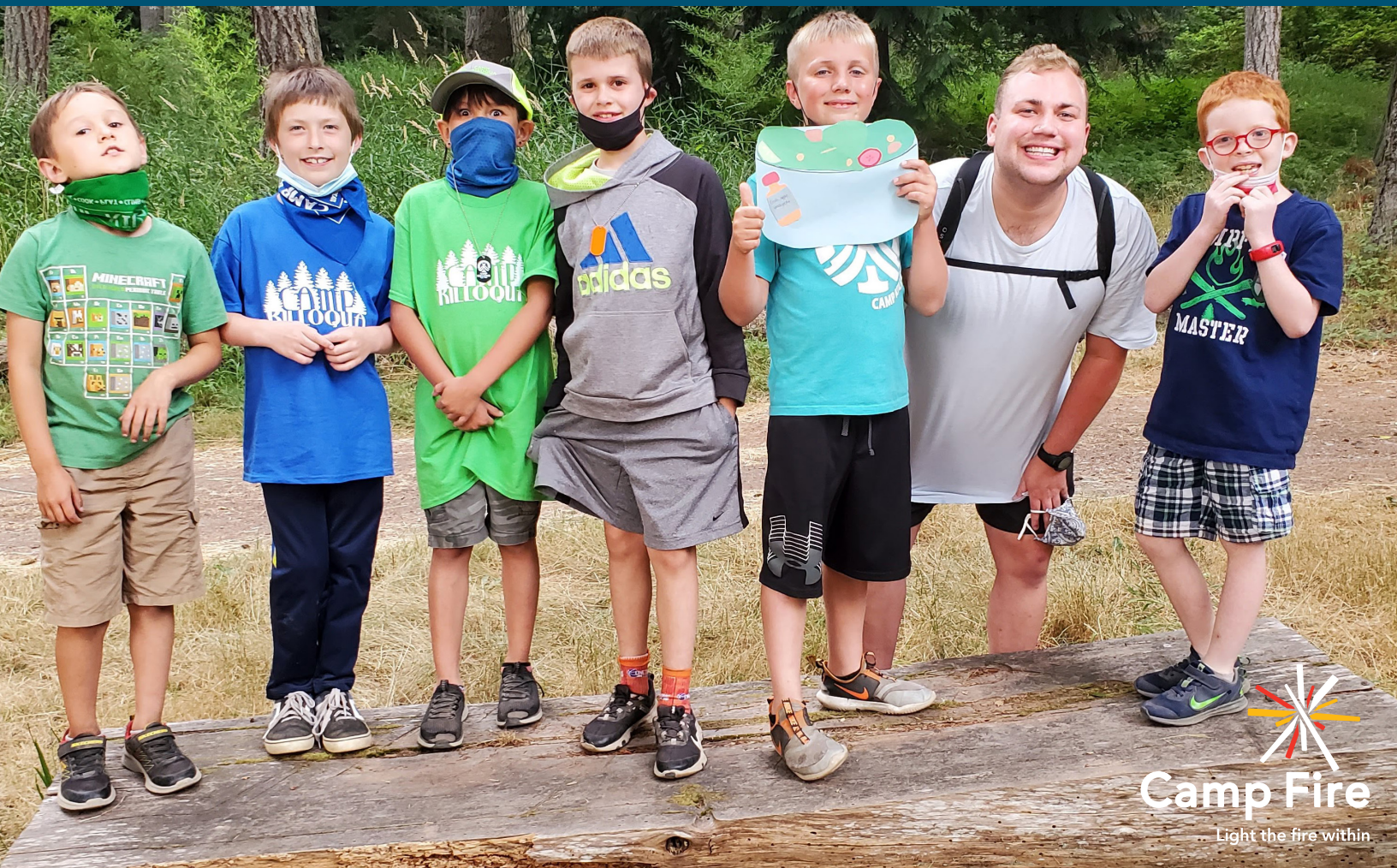




Camp Fire Snohomish County

Annual Report 2021



Board President's Message



2021 was supposed to be our “Back to Normal”, but, as we all quickly learned, that was NOT going to happen. COVID has continued to wreak havoc in our lives, with new variants and new challenges, and Camp Fire is no exception to these challenges.

