

COURSE SET FOR MANITO-WISH WE'RE NEARLY THERE!

Camp Manito-wish YMCA

Tripper – Spring 2021 CAMP MANITO–WISH YMCA





Patrick Soldan, Chief Executive Officer



As I write this, looking out the windows of the Boyce Administration Center, I see the snow melting as the sun peeks through the clouds. Soon the snow will be replaced by green grass; animals will emerge from their winter resting places, and the bog frogs will be singing once again. Spring is often recognized as a symbol of hope, optimism, and rejuvenation. This spring is no different. As we transition from winter to spring and, ultimately, into summer, these feelings resonate even deeper.

We are eager to welcome campers and families back to Camp this summer as we begin a renewed

programming model and explore new trip destinations. I am filled with hope as I imagine the impact the lessons learned at Camp will have on our communities as our youth develop the resiliency necessary to overcome any obstacle. As our campers break out the oars once again – or, maybe for the first time – I am confident they will gain the critical thinking necessary to chart their own course in life.

I continue to remain optimistic about the future and am humbled by your support. Our staff team, board of directors, and your incredible generosity have ensured that Camp will thrive as we enter into this new season.

Thank you for your continued support of this place and the people in it.

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The Tripper is the newsletter for alumni, friends, staff and campers of Camp Manito-wish YMCA, Published bi-annually, spring and fall.

GOING DIGITAL! With a commitment to environmental stewardship the Tripper is offered in digital format. As we transition to going fully digital, a postcard announcement of the publication was mailed to alums without email addresses in Camp records. A limited amount of Trippers were printed for and mailed to alums requesting a hard copy. If you prefer to receive the Tripper by email, please send your email address to: <u>beth.rondello@manito-wish.org</u> or the Tripper may be found online on Camp's website at <u>https://manito-wish.org/news/tripper/</u>. Thank you for helping preserve our natural resources.



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2021 DATES TO REMEMBER

April 17	Board of Director's meeting
May 28-31	Memorial Day Work Weekend
June 15-July 4	Boys Summer Camp Session
June 15	Outpost Trips Begin
July 8-11	Family Camp Session 1
July 13-18	Family Camp Session 2
July 20-August 8	Girls Summer Camp Session
July 31	Fires of Friendship Event, Board of Director's meeting
August 8	Outpost Trips End
September 17-19	Father/Son Weekend
October 15-17	Women's Weekend









DIVERSITY EQUITY & INCLUSION

VALUE OF A MANITO-WISH EXPERIENCE MENTOR/MENTEE INITIATIVE

Since our first report in the 2020 Fall Tripper, the DEI Committee (Tracy Watson and Jeff Pereles as Co-chairs, Sean Hurtubise, Ezler Jandrasi, Ansley Laev, Tim Sheehan, Ally Sheehan, Karmen Tornow, Ali Warner, and Quincy Williams) has been hard at work.

We have created a <u>Web page</u>, which provides a summary of Diversity Equity and Inclusion at Camp, education/resources, our goals and objectives and accomplishments thus far.

The committee defined five goals:

- **Goal 1.** Further Infuse DEI Best Practices into Staff & Camper Recruitment and Outreach
- **Goal 2.** Review of Boulder Lake Property for Incorporation of DEI Best Practices
- Goal 3. Incorporate DEI Best Practices into Camp Program Preparation, Planning, and Execution
- Goal 4. Incorporate DEI Best Practices into our Development & Financial Operations
- Goal 5. Organizationally Meet or Exceed DEI Best Practices

Each goal has strategies and objectives to provide for the accomplishment of the goals. Clink on this <u>link</u> to see the strategic plan including goals and strategies.

For a listing of objectives, which have already been accomplished, click here.

We are in various stages with approximately 40 objectives. Here is a small sample of some of those objectives we are working on:

- Examine and define the barriers of Leadership Program participants and staff (coaches) to joining seasonal Manito-wish staff
- Review communication/messaging and resources for recruiting staff & campers
- Review DEI best practices messaging for: Website presence, Social media, Publications, etc.
- Review of forms (i.e. registration, health, onboarding, staff applications, campership, etc.) for DEI best practices
- Install Mission, Vision, and Commitment Statements more prominently & permanently in all determined facilities
- Food service- audit of inclusive meals, dietary needs, and trail food
- Creation of a mental emotional social health (MESH) curriculum and library which identifies resources, develops training modules, and integrates best practices into staff training and employee toolboxes
- Engage consultants to provide an external audit and assist in creating internal audit procedures

We will be updating the website quarterly as we complete objectives and strategies as well as find more resources, which may be useful to our community.





