

THE INTERIM

Winter 2022 Vol 85, No. 2

Published in the Interim between camp seasons
by Farm & Wilderness Foundation



Inside

Special Edition Summer 2021 [3]

New Mission, Refreshed Values, New

Website [4]

The New Tamarack Farm [5]

Grandparents Making F&W Possible [6]

Building Community Partnerships For

Long Term Impact [7]

Conserving Our Special Patch of

Vermont [8-9]

Pumpkin Pie Chocolate Chip Bread [10]

The Joy of Our Lands [11]

Community News [12]

Hiring Our Summer Team [13]

Life Long Farm & Wilderness [14-15]



Dear Friends,



Frances, with her daughter, Georgia, and husband Will Nourse

While the days are getting longer, it's still very much winter here in Plymouth as we put this issue of the *Interim* to bed and send it out.



In this issue of the *Interim*, we've included stories of growth, of creativity, and resilience. We share an inside look at how camp staff innovated and persevered to give campers engaging, enriching summer experiences in 2021, from hiking to harvesting wild materials to managing invasive species. It was my first camp season at F&W, and it was beautiful, humbling, overwhelming, and inspiring all at once!

You'll meet Helen Thorgalsen and Bonnie Clement, F&W grandparents, who share why they are committed to ensuring their granddaughter Chloe has her own camp experience. You'll meet Wyldon Fishman, a former IB, Tamarack Farm, and Family Camp participant who returned ten years ago as an employee and parent. You'll meet the new and improved Tamarack Farm, which will offer skill-building and project-based immersive experiences to teen campers in 2022!

I am excited for you to read about our conservation efforts and how F&W and our affiliated conservation organization, Nineveh Foundation, protect and care for our special patch of Vermont and how our campers enjoyed our land and lakes this summer. You will also read about adventures such as a backflip off the rope swing, making a spoon, and a goat solo in "Profile of a TL'er."

We start 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.



And we start 2022 with values that speak to *who we are and strive to be AND the impact we want to make as an organization*. As you read, you'll learn about our goals for building partnerships with new organizations (and strengthening our current partnerships) to build a more inclusive camp community that represents the socio-economic, racial and ethnic diversity in our country. You'll learn more about our plans to attract and prepare a committed and dynamic team of camp staff for 2022, and *how you can get involved in growing the F&W family*.

The generosity of our community continues to fuel our efforts. A giant thank you to all who gave to the annual fund in 2021, and I hope you see the impact of your gifts in all we do.



Summer 2022 Camp Dates

TIMBERLAKE & IB Camp

- ▶ Session 1: June 29 - July 22
- Session 2: July 24 - August 14
- Spark 1: June 29 - July 9
- Spark 2: July 24 - August 3rd

RED SPRUCE GROVE, FLYING CLOUD, SAM, QUESTERS AND TAMARACK FARM

- ▶ Session 1: June 29 - July 22
- Session 2: July 24 - August 14

BARN DAY CAMP

- ▶ Session 1: June 27 - July 1
- Session 2: July 4 - July 15
- Session 3: July 18 - July 29
- Session 4: August 1st - August 12



I'll leave you with this blessing by Bridit Anna McNeill, which a friend shared with me this morning.

May the stories of the old ones, the ancient ones, the land and the trees, the plants and the earth be whispered to you.

May you warm your toes by the hearth side as the land starts to speak in the cold and old icy voice of winter, the voice that appears when we pass the mid winter mark; the voice that talks in stories of growth, of becoming, of new slates and brand new mossy gateways.

May you be comforted by the fire that can be lit inside your body, by the light you hold inside, the light of love, forgiveness and passion.

Rest well dear one, warm your bones and listen in the silence, in the cold, for the rustling of truth telling that comes from the earth and the air, the rustling of the newness that springs from the compost of the old.

In peace,

Frances

Frances McLaughlin
Executive Director



▶ ABOUT THE INTERIM

The *Interim* is the newsletter of the Farm & Wilderness summer camps. We welcome submissions of news, writing, drawings, cartoons, photographs, or other work.

To submit your work to the *Interim*, email us at: interim@farmand-wilderness.org, OR via postal mail to: Interim/Farm & Wilderness, 401 Farm & Wilderness Road Plymouth, VT 05056.

Special Edition Summer 2021

By: Pam Podger



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, handwashing 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.”



New Mission, Refreshed Values, New Website ...

By: Julie Angilly

“It is an inspiring time to be at Farm & Wilderness,” said Kristi Webb, Clerk of the F&W Board of Trustees. “In addition to hosting a successful summer of camp during a global pandemic, the F&W team ended 2021 with a new mission statement, refreshed values, and a brand new website.”

