



FARM & WILDERNESS

ANNUAL REPORT 2019 - 2021

Dear Friends,

While the past three years have had their share of challenges, I have been overwhelmed by the resiliency, commitment, and generosity of the Farm & Wilderness community. Like many organizations, the COVID pandemic put a significant strain on Farm & Wilderness. In 2020, the pandemic led to the first camp closure in F&W's more than 80-year existence, and in 2021 we navigated state guidelines and American Camp Association recommendations to provide a safe summer operating at 75% capacity. As we maneuvered the constraints of the pandemic and other world challenges, it became evident that our campers needed the respite of the outdoors and connection with nature more than ever.



During the 2021 camp, a counselor shared, “Camp magic is real! Even in the toughest of times, it sustained us.” Our campers enjoyed activities they have become accustomed to including hiking, swimming, boating, milking Ella the goat, and harvesting summer vegetables. Revisioning games and activities ensured that we maintained the freedom and fun of the Farm & Wilderness atmosphere while adhering to COVID guidelines. Our campers thrived having the opportunity to be amongst friends and revel in the outdoors, leaving behind the constraints of virtual learning and the confinement of the indoors imposed by the pandemic. While we had to dedicate a great deal of time and resources to adjust to COVID requirements, we also took the opportunity to improve Farm & Wilderness for the future. We started 2022 with a refreshed mission, “Joyful Play. Purposeful Work. Rugged Outdoor Living. Our camps and conservation efforts teach timeless skills

and kindle the spirit within.” With this mission in mind, we expanded our commitment to conservation by establishing Farm & Wilderness Conservation, Inc. to protect 4,800 acres of land around Lake Ninevah and F&W camps in



Plymouth and oversee all land, property and conservation work, including programming for the community.

Our 2022 season began with values that speak to who we are and strive to be AND the impact we want to make as an organization. While the 2022 camp felt more natural in terms of health and safety, we continued to maintain robust COVID protocols and altered our plans as necessary.

As you read, you’ll learn about our goals to expand the Campership program through our Affordable for All Campaign to build a more inclusive camp community that represents the socio-economic, racial, and ethnic diversity in our country. This campaign funds a program that will make F&W truly accessible and authentically affordable, and it has already captured the hearts of so many in our community. Thanks to the continuous support of our community, F&W was able to withstand two extremely challenging years, navigate a slightly more “normal” summer of 2022, and look forward to 2023 and beyond! A giant thank you to all who gave to the annual fund between 2019 and 2022.

I hope you see the impact of your gifts in all we do.

Best regards,

A handwritten signature in black ink that reads "Frances".

Frances McLaughlin
Executive Director



LOVE is LOVE.

WORK IS Love MADE VISIBLE

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THE VISITOR'S CIRCLE

The Visitor's Circle is an advisory board of community, non-profit, academic, and private sector leaders who are committed to supporting and advancing the mission of Farm & Wilderness. Members provide counsel to the Board of Trustees and staff, develop and strengthen relationships with alumni, parents, and friends, and foster philanthropic support for Farm & Wilderness. Richard "Rox" Anderson • James Berkman McKey Berkman • Len Cadwallader Caroline Cope • Joan Countryman Susan Saint James Ebersol • Dan Elias Susanne Emory • Ian Gamble • Janet Green • Rick Hausman David Hoffer • Roger Michel Rich Parker • Burt Sonenstein • Phil Villers Susan St. John • Adam Stern



FINANCIAL REPORT

This report highlights Farm & Wilderness significant challenges in 2019 and subsequent operational changes. Despite an overall decline in camp enrollment, the Barn Day Camp achieved its highest ever numbers. Limited campership funds posed a dilemma between supporting multiple partial-pay campers or covering a single camper's entire tuition.

The decision to suspend camp operations in 2020 due to the Covid pandemic was unprecedented. The new Executive Director took charge in the fall of 2020, focusing on reopening camp in 2021 while navigating Covid testing and social distancing measures. In 2021, camps operated at 75% capacity with enhanced health protocols. Tamarack Farm's operations were paused, and facilities were repurposed as a healthcare hub.

Financially impacted by Covid, Farm & Wilderness received support from the Paycheck Protection Program and state Covid recovery assistance in 2020 and 2021, mitigating a significant \$493,198 loss. Generous

donations, including the Covid Recovery Fund, aided in supporting staff living and health expenses during furloughs.

