

2023

Annual Report

**BUILDING ON OUR 88
YEAR LEGACY AND PAVING
THE PATH TO THE FUTURE**





“Someone had to help me to realize this dream; someone who feels about them as I do; someone who sees in their future welfare the welfare of the community; someone who sees dignity in them and feels that they are deserving of a chance to grow and develop in surroundings beneficial to them.”-Harry E. Burroughs, Founder

Letter from Our Executive Director

Dear Friends,

With sincere gratitude and inspired by your support, we are pleased to share with you Agassiz Village's 2023 Annual Report.

Our rich history makes our organization so unique and sets us apart from other youth development organizations. The world was a much different place in those founding years, but so many of the values, goals, and outcomes of Agassiz Village remain the same 88 years later.

We are still creating a safe space for historically excluded young people to build social and emotional skills in a supportive environment. We are still providing experiential learning opportunities, and connecting young people to themselves, others, and powerful mentors.

This year, together, we accomplished so much:

- Over 450 campers experienced the magic of Agassiz Village and in 2024 we plan to serve even more children.
- We increased our mental health supports for campers and staff as our Wellness team worked one-on-one with youth and in groups to imbed even more opportunities for Social and Emotional growth.
- Our first cohort of our teenage Leaders-in-Training completed their two-year program, and we are excited to see them enter college or embark on a career.
- We renovated buildings. We built new partnerships with outstanding companies. And there was a lot of buzz in the media about all of the great things Agassiz is doing for the kids.

It truly does take a Village. Thank you for being a part of ours and for believing in us and the limitless potential of our young people.

Sincerely, Lisa F. Carter



Year-Round Staff

None of this would be possible without you

Michael Smith,
Development Director

Ryan McAllister,
Facilities Director

Dan Hanlon,
Camp Director

Camille Ridge Naldini,
Youth Enrichment Director

MISSION

Established in 1935, Agassiz Village is a nonprofit youth development organization whose mission is to “**prepare youth for life’s journey.**” Our exceptional, 88 year-old overnight summer camp program in Poland, Maine and our year-round Leaders-in-Training program for teens offer youth opportunities to develop and practice critical life and leadership skills that positively impact their futures.

VISION

Children from Massachusetts to Maine, regardless of economic opportunity, experience Agassiz Village’s joyful, welcoming, and diverse community that inspires and enables them to explore new experiences and **create the futures they envision.**



CORE VALUES

HAVE FUN - Create positive identity through vibrant, joyful experiences.

EXPLORE - Expand horizons through investigation and challenge.

COLLABORATE - Working together to build trust, self-efficacy, and creative thinking through experiential learning activities.

THRIVE - Building stronger leaders who achieve their potential.



Our Impact in 2023

452

youth enrolled in
summer 2023
programs

DIVERSITY OF CAMPERS

Black - 58%
Latinx- 13%
Mixed Race - 12%
White - 10%
Asian - 1%
Native American -
1%
Other—5%

DIVERSITY OF STAFF

Black - 41%
Latinx- 20%
Caucasian/White -
35%
Asian - 4%

696

total hours of
summer
programming

98%

of youth
received
financial aid,
with families
paying on
average \$133
per 2-week
session



Top Enrollment Cities:

Boston, MA
Malden, MA
Brockton, MA
Lowell, MA
Lawrence, MA
Portland, ME

96%

of youth
qualified for
free/reduced
lunch

23%

of youth who attend Agassiz Village are either homeless or are in foster care





A SAFE AND SUPPORTIVE PLACE TO SPEND THE SUMMER

This is what it looks like when kids get off the bus at our 330-acre camp in Poland, Maine. Faces filled with JOY from seeing their friends after a long school year. RELIEF in knowing they will have a warm bed, three delicious meals and a place to call home for two, four or six weeks. And COMFORT in knowing Agassiz Village is a safe place filled with positive role models ready to help and support them.

452 children got to call Agassiz Village home in the summer of 2023. Some others didn't get that chance as **40 kids remained on the waitlist when camp started in July.**

We try hard to enroll all of the kids that want to come to camp and especially those who have no place else to go.