Continuing COVID restrictions have severely affected our council operations again in 2021. We were limited on Mega club and traditional club programming. Self-Reliance and Outdoor Education have continued to be on hold due to COVID restrictions and school district limitations. The bright spot in our year was that we were able to operate Resident and Day Camp at Camp Killoqua! The number of kids were limited due to COVID capacity requirements, and there were a lot of tweaks to normal camp activities that had to be made to comply with regulations. But we had kids at Camp! That is a huge win!

We are looking forward to having even more kids back at Camp and in Club programming in 2022!

Nationally, Camp Fire has been developing a new strategic plan, helping Camp Fire to further our focus on diversity, equity, and inclusion. This new plan will also help us to address issues of cultural appropriation and how to move forward in a mindful, respectful manner. There is also a renewed focus on environmental stewardship, which is vitally important in our world today. Wonderful to see relevant, reinvigoration within our organization! Camp Fire is such an amazing organization, and we are exactly what so many kids in our society need right now!

This January will end my tenure as your Camp Fire Snohomish County Board President, and it has been such an honor to serve Camp Fire in this manner. While it would have been fun to serve under “normal” circumstances, the COVID experience has been like no other. We have learned that our council is resilient, flexible, and creative. Camp Fire Snohomish County will continue to grow, thrive, and adapt. I look forward to seeing what is in store for Camp Fire in the coming years!

WoHeLo,
Krissy Davis

Camp Fire Snohomish County Board President

Officers

Krissy Davis, President
Albert Chang,
Vice President
Scott James, Treasurer
Terri Vail, Secretary

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Babette Babich
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Joe Marine

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Terry Ryan
Mary Toews

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Mckinzee Levi
Cassandra Mugleston

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Peter Baffaro
Terrence Bedford
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Alexander Sansoni
James Schrader
Andrea Sekora
Sue Stevenson
Barbara Sweeney
Joe Truglio
Kathy Vaughn
Cynthia Weaver

Chief Executive Officer's Report



Looking back on 2021 for Camp Fire Snohomish County, I can't help but feel a sensation of Deja vu from the year prior. Like one year ago, the effects of the worldwide and locally felt pandemic remain a factor in our abilities to serve youth and their families and to interact with our constituents and donors.

Our key attributes and strengths of our Camp Fire network include adaptivity, creativity, and resiliency in delivering meaningful programs to local youth. This past year demonstrated that yet again.

Here are some of this year's highlights:

- School-Year Programs – 2021 has been a mixture of working with our kids both in person when we are able and virtually via Zoom and other avenues when that is called for. Our staff is encouraged by recent successes in recruitment of new Classic Club members and club leaders.
- After School Program – This program is thriving in the Lakewood School District, we are near capacity and are addressing pressing needs for young families and their children after school.
- Camp Killoqua Programs – Summer Resident and Day Camps were back and in person at about 60% capacity. We followed recommended health and safety protocol to make this happen for summer 2021. It was great to have kids back at Killoqua after no activity in 2020.
- Annual Fund-Raising Events – Our spring Auction and fall Luncheon fundraisers were again virtual and still saw strong community participation. We also held several smaller events such as dine outs, coffee company promotions and wine tastings.

In these challenging times COVID's social restrictions have affected normal program delivery and associated revenues. To remain healthy we have found strong community support to be essential.

- Individual Donor Support – Through a mix of loyal existing donors and many new first-time donors, we received over \$110,000 via individual donation gifts.
- Local and Regional Community Grants – 14 Grantors, led by consistent supports such as EverTrust, Nysether, Howarth Trust, November Thanksgiving Foundation and the Lane Family helped Camp Fire raise over \$95,000 in grant support this year.
- Government Financial Support Programs – We were able to take advantage of an additional round of PPP forgivable loans from the SBA, as well as applying for funds through an Employee Retention Credit (ERC) Grant offered this year.

Individual and community donors for 2021 are highlighted in this Annual Report and on our website. Our community supported us during these times when our need was greatest.

We know 2022 will hold continuing challenges. Despite that, we are prepared to tackle these interruptions head on and continue to be creative and determined in serving youth at Camp Fire.

On a personal note, I am retiring from my role as Camp Fire's CEO at the end of January 2022. It has been a great honor and a very rewarding experience to serve Camp Fire. Being involved in delivering the mission of Camp Fire and having opportunities to directly serve youth and families within the Camp Fire network has been an experience I will always cherish.

