



APRIL 2024 – MARCH 2025

ANNUAL REPORT

MISSION IN ACTION

BRINGING COLLABORATIVE PRACTICE TO LIFE



INTRODUCTION

At IACP, we do not just imagine a world where conflict resolution is collaborative, compassionate, and constructive—we are building it. One conversation, one connection, one courageous act of collaboration at a time.

Our mission is bold: **to unite and empower a global network of professionals committed to transforming conflict through the principles of Collaborative Practice.**

But a mission without action? That is just a fancy paragraph on a website. Here is how we brought that mission to life over the past year—for you, your clients, and your communities.

BUILDING OUR FOUNDATION

BEHIND-THE-SCENES BRILLIANCE

Every thriving movement needs a solid backbone. IACP's leadership focused on building infrastructure and clarity needed to be intentional and mission aligned:

- › Welcomed our new Executive Director, K. Malaika Walton—a dynamic leader bringing bold vision, global savvy, and the leadership spark we needed.
- › Completed targeted governance training to level up board performance and nonprofit best practices.
- › Streamlined our organizational structure for clarity in roles and boost in impact
- › Conducted a soul-searching strategic retreat focused on IACP's purpose, challenges and long-term goals that birthed our new 3-year strategic plan—a North Star for the journey ahead. [\[View the Strategic Plan in Appendix B\]](#)
- › Re-imagined and relaunched our committees, aligning them directly with our mission and strategic direction.

Strong bones, bold moves, clear direction.

We are grateful for the leadership by IACP's **40+** volunteers who provided **1,200+** hours of time and talent to this global community.

STRENGTHENING COMMUNITY

CONNECTION AS A PRACTICE

Connection is not a bonus—it's the engine. This year, we embraced every opportunity to build relationships across borders, time zones, and practice areas:

- › Celebrated Stu Webb's birthday with joy and reverence—honoring the roots of Collaborative Practice.
- › Hosted six informal Conversation Time chats for our members to connect, share, and confab their way to inspiration.
- › Welcomed new members through "Welcome Inn"—where strangers become colleagues, and colleagues become collaborators.
- › Highlighted Collaborative Practice brilliance Around the Globe—because great ideas do not need passports. We were proud to recognize nine events hosted by our Global Partner members.

Relationships are the real currency of transformation.

2,420 members in IACP as of March 31, 2025 representing **21** countries. **14** Global Partner members.

1,638

LAWYERS/ATTORNEY/
BARRISTERS

330

FINANCIAL

377

MENTAL HEALTH
PROFESSIONALS

78

OTHER

We welcomed **285** Collaborative Practitioners to IACP

FOSTERING EXCELLENCE IN PRACTICE

RAISING THE BAR, TOGETHER

Quality matters. So does curiosity. We leaned into both by offering resources that challenged, inspired, and elevated our collective skillset:

- › Published Volume 23 in July 2024 of the Collaborative Review
- › Launched Collaborative Club gatherings to sharpen our skills and spark peer learning.
- › Offered a rich webinar series for professional development – 13 one-hour sessions - with topics ranging from addressing addiction in Collaborative Practice to the value of adding pets to the Collaborative team—plus virtual “hallway conversations” to keep the momentum going.
- › Expanded our educational offerings through seminars, including a powerhouse series on Interdisciplinary Team Collaboration led by Pauline Tesler, a 3-part series on increasing your Brand Power with the Crouch Group, and a two-session series on The Role of the Child and Family Specialist in Collaborative.

Quality isn't optional. It's the heartbeat of impact.

SUPPORTING THRIVING PRACTICE GROUPS

LOCAL STRENGTH, GLOBAL SUPPORT

Practice Groups are the heartbeat of our movement. This year, we gave you the tools to thrive

- › Hosted Practice Group Development Gatherings—spaces for idea-sharing, problem-solving, and mutual support.
- › Fully revamped and relaunched the Speakers Bureau, making world-class presenters accessible to Practice Groups of all sizes - no matter their budget.
- › Launched a high-impact social media campaign for Conflict Resolution Day—shining a spotlight on Collaborative Practice around the globe.

You do the work. We've got your back.