BONNE MATHESON

Summer Camp Staff, Fall Leadership Facilitator - 2017

My name is Bonne Matheson. While I grew up romping around in the outdoors, I didn't discover the Manitowish family until after I graduated from college. After graduation, I wanted to meet new people, breathe

fresh air, and gain leadership skills by interacting with peers and youth in outdoor settings. I worked as a member of Summer Camp Staff and then as a Fall Leadership Facilitator in 2017. While I was only on staff for a short period of time, the experiences I had at Camp, and the connections I made in the Northwoods have greatly impacted my personal life and career direction.

After Camp, I went on to serve with the Peace Corps, and am now pursuing a career in Soil Conservation and Natural Resources Management. My career progression has been largely supported by Manito-wish's mentorship program. My mentor, **Steve Weber** (1979–1981 camper, 1982–1984 staff, and 2016-present Board Member) helped strengthen my resume, better define my career goals, and gave me invaluable experience talking to professionals in the field. Not only did the mentorship program help me secure full-time employment and give me the confidence to build my career, but, it reinforced the importance of learning how to be a mentee so that I can better mentor.



JOHN DOCTER

M.S. Northwestern University, Fellow at Pacific Northwest National Laboratory, Health Center Coordinator Summer 2017, Far North Sectional/Nature Director Summer 2018, Nature Director Summer 2019

I was given the opportunity to participate in Manitowish's professional mentorship program this past year and I couldn't be more grateful for the opportunity. Even outside of Camp, the organization is still providing support and value – honestly, more than I could ask for.

I was connected with a water systems engineer, **Jess Brown**, who was a camper from 1983-1988 and on seasonal staff in 1991. We had several meetings about career growth, opportunities, advice, and moving forward in life. These were professional conversations, yes, but they were also relaxed and friendly. I could ask for direct advice about how my resume looked, how I am coming off conversationally, and what potential next steps I could take. Jess invited me to send random LinkedIn messages if I had an upcoming interview or an offhand question. And, most importantly, given the times, he reassured me that I was on the right track, even if the job market wasn't the best, which gave me the strength to keep looking and applying.

Talking about the value of Camp is hard, mostly because it would take a novel to describe all of the ways it's helped me. What I will say, though, is that I am undoubtedly a better person for having spent time there, and I'm eternally grateful for the experiences I've had and the people I've met.

To see full Mentee/Mentor article please click here. https://manito-wish.org/blog/category/alumni/



JORDAN STROUSE

Summer Camp and Outpost participant 2009-2015, Summer Camp Staff 2016 -2018

I am a recent graduate from the University of Iowa, where I studied Civil Engineering. I have been part of the mentorship program and working with my mentor, **Steve Weber**, since the fall of 2019. With the help of Steve, we worked on strengthening many interpersonal

skills that I first learned while at Camp as a camper and on staff. We worked on interviewing techniques and strategies, as well as the best ways to prepare for upcoming interviews.

Throughout the program, I have had opportunities to speak with executives in engineering companies to gain valuable experience conversing with executives, as well as gain valuable knowledge of the engineering field from their perspective. In addition, Steve's guidance helped me secure two internships while I was in college as well as a full time job post-graduation, in Chicago.

With the help of the mentorship program, I have not only strengthened and acquired skills and knowledge that I will use for the rest of my life; but also continue to have a mentor whom I am able to go to for career and life advice.

The mentor-mentee program is a unique opportunity for Camp Manitowish staff because it offers different outcomes for each participant, much like Camp does.

For younger staff who do not have an idea of what their path is, the program provides someone who can help point them in a direction that will benefit them.

The program is great for college students because it pairs them with a mentor who is working in their desired field and can help make decisions for selecting classes that will benefit their future.

For older staff looking for full-time positions and/or internships, the mentors in the program offer career advice not limited to interview and resume help, as well as networking opportunities.

As with Camp, the more you put into the program, the more you will get out of it. I would recommend the mentor-mentee program to any staff member of any age to help them with their future career endeavors.



ERIC MILLER

Outpost participant 2016-2018, Summer Camp Staff -2019

I am a junior at the University of Wisconsin-Madison studying Supply Chain Management & Marketing with a certificate in sustainability. I have been working with my mentor, **Eric Lorenz** (Board Member 2018-present), for a year now, and have had an overwhelmingly positive

experience so far. Eric and I talk every month or so over the phone. I have received guidance on:

- networking with connections
- interview preparation
- resume and cover letters
- business skills

Eric has also given me the opportunity to talk with some of his connections in the renewable energy field, which is an area of interest for myself. Eric has relayed his experience and given me opportunities that I have found extremely valuable.

I personally recommend the mentorship program to anyone at Camp Manito-wish YMCA that wants to further their professional experience and career opportunities. The mentors really want the best for everyone in this program; it really is an amazing resource.

CAMP UPDATE

CAMP UPDATE



Ben Hoffman

Operations Director

My name is Ben Hoffman and I am extremely happy and grateful to be joining the Camp Manito-wish YMCA Management Team as the Operations Director. I am looking forward to diving into this role, ready to learn and grow.

