



FARM & WILDERNESS

Annual Report 2011



State of the Farm & Wilderness Foundation

Dear Farm & Wilderness Community,

Thanks to all of you, 2011 was a year of “bests.” At 820 campers, we served the most individual campers in our history. We received generous Annual Gifts from 1,030 people—our first year with more than 1,000 donors. We welcomed two new camp directors, Zach “Forest Flame” Podhorzer at Flying Cloud, and Amy Bowen at Indian Brook. The camp spirit and community was strong; we completed dozens of incredible work projects, over 180 successful camper trips and forged new partnerships that boosted the diversity of campers and staff. We also displayed our creative inspiration through homegrown arts, powerful ceremonies, bountiful gardens and the dedication and love of our staff.

This success is not by chance. Three years ago we set ourselves on a strategic path that has guided us toward greater financial, community and environmental sustainability. One focus was to refine programs to best uphold our principles and to reach full enrollment. This year, Saltash Mountain Camp had the highest enrollment in history and Flying Cloud was full for the first time in 15 years. We reduced our debt from a high of \$1.3mil in 2008 to \$233,000 in 2011. We increased annual giving by 63%, and sustained an annual operating surplus for all three

years. We rebuilt or renovated over 40 buildings; many with camper assistance and most with wood harvested from F&W or Ninevah Foundation lands. We conducted a climate gas audit on all of our operations, weatherized buildings and began converting to more sustainable fuels.

Finally, we promoted staff and community retention through a “Culture of Leadership, Accountability and Good Will.” Staff turnover decreased from 58% in 2008 to 4% in 2011. Summer staff racial diversity increased from 4% to 14%. We increased financial aid by 32%, and we celebrated long-term F&W friends through new recognition circles and events. Thanks in part to these efforts, F&W was named by the Vermont Chamber of Commerce and other organizations as a “2012 Best Places to Work in Vermont.”

While we made incredible progress towards our goals, we also lost a guiding light with the passing of our co-founder, Susan Howard Webb. She was a driving force in sustaining the vision for Farm & Wilderness, through her pragmatism and deep commitment to the well being of children and to social justice. Her



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Topher Waring^
Physics teacher,
Lake Region Union High School
Glover, VT

Kristi Webb
Psychologist in Private Practice
Chapel Hill, NC

100 percent of our Board members
give to F&W

*Term began in August 2012

^Term ended in May 2012

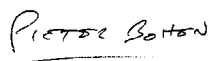
life will continue to be an inspiration to us all!

The arrival of Tropical Storm Irene in late August provided another test to the F&W community. Fortunately all of our campers had left, Family Camp had just finished and our remaining staff was well trained for emergencies. Our preparation was comprehensive, but the damage to local roads, power lines and communications was beyond expectation. F&W crews jumped right in to help Plymouth recover. We provided daily meals for displaced families and members of the National Guard who were repairing washed out roads. Our interns, dubbed the "F&W Disaster Corps," shoveled mud from the basements of over 50 homes and small businesses. We repaired the damage F&W sustained, estimated at about \$40,000. Cancelled events cost us about \$30,000 in lost income. Our community again rallied to raise more than \$46,000 to help cover these costs. F&W made a \$11,000 challenge grant to the Plymouth Memory Tree Community Fund, which in turn raised an additional \$122,000 to assist Plymouth residents who lost their homes and belongings.

As F&W thrives, we know this is only the result of generations of hard-working members of our community. This year we would like to honor the memory of friends who will be missed in our community. In addition to Susan Webb, they include Charles Ansbacher, Caroline "Cappy" Bailey, Nash Basom, Chuck Meinhold, and David Sanjek.

We owe our success to you, our community of campers and families, staff, volunteers and donors. Thank you for another meaningful year at F&W.

Warm regards,



Pieter Bohen
Executive Director



Mickey Carter
Clerk, Board of Trustees



p.s. We rebuilt our website and encourage you to visit farmandwilderness.org or use this QR code.

Our Mission

Guided by the Quaker belief that the Light of the Spirit is present in every person and the belief that people working together can create a more just and humane society, the Farm & Wilderness Foundation sponsors year-round experiences for young people and adults that emphasize the building of community through the values of cooperation, simplicity, responsibility, empathy, spirituality, and service.

THE VISITORS' CIRCLE is an advisory board of leaders who are committed to supporting and advancing the mission of Farm & Wilderness. The goals of the Visitors' Circle are to increase the understanding of the mission, programs, and strategic goals of Farm & Wilderness, provide counsel to staff and the Board of Trustees, develop and strengthen relationships with constituents, and foster philanthropic support for Farm & Wilderness.

Richard Rox Anderson
James Berkman
McKey Berkman
Carol Browner
Leonard K. Cadwallader
Joan Countryman
Nicholas Donohue
Susan Saint James Ebersol
Dan Elias
Ian Gamble
Janet Green
Richard D. Hausman

Roger L. Michel
Robert P. Owen
Richard A. Parker
Burton Sonenstein
Adam C. Stern
Susan St. John
Jeffery Anne Tatum
Philippe Villers

100 percent of our Visitors' Circle members gave to F&W in 2011.



Financial Report


Creating a fulfilling Farm & Wilderness experience for our campers and staff year after year requires our utmost attention to maintaining a healthy financial position and using every opportunity to strengthen our operations.

We are pleased to report that we ended 2011 with a slight operating surplus, as can be seen to the right in the highlights from the independent audit of our 2011 financial results performed by O'Brien Shortle Reynolds & Sabotka PC, a regional accounting firm. The statements also demonstrate our commitment to reducing our long-term debt.