It's a wonderful way to stay connected to our larger movement, to learn what people are doing and thinking in other parts of the US, Canada and internationally. A Lot of times the things we are experiencing in our own practice groups are the things that other people in their own practice groups are also experiencing. There is great conversation and learning together. Understanding how family law and Collaborative can be practiced and what some of the laws are in other places. It's a way to open our eyes, generate ideas, deepen our creativity, expand our thinking beyond our own set of laws that can lead to solutions that better suit our clients. It's enlightening. I don't think I realized before being involved in in the IACP that would be a benefit I would have. It leads to sharpening my skills as a Collaborative professional. There's a wonderful aspect of being part of something that is greater than yourself.

[Quote from a member on the benefit of IACP involvement.]

LOOKING AHEAD WITH GRATITUDE

This year wasn't just about progress—it was about purpose. From strategic decisions to shared celebrations, every step forward was fueled by you—our members, our movement, our why.

Thank you for showing up, speaking up, and standing for something better.

Here's to more action, deeper connection, and **a future we build—together.**

APPENDIX **A**

BOARD OF DIRECTORS AND STAFF

[MARCH 31, 2025]

PRESIDENT

Selina Trigg, LL.B, Christchurch, New Zealand

PRESIDENT-ELECT

Robert Arthur, JD, Wisconsin, US

PAST PRESIDENT

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TREASURER

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Randy Heller, PhD, New York, US

Tricia Peters, MA, MPAcc, CFP, Victoria, Australia

Elaine Silver, JD, Florida, US

Rajashree Suppiah, LLB, Kuala Lumpur Malaysia

IACP STAFF

EXECUTIVE DIRECTOR

K. Malaika Walton, CAE

SENIOR MANAGER OF MEMBERSHIP OPERATIONS

Dolores Puppione

OPERATIONS MANAGER

Shannon Grossi

ADMINISTRATIVE ASSISTANT

Jasmine Polk

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OUR VISION

We envision a world in which all dispute resolution is collaborative, compassionate, and constructive.



OUR MISSION

We unite and empower a global network of professionals who are dedicated to transforming conflict resolution using the principles of Collaborative Practice.



OUR PILLARS

Through Collaborative Practice, we:

- › help people in conflict make informed decisions that meet their needs and goals.
- › provide resources to facilitate holistic solutions that address the emotional, financial, and legal aspects of disputes.
- › customize conflict resolution methods to meet the specific situation and needs of everyone involved.
- › keep communication open during the resolution process to build trust and understanding.

In line with the IACP mission, we are committed to creating a community that:

- › is inclusive of diverse perspectives, in recognition that we create a stronger Collaborative Practice model and professional community when we embrace the breadth of experience and insight from all.
- › upholds high standards of competence and ethics, ensuring reliability and professionalism in every interaction.
- › uses interdisciplinary teams to empower and support individuals to reach their own agreements with a focus on their short and long-term well-being.
- › shows perseverance and commitment to finding solutions, even in challenging and complex situations.
- › protects the privacy and confidentiality of all people involved.
- › promotes respectful and constructive communication.

OUR GOALS

To accomplish its mission, IACP will pursue strategies to:

- 1 Be the Standard Bearer of Collaborative Practice.**
- 2 Be the Nexus of an inspired, empowered and thriving international community of Collaborative Practitioners.**
- 3 Establish Collaborative Practice as the preeminent option globally for peaceful dispute resolution.**
- 4 Be an organization distinguished by strong leadership, productive systems, and adaptive structures.**

OUR GOALS AND STRATEGIES

1**Be the Standard Bearer of Collaborative Practice**

STRATEGIES

- › IACP will refine and uphold the framework for ethical and professional conduct of Collaborative Practice professionals.
- › IACP will create compelling education and career development resources built around core competencies for the profession, positioning IACP as the preferred source of knowledge for Collaborative Practice globally.
- › IACP will recognize and promote excellence in Collaborative Practice.
- › IACP will provide the venues and tools for Collaborative Practitioners to share methods and models for Collaborative Practice.

