



A YEAR OF PURPOSE. A YEAR OF IMPACT.

Camp Fire National Headquarters
2019-2020 Annual Report



FROM OUR CEO

Like many of you, we have not only been responding to COVID-19 since March but have also been trying to understand ourselves in the current moment.

“What is the current reality demanding of us as a leader?”


Bianca J. Baldrige challenged our network with this question during our national virtual CEO Summit conference in October.

We believe in the intrinsic value, dignity, and worth of every person. That is what drives our work, and that is the lens through which we see all of our decisions.


Over the past few years, we have been discussing Camp Fire’s history, and taking a critical look at the way we have used and appropriated native culture. We have also been talking more about diversity, equity, and inclusion. The events of this year lit a new fire in us to get our priorities in order.

I was inspired by Bianca’s question. She said we are in the midst of not just one pandemic but several: coronavirus, of course, but also systemic racial and economic injustice, and state violence. The horror of the murder of George Floyd may have felt new to many of us, but anti-black racism isn’t new. Family separation isn’t new. Economic injustice isn’t new. And the pandemic, which has disproportionately affected Black, Native American, and Latinx communities, has made all of this even more clear. And we can’t separate these realities from our work and the world in which we operate. Our young people are in it.


Camp Fire youth have spoken up and made it clear that they want us to acknowledge and address these realities, these multiple pandemics. Young people are asking us for brave leadership.




This year, our 50 councils in 25 states and D.C. responded to COVID-19 by providing quality programs in the form of emergency childcare for essential workers, food distribution programs, a Camp-in-a-Box (focused on environmental education) that sent youth a physical box in the mail while joining the program virtually, family resources and activities, and other virtual programs. Some of these creative virtual programs led by Camp Fire staff include a Dungeons & Dragons club, and virtual movie nights and game nights. Youth and their families have been so grateful for these opportunities to connect, have fun, and feel supported by caring adults during a hard, ever-changing year.



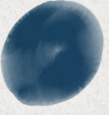
We expanded our Statement of Inclusion to include abilities and disabilities, gender identities and expressions, citizenship and immigration status, and religion and non-religion: Camp Fire believes in the dignity and the intrinsic worth of every human being. We welcome, affirm, and support young people and adults of all abilities and disabilities, experiences, races, ethnicities, socio-economic backgrounds, sexual orientations, gender identities and expressions, citizenship or immigration status, religion and non-religion, and any other category people use to define themselves or others.



We added our personal pronouns to our email signatures because Camp Fire actively welcomes our transgender and non-binary co-workers, young people, volunteers, and donors. Sharing our personal pronouns affirms our belief that every individual has the right to define their own identity. This is another small step in our long tradition of inclusivity. Using names our youth choose for themselves is not new in Camp Fire. We’ve been doing it for over 100 years!



The organization underwent a Diversity, Equity, and Inclusion (DEI) audit from The Mouse & the Elephant in Fall 2019. In 2020, the national staff underwent four months of DEI training (July–October) and executive leadership will continue to receive one-to-one coaching through June 2021.



In June we launched the Belong Here training course for councils. After completing courses, councils will earn a badge that shows their programs are a safe space that confidently affirm and support LGBTQ+ youth.

We created an Equity in Programs Task Force that included internal and external stakeholders, including alumni, youth, experts in youth development, people from other youth organizations, and members of indigenous communities. They came together to explore Camp Fire programs, curricula, practices, and the word WoHeLo (which stands for Work-Health-Love) through the lens of cultural appropriation and to determine where it lives within our organization. They wrapped up their work and shared their findings in October. The result was a full report with recommendations for how to responsibly rectify cultural appropriation and what areas needed further exploration. Addressing this is one of our core strategic goals and we plan to share more on this topic in the near future.