Our operating revenue exceeded projections for the year, and expenses were close to projections, providing a small surplus. The revenue growth was due to increased enrollment to 96% of capacity in 2011, representing the highest enrollment level in fifteen years. We have achieved this, while at the same time holding down costs. This has allowed us to hold annual tuition increases to a three-year average of less than 2%, keeping camp affordable for more families.

This year we closed the sale of a conservation easement on 444 acres which resulted in \$425,000. Invested endowment funds stood at \$3.9 million at year end. Most of these funds are under the stewardship of the Friends Fiduciary Corporation and the annual income they generate of \$160,000 primarily supports camperships (need- based financial aid) and operations.

We look forward to sustaining these positive trends so that we can continue to run programs that shape the lives of our campers and their families.


Jonathan Wilson
Chief Operations Officer


Will Anninger
Clerk, Board Finance Comm.



STATEMENT OF FINANCIAL POSITION (from Audited Statements)

YEAR ENDING	2011	2010
ASSETS		
Cash	316,049	769,219
Accounts Receivable	39,984	60,562
Pledges Receivable	35,052	26,129
Other Assets	45,225	61,813
Investments	3,424,689	3,191,691
Land, Buildings & Equipment	4,333,314	4,424,347
Total Assets	8,194,313	8,533,761
LIABILITIES		
Accounts Payable	63,897	35,810
Accrued Expenses	72,068	54,053
Unearned Tuition	398,800	540,875
Bank Notes	230,006	804,403
Total Liabilities	764,771	1,435,141
NET ASSETS		
Unrestricted	5,009,156	4,619,337
Temporarily Restricted	1,459,202	1,518,599
Permanently Restricted	961,184	960,684
Total Net Assets	7,429,542	7,098,620
TOTAL LIABILITIES & NET ASSETS	8,194,313	8,533,761



STATEMENT OF ACTIVITIES (from Audited Statements)

YEAR ENDING	2011	2010
OPERATING REVENUE		
Tuition	3,175,412	2,792,040
Less Discounts & Camperships	(492,921)	(472,410)
Reservoir Rental Income (net)	211,398	208,179
Contributions	478,259	567,406
Investment Income	159,641	141,027
Other Revenue	244,918	241,303
Total Revenue	3,776,707	3,477,545
FUNCTIONAL EXPENSES		
Program Expenses	2,620,252	2,374,083
General & Administrative	831,681	665,969
Comm., Development & Outreach	237,371	179,508
Total Expense	3,689,304	3,219,560
NET ASSET CHANGE (before other changes)	87,403	257,985
Other Revenue/Gain on Sale	385,115	27,970
Unrealized Gain on Investments	(141,596)	201,344
TOTAL CHANGE IN NET ASSETS	330,922	487,299

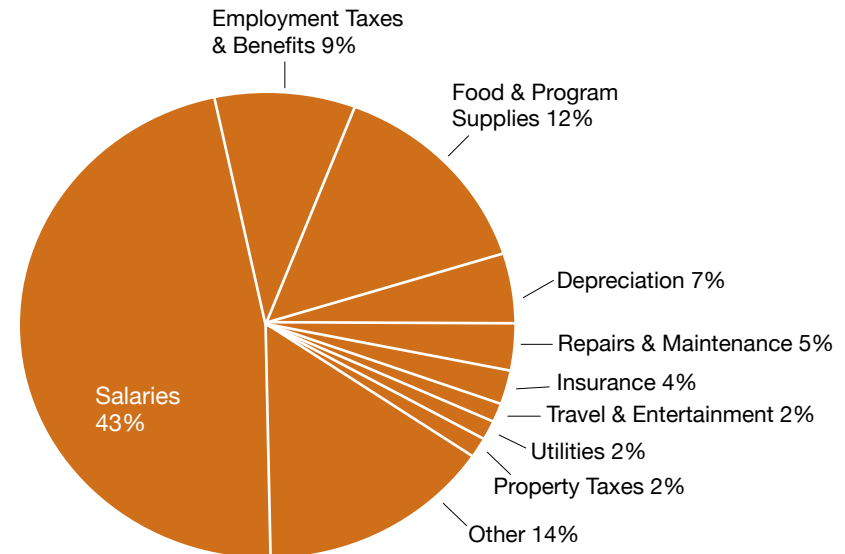


SNAPSHOT OF 5-YEAR FINANCIAL TRENDS

CATEGORY	2007	2008	2009	2010	2011
Tuition	2,465,130	2,662,957	2,828,238	2,792,040	3,175,412
Less Discounts & Camperships	(448,214)	(442,206)	(428,621)	(472,410)	(492,921)
Reservoir Rental Income	190,052	198,995	208,698	208,179	211,398
Contributions	473,428	303,452	291,523	567,406	478,259
Investment Income	177,656	104,733	96,037	141,027	159,641
Other Revenue	146,791	135,592	220,063	241,303	244,918
TOTAL REVENUE	3,004,843	2,963,563	3,215,938	3,477,545	3,776,707
FUNCTIONAL EXPENSES	2007	2008	2009	2010	2011
Program Expenses	1,306,384	1,699,926	2,398,242	2,374,083	2,620,252
General Administrative	1,420,972	1,448,078	609,549	665,969	831,681
Comm., Development & Outreach	172,657	167,549	219,688	179,508	237,371
Total Expense	2,900,013	3,315,553	3,227,479	3,219,560	3,689,304
Net Asset Change	104,830	(351,990)	(11,541)	257,985	87,403
Total Other Changes	510,141	590,831	406,541	27,970	243,519
Total Changes in Net Assets	614,971	238,841	395,000	285,955	330,922
TOTAL EXPENSE	2,900,013	3,315,533	3,227,479	3,219,560	3,689,304
BANK DEBT (as % of Total Assets)	14%	16%	14%	9%	3%