"One way to get the most out of life is to look upon it as an adventure." I grew up attending camps on the East Coast in Massachusetts. When I was 16, I had a life-changing experience rafting in the deep canyons of the west and I was inspired to discover more about the world outside my front door. I graduated from Colorado State University, achieving a degree in Wildlife Biology, with minors in Fisheries and Rangeland Ecology. This led to my passion for teaching through recreation and stewardship

in the outdoors. I began guiding rafting trips on the Arkansas River, which led to more intense wilderness-based expeditions with Outward Bound. Recently, my focus has been character and leadership development for students through adventure-education in a traditional school setting. I have worked and traveled throughout the world to broaden my knowledge and experience to construct high- quality adventurebased programs for groups of all ages.

My adventure continues as my wife and I share the outdoors with our two children, Akiva and Rowan, who love exploring in the Northwoods!

Operations: Part of the magic of each Manito-wish experience happens because of the operations staff that take time to execute the mission, administer the programs, and create a more welcoming space. Our facilities team manages the Camp Manito-wish site/property and take care to focus on scheduled maintenance, work orders. and improvement projects. It is this team's commitment to Camp that enables our programming team to design, deliver, and evaluate life-changing experiences for all of our campers and participants. Summer Camp will enter into a new 3-week model to maximize its impact alongside our incredible Outpost Program that will embark upon some challenging (and brand new) routes this summer. Our Leadership Program will continue to thrive and grow in its practice of building collaborative leaders to overcome challenges in our everyday lives.



American Camp Association: Camp Manito-wish will undergo its 5-year cycle of the American Camp Association (ACA) Accreditation Process, which highlights the key aspects of camp operation, particularly those related to program quality and the health and safety of campers and staff. Maintaining ACA accreditation takes time and commitment. This process supports our camp's sustainability, encourages its growth, and is evidence that our camp meets industry accepted and government recognized standards.

COVID-19: This past year Camp Manito-wish staff have been working tirelessly to develop a plan to best manage the impacts of COVID-19 on Camp programs. We have been implementing risk mitigation strategies that will best allow us to return to all programming at Manito-wish in 2021.

That work and your support have allowed us to return to programming in 2021. Although aspects of programming will look and sound different this year, our team is committed to creating the similar experiences to which you have become accustomed.

Please visit our website for updates regarding our response to COVID-19 as we continue to develop our internal practices to create an environment conducive to learning. Our COVID-19 philosophy rests on the following principles: (1) Appropriate screening of staff and participants, (2) Use of pods to maintain physical distancing, (3) Diligent hygiene practices, (4) Masking when the pods cross over, and (5) High levels of cleaning and disinfecting. Our staff will be prepared to manage activities under COVID-19 protocols and provide exceptional programming to our campers and participants.



Camp Director



Ally Sheehan, Summer Camp Director

The Camp Manito-wish YMCA Program Team has been working diligently to make sure that, even though COVID-19 mitigation techniques such as wearing masks and physical distancing will make being at Camp somewhat different, the Manito-wish experience remains the same.

New Team Member: Laini Wargo, Program Director, joined our year-round Camp team in January. Laini brings an extensive Y-camping background and wilderness experiences which will help her oversee our Wilderness and Leadership programming. We are so excited about Laini's first summer of supporting high-quality programming at Manito-wish!

Summer Programs: This year has started with 2021 program planning, creating COVID-19 protocols, focusing on the delivery of our Mission/Vision/Commitment, and recruiting and hiring seasonal staff. As you may be aware, our Summer Camp model has changed. We are offering a 3-week session for boys and a 3-week session for girls, with two Family Camp sessions in between. Check out our website to learn more! The 3-week Summer Camp model will allow us to provide more opportunities for deeper friendships, leadership development, and progressive skill growth in program areas. Summer campers will have more opportunities to deepen their understanding of trail skills and strengthen the transference process of their trail experience to everyday life. We can't wait for summer!

Outpost Program: Our Outpost Program has had to stay nimble and flexible too. Last fall, Camp created a task force of alumni and staff members, including John Stoddard, Steve Robitshek, Ali Warner, and Tracy Watson, to help strategize and review alternative routes for our traditional Canadian trips. We are pleased to report that we have selected U.S.-based alternative routes for all of our Canadian trips. This is an exciting opportunity for us to move forward with these alternative trip routes because it will strengthen the Manito-wish experience, while ensuring the creation of epic memories within the trail life that we hold so dear. Check out the Outpost <u>webpage</u> to view information on 2021 "Out-ternative Trips!" locations. Laini Wargo and Ali Warner (Outpost Director) will be spending the next few months planning trip logistics, critical gear purchases, developing updated technical skill curriculum, and connecting with staff and participants regarding their upcoming trips!

