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2021

ANNUAL REPORT  
CAMP MANITO-WISH YMCA

# CAMP MANITO-WISH YMCA 2021 FINANCIAL REPORT



## FROM OUR CEO

We are pleased to share with you the 2021 Camp Manito-wish YMCA Annual Report. In 2021, Camp Manito-wish celebrated a return to programming thanks in large part to the support of all of you in our Manito-wish Community. In this report, we hope you take a moment to reflect on the journey, that was 2021 and that you are inspired by the impact the Camp has had on so many.

We started the year eager to return Camp to fulfilling its mission of enriching 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 one another. Our staff worked tirelessly to bring back safe and impactful programming. Our talented and thoughtful board monitored closely as we managed the financial impacts of significant facility and programmatic adaptations in order to run safely in 2021.

Thanks to the support of many and strong stewardship along the way, we are thrilled to be in a position to bring our reserve accounts to their target goals (see financial charts on page 27). This will better protect Camp against future threats and allow us to continue to maintain our property at a high level. We also have utilized this support to make significant investments in staffing to help ensure that Camp will continue to recruit and retain high quality staff members for years to come. There are not words that will ever fully express our gratitude to all of you for your support throughout this ongoing pandemic.

As we look to the future, we know that we are not yet at the end of this portage and we will continue to rely on your support as we continue to Portage On to be able to bring Camp back to pre-pandemic levels. Thank you for your continued support, trust, and generosity towards Manito-wish.

Patrick Soldan,  
Chief Executive Officer  
CAMP MANITO-WISH YMCA



## FROM OUR PRESIDENT

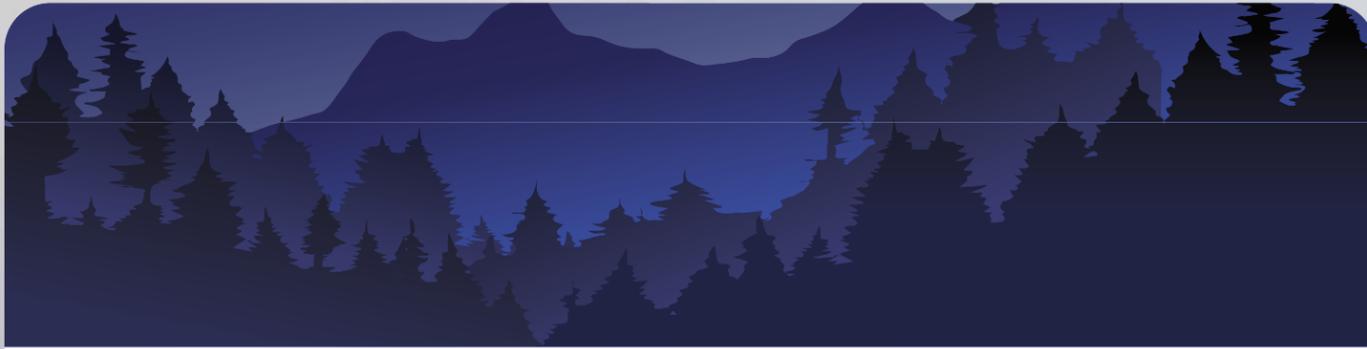
What a difference a year makes. After the tumultuous events 2020 threw at us, thanks to the tireless efforts of staff and support of the Manito-wish community, 2021 marked the successful return of Manito-wish programming. And while 2021 was not a return to “normal,” the challenges were met with resilience and grace. I am truly thankful for our entire community of camper families, full-time and seasonal staff, and alumni.

Thanks to the combination of staff’s skillful navigation of governmental COVID relief programs and the tremendous support of the Manito-wish community, 2021 saw Camp emerge from the COVID crisis on strong financial footing with operating and maintenance reserves restored to target funding levels (see financial charts on page 27) and puts Camp in the position to invest in staffing moving forward so that Manito-wish continues to lead in high quality programming and staffing.

I hope you take a moment to review the 2021 Manito-wish annual report and reflect on the tremendous impact Manito-wish has on so many lives thanks to your generosity of spirit and financial support.

Peace on the Waterways,

Tom Basting, Jr.  
President, Board of Directors  
CAMP MANITO-WISH YMCA



## VALUE OF A MANITO-WISH EXPERIENCE

My name is John Bachausen and I was a camper back in 1968-1970. My experiences at Camp Manito-wish, during those three summers, left memories that I will always remember. Everything from the counselors (our cabin counselor- John Greenwood played the banjo and sang with us) to the everyday activities to the delicious food (I put on an average of 10lbs every summer) Camp Manito-wish is indeed one of the finest camps in the United States.