USE OF FUNDS

CATEGORY	2011	%	2010	%
Salaries	1,596,131	43%	1,514,979	47%
Employment Taxes & Benefits	324,996	9%	291,484	9%
Food & Program Supplies	426,530	12%	362,833	11%
Depreciation	254,756	7%	229,099	7%
Repairs & Maintenance	196,163	5%	135,811	4%
Insurance	136,187	4%	119,499	4%
Travel & Entertainment	84,252	2%	74,839	2%
Utilities	77,058	2%	72,833	2%
Property Taxes	59,909	2%	54,010	1%
Other	533,322	14%	364,173	11%
TOTAL	3,689,304		3,219,560	



USE OF FUNDS 2011

Summer Camp Program Report

Farm & Wilderness operates seven summer programs, which serve about 800 campers each year. In the summer, you will see children gardening, crafting and playing games at camp. You will hear their laughter, songs, and discussions. They help cook, clean, and build original projects. They work together and help each other by challenging themselves with new skills. At F&W, young people develop the courage to know themselves, work together and build a better world. While each camp has a specific program focus and age group, all of them use the same methods to work with youth:



WE WORK WITH CHILDREN in a hands-on, simple and unplugged setting. We believe that our style of learning is deeper when kids experience it with others and when we are outside their normal comfort zones. Last year at Timberlake, our campers worked together to place stone steps leading to our Meeting Circle, finished a new cabin, and created a bench covered in tile mosaic. These structures, both beautiful and simple, and will last for generations of campers.

WE WORK IN THE LANDS, woods and waters of the Northeast, both wild and cultivated. We believe connections to the land and environment lead to inspiration for growth, discovery, and wonder. Last year, our Barn Day Camp gardens were expanded, so that our youngest campers could get their hands dirty and learn about the origins of their food. Each of the 270 BDC campers are farm fresh

snacks, harvested, and washed fresh veggies. Many of the campers helped sell their fresh produce at a weekly farm stand. At Flying Cloud, we use the natural environment as a teaching tool, and run tracking and scouting trips to gain intimate knowledge of animals, plants and nature.

WE CREATE AN INCLUSIVE, intentional and multi-age community, where respect for ourselves and others is paramount. We believe that all people are of equal worth, that each carries 'the Light' inside of us. The personal challenge to be empathetic makes our community stronger and more diverse. We celebrate differences and actively welcome campers and staff of different racial, ethnic, religious, socio-economic, sexuality and gender identities. Campers and staff of color made up about 21% and 14% of our community. At our camps, we teach respect and compassion. Last summer, Indian Brook ran a full day of activities meant to highlight injustice and social equity. From canoe races without paddles, to a 'Hunger Banquet', campers learned how it feels to navigate in an unfair world. Our discussions let campers share their own identities and realities, and not to be afraid to speak up for themselves and others.

WE HAVE MANY DIFFERENT CONTENT AREAS for program, each of which reflects Quaker values and inspires us to find joy in our work. Each camp offers wilderness travel programs throughout New England, which range from single overnights for our youngest campers, to five-day canoeing trips for teenagers. For example, our growing Questers program sent two groups of young campers on the trail for a total of 68 nights. One of these trips hiked the entire 272-mile Long Trail during the summer. Meanwhile, at Tamarack Farm, we ran multiple trips to a local farm in 2011 to assist with their operations and infrastructure. This farm was severely damaged by Tropical Storm Irene, and we are working again this summer with this family as they continue rebuilding.



These examples of program development have helped attract both new and returning campers. Enrollment grew from 77% of capacity in 2003 to 96% of capacity in 2011. Camperships supported 25% of enrolled campers. We are proud of and grateful for the dedication of our camp directors (Amy Bowen, Jeff Bounds, Tom Barrup, Tulio Browning, Andrea Breen and Zachary Podhorzer) and all of their talented summer staff. Our F&W camp programs were thriving this past year; and we look forward to another yearly cycle to plan and grow.

Sarah Waring
Program Director





2011 FARM & WILDERNESS EMPLOYEES

We appreciate our 2011 staff who work directly with campers on wilderness trips, building timber-frame cabins, facilitating and playing rowdy all-camp games, weeding or harvesting the gardens, cleaning up in the kitchens, or teaching swim lessons. We are humbled by the service of our staff members who ensure our campers and staff are healthy, oversee our American Camping Association accreditation process, cook in our five camp kitchens and coordinate all the logistics (permits, gear, maps, and transportation) for over 125 trips each summer.

In addition to being employees of F&W, 134 of our 267 staff (50% participation) are also donors to F&W and have made personal charitable contributions to F&W in excess of \$15,000. The combination of hard work and philanthropy says so much about the commitment of our staff. Hats off to our 2011 F&W employees for all they've shared.

