



INSTITUTE for GEORGIA
ENVIRONMENTAL LEADERSHIP

Annual Impact Report

Fiscal Year 2025 / Program Year 2024



Collaborate • Lead • Transform

Celebrating
Environmental
Leadership
Across Georgia

Fiscal Year 2025
February 1, 2024 to January 31, 2025

Letter from the Chairman of the Board —

Dear friends of IGEL,

As we reflect on the past year, I am filled with gratitude and pride for what the Institute for Georgia Environmental Leadership has accomplished with your support. Your generosity — whether through your financial contributions, your time, or your active engagement — has made all the difference in ensuring IGEL remains a cornerstone for environmental leadership in Georgia.

Since its founding, IGEL and IGEL Alumni have worked to prepare and connect leaders who are tackling the most pressing environmental challenges across our state. From protecting our natural resources to advancing sustainable growth, IGEL Alumni are in every corner of Georgia, applying their knowledge, influence, and passion to shape a stronger, more resilient future. The lasting impact of our alumni network is visible not just in the projects and policies they advance, but in the enduring spirit of collaboration they carry into their organizations and communities.

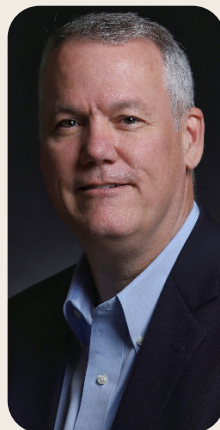
On behalf of the IGEL Board of Directors, I want to extend my heartfelt thanks to all of our generous sponsors and donors. Your contributions make possible the training, dialogue, and experiences that define IGEL and ensure that the program remains strong for future generations of leaders. The financial report and donor listing included in this annual report represent more than numbers and names — they represent a community of individuals and organizations committed to environmental stewardship and leadership in Georgia.

To our Alumni, I want to extend my deepest appreciation. You are the heart of IGEL. Your continued service, collaboration, and leadership demonstrate that IGEL is more than a program. It is a lifelong community. Together, you are shaping Georgia's future in ways that honor our shared natural resources and prosperity.

As we look ahead, let us celebrate the powerful legacy we have built and the momentum we carry forward. IGEL's mission has never been more vital, and with your support and leadership, we will continue to cultivate the visionaries Georgia needs to thrive in the years to come.

With gratitude and excitement for the future,

Dan Grogan
Chairman of the Board
Institute for Georgia Environmental Leadership



Program Year 2024 (FY 25) Board of Directors

Kim Agy – IGEL '15
Finance Committee Chair,
Treasurer
R2T, Inc.

Steven Aufdenkampe –
IGEL '17
Norfolk Southern Corporation

Patricia Barmeyer – IGEL '17
Resource Development
Committee Chair
King and Spalding (Retired)

Mona Behl – IGEL '17
University of Georgia

Kellie Ballew – IGEL '20/21
Shaw Industries Group, Inc.

Rodney Brooks – IGEL '18 U.S.
Department of Agriculture

Ryan Burtt – IGEL '18
Southwest Georgia Farm
Credit

Nick DiLuzio – IGEL '19
Forisk Consulting

Tom Driver – IGEL '18
Terracon Consultants, Inc.

Dan Grogan – IGEL '11
Board Chair

Lewis B. Jones – IGEL '09
Jones Fortuna LP

Program Committee Update —

Huiet Joseph – IGEL '19
Southwire

Dr. Kier Klepzig – IGEL '18
Program Committee Chair
The Jones Center at Ichauway

Howard Lalli – IGEL '06
Immediate Past Chair
HL Strategy

Brett Mitchell – IGEL '11
Georgia Power Company

Gwen Ruff – IGEL '15
Selections Committee Chair,
Secretary
Columbus Water Works

Sarah Skinner – IGEL '22
Engagement Committee Chair
Georgia Water Planning &
Policy Center

Ben Taube – IGEL '04
Bank of America

Monica Thornton – IGEL '17
The Nature Conservancy in
Georgia

Thatcher Young – IGEL '23
Green Power EMC

The Institute for Georgia Environmental Leadership delivers a unique, immersive experience designed to provide participants with the deep knowledge, advanced skills, and expansive network needed to address Georgia's environmental challenges now and in the future. In distinct sessions held in different regions of Georgia, participants gain a deep, place-based understanding of the issues shaping our shared future. IGEL Alumni consistently note that the program expands their perspectives, strengthens their leadership capacity, and connects them to a lifelong network of partners in service to the state.

