



2024 Annual Report

50 Years of Strengthening State Legislatures





How We Serve

For 50 years, NCSL has brought together legislators and staff to share ideas and tackle America’s toughest public policy challenges. As a bipartisan organization founded by state legislators and legislative staff to enhance the effectiveness, independence and integrity of legislatures in the 50 states, Washington, D.C., and U.S. territories, we are committed to improving legislative operations and representing states in the federal system.

As we move into the next 50 years, NCSL remains dedicated to strengthening the first branch of government—the laboratories of democracy—with comprehensive research, training, networking and innovative ideas.

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A Letter From NCSL's Officers and CEO

The year 2024 was exceptional for NCSL's work to serve and strengthen state legislatures. The following pages highlight the many ways that NCSL brought together legislators and legislative staff, researched the most pressing issues confronting our legislatures, advocated for our states' interests in Washington, D.C., and supported our colleagues through training and professional development. This year also saw an enormously successful Legislative Summit in Louisville, Ky., with our highest attendance since the COVID-19 pandemic.

This year also marked NCSL's 50th year of service to state legislatures. It is extraordinary how much legislatures have changed since our founding in 1975, and how they have emerged as the preeminent bodies in American democracy for solving the nation's most complex issues. NCSL has been central to that transformation every step of the way.

Five decades since legislators and legislative staff came together to establish NCSL, we find that strong state legislatures remain as indispensable as ever in the great American democratic experiment. America needs policymakers who are equipped to solve problems and are close to the people they serve. As NCSL celebrates 50 years of service to legislatures and democracy, our commitment to the legislative institution is stronger than ever. America's best days lie ahead, and NCSL will be there for legislators and staff for another 50 years as we strive to serve each other and our fellow Americans.

NCSL is your conference. As you review this report, we encourage you to consider how your legislature might benefit from NCSL's support in 2025 and beyond. We stand ready to serve.

FIVE DECADES SINCE LEGISLATORS AND LEGISLATIVE STAFF
CAME TOGETHER TO ESTABLISH NCSL, WE FIND THAT STRONG
STATE LEGISLATURES REMAIN AS INDISPENSABLE AS EVER IN
THE GREAT AMERICAN DEMOCRATIC EXPERIMENT.



Sen. Wayne A. Harper
NCSL President
President Pro Tempore, Utah Senate

Rep. Marcus C. Evans Jr.
NCSL President-Elect
Assistant Majority Leader, Illinois House of Representatives

Sen. Barry Usher
NCSL Vice President
Majority Whip, Montana Senate

Rep. Brian Patrick Kennedy
NCSL President Emeritus
Speaker Pro Tempore, Rhode Island House of Representatives

John Snyder
NCSL Staff Chair
Transportation Committee Staff Administrator, Kentucky
Legislative Research Commission, Kentucky General Assembly

Lonnie Edgar
NCSL Staff Vice Chair
Deputy Director, Joint Legislative PEER Committee,
Mississippi Legislature

Sabrina Lewellen
NCSL Immediate Past Staff Chair
Deputy Director and Assistant Secretary, Arkansas Senate

Tim Storey
NCSL CEO

Our Mission

NCSL represents the legislatures in the states, territories and commonwealths of the U.S. Its mission is to advance the effectiveness, independence and integrity of legislatures and to foster interstate cooperation and facilitate the exchange of information among legislatures.

NCSL also represents legislatures in dealing with the federal government, especially in support of state sovereignty and state flexibility and protection from unfunded federal mandates and unwarranted federal preemption. The conference promotes cooperation between state legislatures in the U.S. and those in other countries.

In addition, NCSL is committed to improving the operations and management of state legislatures, and the effectiveness of legislators and legislative staff. NCSL also encourages the practice of high standards of conduct by legislators and legislative staff.





How We Research

NCSL’s State Policy and Research Division offers nonpartisan research on various policy issues affecting states. The division identifies trends, publishes policy documents, hosts meetings, maintains databases of state legislation and hosts dozens of specialized meetings each year.

NCSL staff also respond to complex research requests from legislators, staff, sponsors and media, providing detailed analysis beyond what’s available online. In 2024, division staff completed 2,661 research requests, delivering unbiased information to help legislators and staff learn from other states’ approaches.