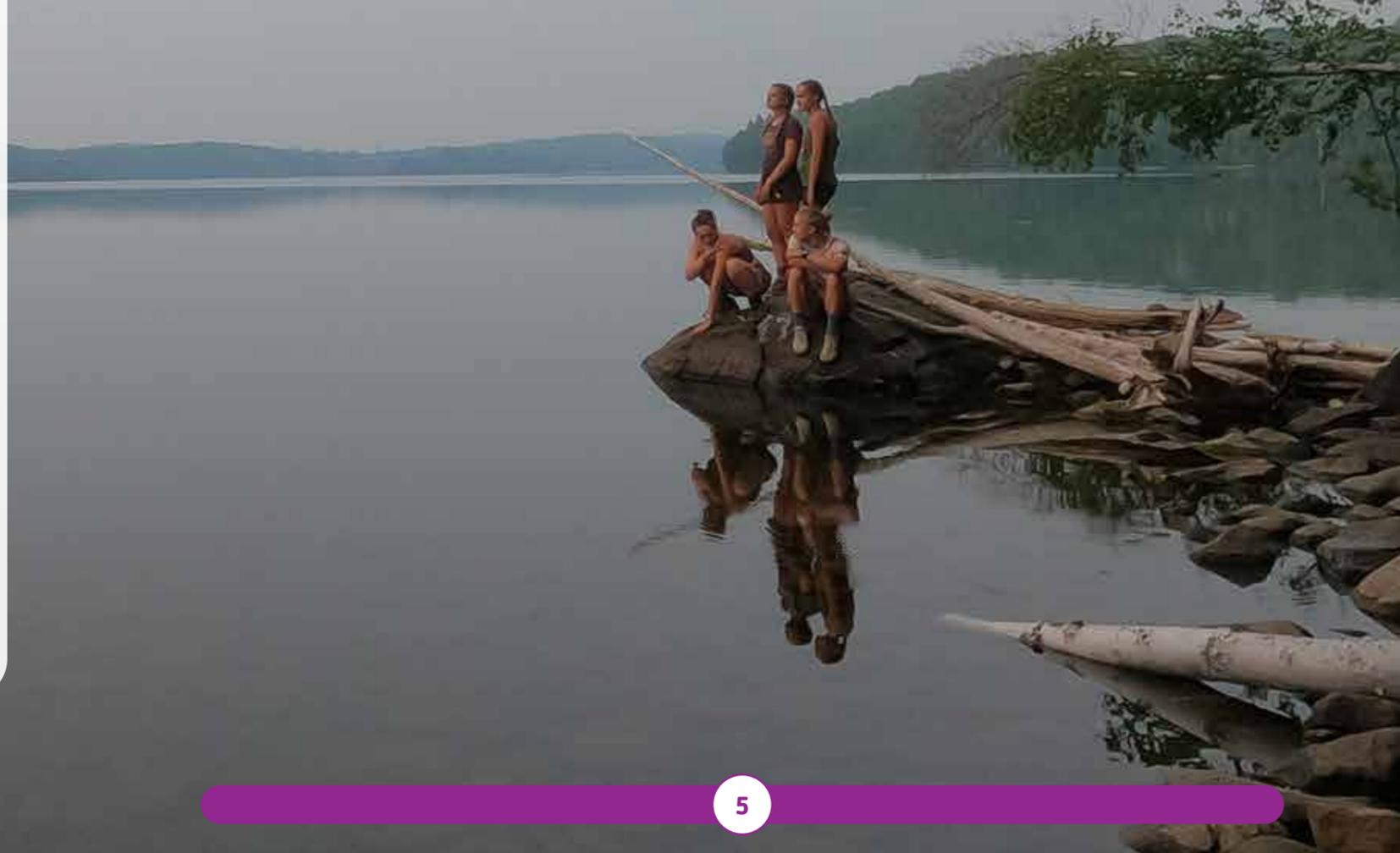
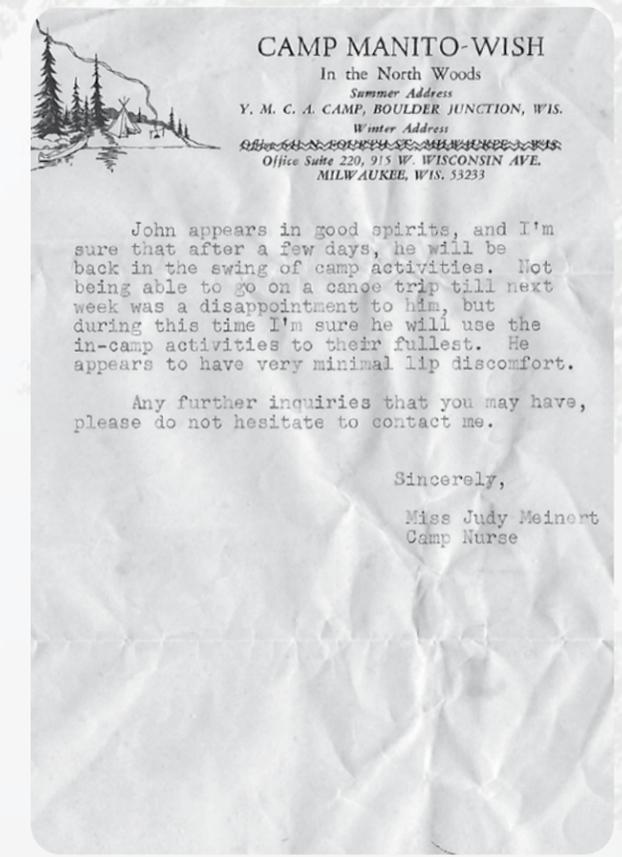
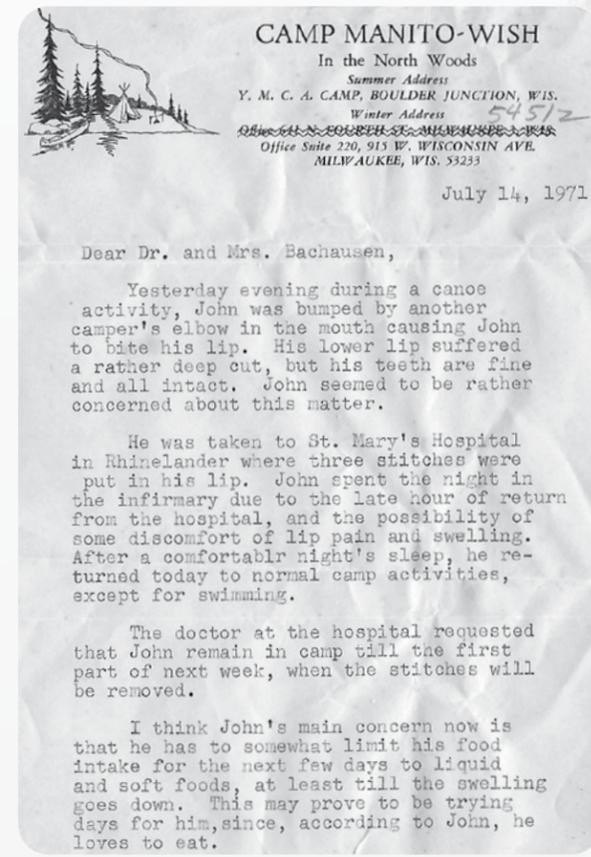
I was in the wrong place one day right near the dock. Two boys were wrestling at which time I caught one of their elbows in my lip, requiring stitches. My cabinmates left on their long trip two days after my accident. Obviously, I was quite disappointed as I was unable to go with them. The same day my stitches were removed Bill Pugh, our camp director, informed me that he was going to use his seaplane to fly me to where my friends were. Needless to say, I was quite excited to fly in his plane as well as meet up with my friends. While flying, Bill told me, while I was seated next to him that if a red light comes on that I would need to go back of the plane and grab a parachute. Of course, the light came on and I jumped to the back of the plane looking for my parachute. In the process, he began laughing a laugh that I'll never forget. Ah, yes...an experience just like many others at Camp Manito-wish that I'll always cherish!