Leadership Program: Leadership Groups are eager to return this summer and fall! We are working with our fall groups to learn more about their hopes of returning and ensuring all COVID-19 protocols will be followed so we can provide much needed small-group (and in- person!) relationship-building and leadership development. We are working with the <u>Schuler Program</u> - our largest summer Leadership program - to provide as many 10-day Camp experiences as possible for their Scholars this summer.

For the remainder of the spring, the Program Team will focus on staff training design, reviewing daily schedules to adjust for COVID-19 protocols, accomplishing our DEI Strategic Plan objectives, and holding Town Halls and Webinars for staff and participants.

MESH Initiative: Following best practices in the camping industry, we are excited to launch the Mental, Emotional and Social Health (MESH) initiative. It is critical that we manage mental, emotional and social risk the same way we manage physical risk. We are developing MESH curriculum to be included in seasonal staff training sessions, and have created a new seasonal position to help oversee all MESH needs for staff and participants this summer. As one of the few camps in the country to implement this initiative, Manito-wish is helping to lead the way amongst our cohorts!

The Program Team is ready to welcome back our campers and staff, help them re-connect with their peers, provide appropriate physical, social and emotional challenges and give them an opportunity to have some fun outside! Break out the oars!!



Laini Wargo, Program Director

PROPERTY UPDATE

Tim Sheehan, Property Manager

Greetings from the shores of Boulder Lake where subtle signs of spring have begun to appear. Overall, the Northwoods winter has been relatively mild with considerably less snow than in the recent years. While we have had a few weeks

of sub-zero day and nighttime temperatures, more seasonal conditions have returned. I am excited to begin my 21st year at Camp and am very happy to report that the property and its facilities have never been in better shape than they are today. This is due in large part to the continued, passionate support of our alumni (you!) who want to help ensure Camp Manito-wish YMCA remains a world-class facility for all who come to experience what Manito-wish has to offer.

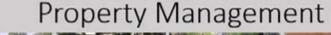
Over the past 102 years, property management at Camp has certainly evolved as the needs of our programs have changed and grown, requiring updates to our older buildings and the creation of new facilities in the effort to create functional spaces for our program staff to deliver the Manito-wish Experience. Today, safety and risk management, functionality and aesthetics drive the daily tasking of the Property Team as we strive for facility excellence. I will take this opportunity to recognize the hard work and dedication of John McMenamin, Trish Menzia, Jerry Hartigan, Tony Rivest and Sean Hurtubise (the Property Team) as they work diligently to ensure our buildings and grounds remain operational and welcoming for all who visit the property. I sincerely appreciate all that each of you do for Camp – thank you!

Staffing

It gives me great pleasure to share that we have successfully rebuilt the Property Team as we work diligently to prepare for the resumption of programming. On your next visit to Camp, please search out and give a warm Manito-wish welcome to Jerry Hartigan, Maintenance Technician; Sean Hurtubise, Property Support Technician; and Tony Rivest, Maintenance Technician – the newest members of the Property Team. Jerry Hartigan, a long-time resident of the North Country and small business owner who brings over 25 years of construction knowledge to Camp. Jerry has a Masters in Wildlife Ecology and is an avid outdoorsman. Sean Hurtubise, a familiar face at Manito-wish for many years, brings a wealth of institutional program and property knowledge to the team. Tony Rivest, a new resident of the North Country, brings over 31 years of experience as a Union Journeyman HVAC Service Technician. Tony has experience in flipping homes, classic cars, fixing anything mechanical and looks forward to spending time fishing in the great Northwoods.

Around the Property

Despite the ongoing pandemic and the changes it has caused, we were very fortunate to be able to accomplish a lot of work around the property this past year. Below are some highlights of our recent accomplishments. The original 1954 well, water tower and old steel water piping were decommissioned; and a new well with a modernized underground water distribution system was installed. Our ball diamonds were re-planted and are growing new grass. Building and mechanical systems were inspected and necessary repairs are underway. Our housekeeping and property support staff worked hard to deep clean the vast majority of our buildings – it is amazing what was under some of those bunks! The final touches to the new Staff House, Dundee and Last Resort I & II cabins are complete; and these new buildings





await their first of many years of service (thank you to each of the donors who made these important and impactful projects a reality). The leaking foundation at Portageur Cabin was repaired and the remodel is now complete. All these accomplishments were in addition to the normal tasking required to keep the property operating on a daily basis.

As we look excitedly towards the return of staff and campers and the resumption of programming, in the times of the worldwide pandemic, our cleaning, disinfection and sanitization practices continue to evolve as we implement current best practices as outlined by the CDC, ACA and our local health department. We anticipate having all Camp staff participating in our effort to raise the bar in regards to overall Camp cleanliness and sanitization in a concerted effort to keep our Camp community healthy. In some areas around the property, you will notice staff performing different levels of cleaning as determined by the specific areas' frequency of use. Expect frequently touched surfaces, washhouses, restrooms, and shared spaces to be cleaned and disinfected at a minimum of once daily. In our higher-use areas, you can expect cleaning and disinfection to occur more frequently.