POLICY RESEARCH AREAS

- Center for Legislative Strengthening
- Center for Results-Driven Governing
- Children and Families
- Criminal and Civil Justice
- Education
- Elections and Redistricting
- Employment, Labor and Retirement
- Energy, Environment and Transportation
- Financial Services, Technology and Communications
- Fiscal Affairs
- Health

BILL TRACKING DATABASES

NCSL’s 50-state bill tracking databases for comprehensive information on more than 40 topics saw 247,768 pageviews in 2024.

Top 5 Most-Viewed Databases

- State Public Health Legislation Database
- Body-Worn Camera Laws Database
- Statewide Ballot Measures Database
- State Elections Legislation Database
- Prescription Drug Legislation Database

12.6 million
nsl.org pageviews,
a 19% increase
year over year.

1,937
Registrants for in-person
policy meetings by
members.*
*Excludes Legislative Summit, professional
development seminars and LSMI.

2,661
Research requests
completed.

550+
New webpages
published.

70+
State policy testimonies
presented to legislatures.

2,001
Issue areas tracked.

Top 5 Most-Viewed Topics on nsl.org

- | | |
|---------------|-------------------------------|
| 1. Elections | 4. Criminal and Civil Justice |
| 2. Health | 5. Human Services |
| 3. Employment | |





How We Inspire

NCSL customizes training and professional development opportunities for the unique legislative environment, working with legislators and staff to design and deliver sessions on various topics and skills. Training is offered in person, virtually, or both. Additionally, NCSL offers hundreds of video sessions to enhance the effectiveness of legislators and staff.

NCSL LEADERS' CENTER

This hub assists legislative leaders in meeting challenges of managing the institution, crafting the best possible public policy, creating consensus out of dissension, communicating with Congress and key administration officials, and protecting and promoting the legislative institution.

LEGISLATIVE STAFF SERVICES PROGRAM

As the nation's only organization with professional associations for legislative staff, we convene staffers in similar roles to provide unmatched training and networking opportunities.

LEGISLATIVE TRAINING INSTITUTE

The institute aims to strengthen legislative bodies by creating and delivering high-quality professional development programs for legislators and staff.

LEGISLATIVE VIDEO RESOURCE CENTER

The NCSL Legislative Video Resource Center offers hundreds of policy and professional development training sessions to watch at your convenience.

NCSL INSTITUTE FOR INTERNATIONAL COOPERATION

To strengthen the bonds between America's state legislatures and the international community, the institute facilitates meetings, study tours and exchange programs to find innovative solutions to the day's most pressing policy issues.

3 MOST-POPULAR TRAININGS IN 2024

- Dealing With Difficult Stakeholders
- Essential Conversations
- Presentation Skills

152

In-person professional development trainings held, reaching 6,358 people.

44

Legislative staff attending Legislative Staff Management Institute representing 24 states.

6,811

Legislative staff representing all states and territories involved in nine professional staff associations.

402

On-demand videos available at [videos.ncsl.org](https://www.ncsl.org).

71

Virtual professional development trainings held.

209

International attendees from 18 countries at the 2024 Legislative Summit.

71

Legislative staff from 28 states and D.C. who took part in the Legislative Staff Institutional Essentials professional certification program.

3

International NCSL affiliate members.

HOW WE INSPIRE, CONTINUED:

Enriching Leadership With Experiences and Key Programming

NCSL offers leaders opportunities to enhance skills and communicate with colleagues in other states. Here's a look at seven notable experiences in 2024:

LEADER SYMPOSIUMS

The Leaders' Center hosted 150-plus legislative leaders through biannual Leadership Symposia, leadership experiences and unique gatherings to discuss federalism, foreign affairs and more.

LEGISLATIVE STAFF MANAGEMENT INSTITUTE

NCSL's premier professional development program for senior legislative staff relocated to Denver in 2024, where it will reside in 2025 and 2026. During the eight-day program, participants focus on both self and social awareness, with each day building upon the previous day's lessons.

NORMANDY LEADERSHIP EXPERIENCE

An experiential program in June focused on the leadership lessons of D-Day. Twelve presiding officers from 12 states gathered in France to strengthen their understanding of leadership through the study of the history and heroism displayed on one of the most pivotal days in world history—June 6, 1944. Leaders explored the beaches where the heroes of D-Day landed as well as other locations that frame what it takes to be a truly extraordinary leader and create a long-lasting legacy.

