



International
ENNEAGRAM
Association

*Creating spaces to learn and connect
through the Enneagram*

2021 IEA Annual Report



2021 was a pivotal year for the IEA.

As the Coronavirus pandemic continued for a second year, we learned to connect and experience Enneagram learning and community in new and exciting ways. We also took time to step back and consider what was needed for the IEA to grow and thrive in the future, meeting new challenges and looking to a more inclusive, expansive and deeply engaged Enneagram community.

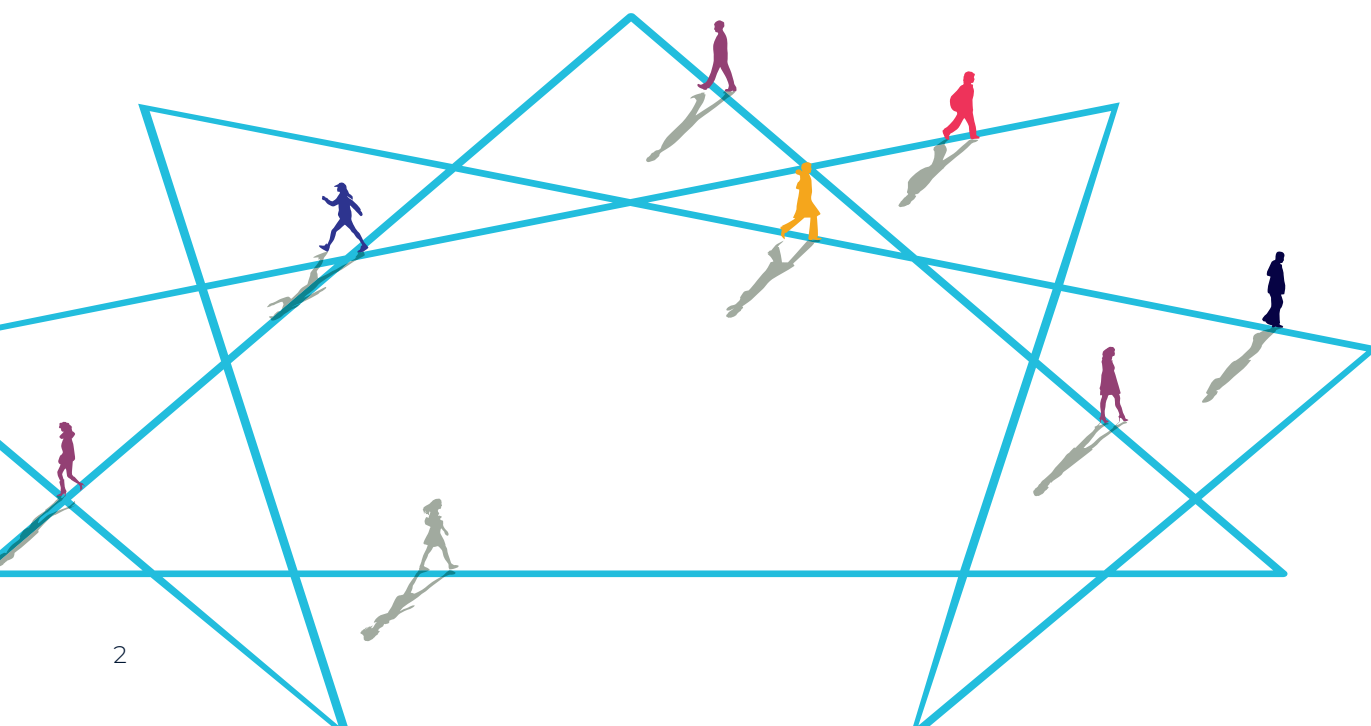
For the first time, we held our July global conference online. While we missed being in each other's physical presence, the online format enabled far more people to attend the conference and allowed us to provide translation into four additional languages to better serve and include members of our international community.

We also included a Discovery Track, pairing up-and-coming Enneagram teachers with seasoned mentors. The affordable price and Enneagram basics teachings were very popular both for those new to the Enneagram and for long-term IEA members who were delighted to experience teachings by some fresh new voices! With a conference theme of "Reaching Across", panel discussions featured intergenerational dialogue and delved into issues of race and inclusivity, exploring how we can use the Enneagram tool to understand and accept each other in all our diverse humanity.

