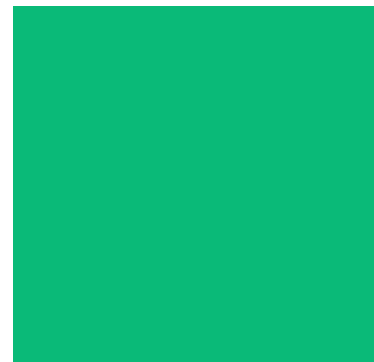
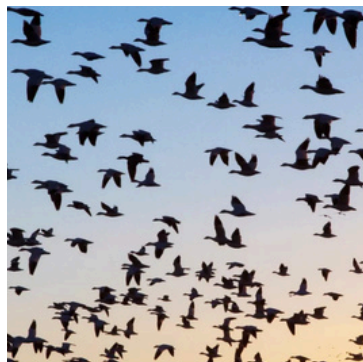
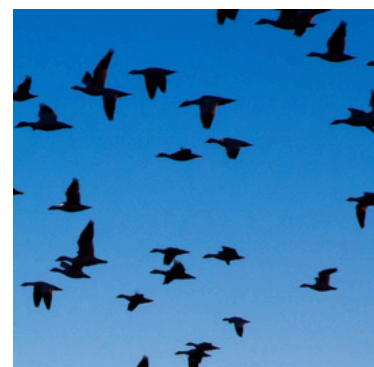
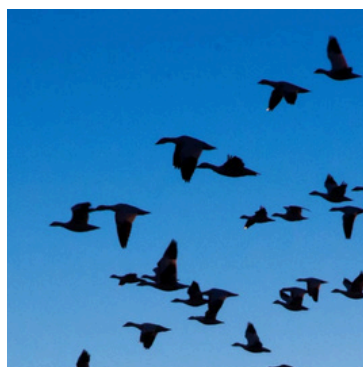


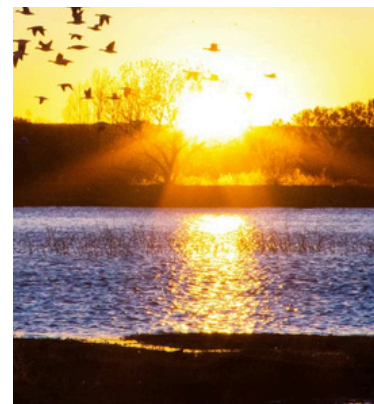
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# Annual Report

*Impact assessment  
matters more now  
than ever.*



**IAIA**  
International Association  
for Impact Assessment



# Message from the President

Welcome to IAIA's Annual Report! As you will see in this report, IAIA saw some outstanding achievements in 2024. We held our largest conference ever, engaged successfully in Latin America, forged new partnerships, rolled out our new guidance on strategic environmental assessment, and much more. I'm grateful to our dedicated Board members and remarkable staff for these triumphant accomplishments.

Since 2024, the world has changed under our feet. We have seen planetary crises for climate and biodiversity accelerating over decades, but in the last few months we have seen shifts of a different kind: tariffs and economic threats, reductions in international aid to the Global South, and threats of shifting alliances, against a backdrop of war in the Middle East and Europe. As the effects spread, countries are bracing for tough economic times. This gives governments an extra incentive to promote rapid industrial development, rather than take the time to carefully and systematically examine proposed projects for unintended consequences. Regulatory processes like impact assessment will be under more political pressure from deregulation, and impact assessment professionals may feel the squeeze.

In times like these, the benefits of identifying hidden risks and long-term consequences can easily be overshadowed by decisions that favor short-term economic gains. We have to remember that when times get difficult, vulnerable groups and places become more vulnerable; we have fewer resources to mitigate the impacts of hasty decisions; and, we are less able to replace the services that nature provides us. **This means that impact assessment matters more now than ever.** So stay committed!

What impact assessment needs to do at this moment is demonstrate that we can move both deliberately and efficiently—deliberately enough to make wise and fair decisions about developments, and efficiently enough to do so at a pace that meets our pressing needs. We must and will rise to this challenge with resolve—and find ways to adapt, and even improve, along the way.

**Alan Ehrlich**

President, IAIA



# Message from the CEO

It is a pleasure to report on a highly successful 2024 for IAIA, as we fully engaged with the targets and ambition of our new strategic plan. The five core pillars of the plan focus on two key areas: internal operational excellence, allied with enhanced external recognition.