Despite challenging circumstances, the endowment grew substantially by the end of 2021, thanks to a robust stock market. The commitment to sustainability remained strong, evident in reduced greenhouse gas emissions and ongoing efforts to evaluate and enhance sustainable operations.

Covid precautions increased operating costs per camper in 2021, leading to a tuition hike to better align with camp costs. Simultaneously, an increased campership budget and improved review processes ensured financial decisions were consistently based on need, providing larger camperships for low and lower-income families, aligning with the organization's mission.

Frances McLaughlin

Ann-Marie White


F&W AUDITED FINANCIALS SUMMARY: 2019 - 2021

Statement of Activities: Five Year Snapshot

Year Ending	2021	2020	2019	2018	2017	2016
Operating Revenue						
Tuition	\$3,051,115	\$600	\$3,577,633	\$3,634,648	\$3,684,717	\$3,725,844
Less: Discounts & Camperships	-\$513,055		(\$728,724)	(\$708,110)	(\$697,790)	(\$626,720)
Reservoir Rental Income (net)	\$343,351	\$339,507	\$333,856	\$326,006	\$319,771	\$314,830
Contributions	\$1,005,470	\$795,006	\$3,393,525	\$512,723	\$1,067,900	\$1,687,067
Investment Income	\$283,264	\$274,807	\$221,223	\$220,857	\$211,618	\$188,454
Other Revenue	\$79,035	\$436,600	\$289,013	\$270,229	\$252,156	\$263,792
Total Revenue	\$4,249,180	\$1,846,520	\$7,086,526	\$4,256,353	\$4,838,372	\$5,553,267
Functional Expenses						
Program Expenses	\$3,249,030	\$1,598,859	\$3,255,347	\$3,080,623	\$3,088,639	\$2,993,762
General & Administrative	\$1,193,696	\$1,019,115	\$852,749	\$1,007,328	\$930,034	\$997,025
Fundraising	\$226,334	\$375,717	\$338,500	\$248,643	\$235,074	\$379,363
Total Expense	\$4,669,060	\$2,993,691	\$4,446,596	\$4,336,594	\$4,253,747	\$4,370,150
Net Asset Change (before other changes)	(\$419,880)	(\$1,147,171)	\$2,639,930	(\$80,214)	\$584,625	\$1,183,117
Total Other Changes	\$2,041,292	\$653,973	\$1,144,087	(\$602,869)	\$702,675	\$132,630
Total Change in Net Assets	\$1,621,412	(\$493,198)	\$3,784,017	(\$683,110)	\$1,287,300	\$1,315,747

Statement of financial Position

Year Ending	2021	2020	2019
Assets			
Cash	\$1,122,386	\$472,548	\$2515,561
Accounts Receivable	\$44,697	\$41,891	\$70,388
Due from Ninevah Foundation (now FWC)	\$11,447	\$11,752	\$58,985
Pledges Receivable	\$133,614	\$94,105	\$473,734
Other Assets	\$83,145	\$48,290	\$93,953
Investments	\$10,352,080	\$9,720,948	\$7,285,889
Land, Buildings Equipment	\$5,152,098	\$5,135,173	\$5,448,809
Total Assets	\$16,899,467	\$15,524,707	\$15,947,319
Liabilities			
Accounts Payable	\$114,143	\$75,113	\$66,959
Accrued Expenses	\$95,917	\$139,139	\$95,086
Due to Ninevah Foundation (now FWC)	\$1,320		
Unearned Tuition	\$468,385	\$497,862	\$655,180
Unearned Lease Fees	\$218,848	\$233,151	\$257,454
Bank Notes		\$200,000	
Total Liabilities and Net Assets	\$898,613	\$1,145,265	\$1,074,679
Net Assets			
Unrestricted	\$5,490,580	\$5,086,302	\$5,947,234
Restricted	\$10,510,274	\$9,293,140	\$8,925,406
Total Net Assets	\$16,000,854	\$14,379,442	\$14,872,640
Total Liabilities and Net Assets	\$16,899,467	\$15,524,707	\$15,947,319



“ Thank you so much for this Campership. I almost want to make sure there wasn't a typo because of how much it is. As a single mom this helps me incredibly to give my daughter this amazing experience. This year was a financial struggle in every way and I wasn't sure what I could make happen. Thank you again. ”

CAMPERSHIP 2019 - 2021

2019: \$448,728 2020: \$0 (COVID shutdown)

2021: \$320,476 (Operating at 75% capacity)

2022: \$571,712 (We are back!)