After going through my large home safe I found a letter from the camp nurse, addressed to my parents, regarding my minor accident. I think you'll enjoy it....as the nurse obviously had a good sense of humor while trying to, shall we say comfort my parents. My parents had an incredible sense of humor so I assure you....they weren't too worried considering the reputation Camp Manito-wish has. I can actually hear them read the letter and get a good laugh out of it.

I'm a retired school teacher who worked most of my career with troubled youth. After retiring a few years ago I began working at a drug/alcohol treatment center. Just this past year I finally retired but at the same time, they still periodically call me to fill in with groups.

I'm married with three grown kids and live in Port St Lucie, Florida which is south of Vero Beach and north of West Palm Beach (east coast).

Once again I'd like to thank everyone at Camp Manito-wish for the memorable experiences that I had over those three years.



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We gratefully honor the following friends and alumni for their faithful commitment to Camp Manito-wish YMCA and its participants. This comprehensive list of donors includes all who made a contribution from November 1, 2020 to October 31, 2021.

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 Mary Jane Jones & Joseph Smyth  
 Mary Pat (Gold) & Peter Judkins  
 Family  
 Peter Kable  
 Richard C. & Mary Elda Kautz  
 Rebecca & Terry Kautz\*  
 Bonnie Ziemer Klappa  
 David A. Knickel  
 Julilly W. Kohler  
 Marie H. Kohler  
 Brenda & John Koprowski  
 Robert R. Laidlaw  
 Mr. & Mrs. Charles S. Larsen\*  
 Larry & Barbara Lattanzi\*  
 Andrew & Raquel Lauritzen\*  
 Barbara & Frank Lieber Family  
 Leone Lewensohn  
 Ken & Carol Ligare  
 Kathleen M. Ligare  
 Mary S. Lillydahl  
 Lindley-Evenson Family  
 Helen L. Loewi\*  
 Jay & Janet Loewi\*  
 Mark B. Longacre  
**Eric & Lori Lorenz**  
 Robert & Ann Lucas  
 Catherine Maggio  
 Barbara Manger & Bill Lynch  
 Mr. & Mrs. E.B. Manger\*  
 Bob & Betsy Manger  
 Bonnie Mansfield  
 Pat Gibson Marshall  
 David & Beth May  
 Kirsten & Bob McKee  
 Russ McMahon\*  
 Mimi Lang Mead  
 Katie & Mike Melander  
 Bruce & Shirley Meriwether  
 Fritz & Elizabeth Merizon\*  
 Mr. & Mrs. William I. Merizon\*  
 Mr. & Mrs. William C. Messinger\*  
 John & Susanne Michler\*  
 Gami Miller  
 Sarah S. & R. Bret Miller\*  
 Jake & Connie Moelk\*  
 Jonathan & Nancy Moulton  
 Sam & Nicole Moulton  
 The Honorable & Mrs. David C.  
 Mulford\*  
 Margaret S. & Michael F. Mumma\*  
 Scott Nagle & Jean Nowlan  
 Jan Nast  
 Amy & Steve Nelson  
 Lynne Clark Nordhoff\*  
 Anne & Chris Noyes\*  
 Dr. & Mrs. Blakeslee E. Noyes  
 Mary O'Brien  
 John & Patty Oleniczak