GREECE LEADERSHIP EXPERIENCE

This program debuted in August, providing 16 leaders from 12 states the opportunity to study the history of democracy in Athens, through ancient Greek philosophers, gods and history. Leaders explored their own practice of democracy, culminating in examining their own philosophy.

IRELAND LEGISLATIVE STUDY TOUR

In September, NCSL organized a study tour to Ireland for 20 state legislative leaders from 12 states, fostering connections with Irish counterparts and exploring shared governance challenges and opportunities. The delegation engaged with Irish Parliament members, the Department of Foreign Affairs, and local leaders in Cork and Kerry, alongside cultural visits to historic sites such as Blarney Castle and Killarney National Park. This trip exemplified NCSL's commitment to strengthening relationships between its members and international counterparts, promoting collaboration and mutual understanding.

STANFORD STATE AND LOCAL LEADERSHIP FORUM

NCSL collaborated with Stanford University's Hoover Institution to provide 18 legislators from 15 states with a unique opportunity to engage with leading experts in foreign policy, bioengineering, national security and emerging technologies. The program featured discussions on NATO's role in U.S. security, strategies for protecting global semiconductor supply chains, and the future of AI in national defense, underscoring NCSL's commitment to connecting its members with cutting-edge insights to inform policy decisions.

LEADERSHIP CHIEFS OF STAFF PRECONFERENCE

NCSL hosted 18 chiefs of staff to presiding legislative officers from 16 states in Louisville, Ky., in August for a professional development preconference. Attendees took part in interactive workshops focused on employee retention, staff development strategies and transformational leadership. They also benefited from networking opportunities to build relationships with their peers from around the country.



Leaders' Symposium in D.C.



2024 LSMI meeting at the NCSL Denver office building.

"THIS WEEK WAS HUGE IMPACTFUL AND MEANINGFUL.
IT CHANGES HOW I WILL DO MY JOB
FOR THE REST OF MY CAREER."

2024 LSMI survey response



Leadership Chiefs of Staff Conference in Seattle.



How We Connect

Whether online or in person, NCSL events provide a space to sharpen your skills, learn about key policy topics and share ideas with legislative colleagues from across the nation. With a commitment to fostering bipartisan conversations, NCSL is your trusted source for programs tailored to those who serve in state legislatures.

2,543

Webinar registrations for legislators and legislative staff from 54 states and territories.*

*Excludes NCSL Base Camp and Legislative Staff Institutional Essentials program.

2,173

Shoutouts from 37 states received during the 2024 Legislative Staff Week.

To: Jackie Mosher (Mich.)
 Jackie is celebrating 25 years of service to the Michigan Senate. Thoughtful, dedicated, and hardworking, she approaches every day with a smile and a great attitude, and is always willing to go the extra mile.
 Margaret O'Brien (Mich.)

To: Georgia Audit Staff
 Your dedication and contributions are second to none. Thank you for the exceptional work you do on behalf of the citizens of the state of Georgia!
 Shunti Taylor (Ga.)

To: Sabrina Lewellen, (Ark.) and Anne Sappenfield (Wis.)
 You are two remarkable women whose dedication and intelligence have been an inspiration to me. Serving with you this year as NCSL staff officers has been one of the highlights of my professional career. Thank you for all you do.
 John Snyder (Ky.)

"THE OPPORTUNITY TO CONVENE WITH OTHER PROFESSIONALS FROM ACROSS THE COUNTRY AND FROM OTHER TERRITORIES WHO WORK IN A SIMILAR ECOSYSTEM IS IMMEASURABLE."

Sabrina Lewellen, deputy director and assistant secretary of the Arkansas Senate and NCSL immediate past staff chair



2024 Louisville Summit

Held in the hometown of the Louisville Slugger baseball bat, the 2024 annual NCSL Legislative Summit was a home run. The nation's largest bipartisan gathering of legislators and staff offered attendees the opportunity to network, collaborate and learn from renowned policy experts about solutions to the country's most pressing issues. Join NCSL in Boston, Aug. 4-6, 2025.