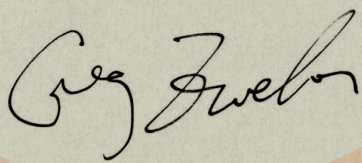
We developed a new strategic plan that encompasses all of the above values. First, we held four Town Halls with specific audiences: Camp Fire CEOs and board members, program staff, marketing and development staff, and youth to provide direction as we began our organizational strategic planning. Second, we created a Strategic Planning Task Force made up of stakeholders across the organization nationally (including youth) to determine our Five-Year Vision and top strategic goals for January 2021 – July 2022 (18 months). With the goal to become an equity-focused organization that leans into nature, youth voice, and DEI, our topline goals include:

- Advance diversity, equity, inclusion and access
- Engage in actively antiracist practices
- Address and end cultural appropriation
- Honor the power of young people with meaningful participation in decision-making
- Promote environmental stewardship and action

When it comes to diversity, equity, and inclusion, there is more work to be done, and it will never be finished. We are committed, not only because we believe it is right, but because it is what our young people are asking us to do, and we believe if we are to be truly inclusive, welcoming, and best serve today's youth and families—it has to be done.

We recognize we will not always get it right. But we are committed to doing it with grace and without shaming anyone. We invite you to join us on the journey and in this process.

This is a key moment to listen – especially to young people. It's an opportunity for us to strengthen youth-adult partnerships, support young people, and collaborate with them amid multiple pandemics. And so we move forward -- with joy, excitement, and commitment -- for the purpose of lifting up young people so they can thrive. Wishing you Work-Health-Love,



Greg Zweber, President & CEO,
Camp Fire National Headquarters



FINANCIALS

Financial information is based on the audited financial statements for the year that ended June 30, 2020. The complete financial statements have been determined to present fairly, in all material respects, the financial position of Camp Fire as of June 30, 2020, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

The financial statements do not include the financial positions or activities of the local councils or other affiliate organizations. The total revenue generated by the chartered councils aggregate to approximately \$52 million.

The program-related functional expenses (Core Mission Expenses) increased from 66% to 76% during the fiscal year, while the Core Mission Support Expenses for fundraising and management & general decreased from 34% to 24%; this change was due in large part to the reduction in expenditures incurred for professional fundraising and administrative staff and travel costs.

Audited financial statements are available on the, www.campfire.org, or by contacting Camp Fire National Headquarters Finance Department, 1801 Main St., Suite 200, Kansas City, Missouri 64108.

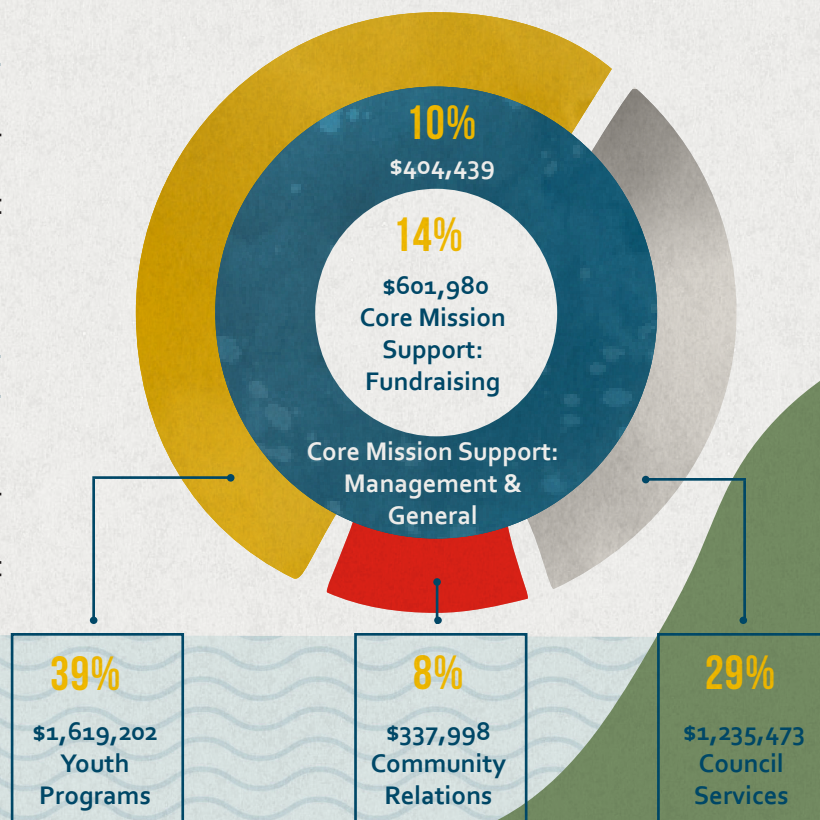
STATEMENT OF FINANCIAL POSITION

June 30, 2020

Total Current Assets	\$1,779,514
Total Long-Term Assets	1,095,452
Total Assets	\$2,874,966
Total Liabilities	\$990,708
Net Assets	
Without Donor Restrictions	\$357,474
With Donor Restrictions	\$1,526,784
Total Net Assets	\$1,884,258
Total Liabilities and Net Assets	\$2,874,966