Ellie Orbison\*  
 John Orbison & Holly MacDonald  
 Marlin & Connie (Terrill) Osthus\*  
 Marge Ott\*  
 Jean (Rosenheimer) Page\*  
 Karyn Palmer  
 Rick Penney  
 Ann G. Pereles  
 Jeffrey G. & Lisa A. Pereles Family  
 Bill & Margo Perkins\*  
 Laurie & Michael Petersen  
 John & Linda Peterson  
 Sue & John Petherle  
 Dudley & Mary Pierce  
 Ted A. Pilson  
 Dr. Larry & Roberta Polacheck\*  
 Paula E. Pomainville  
 Joanne & John Powles  
 Steve & Cille Ramsey  
 Mr. & Mrs. William Rayne\*  
 Victor Reckmeyer  
 Adlon Rector  
 Jamie & Maggie Reeve  
 John P. & Jean Reeve\*  
 Lucy Carlyle Reeve\*  
 Jeanne Rehwinkel  
 Jim & Jackie Reinhart  
 Katie Reinhart  
 Andrew & Jennifer Reul  
 Dan & Christine Rice Family  
 Foundation  
 Lynn & Art Rice, III\*  
 Carol & Art Rice, Jr.\*  
 Dan & Kate Rice  
 Rick & Ann Riemenschneider\*  
 Jean & Walter H. Rietz, Jr.  
 Ed & Susan (Butler) Ritts  
 Patience & Charles Rockey  
 Tom & Anne Rodhouse  
 Guy & Katie Roe\*  
 Greta W. Rogers\*  
**Beth & Pete Rondello**  
 R. Paul & Nancy Rosenheimer\*  
 George & Dotty Roth  
 The Reverend Robert P. & Margaret  
 Roth  
 Bob & Judy Ruch  
 Amelia & Walter Rugland\*  
 Richard Rumsey  
 David W. Schimmel  
 Roger E. & Mary Lou Schmeling\*  
 Mr. & Mrs. Niall S. Schmidt\*  
 Jennifer M. Schneider  
 H. George & Gayle Harben Schuler  
 Jack & Renate Schuler  
 Doris Schuette  
 Harold & Edna Seemann  
 Donald & Elizabeth Shaw  
 Jim & Carol Sheehan  
 Diana Sherry\*  
 Todd Sherry\*  
 Joanne Siesennop  
 Mr. & Mrs. David B. Smith, Jr.\*  
 Kay Stone Smith\*  
 Kirk & Nancy (Johnson) Smith\*

Thomas P. Smith & Anne Smith\*  
 Richard & Ann Spalding  
 John M. Stack  
 John & Jamee Stanley\*  
 Brian & Beth (Riemenschneider)  
 Stocker\*  
 Cindy Stocker\*  
 Mr. & Mrs. James R. Stocker\*  
 Karin & Jack Stocker\*  
 Karen Stocker\*  
 Dr. Steven C. & Sue Stoddard\*  
 Peter & Lori Stolz\*  
 Andrew & Maria Stone  
 Barbara & Peter Stone Family  
 Foundation Inc.  
 Elizabeth & Stephen Stonefield  
 Corie Strange  
 John Strange  
 Louise C. Sutherland\*  
 Bill & Karen Taylor  
 Bob & Charlotte Telleen\*  
 Fred Telleen\*  
 Sara Telleen & John Passov\*  
 Nancy (Marion) Thompson  
 Karen "Toby" R. Toburen\*  
 Mark & Karmen Tornow  
 Leanne & Tim Turnquist\*  
 David & Eric Ullrich in honor of  
 Polly Huffman Ullrich  
 Mrs. Doris Ullrich\*  
 Linda & Richard Valiga  
 Jim & Bobbi Vaughan\*  
 Bill & Gracee Vickerstaff\*  
 Ken & Lynne Vickerstaff\*  
 Margaret H. Wachtel  
 Catherine Wakefield  
 Tom & Vicky Wakefield\*  
 Mr. & Mrs. Robert G. Walker, Jr.  
 James K. Watson, Jr.  
 Steven & Anne Weber  
 Bob & Bitsy Wedin  
 Bill & Carolyn Weh  
 Tim Weiss  
 Jim & Linda White  
 John Wiechmann  
 Harold W. Wilkie  
 Griffith K. Williams  
 Tom & Carol Winkel  
 Tom & Fran Winkel  
 Tom & Dee Winkleman\*  
 Dr. Erich S. Wisiol Estate  
 Tom & Mary Ellen Wolfe  
 Paul & Lisa Yakulis  
 Bob & Gay Yeomans  
 Carrie & Rob Young  
**Phyllis Zeiss**  
 Elizabeth Ziegler  
 Estate of John C. Zimmermann