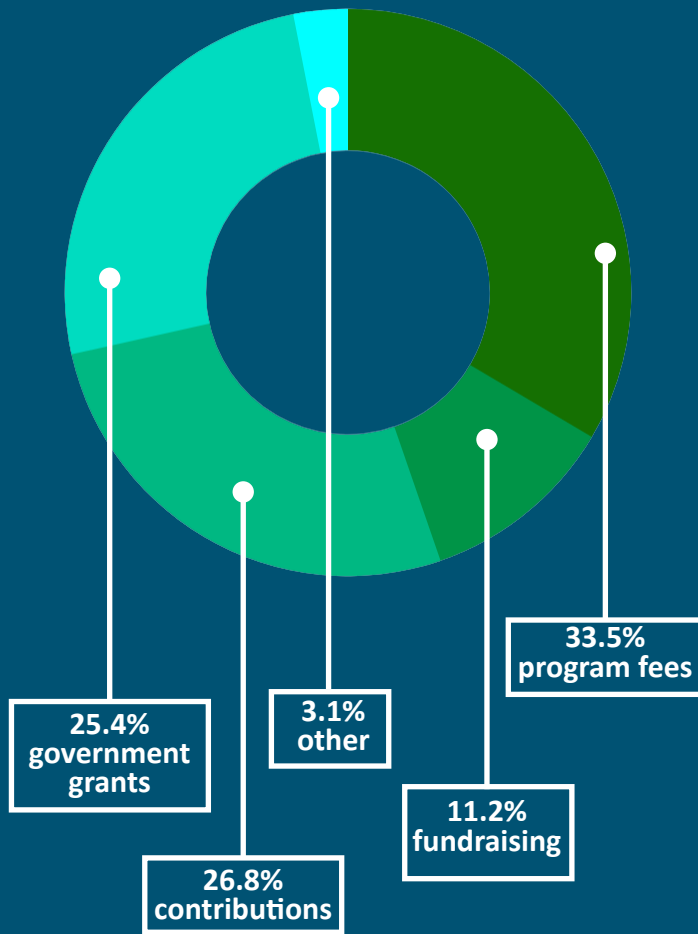
At the same time, I look forward to the future adventures' life has to offer my family and me.