Craftshop

Thanks to a generous donation, we have updated the lighting, relocated the pottery throwing wheels and kiln, installed an exhaust fan and freshened the "Crafty Cage" in preparation for the summer programming season. We are excited to see the Craftshop in use by campers and staff alike.

Grumman Canoe Fleet

Our entire fleet of Grumman canoes are looking fantastic and I cannot wait for everyone to see them at Camp and as they are paddled around the lakes, rivers and creeks of the Lakeland area. This past fall, Cullen Moffat of MTM Contractors, LLC in Whitefish Bay, Wisconsin spent several weeks at Camp – prepping, priming and applying a finish coat of paint to all of the aluminum canoes. Thank you, Cullen, for a job well done! We hope to expand our relationship with MTM Contractors that will continue to keep our canoe fleet looking sharp, but also include the painting needs of our buildings around the property.

Forestry Stewardship

Starting in 2014, Camp engaged with the DNR and Northern Ecosystem Services (Forestry Consultant and alumni) to evaluate the health of our forests and to make a plan to ensure its long-term health. As a result, Camp identified that thinning of our forests was needed and last December work started in the forest surrounding the challenge course. The goal of this work was twofold: sustainably manage the forest to promote forest health, maintain biological diversity and enhance aesthetics. This process includes removing trees that are not healthy to allow sunlight to reach the forest floor, thus promoting the growth of the next generation of trees; to identify and remove hazard trees, lowering the risk of a limb or tree from falling on a challenge course element or, worse yet, a participant. While these goals are straight forward, there are some things that you may notice when you next arrive at Camp. There will be slash (tree limbs) on the ground in certain areas by design. Over time, the slash will: decompose back into the soil providing more nutrient rich soils for the next generation of tall pines; allow for new and different homes (habitat) for a diverse range of critters (microbes, salamanders, small and large animals and birds); be the most natural way to leave what remains following a thinning of the forest. We are pleased to have been able to accomplish this work and are excited to see the next generation of trees begin to take root. Upon your return to Camp, we would like to accompany you on a tour of the Camp forest in and around the challenge course to answer any questions.

Waterfront

As many of you know, our historical waterfront is one of the focal staging areas of the property used to deliver the Manito-wish Experience. Over 80 years ago the fieldstone retaining walls, waterfront steps and seawall were constructed by the hard work of property and seasonal staff and campers. While these features have withstood the test of time, they are all in need of some refreshing as we look to serve Camp's programming needs well into our second century. The professional design and development team at MSA has completed the 90% Phase 3 construction drawings and we are seeking bids from three qualified, hand-picked contractors. The conceptual estimate for this historical project is predicted to be about \$2 million. Thank you to the generous donors who have helped Camp raise \$422,000 to date. If you have any questions about this historical project, please contact us for more information.



It certainly has been a challenging year for all of us here at Manito-wish and for the world. I look forward to seeing this amazing property again used for impactful programming that delivers life-changing experiences as our world is truly in need of confident, responsible and enlightened leaders who will improve the world in which they live. Thank you to everyone for your passion and continued support of Camp Manito-wish YMCA.







DEVELOPMENT UPDATE

Development at Camp Manito-wish involves Major Gifts, Alumni Outreach, and our Annual Fund Drive. Development is cultivating, stewarding, and honoring our alumni. The next three pages will summarize our major gifts, development initiatives, endowment success, alumni outreach, and our annual fund drive.

Jeff Pereles, Development Director & Beth Rondello, Director of Annual Giving and Alumni Engagement

Prior to sharing the 2021 development initiatives, please allow us to once again express our unending gratitude to you and provide a summary of your generosity in FY2020 -- Major Gifts (Capital, Endowment, and Restricted Funds) \$715,310 and Annual Fund Drive \$1,223,172 for a total of \$1,938,482. You're wonderful! We can't thank you enough for keeping Camp going in the midst of a pandemic. Thank you!

Major Gifts

As we continue to grow and age as an organization, major gifts to maintain our magnificent facilities, infrastructure, and secure our financial future become more and more vital.

Capital Projects

Development Initiative - Waterfront Restoration

The waterfront has always been one of the central hubs of activity at Camp – and a reliable launch point for countless Manito–wish experiences. But, a century of steady use has taken a toll on this vital area. In 2020, we reported in the Tripper the need to restore the historic waterfront. That need has not changed; however, as we all know, in 2020 we pivoted our focus from Major Gifts to the Annual Fund Drive in order to support operations through a summer without programming. Thanks to you, in 2020, Camp received an additional \$107,000 for the Waterfront restoration project. This brings our total raised to date to \$422,000. The total project will cost \$1.7–\$2.0 million. We are in the process of meeting with alumni, granting organizations, and foundations in an effort to bring awareness to this urgent project to meet our goal and begin construction in the fall of 2021.

