

FARM & WILDERNESS

Annual Report 2024

Dear Farm & Wilderness Community,

As we reflect on 2024, we're struck by our organization's resiliency through times of change and challenge. While certainly a year of major transitions, this year also marked significant milestones in our journey to make Farm & Wilderness more accessible, sustainable, and impactful for future generations.

The success of our Affordable for All initiative continues to exceed expectations. In 2024, we provided $930,000 in campership support to 243 campers, with over 70% of these funds going to families with household incomes below $75,000. Perhaps most significantly, we welcomed 22 campers from families earning less than $25,000 annually – a demographic we had rarely reached before. Today, 40% of all F&W campers receive support through this program, creating a vibrant, socioeconomically diverse community that enriches everyone's experience.

This success, however, presents an ongoing financial challenge. The growing demand for camperships requires careful stewardship of our resources. For 2025, we've budgeted $714,000 in AFA assistance for a minimum of 810 registrations, drawing from our endowment distribution, remaining funds from previous years, and temporarily restricted funds raised specifically for this purpose. To continue meeting this demand while maintaining fiscal responsibility, we've implemented more transparent financial systems, and flexible payment plans.

After a five-year hiatus, we successfully brought back Fair as a community-building event rather than primarily a fundraiser. By shifting our approach to focus on breaking even through sponsorships and "Friends of Fair" support, we created a sustainable model that preserves this long-standing tradition without draining resources from our campership fund. This strategic shift exemplifies our commitment to fiscal responsibility while honoring our rich traditions.

On the conservation front, we celebrated the acquisition of the Parker Parcel, strengthening wildlife corridors and preserving intact forest blocks within our existing land holdings. This purchase advances our mission of ecological sustainability while providing future campers with expanded opportunities for wilderness experiences.

We launched the Firefly Song Trips Building Campaign, successfully securing the needed $87,500 before summer.

This project, which involved campers in the construction process, exemplifies our approach to purpose-driven, community-supported growth.

Financially, we've confronted rising costs in real estate taxes, utilities, insurance, and benefits by reducing overall expenses by nearly 10% for 2025—following a 9% reduction the previous year. This careful balancing act has resulted in a projected modest operating surplus for 2025. We've also overhauled our net asset tracking systems and general ledger structure to ensure greater transparency and accuracy in our financial reporting.

Our parent survey, with responses from 40% of our community, validated our Impact Report's findings that F&W successfully develops self-efficacy, community mindedness, and authentic identity in our campers. This data-driven approach to evaluation ensures we remain responsive to our community's needs while staying true to our mission.

None of these achievements would be possible without your support. As we look to 2025, we remain committed to making our transformative programs accessible to all families while maintaining long-term financial health. The reality is simple: to do more, we need our donors to give more. Each year, the entirety of funds donated to Affordable for All in the previous year are used to increase access to Farm & Wilderness programs. Expanding our reach depends on your ongoing generosity.

With profound gratitude for your partnership in this journey,

Jay Kullman
Executive Director

Alisha Carberry
Clerk of the Board of Trustees





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FINANCIAL REPORT

The past several years have marked a period of significant financial transformation at Farm & Wilderness. We've modernized our systems, strengthened our fiscal foundation, and dramatically expanded access through our Affordable for All initiative.

In 2024, F&W achieved critical financial stability with total revenues of $5.1 million and a surplus of approximately $44,000. Net tuition revenue of $2.8 million formed the foundation of our operating budget, while contributed revenue of $831,000 demonstrated strong community support.

We provided $1.2 million in tuition assistance in 2024— incredible support for campers and families and a reduction from the previous year as we right-size the program to align with sustainable fundraising levels.

Total expenses of $5.1 million represented nearly a 10% reduction from the prior year, following a 9% reduction in 2023. These careful cost controls allowed us to weather rising costs in real estate taxes, utilities, insurance, and benefits while maintaining program quality.

Behind these numbers lies substantial work to strengthen our financial systems. In 2023-2024, we overhauled our net asset tracking and general ledger structure to better align with audit requirements. We've become more conservative in financial planning, basing budgets on actual cash on hand rather than anticipated revenues.

Our investment portfolio of $7.9 million continues to provide crucial support for operations and camperships. The annual payout from the endowment was $287,000 in 2024 to support programmatic needs, while we've improved how these funds are tracked and allocated.

F&W's continued success depends on three critical priorities: growing enrollment to fill our camp capacity, maintaining rigorous expense management, and increasing fundraising to sustain Affordable for All. To serve more campers from low-income families, we need to continue to increase support from donors. With stronger financial systems and generous ongoing support, we're well-positioned to provide transformative experiences while maintaining long-term fiscal health.

F&W AUDITED FINANCIALS SUMMARY

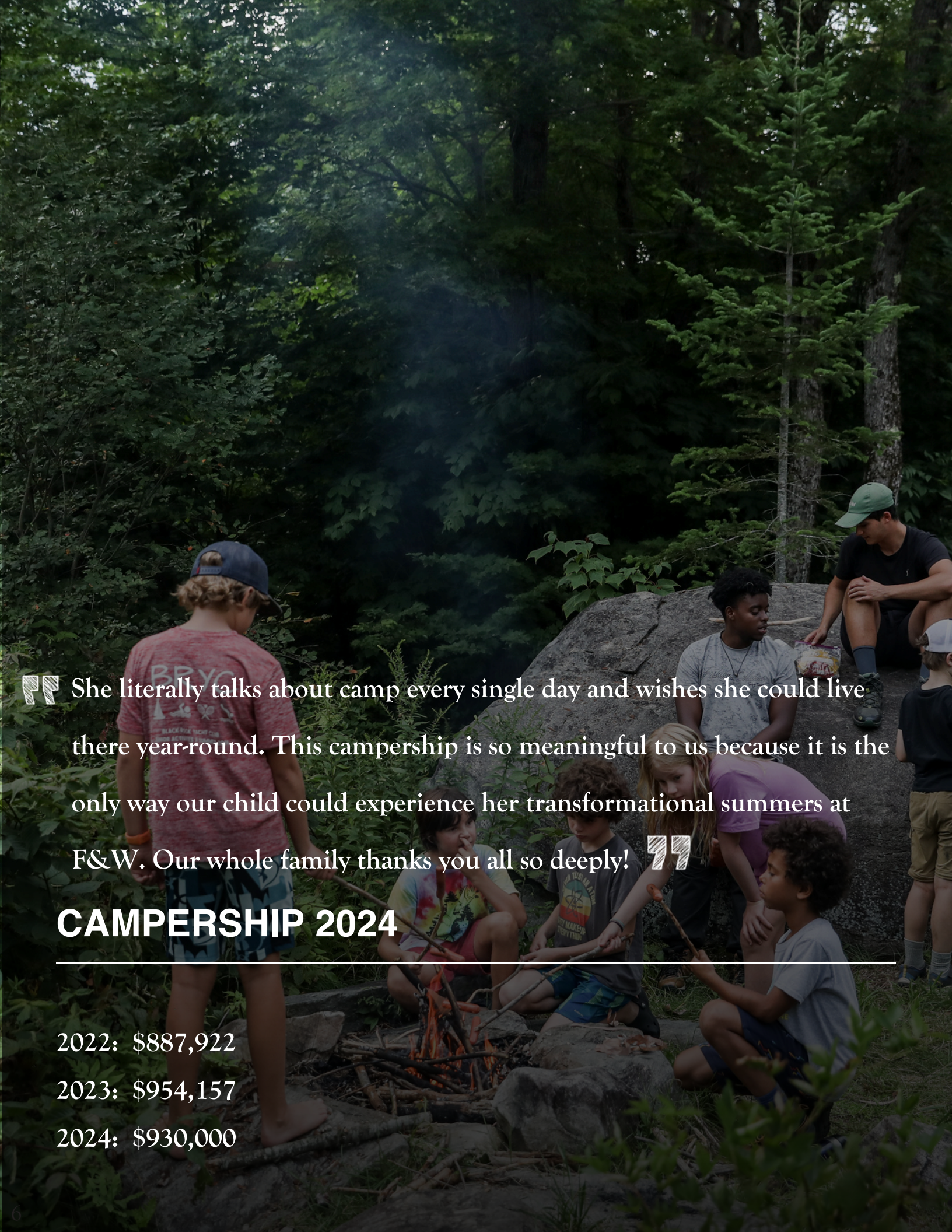
Statement of Activities: Five Year Snapshot