Internally, we are reaping the benefits from our upgraded technology platforms and the greater connection and benefit this provides to our membership. Being able to draw upon the volunteer contributions of so many experts across the globe remains the key foundation stone for future success for IAIA.

We held two highly successful events during the year: firstly, IAIA24 in Dublin on the theme of a Just Transition was one of our most successful conferences ever, in terms of attendance, and also positive feedback. This was complemented by an excellent symposium in Guatemala on Infrastructure and the Environment that will be a springboard for further activities within Latin America.

Publication of our Global Guidance on the use of SEA in the Energy Transition marked a significant milestone. As well as providing an important industry resource, the guidance also represents essential content for training and workshop opportunities. This will support the strong growth in training & development activities already seen in 2024, aided by our new foundations course in social impact assessment.

Externally, we strengthened existing collaborations with major multilateral development organizations, but also began to raise the external profile of impact assessment through engagement with organizations such as the Global Commons Alliance, WEF, and Equator Principles. There is more to do as we seek to broaden sources of financial backing for IAIA—something that will only increase in importance as government support for international aid and corporate support for sustainability commitments come under further pressure.



It just remains for me to thank, firstly, the Board and IAIA members for their fantastic support over the past year, and of course, the brilliant and committed HQ staff in Fargo for the superb job that they continue to do.

**Gary Baker**

Chief Executive Officer, IAIA

# Board of Directors



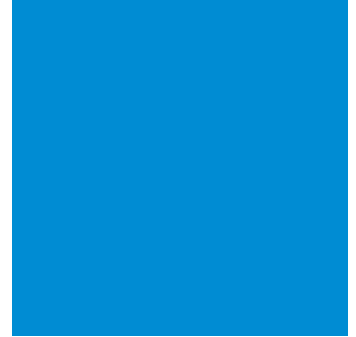
President  
**Alan Ehrlich**  
*Canada*



President-Elect  
**Lone Kørnøv**  
*Denmark*



Past President  
**Edith Birungi  
Kahubire**  
*South Africa*



Director-Treasurer  
**Miguel Repas  
Goncalves**  
*Portugal*



Director-Secretary  
**Mireya Archila**  
*Guatemala*



Director  
**Kiichiro Hayashi**  
*Japan*



Director  
**Francesco Mazzei**  
*Canada*



Director  
**Abulele Adams**  
*South Africa*



Director  
**Joana Pedro**  
*Luxembourg*





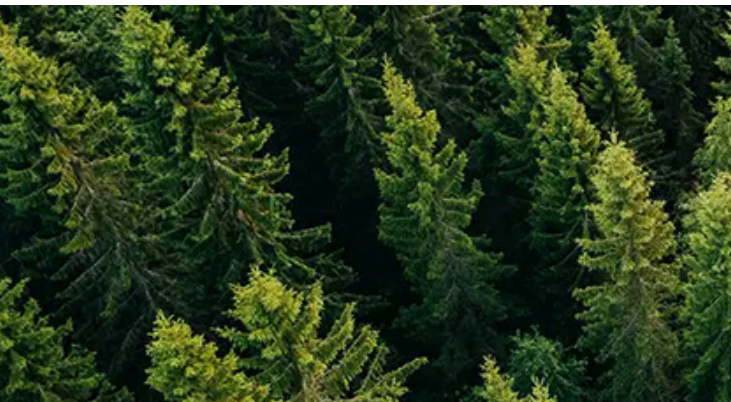
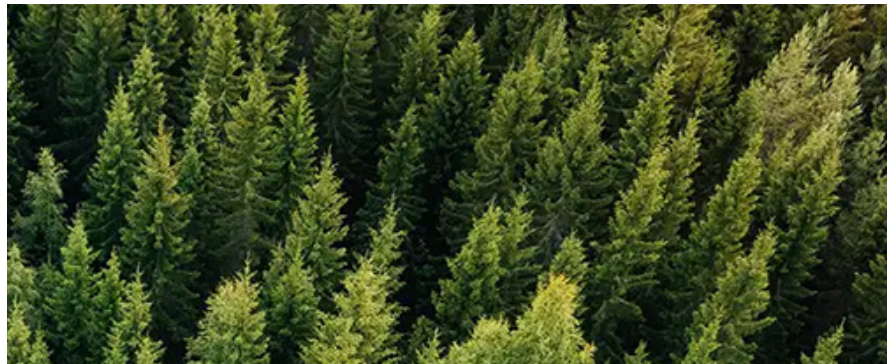
# Mission and Vision

The International Association for Impact Assessment (IAIA) is an organization with a voluntary membership of professionals from a diverse array of interests and organizations, all of whom are concerned with environmental stewardship and sustainability. Collectively, our goal is to protect, not harm, the earth and its environments and peoples.



