2025, [Future-Proofing Local Government: Essays on Innovation](#) is a collection of essays written by local government practitioners, academics, and industry professionals that inspire readers to consider the future of local government, innovative approaches to common challenges, and impacts on service delivery.



In January 2025, ICMA relaunched the [Academic Matters newsletter](#), featuring articles from academics and managers who teach. With more than 1,700 subscribers, this monthly e-newsletter provides readers with perspectives, advice, and information from the ICMA Graduate Education Committee, authors, professors, and other experts in the field.



In February 2025, ICMA released the updated edition of [Breaking into Local Government: A Guidebook for Career Transitions](#). Written by a dedicated ICMA task force of public management professionals, this updated guide offers invaluable insights and practical advice for early-career individuals to mid-career changers.



In April 2025, in collaboration with the National Association of County Administrators, ICMA launched its second [county management edition of PM magazine](#), to amplify the voices of county professionals globally.



In April 2025, ICMA launched the [ICMA SmartBrief on Public Safety](#), a weekly e-newsletter focusing on the key trends, news, emerging technologies, and government regulations that impact the public safety sector.



In June 2025, ICMA published the [Manager Evaluations Guide](#), a handbook providing local government managers and their elected bodies with tools and resources to support their evaluation process.

Connecting Members and Fostering Professional Networks



2024 Annual Conference

ICMA's 2024 Annual Conference, held in Pittsburgh, Pennsylvania, attracted 4,569 attendees, including 2,978 members and 1,591 nonmembers. The conference featured 262 educational sessions, had a sold-out exhibit hall with 211 exhibitors, and attracted 18 conference-specific sponsors.



2025 Local Government Reimagined Conferences

ICMA's Local Government Reimagined Conferences (LGRCs) are the cornerstone events highlighting ICMA's commitment to innovation through our [Local Government Reimagined initiative](#).

The theme for the two 2025 LGRC events, held in Denver, Colorado, and Milwaukee, Wisconsin, was "Innovation for Thriving Communities." The two events attracted 582 attendees, including 360 members, with sessions and content aimed at helping public administrators innovate and adapt their leadership practices, management strategies, and operations in the name of more resilient and equitable outcomes for their work and their communities.



Leadership ICMA Relaunch

In April 2025, ICMA announced the relaunch of **Leadership ICMA**, an intensive, year-long program designed to cultivate essential leadership competencies for professionals in local government management. After a two-year pause, Leadership ICMA returns with the 2025 class, a 40-member cohort of aspiring local government leaders who will engage in a series of instructor-led courses, self-paced materials, in-person meetings, and culminating with a capstone project in March 2026.

SheLeadsGov

The SheLeadsGov committee was created by the ICMA Executive Board in 2023 to promote programs that support, encourage, and prepare current and future women leaders of all backgrounds for professional positions in local governments. In March 2025, in collaboration with CIGNA, ICMA hosted a SheLeadsGov Virtual Forum, designed to empower and connect leaders and changemakers who are passionate about driving innovation and making a meaningful impact in their organizations and communities. The forum attracted nearly 900 registrants, with several cities hosting watch parties, bringing together colleagues from across their organizations.



Advocating for the Council-Manager Form of Government

With support from donations to the [Future of Professional Management Fund](#), ICMA provides information, presentations, and other support to individuals and organizations interested in promoting professional management and the council-manager form of government.

Successful Efforts to Defend the Council-Manager Form of Government

- **Bensenville, Illinois.** After Bensenville fired its village manager in November 2024, ICMA partnered with the Illinois City/County Management Association (ILCMA), participated in town hall meetings, and provided informational materials before an April 2025 referendum to change from the council-manager form of government to the mayor-council form. These efforts resulted in over 66% of voters choosing to retain the council-manager form.
- **Fairfax, Vermont.** After the resignation of its town manager, a petition was filed by residents to eliminate the town manager position. ICMA supported the Fairfax Selectboard, who were supportive of retaining the position, with educational efforts. In March 2025, 70% of voters voted no on rescinding the town manager form of government.
- **Maywood, Illinois.** ICMA and ILCMA partnered with local organizers to inform the community about the benefits of the council-manager form of government in the face of a referendum to eliminate the council-manager structure and replace it with mayor-council. In April 2025, 65% of residents voted to retain the council-manager form of government.
- **Yakima, Washington.** In early 2024, the newly elected city council fired Yakima's city manager and considered an effort to bring a charter amendment forward to voters. After ICMA provided information to the city council on the benefits of the council-manager form of government, the council vote to recommend a charter change failed 4-4.