Year Ending	2024	2023	2022	2021	2020
Operating Revenue					
Tuition	$3,980,184	$4,293,881	$3,704,173	$3,051,115	$600
Less: Discounts & Camperships	($1,195,700)	($1,457,592)	($887,922)	($513,055)	
Reservoir Rental Income (net)	$403,101	$390,895	$363,823	$343,351	$339,507
Contributions	$831,386	$748,519	$1,168,891	$1,005,470	$795,006
Investment Income	$287,359	$303,566	$528,309	$283,264	$274,807
Other Revenue	$810,440	$933,650	($1,979,451)	$79,035	$436,600
Total Revenue	**$5,116,770**	**$5,212,919**	**$2,897,823**	**$4,249,180**	**$1,846,520**
Functional Expenses					
Program Expenses	$3,586,587	$4,028,917	$4,152,779	$3,249,030	$1,598,859
General & Administrative	$1,093,246	$1,265,530	$962,565	$1,193,696	$1,019,115
Fundraising	$392,820	$426,889	$261,005	$226,334	$375,717
Total Expense	**$5,072,653**	**$5,721,336**	**$5,376,349**	**$4,669,060**	**$2,993,691**
Net Asset Change (before other changes)	$44,117	($508,417)	($2,478,526)	($419,880)	($1,147,171)
Total Other Changes	$0	($82,518)	($4,699,637)*	$2,041,292	$653,973
*Other Changes in 2022 net assets resulted from inherent contribution recognized in transfer of land and buildings to Farm & Wilderness Conservation, Inc (affiliated entity).					
Total Change in Net Assets	**$44,417**	**($590,935)**	**($7,178,163)**	**$1,621,412**	**($493,198)**

Statement of Financial Position

Year Ending	2024	2023	2022
Assets			
Cash	$1,043,439	$722,815	$428,245
Accounts Receivable	$63,921	$82,828	$138,156
Due from Ninevah Foundation DBA Farm & Wilderness Conservation	$0	$15,668	$4,008
Pledges Receivable	$182,571	$180,550	$184,330
*Other Assets	$4,463,248	4,220,525	$4,275,478
Investments	$7,864,813	$8,127,974	$8,912,125
Land, Buildings Equipment	$658,293	$660,049	$602,040
Total Assets	**$14,276,285**	**$14,010,409**	**$14,544,382**
Liabilities			
Accounts Payable	$84,643	$169,089	$164,033
Accured Expenses	$111,233	$139,958	$122,249
Due to Ninevah Foundation DBA Farm & Wilderness Conservation	$20,946		
Unearned Tuition	$471,054	$339,224	$538,990
Unearned Lease Fees	$175,939	$190,242	$204,545
Bank Notes	$700,000	$800,000	$500,000
*Other Liabilities	$4,436,597	$4,140,140	$4,191,875
Total Liabilities and Net Assets	**$6,000,412**	**$5,778,653**	**$5,721,692**
Net Assets			
Unrestricted	$586,339	$327,135	$825,223
Restricted	$7,689,534	$7,904,621	$7,997,468
Total Net Assets	**$8,275,873**	**$8,231,756**	**$8,822,691**
Total Liabilities and Net Assets	**$14,276,285**	**$14,010,409**	**$14,544,383**

***Change in Lease Requirements effective 2022: Operating leases are now included in Other Assets & Other Liabilities ($4.1M)**



> She literally talks about camp every single day and wishes she could live there year-round. This campership is so meaningful to us because it is the only way our child could experience her transformational summers at F&W. Our whole family thanks you all so deeply!

CAMPERSHIP 2024

2022: $887,922

2023: $954,157

2024: $930,000

AFFORDABLE FOR ALL: CREATING ACCESS

When Farm & Wilderness (F&W) launched its Affordable for All initiative in 2022, the goal was ambitious but clear: make the transformative summer camp experience truly accessible to families across all socioeconomic backgrounds. Two years later, the results have exceeded expectations, dramatically reshaping the camp community and opening doors for families who never imagined sending their children to summer camp in Vermont.

"I love Farm & Wilderness. I am so moved by the efforts at affordability, having been a recipient of significant scholarships myself, which made camp possible for me, and without which I would not be the same person!" shares one camp alum who is now a parent and annual donor.



Impact by the Numbers

The numbers tell a compelling story of impact. In 2024, F&W provided $930,000 in campership support to 243 campers, with over 70% of campership dollars going to families with household incomes less than $75,000. Most notably, the program supported 22 campers from families earning less than $25,000 annually – a demographic F&W had rarely reached before.

Today, 40% of all F&W campers receive support through Affordable for All, creating a more socioeconomically diverse community that enriches everyone's experience.

Beyond Financial Aid

The initiative goes beyond traditional financial aid by providing a transparent, income-based tuition model and addressing additional barriers to camp participation. Families with total net income of $50,000 or less are eligible for up to 85% tuition coverage, while those between $50,000-$100,000 can receive up to 70% coverage.