*Italics indicates deceased*  
 \* Charter Member  
**Bold** indicates New Member

# ENDOWMENT FUNDS

Contributions to the Camp Manito-wish YMCA Endowment Fund guarantee a strong future for Camp Manito-wish and benefit future campers of all ages. The distributions from the Camp Manito-wish YMCA Endowment Fund provides funds for: general operations, camperships, maintenance of our facilities, staff and programs.

## BUILDING FUNDS

The annual distribution created by these named and unnamed building funds provides for the increase of our maintenance reserve to preserve the facilities of Camp Manito-wish.

Miriam Bennett Barn Endowment Fund  
 Birch Lodge Cabin Endowment Fund  
 Bog Boardwalk Endowment Fund  
 Boyce Administration Building Endowment Fund  
 Gordon R. Connor Arboretum Endowment Fund  
 Connor Council Ring Endowment Fund  
 Countryman-Mulford Bay Ridge Cabin Endowment Fund  
 Brian & Anne S. Derber Family Maintenance Endowment Fund  
 Deer Ridge Cabin Endowment Fund  
 Dundee Cabin Endowment Fund  
 Emery House Endowment Fund  
 Far North Washhouse Endowment Fund  
 Far South Washhouse Endowment Fund  
 Health Center Endowment Fund  
 Huffy Den Cabin Endowment Fund  
 Idlewild/Pine Grove Cabin Endowment Fund  
 Lang Challenge Course Endowment Fund  
 Last Resort I & II Cabin Endowment Fund  
 Leadership Lodge Endowment Fund  
 Leadership Village Building Endowment Fund  
 Fritz & Elizabeth Merizon Family Fund  
 John F. Michler Heritage Center Endowment Fund  
 Nash Lodge Endowment Fund  
 Near North Washhouse Endowment Fund  
 Near South Washhouse Endowment Fund  
 North Cabin Endowment Fund  
 North-end Staff House Endowment Fund  
 Norway Cabin Endowment Fund  
 Pavilion Endowment Fund  
 Pinewoods Chapel Endowment Fund  
 Powerhouse Cabin Endowment Fund  
 Roger E. & Mary Lou Schmeling Family Tall Pines/Eagle Ridge Cabin Endowment Fund  
 Jim & Carol Sheehan Family Endowment Fund  
 Shorewood Cabin Endowment Fund  
 David B. Smith Family Wildwood Cabin Endowment Fund  
 James R. Stocker Maintenance Facility Endowment Fund  
 Trips Building Endowment Fund  
 Ullrich Arts & Crafts Building Endowment Fund  
 Waldhus Cabin Endowment Fund  
 Robert G. Walker Jr. Buildings and Grounds Endowment Fund  
 Wheel House Endowment Fund

## GENERAL FUNDS

The annual distribution created by these named and unnamed general endowment funds provide for the offset of the greatest needs as determined by Camp Manito-wish.

### General Endowment Fund

Andrea Lynn Blank General Endowment Fund  
 Emery Family Fund I Endowment Fund  
 Halvorsen General Endowment Fund  
 Bob & Diane Jenkins Endowment Fund  
 Frank Harwood Orbison General Endowment Fund  
 Elmer Ott Memorial Endowment Fund  
 Edwin & Susan Butler Ritts Endowment Fund  
**Beth & Peter Rondello General Endowment Fund**  
 Bob & Char Telleen Family Endowment Fund  
 Andrew C. Thompson Endowment Fund

## STAFF FUNDS

The annual distribution created by these named and unnamed funds provides for grants for seasonal staff to offset costs of employment, provides for increases of seasonal staff wages, provides for funds to offset the cost of staff training, and offsetting the cost of sectionals.

### General Staff Incentive Endowment Fund

Manito-wish Staff Fund  
 Brian & Jeanne (Johnson) Cleveland Family Seasonal Staff Incentive Endowment Fund  
 Ed & Adele (Schuler) Douglass Staff Training Endowment Fund  
 Jenkins Family Staff Scholarship Endowment Fund  
 Mary Pat (Gold) & Peter Judkins Family Staff Incentive Fund  
**Bill & Char Johnson Family Staff Incentive Endowment Fund**  
 McMahon Staff Scholarship Endowment Fund  
 MaryO Girl's Sectional Staff Endowment Fund  
 Program Director Endowment Fund  
 Philip R. Telleen Staff Scholarship Endowment Fund  
 Jim & Linda White Staff Training Endowment Fund  
**Zeiss Family Staff Incentive Endowment Fund**

## PROGRAM FUNDS

The annual distribution created by these named and unnamed funds provides for the offsetting of trail equipment, Leadership Program, and various program area costs.

