

# Planning and Financial Update

**06 October 2020** 

### **Webinar Information**



This session is recorded.



This session is scheduled to last 1.5 hour.



#### Presentation is published here:

https://69.schedule.icann.org/meetings/addHduMjKbH9Ezdbg#/?limit=10&sortByFields[0] =isPinned&sortByFields[1]=lastActivityAt&sortByOrders[0]=-1&sortByOrders[1]=-1



Q&A will be during and at the end of the presentation



### **Opening Remarks**



**Xavier Calvez** 

SVP Planning & Chief Financial Officer



### **Agenda**

- ICANN Planning Overview and Processes
- ICANN New Planning Department and "Planning at ICANN" Operating Initiative
- FY22 Planning Processes:
  - Strategic Planning
  - Operating Planning
  - Overall Timeline and Community Engagement Opportunities
  - Funding Assumptions and Process
  - 5-Year Financial Plan and 1-Year Budget Assumptions
- Financial Updates
- Q&A



### **ICANN Planning Overview and Processes**



**Becky Nash** 



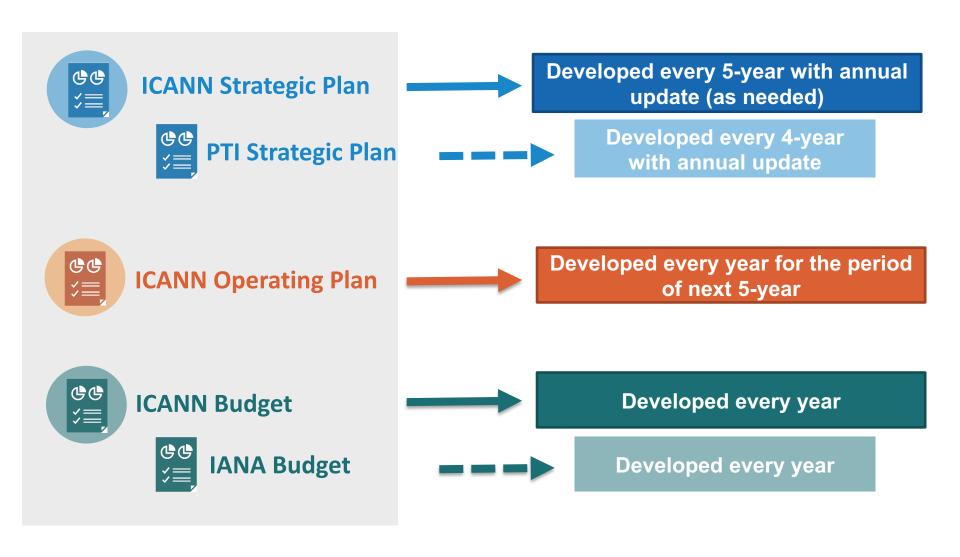
### **Planning Process & Documents**



5-Year Operating & Financial Plan and Annual Operating Plan & Budget

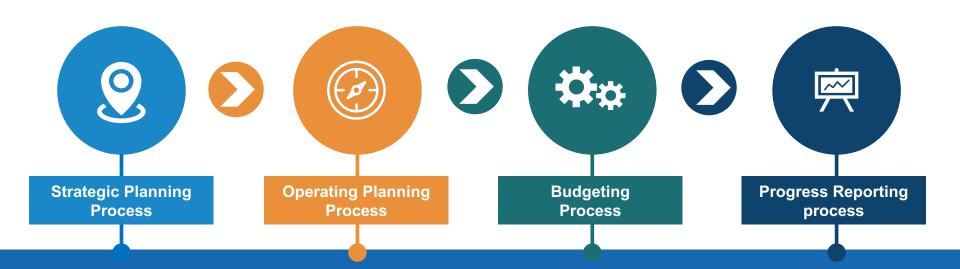


### **Bylaws Requirements**





### **ICANN Planning Processes Overview**



The process of defining ICANN's strategic direction, including its mission, vision, Strategic objectives and goals.

The process of determining key initiatives (Operating Initiatives) and what each functional area plans to do (Functional Activities), to achieve the strategic plan.

The process of allocating resources to planned activities, and prioritize activities as needed.

The process of explaining the achievement via a series of mechanisms.



# ICANN New Planning Department and "Planning at ICANN" Operating Initiative



**Becky Nash** 



### **Introduction to New Planning Department**

- In July 2020, a new Planning Department was formed to lead all planning activities across ICANN and to prioritize and organize ICANN's activities with all participants in the ICANN ecosystem (org, Board, and community).
- The long-term objective of the Planning department is to continuously develop the effectiveness of the organization through adequate planning and measurement of the delivery against the plans.
- The creation and evolution of the planning department will accomplish one of the Operating Initiatives, which will contribute to achieving the FY21-25 Strategic Plan.