SPECIAL EDITION SUMMER

If there was ever a Special Edition summer, it was the summer of 2021! On the heels of the closure of the camps in 2020 for the first time in 75+ years, the community and staff rallied to ensure summer 2021 would happen. From the COVID-19 pandemic to the wettest July in decades, Farm & Wilderness navigated the Special Edition summer with grace and humility.

Donations from our community poured into the Recovery Fund to support COVID-19 testing, wireless expansion, increased summer staff pay and perks, hand-washing stations, and other items. The Reopening Task Force met weekly starting in September 2020, guided by recommendations from medical experts and state, national, and American Camp Association leaders.

“The reason our team worked so hard on procedures and protocols was our desire to have kids back. We wanted to see our camps filled with campers and summer staff,” said Executive Director Frances McLaughlin as she wrapped up her first F&W summer. “Our goal was a safe, healthy, enriching program for campers and staff.”

Camps did run, and everyone showed grit and perseverance to ensure the activities and joy would unfold as



close to a regular summer as possible, albeit one with each camp limited by the State of Vermont to 75 percent capacity.

And while there were indeed some challenges and bumps in the road, more than 500 residential and 300 day campers enjoyed their summers – even if some remained wistful about missing Fair, SAM square dances, or other mixing of camp populations. Camp directors were mindful that while some teens could be vaccinated, the youngest campers did not have that option for the summer. That affected the design of this summer’s programming.



“Our camp is a community and establishing a set of guidelines was really important,” Frances said. “We didn’t want to

have older kids who were vaccinated able to do something special that the younger, unvaccinated couldn’t do.”

F&W’s leaders dealt with volatile, uncertain, complex, and ambiguous circumstances throughout the season, with guidelines for the public changing right before camps opened. F&W’s community draws from local, state, national and international locales, so robust protocols were essential, especially at the onset of each session. “When dealing with these circumstances, we had to stay a little on our toes and be willing to make adjustments,” Frances said.

Summer staff were required to stay in their “bubble” instead of going into Rutland to see a movie or nip home to visit their parents. Frances noted the nimbleness, creativity, and perseverance that arose among the staff. Over and over again, she saw staff who made the best of situations. Each camp had outdoor places where staff could go hiking or take an overnight trip to a shelter on campus.

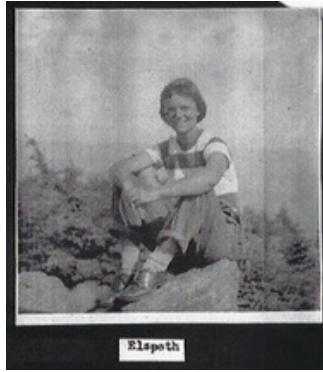
“I saw perseverance. The great thing is we have acres and acres, but they couldn’t get a slush puppy at the Bridgewater Store,” she said. “We tried to make it as easy as possible for staff to get what they needed; we had a driver doing shopping runs for snack food. We bought lots of gummy bears and kombucha.”

Frances emphasized that the summer could not have been possible without the hours of planning, details, flexibility, and resilience. “If I think of our donors who supported the Recovery Fund, it is really their tribute and recognition to the critical role of our summer staff. Their generosity to make our camper and summer staff experience as rich and rewarding as possible, means so much to me.”

F&W ELDER: ELSPETH MONROE

When Elspeth Monroe first arrived at Indian Brook as a 12-year-old girl in 1942, World War II was raging through Europe, Farm & Wilderness was only three years old, and the meadow behind Ninevah was full of brush. When she came back in the 1970s a physician by then, she served as that summer's camp doctor Jimmy Carter was president, her own children were campers, and that meadow had grown

up into a forest. Now in her 90s, Monroe's grandchildren have attended Farm& Wilderness, and are hoping to send their own children one day. Even all these years later, Monroe says her time at camp helped shape her into who she is now. "It's a whole way of thinking. A whole way of being," she says.



"Being contemplative. Feeling a kind of peacefulness." It's why she's included Farm & Wilderness in her estate plan: "to leave a bit of whatever's left when I am no longer here to the camps. Because they've played such an important art in my life."