Barney Family Trail Equipment Endowment Fund  
 Alice Uhrig Boese Memorial Endowment Fund  
 Philip E. Buchanan Outdoor Programming Endowment Fund  
 Helgesen Family Program Endowment Fund  
 Reed Hollett Outdoor Leadership Endowment  
 Bill & Char Johnson Family Endowment Fund  
 Leadership Program Endowment Fund  
 William I. Merizon Waterfront Endowment Fund  
**Ann G. Pereles Tripping Endowment Fund**  
 Sutherland Canoe Endowment Fund  
 Polly H. Ullrich Arts & Crafts Program Endowment Fund

## CAMPERSHIP FUNDS

The annual distribution created by these named and unnamed campership funds provides for the removal of financial barriers for Summer Program, Outpost Program, and Leadership Program participants.

### General Campership Endowment Fund

Rodney & Holly Aldrich Campership Endowment Fund  
 Arctic Canoe Expedition Campership Endowment Fund  
 Christopher D. Bacigalupo Campership Endowment Fund  
 Walt & Sue Benn Campership Endowment Fund  
 Richard & Gloria Bergman Campership Endowment Fund  
 Bolz Family Campership Endowment Fund  
 Sara L. Bolz Campership Endowment Fund  
 Borealis Paddling Expedition Campership Endowment Fund  
 Philip E. Buchanan Campership Endowment Fund  
 Burrall Campership Endowment Fund  
 Patricia Collins Campership Endowment Fund  
 Tim Corcoran Campership Endowment Fund  
 Dickson Family Campership Endowment Fund  
 Durkee-Kremer Campership Endowment Fund  
 Georganne H. Eggers Family Campership Endowment Fund  
 Kurt & Marion Frauen Campership Endowment Fund  
 Mihi Cura Futuri Campership Endowment Fund  
 Karen L. Gaston Campership Endowment Fund  
**Sandra Post Goggin Campership Endowment Fund**  
 Mary Pat (Gold) & Peter Judkins Family Campership Endowment Fund  
 Hale Family Campership Endowment Fund  
 Glenn & Laura Harrison Memorial Campership Endowment Fund  
 Halvorsen Campership Endowment Fund  
 Helgesen Family Campership Endowment Fund

Barbara & Frank Lieber Charitable Trust Campership Endowment Fund  
 Fritz Lüttje International Campership Endowment Fund  
 Matt Manger-Lynch Campership Endowment Fund  
 Merizon Family Campership Endowment Fund  
 Lois K. & Jacob W. Moelk Campership Endowment Fund  
 Marge Ott Girls Campership Endowment Fund  
 Robert Parker Memorial Campership Endowment Fund  
 Pay It Forward Campership Endowment Fund  
 Jeffrey G. & Lisa A. Pereles Campership Endowment Fund  
 Petersen Family Endowment Fund  
 John (Pete) Peterson & Linda J. Peterson Campership Fund  
 Joanna Jo-Jo Petterle Campership for Girls Endowment Fund  
 Jackson E. Richmond Campership Endowment Fund  
 Tom & Anne Rodhouse Family Campership Endowment Fund  
 Mary Rosenheimer Campership Endowment Fund  
 David W. Schimmel Campership Endowment Fund  
 Ned Schley Family Campership Endowment Fund  
 Ned Schley Family Diversity, Equity, and Inclusion Campership Endowment Fund  
 David B. Smith, Sr. Memorial Campership Endowment Fund  
 Norman Stone Memorial Campership Endowment Fund  
 Elizabeth & Stephen Stonefield Family Campership Endowment Fund  
 JoEllen Powles Torresani Campership Endowment Fund  
 Bill Weh Memorial Campership Endowment Fund  
 Harold W. Wilkie Campership Endowment Fund

**Bold** indicates New Endowment Fund

Endowment Fund	Balance 10/31/2020	Balance 10/31/2021
Campership Funds	3,819,906	4,801,264
General Funds	4,681,000	5,825,401
Building Funds	1,855,767	2,301,107
Program Funds	960,253	1,306,483
Staff Funds	814,530	1,049,484
Pledges Receivable	208,785	171,588
<b>Grand Total</b>	<b>\$12,340,242</b>	<b>\$15,455,327</b>

As of the audited financial statements fiscal year end October 21, 2020 and 2021.