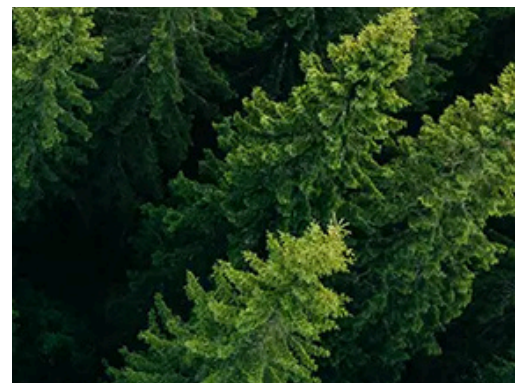
## VISION

A just and sustainable world for people and the environment.



## MISSION

IAIA provides the international forum to advance best practice and innovation in impact assessment and advocates for its expanded use for the betterment of society and the environment.



# Main Events

IAIA's international, in-person events foster knowledge exchange, professional development, and cross-sector collaboration while helping to raise the profile of impact assessment globally.



## IAIA24: "Impact Assessment for a Just Transformation"

*Annual Conference; 24-27 April 2024; Dublin, Ireland*

- **Record Attendance:** IAIA's largest annual conference with 1,109 attendees from 89 countries.
- **Engaging Program:** 130 sessions featured 488 presenters on impact assessment, environmental protection, justice, and social inclusion.
- **High Impact:** 90% gained significant new information and techniques, 97% planned to share knowledge back home, and 99% would recommend future IAIA conferences.



## IAIA Regional Symposium: "Infrastructure and the Environment: The route of Latin America towards sustainability"

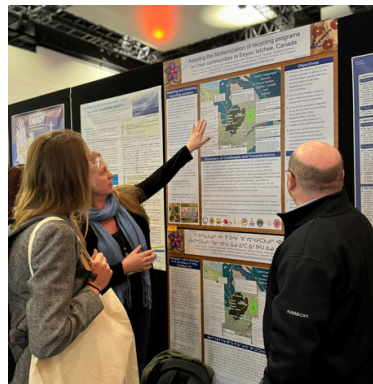
*Regional Symposium; 6-7 November 2024; Antigua, Guatemala*

- **Diverse Participation:** 212 attendees from 26 countries, with 57% joining their first IAIA event.
- **Regional Focus:** Simultaneous translations enabled discussions on ESIA in infrastructure, regulatory and financial factors, and societal-environmental dynamics in Latin America.
- **High Satisfaction:** 98% of surveyed attendees were satisfied and would recommend future IAIA events.



# 1,109

IAIA24 attendees from 89 countries  
(the **largest in IAIA history!**)



# 212

Infrastructure symposium  
attendees from  
26 countries



# New Initiatives

IAIA continually seeks ways to expand member value and foster global collaboration on emerging challenges. Such initiatives reinforce our commitment to innovation and impact assessment leadership.



## **New online resource “Improving Decision-Making for the Energy Transition: Guidance for Using Strategic Environmental Assessment”**

- Launched in October 2024, this open-access guide offers best practices, tools, and case studies on key environmental and socio-economic issues in the energy transition.
- 500+ pages across 14 chapters cover SEA fundamentals (Part A) and sector-specific applications (Part B).
- Browse plain-language executive summaries or download full chapters individually.



## **IAIA Professional Development Program: New “Social Impact Assessment” course**

- This 12-module course, the second in IAIA’s PDP series, guides learners through the key phases of SIA with expert mentorship and interactive sessions.
- Launched in June 2024 with a second offering in September, welcoming a total of 62 registrants from 28 countries.
- Satisfaction was high (98% satisfied), with 100% of learners reporting they acquired significant new information and techniques.
- Participant feedback helped refine the course for future offerings.



## **Virtual Forum: “Climate Adaptation in Megacities - Insights from Hong Kong”**

- A six-week, free virtual forum exploring critical aspects of urban climate resilience.
- Sessions covered climate impacts on communities and infrastructure, typhoons and weather warning services, water and coastal resilience, urban heat and nature-based solutions, and finance, climate risks, and ESG.
- Session videos were viewed a total of 1,968 times in 2024.