This year was one of great transition, progress, and exciting new promise for the Program Committee. What began as a small group engaged in the tasks of evaluating new facilitators, refreshing curriculum design/content, and making logistical improvements grew into a larger, more dynamic team. This program year also saw the retirement of our longtime Program Director, Molly Nuttall, and the introduction of our new Program Director, Lindsay Cain. We thank Molly and Lindsay for the seamless transition of this critically important role.

The Program Committee's commitment to continuous improvement has been evident in every session to date. Close collaboration with facilitators, thoughtful refinement of curriculum, and strong support from IGEL leadership have enabled a richer, more impactful participant experience. The dedication, creativity, and hard work of the Program Committee continue to elevate IGEL's excellence and ensure its enduring value to Georgia.



Lindsay Cain



Dr. Kier Klepzig



Molly Nuttall



Lindsay Cain



Dr. Kier Klepzig

Class 2024 Updates

In January 2025, IGEL successfully graduated its 22nd cohort, the Class of 2024.

This diverse group of 30 leaders represented the geographic, economic, and professional diversity of Georgia, bringing together voices from industry, advocacy, government, nonprofits, and academia.



Over nine months and five sessions, participants engaged in:

Experiential learning: Site visits, case studies, and field exploration in Georgia’s coast, mountains, urban centers, and agricultural communities.

Collaborative leadership practice: Peer coaching, facilitated dialogue, and cross-sector workshops.

Skill-building: Training in negotiation, systems thinking, climate resilience, and stakeholder engagement.

The Class of 2024 joined IGEL’s network of more than 650 Alumni, many of whom serve in senior leadership roles in energy, utilities, state agencies, nonprofits, and business.



IGEL Class of 2024

Jill Andrews, St. Simons Island
GA Department of Natural
Resources, Coastal Resources
Division

Corey Babb, Marietta
Woodard & Curran

Kimberly Bednarek, Folkston
Okefenokee Swamp Park, Inc.

Nikki Belmonte, Roswell
Georgia Native Plant Society

Mollie Bogle, Madison
City of Madison

David Brabham, Roswell
Georgia-Pacific

Shelley Cartwright, Atlanta
Georgia Power

Laura Case, Atlanta
Southface Institute

Victoria Cheplak, Marietta
Geosyntec Consultants, Inc.

Sunnie Chinnan, Atlanta
Delta Air Lines

Courtney Cooper, Rome
Berry College

Kelly Cutts, Atlanta
Georgia Environmental Finance
Authority

Jesse Demonbreun-Chapman,
Rome
Coosa River Basin Initiative

David Eady, Oxford
Georgia Institute of Technology

Charlee Glenn, Jonesboro
Southern Conservation Trust

Diana Gu, Atlanta
HDR

Melody Harclerode, Atlanta
SPIKE Studio

Charles Hayes, Richmond Hill
U.S. Fish and Wildlife Services

Wendy Hogg, Atlanta
NewFields

Daniel Jones, Atlanta
Student Conservation
Association

Gabriela Lopez, Tucker
Cox Enterprises

Natasha Malmin, Atlanta
Georgia State University

Leah Moore, Savannah
Terracon Consultants, Inc.

Bryan Naranjo, Atlanta
Norfolk Southern

Michael O'Reilly, Atlanta
The Nature Conservancy

Keith Ray, Jasper
Southeastern Trust for Parks
and Land

Lanie Riner, Woodbury
Thunderwood Farms, LLC
& Georgia Green Industry
Association, Inc.