Also in 2021, the IEA Global Board undertook an assessment of the IEA's organizational needs. For over 25 years, the IEA has relied on the efforts of a volunteer working board to accomplish its goals and fulfill its mission. We have been blessed with the services of a wonderful contracted administrative team led by Sandy Hatmaker who ably serves the needs of our members and accredited professionals and programs. As the IEA has grown, so have the demands and the opportunities presented by an increasingly connected digital world! The Board determined that it was time to hire an Executive Director to provide the needed strategic leadership for the IEA's future. I am honored to be serving as Interim Executive Director helping ready the organization for this transition as we search for our new Executive Director to begin in 2022.

Our community shares a commitment to depth and integrity in the teaching and use of the Enneagram and to becoming more diverse, welcoming, and truly international. Together, we celebrate all we have achieved and look forward to a bright future building on a solid foundation!

Carla Smith
Interim Executive Director



2021 ACHIEVEMENTS

In 2021 we successfully grew and expanded in new, exciting and more inclusive ways. And we made decisions to invest in our organization in ways that will ensure a bright, sustainable and more truly international future.

Here are some of the 2021 IEA achievements we are celebrating:

2021 Online Global Conference

The Global conference in July 2021 was our first ever online conference. With over 850 attendees from 47 countries, it was our most diverse and international conference yet! There were 85 presenters with sessions available live and through video recordings to accommodate time zones around the world. And, thanks to a generous bequest previously received from a member who is passionate about increasing our international accessibility, we were able to offer for the first time closed caption translation into four additional languages. The addition of a Discovery Track at an attractive low price increased accessibility and offered a broad set of basic Enneagram teachings, pairing new voices with long-time professionals. Through generous donations to the IEA scholarship fund, we were able to offer scholarships to 110 individuals from 22 countries to attend the full conference or the Discovery Track!

Growth in Membership and Member Benefits

IEA global membership grew significantly in 2021 to 1444 total members, a 44% increase from the end of last year! This was due in large part to the very well-attended global conference. It was also aided by a change in the monthly IEA Live offering which was made free for members as a benefit following the conference. We also welcomed a record number of 8 new Lifetime Members! Our online magazine www.IEANinePoints.com was redesigned and updated in the fall of 2021, providing a more attractive and engaging place for our Professional Members to post Articles and Events and to advertise through Spotlight ads.

Organizational Transition

One of the most significant decisions the IEA made during 2021 was to invest in our future by hiring a full-time Executive Director. For over 25 years the IEA global Board has been a working board of volunteers. With the pace of change accelerating, the increasing demands of an inter-connected and digital world, the growing size of our organization, and the increased professionalism and size of our programs, particularly the Accreditation and Ethics programs, the Board determined to take this step to ensure our sustainability and to provide the needed platform for growth to achieve our strategic goals. Our successes in recent years have allowed us to build sufficient financial reserves to make this investment in the IEA's future possible at this time.

Outreach and Inclusion

In addition to offering translation and a record number of scholarships for the global conference, panels were including addressing race and inter-generational dialogue. More than half of our global Board is now from outside the United States. Recognizing that in order to advance diversity, equity and inclusion in our community we must also continually do our own work, we included implicit bias training in our global Board meetings. We also offered a fall workshop, the *Union of Practice and Service*, on a pay-what-you-can model. And we welcomed two new Affiliates, IEA India and IEA Georgia (Caucasus).