Two days before camp was to start, we received an email from one of our community partners.

**Dear Agassiz,
Can you please take 4 children who immigrated from the Congo. They have been living in a church basement and must leave tomorrow but have no where to go.**

Even though we were filled to capacity, our hearts would not let us turn them away.

PATHWAY TO SUCCESS IT ALL BEGINS AT CAMP

CAMPERS

The journey begins as a camper where kids 8-13 build relationships, explore opportunities and challenge limits.

TEENS

Teenagers 14-15 participate in the Teen Advancement Program where they build character, set goals, and learn to make positive decisions.

LEADERS

Youth ages 16-17 advance to our Leaders-in-Training program where they are supported by powerful mentors year-round to graduate high-school and become career/college ready.

STAFF

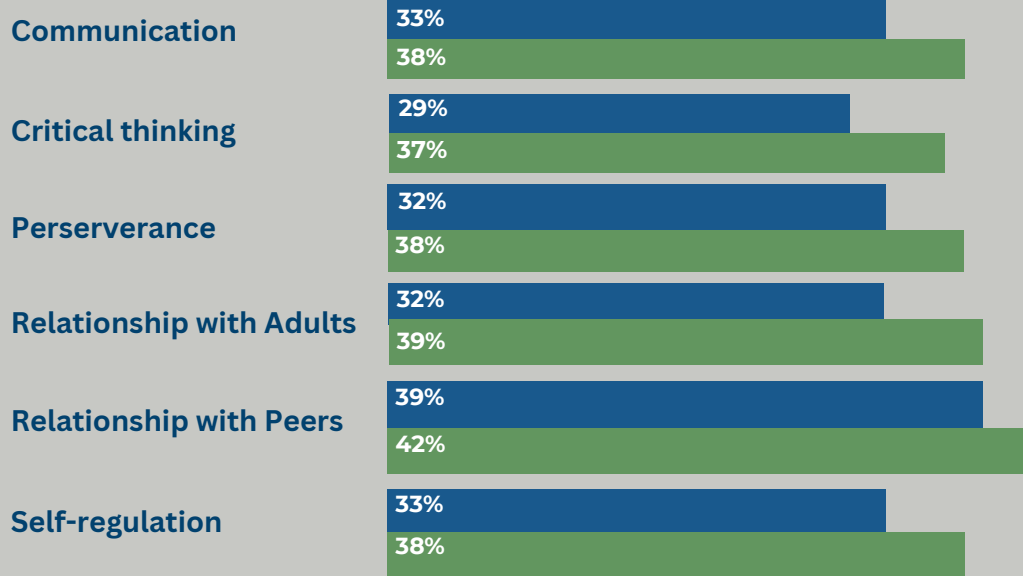
Youth ages 18-24 join our staff as counselors and grow into leadership roles on camp that build experience and skills to prepare for life.

SUCCESS

98% of youth that enter our year-round program graduate college or embark on a career

47% of Staff are Former Campers

YOUTH SOCIAL AND EMOTIONAL GROWTH



Through our partnership with Boston After School & Beyond, we collect pre and post data indicating the social and emotional growth in our campers after 12 days of being at the Village. Agassiz Village exceeds growth among its peers in all categories with the largest growth in **Critical Thinking & Relationships with Adults.**

* Documented results via the SAYO-Y and SAYO-T SEL evaluation tools.

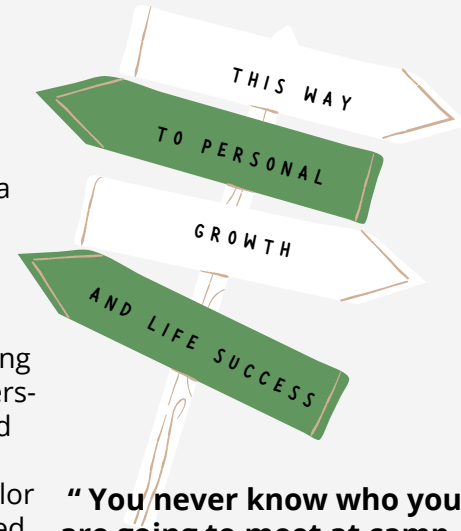




Her brother Jayden lived in the Voyager section where he was a camper for 7 years and later became a staff member for four. Saige followed in the family footsteps, but for her becoming a staff member couldn't come fast enough.