### Planning at ICANN Operating Initiative Overview

- Planning at ICANN is one of the 15 Operating Initiatives included in ICANN org's Adopted Operating and Financial Plan for Fiscal Years 2021–2025
- Strategic goal and its targeted outcomes Supported:
  - Strategic goal: Implement a five-year Financial Plan that supports the five-year Operating Plan. Among the various targeted outcomes of this Strategic Goal, this Operating Initiative help to bring focus on developing processes and tools in place to effectively prioritize and periodically reprioritize its (ICANN's) work; and, community's engagement in prioritization and decisions about affordability measurably increases.
  - Strategic goal: Manage operations and their costs to optimize the effectiveness and efficiency of ICANN's activities. Among the various targeted outcomes of this Strategic Goal, this Operating Initiative help to bring focus on prioritizes its (ICANN's) activities to deliver its mission in the global public interest in the most cost-effective way.



### Planning at ICANN Prioritization

- The FY22 planning process is currently on-going with the objective of proposing to the community an Operating Plan which includes progress intended on a number of activities that pertain to the entire workload of the org, Board and community.
  - A draft plan will be developed and proposed by the org reflecting a certain scenario of prioritization.
  - A key deliverable is ICANN's Community-led activity Roadmap
- Separately, a methodology and process for the prioritization of ICANN's work needs to be developed collaboratively with org, Board and community, for implementation through annual planning cycles.
  - Target collaborative process to be carried out on an on-going basis to plan and perform ICANN's work.
  - The methodology and process needs to be designed, tested (with a pilot) and implemented with community and board involvement and org support throughout every phase.



# **FY22 Planning Process**

### Strategic Outlook and Strategic Planning



**Nathalie Vergnolle** 



### Introduction to Strategic Planning at ICANN

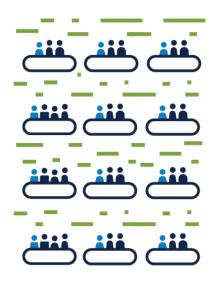
The purpose of strategic planning is to set out the long-term strategic objectives for the organization, reflecting the ICANN mission and vision.

- A fundamental part of ICANN's governance, mandated by the organization's <u>Bylaws</u>.
- A core element of ICANN's three-fold planning process cycle, namely a 5-year Strategic Plan, 5-year Operating Plan, and the Annual Plan and Budget process.
- The current <u>Strategic Plan for fiscal years 2021 to 2025</u> came into effect on 01 July 2020. It was <u>adopted</u> by the Board on 23 June 2019.
- The strategic planning process starts with a yearly identification and analysis of trends that affect ICANN.



### Strategic Outlook Trends Identification & Analysis

Process repeats annually





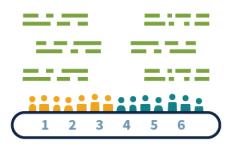
#### **NETWORK TEAM**

Consolidate the trends and prioritize



#### **EXEC TEAM**

Confirm trends & prioritization



#### **EXEC TEAM**

#### & BOARD

Assess impacts of trends and shifts, and Make strategy & tactical decisions

#### **ORG & COMMUNITY**

Functions & Regions / SO/AC Groupslevel workshops Identify trends and impacts on ICANN An annual process to ensure ICANN has a consistent way to:

- Identify and track trends
- Prepare for opportunities
- Mitigate or avoid challenges
- Inform strategic & operational planning and prioritization



### 2020 Strategic Outlook Trend Sessions

### 21 strategic outlook sessions

- 6 stakeholder group sessions: GAC, GNSO Council, IPC, SSAC + 2 cross-community sessions
- 15 org departmental & regional sessions

### 398 participants

- 77 community members
- 321 staff members



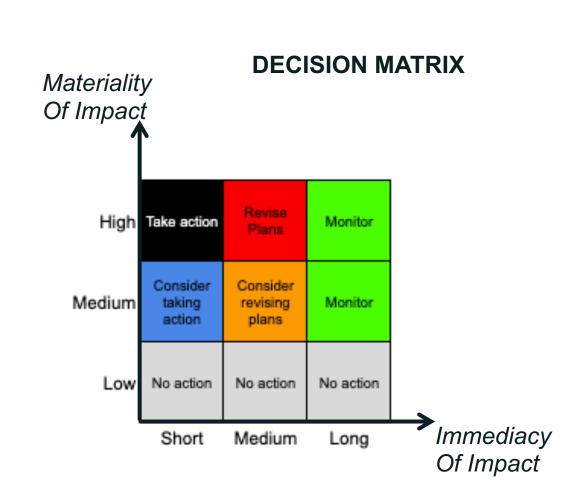
#### 1853 data elements collected

- 889 trend statements
- 497 risks or threats
- 467 suggested actions or opportunities



### **Trend Impact Assessment Methodology**

- 1. Identification of **notable shifts** in trends or new trends and their **impacts on ICANN**
- 2. Determination of the materiality and the immediacy of the impacts of the trends identified
- 3: Rationalization of the decisions to update the plans or other decisions using a materiality/immediacy decision matrix
- **4:** Decision of strategic or tactical opportunities





### **Preliminary conclusions & next steps**

- The Strategic Planning Board Working Group will present its recommendations to the Board in the next few weeks:
  - On the basis of the work to-date, **no changes to the ICANN strategic plan** for fiscal years 2021-2025 are expected to be recommended.
- Findings on trends and their impacts on ICANN, as well as opportunities they represent and resulting proposed planned activities, will be documented in the Draft FY22-FY26 ICANN Operating Plan that will be posted for Public Comment in December of this year.