WoHeLo and sincerely,

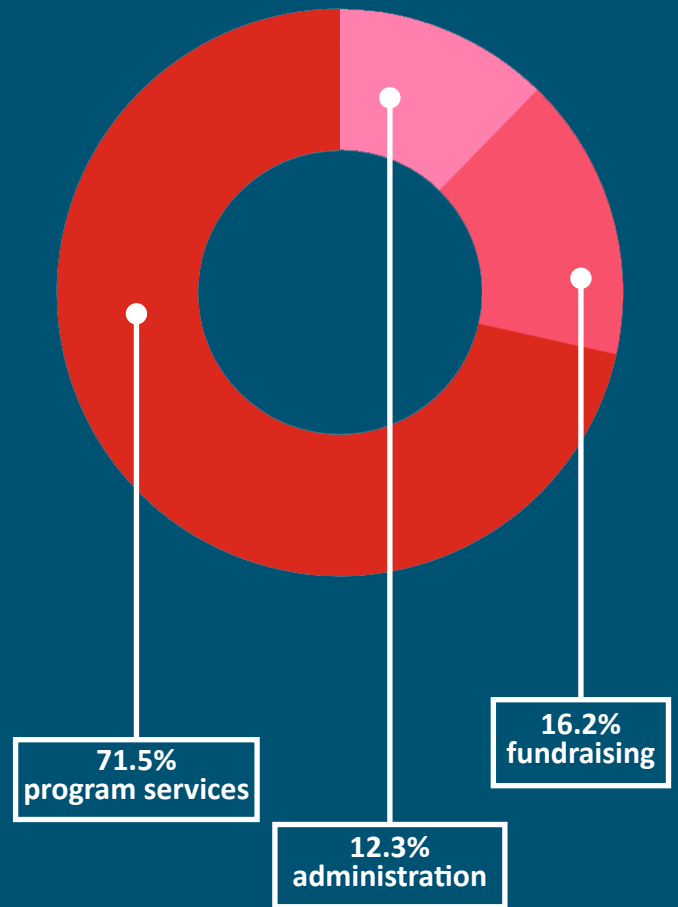
Jim Stephanson

CEO Camp Fire Snohomish County

Income



Expenses



Program Participation Report

Camping Programs

Resident Camp 447	5,141 units of service 41,124 program hours
Counselor in Training 15	518 units of service 4,140 program hours
Day Camp 367	2,019 units of service 16,148 program hours
Day Camp Assistants 12	72 units of service 576 program hours
After School 29	870 units of service 6,960 program hours
Learning Pods 12	1,320 units of service 10,560 program hours
Special Events 72	72 units of service 576 program hours
Other Groups 2,268	4,536 units of service 36,288 program hours

Small Group Programs

Classic Club 93	744 units of service 5,952 program hours
Mega Club 80	1,200 units of service 9,600 program hours
Self Reliance 84	84 units of service 672 program hours
Special Events 269	538 units of service 4,304 program hours
Leader Support 106	15 units of service 118 program hours

Camp Fire provided 137,018 hours of service to 3,854 youth in 2021

2021 Income

Contributions	\$208,798
Campship Scholarships	\$51,626
Product Sales (net)	\$24,273
Fundraiser Sepcial Events	\$16,153
Luncheon (net)	\$37,447
Auction (net)	\$31,175
Gov Grants (includes PPP)	\$179,657
Club Program Fees	\$1,573
Mega & Self Reliance Fees	\$1,248
Resident Camp Fees	\$207,751
After School Fees / Pod Learning	\$34,344
School & Youth Fees	\$1,367
Group Camp & Special Events Killoqua	\$7,057
Day Camp Fees	\$97,765
Sales to Public	\$2,502
Investment Income	\$803
Misc. Revenue Killoqua	\$8,612
Capital Impact / Misc.	\$1,484
FMV gain/loss on investments	\$110,369
Total Income	\$1,024,004

2021 Expenses

Salaries & Wages	\$604,835
Taxes, Medical & Benefits	\$97,861
Legal and Audit	\$12,460
Prof. Consulting	\$53,695
Horses	\$28,661
Medicine & Drugs / Misc.	\$1,520
Rec. and Craft	\$9,383
Food	\$33,057
Office / Housekeeping / Bldg Supplies	\$36,269
Bankcard Charges	\$10,506
Utilities & Telephone	\$53,836
Postage & Shipping	\$2,171
Insurance	\$26,687
Maintenance	\$141,215
Print & Publications	\$7,553
Travel & Training	\$10,863
Membership Dues	\$2,304
Charter Fee	\$48,613
Total Expenses	\$1,181,489

Ending Net Assets \$3,926,698

At Camp Fire....

100% of youth feel they are more motivated to make a difference in the world than they did before.



100% of youth feel they have learned more about their strengths.



93% of youth say they are confident in themselves.



93% of youth feel accepted just the way they are.



100% of youth feel they get along well with at least one adult.



Camp Fire Programs

After School Program

This program provides after-school care for elementary age youth in the Lakewood School District. The program was able to return in fall of 2021 and resume providing quality care to youth. For the first time, the program was at full enrollment of 30 registered youth, with many returning as well as new kids. We have had a great time making new friends, spending outdoor time, enjoying a daily snack, playing games and basketball, homework help, and going to Camp Killoqua on school days off.

Mega Club

The Mega Club experience is for children living in low-income subsidized housing. With COVID-19 restrictions slowly lessening, one of our Mega Clubs was able to start meeting in person once again. Program goals include helping children learn to make positive choices, develop character, leadership skills, and sense of giving back through community service. During this pandemic, youth participants have also been provided with program activity kits and the information/links to participate in the Thursday virtual club.

Self-Reliance Program

Camp Fire provides Self Reliance programs that empower self-esteem and decision-making skills in children. Wise Kids classes were offered virtually in the Lakewood School District. In person Babysitting Basics classes were also offered through Marysville Parks and Recreation. As COVID restrictions lessen, we look forward to providing even more classes throughout the community.

Classic Club Program

The Classic Club Program continues to help youth discover their sparks, gain self-confidence and learn life-changing skills to thrive now. In 2021, some clubs have transitioned back to meeting in person while others have remained in a virtual format. We are excited to welcome many new members in the past year and to see a large influx of Little Stars (pre-school) members.