YEAR-ROUND STAFF

Joy Alper
Samuel Arfer
Thomas Barrup
Linda Berryhill
Pieter Bohen
Jeff Bounds
Amy Bowen
Andrea Breen
Tulio Browning
Chantal Deojay
Melanie Gander
Jay Kullman
Kristen MacDonald

Marianne McGee
Pam Podger
Zachary Podhorzer
Courtney Porter
Kurt Terrell
Sarah Waring
Kyle Watrous
Jonathan Wilson

SEASONAL STAFF

Dara Aber-Feri
Arielle Antosca
William Appleby
Gloria Arfer

Diane Ashworth
Isaac Avenia-Tapper
Gunther Bain
Benjamin Baker
Eliza Baker
Micah Barritt
Naomi Baumann-Carbrey
Kyle Baumgardner
Isaiah Bechar
Maryam Benganga
Hunter Berryhill
Ry Beverage
Erik Bjornstad
Indi Bjornsson
Matteo Bjornsson
Sean Bjornsson
Daniel Blackman
Susan Blaue
Courtney Bohen
Montana Bowman
Anna Bralow
Lucas Braun
Mara Bresnahan
Ashlyn Bristle
Chadley Britton
Edith Britton
Althea Brown
Colleen Bumford
Megan Burns
Robert Buskirk-Lechner
Leah Calderon-Guthe
China Camacho
Nicholas Canby
Laura Cande
Jasmine Carey
Maeve Carver
Seth Carvill
Stephanie Ciner
Cory Clark
Jonathan Clauss
Meg Clews
Kathleen Collins
Caroline Connolly
James Copp
Madison Cornell
Benjamin Crockett
Jared Curtin
Cathleen Cushing
Kelly Davis
Rex Dazzle

Leah Dembinski
John Michael Denney
Emily Dixon
Lily (Elizabeth) Dixon
Jack Doherty
Meghan Doherty
Kevin Douglas
Ben Draper
Julie Dressner
Lori Ducharme
Brian Duda
Zachary Duncan-Tessmer
Anneke Dunnington
Michael Dyck
Jared Edward
Jared Edwards
Paul Eley
Langston Epps
Jane Epstein
Justine Epstein
Daniel Filstein
Cara Fitzgibbon
Nina Franzen
Anna French
Alena Gagnon
Marni Gair
Devon Gamble
Gabe Gao
Karl Gao
Kaitlyn Gardner
Peter Gargagliano
Sherry Gaudin
Adam Gelroth
Thad Gibson
Michelle Golden
Pam Goldman

Chelsea Greenwald
Jihan Grettenberger
Aline Haddad
Monique Hanson
Nieyajaha Harris
Leslie Hartman
Michael Haulenbeek
Rachel Hawkins
Clara Heiden
Christina Hester
Zachary Heyman
Wendie Hillier-Infante
Jackson Hobbs
John Hoffman
Hannah Holby
Tessa Holmes
Jenna Hsiang
Chelsea Huber
Danielle Hummel
Karissa Hummel
Rebekah Hykan
Catherine Hylan
Matt Joffe
Lily Johnson
Tim Jursak
Bonnie Kalos
Rachel Kauff
Clara Kazarov
Sarah Keizer
Clara "Dara" Kelly
Emily Kelly
Lisa Kemper
Sarah Kencel
Susan Kennedy
Emily Kinsler
Sarah Kinsler

Phebe Kiryk
Deborah Kleinmann
Deborah "Spice" Kleinmann
Jak (John) Kling
Hazel Koziol
Dan LaFontane
Antonio Lafuente
Sara Land
Sara Land
Graham Leathers
Matthew Levinson
Jennie Li
Sarah Mandl
Charlotte Marcolla
Alisha Marquis
Jonathan Masters
Vanessa Matos
Allison Mazzullo
Anna McGee
Zan McKenna
Ried Meyer
Tyler Mintzer
Jamie Moddy
Delila Modeste
Erica Moffet
Jamie Moody
Mandy Morgan
Jensen Morgan
Laura Morganti
Alec Morrison
Andrew Moss
Mary CatherineMuniz
Daniel Murphy
Mary Murphy
Jesse Newcomb
Zoe Novendstern
Danielle Novotny
George Oberst
Andrew O'Connell-Shevenell
Michael O'Connor
Audrey Ojeda
Beth O'Neil
Anna Ostow
Elisa Otter
Tierney Palmer-Klein
Dave Patterson
Flannery Pearson-Clarke
Madeline Peck
Colleen Pennington



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William Perkiss
KC Phillips
Shai Pina
Elias Pitegoff
Terre Pring
Nuvia Rameriez
Courtney Randleman-Spradley
AnnaMarie Raymer
Gretta Reed
Aliza Resnick
Micheal Richards
Dylan Rivard
Marilyn Roberts
Sarah Rontal
Ben Rood Ojalvo
Elliot Rose
Beth Rutila
Tamar Saphra
Wendy Satterwaite
Elizabeth Schell
Todd Schmeling
Jonathan Schoder
Jonathan Schubert
Julia Schwartz
Jessica Scott
Zachary Scott
Danielle Seltzer
Samuel Sessums
Betsy Shands
Caroline Shea
Daniel Sher
Maya Shulman-Ment
John (Jack) Sinclair
Any Skibbie

Kelly Sleight
Alicia Smith-Scherliss
Julia Soards
Elias Stamback
Rachel Stern
Dylan Sundell Sio
Cora Swanberg
Camilla Tannen-Barrup
Cody Tannen-Barrup
Tyler Tannen-Barrup
Emma Thacker
Eliah Thanhauser
Hannah Thanhauser
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Nathan Williams
Polly Williams
Jenna Williams
Marnie Williamson
Vince Wisniewsky
Hannah Woodbury
Jeremy Wright
Larken Wright-Kennedy
Jarod Wunnenburger

Conservation and Recovery



THE NINEVAH FOUNDATION, with generous support from the F&W community (52 donors gave more than \$31,000), was able to successfully fundraise and purchase 200 acres on the south end of Lake Ninevah for \$285,000 that will be conserved for future generations of Saltash Mountain and Flying Cloud campers and staff.