"I REALLY LOVE THE EXHIBIT HALL BECAUSE IT CONNECTS US WITH STAKEHOLDERS, RESEARCHERS, AND INDIVIDUALS WHO ARE PASSIONATE ABOUT THE SAME TOPICS WE ARE. THAT'S HOW I WAS ABLE TO UNDERSTAND SOME OF THE TOPICS I ONLY HAVE A FRINGE PROFICIENCY IN AND GET HANDOUTS THAT I WAS ABLE TO TAKE BACK TO MY POLICY TEAM. AND WE WERE ABLE TO CONTINUE THESE CONVERSATIONS AFTER THE SUMMIT."

Thomas Horton, legislative staff, Michigan House of Representatives

\$5,179,748
Direct economic impact.

808
Legislators registered, with an almost even split between Republicans and Democrats.

21
Session tracks.

98.5%
Percentage of Exhibit Hall space sold to 270 exhibitors.

5,584
Attendees, representing all 50 states, Washington, D.C., and two territories.

700
Registrants representing NCSL Foundation sponsors.

78
Summit sessions.

941
Legislative staff registered.



SURVEY SAYS!

83% of respondents to our post-Summit satisfaction survey said they plan to attend another Summit in the future.

75% of legislators said they learned more about policy issues—and over half of the legislators said they are considering legislation based on an idea from the Summit.

Over 70% of legislative staff highlighted professional development and networking as top takeaways.



NCSL BASE CAMP 2024

The 2024 annual online experience took place Oct. 29-30, 2024, featuring sessions on hot policy areas including elections, the workforce, health and technology, as well as professional development offerings aimed at legislative staff. Presented live, the sessions were also available on demand for those unable to attend in real time.

2,013: Registrants from all 50 states and one territory at the 2024 NCSL Base Camp online meeting.

PROFESSIONAL DEVELOPMENT SEMINARS

Nine professional staff associations and a few staff networks associated with NCSL convened in 2024 with professional development seminars held across the country.

1,014: Registrants for legislative staff professional development seminars, representing all 50 states and three territories.



How We Support

NCSL supports legislators and legislative staff with objective technical assistance, expert testimony, and personal connections and resources to ensure policymakers have access to the information and expertise they need. Additionally, a variety of programs empower legislative leaders and staff, promoting effective governance and fostering global collaboration.

NCSL RESOURCES

NCSL's commitment to advancing the effectiveness, independence and integrity of legislatures is underscored by a portfolio of programs dedicated to empowering legislators and legislative staff.

NCSL's Center for Legislative Strengthening provides nonpartisan research and analysis for state legislators and staff about legislative operations, the legislative process, legislator pay and demographics, legislative human resources issues and the separation of powers.

NCSL partnerships and collaborations include:

- The Quad Caucus, a convening of the National Asian Pacific American Caucus of State Legislators (NAPACSL); National Black Caucus of State Legislators (NBCSL); National Caucus of Native American State Legislators (NCNASL); and the National Hispanic Caucus of State Legislators (NHCSL).
- The Women's Legislative Network, which works to promote the participation, empowerment and leadership of women legislators.

TECHNICAL ASSISTANCE AND TESTIMONY

NCSL is committed to providing objective, bipartisan, fact- and evidence-based technical assistance, trusted committee testimony and other resources to support the policymaking process.

31
Technical assistance projects completed, serving 577 legislators and staff.

34
Committee testimonies delivered, reaching 806 legislators and staff.





How We Inform

NCSL provides a platform for bipartisan discussions on critical issues with year-round communications via digital, print and social media channels. Rely on NCSL for the latest news about state policy, politics and personalities.

STATE LEGISLATURES NEWS

With hundreds of articles published annually, you'll find policy updates, bipartisan success stories, and legislator and legislative staff profiles.

NCSL PODCASTS

NCSL podcasts connect you with state legislatures, offering insights from legislative leaders and staff, astute political observers, and public policy experts from across the nation.

NCSL SOCIAL MEDIA

Follow and engage with NCSL on your preferred social platforms.



NCSL TOWN HALLS

Join conversations with policy specialists, legislators and legislative staff on the hottest topics facing state legislatures today.

NCSL NEWSLETTERS

State policy moves fast, and NCSL is here to help. Get NCSL's latest research and analysis in a range of policy areas delivered straight to your inbox.

STATE OF PLAY

In January, NCSL launched this new video series with our partners at A Starting Point. The bipartisan civics engagement platform features monthly interviews with two lawmakers—one Republican and one Democrat—on issues of concern in the states.