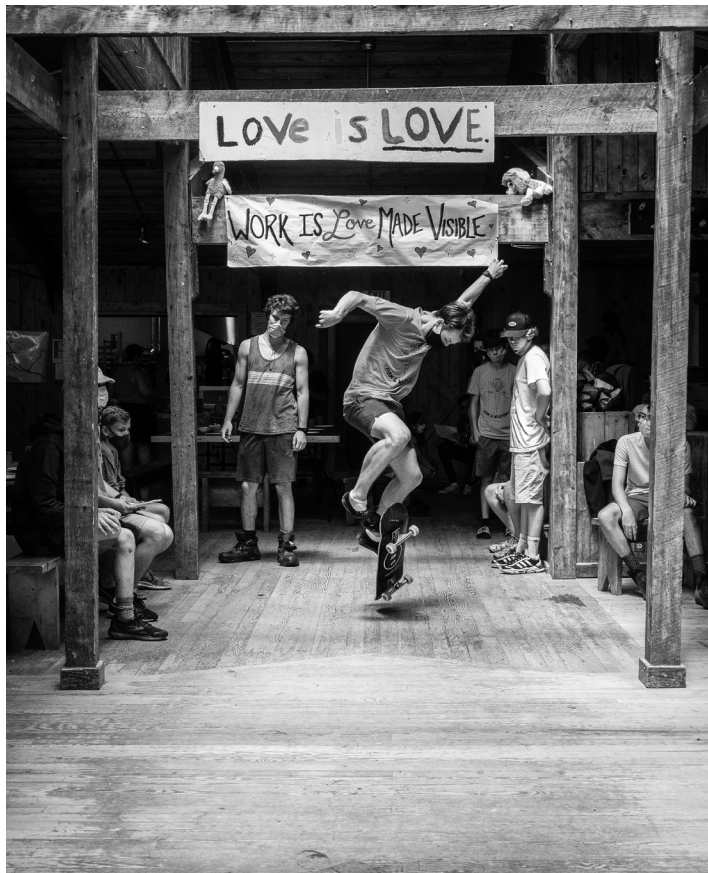
Indeed, the F&W team and Board of Trustees has been hard at work over the past year refreshing and redefining how we think about and what defines Farm & Wilderness.

“Our refreshed mission and values will help me and the F&W team as we make decisions every day. We have already seen our refreshed values introduced in team meetings as we discuss and debate an important topic our team must tackle,” says Frances McLaughlin, F&W Executive Director.



In addition to F&W's refreshed mission and values, the team also rolled out a new website this fall. The goal of the new website was to provide a more streamlined experience for camper families and the F&W community. The new website includes improved features, such as our camp finder tool. Camp families can use the new camp

finder tool to find the right camp for their children by age, gender identity, dates, and more.



F&W's New Mission Statement:

Joyful Play. Purposeful Work. Rugged Outdoor Living.
Our camps and conservation efforts teach timeless skills and kindle the spirit within.

F&W's Refreshed 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.



The New Tamarack Farm

By: Beth Schwartzapfel



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 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 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 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.”

Grandparents Making F&W Possible

By: Polly Williams, Acting IB and Barn Day Camp Director



Farm & Wilderness camper Chloe was just four years old when she signed up for her first week of camp. She had so much fun that at the end of that week, she signed up for a second week, and at the end of the second week, she signed up for a third. And again and again until she'd spent an entire, unforgettable summer at Farm & Wilderness.

But if it weren't for the kindness of her grandparents, Chloe may never have attended camp in the first place. Her mother Audrey had been searching for summer care for her daughter so that she could go to her full-time job, but she hadn't had any luck finding a youth program that truly engaged campers and contributed to their personal development. When she came across the Barn Day Camp at Farm & Wilderness, she sent our website to Chloe's grandparents, Helen Thorgalsen and Bonnie Clement, for their feedback.



"We all drove up and got a tour," Helen remembers. "We saw the goats and the bunnies and more than anything I remember how much Chloe loved it." Her grandparents loved it, too. The camp, the philosophy, the endless opportunities for outdoor activities and engagement with nature...Helen and Bonnie knew then that they would ensure Chloe would experience everything F&W had to offer.

"When I was a child my grandparents paid for all my education," Helen shares, "and I had said, I will do everything that I can for my own grandchildren." Full-day summer

programming hadn't been a budgeted expense for Audrey, so Helen and Bonnie volunteered to pay Chloe's tuition.

"I'm very business-minded," says Bonnie, "and I'm always thinking:

What is our return on investment? And every time we saw how happy Chloe was at camp, we thought, That's worth it."