Through planned and spontaneous activities, youth have grown and become more confident, responsible and enlightened. This restoration will ensure that tradition continues, for years and generations of campers to come. In this restoration, we will strive to retain the iconic characteristics of the waterfront while preserving features of historic significance. The feeling you get while enjoying a paddle-in will remain the same, but the functionality, access and safety will be improved — all with a focus on environmental stewardship and sustainability. Here is a small sampling of the potential enhancements:

- Restored and improved waterfront steps and retaining walls
- New, wider walkway in front of swimming area
- New seawall
- Refurbished surface in front of Trips building
- Care and attention to our waterfront woodland
- New service ramp to waterfront area
- Landscaping to stabilize bank, redirect drainage and prevent harmful effects of erosion

See Tim's report on page 9 for the progress on the phasing of the project. If you have any questions regarding the funding of this project, contact Jeff Pereles at <u>jeff.pereles@manito-wish.org</u>. If you have any questions regarding the construction of this project, contact Tim Sheehan at <u>tim.sheehan@manito-wish.org</u>.





<u>Endowment</u>

Endowment gifts as part of our major gift plan include both cash\pledges and bequests. Manito-wish has established the Fires of Friendship Circle to recognize individuals who have included Camp Manito-wish in their estate plans for any purpose or who have made an outright gift of \$10,000 or greater to the Endowment Fund.

Our invested endowment funds as of January 31, 2021 totals more than \$13 million!

Development Initiative - Staff Incentive Endowment Fund

As you know, our seasonal staff are the driving force of implementing a quality program that has withstood the test of time. In order to continue to compete for these high quality leaders, we must remove the financial barrier to work at Camp by increasing the ability to provide the highest quality wages and benefits.

Our endowment, as approved by the board of directors, currently distributes 4% of its value annually. To increase wages and benefits by 1% outside of our budget process, we currently need approximately \$9,000. That means that an endowment of \$225,000 (\$9,000/4% distribution) would provide a 1% increase in perpetuity to wages/benefits for seasonal staff.

Our goal is to increase wages by 10%, and to do that we will need staff incentive endowment funds totaling \$2.25 million. Thus far, we have four named endowment funds in place:

- Staff Incentive Endowment Fund
- Brian & Jeanne (Johnson) Cleveland Family Seasonal Staff Incentive Endowment Fund
- Bill & Char Johnson Family Staff Incentive Endowment Fund
- Mary Pat (Gold) & Peter Judkins Family Staff Incentive Endowment Fund

The total of these endowment funds as of January 31, 2021 equals \$175,120. If you have any interest in joining in or questions regarding these or any other endowment funds, please contact us.

Estate Planning

Many alumni have included Manito-wish in their estate plans. By informing Manito-wish of this information, you help the Board of Directors to consider generative issues and continue providing sound fiduciary responsibility.

If you have included Camp Manito-wish YMCA in your estate, have any questions regarding endowment opportunities, or the Fires of Friendship Circle, call or send us an email. We will be happy to discuss the various endowment opportunities with you.

Alumni Outreach

Mentor/Mentee Program: Camp kicked off a new pilot mentor/mentee program in 2020. Nine current or former seasonal staff members and eight alumni were engaged in this pilot program. The goal of the program is to match alumni and the lessons learned while a Camper or Staff member and match them up with a seasonal staff member to provide mentoring with academic, career, and life. As you read on page two from four of our mentees, this is just another way Camp is communicating the transformational value of a Manito-wish experience, not just when you are here, but throughout your life. Our goal is to add 10 more pairs of mentor/mentees this year. If you would like to participate in this program as a mentor or mentee, email jeff.pereles(a) manito-wish.org. We will be happy to send you an interest form!

Virtual Events: With the inability to travel this winter, Camp has been holding "Virtual Tripper Nights". The evening consists of a message from Pat Soldan, CEO, on the state of Camp, 2021 programming, the DEI Staff Strategic Plan, property updates from Tim Sheehan, and alumni sharing a favorite Manito-wish memory. Thus far, Camp has held virtual events for alumni in CA & AZ, WA & OR, CO, and MN in the months of January and February. Three Additional "Virtual Tripper Nights" are being planned for IL, IA, MI & IN, and WI, and all states and countries not mentioned in March and April. Be on the lookout for an email announcing a "Virtual Tripper Night" in your area!

If you would like to find out more information on Manito-wish's development activities, please email Patrick Soldan (<u>pat.soldan@manito-wish.org</u>), Jeff Pereles (<u>jeff.pereles@manito-wish.org</u>), or Beth Rondello (<u>beth.rondello@manito-wish.org</u>), or call us at 715-385-2312.

ff Incentive Endowment Fund Fund Endowment Fund



ANNUAL FUND DRIVE YOUR SUPPORT WILL HELP THE REOPENING OF CAMP IN 2021

ALUMNI UPDATES

As we plan for a return of programming in 2021, your gifts to the Annual Fund Drive will have a profound impact! This year's goal is \$500,000. As of February 28,2021 we have raised \$419,364 or 83.87% of our goal! Our campers, families, and staff need Camp. We all have endured a year of isolation and missed a critical summer of development for our community.