"I just wanted to say how much I appreciate the new transparency around campership and the process and the quick turnaround time. It really makes planning for the whole summer so much easier! So thanks to everyone who helped put this in place!" shares one camp parent.





Fulfilling Our Founding Vision

The success of Affordable for All validates F&W's founding principles. As stated in the organization's original by-laws, its purpose includes providing "these educational facilities and teachings to as many young persons as possible who cannot themselves afford to pay the full cost thereof."

"Donations matter supremely," adds Sam Green, Director of Admissions. "We can get better predictability when folks who are able show up with monthly gifts or recurring pledges. We only get to do this because of the generosity of our donors. This is how we reduce this very real and obvious barrier to participation. It really does mean the world that donors share these resources with us, which we transform into opportunities for more children to experience our programming."

To do more, we need our donors to give more. The continued growth and success of AFA depend on the ongoing support from our community. We are so excited to expand access at F&W, and we rely on our donors to help us continue that mission year after year.

Sending my child to this camp was a dream I didn't think I could make happen. Thanks to your amazing campership I was able to send her to what I've always hoped she could experience, being able to immerse herself in nature and build relationship in a supportive and collaborative experience. Thank you!



"As a parent I do not worry about either of them while they are attending camp. I know they will be well taken care of. It also provides a third space that is safe to take risks and allows my children can be who they want to be."

THE RETURN OF FAIR: A CELEBRATION OF COMMUNITY AND STRATEGIC RENEWAL

Farm & Wilderness welcomed back one of its most time-honored traditions in 2024 as Fair returned after a five-year hiatus. This joyful end-of-summer celebration brought together campers, families, staff, alumni, and local community members for a day filled with music, activities, food, and the unique spirit that defines the F&W community.

"The origin of Fair is really important to discuss because it's part of the mythology, part of the origin story of Farm & Wilderness," explains Tulio Browning, who spearheaded the organization of this year's event. "Not long after the founding of the very first camps, when a planned trip to the State Fair couldn't happen because of World War II, the Webbs decided to make their own fair. This idea that you don't have to wait for others - whether it's building a new cabin, creating a trail, or making your own fun - it's baked into our DNA from the start."



The return of Fair represents not just a revival of tradition, but a thoughtful reimagining of its purpose and sustainability. Originally conceived as a fundraiser for camperships, the event had evolved over the decades into a cornerstone of F&W culture. However, by 2018, a financial reality had become clear: Fair was costing significantly more than it was generating, effectively drawing resources away from the very campership fund it was meant to support.

"All we're doing by asking for sponsorships is to achieve break-even, a level playing field," explains Tulio. "It's a really cool piece of programming that costs money and provides benefit for campers, and now is not also draining our resources."



This shift in approach reflects a broader strategic commitment to fiscal responsibility while preserving the essence of what makes Fair special. Rather than viewing Fair primarily as a fundraising mechanism, F&W now recognizes its true value: as a powerful community-building event and an opportunity for prospective families to experience F&W's culture firsthand.

Throughout the fairgrounds, activities showcased the skills and knowledge campers gain at F&W. At the farm demonstration area, campers served as animal ambassadors, sharing their expertise about proper animal care. The rocks and ropes station featured young people demonstrating proper harness technique, while others helped operate human-powered rides like the Aqua Chute. In the big tent, historical photo albums drew crowds of current staff and alumni alike, poring over images from decades past.

"There was an energy that was palpable," Tulio remembers. "As you sat on the hill waiting for a skit to start, there wasn't an awkward silence like at a school play - there was just song after song acapella, kids pouring it out. You could feel it."



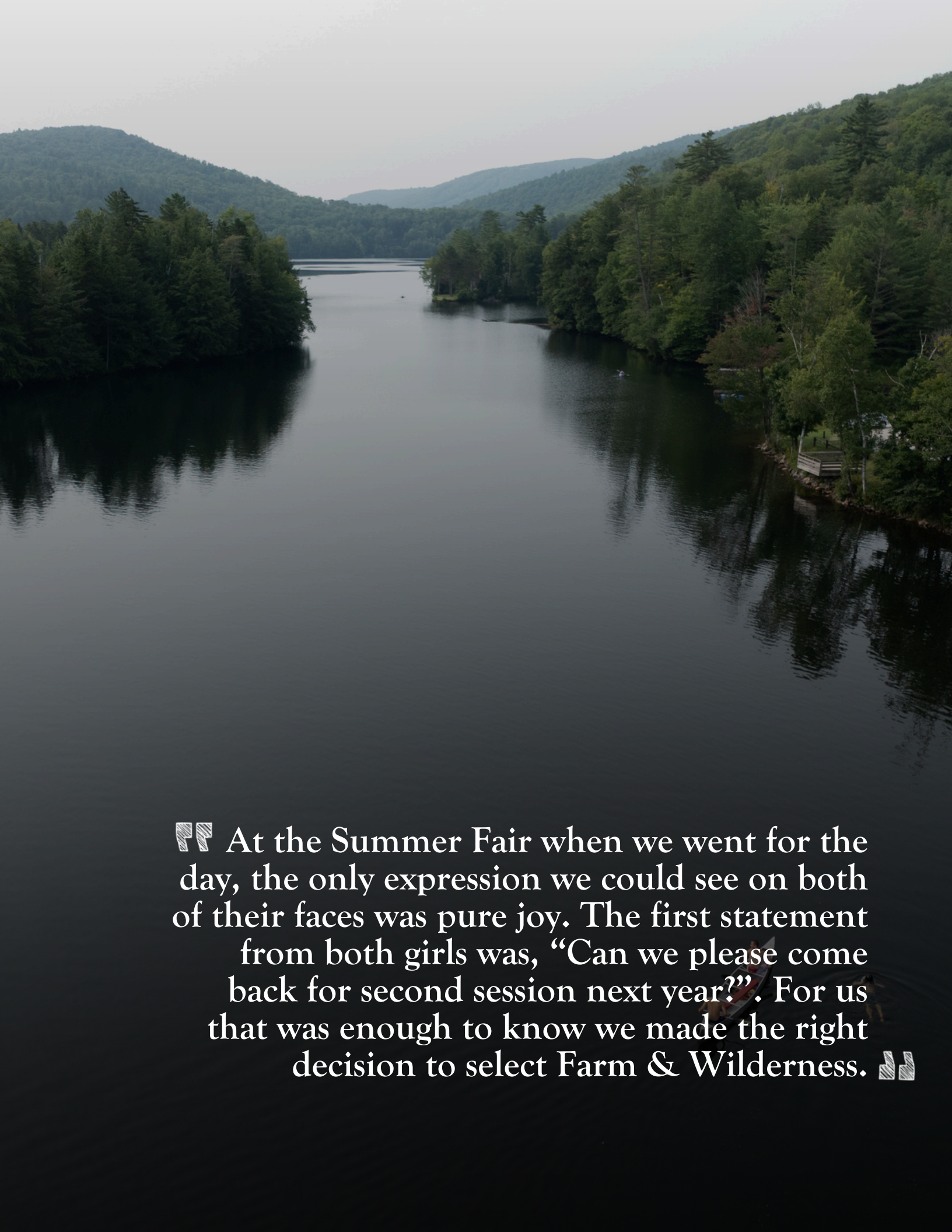
The Fair also marked an important step in strengthening ties with the local community. Farm & Wilderness made a concerted effort to welcome neighbors from Plymouth, Killington, and Ludlow through expanded advertising and partnerships with local businesses.