"Chloe loves the animals, the projects, and the singing," Helen adds. "All of that is so enriching for the kids and it's hard to find that authenticity at camp. There's structure, but there's also a lot of choice and opportunity. That's why we wanted to keep helping and supporting her."

For Helen and Bonnie, funding Chloe's camp experience is an opportunity to make a real difference in her life. "We're 2.5 hrs away, and that's hard enough," Bonnie explains. "Even with technology, there is only so much we can do. So if you are away from your grandkids, it's just a wonderful way to give back to them."

Helen continues, "It's an opportunity to give them lifetime memories and skills and all the inclusivity...so many aspects that they can't get in most environments kids are brought up in. It's an opportunity to be there for the kids in a way that we can't from day to day."



What was meant to be a one-week camp experience turned into a life-changing summer for Chloe. One she and her grandparents can't wait to turn into a tradition. Helen and Bonnie intend to continue funding Chloe's personal and creative development at F&W. The return on investment is simply too valuable.

"One day I came to pick up Chloe and she was sitting next to one of the counselors eating a piece of cantaloupe," Helen recalls. "Just sitting there staring off into space. And I watched her for probably ten minutes. She was so happy to just sit there and eat her cantaloupe and just be. She was so content and that made me so happy."



Building Community Partnerships For Long Term Impact

By: Beth Schwartzapfel



F&W has a long and storied history of building lasting relationships in the broader community. We've been fortunate to partner with the Akwesasne Mohawk tribe here in Vermont, as well as the 1199 chapter of the Registered Nurses

Union in New York. Through these partnerships, we've been fortunate to serve individuals that we may not have otherwise been able to reach - both partners have campers and staff from their communities to F&W, resulting in mutually beneficial relationships.

These two specific partnerships have been wildly successful and rewarding for F&W, and they now serve as a launching pad for our larger partnership goals. As an outdoor facility offering out-of-school experiences, F&W plays an important role in the educational ecosystem. Building strong relationships with local partners is a way to engage and contribute to that ecosystem for the benefit of the community. As we look to a new year, F&W is focusing its partnership efforts on two specific goals: camper partnerships, and staffing partnerships.

Timberlake Director Jarod Wunneburger recently broke down the macro and micro goals of F&W's partnership efforts. "Our partnership work is around the idea of intentionally working to diversify our staff because every camper needs a champion," he said. "They don't need a token; they need a champion." By working alongside organizations that already hire individuals of various sexual identities, racial identities, and socioeconomic status, F&W can help fill work gaps in the community and bring high-quality leaders to its camps, thereby optimizing the diversity and inclusivity of the camps, and attracting and retaining a diverse community of campers.



Wunneburger cites after school programs as a prime example of a mutually beneficial partnership. After school program employees have jobs during the school year, but may not have work during the summer.

Through partnerships with these programs, F&W can offer their employees high quality summer work that benefits both our camps, and the partner organizations.

Likewise, students who attend After School programs likely need care and programming during the summer while their parents are working. Here, again, is a place where F&W can service the partner, its stakeholders, and its broader community.



"If you send your staff to F&W," Wunneburger elaborated, "they'll get training and experience they won't get anywhere else. If you send campers, you are fulfilling your work towards increasing Social and Emotional Learning and you're giving them access to programming that keeps them safe. They're coming to the woods - that's pretty safe compared to where some of our campers are coming from."

Additionally, we believe that F&W provides one-of-a-kind personal and creative developmental experiences for campers, and we want more campers to have access to those experiences. "Kids figure out what it means to live in community with others, and not just be served by a community," Wunneburger said.

"F&W's proximity to New York and Boston can't be understated," Wunneburger also pointed out. New York alone has over one million school children - that pocket of potential campers could be a huge opportunity for F&W to make an impact. Additionally, cities of this size are home to many educators and caretakers looking for summer work, and that's a market we can tap into to offer our campers the best care, and support the local workforce.

Partnerships are long-term, more sustainable propositions than spending lots of money on ad campaigns. Furthermore, partnerships progress on relationships, and nurturing relationships is a cornerstone of F&W's mission. As a community organization, our biggest returns come from word of mouth. That's where the F&W family comes in.



F&W invites you to join the partnership-building effort by reaching out to individuals in your networks. "If you know someone who sits on the board of a community organization, is a professor at a university, or has a leadership role in sustainability, or at a school, connect us," Wunneburger said. F&W

welcomes all introductions to potential partners, and invites you to reach out via email to jarod@farmandwilderness.org.