Polly Sattler, Atlanta
Partnership for Inclusive
Innovation

Anna Truszczynski, Atlanta
Georgia Environmental
Protection Division

Kristan VandenHeuvel,
Hoschton
The Water Tower





Sarah Skinner

Engagement Committee

The Engagement Committee, established in recent years to combine focuses on communications and events, has further strengthened and expanded the IGEL network by creating meaningful opportunities for alumni, friends, and partners to stay connected. Designed to extend the IGEL experience beyond the program and introduce IGEL to prospective new program participants, the committee focuses on providing high-quality events, professional development offerings, and continuing education that support lifelong learning and leadership growth.

The engagement program is anchored by two annual events. The first, the IGEL Summit, held at the Norfolk Southern headquarters in Atlanta each January, brings together IGELians from multiple class years. As our signature gathering, the Summit serves not only as a celebration of the program’s enduring legacy but also as a platform for forward-looking discussions. It offers Alumni the opportunity to reconnect with the mission of IGEL, engage with peers across Georgia’s environmental sectors, and gain fresh insight from featured speakers and collaborative sessions.



The second defining event of the year is the IGEL Reception at the Georgia Environmental Conference (GEC) held in Jekyll Island each August. This reception has become an essential moment for IGEL to highlight and thank program sponsors whose support sustains the organization’s mission. It also serves as a vital outreach and recruitment opportunity, allowing IGEL to engage with professionals from the diverse environmental industries represented at GEC and to introduce prospective participants to the value of our leadership network.

Throughout the remainder of the year, the committee organizes a range of engagement opportunities that blend networking with substantive dialogue on Georgia’s most pressing environmental challenges and emerging opportunities. These events are intentionally held in different locations across the state, ensuring that IGEL’s reach and impact continue to grow while honoring our commitment to statewide representation and accessibility. From panel discussions to informal discussions, each gathering is structured to foster collaboration, share expertise, and strengthen the relationships that define the IGEL community.

As the Engagement Committee continues to evolve, it will focus on deepening the value of the IGEL network by cultivating spaces for inspiration, knowledge sharing, and collective leadership.

2024 Engagement Events

147

Summit Attendees

January 16, 2025 Norfolk Southern Headquarters Atlanta, GA

100

GEC Attendees

August 21, 2024 Westin Jekyll Island, GA

40

Macon Attendees*

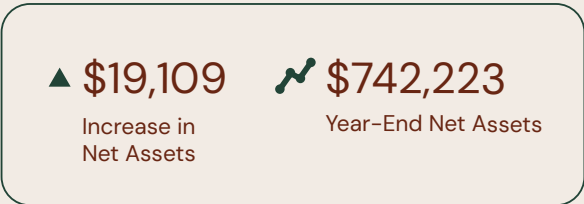
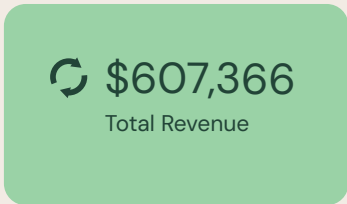
*Macon Will Ocmulgee be Georgia’s first national park and preserve? June 11, 2024 The Big House | Macon, GA