“ Camp helped me realize that the outdoors is a safe space for me that I want to continue exploring for myself. ”

“ Camp shows you there’s more to life than technology. ”

## Emeritus Board

Todd Allen – Past President  
Carne Andrews  
Benjamin Armstrong  
Thomas Basting, Sr. – Past President  
Thomas Beerntsen – Past President  
Betsy Behnke  
Walter Benn  
Jack Bolz  
Marian Bolz  
William Brandt  
Bonnie (Glidden) Buchanan  
Mark Burrall  
Penny (Pitz) Burrall  
Chip Combs  
Earle Combs – Past President  
Jane Delzer  
Melissa (Pierce) Demopoulos  
Londa (Jorgensen) Dewey – Past President  
Griffin Dorschel  
Adele (Schuler) Douglass  
Jenny (Parker) Emery – Past President  
Sandra (Post) Goggin  
Roger Gray, M.D.  
John Greenwood  
Bill Gunlicks  
James Hanks  
Jon Helminiak  
Brenda Herman – Past President  
Nancy Jacobs  
Robert Jenkins – Past President  
William Johnson  
Barbara Jondahl  
John Kannengeiser  
Brenda (Halvorsen) Koprowski  
Jay Loewi  
Mimi (Lang) Mead  
Katie (Bergenthal) Melander  
Joseph Messinger  
Sarah (Smith) Miller  
John Mohr  
Anne (Rosenheimer) Noyes  
William Perkins  
Larry Polacheck, M.D.  
George Pratt  
E. Stephen Ramsey  
William Rayne  
James Reeve  
Lucy Reeve  
Rick Riemenschneider  
Thomas Rodhouse  
Robert Ruch  
Daniel Schley  
Toby Sherry  
Karen Toburen  
Robert Walker  
Robert Yeomans – Past President

## 2021 Board of Directors

Thomas Basting, Jr.  
Board President

Cathy Berch  
Spencer Bonnie  
Ian Brown  
Ryan Collopy  
Judy Conlin  
Dean Dietrich  
Dan Donoghue  
Greg Friese  
Nan (Thompson) Garrison  
Philip Halley  
Sarah Kendrick  
Eric Lorenz  
Kirsten (Fabke) McKee  
Scott Nagle  
Victor Reckmeyer  
Guy Roe  
George Roth  
Mary Beth (Moseley) Rygh  
Patrick Soldan  
Stewart Stone  
Judy Tegtmeyer  
Caroline (Bone) Templeton  
Richard Valiga  
Steve Weber  
Dan Winter  
Betsy Ziegler

## Year Round Staff

Patrick S. Soldan  
Chief Executive Officer

Jerry Hartigan  
Ben Hoffman  
Becky Jirikowic  
John McMenamin  
Patricia Menzia  
Dave Meyer  
Jeff Pereles  
Tony Rivest  
Kristin (Nelson) Roepke\*  
Beth Rondello  
Dianna Schuenemann  
Ally Sheehan  
Tim Sheehan  
Karmen Tornow  
Laini Wargo  
Tracy Watson