Conserving Our Special Patch of Vermont

By: Kelly Beerman, Conservation Director



We all know how special our patch of Vermont wilderness is. Together, the Farm & Wilderness (F&W) and the Ninevah Foundation (NF) manage a combined 4,800 acres with glittering natural water bodies, trail areas, and diverse wildlife habitats. Conserving these treasured lands has always been

a top priority – we are dedicated to ensuring the land, water, and air in this wilderness area remain healthy and resilient for the benefit of our Farm & Wilderness family, local community, and fellow Vermonters.

The Farm & Wilderness and Ninevah Foundation have had a long and successful shared history of managing swaths of forests through ecologically sustainable practices that mimic the same naturally occurring changes that occur as woodlands age while using this valuable renewable natural resource for locally sourced timber. Each year, we evaluate the need to harvest trees to create space for seedlings to flourish, encouraging new growth and a healthy forest. The harvested wood is primarily utilized in the local forest economy. Some even make their way to our local sawmill used in Farm & Wilderness building projects. The forest harvesting practices we follow are designed explicitly for Vermont land-owners to ensure continued healthy growth of the forest while mitigating negative impacts on wildlife habitat and water quality.

Through the Ninevah Foundation specifically, we've made great strides in the past year in protecting and maintaining conserved forestland surrounding both Lake Ninevah and Saltash Mountain. The majority of the 3,000+ acres Ninevah Foundation manages are classified as high-priority when it comes to the ecological value and protection of valuable wildlife habitats in Vermont. The Forest Legacy conservation easements we hold in the towns of Mount Holly and Plymouth span a diversity of forest and habitat types including rich northern hardwood forest, hemlock groves, northern hardwood seepage forest, wetlands, open peatland, shrub swaps, vernal pools, mashes, sedge meadows, and so much more. Wildlife species of all sizes such as moose, otter, deer, bear, beaver, Eastern newts, painted turtles, monarch butterflies, and the common loon, make their homes on Farm & Wilderness and Ninevah Foundation lands and neighboring waterbodies.



We are proud to contribute to a vital collective contribution of non-profits across the state, making a lasting impact on our wilderness lands and the future of our regional ecosystem and planet.

Research-Based Land Management

Ethical land management requires building a foundation of sustainable and growth-minded management practices. This year, we carefully monitored ecologically sensitive areas, invasive and native plant growth patterns, began including carbon stocking data in our forest inventories, and increased our efforts to better understand the benefits and impacts of outdoor recreation on conserved lands. We also continue to implement an irregular shelterwood silviculture strategy. Irregular shelterwood is a forest harvesting practice that is used to promote ecosystem-based tree growth and regeneration. Our efforts have been rewarded with thriving tree species populations of red maple, Eastern hemlock, red spruce, sugar maple, yellow birch, white ash, American beech, and more, while creating more opportunity to see an increased return of old-growth forest characteristics in the future, which used to dominate pre-European settlement forests in New England. This work, coupled with staying up to date on the latest research-based land management guidance and collaborating with consulting ecologists and forestry professionals, has helped us fulfill our mission as a conservation organization in Vermont. This work will support our continued efforts to make meaningful actions for the future as we seek to mitigate the negative impacts of climate change, encourage responsible land use, and prioritize ecological health in our forests.

Forest Management Planning

Forest management planning is an important tool to prioritize our land management goals and stay current with the most ecologically sustainable best practices. Because we care for 4,800 acres, we have several forest plans specific to the unique needs of each section of forest, but that collectively provide a landscape-level perspective, which is the most beneficial when working towards conserving and connecting unfragmented stretches of forest. We received full approval for the Hall Reserve Forest Management Plan this past year, one section of our conserved lands sandwiched between our camps in Plymouth and the Coolidge State Forest. Next year, we will be updating our Woodward forest plan, which is the land that surrounds many of our camp facilities along Woodward Reservoir.

The lands we manage are rich in natural and cultural features. Our 10-year forest management plans provide a framework for leveraging the many incredible resources on this land to further our mission through goals for timber production, recreation, wildlife habitat management and protection, and education.

Thanks to this work, we've successfully ensured that our conserved lands will continue to serve as a beautiful, healthy habitat for the wildlife who call it home and provide opportunities for learning, enjoyment, and outdoor recreation to the people of our community and camps.

Community Educational Programming

Building upon our conservation mission for Farm & Wilderness in partnership with Ninevah Foundation has opened up many exciting possibilities for community educational programming in addition to our beloved summer camps. One such opportunity is that we recently re-activated our collaboration with the Mount Holly Afterschool Program this fall after suspending it due to the Covid-19 crisis.