FUNCTIONAL EXPENSES

For year ended June 30, 2020



STATEMENT OF ACTIVITIES

For year ended June 30, 2020

	Without Donor Restrictions	With Donor Restrictions	Total
Total Revenues, Gains, and Public Support	\$4,349,732	<\$2,379,030>	\$1,970,702
Total Expenses	\$4,199,092	-	\$4,199,092
Change in Net Assets	\$150,640	<\$2,379,030>	<\$2,228,390>

2019-2020 CONTRIBUTIONS

On behalf of the youth and families who have benefited from Camp Fire over the past year, thank you for supporting us in fulfilling our Promise, so youth find their spark, lift their voice, and discover who they are. Donations reflected in this report are for Camp Fire's Fiscal Year 7/1/19 – 6/30/20

Special thanks to these foundations for investing in Camp Fire and supporting programs that make an impact for thousands of young people and their communities.

S.D. Bechtel, Jr. Foundation - \$767,536
Margaret A. Cargill Philanthropies - \$700,000
New York Life Foundation - \$575,000



COMPANIES & FOUNDATIONS

GIFTS \$50,000 - \$499,999

United Way of Greater Kansas City - \$66,000

GIFTS \$20,000- \$49,999

Amazon Studios - \$25,000
Greater Kansas City Community Foundation - \$24,000
Ewing Marion Kauffman Foundation - \$20,000

GIFTS \$10,000- \$19,999

Walt Disney Studios - \$19,500
Search Institute - \$17,780
Dallas Afterschool - \$12,500

GIFTS \$1,000- \$9,999

Subvertical, LLC - \$5,000
Mann Family Foundation - \$5,000
R.A. Long Foundation - \$4,000
Coca-Cola Bottling Co. Consolidated - \$3,000
Henry Wurst Foundation - \$2,500
Academy Bank - \$1,500
UMB Bank Headquarters - \$1,500
Landscape Structures - \$1,000
Lathrop Gage - \$1,000
The Port KC Fitness & Performance - \$1,000
Central Bank of the Midwest - \$1,000

GIFTS \$500- \$999

CliftonLarsonAllen LLP - \$750
Haas & Wilkerson Inc - \$750
Sterling Volunteers - \$500

Diamond Contractors, - \$500
Hermes Company - \$500

GIFTS UP TO \$499

Hatchuel Tabernik & Associates - \$250
Amazon Smile Foundation - \$64

INDIVIDUAL GIFTS

GIFTS \$10,000 - ABOVE

Dave Albano
Greg & Nicole Zweber
Anonymous

GIFTS \$2,500 - \$9,999

Whitney Schoenthal
Melanie Herman
George Wakefield Trust
Kenneth Schoeneck
Helen Haupt
Jeanetta Darno

GIFTS \$1,000 - \$2,499

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Larry Droppa
Patti Gardner
Jeffrey Wilcox
Erin Franke
Dian Moore

GIFTS \$500 - \$999

Charles Fleenor
Julia Fleenor Bejarano
YourCause, LLC
Jane Parker
Amy Gray
Troy Robinson

GIFTS \$250 - \$499

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Philanthropic Fund
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Mara Cohara
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Jennifer Starck
Erica Stock
Debbie Zabica

GIFTS UP TO \$249

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Lily Mollencott
Loretta Furin
Pamela Risner
Patti Potter
Taylor Westfall
Toni Allen
Ashlynn Richardson
Crystal McCurry
Jenne Vanderpool
Kelly Ingram
Markos Cela
Rachel Whitaker
Sarah Malarkey
Diane Davis
Janet Mody
Karen McKernan
Shirley Beiser
Tanya Shay
Shawna Rosenzweig
Leonis Drami
Roberta Holder
Sandra Fuller
Chelsy Culpepper
Chandi Brooks