Successful Campaigns to Adopt the Council-Manager Form of Government

- **Homewood, Alabama.** ICMA provided support to residents seeking to place a petition on the ballot to change to the council-manager form of government. In September 2024, residents voted to approve the change. The city hired its first city manager in May 2025.
- **Mattoon, Illinois.** ICMA partnered with ILCMA to support Mattoon in its referendum to adopt the council manager form of government. In November 2024, a referendum to change from a commission-style to a council-manager form of government was approved by over 56% of voters.
- **Glencoe, Illinois.** ICMA and ILCMA supported efforts to adopt home rule in Glencoe, which grants the village broader authority on matters such as zoning, taxes, and long-term infrastructure planning. A similar measure had been rejected in 1988; however, in November 2024, voters approved the measure to adopt home rule with over 71% of the vote.

Expanding Our Partnerships

Partner Program

ICMA's Partner Program supports ICMA's programs, benefits, and services by offering sponsorship opportunities to organizations that provide valuable products and services to local governments.

Over the past year, we welcomed six new partners, bringing the total number of partners in FY 2025 to 20. These partners contributed more than \$2M of revenue in FY 2025 that ICMA uses to support programs and services for its members.



This list includes partners who were part of ICMA's annual partner program from July 1, 2024 – June 30, 2025.

Strategic Alliances

ICMA maintains mutually beneficial relationships with local government organizations around the world in pursuit of ICMA's goals of promoting good governance and its vision of creating thriving communities worldwide.

In FY 2025, ICMA renewed its agreements with:

- [Association of Palestinian Local Authorities \(APLA\)](#) – Palestine
- [Association of Public Administrators in Romania \(AAPRO\)](#) – Romania
- [Canadian Association of Municipal Administrators \(CAMA\)](#) – Canada
- [County and City Managers' Association \(CCMA\)](#) – Ireland
- [Exello.net](#) – Belgium
- [Federation of Sri Lankan Local Government Authorities \(FSLGA\)](#) – Sri Lanka
- [Solace](#) – United Kingdom
- [Taituarā](#) – New Zealand
- [Urban Management Centre](#) – India

ICMA also entered into new agreements with:

- [Arab Urban Development Institute \(AUDI\)](#) – Arab Region
- [Association of Municipal Managers, Clerks and Treasurers of Ontario \(AMCTO\)](#) – Canada
- [Cities4Cities](#) – Ukraine
- [Council of Local Authorities on International Relations \(CLAIR\)](#) – Japan
- [Local Government Professionals Australia, New South Wales \(LGPA NSW\)](#)

In maintaining these relationships, ICMA and the local government organizations seek to foster global exchange, expand organizational networks, create opportunities for peer-to-peer or city-to-city exchanges, and create globally applicable professional development opportunities and resources.