This program aims to get children and families in our local community connected with the natural world around them through interactive activities and field trips to our conserved lands. Reconnecting with Mount Holly and Plymouth communities is a vital and joyful step towards passing the responsibility and legacy of land stewardship into the next generation's hands.

Currently, 3,200 of the 4,800 acres F&W and the NF manage are fully conserved. Our great hope for the future is that F&W and the NF will continue to acquire and manage acreage to promote conservation, land stewardship, and outdoor education. Together, we can leave this land better than we found it.



Kids these days... With what we see in the news, that phase can be so loaded!

However, TLers these days...

The below piece uses real quotes from camper surveys from the 2021 Special Edition Summer at TL. No matter when you were a TL'ers yourself, I'm sure you'll recognize your own adventures in theirs.

What, you may ask, is a TL'er today?
What games do they play?
Do they do the same chores?
Oh gosh, do the cabins finally have doors?



I'm here to reassure you, I'm here to assuage,
You'd recognize a TL'er, in this day and age.
You might not have one, to which you can ask,
Don't worry, we did, we accomplished that task.

They "built a bench," and they "Built the barn"
Went on a "goat solo," promise, I'm not spinnin' a yarn.
Another told us "a backflip off the rope swing,"
They're so proud of their summer, of all of the things.

Some got their Woodsman and enjoyed "making a spoon"
Others helped "make the bonfire" the one we started in June.
They "let me play hacky sack with them even though I wasn't very good"
Three went on a "23 hour trio" simply 'cause they could.

(The food) "COULDN'T BE BETTER," I have to agree,
They liked "Being an imposter during the Among Us ACG."
"I hugged (rabbit) Snickers," yet other things we left to chance,
They were happy to "throw crab apples at (counselor) Henry France"

A TL'er makes memories, as only camp can,
Like in their "mattress canoes" where they worked on their tan.
"When Hot Dog reads to us and it helps us all sleep"
"The three day hike we did up Shewsbury Peak."

A TL'er uses their voice, they're a light in the dark.
"I feel like I've contributed and have left my mark."
Some give us feedback, trying to be handy,
(Staff could do more of) "giving us candy ;)"

Special Edition summer was tough, so much to explain.
We made camp magic, and COVID was as pain.
But campers had fun, a great summer in retrospect,
"Let us ring the bell more, but other than that: PEPECT."

Joyful play, purposeful work, and rugged outdoor living,
We circled up and sang, so much appreciation giving.
Timberlake is thriving, our years have been golden,
The TL way keeps going, that the campers are upholdin'

To be a TL'er, no matter the time,
Means so much more than I can fit in this rhyme.
You should come visit if it's been a few years,
For your stories, I'm here, and I'm all ears.

What, you may ask, is a TL'er today?
Good, kind, and strong, as has been the TL way.
They still do the dishes, they do all their chores.
Don't worry, the cabins still don't have doors.



W, Timberlake Director

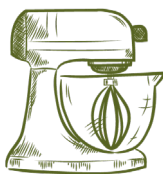
Pumpkin Pie Chocolate Chip Bread

By: Sam Arfer, SAM Cook



Ingredients

5 ½ cups flour (a mix of white and whole wheat)
2 tablespoons baking powder
1 ½ cups brown sugar
Tiny pinch of salt
2 teaspoons cinnamon
1 teaspoon ginger
½ teaspoon cloves



A stick of melted butter
4 eggs
1 15oz can of pumpkin

A 12 oz bag of chocolate chips



Instructions

1. Combine dry ingredients and mix well.
2. Combine wet ingredients and pour into the center of dry ingredients.
3. Mix just enough, but no more.
4. Stir in the chocolate chips.
5. Scrape into two greased loaf pans or one large cake pan.
6. Bake 45 minutes to an hour, or until a butter knife comes out clean when inserted into the center.



Notes

This bread holds up well to being frozen. For extreme decadence, spread a slice with ample cinnamon cream cheese.

The Joy of Our Lands

By: Pam Podger



Campers and teens adventured through the varied terrain, lakes and shelters closer to home as they explored Farm & Wilderness and Ninevah Foundation lands this summer.

Conservation Director Kelly Beerman said the number of trips on those lands almost doubled from past, pre-pandemic summers. With a goal of keeping everyone safe, this summer the overnight and day campers fanned out to shelters on the affiliated Woodward and Ninevah campuses. These combined lands,

which spread over roughly 4,800 acres, offer a rich variety of trails that meander through flatlands, meadows, forests and the shores of two lakes.

Every time I talked to a summer staff or camper, the sentiment was “Wow I didn’t realize how much we had right here and how expansive our lands are,” Kelly said. “The camps used our network much more this summer than ever before because of COVID. We had to change up the trips schedule ... because we couldn’t go to Maine and be in a 15-passenger van for hours.