# **FY22 Planning Process**

### Operating Planning



**Victoria Yang** 

### **Operating Plan Overview**

The Operating Plan includes description of the major work ICANN org will undertake to achieve its Strategic Plan, operate the organization and implement its mission and mandate.

#### Functional Activities (35 in 5 groups)

#### Activities of the Functions to:

 Operate the organization, such as Human Resources or Finance

#### or

 Implement ICANN's mission and mandate, such as Contractual Compliance or the IANA.

#### **Operating Initiatives (15)**

The efforts of the Functions that focus directly on achieving the Strategic Plan.

Some are not new but continued efforts toward key strategic directions.



### **Operating Plan Structure**

Technical and DNS Security

Policy
Development and
Implementation
Support

Community
Engagement and
Services

**ICANN** Org Governance

**ICANN Shared Services** 

Operating Initiatives - 15 Functional Activities – 35 in 5 Service Groups



### 5-Year Operating Plan and 1-Year Operating Plan

All Functional Activities and Operating Initiatives are described with their purpose, activities, alignment with the strategic plan, resources, considerations (risks, dependencies, challenges) and progression/ milestones.

# FY22-FY26 Operating Plan

- Content is high-level over the 5-Year horizon.
- Resource planning is high-level
  "Stable" "Increase" or
  "Decrease", with projection of when (Fiscal Year) the changes are expected.
- Progression/ Milestones are high-level roadmaps.

#### FY22 Operating Plan

- Content is more detailed with focus on FY22.
- Resource planning is at detailed level using budget templates.
- Progression/ Milestones are roadmaps in FY22 with applicable targets and measurement.



### Planning Assumptions and Approach

1 Affordability Assumption

Draft plans will be based on the "base" scenario funding projections

Recurring Work
Continues

Majority of ICANN org's work recurs year over year:

- needed for organization operations, or
- to support ICANN's mission and mandate.
- mphasizing Major Work & Deltas
- Operating Initiatives Major work to achieve the Strategic Plan.
- Functional Activities New or changed activities, (Delta), indicated with Δ in the draft plan.

4

Dependency

The Draft Plan will include high-level description of work under discussion with the community, such as:

- New gTLD "Subsequent Procedures" PDP,
- New gTLD auction proceeds,
- Reviews, e.g. CCT, RDS.

Specific implementation plans and timing will be in future updates of the 5-year O&FP and annual plans, upon Board's decisions triggering org actions.

5 Rolling 5-Year O&FP

The 5-year Plan will be updated annually and roll forward one year.