## **Supporting and presenting at FSFIA/HUSZPO’s “Symposium on Sustainable Finance: From setting-up the rules to impact, verification, and reporting”**

- This 2-day event in Croatia focused on aligning the EU Green Deal legislation with existing environmental reporting data and the environmental and social safeguards of international financial institutions.
- It offered IAIA members a key opportunity to raise the profile of impact assessment practice and advocate for inter-operability to support the sustainable finance community.



## **Energy for Development: Expanded program, new contract**

- For nearly 20 years, IAIA has partnered with the Government of Norway. In 2024, a new agreement was signed directly with NEA under the Energy for Development program.
- In 2024, NEA funding supported 29 participants from developing countries to attend IAIA24. Funding also contributed to developing IAIA’s SEA guidance and new SIA PDP course.



# Training and Resources

Whether virtual or in-person, live or on-demand, IAIA offers training programs for everyone. **Eleven in-person courses** were held in Dublin in conjunction with IAIA24. The Professional Development Program features two, 12-week, mentor-led, virtual course tracks, each offered multiple times throughout the year: **Foundations of Impact Assessment** and the new-in-2024 **Social Impact Assessment**. **Twelve live, online training courses** plus **11 free educational webinars** were also held throughout 2024.

IAIA’s 40+ years of expertise is evident in its many **open access electronic publications**, with 14 new releases in 2024. *Impact Assessment and Project Appraisal (IAPA)*, IAIA’s **internationally-acclaimed professional journal**, released six issues in 2024 as well.

These diverse training and resource offerings ensure **continuous learning and knowledge sharing**, empowering impact assessment professionals worldwide.



625

Trainees in 2024



14

New and updated IAIA publications released in 2024



9,533

Webinar registrants in 2024



Top IAPA Downloading Countries:

- UK (42,533)
- Australia (35,222)
- India (33,733)
- USA (32,631)
- South Africa (24,917)



