

2022-2023



# ANNUAL REPORT



# A NOTE FROM

greg

It was a big year for Camp Fire. We had three significant launches that ushered the organization forward:

## NEW EMBLEMS

For the first time in more than 100 years, we did a complete redesign of our entire awards and recognition items (125 designs!). Spurred on by our commitment to end cultural appropriation and led by Camp Fire youth, this three-year emblem refresh project was like nothing we had undertaken before. In 2020, our task force of affiliate representatives, National Headquarters staff, content experts, members of Indigenous communities, and a Youth Advisory Cabinet (YAC) member worked with Thrive Paradigm to audit cultural appropriation throughout our organization. That team determined redesigning the awards and recognition emblems would be a necessary step in repairing harm. But what would that process look like? We asked youth to lead the process. In 2021, Camp Fire National hosted a group of young people from Camp Fire affiliates across the nation to re-imagine our national rewards and recognition items. This initiative called Make Your Mark, allowed young people across the country to discuss the implications of cultural appropriation and to design new emblems. [See the results and details here!](#)

## NEW DEFINITION OF THRIVING

We decided to re-envision what it means to thrive by putting equity at the center, and welcoming and affirming young people's full selves. We like to say 'youth thrive here,' but what do we mean? What does it look like when young people are actually thriving? With the remarkable expertise of Dr. Kia Darling Hammond, whose work puts the overlooked and underserved in the center of thriving conversations, we co-created this powerful new definition to guide our work:

*When young people are thriving, they are connected to others, to nature, and to themselves with a loving awareness of their identities, dreams, passions, and needs. They are invited to imagine their whole selves and to grow, learn, and achieve in a self-determined, purpose-driven way.*

*For young people in particular, finding a place where they can simply be—where they can exist fully—can be very difficult, especially when who they are is challenged by society. That's why Camp Fire designs identity-affirming, accessible environments in which youth can experience the relationships, fun, inspiration, acceptance, safety, and support they need in order to thrive.*

## NEW WEBSITE

As a values-led organization, this means walking the talk by how we show up online and making our website accessible for all. Web accessibility means making sure people of all abilities can access the web. The internet leaps over the barriers many people with disabilities experience in the physical world, but it also creates a few more. Web accessibility considers how people with differing abilities (auditory, cognitive, neurological, physical, speech, and visual) interact online.



It works to open digital doors, so everyone is included. Our values of inclusion aren't just critical for our in-person programs across the country, but also how we show up online. [Learn more about it here.](#)

While these certainly weren't the only things we accomplished, these were core to how we lead into the future. Over the past year, we also continued to lean into our [distributed leadership](#) model, prioritized [child safety](#), wrote an [open letter to parents/caregivers](#), revived the [National Friendship Fund](#), worked on [our strategic goals](#), talked about [nature and the well-being of youth](#) and [environmental justice](#), shared power [with young people](#), and added [two new members](#) to our National Board.

And if you want to feel inspired, be sure to read these [three powerful stories](#) of impact from a Camp Fire participant, camper, and parent: Malachi, Leo, and Kim. Thank you for your support and your role in helping them thrive, as well as the other tens of thousands of youth across 24 states.

Cheers to more great things ahead!

Wishing you Work Health Love,



Greg Zweber, CEO | Camp Fire National Headquarters



# FINANCIALS



Financial information is based on the audited financial statements for the year that ended June 30, 2023. The complete financial statements have been determined to present fairly, in all material respects, the financial position of Camp Fire as of June 30, 2023, 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 affiliates or other affiliate organizations. The total revenue generated by the chartered affiliates aggregates to approximately \$50 million.

Audited financial statements are available at [campfire.org](http://campfire.org) or by contacting Camp Fire National Headquarters Finance Department, 1801 Main St., Suite 200, Kansas City, Missouri, 64108.