F&W, in partnership with the Vermont Agency of Natural Resources and The Conservation Fund, completed a **FOREST LEGACY** conservation easement that will protect 444 acres of private forest and ridgeline. The property above the Woodward Reservoir will continue to be used by F&W for its camp programs during the summer and will remain open for public recreation, including hunting and hiking, the rest of the year.



On August 28, 2011, Vermont was devastated by flooding caused by **TROPICAL STORM IRENE**. Many roads, bridges and homes were washed away overnight. F&W immediately went into action providing warm meals for neighbors and sending our “F&W Disaster Corp” of staff. These teams helped our neighbors clean out the basements of homes and businesses and remove trash and debris from local rivers and streams. These hands-on efforts were supported generously by 252 community members and the Vermont Community Foundation who gave over \$56,000 for relief, recover and general support.



Sustainability Report

Farm & Wilderness has completed an organizational greenhouse gas emissions inventory for calendar years 2009, 2010 and 2011. This calculation was done by Dano Weisbord, a former camper and staffer. We wanted to understand and reduce our contribution to global climate change, so we could prioritize our strategies to reduce our net output of greenhouse gases. Below we share the results of the three-year inventory and how this connects to our operations.

THE METHOD

The inventory followed the Greenhouse Gas Protocol Corporate Standard. This is the most widely used set of rules for emissions measurement. (More information can be found at www.ghgprotocol.org). The Protocol organizes emissions sources into three categories. The first category includes sources that are the direct result of sources the organization owns or controls. In the case of F&W, these sources are:

- Fuel used to provide heat and hot water in buildings
- Fuel used in vehicles
- Farm animals
- Avoided emissions associated with on-site composting of waste

The second priority is emissions from purchased electricity. The third priority is sources of emissions that F&W does not own or control, but where the emissions are an indirect result of F&W operations and where we could exert control. Several areas of emissions were measured in this category:

- Outsourced travel (air, coach, and personal vehicle use paid for by F&W)
- Year-round staff commuting
- office paper use
- Transmission losses associated with purchased electricity

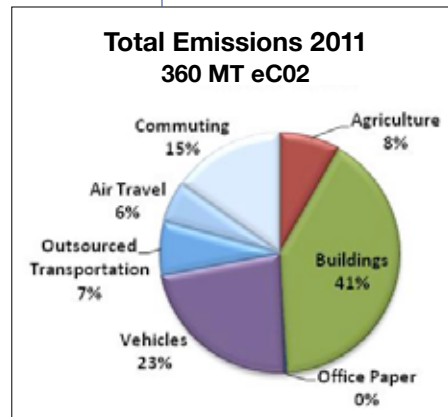
Data was collected for each of these categories and was converted to its equivalent greenhouse gas emissions. For example, 1 gallon of gasoline results in the emission of about 9 kilograms of greenhouse gas. Emissions are reported in metric tonnes of eCO₂ where the “e” stands for

equivalent, and the “CO₂” is the chemical name for carbon dioxide. Greenhouse gas emissions are not just carbon dioxide, but are made up of a number of different gasses that contribute to climate change; however everything is converted to units of carbon for reporting purposes. For example, emissions from one gallon of gasoline are reported as 0.009 metric tons eCO₂.

RESULTS

The sources of emissions are reported below in seven operational categories:

- Agriculture
- Buildings
- Office Paper
- Vehicles
- Outsourced Transportation
- Air Travel
- Commuting

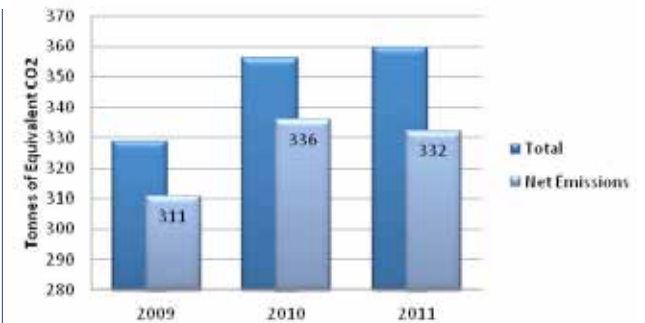


reinforces the benefit of a practice that F&W has been following for a long time.

TRENDS

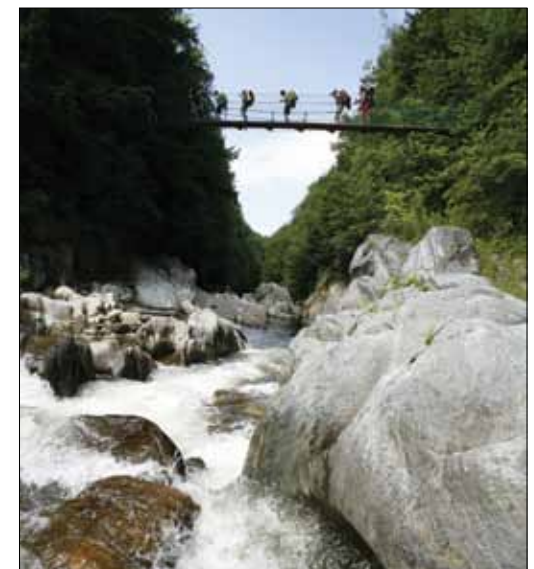
The results appear to show that emissions were up from 2009 to 2010 and then stable. After careful consideration, we attribute this change to the quality of the data collected in the first year of the inventory process. As with any new management regimen, F&W systems were not set up to collect quantities of materials needed for measuring

Greenhouse Gas Emissions 2009-2011



emissions. As internal systems have been tuned, data quality has improved. This is very typical of institutions measuring greenhouse gas emissions for the first time. Specifically, our analysis is that the appearance of increased emissions between 2009 and 2010 is a result of not fully capturing “outsourced travel” e.g. busses for campers in 2009. The difference of 18 tonnes in this category for 2009 accounts for most of the difference between 2009 and 2010 results. Please stay tuned to the *Interim*, for much more information on how we are using this data.