INCOME AND EXPENSES

Total Income:
\$309,137

Total Expenses:
\$211,979

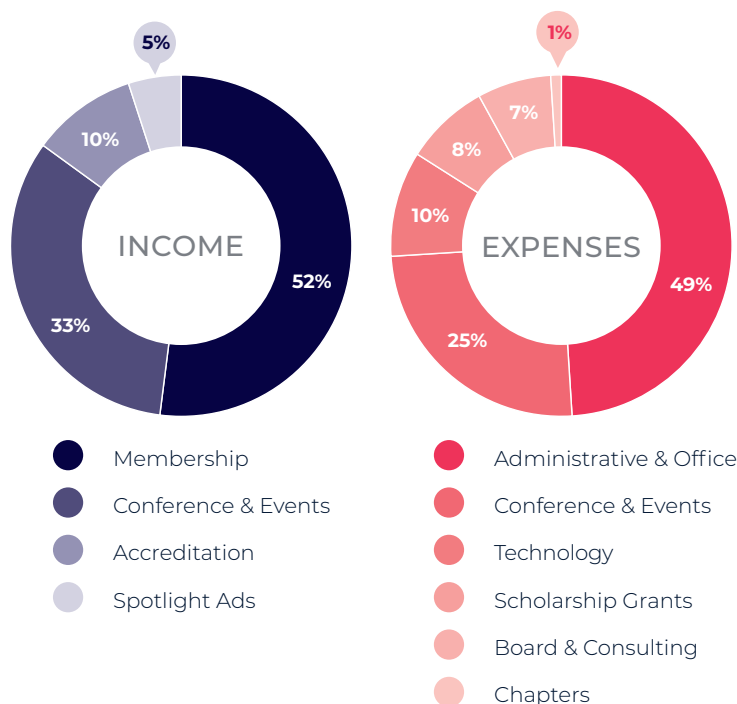
Total Net Income:
\$ 97,158

Overview of Financial Results:

The online format of our 2021 IEA Global Conference enabled over 850 participants from 47 countries to attend. With the benefit of generous donations received in prior years funding the cost of translation and enabling us to grant a record number of scholarships, we realized a significant net profit from the conference. Increases in income from Membership and Accreditation, as well as the reduced costs of administration and Board expenses, also contributed significantly to positive Net Income of \$97,158 for the year.

Income from conferences and events

The IEA Global Conference and other events held during the year generated a combined total of \$51,611. In addition to the online conference in July, monthly IEA Live presentations were held throughout the year on Zoom. Following the conference, IEA Live presentations were made free for IEA global members with a registration fee for others. The October 2021 workshop, *Union of Practice and Service*, was offered on a pay-what-you-can donation basis with many of the presenters donating their time. Profits from these events do not reflect the cost of translation or conference scholarships, both of which were paid for with funds donated in prior years and designated specifically for these purposes.



Growth in Income from Membership and Accreditation

Membership income increased by 42% over 2020 to \$164,862, including \$28,000 received from new Lifetime memberships. Accreditation income increased by 55% over 2020 to \$30,200, reflecting both growth in the program and the cyclical nature of the biennial Accredited Professional renewals.

Reduced administrative expenses

The global Board did not meet in person during 2021 due to the pandemic, which saved significantly on travel expenses. Even with the expense of consulting fees in connection with the organizational transition, overall office and administration expenses decreased over the prior year. Technology costs remained essentially flat year-over-year as costs incurred for the redesign of IEANinePoints were spread over two years.

Net Assets at December 31:

Beginning Net Assets	+	Dedicated Funds*	+	2021 Net Income
\$349,735		\$ 94,041		\$ 97,158