166

Articles submitted to IAPA in 2024



27%

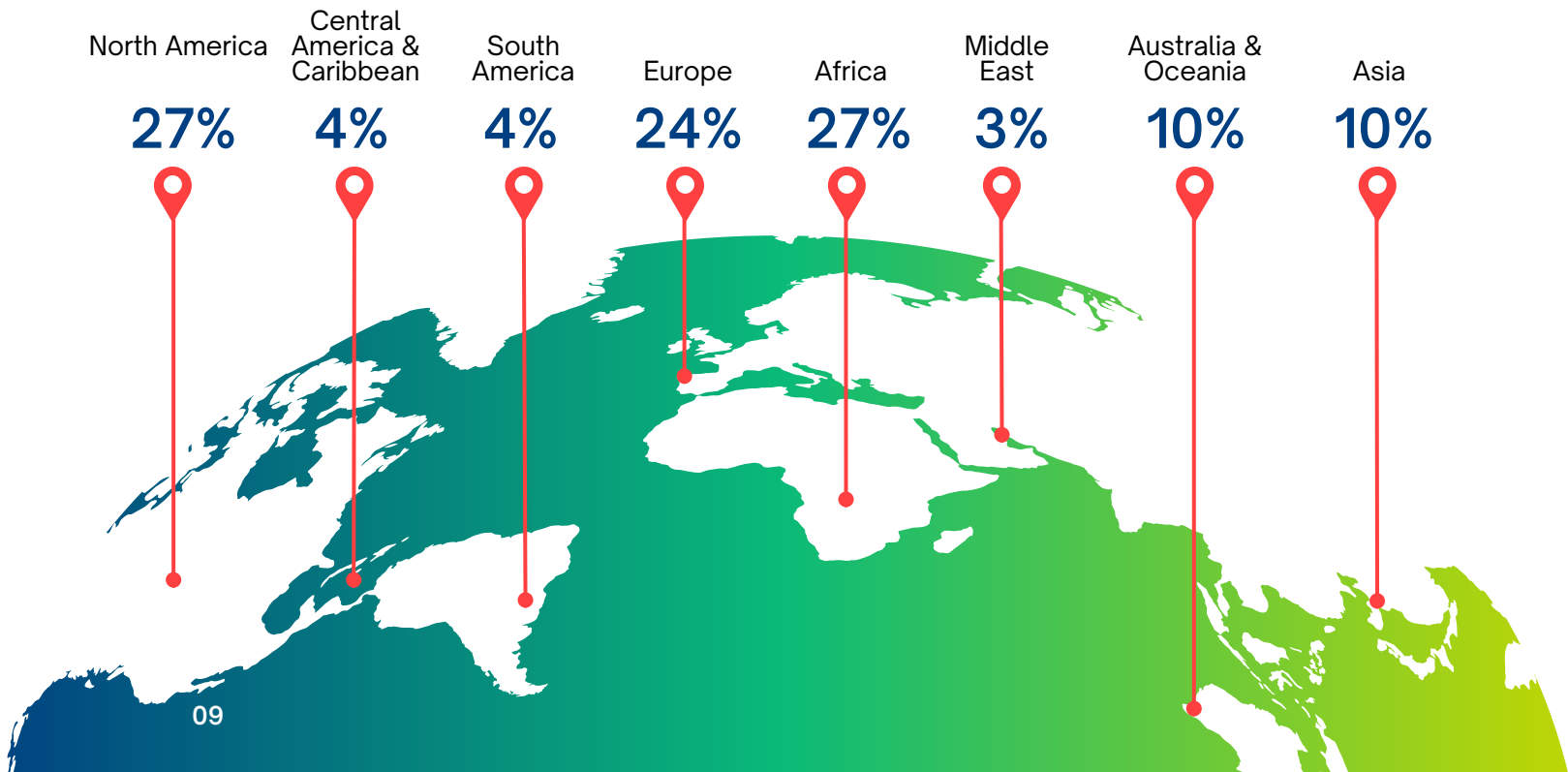
IAPA article acceptance rate in 2024



# Community

**Our members** are a dynamic network of professionals from **117 countries** collaborating, sharing insights, and shaping the future. Member numbers saw a **strong rebound** in 2024, and **member engagement** in the IAIA Hub professional community continues to grow (2024 was the first full year on the platform).

Our community extends beyond membership, though. IAIA saw **significant growth in social media, email marketing, and Google visibility** in 2024, where our content is resonating with users more than ever and attracting new audiences.



# Collaboration

IAIA's reach and impact grow each year through our collaborative partnerships with similar organizations and sustainability-minded companies around the world.

## Affiliates *as of 31 December 2024*

Asociación Española de Evaluación de Impacto Ambiental (AEEIA)  
 Associação Brasileira de Avaliação de Impacto (ABAI)  
 Associação Portuguesa de Avaliação de Impactes (APAI)  
 Association for Environmental Impact Assessment of Nigeria (AEIAN)  
 Association québécoise pour l'évaluation d'impacts (AQÉI)  
 Hong Kong Institute of Environmental Impact Assessment (HKIEIA)  
 IAIA Western and Northern Canada (WNC)  
 IAIA-Ghana  
 IAIA-Italia  
 IAIAAsa (South Africa)  
 Impact Assessment Association Zambia (IAAZ)  
 Iranian Association for Environmental Assessment (IAEA)  
 Korea Society of Environmental Impact Assessment (KSEIA)  
 Myanmar Environmental Assessment Association (MEAA)  
 Nepal Association for Impact Assessment (NAIA)  
 New Zealand Association for Impact Assessment (NZAIA)  
 Ontario Association for Impact Assessment (OAIA)  
 Secrétariat international francophone pour l'évaluation environnementale (SIFÉE)  
 UVP-Gesellschaft e.V.

## Branches

Ireland-UK Branch  
 Japan Branch  
 Washington Area Branch

## Corporate Members *as of 31 December 2024*

**ERM | United Kingdom** (*Stewardship Level*)  
**European Investment Bank | Luxembourg** (*Stewardship Level*)  
**Qatar Free Zones Authority (QFZ) | Qatar** (*Stewardship Level*)  
 Acorn International, LLC | United States  
 Albemarle Limitada | Chile  
 Assala Energy UK Limited | United Kingdom  
 Compliance Advisor Ombudsman | United States  
 Creating Communities | Australia  
 Earth Active | United Kingdom  
 Ecofish Research Ltd. | Canada  
 EDI Environmental Dynamics Inc. | Canada  
 EPC Consultanta de mediu SRL | Romania  
 Gaia Consult Inc |Korea, South  
 Hydro-Québec | Canada  
 Indigital | Australia  
 inDrive | Cyprus  
 Insuco Intl Limited | United Kingdom  
 K2A Management Co. Ltd | Cambodia  
 Millennium Challenge Account Kosovo | Kosovo  
 Ministry of Environment and Forestry (Indonesia) | Indonesia  
 Myanmar Survey Research Co Ltd | Myanmar  
 National Parks Board Singapore | Singapore  
 Observatorio de Desarrollo Regional y Promoción Social | Mexico  
 Parks Canada | Canada  
 Social Atlas | Australia  
 Socionaut, Inc. | Panama  
 Statkraft | Norway  
 Swedish University of Agricultural Sciences (SLU) | Sweden  
 Synergy Global Consulting | United Kingdom  
 The Firelight Group | Canada  
 Vale | Brazil