Dano Weisbord
Sustainability Consultant



Development Report

Dear Farm & Wilderness Community,

The events of 2011 revealed the genuine and profound commitment and generosity that abounds in our Farm & Wilderness community. Our success in building community and raising charitable support reflects the high level of commitment and trust on the part of many campers, staff, families, alumni, friends and neighbors. We are grateful to you for trusting Farm & Wilderness and we will be good stewards of your gifts.



The year began with our “Celebration of Farm & Wilderness” held at Wellesley College on January 22, 2011 with over 70 members of the Board of Trustees, Visitors’ Circle, and Boston area community members in attendance. We were blessed to have Susan Saint James Ebersol (FC and TL family ’98-’04) as our keynote speaker. She spoke candidly about her late son Teddy’s wonderful summers at Timberlake and the family’s healing process after his tragic passing on November 28, 2004.

Our work weekends at Tamarack Farm in 2011 were well attended. We accomplished plenty of chores and also made time for community fellowship, singing, dancing and camp fun. Thank you to over 400 community members who participated.

Participation in Annual Giving was at its highest level ever. We are grateful to 1,085 donors who gave nearly \$478,000 in annual support for campership, staff training, sustainability, and other projects. Since 2007, our Annual Giving donor base has more than doubled and total annual support has increased by 63% percent from \$293,000. Thanks to this support, we were able to provide more than

\$492,000 in need-based camperships to nearly 200 campers, representing 25% of 2011 enrollment.

Generous donors also supported two important environmental sustainability initiatives. First, 52 donors gave more than \$31,000 to help the Ninevah Foundation purchase 200 acres of undeveloped land on the south shore. This purchase adds to the 3,100 acres already conserved around the lake and preserves the views and natural character of Saltash Mountain and Flying Cloud camps. Secondly, nearly \$50,000 was committed by the Bridgemill Foundation, at the recommendation of Emily and Chris Burns (BDC family 2006 – present) and Doris Bouwensch (IB staff 1963-65), that will enable F&W to build a high efficiency greenhouse, which will be adjacent to the existing greenhouse. The additional growing room will improve our organic gardening program and increase the amount of homegrown organic produce for our F&W meals.

As a result of Tropical Storm Irene, we held the Indian Brook 70th Anniversary Reunion and Saltash Mountain 50th Anniversary Reunion Weekends from September 7-9, 2012. Over 175 community members gathered for the weekend.

On November 12, 2011, we had the second annual F&W Nationwide Potluck. In all, more than 350 members of the F&W community came together in 16 locations for an evening of good local food, fellowship, storytelling,




singing, and fun. Thank you to all the coordinators and hosts who helped strengthened the F&W community by making these events happen.

In the past 10 years, we have seen the requests and budget for campership (need-based financial aid) more than double. To meet the future need of campers, it is essential that we grow our endowment from the current \$3.9 million level to over \$10 million. We’re asking our community to include the camps in their estate plans or establish a Charitable Gift Annuity, which provides a donor (over the age of 60) with income for life. We are very grateful to 30 members of the F&W community who have made this decision and are now a part of our Legacy Circle and 10 more who may join in the near future.

Thank you for investing in the mission of Farm & Wilderness with your time and charitable resources. Your generosity strengthens our summer camp programs and magnifies the impact of our programs through the lives of our campers, staff, alumni, and their families.

In appreciation,


Kurt Terrell
Chief Development Officer


Kristi Webb
Clerk, Board Development Committee

2011 Donors



THANK YOU!

F&W relies on our community maintaining or increasing their support each and every year. Names have been removed from this web version of the Annual Report to preserve privacy of donors.



Donate securely at: farmandwilderness.org/giving/donate-now/, use this QR code, or the enclosed envelope to renew your support today!



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. These are the members of the Circle of Light:

September 2012

Jack Hunter
Ruth Hunter
Polly Williams

August 2011

Nancy Bell (*right*)

October 2010

Len Cadwallader
Sonja Johansson
Robert Owen
Susan St. John
Jeffery Anne Tatum



October 2009

Sam Arfer
Tom Barrup
Linda Berryhill
McKey "Mac" Berkman



F&W IS A FAMILY AFFAIR FOR BOARD CLERK MICKEY CARTER

When Mickey Carter and his wife, Marya, were readying daughter Sydney for her first trip to Farm & Wilderness, a major worry was that “she was terrified of all bugs and we weren’t sure how she was going to react,” Carter said. “Not shockingly, that turned into a non-issue.”

In fact, since that first summer in 2006, Sydney and later her brother, Spencer, have been back every year, moving from Barn Day Camp to Indian Brook and Timberlake.

Mickey Carter has never been a camper or a counselor at Farm & Wilderness. But as Clerk of the Board of Trustees, a member of its Strategic Planning Committee and a major financial contributor to its mission, he’s as enthusiastic a booster as there is.

“F&W is very important to my children, so it’s important to me.” That’s a key reason Carter, 44, makes time for F&W despite having a full plate of responsibilities in addition to his family.

For starters, he is vice president for national accounts for the Fox News Channel. That means he negotiates and manages its top 10 affiliations among cable, satellite and telecommunications companies.

A Harvard graduate with a law degree from Notre Dame, he’s also active on the board of directors of USA Track & Field; on the executive committee of the Foundation of Westchester Clubmen, which supports educational and cultural opportunities for young black and Latino men in Westchester County, NY, where he lives; as a member of Huguenot Memorial Church (Presbyterian Church USA); and as a youth soccer and basketball coach.