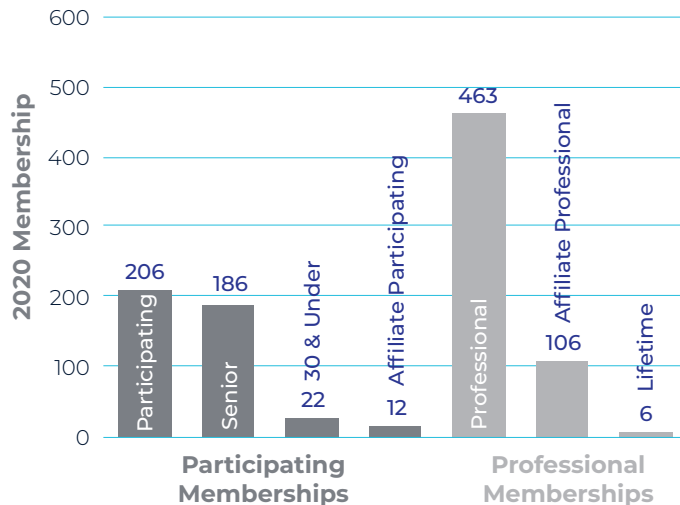
Net Assets at Year-end:
\$540,934

* Previously donated funds dedicated for internationalization and scholarships



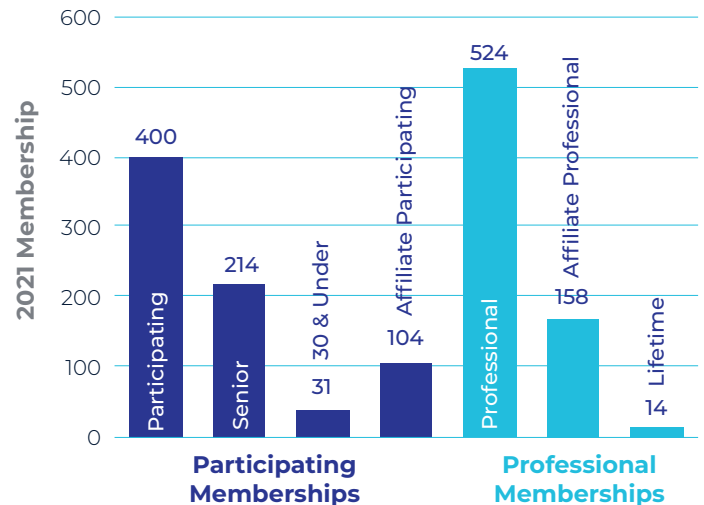
MEMBERSHIP AND ACCREDITATION

2020 Membership



**2020 Total IEA
Global Membership**
1,001

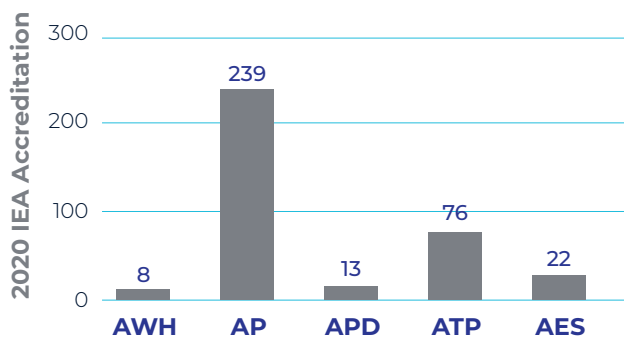
2021 Membership



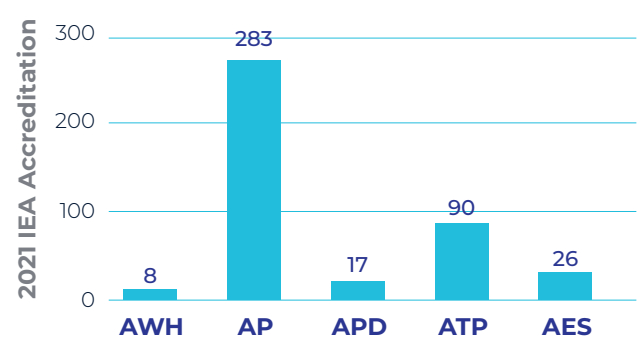
**2021 Total IEA
Global Membership**
1,444

In 2021, IEA Affiliates and Chapters around the world reported a total of 2,842 members, including those who are members only at the local level.