Monroe grew up in England, and was in the United States as an evacuee in 1942, living with a family in Baltimore, the Davises, and attending a Friends School, when a former teacher there named Ken Webb came to recruit campers for a new camp in Vermont. At the time, gas was being rationed, and a drive from Baltimore to Vermont was a luxury. Route 100 was a dirt road, and at camp, "We were extremely free," she recalls.

They rode horses on overnight pack trips, and took the camp pony out on long Saturday rides into the mountains.



If you got lost wandering back from a ride up the Notch, "we never got any kind of scolding for being late for supper."

They must have worn shoes from time to time, but when

she thinks about it now, it seems like they were always barefoot. Even chores, while not exactly fun, didn't feel like chores. Helping in the kitchen, doing the weeding, caring for the animals, were all communal tasks, and working together towards a common goal felt almost as fun as swimming or arts and crafts. One summer, Indian Brook had a milk cow, and Monroe and her friend Diana volunteered to get up at 5:00 each morning to milk her. Another summer, there were piglets.

She chuckles now to think about it. "The fences were not very good, and the piglets got out, and squealed like the dickens when you caught them." Monroe says she always noticed a difference in her grandkids after they came home from camp; they were much more likely to offer help with the dishes or the laundry. "Much more thinking about other people. Much more sensitive to looking what they can do to help."

Growing up when she did, far from home and amidst a war, was hard and scary. But she's carried with her the lessons of those summers how restorative the time outdoors was, and how Friends



meetings and long walks in the woods helped her find peace in her own mind, even as she was living among other people. "You're always with yourself, wherever you are. Just walking the paths," she recalls. Even now, she says, she'd rather be outdoors than in.

She remembers overnight trips to a rickety old barn overlooking the meadow in Ninevah. At the turn of the century, the land had been a sheep farm, and the farmer had cleared it to graze his animals. Now she and her friends lay in sleeping bags in the hayloft, watching the moon rise over the horizon as nature reclaimed the sheep pasture. Nights the moon was full, she said, it looked as big as the sun.

"Those summers were perfect."



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:

Anonymous (3)

The Estate of Caroline A. Bailey

The Estate of John E. Bassett

Charmarie J. Blaisdell

Len & Mary Ann Cadwallader

Sylvia Edgerton

Susanne & Clay Emory

Beth Falk & Dan Herman

Fred & Mary Anna Feitler

Thomas & Carol Ann Fisher

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Hannah Pearce

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Elspeth M. Reagan

Annie Riecken (The Chico's Fund)

Carolyn Ristau & William Knight & Family

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Nancy Spanier

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Rebecca Steinitz & Samuel Putnam

The Estate of Jeffery Anne Tatum

Kurt & Eden Terrell

Martha Webb

Kristi Webb & Todd Woerner

Donald Weiman

Thomas & Sandra Williams

TAMARACK FARM RELAUNCH

When Tamarack Farm reopens in the summer of 2022, returning families will recognize the mix of work and play that are the hallmark of any Farm & Wilderness experience. But Tamarack Farm will also have a 21st century refresh, with an emphasis on developing leaders with a sense of competence, confidence, belonging, and inclusivity.

Teenagers are navigating a very different world than the kids that arrived at F&W when the Webbs opened the first camp on Woodward Reservoir. Schoolwork and college applications are intense and stressful. Digital devices and social media foster feelings of insecurity and a fear of missing out. And the tragedies unfolding in real



with a background in program design.

The core of the Tamarack Farm experience will be a deep skill-building and project-based commitment to one of five “immersions” that will span about 11 days of work and learning throughout each session. Long-term projects were always part of the Tamarack Farm experience, and in the future, the immersions will be more structured and require a deeper commitment upfront.

Campers can choose to do a deep dive in:

- Environmental stewardship
- Farming and homesteading
- Construction and carpentry
- Creative arts
- Lifeguarding and Wilderness
- First Aid

In each immersion, campers will dream up, plan, and complete a project together – build a structure, clear a trail, earn a lifeguarding certificate – that will foster a sense that it was hard and I’m proud of myself.