“Because the window for me to be a camp counselor at F&W has probably closed, service on the F&W board is about the closest I can come to making a direct contribution to and having a direct part in the F&W experience.”

As with many F&W families, the Carters found out about it by word of mouth. They spent a week in Vermont with friends developed through Marya’s local running club in Mamaroneck, NY. The other couple’s two daughters were day campers. “Those girls really enjoyed every day. They came home and talked with our kids about what they did that was cool at The Barn, so it was our kids

finding out through their kids and us through their parents,” Carter said.

The Carters also fell in love with the Plymouth area and soon bought a house nearby. “It was an opportunity to make Vermont part of our family, and for the first few years we were able to send our kids to the BDC, and now have time as a couple while they are at the overnight camps.”

Dr. Marya Howell-Carter is a psychology professor at



Farmingdale State College in New York and has summers off to spend at their Vermont home. Her parents are also able to visit from Florida, including joining in at the Fair.

While the endorsement by their friends’ kids sparked their interest in F&W, the Carters investigated further before sending their children. “We started to learn more about how Quaker values permeate what they do at camp, and while we are not Quakers, those values were appealing to us and consistent with our family values.”

They also wanted Sydney, now 13, and Spencer, 11, “to become comfortable outdoors”—something that was difficult living in the New York City area—and to learn to take care of the environment.

As might be expected, each child has been shaped in different ways by experiences at F&W, Carter said. Spencer “has come to the conclusion that he is not a city kid at all.” When the family is in the city now, “he really has a distaste for all the buildings, all the people, all the concrete. He’s

doesn’t plan on living in New York City.”

Sydney “is very vested in the relationships” she has developed with her peer group, Carter said. “At her age, there can be lots of girl drama.” She has talked about how, along with the fun stuff at F&W, she learned to work through difficulties in her cabin. “She’s applied that to real-world situations (in school) without mom and dad being around.”

As a board member and a parent who has seen the benefits of the F&W experience, Carter has become passionate not only about sharing the message that the camps are there, but in trying to raise money for more camper-ships.

“We’re fortunate that my family learned about the camps from friends and that we have the means to send our kids to the camps. It’s a twofold blessing. But it’s an expense a lot of deserving families and campers can’t afford.” Consequently, “the primary focus of our fundraising is providing an opportunity for those who might not otherwise have the opportunity.”

The board is always working to improve F&W for our campers, Carter said. “I talk about all the areas where their contributions make a difference, but the largest part is talking about camperships and the value I see in the types of diversity our camps provide to participants.”



BILL & CAROL SCHWARZSCHILD JOIN THE LEGACY CIRCLE

Ever since Bill Schwarzschild spent his last year at Farm & Wilderness as a counselor in 1954, he's been trying to give something back to the camps—financially with charitable contributions, through gifts such as camera and computer equipment and books for the libraries, and particularly with a grateful spirit.

Today, says the Philadelphia textile executive, “when people ask me where I grew up, I say Vermont.”

“I was probably almost a juvenile delinquent” when he arrived at Timberlake for the first time in 1949 at age 11, Schwarzschild said. “The camps really changed my life. I learned so much in the eight short weeks of camp each year that some of that knowledge carried me through my life. I met some wonderful people, found that I could do things that I never even thought of, plus learned the values of Nature and the Quaker way of seeing things.”

“I just think my life would have been completely different—who knows what I would have been like without camp. This was the one place I was very, very comfortable and at home. My parents started sending me to various summer camps from the time I was 5 years old.”

“I really hated the camps my parents sent me to. They were sports camps and I would run away and one time even hopped a freight train to escape.”

Then, one of his father's business friends told him about Timberlake. Although it was a little different in the beginning, “the counselors were great. I had a sense of finding myself.”

He developed a keen love for the outdoors. Although the primitive wilderness experience might have been intimidating for some campers, especially from urban backgrounds, “It wasn't for me. I had enough problems surviving at home.”

He recalls that he loved the primitive nature of Timberlake. “There was no running water, except for a tank above the main lodge. No electricity—the square dances were lit with gas lamps—there were no flush toilets or showers or anything like that.” But it was the things that were there, he said, that changed his life.

“The Quaker aspect, the quiet meetings, were so calming. As a young kid I think you need that, whether it's through religion or the outdoors, solitude is really a good thing...And I learned to not be afraid of being



outdoors by myself.”

Many of the counselors also became role models for the man Schwarzschild was becoming. “World War II was just over and we had been taught to hate Germans, hate the Japanese.” But he met counselors of diverse backgrounds, including Germanic and Japanese. “These people helped me learn to see what was inside people.”

In the fall of 1955, he entered Penn State University's electrical engineering program. Less than two years later, however, his father developed cancer and was told he had only six months to live. Schwarzschild was compelled to leave school and join the family business.

He never went back to the university, although his father ended up living until 1982.

Just before starting college, Schwarzschild had signed up for an eight-year hitch in the Air Force Reserves. There, his F&W training came in handy, too. For one thing, “being the only Jewish serviceman in the place, I had already learned how to live with all sorts of people.” For another, “I was in charge of my squadron's Airborne radio operators for three years, and of a group of Air Operation Specialists for five years. Some of the things I learned at Timberlake came in handy.”

In 1962, he married Carol Merin, with whom he has three sons. “Edward is an English professor at SUNY Albany, is married and has one son. Arthur (Timberlake camper '75 and '76) is a Marine Biologist with a Ph.D. in Ecology Science and director of the University of Virginia Coastal Research Center & Environmental Sciences Lab on the

Atlantic Coast. Jeffery is an attorney in Sacramento, Calif., serving as Chief Counsel for the California Conservation Corps.”