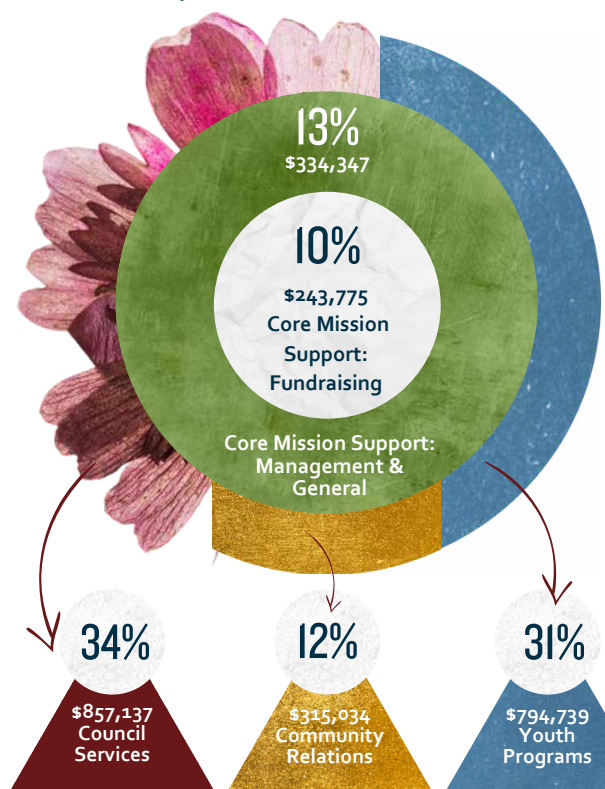
## STATEMENT OF FINANCIAL POSITION

June 20, 2023

Total Current Assets	\$1,741,056
Total Long-Term Assets	\$956,562
<b>Total Assets</b>	<b>\$2,697,618</b>
<b>Total Liabilities</b>	<b>\$214,922</b>
<b>Net Assets</b>	
Without Donor Restrictions	\$637,333
With Donor Restrictions	\$1,845,363
<b>Total Net Assets</b>	<b>\$2,482,696</b>
<b>Total Liabilities and Net Assets</b>	<b>\$2,697,618</b>

## FUNCTIONAL EXPENSES

For the year ended June 30, 2023



# FINANCIALS

CONT'D

## STATEMENT OF ACTIVITIES

For the year ending June 20, 2023	Without Donor Restrictions	With Donor Restrictions	Total
Total Revenues, Gains, and Public Support	\$2,468,092	(\$645,408)	\$1,822,684
Total Expenses	\$2,545,032	-	\$2,545,032
Change in Net Assets	(\$76,940)	(\$645,408)	(\$722,348)

# CONTRIBUTIONS

**\$250 TO \$499**

Dax Devlon Ross  
Anonymous  
Margaret Wilmoth  
Nathaniel Winkelmann  
Renee Meek  
Susan Kay Sause

**\$100,000 +**

Margaret A Cargill Philanthropies

**\$20,000 TO \$49,999**

James Daniel Humphrey Foundation  
Greater Kansas City Community Foundation  
Northrop Grumman  
Anonymous

**\$10,000 TO \$19,999**

George Wakefield Trust

**\$2,500 TO \$9,999**

Andley Charitable Fund/Danette Andley  
Dave Albano  
Dian Moore  
Estate of Lynda Mccauley  
Greg Zweber  
Kenneth Schoeneck  
Marie Rohman  
Morrison Living/Compass Group (TouchPoint)

**\$500 TO \$2,499**

American Institutes for Research  
Melanie Herman  
Premier Cooperative (Dennis Zweber)  
Rosemary Pezzuto  
Tracey Swan

UP TO **\$249**

Amazon Smile	Erica Stock
Andrea Woods	Erin Risner
Anonymous	Elizabeth Campbell
Arthur Matthews	Marie Jokipii
Barbara Simmons	Melanie McCall
Carol Jo	Tammy Phelps
Hargreaves	Terri Parks
Charity Gift	Melissa Smith
Certificates	Michael Lemon
Connie Dresie	Molly Lyons
David Rosenzweig	Network for Good
Eileen Kane	Pierre & Ellen Rodgers
Good Today	Polly Walton
Helene Dellavalle	Rachel Forman
Jatin Dhingra	Sandy Rudloff
Jewel Cowart	Sharon Gander
Judith Green	Sharon Voros
Kate Evans	Shirley Wolverson
Kerri Voyles	Terri Vail
LaShee' Thomas	The Boeing Company
Lewis Anton	Wendy Malepeai
Marie Jokipii	William Coleman
Eric Ratinoff	YourCause, LLC



# CONTRIBUTIONS

CONT'D

## LEGACY GIFTS

Camp Fire is thankful for the foresight of caring indicated by the following individuals who have shared that Camp Fire is included in their legacy plans:

Robert L. Bobar  
Ann E. Corwell  
Abelardo and Deborah G. Curras  
Frank and Susan Finneran  
Sara W. Hardin  
Virginia M. Johnson  
Dr. Faith W. LaVelle  
Dorothy Liu  
Arlene Meehan  
Marion Noel  
Dolores C. Owens Trust  
Dr. Roberta van der Voort

## TRIBUTE GIFTS

Anonymous  
Annette Lai  
Charlotte Bumgarner  
Cheryn Miller-Crock  
Julia Wright  
Karen Doucette  
Lucinda Reddoch  
Robert Zitsman  
Steve Connolly





# GROWING UP IS HARD.

THAT'S WHY CAMP FIRE CONNECTS YOUNG PEOPLE TO THE OUTDOORS, TO OTHERS, AND TO THEMSELVES.

[CAMPFIRE.ORG/DONATE](https://campfire.org/donate)

## CAMP FIRE NATIONAL BOARD OF TRUSTEES

Chair - Jeanetta Darno \*

Current Board Chair – Danette Andley

Vice Chair - Dave Albano\*

Current Vice Chair - Andrea Woods

Treasurer - Ken Schoeneck

Secretary- Amber Grundy

Cheryl Kreindler

Maddie Green

Melanie Herman\*

Renee Meek

Maggie Bailey, YAC Chair

\* Completed Board service within the fiscal year.