"We didn't just say the Fair is open to all - we put a full-page color ad in the Mountain Times and really worked to tell people we're here," says Tulio. "Inclusivity and bridging gaps, especially in today's world, requires more effort than just saying you're not not allowed to come. You have to invest time and money into telling people they are welcome."

The financial sustainability of the new Fair model relies on community support. Local businesses including Mountain Times, Casella, and Chloe's Market stepped up as sponsors, alongside individual contributions from the "Friends of Fair" program. These partnerships reflect a "neighbors helping neighbors" approach that strengthens F&W's connections to the wider Vermont community.

"Creating a place that people can come back to, and centering the experience on new families, welcoming them, ensures the longevity of these camps," Tulio notes. "They see us at Fair and think, 'It's well organized. I feel confident sending my kids here. The square dancing! The crafts! The vibe is great.'"

As Farm & Wilderness looks to the future, Fair represents an important touchpoint for bringing together all parts of the broader community. "Every person who wants to get involved and support Farm & Wilderness is another person who may see the Fall Appeal and chip in a little bit toward Affordable for All, because they just went to an event and know how unique it is," Tulio reflects. "They saw the beautiful place that this is, and they want to see that grow."



"At the Summer Fair when we went for the day, the only expression we could see on both of their faces was pure joy. The first statement from both girls was, "Can we please come back for second session next year?". For us that was enough to know we made the right decision to select Farm & Wilderness."

THE PATH TO SUSTAINABLE ACCESSIBILITY

In the heart of Vermont's wilderness, Farm & Wilderness has long been committed to making our programs accessible to all families. Our Affordable for All (AFA) initiative stands as a testament to this commitment—an effort that continues to evolve as we balance our mission of inclusivity with fiscal responsibility.

The success of AFA has been remarkable. In 2024, we provided assistance to 40% of our camper registrations, creating a vibrant, socioeconomically diverse community that enriches the experience for all. This diversity isn't just a reflection of our values—it's essential to our mission of developing young people who understand different perspectives and can build bridges across societal divides.

Yet behind this success lies careful financial stewardship and strategic planning. As we prepare for 2025, we've implemented several measures to ensure both the sustainability of AFA and the overall financial health of Farm & Wilderness.

For 2025, we've budgeted $714,000 in AFA assistance for a minimum of 810 registrations (including 470 overnight campers). This funding comes from multiple sources: $260,000 from our annual endowment distribution, $72,000 in AFA funds remaining from 2023, and $348,000 in temporarily restricted AFA funds raised in 2024. In total, we raised and collected $382,000 for AFA in 2024—a testament to our community's generosity and shared commitment to accessibility.





Our approach to financial management has become increasingly conservative and accurate. In 2023-2024, we overhauled our net asset tracking systems and general ledger structure to better align with our audits and current functional expenses. We've also become more precise in how we account for pledges, recognizing that while multi-year commitments are valuable, we can only plan based on actual cash on hand.

This prudent approach extends to our budgeting process. For 2025, we set minimum enrollment expectations with additional internal controls to help stay within our AFA budget. If we exceed these targets—as early registration numbers suggest we might—additional net revenue can be directed toward further AFA support, capital projects, or other operational needs.

On the expense side, we've confronted rising costs in real estate taxes, utilities, liability insurance, and benefits by reducing overall expenses by nearly 10% for 2025—following a 9% reduction the previous year. This careful balancing act, which included difficult staffing decisions, has resulted in a projected surplus of approximately $65,000 for the coming year.

To improve the AFA process for families, we've implemented transparent scaled tuition based on household income and been clear with families that completing all parts of the application by the end of December ensures they will receive the maximum campership amount they are eligible for. This approach has streamlined our registration and disbursement process while helping families better understand their expected contribution before enrolling. Payment plans have proven particularly effective, especially for our lowest-income families, making camp more manageable financially.

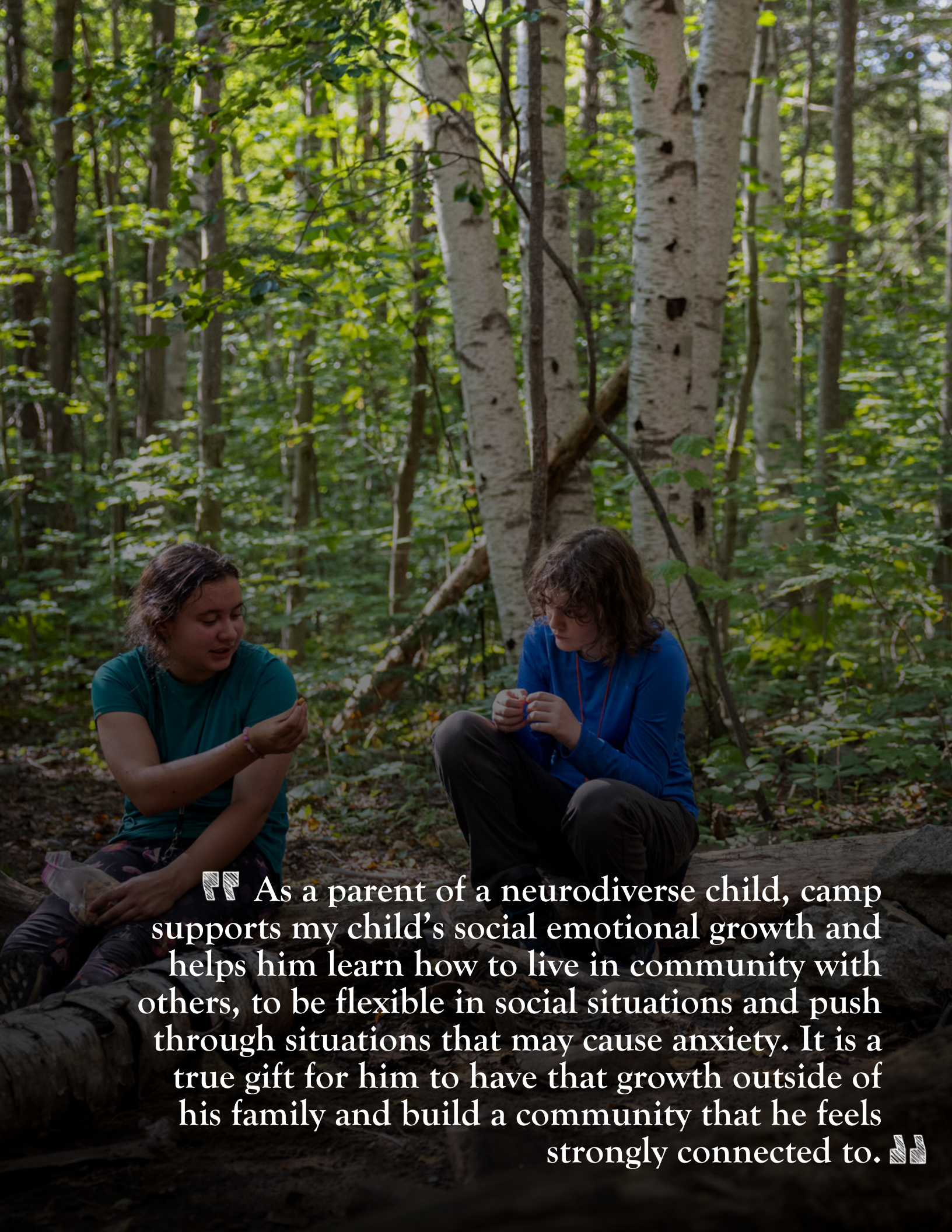
Our aim is to have an even distribution of participants across each financial resource band, truly reflecting the diversity of our broader community. We've also been transparent with families that campership amounts may be adjusted after each round of determinations, encouraging early applications to secure opening rates.