# Treasurer's Report

During this financial year, despite a significant rise in revenue, our organization experienced substantial losses, continuing a concerning trend from the past three years. Our main income sources included our Conference and Regional Symposium, financial support to our SEA initiative, membership dues, and our successful Professional Development Program, among other revenue streams. Together, these generated US \$1,941,120, representing an 89% increase on last year's total. Our two major events in 2024—IAIA24 in Dublin and the Infrastructure Regional Symposium in Guatemala—highlighted the value of hosting a second revenue-generating event, collectively raising \$1,303,336.

Unfortunately, rising operational costs compared to the 2024 operating budget pushed total expenses to \$2,360,534, and combined with reduced donor contributions, resulted in an operational deficit of \$419,414. While our financial position is not yet fully balanced, the returns from our investment income partially offset this operational loss.

The shortfall primarily arose from reduced conference sponsorship, as well as membership dues and foundation/government support that were lower than anticipated based on the 2024 operating budget. We also incurred unexpected direct event expenses, which exceeded our initial budget projections. However, we have effectively managed expenses and successfully contained costs compared to the budget, adapting to changing revenue streams.

The recurring deficit is unsustainable and has reduced our reserves. Currently, our Financial Sustainability Fund (FSF) stands at \$1,135,000, representing 61% of the increased FSF target of \$1,869,000 set by the Board in November 2023. To achieve this target, we have developed plans to rebuild reserves by restructuring fundraising and sponsorship strategies and actively pursuing new fundraising opportunities.

We thank our membership, donors, sponsors, and staff, and we value everyone who supports our mission. We remain committed to restoring our financial health through transparency and prudent decision making. We encourage donors, volunteers, and board members to share ideas on strengthening our financial base. By controlling costs and embracing proactive fundraising, we aim to protect our programs and fulfil our responsibilities to our members. Together, we can overcome these challenges and continue to ensure our long-term viability.



**Miguel Repas Goncalves**

Director-Treasurer, IAIA



# Financial Statements

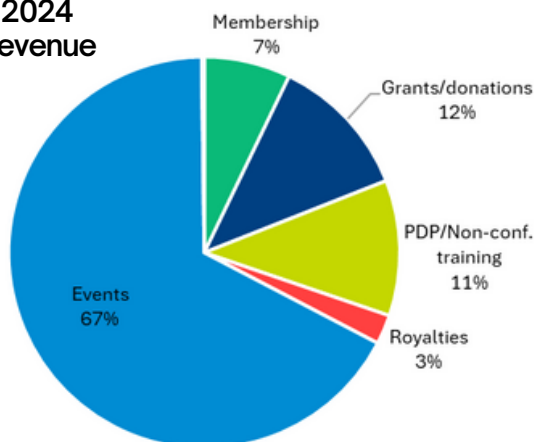
## STATEMENT OF ASSETS, LIABILITIES AND NET EQUITY - OPERATING ACCOUNT

All figures are in US\$ and based on the accrual method of accounting.

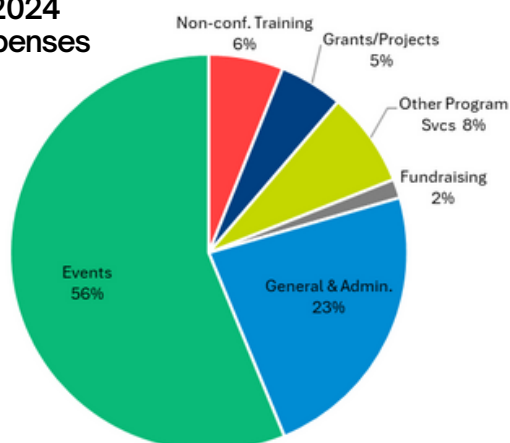
	Dec. 31, 24	Dec. 31, 23*
<b>ASSETS</b>		
Total Current Assets	\$ 372,452	\$ 490,665
Total Fixed Assets	15,638	16,224
Total Other Assets	1,239,054	1,356,437
<b>TOTAL ASSETS</b>	<b>\$ 1,627,144</b>	<b>\$ 1,863,326</b>
<b>LIABILITIES AND EQUITY</b>		
<b>Liabilities</b>		
Total Current Liabilities	\$ 489,404	\$ 395,441
Total Long-Term Liabilities	109,915	138,836
<b>Total Liabilities</b>	<b>599,320</b>	<b>534,277</b>
<b>Equity</b>		
3100 Financial Sustainability Fund	1,135,000	1,135,000
3200 Without Donor Restrictions	186,645	364,752
3250 With Donor Restrictions	7,404	73,334
Net Income	(301,225)	(244,037)
<b>Total Equity</b>	<b>1,027,824</b>	<b>1,329,049</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$ 1,627,144</b>	<b>\$ 1,863,326</b>