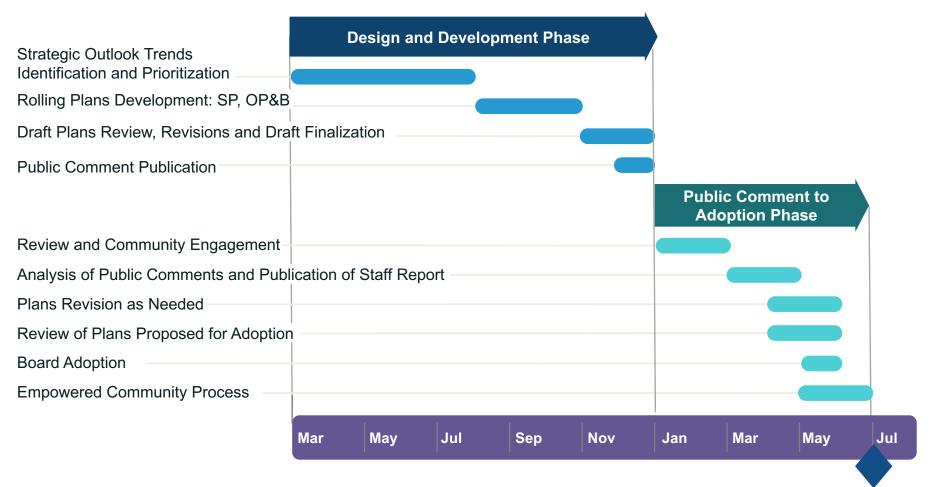
## **FY22 Planning Process**

Overall Timeline and Community Engagement Opportunities



**Becky Nash** 

### **High Level Planning Timeline**



 An assessment of the timing of each step is underway for future cycles

The current year timeline is more than 10 + months

Jul 1

Next Fiscal Year

– Plans in Effect

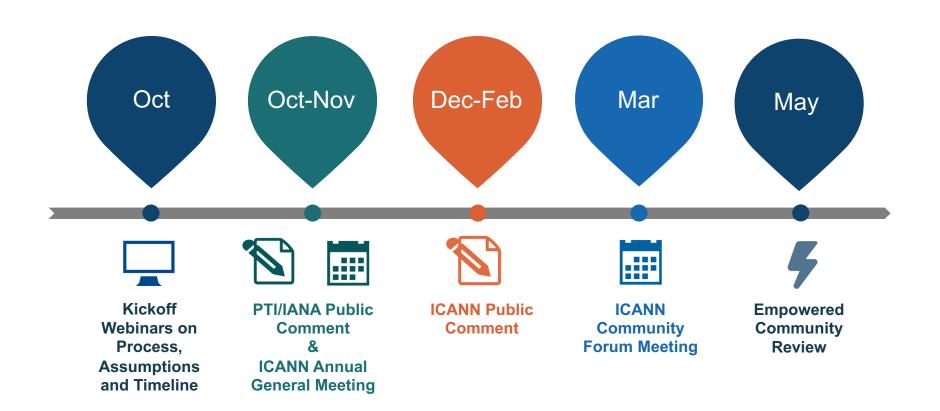


### **Total ICANN FY22 Planning Timeline – Key Dates**

Step	Dates	Action By	Note
✓ FY22 Planning Kickoff	27 Aug 2020	ICANN org	FY22 Planning Process and Timeline
ICANN 69 Planning Webinar	6 Oct 2020	ICANN org/Community	FY22 Planning Process
Additional Budget Request Submission Period	9 Nov 2020 – 29 Jan 2021	ICANN Community	Submit to planning@icann.org
BFC Reviews Draft Plan for Publication	5 Dec 2020	ICANN BFC	
ICANN Public Comment Period	17 Dec 2020 – 08 Feb 2021	ICANN org	54 Days including 7 days for Year End
Community Webinar	Early/Mid Jan 2021	ICANN Community	
ICANN Staff Report on Public Comment Published	18 Mar 2021	ICANN org	Staff Report Published
BFC Recommends to the Board Adoption of Plans	5 April 2021	ICANN BFC	
ICANN Board Adopts	6 May 2021	ICANN Board	Target to allow for EC Review Period
Empowered Community(EC) Process	7 May – 7 Jun 2021	EC Decisional Participants	The Plans are in effect at the start of the Fiscal Year.



### When can community members participate?



### We are seeking your input!



# **FY22 Planning Process**

### Funding Assumptions and Process



**Mukesh Chulani** 



### **ICANN's Funding Forecast Approach**

• ICANN's funding projections are developed through the following activities:









### **Marketplace Horizon Scan**

	FY15 Actual	FY16 Actual	FY17 Actual	FY15-17 CAGR (%)	FY18 Actual	FY19 Actual	FY20 Actual	FY18-20 CAGR (%)
# of Transactions (in Millions)	158.5	184.9	183.1	5%	187.0	192.9	205.5	3%
Legacy gTLDs – Total	151.2	161.5	160.9	2%	164.5	170.0	173.1	2%
New gTLDs – Total	7.3	23.4	22.2	45%	22.6	22.9	32.4	13%
New gTLDs - Billable	6.0	18.1	18.6	46%	19.5	19.8	29.3	15%
% of Billable New gTLDs vs. Total New gTLDs	82%	77%	84%		86%	87%	90%	
% of Total New gTLDs vs. Total	5%	13%	12%		12%	12%	16%	
% of Legacy vs. Total	95%	87%	88%		88%	88%	84%	

# of Contracted Parties (End of Year)	2,245	3,201	4,188	23%	3,703	3,680	3,651	0%
Legacy gTLDs <sup>1</sup>	18	18	18	0%	18	18	18	0%
New gTLDs	683	1,052	1,218	21%	1,218	1,203	1,184	-1%
Registrars	1,544	2,131	2,952	38%	2,467	2,459	2,449	0%



Notes:

<sup>&</sup>lt;sup>1</sup> Corresponds to Legacy TLDs having contracts with ICANN.

### **Marketplace Horizon Scan**

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### Formulation of Assumptions: Sample



#### **Excerpt of Marketplace Horizon Scan Finding**

"The experience as of the first half of 2020 shows that domains under management have been stable, and in some cases has increased slightly. These trends, however, are uneven. A common question is whether this current period of resiliency represents simply a delayed reaction, with bigger impacts likely unfolding in the months to come....."

#### Formulation of Assumptions (Qualitative)

The extent to which COVID-19 contributes to slower growth or even contractions of economies or shifts previous face-to-face activities to online interactions are all key questions. At present, uncertainty remains high.



At the 'base-case' and 'high' funding scenarios, domain name transaction volumes will continue to grow, albeit at varying levels. The 'low' scenario factors a decline in transaction volumes. The 'low' funding scenario will also feature fewer total accredited registrars, while the 'base-case' and 'high' funding scenarios will depict a flat-to-slight increase in this base. The total count of gTLD registry operators will decline across all scenarios, albeit at varying levels.

#### Formulation of Assumptions (Quantitative)

**Low Scenario** 

**Base Case** 

**High Scenario** 

New gTLD transaction volume and growth trendline Legacy gTLD transaction volume and growth trendline Size of contracted party base



# **FY22 Planning Process**

5 Year Financial Plan and 1 Year Budget Assumptions



**Alex Morshed** 



### Five-Year Financial Plan and One-Year Budget

- The Five-Year Financial Plan is developed to support the Five-Year Operating Plan. The Five-Year Operating Plan is reviewed and developed on an annual basis.
- The Five-Year financials are a high-level overview of ICANN org's financial assumptions. The anticipated numbers will shift as more information becomes available and will be adjusted accordingly. This also allows for activities to be reprioritized based on the current environment, which will undoubtedly shift and evolve over the course of the five-year period.
- The Five-Year financials will be supplemented by ICANN org's annual plans and budgets, which will provide more detailed financial information for the respective year.