Kim Ajy

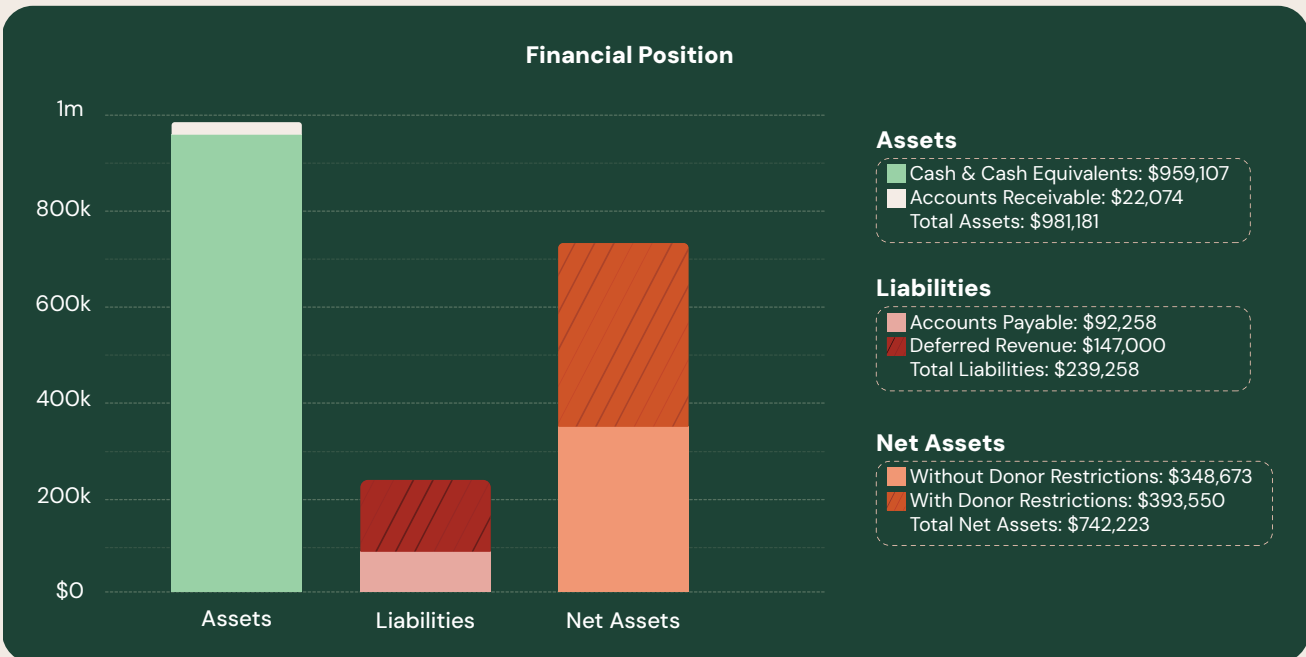
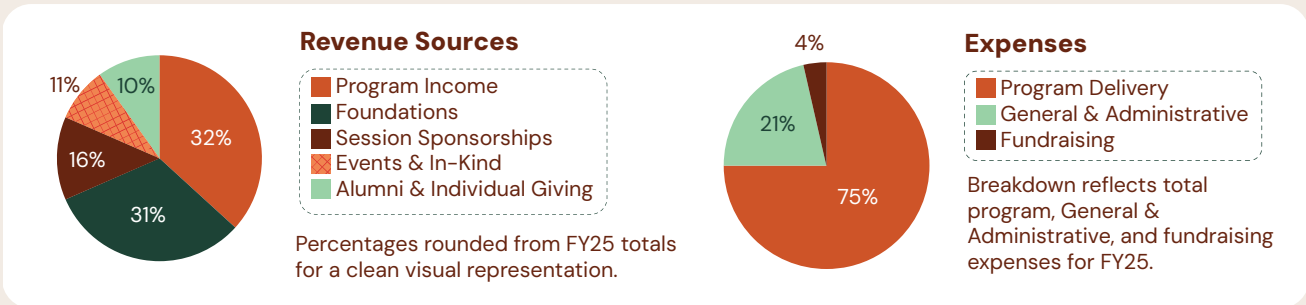
Fiscal Year 2025 / Program Year 2024 Financial Snapshot

February 1, 2024 – January 31, 2025



Impact Statement

Because of our generous supporters, IGEL remains financially resilient and able to maintain an exceptional program while expanding scholarships and Alumni engagement.



Financial Transparency

Finances are independently reviewed; full financial reports are available upon request.

Our Appreciation for IGEL Donors & Sponsors —

IGEL is profoundly grateful for the generous businesses, corporations, foundations, Alumni, and individuals who make our work possible. In FY 2025, supporters contributed more than \$300,000, including essential scholarship funds that ensured strong candidates from across Georgia could participate regardless of financial capacity.

Program expenses for the Class of 2024 exceed \$16,000 per participant, and tuition covers only 40%.

Scholarships—funded entirely through donor support—are critical to meeting IGEL’s core commitment to diversity.

Diversity is not a feature of IGEL; it is foundational. Our value depends on bringing together leaders with different backgrounds, perspectives, geographies, experience levels, and sectors. Without scholarships, IGEL cannot fulfill its mission.

Sponsorships are designated according to donor intent:

- Scholarships directly support full or partial tuition for qualified applicants who need assistance.
- Program or Grant Sponsorships strengthen statewide sessions, curriculum development, and Alumni engagement.