Please consider a gift to Camp Manito-wish so we can get back to developing confident, responsible and enlightened leaders who will improve the world in which they live!

Your gift to the Annual Fund Drive for Camp's greatest needs* helps to:

- support the re-opening of Camp in 2021
- support the expansion and enrichment of current programs
- support staff training
- underwrite program equipment
- provide for Camp's greatest budgetary needs, which includes Camperships (scholarships)

Please consider being a monthly donor. Your monthly donation allows Camp to plan for the future. and your gift helps to ensure funds are available year-round.

Join our campaign today! Please complete the donation card and return to Camp; or, to give online, visit manito-wish.org/donate. Camp Manito-wish YMCA is a 501(c)(3) charitable organization.

Thank you for your consideration and dedicated support to Camp Manito-wish YMCA.

If you are able, but haven't already done so, please give to the Annual Fund Drive for the greatest needs of Manito-wish. Thank you!



the incredible generosity of the Manito-wish Community to help us through these unprecedented times. Thank you!!

*In 2020, we were not able to award Camperships due to the cancellation of programming. Funds, which the donor designated to the AFD for Campership, and the **Campership Endowment** Funds distributions, were placed in a restricted fund until they can be utilized. For that reason, we already have \$340,325 from the AFD2020 and the endowment distributions for 2020 & 2021. Due to the uncertainty of COVID-19 in 2021 and the available 2021 restricted Campership funds, we are asking that gifts to the Annual Fund Drive be designated for greatest needs.

All of us at Camp are grateful for

Exp. Date

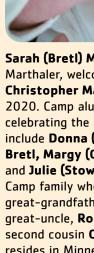
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RTHS



Lauren (Abbott) Ferguson and Michael Ferguson, a daughter, Eliza Storm Ferguson, on November 22, 2019. Camp alum family members celebrating the arrival of Eliza include John Abbott. The family lives in Dover, NH.

Trish Davis and Steve Davis, a son, Benjamin Andrew Davis, on December 27, 2019. Camp alum family members celebrating the arrival of Benjamin include Chris Davis. The family resides in Marquette, MI.



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Yes! I would like to make a tax deductible contri	ibution to Camp Manito-wish YMCA in the amoun	t of \$
Please apply this gift to the 2021 Annual Fund Drive	e for: Greatest Need Campership	
I have requested a Corporate Matching Grant from		
I would like my name listed in publications as:		This gift is anonymous.
Home/Cell/Office (circle one)	Email	
Address	City/State/Zip	

Enclosed is my check, payable to Camp Manito-wish YMCA Check #

Charge my Credit Card: AMEX MC Visa Discover #

I want to cover the Credit Card 3% transaction fee so 100% of my donation goes to the organization.

Charge me In full Monthly \$_____ Quarterly \$_____ Ongoing until directed to stop

This gift is in honor of memory of:

Please contact me about:

□ Naming Camp in my estate □ Receiving a call from Patrick Soldan, CEO □ Volunteering □ Visiting Camp for a personal tour

Please complete and return to Camp Manito-wish, P.O. Box 246, Boulder Junction, WI 54512, or to give online visit manito-wish.org/donate. Thank you!



Sarah (Bretl) Marthaler and Ryan Marthaler, welcomed a son, **Frederick** Christopher Marthaler, on July 10, 2020. Camp alum family members celebrating the arrival of Frederick include Donna (Cross) Bretl, Dan Bretl, Margy (Cross) Levenberg and Julie (Stowell) Darby. Additional Camp family who have passed on include great-grandfather, Robert P. Cross, Jr., great-uncle, Robert P. Cross III and second cousin **Chan Stowell**. The family resides in Minneapolis, MN.



Caitlin (May) Shields and Mac Shields, a son, Fletcher Nash Shields (yes, as in Nash Lodge!) on October 6, 2020. Big brother, Otto, along with Camp alum family members celebrating the arrival of Fletcher include David, Beth, Emma-Claire, and Becca May, Carson Artac, Bob & Debby (Randolph) Shields, Chelsea (Shields) Bahney, along with many relatives from the Randolph, Shields, Ziemer, Leary, Pierson and Sperry families. The family resides in Denver, CO and is counting down the days until Boys Camp 2030.



ALUMNI UPDATES

WEDDINGS



Tim Schumann & Carne Andrews were married August 8, 2020 at Trinity Lutheran Church in Minocqua, WI, where they met. Manito-wish alums in attendance were Maid of Honor Katie Foley, Nick Foley, Caitlin and Ella Foley Pearson, Matt Foley, Mary O'Brien, Sandy (Post) & Jack Goggin, Karen Mitchell, Joanne Kumpula, and Peggy Williams. The couple resides on Echo Lake in Mercer, WI.