### Five-Year Financial Plan Funding and Expense Assumptions

- The Five-Year Financial Plan will provide "base", "low" and "high" scenario funding. The Operating Plan will be developed using the base scenario funding projections
- The Five-Year Financial Plan will include a planned annual contribution to the Reserve Fund
- The headcount is expected to remain relatively stable through the five-year period
- The Five-Year Financial Plan will be a balanced budget where expenses, plus planned contributions to the reserve fund, will not exceed funding



#### **FY22 Budget Assumptions**

- The ICANN budget will be balanced; projected expenses will not exceed projected funding
- Only activities supporting the implementation of Board-approved policies or review recommendations are specifically included in the budget
  - Implementation activities for policies or review recommendations not yet approved by the Board will be scheduled, if and when approved by the Board
- The ICANN budget will continue to include funds for contingency
  - Contingency is an amount included in the budget, but not allocated to specific activities. This allows for the flexibility to cover the difference between projected and actual costs, expenses impossible to forecast such as litigation costs, or activities that have been confirmed for implementation by the Board after the budget was finalized.



#### **FY22 Budget Assumptions (continued)**

- There continues to be uncertainty around the pandemic and the impact it may have on ICANN's Funding and Operations
- Funding is still being assessed but is expected to grow modestly from the FY21 Budget projection
  - Funding will include a contribution from Verisign to support ICANN's efforts to preserve and enhance the security, stability, and resiliency of the DNS
- Headcount is budgeted to end at 410, similar to current staffing levels
- Travel is assumed to be comparable to levels prior to FY20
  - FY22 Budget assumes 3 face to face ICANN Public Meetings
  - Funding for ICANN constituents is projected at levels prior to FY20
- Replenishing the Reserve Fund will continue to be a priority
- The Budget will include funds for Additional Budget Requests (ABR)



#### **Additional Budget Request Overview**

The Additional Budget Request process pertains to a dedicated part of the overall ICANN annual budget that is set aside to fund specific requests from the community for activities that are not already included in the recurring ICANN budget.

#### **Assessment Process:**

- Allocating available resources to those requests which, on their face are directly and demonstrably related to current ICANN policy development, advisory and technical work
- Addressing capacity development objectives through encouraging collaboration with ICANN's Public Responsibility Support and Global Stakeholder Engagement teams, including development of materials that can be used for online (rather than face-to-face) training
- Considering the availability of resources, both financial and staff, to support the individual and collective requests submitted in an equitable and transparent manner
- For travel related requests, a primary consideration is to prioritize events taking place at an ICANN Public Meeting or other ICANN-organized meeting (e.g. the GDD Summit)



#### Additional Budget Request: FY22 Tentative Key Dates

Community Kick off and Submission period

9 November 2020 to 29 January 2021

SO/AC Consultations at ICANN 70

20 March 2021 to 25 March 2021

Notify SO/ACs of Publication

14 May 2021 to 17 May 2021

Publication on Website
17 May 2021



## **Financial Updates**

# Financial Reporting



**Shani Quidwai** 

#### **Agenda for Financial Updates**

- Future Updates, Quarterly Webinar
- Financial Accountability- Reporting
- FY20 Results
- FY21 Forecast



#### Planning/Financial Updates- Quarterly Webinar

- The ICANN Finance and Planning teams will host a quarterly webinar to review Financial and Planning information
- These webinars will be recorded and archived
- These webinars will generally be held 45 days after the end of a Financial Quarter
- More information will be provided regarding the dates and content

Fiscal Year Quarter	Quarter End Date	Estimated Meeting Date
Quarter 1	30 September	15 November
Quarter 2	31 December	15 February
Quarter 3	31 March	15 May
Quarter 4	30 June	15 August



#### **Financial Accountability- Reporting**

ICANN org reports results to the community in support of commitment to accountability and transparency.

#### Periodically, throughout the year

- Quarterly Financial Reporting
- Publication of the CEO Report
- ICANN Meetings travel reports

#### Annually

- Independent Auditors Report
- Annual Report
- Board Expenses
- ccTLD Contributions
- Funding by Source
- Operating Plan and Budget
- Tax Return (Form 990)
- ICANN org Remuneration Practices

Link to Financial Documents:

https://www.icann.org/resources/pages/governance/current-en



## **Financial Update**

**FY20 Financial Results** 



#### **FY20 Overview**

USD in millions Unaudited	FY20 Actual	FY20 Budget	Under / (Over) vs. FY20 Budget	FY20 Forecast*	Under/(Over) vs. FY20 Forecast
	Total ICANN Operations	Total ICANN Operations	ICANN Operations	Total ICANN Operations	ICANN Operations
Funding	\$140.7	\$140.1	\$0.6	\$137.5	\$3.2
Cash Expenses (1)	\$126.1	\$137.1	\$11.1	\$121.6	(\$4.4)
Excess/(Deficit) Before Contribution	\$14.6	\$3.0	\$11.7	\$15.9	(\$1.2)
Planned/Actual Reserve Fund Contribution	\$0.0	\$3.0	(\$3.0)	\$0.0	\$0.0
Net Operating Excess/(Deficit)	\$14.6	(\$0.0)	\$14.7	\$15.9	(\$1.2)
End of Period Headcount	387	408	21	392	5

<sup>1)</sup> Expenses exclude depreciation, investment income, and NgTLD Program historical development costs reimbursed to ICANN.