Camp directors and campers availed themselves of more than 20 miles of trails that extend and connect with existing trails on the Coolidge State Forest and private lands.

Tori Heller, the director of Red Spruce Grove, said the campers enjoyed listening to loons during hikes to Spruce Point shelter that juts out on peninsula on Lake Nineveh, jumping into the cool waters to refresh themselves.



We harvested a lot of wild materials, which is one of my favorite ways of learning about ecology,”

Tori said. “We are always looking at stuff, animal science, identifying trees and plants”.

Red Spruce Grove campers used those materials for crafting, firewood, and, of course, eating delicious wild blueberries on pancakes.

“Learning about what is growing around us is part of every day,” Tori said. “We always do lessons on hard wood and soft wood, growth patterns, terrain and how various types of wood burn a little differently as firewood. It is a cool way to learn about tree classification because they learn about how smoky their fire will be and how well it will cook their dinner.

Kelly said on a short 1-to-2 mile hike, campers observed the forest transitions as they climbed from young beech forest stands, with dense forest with a lot of undergrowth, to the higher elevations filled with hemlock and heavily shaded clearings.

“These forest transitions create a different atmosphere on your hike,” she said. “Also, there are old cellar holes and stone walls that are in the woods and speak to the region’s farming history. There is a lot there to explore and talk about with campers.”

Tori said her RSG campers did hikes specifically looking for invasive plants, such as Japanese knotweed and cow parsnip. “The campers collected data on where they found invasives and what phase of the life cycle they were in, for example in the flowering or fruiting stages. A lot of times, we would wonder, ‘what is that plant?’ and pull out the field guide and try to key out some of its characteristics.”



She said there were animal sightings this summer of a well-loved garter snake, coyotes and a black bear. She spoke to campers and staff about the glacial formations of the area; the native Abenaki, Koas band people who originally inhabited the

lands; and climate change’s impact on the temperature, precipitation and hazy sunsets because of western wildfires.

Conservation infuses all the camps and creates an ethos that treasures open spaces, and respects and honors historic and current owners. Kelly collaborates with state foresters at Coolidge State Park and private landowners on adjoining properties to the Woodward and Ninevah campuses. This increases the importance of highlighting property boundaries and delineating how those lands connect with the neighbors.

“It is a mix of balancing and sharing the responsibility of maintaining our spaces for recreation,” Kelly continued. “The bottom line is if we are using our property and trails more we will need to invest our funds and time.”



Passings



F&W's beloved former Director of Development for many years, **Thomas Henning**, passed away unexpectedly on December 27, 2021.

"Thomas and I hit it off in his interview for the position of Capital Campaign Director, and our friendship grew from there,"

said Kristi Webb, Clerk of the F&W Board of Trustees. "He grew into the role of Development Director and events planner, but we quickly saw his talents in marketing and communications and took advantage of them. He was a very hard worker and problem-solver, funny, loving, and compassionate, but above all, Thomas had vision. He could see down the road to where we could be in the months and years ahead. He and I were joined at the hip for about five years, and I am struggling to adjust to a world without Thomas in it."

In Thomas' obituary his family shared, "Fiercely Loyal are the words that immediately come to mind when describing Thomas. The very essence of Thomas's character was to be there for family & friends... EVERY SINGLE TIME. He practiced an unparalleled level of self-discipline & accountability to ensure his best self & strength was readily available whenever a loved one was in need. He was literally "the fixer" of the family, the one who would manage through any difficult tasks in every situation to alleviate as much pain as he could, by taking it upon himself.

Those who sincerely loved Thomas and shared in his life, knew he was nothing short of a HERO. An extraordinary man who set the bar for all. His unwavering love, loyalty and support has influenced so many people, and has brought peace & security to lives when it was most needed."

A Celebration of Life for Thomas will be planned in the spring. Please join in mourning this important member of the F&W team.

Ohio State Honors Dr. Randall



Dr. Linda Randall (former F&W Trustee, staff, and parent) was recently recognized by The Ohio State University College of Veterinary Medicine as a Distinguished Alumni at a ceremony held at the college on October 7, 2021

And The Winners ...

As we closed 2021 and our fundraising efforts for the end of the year, F&W's development team partnered with the Farm and Admissions team for a fun community contest during Giving Tuesday, a global day of giving that encourages people to give, collaborate, and celebrate generosity.

Everyone from the F&W community who made a donation by midnight on Giving Tuesday, November 30, 2021, was entered to win one of five "Zoom With a Farm Animal" experiences. Winners could **Invite Some Bunnies** or **Goat to Meeting** with fan favorites from our farm, including inviting a farm animal to a holiday party, office meeting, or school show-and-tell via Zoom!