\*Due to adjustments made during the audit of the 2023 financial statements, these 2023 figures differ slightly from IAIA's 2023 Annual Report.

### 2024 Revenue



### 2024 Expenses



## STATEMENT OF ACTIVITY - OPERATING ACCOUNT

For the years ended 31 December 2024 and 2023

	Jan-Dec 24	Jan-Dec 23*
<b>Ordinary Income/Expense</b>		
<b>Income</b>		
Admin Fees	\$ 59,897	\$ 65,348
Government Support	7,615	15,787
SEA Revenue	161,656	61,810
Memberships	138,778	110,375
Paper Copy of IAPA	630	420
Donations	1,127	63
Career Central Revenue	2,101	502
Prof. Development Program	130,760	94,376
Non-Conference Training	86,600	70,875
Royalties IAPA	47,252	32,456
Royalties-Other	50	88
Book Sales/Proceedings	80	90
Events	1,303,336	570,562
Miscellaneous Revenue	1,239	1,848
<b>Total Income</b>	<b>\$ 1,941,120</b>	<b>\$ 1,024,601</b>
<b>Expenses</b>		
Bank Service Charges	\$ 6,340	\$ 5,026
Committee Expenses	1,224	1,109
SEA Expense	58,521	63,710
Computer and Software Services	48,915	78,059
Payroll Expenses	731,333	626,973
Imp. Assessment/Proj. Appraisal	1,380	
Board Support	27,339	24,370
Office Expense	69,848	60,431
Professional Fees	175,419	143,737
Scholarships and Grants	8,405	18,860
Professional Dvlpm. Program	74,639	67,354
Non - Conference Training	58,644	43,882
Marketing Expense	2,710	3,335
Liaison Activity		1,577
Non-Conference Travel & Meeting	3,847	9,913
Miscellaneous Expense	840	2,058
Depreciation Expense	4,870	4,643
Government Donor Expenses	10,100	6,150
CEO Transition		6,687
Direct Event Expenses	1,076,159	263,349
<b>Total Expenses</b>	<b>2,360,534</b>	<b>1,431,223</b>
<b>Net Ordinary Income</b>	<b>(419,414)</b>	<b>(406,622)</b>
<b>Total Other Income</b>	<b>118,189</b>	<b>162,585</b>
<b>Net Income</b>	<b>\$ (301,225)</b>	<b>\$ (244,037)</b>

\*Due to adjustments made during the audit of the 2023 financial statements, these 2023 figures differ slightly from IAIA's 2023 Annual Report.

### Net Income/ Loss



# Donors

Thank you to these partners who have contributed over the past three years. Their cumulative contributions are listed.

## Higher Levels of Contributions to IAIA

- ERM (\$106,000)
- European Investment Bank (\$122,000)
- Government of Canada/Impact Assessment Agency of Canada (\$500,000)
- Inter-American Development Bank (\$363,000)
- Norwegian Environment Agency (NEA) (\$168,000)
- Oil for Development (NORAD) (\$2,029,000)
- WSP/Golder (\$120,000)

## \$50,000+ IAIA Global Leadership Club

- Hatch
- International Finance Corporation (IFC)

## \$25,000+ IAIA Resilience Club

- Teck
- Stantec
- Chiba University of Commerce
- British Columbia Environmental Assessment Office

## \$10,000+ IAIA Strategic Initiatives Club

- Ashawa Consults
- Ausenco/Hemmera
- Enbridge, Inc.
- Environmental Protection Agency, Ireland
- EPC Consultanta de mediu SLR
- Failte Ireland
- Global Container Terminals
- IDB Invest
- Korea Environment Institute
- Newcrest
- TC Energy