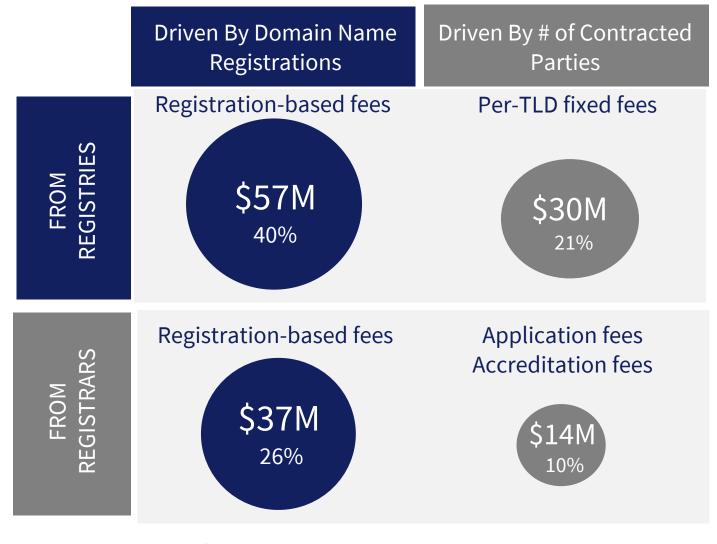
<sup>\*</sup>Communicated during April webinar

#### **FY20 Financial Results- Summary**

- Funding was \$140.7M or \$0.6M higher than budget primarily due to New gTLD transactions
  - Through June, funding has not been negatively impacted by the global pandemic
- Expenses were \$126.1M or \$11.1M lower than budget primarily due to:
  - Travel restrictions and savings from holding ICANN67 and ICANN68 virtually
  - Fewer positions than budgeted
  - Savings on administrative expenses from Regional Offices
- Net Excess was \$14.6M or \$11.7M higher than budget primarily due to lower than planned expenses
- Funds Under Management increased by \$15.8M versus prior year
  - Increase primarily due to net excess and investment gains despite market volatility from the global pandemic
  - Significant progress has been made with the Reserve Fund, our year end balance of \$123M was nearly equal to our expenses for the year



#### **FY20 (Jul 19 – Jun 20) Funding**



Other Income: \$3M, 2%

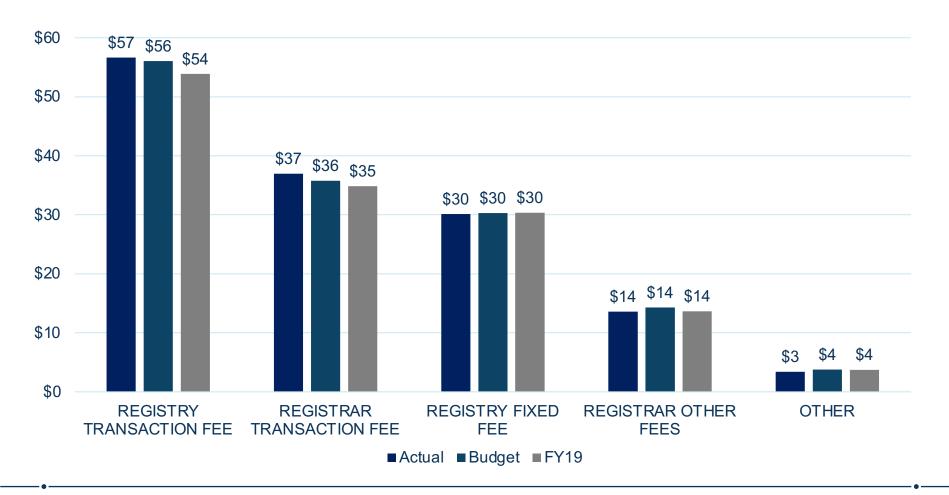
Total Funding: \$141M



### FY20 (Jul 19 – Jun 20) Funding vs Budget & FY19

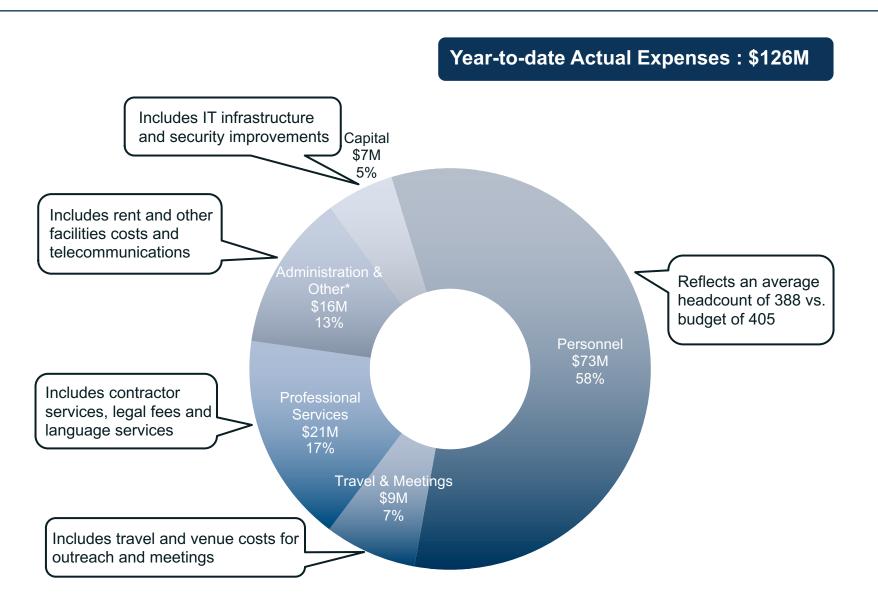
Funding slightly higher than Budget due to higher than planned transaction fees