DONOR CONTRIBUTIONS

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Clay Patterson
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Rosemary Pizza
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Stacey Hipps
Stephanie Gillen
Tedmund Walters
Leanna Geosling
Lori Dekydtspotter
Jason Peerce
Hannah Household
Network for Good
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Erin Risner
Ben Matthews
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Anita Lutkus
Barbara Alford
Cheryl Clarke
Dale Moss
Jacobson Revocable
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Margaret Woods
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Norma Ellis
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Morgan Pilson
Eric Neishloss
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Karen Rosenzweig
Kelly Albano
Kelly Miller
Sandra Bloch
The Benevity Community
Impact Fund

Eileen Kane
Erin Vincent
Kathryn Ehrlich
Amy Almeida
Jessica Belle
Gregory Booth
Nikki Cropp
Target Employee Giving
Ellen Kimbrough
James Caputo
Rotary Club of Gladstone
Angelica Ramirez
Connie Dresie
Rania Anderson
Teresa Woods
Tehani El-Ghoussein

ESTATE GIFTS

Ida Hodes
James Daniel Humphrey
Foundation

TRIBUTES

Rob Ammerman
Denise Babin
Glynn Behmen
Valerie Clark
Jon Cobain
DiPaolo Household
Carol Fennelly
Kathy Goldstein
Ann Hanson
Richard Huxford
Mary Jones
Terry Kroeger
Susan Lebens
Danielle Ross
Tina Lonergan
Alice McArdle
Dana Meyer
Anne Molyneaux
Kerri Nasipak
Kathryn Nass Ciskowski
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David Patten
Rosemary Pezzuto
Marilyn Schnapp
Annette Smith
James Teros
Melinda Van Horn
Eleanor Venable
Wendy Weiss
Julia Wright
Cindy Zbin

IN-KIND GIFTS

A Kids Book About
Alamo Drafthouse
Dave Albano
Athleta - Country
Club Plaza
Aveda Salon & Spa
at Oak Park Mall
Bar K

Bicycle Shack
Bread & Butter Concepts
Bumkins Finer
Baby Products
Cheesecake Factory -
Country Club Plaza
Chipotle Corporate Office
Susan Cohara
Coterie Theatre
Country Club Plaza
Crown Center
Jeanetta Darno
Diamonds Direct
Edward DiPaolo
Glass Bandit
Happy Trees Painting
Improv KC/Draftcade
Indigo Wild
Insomnia Cookies - P&L
InterbrandHealth
Jubilant LLC
Kansas City Chiefs
Football Club
Kansas City Mavericks
Kansas City Repertory
Theatre
Kendra Scott - Country
Club Plaza
La Bodega
Made in Kansas City
Melting Pot
Mission Taco Joint
Mizzou Athletics
National WWI Museum
and Memorial
Overland Park Arboretum
& Botanical Gardens
Packit
Powell Gardens
Rajeunir Medical Spa
- Lee's Summit
Raygun
Records with Merritt
Silk
Spa on Penn
Starbucks - 39th Street
Starbucks - 89th
and Metcalf
Stockyards Brewing
Target - Ward Parkway
The Learning Tree
- Prairie Village
Trader Joe's - Ward
Parkway
Trezor Mare Restaurant
& Lounge
Tuft & Needle
Whole Foods -
Main Street



Camp Fire

Light the fire within

OUR STATEMENT OF INCLUSION

Camp Fire believes in the dignity and the intrinsic worth of every human being. We welcome, affirm, and support young people and adults of all abilities and disabilities, experiences, races, ethnicities, socio-economic backgrounds, sexual orientations, gender identities and expressions, religion and non-religion, citizenship and immigration status, and any other category people use to define themselves or others. We strive to create safe and inclusive environments that celebrate diversity and foster positive relationships.

OUR PROMISE

Young people want to shape the world.

Camp Fire provides the opportunity to find their spark, lift their voice, and discover who they are.

In Camp Fire, it begins *now*.

Light the fire within



LOOKING AHEAD

In Camp Fire, young people have the opportunity to connect to themselves, others, and nature. Join our list of supporters today at CampFire.org/Donate.

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Vice Chair

Jeanetta Darno

Treasurer

Ken Schoeneck

Secretary

Mara Cohara

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Stephen Franke Jr. CPA
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Nicole Pate, YAC Chair
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Catherine Loye



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