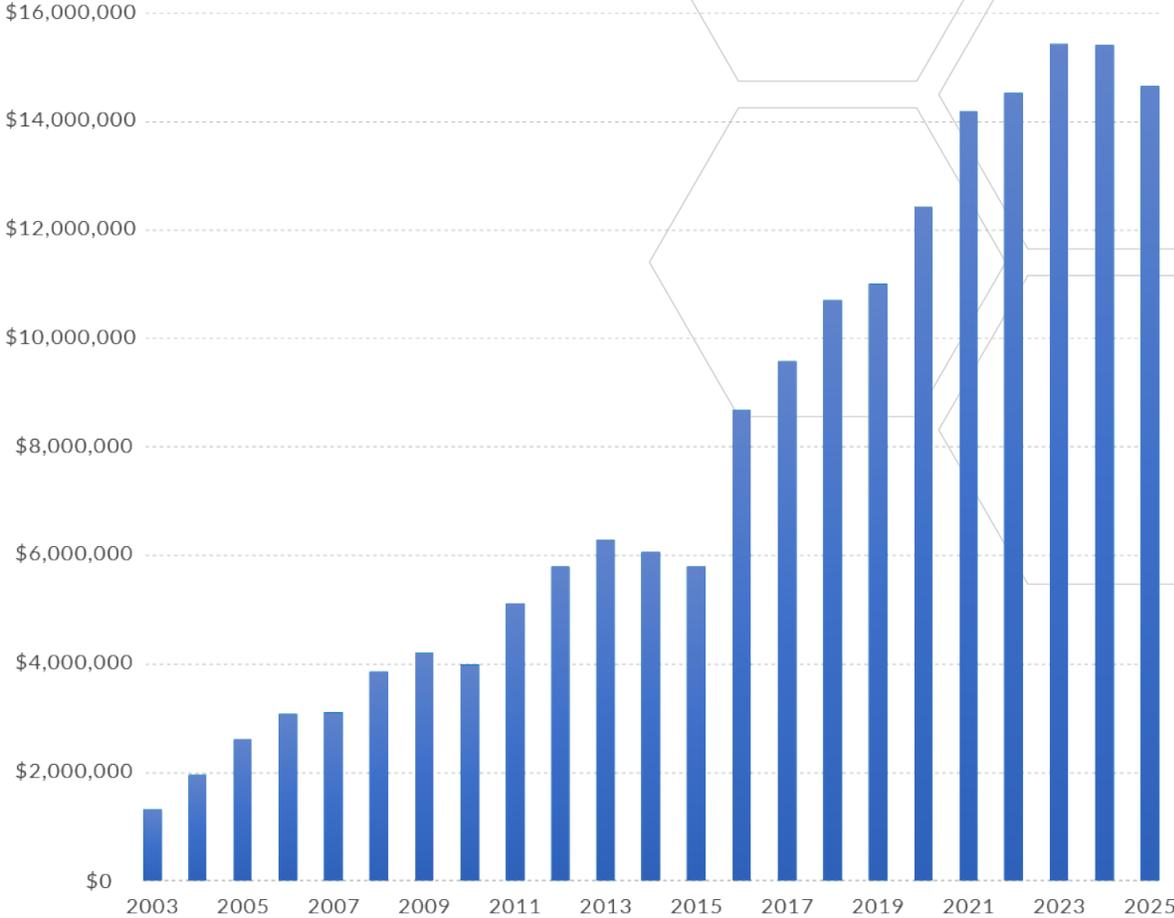
FY 2025 Financial Information



FY 2025 Statement of Activities

SUPPORT AND REVENUE	WITHOUT DONOR RESTRICTIONS	WITH DONOR RESTRICTIONS	TOTAL
Grants, contracts, and cooperative agreements			
Government	\$9,497,236	-	\$9,497,236
Contributed services	197,375	-	197,375
Program Income	43,297	-	43,297
Non-government	1,769,522	-	1,769,522
Contributions	567,884	85,094	652,978
Membership dues	6,066,433	-	6,066,433
Publications, subscriptions sales, and advertising	1,533,663	-	1,533,663
Conferences and meetings	5,805,051	-	5,805,051
Fees	734,665	-	734,665
Subtenant rental income	111,501	-	111,501
Royalty income	2,712,032	-	2,712,032
Investment income, net	2,234,252	427,846	2,662,098
Other	161,821	-	161,821
Net assets released from donor restrictions	124,084	(124,084)	
Total support and revenue	31,558,815	388,856	31,947,671
EXPENSES			
Program services	22,765,953	-	22,765,953
Management and general	9,556,575	-	9,556,575
Total expenses	32,322,528	-	32,322,528
Change in net assets	(763,713)	388,856	(374,857)
Net assets at beginning of year	15,410,637	4,394,169	19,804,806
NET ASSETS AT END OF YEAR	\$14,646,924	\$4,783,025	\$19,429,949

Net Assets



FY 2025 Supporters of the ICMA Future of Professional Management Fund



Because of the financial support of individuals and organizations who have contributed to the Future of Professional Management Fund, ICMA was able to continue its mission of advocating for professional local government management by supporting the adoption and retention of the council-manager form of government, raising public awareness about the profession, and inspiring a new generation of future local government leaders.

These individuals and organizations donated to the Fund in FY 2025 (July 1, 2024 – June 30, 2025).

LEADERS (\$15,000-\$19,999)

Texas City Management Association

CHAMPIONS (\$10,000-\$14,999)

Kathleen Jenkins

ADVOCATES (\$5,000-\$9,999)

Georgia City/County Management Association
North Carolina City/County Management Association

SUPPORTERS (\$1,000-\$4,999)

Norton Bonaparte
Edwin Daley
Lee Feldman
Matthew Fulton
James Holgerson
Illinois City/County Management Association

Kansas Association of City/County Management
Peggy Merriss
Robert O'Neill
Marc Ott
Tim Schuenke
Virginia Local Government Management Association

FRIENDS (\$100-\$999)

Jill Anderson
John Anderson
Tanya Ange
Sheryl Bailey
Thomas Bakaly
Gerry Beaudin
Lynn Behrs
Teodoro Benavides
Martha Bennett
Janis Bice
David Biggs
Wally Bobkiewicz
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Peter Korn
Rick Lee
Jim Lewis
Jonathan Lewis
Jim Malloy
Stephanie Mason
Mike McNees
Molly Mehner
Missouri City/County Management Association
Ben Montgomery
Montgomery County Consortium of Communities
David Moran

FY 2025 Supporters of the ICMA Future of Professional Management Fund (continued)

Jerry Newfarmer
Northwest Municipal
Conference
Alison Ortowski
Sara Ott
Kenneth Parker
Pat Pate
Michael Penny
John Perry
George Pettit
Jim Phillips
John Phillips
Decker Ploehn
Jim Proce
Nat Rojanasathira
Margie Rose
Victoria Runkle
Katy Rush
Michael Sable
Ronald Scott
Joyce Shanahan
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Monica Spells
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Eric Stuckey

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Kim Kleiner
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Stuart McRae
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Marketa Oliver
Derwick Paige
Martha Paige
Parth Patel
David Pizzi
Meredith Roark
Dianne Robertson
Mark Ryckman
John Scruton
Christina Snoots
Peter Stilling
John Struzziery
Nicole Sullivan
Tom Thomey
Valmarie Turner
Village of McFarland, WI
Joe Warren

Thank you for your contributions! Your financial support of the Future of Professional Management Fund has helped promote and preserve the profession and strengthened local communities everywhere.