Actual: \$ 141M Budget: \$ 140M FY19: \$ 137M





#### FY20 (Jul 19 – Jun 20) Operating & Capital Expenses

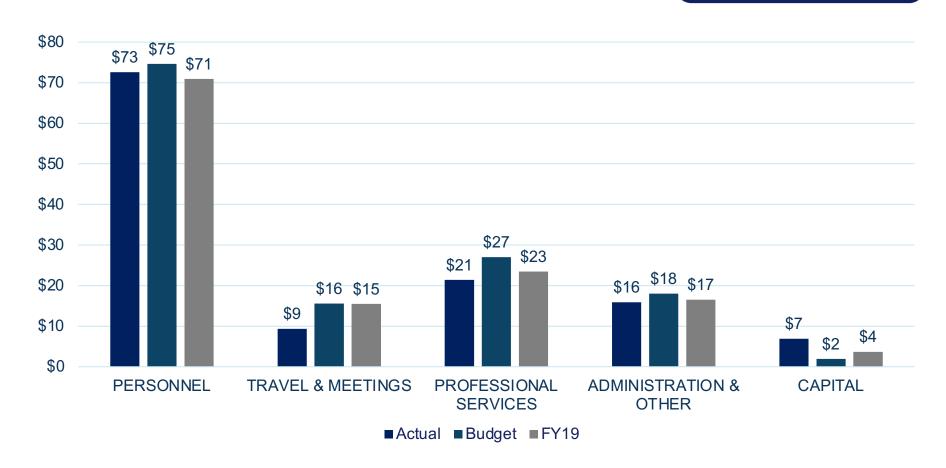




## FY20 (Jul 19 – Jun 20) Operating & Capital Expense

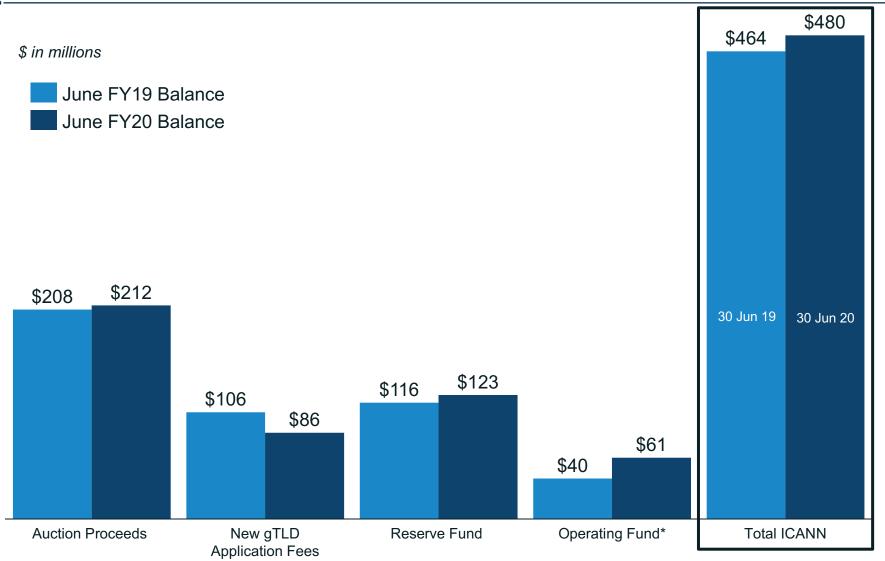
Lower personnel costs and Travel & Meetings savings due to travel restrictions from the Covid-19 Pandemic

Actual: \$ 126M Budget: \$ 137M FY19: \$ 130M





#### Overview of Accounts and Balances as of 30 June



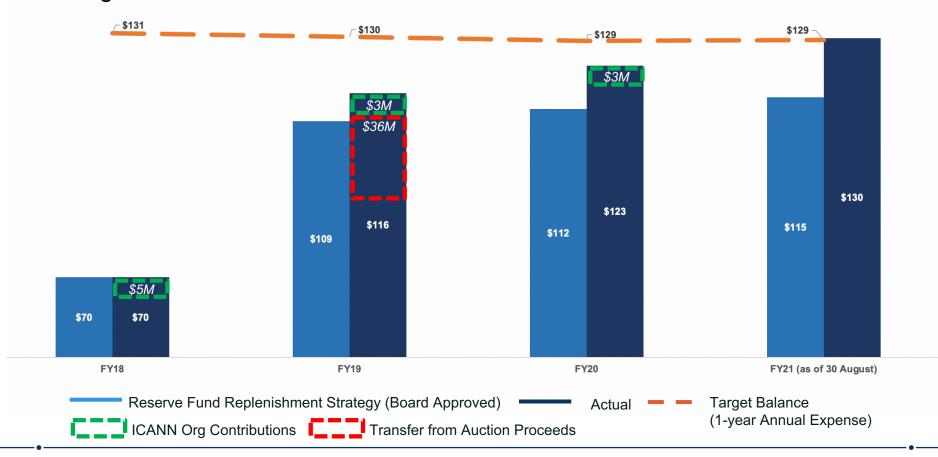
Total ICANN represents sum of month-end balances for all accounts