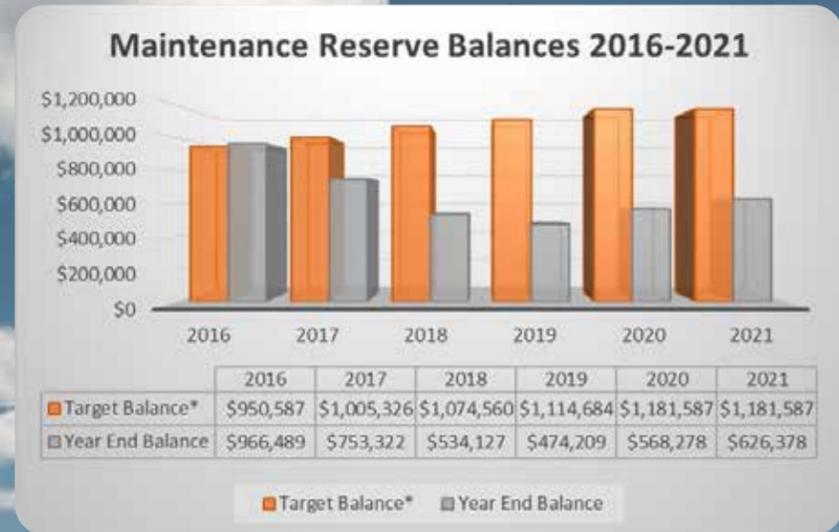
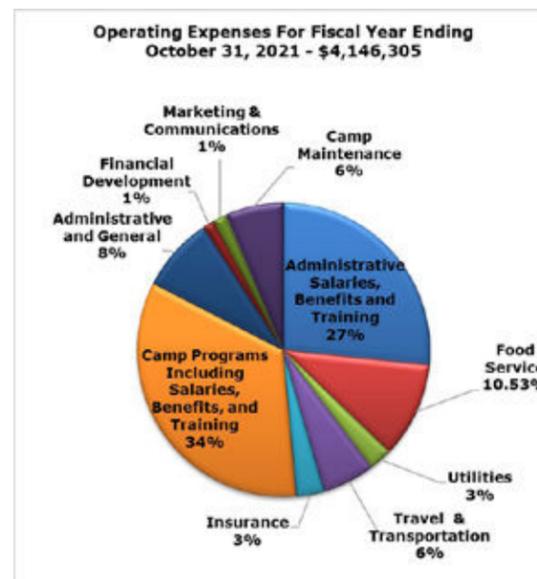
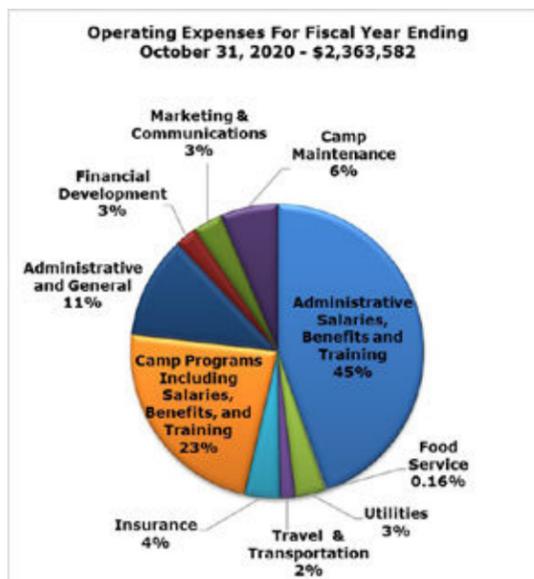
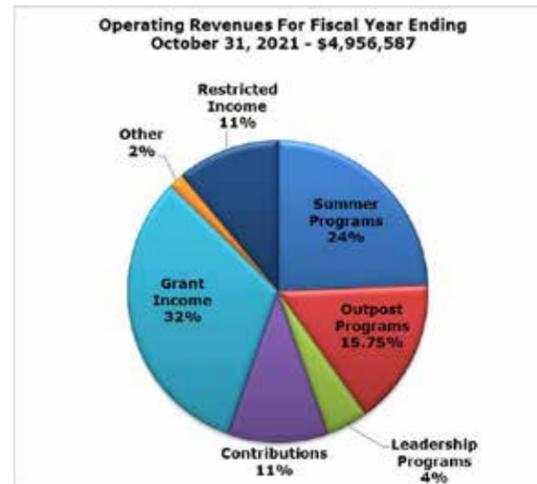
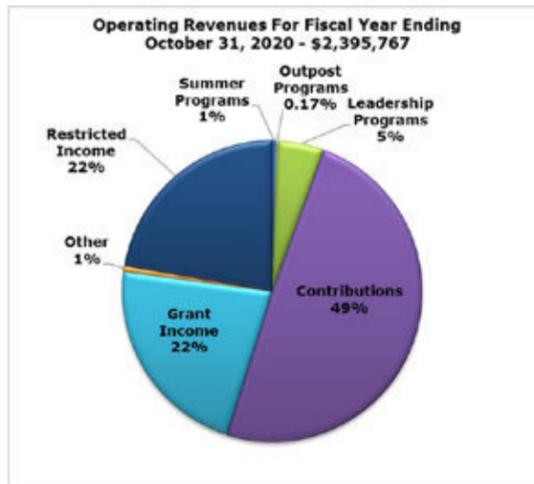
\*Retired 2021

There was one night after a long day that I will remember for a while. We were done with dinner and the sun was setting. We just sat on the beach and skipped rocks. We were all just talking and I remember how happy I was.

# FINANCIALS

Camp Manito-wish YMCA, Inc. is a 501(c)3. CliftonLarsonAllen audited the financial statements as of October 31, 2021. Manito-wish received an opinion that stated the financial statements were presented fairly and in accordance with accounting principles generally accepted in the United States of America.

We have provided comparative graphs from 2020 to 2021. The graphs below show the percentage breakdown of total revenues and expenses by category for the fiscal year-ends October 31, 2021 and 2020. Due to COVID-19, we had a historic shift in the percentages of revenue obtained from programming and contributions/grants in 2020. In particular, you will note contributions between 2020 & 2021 as a percentage of the total revenue decreased from 49% to 11% and camp programs including salaries, benefits, and training increased from 23% to 34%.



\*The maintenance reserve target balance is 10% of the building value as stated in fiscal year audit



\*The operating reserve target balance is six months of estimated expenses  
 \*\*The year-end usage represents the coverage of deficits in those respective years

According to the fiscal year ending October 31, 2021, the revenues totaled \$4,956,587 and expenses totaled \$4,146,305 resulting in a surplus of \$810,282. Pursuant to the reserve account definitions and targets, as approved by the board, the surplus will be transferred to the Maintenance Reserve currently at \$626,378 with a goal of \$1,181,587 and the Operating Reserve currently at \$413,699 with a goal of \$472,542. The remaining surplus will be distributed to support seasonal staff wage increases and other initiatives as determined by the board of directors.

# Camp Manito-wish YMCA

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

[manito-wish.org](http://manito-wish.org)  
[manito-wish.org/donate](http://manito-wish.org/donate)



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## 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.

## Commitment:

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