“It was hard and I’m proud of myself” is one of the “magic moments” the new Tamarack Farm is designed to foster in campers. There are six magic moments (the more official name for them is “experiential outcomes”) the program intends to spark, including I’m here, I matter and I’m gonna be alright and I am ready and willing to create a community that welcomes everyone. Welcoming everyone has always been a focus at Tamarack Farm, and at F&W more broadly. Where



time around us have layered mental health challenges on top of everything else. Being a teenager was always hard – the struggle to find one’s place, to connect to others and the wider world – but the 21st century adds new layers of challenge.

“The new Tamarack Farm is meant to be both a respite from and preparation for the pressures of being a young person in 2022,” says Tulio Browning, who helped lead the redesign team. “It’s a chance to leave behind the intense grind of school, athletics, applications, and extracurricular activities. But it also leaves campers with a new set of skills and a sense of purpose.” “Campers should go home feeling powerful and meaningful and having experienced discomfort and learned how to overcome it and move through it,” said Chris Moncrief, a former F&W camper and staff member



camp staff had previously led discussions on diversity, equity and inclusion, the redesigned Tamarack Farm will bring in professional trainers to lead a series of workshops on identity, power and privilege, and intersectionality. If all that sounds serious, don't worry – it's still camp. Campers will still play all camp games, perform at open mic nights, and enjoy chill days with minimal programming and lots of unstructured time. Plus, of course, there are always farm chores. The redesign team – led by Chris Moncrief and Tulio Browning and a crew of other current and former staff and campers including Andrea Breen, Bean Amelia and Demian Yoon – thought through everything from tiny details (how much down time do campers need each day? What activities would be fun?) to huge philosophical goals (what does it mean to be a leader?) to arrive at the program that will launch this summer. Chris says, “The new version of it will feel different and right in the ways that it is, and will feel the same and true in the ways that it was.”

AUTHENTICITY, RELATIONSHIPS, AND TRUST TO BUILD DIVERSITY

There are people out there Googling “Vermont sleepaway camp” or “teen wilderness experience.” There are also people who know that summer is glorious in Vermont and need only a nudge from a search algorithm, or a friend whose kids tried it last year, to discover Farm & Wilderness. Then there’s everyone else.



Dana Hughes Moorhead’s job is to connect with everyone else. The key is “not just assuming, ‘I have this awesome space in Vermont, everyone’s

coming to me. How can I get to the people?” she asks.

Moorhead is a New Jersey-based community engagement specialist who began working with Farm & Wilderness this year to introduce BIPOC families to camp. The ultimate goal is to “have diversity become a matter of fact” at Farm & Wilderness, Moorhead says.

Camperships have gone a long way to expand the economic diversity of Farm & Wilderness families, providing access to campers who couldn’t otherwise afford it. But economic diversity is only one piece. Families with a much wider range of racial and ethnic backgrounds might be interested in sending their kids to Farm & Wilderness, if only they knew it existed. But without friends and connections in



That’s where Moorhead comes in. She specializes in building community using hands-on experiences and has already informed a wide range of friends and connections about Farm & Wilderness. She plans to host several activation events to cultivate new relationships and introduce people to F&W, including strawberry picking, nature walks, outdoor yoga and arts events. These activities will give families a taste of a typical day for kids who go to F&W. She’s also planning a first-of-its-kind family camp weekend at Farm & Wilderness specifically geared towards families of color, so parents and kids can develop a level of comfort with the place before deciding whether to take the next step.

Moorhead is strikingly old-school. She doesn’t use social media. She relies on relationship-building and networking not in the LinkedIn, trade-business-cards and exchange-emails sense, but in using “mutually beneficial relationships that are ongoing and genuine,” she says, to find people who need to know about Farm & Wilderness.





“If you know an environmental studies professor, we want to talk to them. They’ve seen star students come through, who could be perfect camp counselors,” Moorhead explains. “If you are a teacher in an elementary or middle school, or you’re on the board of ed and you have a star teacher, we want to meet that teacher. Because that teacher knows the 10-year-old that belongs at camp with us.”

Working with Frances McLaughlin, Moorhead identified a swath of the east coast from the DC metro area all the way up through Vermont as a region to begin building relationships. She will be meeting with community leaders, educators and non-profit organizations to introduce them to F&W. Above all, Moorhead’s work is a radical recognition that achieving true diversity, equity, and inclusion is a long, labor-intensive process. Moorhead stresses she is not the kind of leader who makes changes in Q1 and can project returns in Q2. Change is hard and not always linear. But it’s worth it. “It’s not just ‘if we give camperships, then the world opens up and diversity is a matter of fact,’” Moorhead says. “There’s a lot of steps before we get to that point.”