The winners were:
Robert Klotz
Maureen Turey
Rebecca Steinitz
David Scherr
Julia Hausman



And, we had special help from our farm animals in selecting the winners. There couldn't be more of a "random" selection than there was with the help of Mr. Sneezzy!

Cadwallader Tree Graced Vermont Statehouse



During this holiday season a beautiful balsam tree from Len and Mary Ann Cadwallader's family tree farm graced and lit up the Vermont Statehouse lawn!

In their special holiday message, Len and Mary Ann reminds us all, "May love light the world anew."

SHARE YOUR NEWS

Have big news? Had a baby, got married, written a book, started a new school? Let us know! Send an email to: interim@farmandwilderness.org



Hiring Our Summer Team

By: Beth Schwartzapfel



Think back on your favorite counselor, the nurse who patched up your scrape, the cook who put together a memorable camp meal. Each of those people found their way to Farm & Wilderness, applied for their job, had a

series of interviews, and was hired. Now think of doing that for eight camps – 250 jobs – every year, and you get a sense of what Julie Sanderson, the Farm & Wilderness head of Human Resources, has on her plate. This year she has some extra help from a crew of people providing some bandwidth to be more intentional and data-driven about the process. And they're calling on F&W alumni to help, too.

"We want to bring in the best folks who are excited to work so we can provide the best experience to campers," Julie said. "And we have to hire a big mess of them! So we have to get the word out to as many folks as possible."

In previous years, Farm and Wilderness relied on job postings at colleges and job boards like Indeed and word of mouth from former staff and alumni. Plus, Julie jokes, whoever thought of the name "Farm & Wilderness" – long before the internet was invented – was very good at search engine optimization! The name makes it easy for folks looking for a particular type of summer job.

But this year, the aim is to broaden the pool beyond the traditional applicants. Folks who have the most to gain from a summer at F&W may well be the folks with the most to offer kids. Julie notes that even those who have never been to camp before could still make a great camp counselor. As long as they like working outside, they love working with kids, and they are willing to meet challenges and move through them with creativity and a sense of humor.

"Everything is possible at camp – we're going to do all these silly things. Also, work can be hard and there's going to be problems and we need folks that want to work through those," Julie says. "Sometimes it's going to rain five days straight. And it's going to be ok."



The trick is to find those folks, pique their interest enough to apply, then make the application process as smooth and easy as possible, so we don't lose them in the process. And then make sure they have a great summer, so they come back the following year.



This fall, a group of staff, supported by Ryan McCarthy, a recruitment consultant, mapped out a plan ensure that each camp starts the season with a well-prepared, diverse, and committed team. We plan to partner with nonprofit organizations serving young people in the Northeast. Partnerships with groups that employ young adults in after-school programs, for instance, would be symbiotic for F&W since those jobs are filled by people who love working with kids – and tend to be on hiatus during the summer. Another is reducing some barriers to taking a job, like providing transportation to Plymouth and offering support for folks to make the most of their days off.

It remains to be seen how "The Great Resignation" will play out in camp hiring this year. Will there be more hires to choose from among people who left their jobs during the pandemic and want to take a break from the grind to do something different? Or will the widespread break from work extend to camp too?

The team recognizes that the pay for a camp counselor is modest. If maximizing income were an applicant's only goal, they'd probably make more working for Vermont's \$12.55 minimum wage at a strip mall in Killington.

But F&W aims to be an excellent employer and provide staff with more than money. That starts during the application process when Jarod sends out tips to help applicants perform well at their interviews. Workshops during staff training in the weeks before campers arrive – not to mention the experience of working at camp – foster skills that will help young people in college and their future careers, like leadership, flexible thinking, and independence. F&W hopes to offer additional training, such as a workshop to describe their experience on LinkedIn or a resume.

People who have never worked at camp might be surprised by how applicable the skills are to whatever they want to do in the future. That's why the team is thinking about networking opportunities for new staff to meet and talk to F&W alumni. Julie says they'll hear things like, "This CFO does this every single day – and they learned it at camp!"

If you loved working at camp, are you in a position to return for all-or even part-of the summer? Or do you know someone who might be interested in learning more about working as a counselor, or...), please encourage them to apply at farmandwilderness.org.

Life Long Farm & Wilderness

By: Pam Podger

While some campers “age out” of camp, for some people camp is ageless.

Those are the lifelong people who extend their initial connection with F&W ~ as a camper, counselor, staff, parent, trustee or something else - and find themselves returning to help create the special sauce.