2**Be the Nexus of an inspired, empowered and thriving international community of Collaborative Practitioners.**

STRATEGIES

- › IACP will identify and remove barriers to participation in association activities for global and diverse peoples.
- › IACP will champion innovation and expression of cultural differences in application of the core principles of Collaborative Practice.
- › IACP will support the growth of Collaborative Practice communities globally.
- › IACP will build an accessible, welcoming, and inclusive international Collaborative Practice community.
- › IACP will recruit and retain membership globally.

3**Establish Collaborative Practice as the preeminent option globally for peaceful dispute resolution.**

STRATEGIES

- › IACP will develop advocacy campaigns to build professional and public awareness of the Collaborative Practice option for consensual dispute resolution.
- › IACP will demonstrate commitment to advancing the adoption and implementation of the Uniform Collaborative Law Act (UCLA) throughout the United States.
- › IACP will foster partnerships and relationships with local, regional, and international organizations that share aspects of our mission and principles.

4**Be an organization distinguished by strong leadership, productive systems, and adaptive structures.**

STRATEGIES

- › IACP will cultivate a dynamic and diverse volunteer leadership pipeline by identifying and engaging emerging leaders who represent the international and diverse communities of our membership.
- › IACP will build financial stability by developing non-dues revenue streams and strengthening member retention and growth processes.
- › IACP will enhance its governance model so that volunteer leadership and staff responsibilities are clear, and decisions are made in a thoughtful and deliberative manner.
- › IACP will foster a culture of continuous learning, by developing a staff training program to enhance skills, improve performance, and align with organizational goals.

APPENDIX **C**

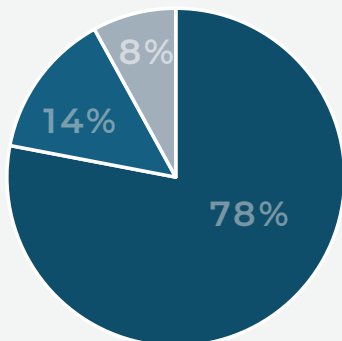
FINANCIAL SUMMARY FOR FY 25

A MESSAGE OF GRATITUDE

Thanks to the generosity of our members, donors, and partners, we ended the fiscal year on a healthy financial footing. Your support allowed us to strengthen programs and build community networks, investing in the future of Collaborative Practice worldwide.

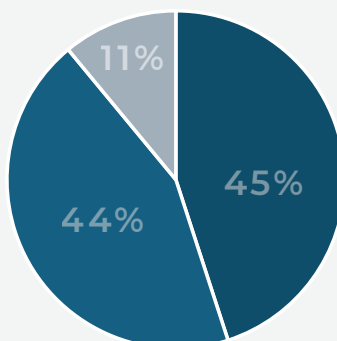
REVENUE BREAKDOWN

- MEMBERSHIP DUES | 78%
- DONATIONS | 14%
- VIRTUAL EDUCATION | 8%

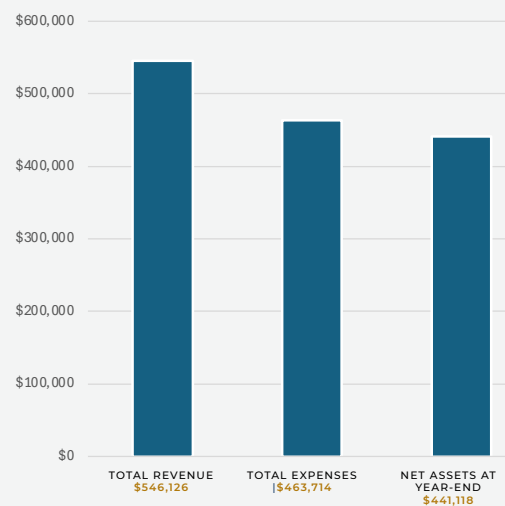


EXPENSES BREAKDOWN

- PROGRAMS & MEMBERSHIP SERVICES | 45%
- GENERAL AND ADMINISTRATIVE | 44%
- FUNDRAISING | 11%



KEY FIGURES



TRANSPARENCY AND ACCURACY

We are committed to stewarding resources responsibly. A full set of audited financial statements is available upon request.

APPENDIX **D**

IACP MEMBERSHIP BY COUNTRY

MARCH 31, 2025

IACP MEMBERSHIP BY COUNTRY