CONSERVING OUR SLICE OF VERMONT FOR GENERATIONS TO COME



Picture the view over Lake Ninevah from the shoreline of any Farm & Wilderness camp. The water sparkles in the sun. Light filters through the trees. Maybe you can hear a camper splash off a dock in the distance or a common loon call from the nesting area on the lake's island.

Without Lake Ninevah and the surrounding forests, Farm & Wilderness would not have access to an integral part of its wilderness camp programming, supported by beautiful, remote Vermont landscape. In tandem with the Woodward Reservoir area, the Lake Ninevah conserved lands not only provide a natural playground of hiking, camping, and outdoor exploration for our camps and surrounding community, but also serve as a valuable ecological resource regionally and statewide. That's why a sister non-profit to the Farm & Wilderness Foundation focuses exclusively on the conservation of the land around the lake and beyond. The organization has existed for decades, but it now has a revised structure and a new name: Farm & Wilderness Conservation, Inc.

For the last 25 years, the non-profit that spearheaded the conservation work around Lake Ninevah was named for the lake. The Ninevah Foundation acquired thousands of acres in Plymouth and Mount Holly and helped to conserve them as undeveloped forestland, protected the lake and the surrounding area from unchecked growth of invasive

species; and used sustainable forestry practices to keep the area thriving as a source of locally grown timber while beginning to restore old growth characteristics to a young forest landscape.

Though the Ninevah Foundation and Farm & Wilderness had always been intertwined, the partnership was officially formalized in 2018 when the two organizations agreed to share a common Board of Directors, Executive Director, and other key staff. Following the partnership, Nineveh Foundation hired its first Conservation Director, Kelly Beerman, and forester, Silos Roberts, who has shaped the next 10-year sustainable forestry plan. Greater land management capacity and new educational programming was possible under the new organizational model. Year-round environmental learning opportunities such as the recent additions of a conservation internship, after school programs for 4 local elementary schools within the Two Rivers Supervisory Union, and multiple college and university projects focused on natural science and landscape design have all developed in the past 4 years under Ninevah Foundation.

The partnership will deepen still, as Farm & Wilderness transferred all of its land holdings to the Foundation and changed the name. The newly-named Farm & Wilderness Conservation, Inc., holds 4,800 acres, and its increased size and scope will allow it to attract more state and federal funding and donations. Its crucial work began with the vision of Ken Webb, who founded the camps in 1939, in part with the explicit aim of buying and preserving wilderness land so it would remain unspoiled.



Almost a century later, the success of his vision is all around us. From a canoe on Lake Ninevah, you won't see more than a handful of houses as hard as you look. The few homes tucked into the woods are simple structures that maintain the wild feel of their surroundings. Wildlife and flora thrive in the lake and the area. Lake Ninevah is home to nine rare and uncommon aquatic plant species and the surrounding forests include over 50 vernal pool habitats and large robust wetland communities, excellent for diverse wildlife habitat and climate resilient characteristics.

Most of the Farm & Wilderness Conservation acreage is part of the Green Mountain Bear Corridor, which now stretches from the Massachusetts border north to the Mad River Valley. Thousands of visitors enjoy the beauty of the area each year, hiking, snowshoeing, cross-country skiing, hunting, and fishing. Boaters at Lake Ninevah and Woodward Reservoir meet greeters who provide water quality information and check boats for aquatic invasive species.

The name change will make the most of Farm & Wilderness's name recognition throughout the state and among camp alumni around the country, and delineating the tasks of the two organizations will allow each to do its work more efficiently and with a more explicit purpose. The Farm & Wilderness Foundation will run the camps and their associated programs. Farm & Wilderness Conservation, Inc. will oversee the land and conservation work.

The formalized arrangement — which sets the camps and the conserved lands up for generations of sustainable management — is far from Webb's original hare-brained scheme. His camps were barely twenty years old when he saw developers moving into the area and feared what would become of the lake. In 1960, a 300-acre plot along the shore of Lake Ninevah went up for sale. Webb couldn't afford it on his own, but he had the idea that he could finance the purchase if a few dozen camp parents each chipped in, in exchange for an acre to build on, with a commitment to build and live quietly on it.