When she was 15, Saige volunteered in the kitchen washing dishes while attending the Leaders-in-Training program. She excelled so much, she earned the opportunity to become a counselor at age 16, and at 17 was promoted to Assistant Pioneer Village Leader.

As Saige reflects on her time at Agassiz, she says she gained valuable experience and skills that will help her in life like problem solving, relationship building, multi-cultural exposure, and situational awareness but most importantly she made amazing friendships, the kind that last a lifetime.



“You never know who you are going to meet at camp. They could be your lifelong friends. I feel like that’s what Agassiz Village is all about. There is value in the connections you make.”

Saige is currently in her first year at Howard University studying criminal justice. She hopes to attend law school and become an attorney.

SAIGE’S JOURNEY FROM CAMPER TO COLLEGE

At the age of 10, Saige stepped off the bus onto the soft dirt roads of Agassiz Village for the first time. Even before she arrived, she knew from the stories her mother and big brother told, she was going to love it. Agassiz was in her blood after all like her Mom, Saige lived in the Pioneer section.

Welcome Back

A Journey that lasts a lifetime



Whether you are 23 or 93, Agassiz Village has a way of impacting your life forever. Just ask these two alumni, Cliff Goodwin, Jr. (93) and John McKinney (86) who came back to Agassiz this summer after more than 80 years.

Patty Roberts, a former AV camp nurse, now working as a home healthcare aide, was surprised to learn that both of her current clients were former campers in the 1940's. Neither had returned since, until last summer that is, when Patty decided to reunite them with their old camp. They were greeted by the boisterous cheers of hundreds of campers and staff holding "Welcome Back" signs and banners.

Each shed a tear as they reminisced about their days at camp and the impact those summers, some eight decades ago, had on their lives.

"It was quite a school - besides just enjoying yourself. You always left with much more knowledge than beforehand."

It was an emotional day for the two gentlemen as memories turned to joyful tears. But probably the most heartfelt moment was when the men visited the waterfront and Cliff, without hesitation, began removing his shoes and socks and rolling up his pantlegs before slowly walking into Thompson Lake. He chuckled aloud as small waves brushed his legs, and it was clear to all that the child that once attended Agassiz Village was back.

- If you would like to schedule a visit to camp, contact Michael Smith at 781-860-0200 ext. 1007 or msmith@agassizvillage.org

COMMUNITY PARTNERSHIPS WITH A BIG IMPACT

We could not have provided life-changing experiences for kids without these herculean efforts



Over 25 Walmart employees spent two days helping us open camp. They cleaned floors, washed dishes, painted the art cabin, chopped wood and worked hard to get AV ready for the kids.

For the last three years Machias employees have spent a day pulling weeds, raking leaves and beautifying the grounds.



Dozens from Deloitte spent their Impact Day impacting Agassiz, cleaning, painting, and prepping camp for the kids.

L.L. Bean volunteers covered a lot of ground last spring, from painting, to clean-up, to building fire pits during their day at Agassiz.



Thank you Home Depot for donating and building dozens of picnic tables and camper locker boxes.

Thanks to Loomis campers received a pack filled with goggles, games, pillows and more.



From cutting down trees to fixing roads and improving landscaping, we can't thank you enough





One Man, 200 Volunteer Hours

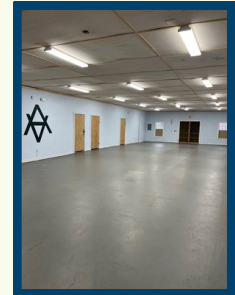
Big Heart, Big Results

It was early June when Steve Thornton arrived at camp with a group of Wal-Mart volunteers. There was so much to do that when his group left that day, Steve committed to coming back day after day until he had completely remodeled one entire building on camp. The Miller building, an indoor recreational building with staff housing and teen classrooms that had fallen into disrepair thanks to a large family of racoons that moved in and took over the building. The ceiling needed to be replaced, the walls painted, insulation removed, and bathrooms renovated if we had any hope of using it again.