2024 COMMUNICATION AWARDS

NCSL was honored with a series of awards for work that connects with—and communicates to—members. These include:

- MarCom Awards Gold Level (Website and Magazine): NCSL.org, State Legislatures magazine, summer 2024 edition.
- National Association of Government Communicators First Place Award: NCSL Town Hall Series.
- APEX 2024 Grand Award Winner (Magazine Design): State Legislatures magazine, summer 2023 edition.
- Hermes Creative Platinum Award (Best Feature Story): State Legislatures magazine, summer 2023 edition.
- Hermes Creative Gold Award (Best Magazine): State Legislations magazine, summer 2023 edition.
- American Business Awards Gold Stevie Trophy (Magazine): State Legislations magazine, summer 2023 edition.

66,207

Total social media followers across all platforms.

325

State Legislatures News articles published.

4,502

New followers across four social media platforms (Facebook, Twitter, LinkedIn and Instagram).

30,500+

Media mentions.

22,485

Number of NCSL newsletter recipients.

11

Live NCSL Town Hall videos produced.

24,000

Potential NCSL podcast listeners.

9,200

NCSL podcast downloads.

24

Episodes of the "Our American States" podcast, averaging 1,000 listeners per episode.

4

Episodes of the "Across the Aisle" podcast, averaging 900 listeners per episode.

30%

Average open rate of NCSL emails.

25

NCSL newsletters.



NCSL in Washington, D.C.

NCSL serves as the eyes, ears and voice of state legislatures in Washington, D.C., with our staff tracking and reporting on the actions in the nation’s capital and those taken by the U.S. Supreme Court that impact states. NCSL’s Washington staff lobbies Congress, the White House and federal agencies for the benefit of state legislatures in accord with the policy directives and resolutions recommended by the standing committees and adopted at the NCSL Legislative Summit Business Meeting.

PREEMPTION AND UNFUNDED MANDATES

NCSL successfully pushed back against a preemptive proposal addressing private right of action and an unfunded mandate in the EQUIP Act, which would have required states to pay a disaster deductible before receiving Federal Emergency Management Agency disaster relief.

STATE-FEDERAL WEBINAR SERIES

In 2024, NCSL delivered a five-part monthly series focused on priorities identified by the Executive Committee. Topics included behavioral health, workforce, SCOTUS updates, the federal child care landscape and a rapid-fire briefing.

The Natural Resource, Energy and Environment (NREE) Committee hosted a five-part spring webinar series and four-part winter webinar series on pressing topics. Additionally, the Transportation Committee hosted a spring three-part webinar series on passenger rail expansion, declining gas tax revenue and traffic safety.

POLICY WEEK

In June, NCSL hosted Policy Week, during which each committee met to discuss policies to be considered at the 2024 Legislative Summit.

NCSL TASK FORCE ON HIGHER EDUCATION REPORT RELEASE

Amid growing concerns over the affordability and value of higher education, NCSL’s bipartisan task force of state legislative leaders from more than 30 states convened in Washington, D.C., to release a comprehensive three-part report outlining a broader vision on higher education policymaking and a coordinated strategy to improve the value of college degrees. The task force is the first bipartisan group of state legislators to examine the U.S. higher education system in nearly two decades. The report, which included federal recommendations, was approved by NCSL’s Education Committee at the annual business meeting and will guide NCSL’s work on the reauthorization of the Higher Education Act.

NCSL STATE AND LOCAL TAXATION TASK FORCE

Comprehensive Federal Tax Reform: In anticipation of the expiration of the provisions in the Tax Cuts and Jobs Act, the task force, in coordination with NCSL’s Budgets and Revenue Committee, developed principles for federal tax legislation. The principles, which include policies updated at the annual business meeting, will guide NCSL work in Washington, D.C., on federal tax legislation.

NEW ADMINISTRATION AND CONGRESS OUTREACH

NCSL is busy engaging with the transition team and new members of Congress. Of the 119th Congress, 251 are former state legislators.

11

Number of NCSL standing committees, expanded from eight by splitting up three larger committees.

3,633

Legislators and staff representing the 50 states, D.C. and Puerto Rico who served on NCSL standing committees.

342

Legislators and staff representing 49 states, D.C. and Puerto Rico who served on NCSL task forces.