Will Hensley & **Casey Dunphy** were married in Eagle River, WI on September 26, 2020. Celebrating with Will & Casey were alumni family and friends **Colleen Dunphy, Emily Dunphy, Ginny Groh** and **David Groh**. Other alumni tuned in virtually as the celebration was intimate. The couple resides in Old Hickory, TN.



Patrick Soldan & Kaitlyn Silbaugh were married in Pepin, WI on September 26, 2020. The couple reside in Arbor Vitae, WI.

IN MEMORY OF

The Camp Manito-wish YMCA community joins in prayerful remembrance of friends and alumni who have passed away.

Jack Ullman, Summer Camp '37, '39 Albert E. Pyott, Summer Camp '41-'45, Canuck '46, Staff '49 Paul Jenson, Summer Camp '45 Alice (Needham) Nelson, Summer Camp '45-'46, Staff '50 D'Anne (Bergman) Fortune, Summer Camp '46-'47 Robert P. Cross III, Sumer Camp '48-'51, Family Camp '81 John E. Manske, Sr., Summer Camp '52-'53, Pioneer '54, Canuck '55, Staff '56-'60 Carol Schwartz, Summer Camp '52-'55 Michael Schwartz, Summer Camp '54-'55 Douglas Kuehn, Summer Camp '54-'56, Canuck '57 John Creppes Wickliffe III, Summer Camp '58-'63 Sidney Rice, Summer Camp '61-'64

William I. Merizon, Board Member '76-'92, Emeritus Board, Fires of Friendship

Jenny (Derber) Tarr, Summer Camp '78

Andrew Meeker, Summer Camp '86

- Dr. & Mrs. David J. Freeman, Camper parents, Camper grandparents, Camper great-grandparents
- Bruce Nagle, Camper parent, Camper grandparent
- Ann G. Pereles, Camper parent, Camper grandparent, Fires of Friendship
- Nancy H. Rosenheimer, Camper parent, Camper grandparent, Fires of Friendship

MANITO-WISH VIRTUAL GATHERINGS

There's nothing better than a gathering of Manito-wish alumni! Be on the lookout for virtual alumni events by watching for email for announcements, meeting links, and virtual event information. For more information visit the <u>website</u> or email <u>beth.rondello@manito-wish.org</u> or contact Camp at (715) 385-2312.

WE WANT TO HEAR FROM YOU

Please send Camp information about your life updates, events, updates to your email, name, and address to <u>beth.rondello@manito-wish.org</u> or mail to Camp Manito-wish YMCA, P.O. Box 246, Boulder Junction, WI, 54512-0246.



AmazonSmile

Just a reminder, AmazonSmile is a simple and automatic way for you to support Camp every time you shop, at no cost to you. When you shop at smile.amazon.com, you will find the exact same low prices, vast selection and convenient shopping experience as Amazon.com, with the added bonus that Amazon will donate a portion of the purchase price to Camp. Amazon donates 0.5% of the price of your eligible AmazonSmile purchases to the charitable organization of your choice. Make Camp your charity of choice today!



SHOP AT THE TRADING POST

The Trading Post is your official source for Camp Manito-wish YMCA clothing, books, music, gift ideas and handy staples for camp life. You can buy our most popular items on-line. Browse around our on-line store at <u>https://manito-wish.org/trading-post/</u> Trading Post items are perfect for birthdays, holidays, family celebrations and (of course) Camp!



Camp Manito-wish YMCA P.O. Box 246 Boulder Junction, WI 54512-2312 (715) 385-2312

manito-wish.org manito-wish.org/donate



Address Service Requested



GOING DIGITAL! With a commitment to environmental stewardship the Tripper is offered in digital format. As we transition to going fully digital, a postcard announcement of the publication was mailed to alums without email addresses in Camp records. A limited amount of Trippers were printed for and mailed to alums requesting a hard copy. If you prefer to receive the Tripper by email, please send your email address to: <u>beth.rondello@manito-wish.org</u> or the Tripper may be found online on Camp's website at <u>https://manito-wish.org/news/tripper/</u>. Thank you for helping preserve our natural resources.

Camp Manito-wish YMCA is a non-profit 501(c)(3) charitable organization; donations are tax-deductible to the full extent of the law.



Mission:

To enrich the character and leadership development of each person who has a Manito-wish experience by challenging them to grow in wisdom, in stature, in favor with God, and with one another.

Vision:

The Manito-wish experience develops confident, responsible, and enlightened leaders who will improve the world in which they live.

Our Commitment:

Camp Manito-wish YMCA strives to create an inclusive environment by upholding human dignity, valuing diversity, and acknowledging unique experiences.