As we look toward 2025, we remain committed to the dual goals of fiscal responsibility and camp accessibility. With a dedicated staff, prudent financial management, and the generous support of our community, we are confident that Farm & Wilderness will continue to provide transformative experiences to children from all backgrounds while maintaining our long-term financial health.

AFA keeps our organization strong and healthy by creating a diverse, vibrant community where campers learn not just outdoor skills, but the invaluable lesson that we are all enriched when we come together across differences. It is, truly, mutually beneficial—for our campers, for our community, and for our future.







"As a parent of a neurodiverse child, camp supports my child's social emotional growth and helps him learn how to live in community with others, to be flexible in social situations and push through situations that may cause anxiety. It is a true gift for him to have that growth outside of his family and build a community that he feels strongly connected to."



LISTENING TO OUR COMMUNITY: WHAT PARENTS TELL US ABOUT FARM & WILDERNESS

Experience

Farm & Wilderness is committed to data-driven program evaluation and planning, ensuring that our camps continually evolve to meet the needs of our community while staying true to our core values. In 2024, we conducted an extensive survey of camp families, gathering insights from 214 parents (40% of our community) to better understand the impact of our programs and identify opportunities for growth.

What Parents Value Most

Our analysis revealed overwhelming appreciation for three key elements of the F&W experience:

Staff Excellence: Parents consistently praised our counselors and leaders for their dedication, intentionality, and ability to form meaningful connections with campers. One parent noted that their child had experienced "a positive emotional breakthrough at camp… making amazing social and emotional connections with friends, staff, and nature."

Shared Values: Families deeply value how F&W reinforces the principles they teach at home. As one parent expressed, "Farm & Wilderness reflects our family values. The camp puts our child in a fun culture of pursuing affinities and purpose without fear." Many parents specifically mentioned appreciation for our Quaker values of simplicity, peace, integrity, community, equity, and sustainability.

Mission Fulfillment: Parents consistently reported that we successfully deliver on our mission of "Joyful Play, Purposeful Work, and Rugged Outdoor Living." They observe their children returning home with new skills, deeper connections to nature, and enhanced confidence in their abilities.



Impact Areas: The Data Behind the Magic

Our 2024 Impact Report identified three core developmental outcomes of the F&W experience, and parent feedback strongly validated these findings:

Self-Efficacy: 27% of positive impact comments related to increased confidence and capability. Parents reported their children returning home with a stronger sense of independence and willingness to take on challenges. As one parent shared, "Camp serves as a moment for him to be lightened from the load of parent/school/life structure and shown he has the tools to function outside of this construct."

Community Mindedness: Another 27% of positive impact comments highlighted improvements in social awareness and collaboration. Parents noted their children demonstrating greater appreciation for community, improved conflict resolution skills, and increased willingness to contribute at home without prompting.

Authentic Identity: 19% of positive comments referenced personal growth and self-discovery. Parents observed their children returning with a stronger sense of self and increased comfort expressing their authentic selves. One parent remarked, "Every year I feel that [my camper] grows with a stronger sense of self and the ability to be more autonomous."

Using Data to Drive Improvement

Our comprehensive analysis also identified opportunities for enhancement across all our camps. The most frequently mentioned areas for improvement included:

- Communication processes (27% of improvement suggestions)
- Activity offerings and structure (19%)
- Interpersonal dynamics (16%)
- Food service and options (15%)

In response to this feedback, we're implementing specific changes for 2025:

1. Enhanced Communication Systems: We're revamping our parent update protocols and streamlining our email communications to provide clearer, more consistent information before and during camp sessions.
2. Expanded Activity Options: Based on parent and camper suggestions, we're developing new skill-building opportunities and enhancing existing offerings across all camps.
3. Staff Training Enhancements: We're investing in additional staff training focused on interpersonal facilitation, community-building, and supporting diverse learning styles.





Camp-Specific Insights

Our data analysis revealed unique strengths and opportunities for each camp:

- Barn Day Camp: Especially valued for its nurturing environment and skill development in younger campers
- Firefly Song: Highlighted for fostering deep friendships and confidence in self-expression
- Saltash Mountain: Praised for adventure experiences and wilderness skill development
- Tamarack Farm: Recognized for community building and meaningful work experiences
- Timberlake: Appreciated for its emphasis on independence and supportive male development

Looking Forward

By systematically analyzing parent feedback alongside camper surveys and staff assessments, Farm & Wilderness continues to refine our programs while staying true to our mission. This data-informed approach ensures that we remain responsive to the evolving needs of our community while preserving the timeless elements that make the F&W experience so truly unique.

As we plan for future seasons, we invite ongoing dialogue with our community, recognizing that our strength comes from the collective wisdom and shared commitment to joyful play, purposeful work, and rugged outdoor living.