2020 Accreditation



2021 Accreditation

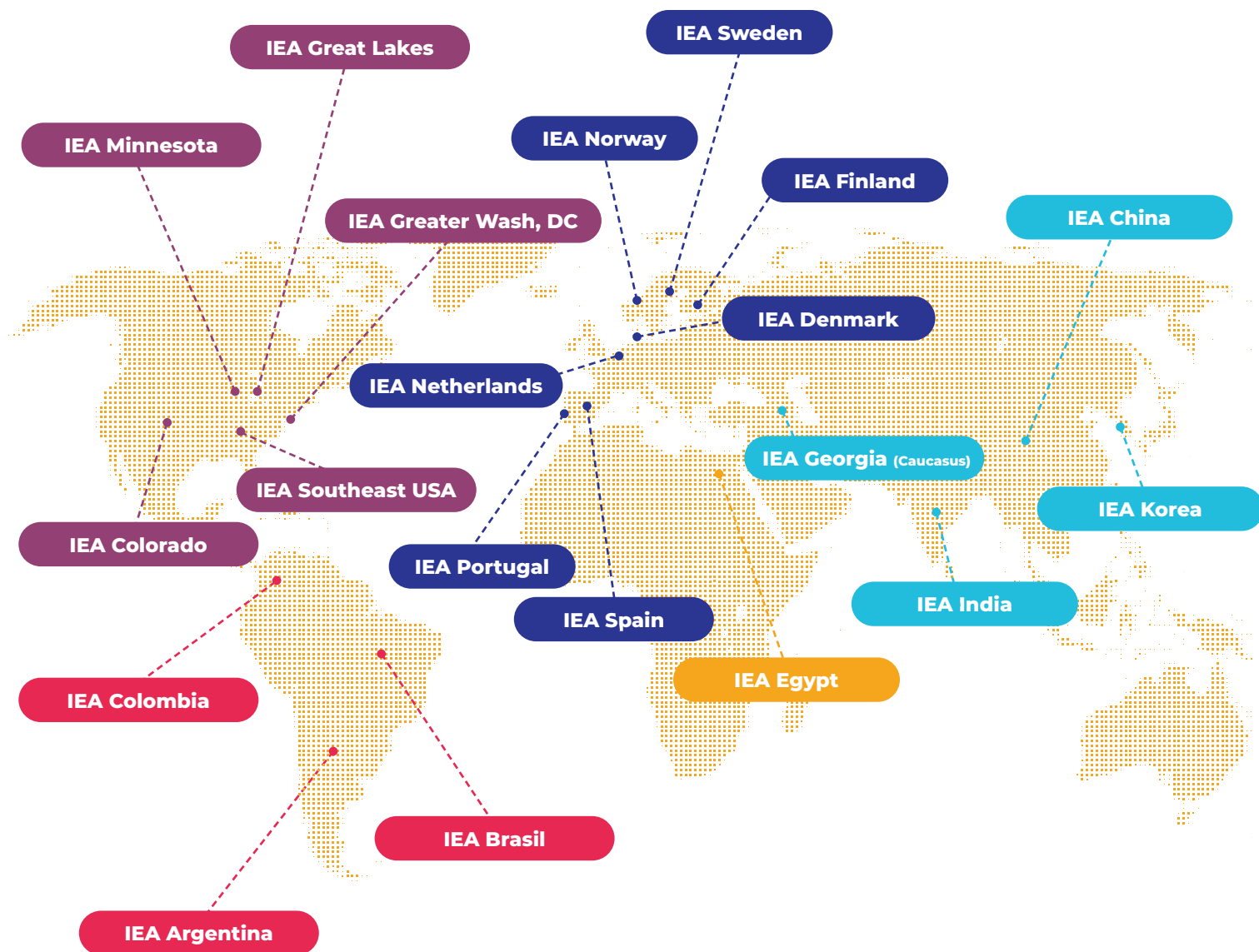


Accreditation Categories

AWH: IEA Accredited with Honor, AP: IEA Accredited Professional,
APD: IEA Accredited Professional with Distinction,
ATP: IEA Accredited Training Program, AES: IEA Accredited Enneagram School

AFFILIATES & CHAPTERS

We now have 20 Affiliates & Chapters around the World, including new Affiliates formed during 2021 in India and Georgia (Caucasus).



GLOBAL BOARD & STAFF

Board



San Francisco, CA
USA

**Trent
Thornley**
President



Cairo
Egypt

**Tamer
Zanaty**
Vice President



Mexico City
Mexico

**Talía
Guerrero
González**
Treasurer



Montreal, QC
Canada

**Chloé
Keric-Eli**
Secretary



Copenhagen
Denmark

**Annabella
Al-Nafusi**



San Diego, CA
USA

**Stephanie
Davis**



Fresno, CA
USA

**Deborah
Threadgill
Egerton**



Barcelona
Spain

**Montse
Fernandez**



Oslo
Norway

**Tom Erling
Johansen**



Cordoba
Argentina

**Matías
Maceira**



Decatur, GA
USA

**Lynda
Roberts**



Memphis, TN
USA

**Milton
Stewart**

Staff



Maple Plain, MN
USA

**Carla
Smith**
Interim Executive
Director



Cincinnati, OH
USA

**Sandy
Hatmaker**
Association
Administrator



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