For more than 20 years, IGEL has provided immersive, multi-day leadership experiences across Georgia—fostering trust and collaboration among industry, advocacy, regulatory, and community leaders.

With no full-time employees or contractors, IGEL remains one of the most efficient nonprofits anywhere. Every contribution directly fuels leadership that benefits all of Georgia.

Thank you for sustaining this network of 650+ leaders and shaping IGEL’s future.



Patricia Barmeyer

Donors

Giving Levels

Restoring (\$10,000+)

Anonymous
Cox Enterprises
Fogg Charitable Trust
Georgia Environmental Finance Authority
Georgia Power Foundation
Green Rock
Norfolk Southern
R. Howard Dobbs, Jr. Foundation
Ray C. Anderson Foundation
Serenbe
Southwire
Woodard & Curran

Sustaining (\$5,000–\$9,999)

Geosyntec Consultants, Inc.
King & Spalding

Conserving (\$3,000–\$4,999)

Columbus Water Works
Georgia Ports Authority
Georgia Water Planning & Policy Center
Hodges, Harbin Newberry & Tribble, Inc.
Jones Fortuna LP
Resource + Land Consultants
Shaw Industries Group, LLC
The Jones Center at Ichuaway
WSP

Renewing (\$1,500–\$2,999)

Arcadis
Gilbert & Ezelle
National Peanut Buying Points Association
Nutter + Associates
Savannah Economic Development Authority
Terracon Consultants, Inc.

Friends of IGEL (\$1–\$1,499)

Archer Daniels Midland
Covey Rise
Flint River Soil and Water Conservation District
JET Farms Georgia
Longleaf Ridge, Inc.
Mannington Mills, Inc.
Mitchell Electric Membership Corp.
Planters & Citizens Bank
White Oak Pastures

Event Sponsors

Summit

The Coca-Cola Foundation
Eurofins Lancaster Laboratories Environment Testing, Inc.
Jones Fortuna LP
Norfolk Southern
The Lodge on Little St. Simons

GEC Networking Event

Anonymous
Brightmark
Environmental Standards, Inc.
Geosyntec Consultants, Inc.
Jekyll Island Authority
Kazmarek Mowrey Cloud Laseter LLP

Kleinfelder
Oyamacor
Resource + Land Consultants
Stantec
Terracon Consultants, Inc.
The Nature Conservancy in Georgia
TRC
Verdantas
Woodard & Curran
WSP

Macon Networking Event

Hodges, Harbin, Newberry & Tribble, Inc.
Macon Water Authority
Southern Company
Terracon Consultants, Inc.

Alumni Campaign

Kimberly Ajy
Neville Anderson
Shan Arora
Patricia Barmeyer
Gregg Bayard
Mark Berry
Cyrus Bhedwar
Michael Black
Jami Buck-Vance
Pamela Burnett
Daniel Carney
Becky Champion
Michael Chang
Victoria Cheplak
Sara Clark
Charlette Clark
Juliet Cohen
Anthony Coker
Scott Cole
Gail Cowie
Jeffrey Cown
Casey Cox Kerr
Kelly Cutts
Brooke Dickerson
Nick DiLuzio
Thomas Driver
Kurt Ebersbach
Kelsi Eccles
Richard Felker
John Fortuna
Stacy Funderburke
Terrell Gibbs
Dave Goershel
Timothy Goodson
Daniel Grogan
Altarral Hagen
Cody Hale
Candice Hampton
John Hardman
Lee Harrop
Doug Haymans
Karen Hays
Hollister Hill
Jenny Hoffner
Douglas Hooker
Gregg Hudock
David Huff
Stacey Isaac Berahzer
Clarence Jackson
Crystal Jackson