## \$5,000+ IAIA Advanced Capacity Club

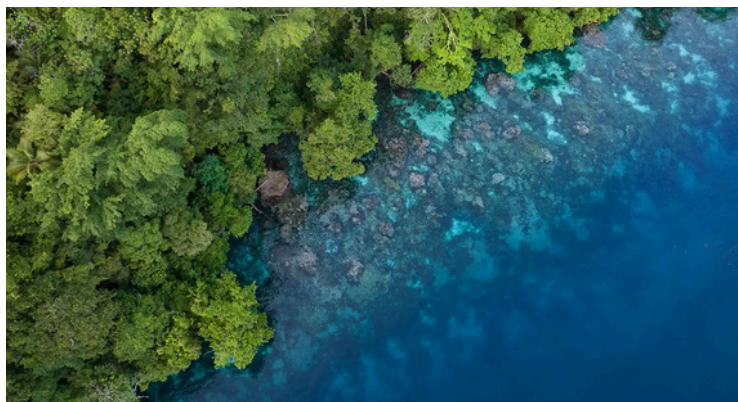
- Acorn International
- BC Environmental Assessment Office
- Ecofish Research Ltd.
- Malaysia Convention and Exhibition Bureau
- Prizma
- RINA Consulting Spa
- Skeena Resources
- SLR Consulting
- Vancouver Fraser Port Authority
- Ventus Development Services

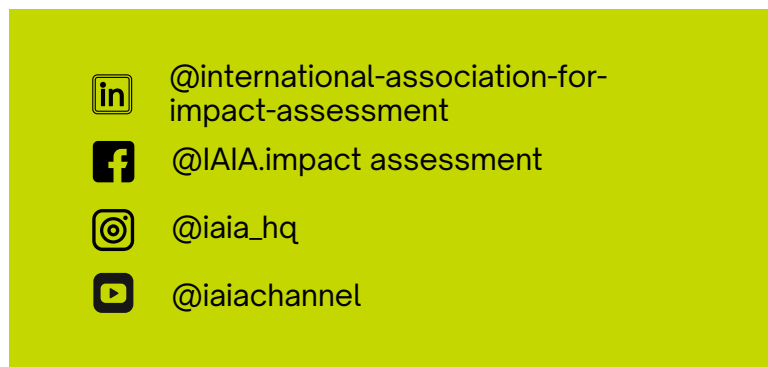
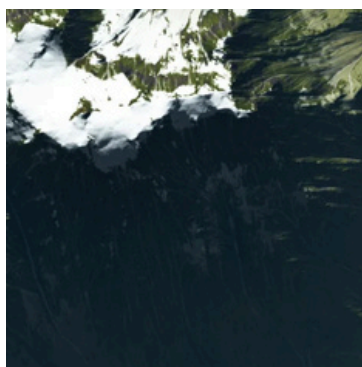
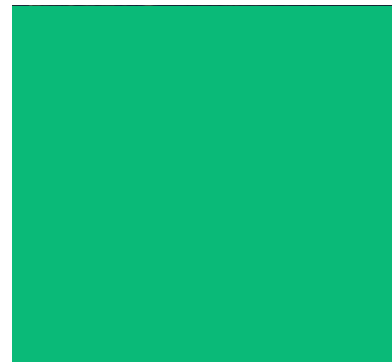
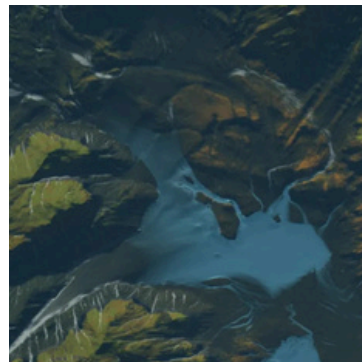
## \$2,500+ IAIA Premier Club

- Geoambiente S.A.
- SLR Consulting

## \$1,000+ IAIA Club

- City Preten S. de RL
- E&S Solutions
- EEGSA
- Quebec City Business Destination





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@iaia\_hq



@iaiachannel



[www.iaia.org](http://www.iaia.org)



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## IAIA Staff

*Chief Executive Officer*  
Gary Baker

*Chief Operating Officer*  
Bridget John

*Director of Publications & Conference Programs*  
Jennifer Howell

*Director of Membership & Digital Strategy*  
Shelli LaPlante Schneider

*Registration & Accounting Specialist*  
Sue Quinn

*Training Program Specialist*  
Kiesha Blaser

*Events & Projects Specialist*  
Caitlyn Grimm