BUILDING FOR THE FUTURE: THE NEW FIREFLY SONG TRIPS BUILDING CAMPAIGN

For decades, the "Cracker Barrel" has served as the heart of Firefly Song's trips program, sending generations of campers on transformative outdoor adventures. Now, as Farm & Wilderness looks to the next 50 years of wilderness exploration, it's time for this humble structure to evolve into something that better serves today's campers and programming needs.

A Space That Matches Our Mission

Nestled in the foothills of the Green Mountains, Firefly Song provides 9-14 year old girls and non-binary youth with experiences that build confidence, foster community, and deepen their connection with nature. The trips program stands at the center of this mission, offering experiences that campers consistently cite as sources of profound pride and accomplishment.

"This is SO FUN!" exclaimed one camper after a challenging adventure. "We paddled 14 miles in all, 6 miles in the rain, and 5 of them being up against the wind." Another proudly recalled, "One moment I am proud of is when I led everybody on my hiking trip through the rain."

These experiences deserve a home base that matches their importance—a larger, more functional space that will truly level up the trips program at Firefly Song.



The Vision: More Than Just a Building

The new 800-square-foot trips building will dramatically improve the program's capabilities with:

- Expanded facilities supporting core outcomes of interdependence, agency, and identity
- Dedicated space for learning skills, trip preparation, gear storage and organization.
- Improved van parking and turnaround space
- Water and electricity for proper equipment care and hygiene

In true Farm & Wilderness style, the campers themselves will play a significant role in bringing this building to life by taking it on as a summer work project.



Campers Building Their Legacy

As part of the construction process, seasonal Work Projects Staff will work alongside year-round Facilities Staff to erect the base frame in early summer 2025. Then, during the camp season, Firefly Song campers will join in to complete the project!

This high-visibility project connects two core activity areas—Work Projects and Trips—allowing campers to develop practical skills while building a structure that will serve generations to come. The hands-on involvement supports campers' sense of agency and identity development, as they literally construct part of their camp's future.

Environmental Stewardship in Action

The project also included the necessary removal of ash trees due to the anticipated arrival of the emerald ash borer. This unfortunate but necessary step helped us create an open level site for the new building. We also used locally milled lumber sourced from pine trees on the site in the construction of the building, rather than from lumber produced hundreds or even thousands of miles away.

Community Support Made It Happen!

To make this vision a reality, Farm & Wilderness raised approximately $87,500, with joyful and willing financial support from our community.



Thank You For Supporting the Next 50 Years

For alumni who remembered their own transformative trips experiences, for parents who witnessed their children return from camp more confident and capable, and for everyone who believes in the power of outdoor experiences for young people—thank you for ensuring these experiences continue for the next generation.

With community support, the new Firefly Song trips building stands as a testament to what we can accomplish together, just as our campers discover on every wilderness trip they undertake.

The trails are calling, the paddles are ready, and the next 50 years of exploration await. We are building the foundation for these journeys together!



FARM & WILDERNESS CONSERVATION KEEPS FOREST BLOCK INTACT WITH 99 ACRE PARKER PARCEL

Farm & Wilderness Conservation (FWC) has reached a significant milestone with the successful acquisition of the Parker Parcel, a strategic addition to the organization's existing land holdings in central Vermont.

A Conservation Victory

The Parker Parcel represents more than just additional acreage—it's a crucial piece in FWC's ongoing commitment to ecological resilience and land stewardship. Situated within FWC's existing landholdings, this acquisition strengthens the organization's ability to maintain vital wildlife corridors and preserve large forest blocks in Plymouth and Mount Holly, Vermont.

"This acquisition aligns perfectly with our mission of ecological sustainability and resilience," explains Jay Kullman, who has been instrumental in conservation efforts at Farm & Wilderness. "The Parker Parcel helps us preserve important connected wildlife habitats and maintain the wilderness character that makes this region so special."

Building on a Conservation Legacy

Farm & Wilderness Conservation, a subsidiary of Farm & Wilderness Foundation and formerly known as the Ninevah Foundation, has been dedicated to protecting land and promoting wilderness conservation in this corner of Vermont for decades. The organization currently stewards over 5,000 acres of wild and working land, including forests, lakes, and waterways.

The Parker Parcel acquisition builds on FWC's impressive conservation track record, which includes helping to expand an environmentally critical wildlife corridor known as the Green Mountain Bear Corridor that links the Coolidge State Forest to the north with the Okemo State Forest to the south.

Future Conservation Plans

While the Parker Parcel is now under FWC's stewardship, the work isn't finished. The organization is now working to permanently conserve the land in the future, ensuring long-term protection of this ecologically valuable area.

This approach reflects FWC's three primary initiatives:

1. Land & Water Protection: Conserving and promoting the wilderness character of the landholdings, including Woodward Reservoir and Lake Ninevah.

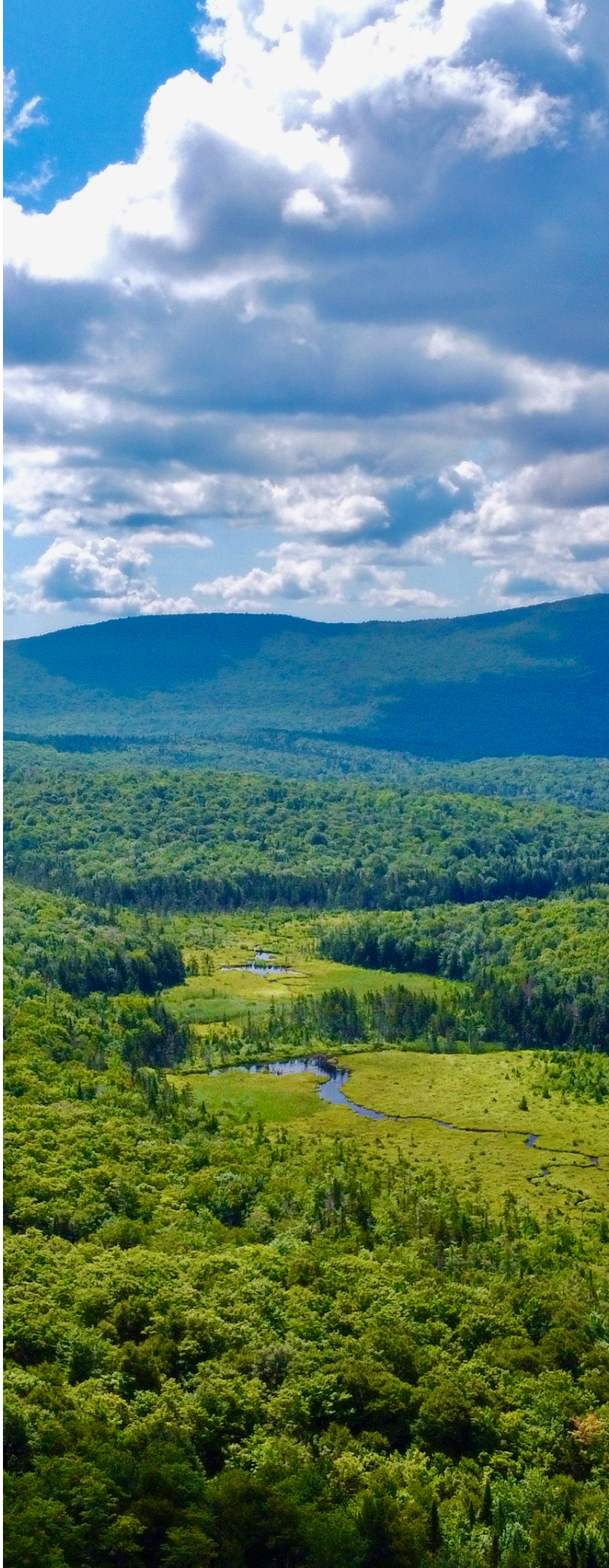
2. Education & Recreation: Offering accessible opportunities for community engagement and learning throughout the year.