18

State Legislatures News articles written on SCOTUS cases.

3

Statements for the record for congressional hearings on topics including scope of practice, apprenticeships and child support enforcement.

37

Issues of Capitol to Capitol published. Since 1994, the newsletter has provided up-to-the-minute information on important federal legislation.

34

Policies adopted at Summit on topics including tax reform, higher education reauthorization, behavioral health, and child care.

25

Formal letters/comments made to Congress and the administration on topics including the Farm Bill, disaster assistance, the Second Chance Act, telemedicine flexibilities, cannabis rescheduling, cybersecurity grants, autonomous vehicles, the Water Resources Development Act and the Affordable Connectivity Program.



NCSL PROGRAM SUPPORT GRANTS

The generosity of NCSL Foundation sponsors makes it possible for the NCSL Foundation to award annual grants that enable NCSL to serve its members beyond what state dues allow.

In the fiscal year ending June 30, 2024, the Foundation provided more than \$3.8 million for NCSL program support. Grants included: \$220,000 to support the Center for Legislative Strengthening; \$100,100 to provide discounted tuition for the Legislative Staff Management Institute; \$120,450 to support the Legislative Staff Services Program and \$682,000 to enable NCSL to deliver 210 trainings to 9,917 members.

For the fiscal year starting July 1, 2024, the Foundation provided \$4 million for NCSL program support. Grants included: \$180,000 for legislative stipends and meeting support for the Fiscal Institute; \$100,000 to support for a position in the NCSL Leaders' Center and Institute for International Cooperation; \$27,500 to provide resources for technical assistance and connections with congressional delegations; and \$45,000 to support the 2024 NCSL Base Camp virtual training experience.

NCSL LEGISLATIVE SUMMIT EXHIBIT HALL

NCSL welcomed 270 exhibitors to the Exhibit Hall, 49 of which were Foundation sponsors, up 18% year over year. For 2024, the Foundation introduced a second Learning Hub presentation center and increased sales from 12 to 22 paid sponsorships. Additionally, booth sales revenues increased more than \$91,000 during the fiscal year.

POST-ELECTION FORUM

The NCSL Foundation hosted more than 100 sponsors at an exclusive VIP event in Washington, D.C., in November. NCSL experts shared an analysis of the recent 2024 state elections and provided a forecast of the top issues states and Washington, D.C., are predicted to tackle in 2025. A panel discussion with top state legislative leaders offered insight and an opportunity for attendees to engage in a robust Q&A session.

35
Capitol Circle
sponsors.

67
Platinum
sponsors.

106
Gold
sponsors.

89
Silver
sponsors.

700
Foundation sponsors attending
the Legislative Summit.

297
Total Foundation sponsors.

NCSL Foundation

The NCSL Foundation is committed to strengthening America's legislatures, counteracting cynicism and distrust of the legislative process, and helping lawmakers confront and solve the critical issues of our time through public-private dialogue.





"FOR 50 YEARS, NCSL HAS SERVED TO ADVANCE THE EFFECTIVENESS, INDEPENDENCE AND INTEGRITY OF LEGISLATURES, WHILE ADVOCATING AT THE NATIONAL LEVEL IN SUPPORT OF STATE INTERESTS. OVER THE COURSE OF THIS YEAR, WE WILL BE MARKING THIS MILESTONE BY SHARING THE STORIES OF OUR MEMBERS, MARKING KEY MOMENTS FROM OUR HISTORY, AND HIGHLIGHTING ALL THE WAYS THAT STRONG STATE LEGISLATURES ARE INDISPENSABLE PILLARS OF THE AMERICAN DEMOCRATIC SYSTEM."

**NCSL 2023-2024 President Brian Patrick Kennedy,
speaker pro tem of the Rhode Island House**

Celebrating 50 Years of NCSL

Since its convening in 1975, when three organizations merged to form NCSL, the conference has played a significant role in supporting the first branch of government. In celebrating its 50th anniversary, NCSL honors its history, its members and the work that drives representative democracy, civility and innovation.

Official celebrations kicked off at the 2024 Legislative Summit in Louisville, Ky., and are set to culminate at the August 2025 event in Boston. An announcement was made in Louisville to unveil a special 50th anniversary logo and themed digital content, available at nctl.org/50. Look for more great commemorations next year.



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