<sup>\*</sup>Blue bars represent month-end balances except for Operating Fund which show rolling 3-month averages



#### Reserve Fund Replenishment Strategy

- The Reserve Fund Replenishment is tracking well ahead of the Board Approved Strategy
- The Reserve Fund Balance exceeded the minimum target Balance on 30 August 2020





#### **FY20 Review: Closing Thoughts**

- ICANN is currently undergoing our annual audit, expected to be completed in October with no significant changes to financials
- The FY20 expected \$14.6M net excess strengthens ICANN's financial health
- The FY20 net excess contributes to the Operating Fund exceeding its minimum requirement of three months of operating expenses
- The Board will consider how to allocate the Operating Fund excess, with the objectives of strengthening ICANN's financial sustainability and supporting ICANN's operations



## **Financial Update**

**FY21 Forecast** 



#### **FY21 Forecast**

USD in millions	FY21 Forecast	FY21 Budget
	Current Forecast	Full Year Budget
Funding	\$136.7	\$129.3
Cash Expenses	\$122.7	\$129.3
Excess/(Deficit)	\$14.0	\$0.0
End of Period Headcount	400	400



#### **FY21 Forecast: Overview**

- ICANN org is three months into FY21 with a first opportunity to compare against budget
- Based on latest intelligence, we have produced a forecast for FY21 to reflect updated information versus what we had planned
  - Funding is higher than budget due to the resilience of the domain market and better than anticipated collections
  - Expenses are lower than budget driven by more travel restrictions than anticipated
- We are still amid a pandemic and a financial crisis so ICANN org will continue assessing funding projections and controlling costs strictly
- As discussed earlier, ICANN org will provide quarterly updates regarding our financials



#### **Questions and Answers**



- Please raise your hand in zoom if you want to ask a question
- Unmute your microphone to ask questions when it is your turn
- Mute your microphone when not speaking



Type your questions in the chat



Email the planning team ▶

planning@icann.org







# **Operating Initiatives**

1	Support the Evolution of the Root Server System	9	Evaluate, Align, and Facilitate Improved Engagement in the Internet Ecosystem	
2	Facilitate DNS Ecosystem Improvements	10	Through Targeted Engagement Improve Governments and Intergovernmental Organizations (IGOs) Engagement and	
2	Evolve and Strengthen the Multistakeholder Model to facilitate Diverse and Inclusive Participation in Policymaking		Participation in ICANN	
5			Monitor Legislation, Regulation, Norms, Principles, and Initiatives in Collaboration with Others that May Impact the ICANN Mission	
4	Evolve and Strengthen the ICANN Community's Decision-making Processes to			
	Ensure Efficient and Effective Policymaking	12	Formalize the ICANN Org Funding Model and Improve Understanding of the Long-term	
5	Develop Internal and External Ethics		Domain Name Market Drivers	
<b>5</b>	Policies	13	Implement New gTLD Auction Proceeds Recommendations as Approved by Board	
6	Promote and Sustain a Competitive	13		
	Environment in the Domain Name System		Planning at ICANN	
7	Universal Acceptance	14	Flaming at ICAININ	
		15	ICANN Reserves	
8	Root Zone Management Evolution	13	IOAININ INGSCIVES	
0	1.00t 20116 Mariagoriforit Evolution			



#### Functional Activities – 35 in 5 groups (as of FY21)

# Technical and DNS Security

- Office of the Chief Technology Officer
- ICANN Managed Root Server
- Internationalized
   Domain Names and
   Universal
   Acceptance
- IANA Functions
- ContractualCompliance

# Policy Development and Implementation Support

- Policy Advice & Development
- Policy Research
- Contracted PartiesServices Operations
- Technical Services
- Global DomainsDivision StrategicPrograms
- Constituent &Stakeholder Travel

# Community Engagement and Services

- Global Stakeholder Engagement
  - Regional Offices
- Public Responsibility Support
- Government & IGOs Engagement
- gTLD Accounts & Services
- Consumer Safeguards
- Communications & Language Services
- Global MeetingsOperations
- Ombudsman



## Functional Activities – 35 in 5 groups (as of FY21)

# ICANN Org Governance

- Board Management
- Office of CEO
- Governance Support
- Nominating CommitteeSupport
- Complaints Office
- Strategic Planning & Strategic Initiatives
- Accountability Reviews

# ICANN Shared Services

- Operations Planning
- Finance & Procurement
- Risk Management
- Engineering & Information Technology
- Global Human Resources & Administrative Services
- Global Support Center
- Board Operations
- Security Operations
- ICANN Offices