3. Sustainable Land Use: Forestry practices that prioritize carbon storage and sequestration, enhance wildlife habitat, encourage human powered dispersed recreation.

Community Support Makes Conservation Possible

The Parker Parcel acquisition was made possible through the generous support of the Farm & Wilderness community, including donors, Board Members, volunteers, and conservation partners who recognize the importance of protecting Vermont's natural heritage.

"We're incredibly grateful to everyone who contributed to making this acquisition a reality," said Alisha Carberry, Clerk of the Board and head of the Conservation Committee. "Every donation, large and small, helps us fulfill our mission of preserving this special corner of Vermont for future generations."





A Win for Wildlife and People

The Parker Parcel acquisition benefits not only local wildlife but also the thousands of campers who visit Farm & Wilderness each year.

These protected lands provide opportunities for outdoor education, wilderness skills development, and fostering a deeper connection with nature.

For the many campers who develop their environmental ethics at Farm & Wilderness, the conservation of lands like the Parker Parcel demonstrates how communities can work together to protect the natural world.

Looking Ahead

As Farm & Wilderness Conservation celebrates this conservation success, the organization is already looking toward its next goal— expanding protected land by an additional 500 acres for conservation through "The Next 500 Acres Fund."

With each acquisition and conservation project, Farm & Wilderness Conservation strengthens its commitment to preserving Vermont's natural beauty and biodiversity, ensuring that future generations will continue to experience the joy of connecting with wild places.

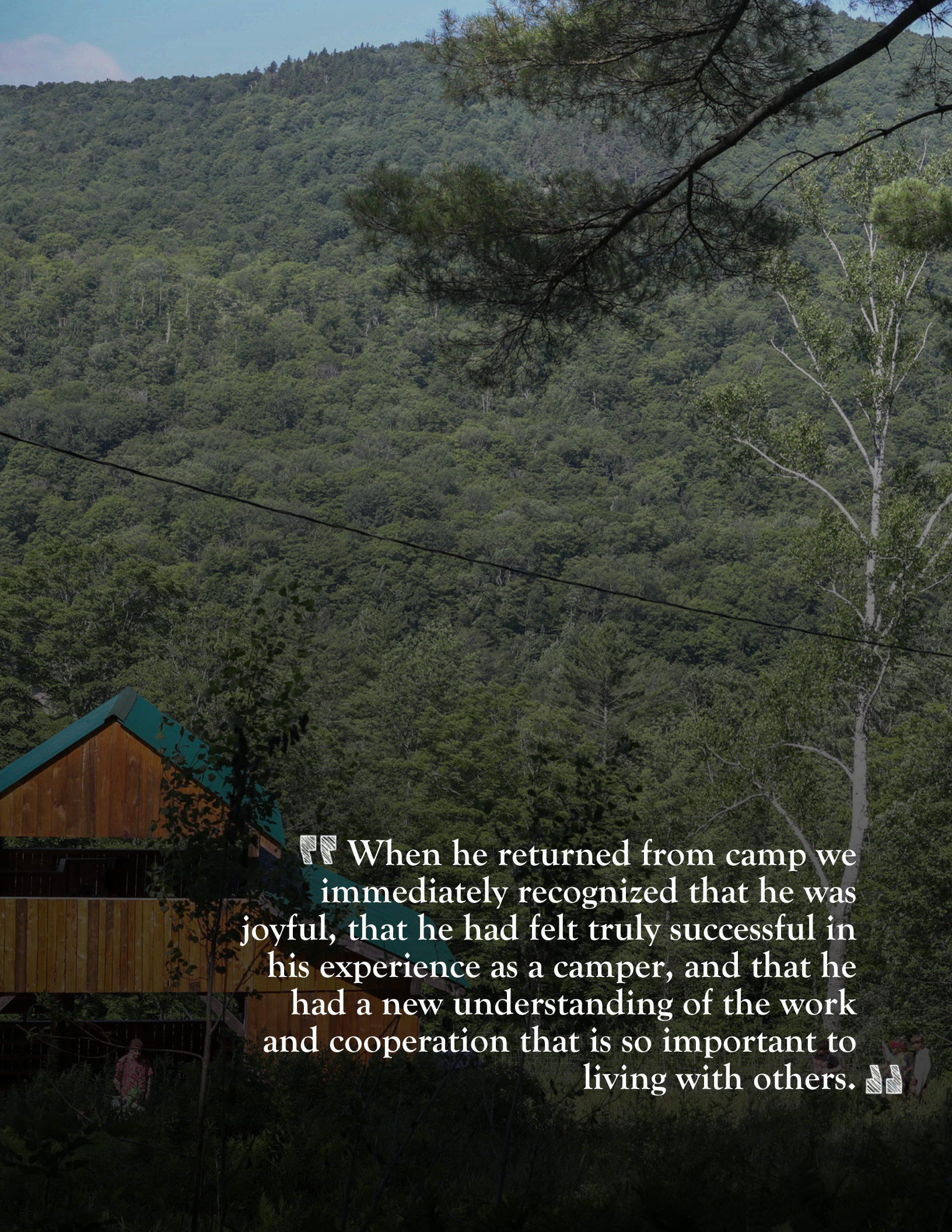
Through strategic land acquisition, thoughtful stewardship, and community engagement, the Parker Parcel project exemplifies what's possible when conservation values are put into action.



THE LEGACY CIRCLE

The Farm & Wilderness Foundation established the Legacy Circle to honor, appreciate, and recognize members of the F&W community who have included F&W in their estate plans. We are very grateful to the current members of our Legacy Circle:

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> When he returned from camp we immediately recognized that he was joyful, that he had felt truly successful in his experience as a camper, and that he had a new understanding of the work and cooperation that is so important to living with others.