“There were 25 years from my last year of camp and the first year of a ten-year stint working in the summers so I could be there while my son attended the camps,” said Wyldon Fishman, 71, a former IB, Tamarack Farm and Family Camp participant as well as longtime support staffer in the Main Office.

She and others worked at the Barn Day Camp this summer to help build the magic, which they considered vital after the pandemic. They recognized the campers’ cravings to socialize, play outside, and swing from the jungle gym after months of isolation and upended lives.

These BDC staffers answered the call to help this summer, facing the challenge of adapting their old expectations from the pre-COVID era to the reality of running camp during a pandemic with its need for wearing masks and other accompanying safety measures.

“This summer was a chance to be of purpose. F&W gave me lifelong skills and so I have them in my back pocket and can bring them out anytime I wanted to,” said Wyldon, who was the BDC Work Projects head. “You revisit the things you loved as a kid and now you work behind the scenes.”

Many things were the same for BDC campers - wearing underwear inside out for Topsy Turvey Tuesdays, careening down the Slip ‘N Slide, gardens, animals, music, healthy food and snacks. The pandemic protocols, however, meant parents could not be at the fence at drop off/pick up or hear the camp songs around the rainbow circle. Still they were grateful to have the opportunity to send their kids to the day camp.



“Many kids struggled during the pandemic and were so happy to be at camp, and their parents were so overwhelmingly appreciative. One of the reasons BDC worked is because we had fantastic staff who were former campers and have come up and know the magic of the place,” said Carol Leftwich, 54, a former IB co-director, TF staff, Trustee and F&W parent. “You start looking around and see this next generation of leadership around the rainbow circle.”

Asked why she pitched in during the August session this summer, Carol said, “The biggest draw for me is the people, catching up with what they are doing and reconnecting and meeting new people. I didn’t know who was going to be there, yet I trust in the community that it would be a great group of kids. Yes, we are going to have some bumps, but the mission of creating this great experience for campers is what everyone is here for.”

David Snyder and Deborah Roose, both 72, both attended several days of the Staff Week to become “rewired to the current realities with COVID” and to meet other staff. The duo have decades of experience at F&W including co-directing Tamarack Farm in the 1970s and SAM in the 1980s, being members of the Board of Trustees, as well as having children and grandchildren at the camps.

This summer, David worked at BDC as a part-time maintenance staffer for the final BDC session while their youngest grandson attended camp. “I love being there because being around young folks feeds my mind and spirit. The time there in August allowed me to see how F&W values are being lived out today and that these youngest staff members are committed to providing the campers with fun, challenge, and a sense of belonging.”



Deborah, who also was a member of the anti-racist team in the 2000s and worked at TL, BDC and as general staff in the 1990s, noted that, “Coming back to work at the BDC is a wonderfully renewing gift for me.”

“I find my years at F&W have taught me how to be a good observer, to know when to put behavior and words into perspective and context and to understand situations more holistically. So, I can contribute to a BDC summer by making an observation, offering an activity, noticing and tackling small administrative or maintenance tasks that need to be done, or writing a song.”

Executive Director Frances McLaughlin watched those folks connect with parents and campers, reflecting on the “real passion” they brought to their roles.

“As a new Executive Director without decades of experience, I was so grateful to hear their stories and to watch them. The ease with which they did their jobs and shared their past experiences really helped me learn from them. They are so readily enthusiastic and their attitudes were infectious.”





FARM & WILDERNESS

NONPROFIT
ORG.
US POSTAGE PAID
WHITE RIVER JCT VT
PERMIT 86

401 Farm & Wilderness Road
Plymouth, VT 05056 USA

HOW CAN I HELP?

The F&W community often asks our team at Farm & Wilderness how they can help. We wanted to give you two immediate things you could do to help F&W as we enter summer 2022!



HELP RECRUIT SUMMER STAFF

As you read in two articles in the *Interim* publication, we need help of the F&W community to find summer staff for summer 2022! Counselors, trip leaders, lifeguards, cooks and kitchen staff, and activity coordinators are all needed! Help us spread the word and connect us with a potential partner organization!

DONATE: PAY F&W EXPERIENCE FORWARD

The F&W community was incredibly generous in 2021, and that meant we could run safe and healthy camps in 2021. In 2022, F&W's unifying goal is fully enrolled camps with skilled and committed summer staff. F&W continues to need philanthropic support to make camp accessible through Camperships, support continued COVID health and safety measures, recruit and support an amazing summer staff, and care for our land, lake, and buildings!



<https://www.farmandwilderness.org/hiring/summer-jobs>



<https://farmandwilderness.org/giving/>