Any kid or teen, from any kind of family, from any walk of life is welcome in Camp Fire. We have an official inclusion policy and are outspoken about our long-time commitment to diversity.

Teens in Action

Teens in Action (TIA) is a great way for 6th-12th graders to be involved with school year leadership programming. This youth-led group identifies and implements community service-learning projects. Teens in Action kids are great representatives of Camp Fire in the community, and we look forward to serving again in 2022.



Camp Fire Camps

Resident and Day Camp

In 2021 we experienced a summer like no other. We had 380 day campers and 483 resident campers, all supported by roughly 40 staff and volunteers. Cabin groups were able to make stronger bonds this year due to the requirement to cohort in cabin groups. Camp helped reintroduce campers to in person socializing after a year of online school in the most immersive way; we ate all meals as cabin groups, and majority were outside around campfires. We spent more time doing small group activities focusing on friendships and teambuilding in our cabin groups.

We were so grateful to have parents trust us with their children and adjust to our requirements at summer camp during a pandemic. Despite our staffing shortages, our success this summer was due to the hard work and dedication of our staff team. Everyone did their very best to create a safe and magical summer experience for our day and resident campers! All our staff ended up stepping outside of their job description at some point to make sure camp stayed running smoothly. We also had so much help from volunteers, our alumni, main office staff, and board members.

Our campers and their families were so supportive and on board with the safety measures we had in place which made running camp easy. We truly cannot express how grateful we are for everyone's dedication to safety and having fun during this challenging year. We are looking forward to building on our successes from 2021 in 2022 while increasing camper capacity to inch closer to pre-pandemic numbers.

If you or someone you know would like to be a part of the magic of camp in 2022 by working at camp, please head to www.campkilloqua.org to apply!

**45 youth received
Camp Scholarships in 2021**

Learning Pod

Our Learning Pod program was developed in response to families in our community needing daily childcare and a place for their kids to participate in online schooling. We served kids in the Lakewood School District throughout the 2020-2021 school year. We had three trained and qualified staff members. The school district provided us with laptops and support for each student, and our staff facilitated their online school work. Once schoolwork was done for the day, the camp staff took them outside to play and experience camp throughout the school year. Parents whose children participated in this program were thrilled with the online learning support and for the outdoor and social experiences our program provided.

Other Groups Using Camp

We hosted 5 family camping weekends in 2021. These weekends were family driven and an opportunity for families to get to camp together. We offered some activities and food service at some of the weekends. Families loved being able to get away together and spend time in the outdoors.

We had a few small rental groups in fall 2021. We are looking forward to building our outdoor education and rental programs back up in 2022 and beyond



Camp Fire Mission

**Camp Fire connects young people to the outdoors,
to others, and to themselves.**

Camp Fire Values

We are a values-driven organization today and since 1910.

Our values are what guide us each day. They help meet each moment in time, and meet each young person where they are. When we began in 1910, the values of “Work Health and Love” underpinned our journey to building up youth. It was also just the beginning.

Today, we focus on what it means to be an equity-focused organization and how we can remove barriers to accessing our programs so all young people have the opportunity to experience Camp Fire’s powerful programs and thrive.

We are inclusive.

Camp Fire works to create safe and inclusive environments, so everyone feels welcome. This means committing to equity, diversity, and access (including breaking down structural barriers to accessing our programs), and addressing the impacts of racism, privilege, white supremacy, bias, and anything else that holds us all back from an equitable and just world.

We get outdoors.

Camp Fire learns from and respects our planet. Spending time in nature has proven health and mental health benefits, which is one of the many reasons why we get young people outdoors, no matter where they may be. Nature-based learning is a powerful tool for youth development, and nature can be experienced by anyone, anywhere (even bringing a leaf, or rock, or plant inside). We aren’t just consumers of nature – we conserve, protect and steward our natural resources.

We prioritize relationships.

Camp Fire develops supportive cross-generational relationships. Supportive, trained adults are key to our work. We offer guidance and support during each young person’s dynamic journey to become who they want to be. Developmental relationships are the roots that give young people the chance to grow.

We honor the power of young people.