CIRCLE OF LIGHT

The Circle of Light is an award given by the Board of Trustees to recognize distinguished service and a long-term commitment to supporting and advancing the mission of Farm & Wilderness. The following people have been recognized as members of the Circle of Light:

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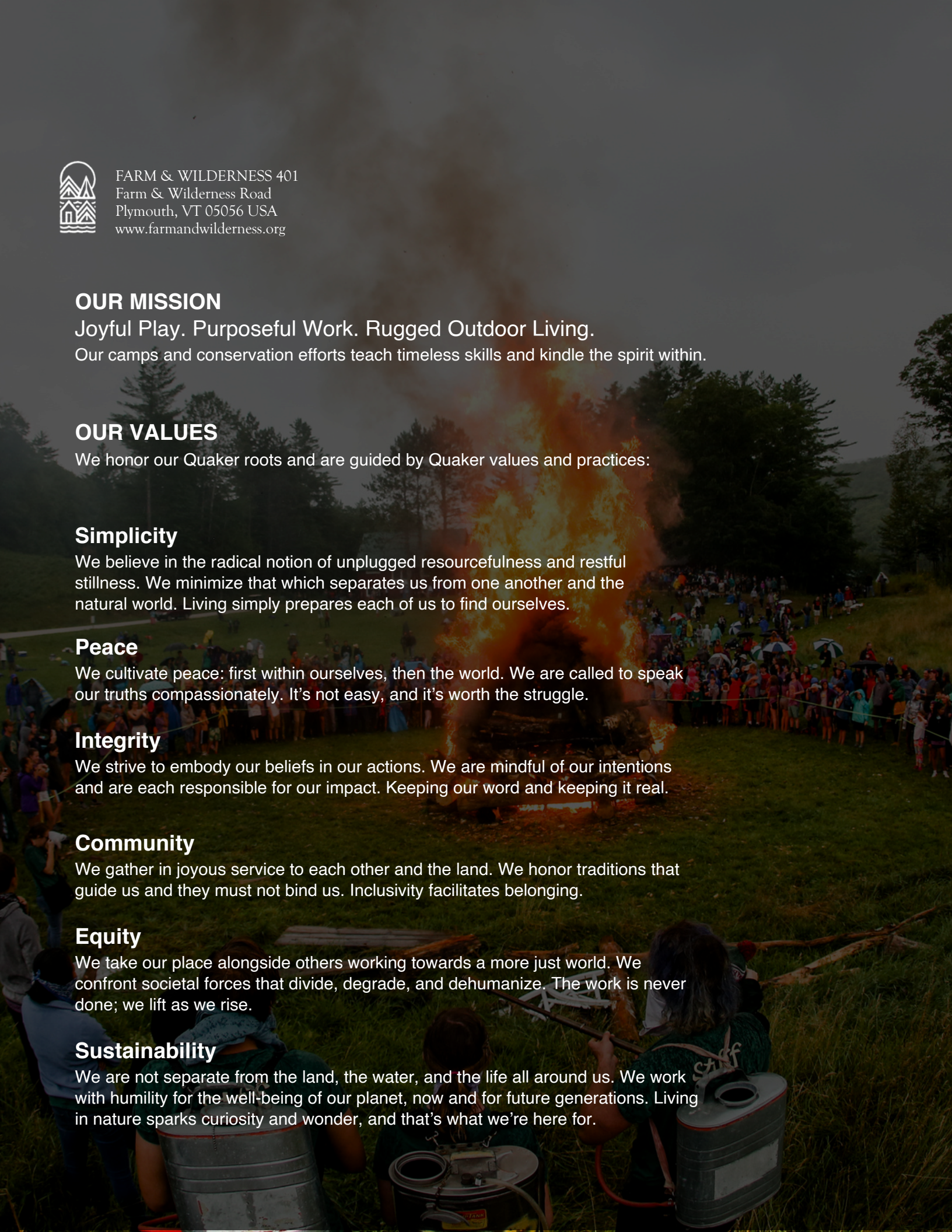
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Charles Weston
David E. White



MEMORIALS

Gifts were made in memory of:

Marshall and Roslyn Allen
Dr. Joan Cindy Amatniek
Jack Bailey
Jack and Chappy Bailey
Nash Basom
Beth Bird
Matthew Brinel
Hazel Blake
Anne Chartrand
Amy Darley
Walter Davis
Tom Doyle
Jess & Joyce Edward
Warren Eisenberg
Winifred "Winnie" Feise
William Gadon
Helen Garrison
Matthew Gold
Dorothy & Henry Greenberg
Martin Guterman
Wende C. Harper
Richard Harper
Marion Perkins Harris
Howard & Marie Hausman
Al Hicks
Susan Hinckley-Porter
Richard Hooke
Tom Hotaling
Jack Hunter
Jean Inman
John R Kellam
Jerry Maisel
Melva Maisel
Mary, mother of Oliver
Eloise Meeks
Florian & Eloise Meeks
Mel & Liza Meister
Roger A. Murphy
Patricia Lynn O'Regan
George Oberst
Elizabeth Ordoroff
Alice & Boyd Palmer
Leah Pillsbury
Cynthia W Reik
Alyssa Robbins
Dave Sanjek
Ellen Satterthwaite
Ruth Barngrove Sauer
Kathryn Shirley-Davidson
Heather Heyer
Kathleen Sullivan
James Thomas
Alfred Hess
Philip Tobin
Delia Togoan
Sam Warren
Ken Webb
Kenneth & Susan Webb
Norm & Wini Williams
Wolfsong
Kay Young



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OUR MISSION

Joyful Play. Purposeful Work. Rugged Outdoor Living.

Our camps and conservation efforts teach timeless skills and kindle the spirit within.

OUR VALUES

We honor our Quaker roots and are guided by Quaker values and practices:

Simplicity

We believe in the radical notion of unplugged resourcefulness and restful stillness. We minimize that which separates us from one another and the natural world. Living simply prepares each of us to find ourselves.

Peace

We cultivate peace: first within ourselves, then the world. We are called to speak our truths compassionately. It's not easy, and it's worth the struggle.

Integrity

We strive to embody our beliefs in our actions. We are mindful of our intentions and are each responsible for our impact. Keeping our word and keeping it real.

Community

We gather in joyous service to each other and the land. We honor traditions that guide us and they must not bind us. Inclusivity facilitates belonging.

Equity

We take our place alongside others working towards a more just world. We confront societal forces that divide, degrade, and dehumanize. The work is never done; we lift as we rise.

Sustainability

We are not separate from the land, the water, and the life all around us. We work with humility for the well-being of our planet, now and for future generations. Living in nature sparks curiosity and wonder, and that's what we're here for.