The family always was active camping and hiking, he said, and he was a Boy Scoutmaster at two different synagogues over 13 years. “Once again, my camping experience (at F&W) came to play a major part.” Schwarzschild makes clear that “things I gained from the camps have played a major part in why things have worked out so well” in so many areas of his life—a successful marriage of 50 years, wonderful relationships with his sons, and a business that he grew into “an international player in certain areas.”

And he credits the experience with helping him round out his life in other ways. His love of the outdoors led to a hobby as a nature photographer that has won him recognition around the country, he's been active in his synagogue, served for two terms on the board of his local hospital, been a hospital volunteer, and served on various other boards. Now, “I have decided, along with Carol, that we would leave a bequest to F&W to help a place that made such a big impact on my life.”

Kurt Terrell, chief development officer, said, “We are so grateful to Bill and Carol. They have been very generous to F&W over the years and now including us in their will and joining the Legacy Circle. It's very inspiring.”



THE LEGACY CIRCLE

For non-profit organizations of our size, the best practice is to have an endowment that is three times operating revenue—or \$12 million. We have learned that bequests are the best tool for building our endowment. We are very grateful to the 30 community members (as of September 30, 2012) who have included Farm & Wilderness in their estate plans, thereby becoming members of our Legacy Circle.

Anonymous (2)

Elaine Allen

Leonard & Mary Ann Cadwallader

Sidney & Carolyn Cadwallader

Sylvia Edgerton

Fred & Mary Anna Feitler

David C. Hicks

Priscilla B. Hinckley

Catherine W. Hollis

Jack & Ruth Hunter

Katie M. Jozwicki

Rebecca Koch

Arthur Kohn & Priscilla Laula

Christine & Christopher Ladd

Vicki & Daniel Lewis

Janet W. Lowenthal

Albert & Judie Muggia

Karen Beth Olch

Richard & Christina Parker

Carolyn Ristau & William Knight

William & Carol Schwarzschild

Sara Somers

Susan St. John & Robert Rheault

Jeffery Anne Tatum

Kurt & Eden Terrell

Kristin Webb & Todd Woerner

Martha Webb

Sandra & Thomas Williams

If you have taken these steps or are considering doing so, please contact Kurt Terrell, Chief Development Officer, at kurt@farmandwilderness.org, or (802)422-3761 ext. 232 so you can be recognized for your investment in the future of Farm & Wilderness.

THE FOLLOWING HAVE BEEN PERMANENTLY ESTABLISHED

NAMED ANNUAL FUNDS

Livingston-Bacon Campership Fund

Clifford Josiah Rich Campership Fund

Alyssa Robbins Campership Fund

RedHawk Campership Fund

NAMED ENDOWMENT FUNDS

Jack and Cappy Bailey Campership Fund

Nash Basom Memorial Fund

Jane Bayer Umbrella Fund

Edward “Teddy” Bright Ebersol

Campership Fund

Herman & Gerda Lissner Campership Fund

Charles and Hilda Mason Fund

Ottaway-Hanzelka Foreign Campership Fund

Staff Care Fund

Trustee’s Circle Fund

Susan H. Webb Outdoor Education Fund

BUILDINGS

2010 Trustees BDC Play Structure

Joyce Donnell Greenhouse

Al Hicks Cabin

Mabel Hicks Cabin

Doug North Shelter

Susan St. John Resource Center

Jocelyn Villers Lodge

Kenneth Webb Lodge

Bob Winne Cabin

CAMPS & PONDS

Flying Cloud Camp

Peggy Dulany Pond

PLACES & SPACES

McKey “Mac” W. Berkman Cupola

Leonard Cadwallader Workshop

Mark Gibson Picnic Table

Arlene Hennesey Office

Sonja Johansson Fields

Doug North Library

Robert P. Owen Road

Jeffery Anne Tatum Garage

Susan H. Webb Library

Susan H. Webb Wildflower Bed & Bench

TREES

Jack & Cappy Bailey

Stacy Cavanaugh

Jesse Drooker

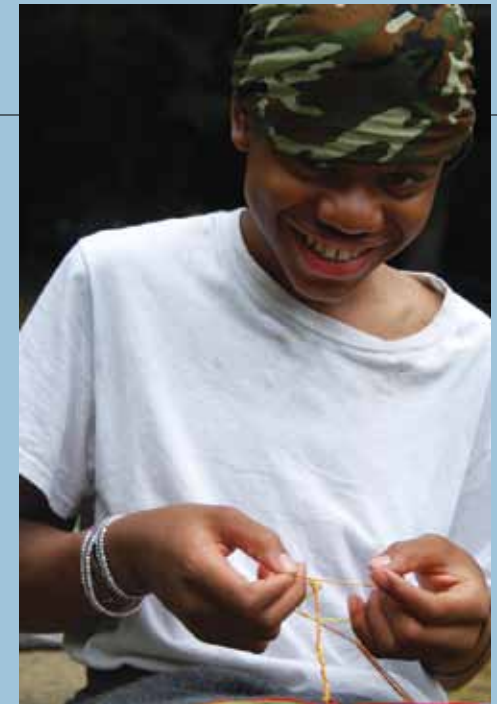
Edward “Teddy” Bright Ebersol

Jeremy Hopkins

Eden Kinsey

Wendy Reagan

Josiah Rich





FARM & WILDERNESS

263 Farm & Wilderness Road, Plymouth, VT 05056
www.farmandwilderness.org