“SO YOU'VE WANTED TO OWN A PLACE IN VERMONT”, Webb asked in *The Interim*. Dozens of families responded, sending up to \$3,000 for their small piece of the land. Soon he had established the Wilderness Corporation to manage the acreage and buy up more as it became available. The 60 original plots and the common space they share on the shores of the lake continue to be known by Webb's original name, the Wilderness Community.

Over time, the for-profit Wilderness Corporation made way for the non-profit Ninevah Foundation, which will now be known as Farm & Wilderness Conservation, Inc.

“In times of climate change, it makes a lot of sense for Farm & Wilderness to take an active role in conserving and stewarding the lands that it owns,” says board member Andy Schulz, “and seeking to play a bigger role in the state for conservation efforts more broadly.”



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:

Will Anninger
Sam Arfer
Tom Barrup
Nancy Bell
McKey "Mac" Berkman
Linda Berryhill
Pieter Bohen
Andrea Breen
Len Cadwallader
Arthur "Mickey" Carter
Dusty Clitheroe
Janet Green
Jack Hunter

2019 - 2021 DONORS

F&W relies on the support of our alumni, camper families, staff and friends each year and we are grateful to those listed below for their gifts in 2019-2021.

Anonymous (60)
A.B.L.E. Waste Management
Gail & Jeffrey Aaron
Emily Abel
Jamie Abelson
Abraham Adams
Ehrai Adams
Kathleen Adams-House & Jeffrey House
Vanessa Addo
Lorna & Jonah Adley
Melinda Agee
Jim, Jen, Rosza, & Dexter Akula
John & Leslie Akula
Laura & Anthony Alberg
Areve Alexander
Joy & Keith Alper
Leland Alper
Quinn Alper
Zachary Alper
Rouwenna & Craig Altemose
Caryn & Marshall Alter
Lisa DeLima & Bobby Alter
Judith Altreuter & Paul Weinstein
Maxim Alvarez
Connor Ambrose
Jan & Joe Ambrose
Amelia Ames & Christopher Ames
Malaika Amon & Anthony Bregman
Benjamin Anastas & Minna Proctor
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“The confidence my kids have gained at camp is transformative.”

– Camper Parent



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This list of generous contributors reflects gifts made from January 1, 2019 through December 31, 2021. Every effort has been made to ensure accuracy. We encourage you to contact Julie Cruit Angilly, Development Director, (415) 845-1171 or julieangilly@farmandwilderness.org with any corrections.

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NAMED ANNUAL FUNDS

The following named funds have been established to support campership on an annual basis:

Anna Lytton Campership Fund
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The following named endowment funds have been established in perpetuity:

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NAMED PLACES AT FARM & WILDERNESS

The following have been named in tribute to and in memory of Farm & Wilderness community members:

CAMPS & PONDS
Flying Cloud Camp
Peggy Dulany Pond

STRUCTURES

2010 Trustees Barn Day Camp Play Structure
Joyce Donnell Greenhouse at Tamarack Farm
Al Hicks Cabin at Timberlake
Mabel Hicks Cabin at Indian Brook
Doug North Shelter at Peggy’s Pond
Susan St. John Resource Center
Phil’s Shelter
Jocelyn Villers Lodge at Saltash Mountain
Kenneth Webb Lodge at Timberlake

PLACES & SPACES

McKey “Mac” W. Berkman Cupola at Tamarack Farm Dairy Barn
Leonard Cadwallader Workshop at the Resource Center
Mark Gibson Picnic Table at Timberlake
Arlene Hennessy Office at Main Office
Al Hicks Kitchen at Timberlake
Sonja Johansson Fields
“The Joy of the Dance” Weathervane in loving memory of Sam Warren at Tamarack Farm
Doug North Library at Timberlake
George Oberst Stone Steps at Tamarack Farm
Robert P. Owen Road
Jeffery Anne Tatum Garage at the Resource Center
Susan H. Webb Library at Indian Brook
Susan H. Webb Wildflower Bed & Bench at Indian Brook

MEMORIAL TREES

All planted in the Memorial Grove in the Indian Brook orchard unless otherwise indicated:

Jack & Cappy Bailey
Stacy Cavanaugh
Jesse Drooker
Edward “Teddy” Bright Ebersol at Timberlake
Jeremy Hopkins
Eden Kinsey at Timberlake
Wendy Reagan
Josiah Rich



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www.farmandwilderness.org

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.