[Learn more](#) about the fund and add your name to the list in FY 2026.

Looking Ahead

The significant changes and organizational restructuring undertaken in 2025 provide a clear foundation for a renewed and focused future for our organization. As we move into FY 2026, our priorities are firmly aligned with what our members value most.

Key Priorities for the Year Ahead

Our focus in FY 2026 will be on reshaping the organization for a sustainable future:

- **Support for Local Government Professionals:** We will continue to be a vital resource for your day-to-day challenges and long-term career needs. This includes providing the tools, knowledge, and community you need to succeed in a complex and ever-changing environment.
- **Fiscal Stability:** Building on the groundwork from FY 2025, our budget aims to close the gap between revenues and expenses, ensuring a more sustainable financial footing for future operations. This stability will allow us to consistently deliver high-quality services and programs.
- **More Opportunities to Learn and Connect:** In addition to hosting two Local Government Reimagined events in Orlando and Philadelphia, in 2026, we will host three “Days with ICMA” to provide additional opportunities for member engagement.
- **A New Strategic Plan:** Our current strategic plan, “Envision ICMA,” has guided the organization since 2017, and it is time to begin a new strategic planning process. Over the next year, we will design a new plan that aligns our vision and identifies organizational priorities.
- **A New Website:** ICMA.org is getting an overhaul. Our new website, set to go live in spring 2026, will provide an updated online presence with a focus on making it easier to find and navigate resources and information.
- **Implementation of Governance Changes:** Based on a comprehensive review by the Governance Task Force, the ICMA Executive Board has approved changes to ICMA’s governance structure. Changes include a new regional realignment to better balance representation and a revision of the petition process for the 2026-2027 Nominations and Elections cycle. Additionally, the board will present several proposed constitutional amendments for a special membership vote in November, which will further improve our ability to be an effective, diverse, and inclusive organization.

We are confident that these priorities will not only sustain ICMA but also strengthen our ability to serve you, our members, and champion the vital work of professional local government.

2024–2025 ICMA Executive Board

PRESIDENT

Tanya Ange, ICMA-CM
County Administrator
Washington County, Oregon

PRESIDENT-ELECT

Michael Land, ICMA-CM
City Manager
Coppell, Texas

PAST PRESIDENT

Lon Pluckhahn
City Manager
Vancouver, Washington

REGIONAL VICE PRESIDENTS

INTERNATIONAL REGION

Colin Beheydt
City Manager
Bruges, Belgium

Doug Gilchrist*
City Manager
Kelowna, British Columbia,
Canada

Lungile Dlamini
Chief Executive Officer
Municipal Council of Manzini,
Eswatini

WEST COAST REGION

Jessi Bon
City Manager
Mercer Island, Washington

Nat Rojanasathira, ICMA-CM
Assistant City Manager
Monterey, California

Elisa Cox, ICMA-CM
Assistant City Manager
Rancho Cucamonga,
California

MOUNTAIN PLAINS REGION

Dave Slezickey, ICMA-CM
City Manager
The Village, Oklahoma

Pam Davis
Assistant City Manager
Boulder, Colorado

Sereniah Breland
City Manager
Pflugerville, Texas

MIDWEST REGION

Michael Sable, ICMA-CM
City Manager
Maplewood, Minnesota

Jeff Weckbach, ICMA-CM
Township Administrator
Colerain Township, Ohio

Cindy Steinhauer, ICMA-CM
Deputy City Administrator
Rochester, Minnesota

NORTHEAST REGION

Dennis Enslinger
Retired/Former
Deputy City Manager
Gaithersburg, Maryland

Steve Bartha, ICMA-CM
Town Manager
Lexington, Massachusetts

Brandon Ford
Assistant Township Manager
Lower Merion Township,
Pennsylvania

SOUTHEAST REGION

Jorge Gonzalez
Village Manager
Bal Harbour, Florida

Eric Stuckey
City Administrator
Franklin, Tennessee

Chelsea Jackson, ICMA-CM
Deputy City Manager
Douglasville, Georgia

**Doug Gilchrist resigned from his seat as International Regional Vice President in June 2025. On August 8, 2025, the ICMA Executive Board approved the appointment of Meighan Wark, Chief Administrative Officer for the County of Huron, Ontario, Canada to serve the remainder of the unexpired 2023-2026 term.*



INTERNATIONAL CITY/COUNTY MANAGEMENT ASSOCIATION

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