Sharon Jaye
Lewis Jones
Huiet Joseph
Ronny Just
Kevin Kelly
Mary Anne Lanier
John Lanier
Kenneth Lapierre
Mandy Mahoney
Nancy Clair Laird McInaney
Robin McLachlan
Hallie Meushaw
Brett Mitchell
Andrew Montgomery
Katherine Moore
Leah Moore
John Mulcahy
Glenn Page
Abbey Patterson
Rena Ann Peck
John Peebles
Craig Pendergrast
Taylor Pool
Robert Ramsay
Courtney Reich
Susan Richardson
Darrell Rochester
Clay Rolader
Gwendolyn Ruff
Polly Sattler
Stephen Simpson
Paul Sims
Brian Skeens
Sarah Skinner
Donald Stack
Patricia Stevens
Jim Stokes
Michael Stubbs
Rachael Sulkers
Alicia Thompson
Chet Tisdale
Tim Trefzer
Jessica Turner
Sarah Visser
Mary Walker
Andrew White
Richard Wingate
Thatcher Young
Katherine Zitsch
Max Zygmont

Invest in Georgia's Environmental Leaders

Your support powers the next generation of IGEL — leaders who collaborate across industries, communities, and political lines to protect Georgia's natural resources and build a more resilient future.

When you give to IGEL, you're not just funding a program. You're strengthening a statewide network of changemakers. You're creating opportunities for leaders who might not otherwise have access to this experience. Make your gift today.



Scan the QR code to give.



Gwen Ruff

Selections Committee

The Institute for Georgia Environmental Leadership Selections Committee plays a key role in identifying leaders from diverse regions, vocations, and perspectives who are advancing environmental stewardship across Georgia. The committee's work supports the Board and other standing committees in ensuring the program attracts and retains dedicated individuals who can effectively contribute to the program experience and IGEL's goals and objectives.

Prior to 2024, the selections process for program participants was conducted by a subcommittee of the Program Committee.

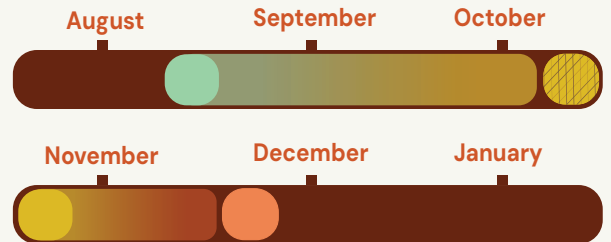
Application Timeline

- Aug 16: Applications go live
- Oct 11: Applications close
- Oct 15: Selections review process begins
- Nov 18: Class of 2025 notified



✓ Applications Completed

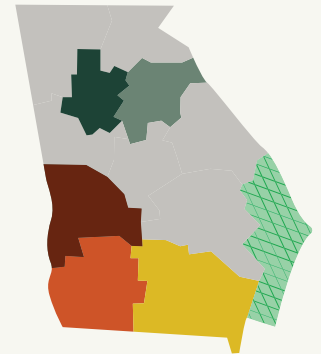
Selecting the Class of 2025



24

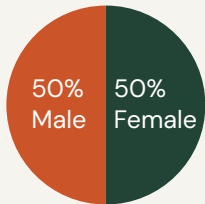
Georgia Counties
Spanning all major regions of the state

- Metro Atlanta
- Northeast Georgia
- West Georgia
- Southwest Georgia
- South Georgia
- Coastal Georgia

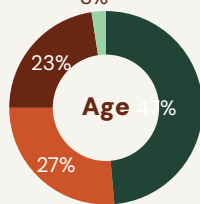


Class of 2025 Demographics

Gender

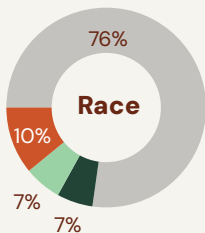


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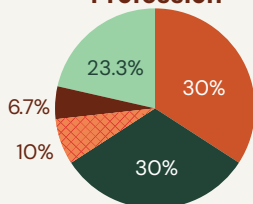
- Age 40-49
- Age 50-59
- Age 30-39
- Age 25-29

Race



- White
- Black or African American
- Two or more races
- Asian

Profession



- Nonprofits
- Academia
- Landscaping / Engineering
- State and local government
- Other

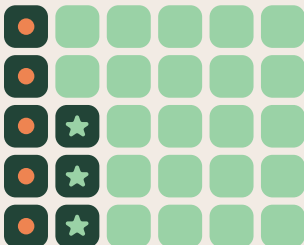
In March 2024, the IGEL Board discussed the benefits of establishing a separate committee to focus on the selection of program participants throughout the year, and the Selections Committee was established as a full-standing committee.