Camp Fire believes one of the best ways to honor the power of young people is to share power with them through meaningful participation and decision-making—in our programs and organizational direction. We respect, honor, seek, amplify, center, and prioritize youth voice; we empower youth; we entrust them with responsibility and authority; we encourage young people to find their spark and lift their voice.

We are learners.

Camp Fire helps young people (and adults!) know themselves. Self-discovery is an adventure. We invest heavily in training and professional development for the adults who serve our youth, because all young people deserve to be supported by skilled, capable, knowledgeable, supportive adult mentors, and because like the youth we serve, we are on a learning journey as well. Staff, board, volunteers, youth—we are all a community that is growing towards thriving, together.

We take action.

Camp Fire encourages young people to advocate, organize, and work for change in their communities and beyond. This has been a core value since we were founded in 1910; As an organization and as individuals, we can make an impact now.

We are responsive.

Camp Fire has continually adapted and evolved since 1910 to respond to what young people need to thrive. Each local council has the autonomy and flexibility to customize its programming to best support youth, families, and the local communities they serve; because they are the ones best positioned to listen, learn, adapt, and respond to those needs.

We pursue impact.

We seek out the newest research, practice every-day innovation, and meticulously measure results—all to help young people thrive in a complex world. We know Camp Fire changes individual lives, families, and communities, so we work to show that data and tell those stories.