The recruitment process is now a yearround process culminating in early fall with emails to current IGELians for referrals and the use of social media platforms to solicit applicants. Each year, the Selections Committee selects 30 program participants from approximately 60 applications. Committee members review and score applications, consider candidates' leadership roles and commitment to Georgia's environmental challenges, and

work together to recommend a diverse class. Throughout the process, members uphold IGEL's values of integrity, fairness, and confidentiality while helping shape a cohort that will contribute meaningfully to the state's environmental leadership network. Candidates are notified of selection/non-selection status by the end of November, and class membership is formally announced and introduced at the annual IGEL Summit held the following year.

At the conclusion of the selections process, the committee conducts an after-action analysis to implement continuous improvements, focusing on recruitment and selection from diverse sectors, genders, experience levels, ethnicities, and geographic areas. This analysis aims to increase transparency in the process and enhance outreach opportunities.

Scholarships



Scholarships Awarded

- Scholarship Recipient (26.7%) Standard
- Participant (73.3%)

Type of Scholarship

- ★ 3 Full scholarships (10%)
- 5 Partial scholarships (16.7%)

Scholarship Awards

- Cox Conserves Community Environmental Leader Scholarship
- Edward C. and Lisbeth A. Fogg Charitable Trust
- Terracon Consultants, Inc
- IGEL Class of 2023 Scholarship

IGEL Class of 2025

David Bell, Atlanta
Jacobs

Cole Blackwell, Marietta
Cobb County-Marietta Water Authority

Jay Boren, Newnan
Coweta County Water & Sewerage Authority

Brian Cooper, Peachtree City
Red Tail Land Co.

Cynthia Curry, Decatur
Metro Atlanta Chamber

David Lloyd Davis, Atlanta
Cascade Springs Nature Conservancy

Alex Delio, Atlanta
Atlanta Botanical Garden

Eric Holder, Cumming
Cox Enterprises, Inc

Amy Hou, Atlanta
Southwire

Alia Johnson, Decatur
DeKalb County, Department of Watershed Management

Sandra Kruger, Atlanta
Olmstead Linear Park Alliance

Julie Lester, Tifton
Valdosta State University

Chris Manganiello, Mableton
Chattahoochee Riverkeeper

Becca Mason, Dalton
Mohawk

Sam McDonald, Atlanta
Delta Air Lines

Jennifer McNelly, Atlanta
Georgia Power Company

Lisa Myler, Albany
Georgia Dept of Natural Resources (EPD)

Justin Nickelson, Lithia Springs
The Conservation Fund

Clint Peacock, Watkinsville
Georgia Dept of Natural Resources (Fisheries)

Jon Philipsborn, Atlanta
Atlanta Regional Commission

Josh Puhlick, Newton
The Jones Center at Ichauway

Joshua Raglin, Atlanta
Norfolk Southern

Natasha Rice, Roswell
Chattahoochee Nature Center

Lane Rivenbark, Athens
Nutter & Associates, Inc.

Laura Schneider, Columbus
River Valley Regional Commission

Laura Solomon, Savannah
ECO GEORGIA CORP

Joe Thomas, Savannah
Sapelo Foundation

Bert Way, Atlanta
Kennesaw State University

Karlie Webb, Marietta
Troutman Pepper

Tom Wurzinger, Kennesaw
Geosyntec Consultants, Inc.



FY2025

IGEL at a Glance

Founded 2001 | 650 + Alumni
Statewide participants from 72 Georgia counties
30 Class of 2024 Graduates
5 Regional Sessions across Georgia

Vision

A network of diverse statewide leaders consistently collaborating to solve Georgia's environmental challenges.

Mission

IGEL facilitates leadership in collaborative problemsolving to preserve and enhance the environment in the state of Georgia.



Make a gift at
igeleaders.org

Support Our Work Today!

- Become a monthly supporter
- Nominate a Prospective member
- Attend a regional Engagement event