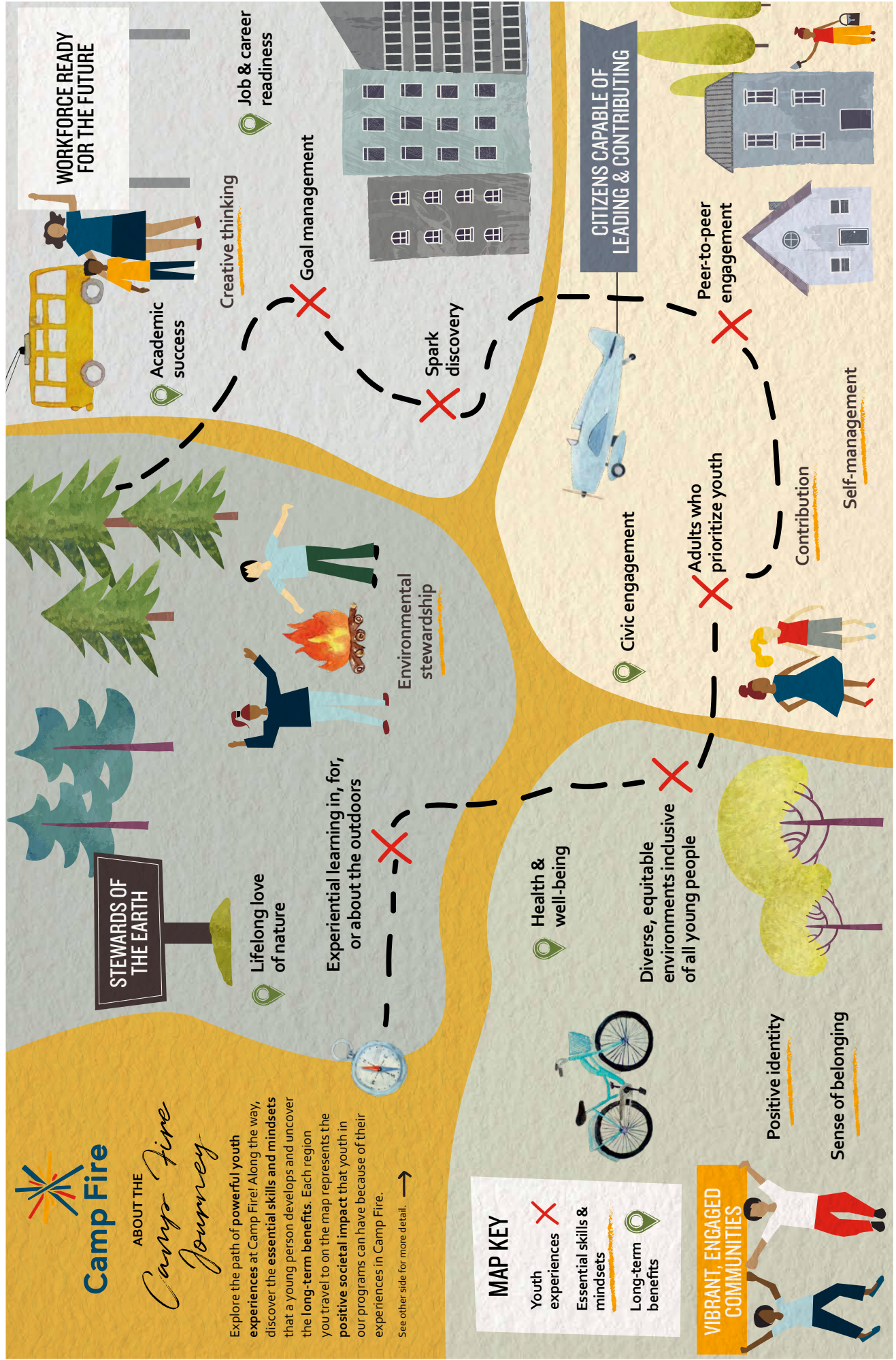




ABOUT THE *Camp Fire Journey*

Explore the path of powerful youth experiences at Camp Fire! Along the way, discover the **essential skills and mindsets** that a young person develops and uncover the **long-term benefits**. Each region you travel to on the map represents the **positive societal impact** that youth in our programs can have because of their experiences in Camp Fire.

See other side for more detail. →



Special Events

Auction Extravaganza

Our Annual Auction “Here Comes the Sun” was held on Friday June 18th. For the second consecutive year, our typical “giveaway” Auction was held virtually. We had 108 silent items for participants to bid on and sold 10 live items during a live auction stream. We had 130 guests registered for the event and raised \$42,000 in combined Auction proceeds and Campship (fund-a need) donations. Thank you once again to Master of Ceremonies and Auctioneer Troy McVicker!

Camp Fire Luncheon

Our 30th Annual Camp Fire Luncheon was virtually streamed on October 20th and raised over \$36,000. Thank you to our Title Sponsor, Richard Boyden, as well as Silver Level Sponsors Coastal Community Bank, Pepsi and MoneyTree.

Guests enjoyed a keynote presentation from Mr. James Madison. James is one of Snohomish County’s most well-known artists, master carver, and contemporary sculptor. He is a proud member of the Tulalip Tribes. Janet Westerlund received the Lou Denney Award for her 30 years of Community Service at Camp Killoqua. Thank you to KIRO Radio’s Chris Sullivan for serving as Master of Ceremonies and to Troy McVicker for producing the event.

Candy Sale

The 2021 Candy Sale was challenging. Due to Covid restrictions, families were not able to sell at grocery stores and families had to find creative ways to sell candy: online, through social media, and “pop-up” sales. Overall, the sale was successful as over 8,000 boxes of Camp Fire Mints, Almond Caramel Clusters, Almond Roca, & P-Nuttles were sold. The average boxes sold for the sale was still an impressive 119 per seller!

Trail Mixer

This year we hosted two Trail Mixers at Camp Killoqua. Both events were a progressive happy hour, allowing our guests to safely wander through the trails of Camp Killoqua while enjoying small bite food and drinks stations! Almost 100 guests were able to enjoy the events! Thank you to Dutch Bros. Coffee for supplying volunteers and drinks.

Other Events

Camp Fire has far-reaching support throughout the community. Dutch Bros., Milk House Coffee, Lombardi’s Italian Restaurant, Diedrich Espresso, and Shawn O’Donnell’s all chose Camp Fire to donate a portion of their proceeds in 2021. Thank you for this wonderful support!!



2021 Donors

Camp Fire would like to thank all our donors for 2021. The complete list of donors is located on our website at www.campfiresnoco.org

Donations of \$250 or higher made in 2021:

360 Hotel Group
5 Star Junk Removal
Alaskan Brewing Co,
Anderson Hunter Law Firm
Anderson, Bob
Angel of the Winds Arena
Arnold, Alice
Babich, Babette
Balmer, Joy
Baltrusch, Brenda
Banner Bank
Bargreen Coffee Co.
Bargreen, Howard
Blackbaud Giving Fund
Blunts, Parker
BNSF Railway Foundation
Boyden, Rich
Boyden-Nelson, Christine
Bry's
Burkett's
Busch, Jerry
Camp Fire Board of Directors
Camp Fire National Headquarters
Camp Fire's Camp Killoqua
Cerar, Joanna
Chang, Albert
Chevrolet of Everett
Christenson, Bob & Lori
City of Everett
Coastal Community Bank
Cole Charitable Foundation, Donna J. & Charles T
Cole-Swanson, Shirley
Cort, Don & Tracy
Courtyard Investments LLC
Creative Concepts Marketing
Davis, Krissy & Jason
DME CPA Group PC
Dutch Brothers Coffee
Dwayne Lane's
Ekrem, Nancy
Elizabeth Ruth Wallace Living Trust
Embassy Suites Lynnwood
Erickson Furniture
Evans, Brian
Events Northwest

Everett Clinic Foundation
Everett Herald
Everett Optometry Clinic
Evergreen Dive Service
Evergreen State Sheet Metal Inc.
Evertrust Foundation
Fami-Lee & The Hawaiian Lei Company
Farnsworth, Stephen
FLUKE
Forbes Anderson
Frauenholtz, Colleen
Frazier, Joe
Fremont Health Club
Gaffney Construction, Inc.
Gojenola, Paul
Goldfinch Brothers Inc.
GolfTec
Green, Susan
Groeschell, Diane
Guinness Diageo Co.
Haggen Food & Pharmacy
Harvey Airfield
Health Insurance Solutions NW
Heiser, Kyle
Hermes Law Firm
Hogland Transfer Company, Inc.
Holcomb, Michael
HomeStreet Bank
Howarth Trust
Iron Mountain Quarry
Janowicz, Carol
Jones, Fontelle
Jones, Susan
Jones-Patrick, Jesse
Jonson, Jim
Judd & Black Appliance
Keith, Kristal
Kraski, Steve & Sonya
Kubik, Barbara
Lane, Tom
Larsen, Bridget
Lindow, April
Lombardi's
Loober, Deborah
Lumley, Sallie
Martin, Lisa
Marzolf, Michaelina
McClure, Judy
McGillivray, Ronald



Meisner, Gary
Miles Sand & Gravel
Milk House Coffee Co.
Moneytree
Mountain Pacific Bank
Mountain Loop Crossfit
Nairn, Peggy
Nelson, Pete
Nelson-Orcutt, Mary
Norman, Dr. Amy
Nysether Family Foundation
Pemco Foundation
Pepsi Beverages Co.
Perrinville Family Dentistry
Petrich's Piano
Phillips, Cindy
Piasecki, Tom & Tami
Pierce, Narda
Port Gardner Bay Winery
Prendergast, Dick
Providence Health & Services
Queen Anne Olive Oil Co.
Reece Construction
Resort at Port Ludlow
Ricker, Yvonne
Robinett, Hank & Donna
Ronan Hafner, Kelly
Rotary Club of Everett
Port Gardner
Rotary Club, Arlington
Rotary Foundation, South Everett Mukilteo
Rubatino Refuse Removal Inc.
Ruggenberg, Veronica
Rugis, Lanette
Russell's Car Care
Rusty Acorn Crochet
Ryan, Cheri
Ryan, Terry
Seattle Gymnastics Academy

Shawn O'Donnell's Irish Pub & Restaurant
Skydive Snohomish, Inc.
Smith, Doug & Mary
Smith, Mrs. Kenneth
Snohomish County Sports Commission
Snohomish Flying Service
Sprink, Eric
Starup, Greg
Stephanson, Jim
Stephanson, Melissa
Sweeney, Barb
Swinomish Casino & Lodge
T Brown Consulting, LLC
Thomas, Steve & Paula
Totten, Karen
Tulalip Tribes
Unique Beverage Company LLC
Vail, Terri
Van Loh, Mary
WAFD Insurance Group Inc.
Wardle, Kim
Wernet, Patty & Ty
Whiteside Corporation
Willie, Julie
Winkler, Carolyn

Camp Fire apologizes for any accidental misspellings or omissions.



For more information on Camp Fire programs,
please contact:

Camp Fire Snohomish County
4312 Rucker Ave.
Everett, WA 98203-2233
campfiresnoco.org
facebook.com/campfiresnohomish
425-258-5437



Camp Fire

Light the fire within