Steve along with his girlfriend Amanda, made it a personal mission to finish the project so the kids could once again enjoy this building. In fact, he was so dedicated he took a leave of absence from Wal-Mart to get it done and four weeks later and over 200 hours of volunteering their time, they had accomplished what he set out to do.

Five staff rooms, the nurse's apartment, youth indoor rec room, bathrooms and showers, and the teen classrooms were able to be used once again thanks to this AMAZING volunteer

**Some images of the Miller Building Before...
...and After**



FACILITY IMPROVEMENTS

Creating the facilities youth deserve continues to be a challenge but one we face one project at a time.



**Dining Hall Floor
Repaired**

**Electrical service moved
underground**



**Rangers 1 lifted and
leveled**

**Maloney kitchenette
renovated**



**Basketball Court Updated
(Thank you Glynn Family)**

and More Improvements to Come...

With 40+ buildings and 330 acres, we have so much more to do to create the facilities our campers deserve. In 2024, we are planning on lifting more cabins and upgrading the bunk beds in all of the cabins but that just scratches the surface of the improvements needed to continue to enhance the experiences of our youth.

FINANCIAL OVERVIEW

Contributions: \$1,197,487

Tuition: \$57,383

Facility Rentals: \$75,908

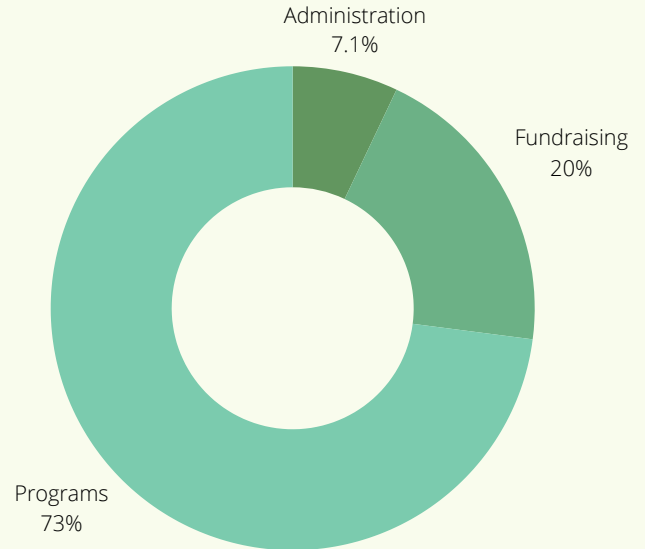
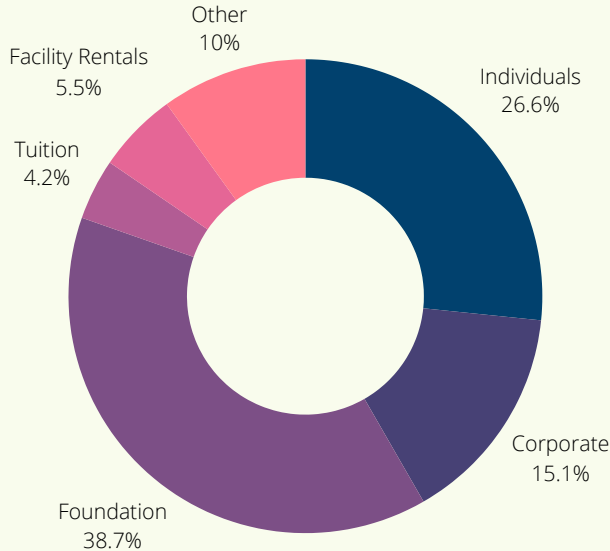
TOTAL REVENUE: \$1,411,888

Administration: \$93,882

Fundraising: \$265,867

Programs: \$970,271

TOTAL EXPENSES: \$1,330,020



These are unaudited financials for 2023. Audited financials will be available in May 2024.

2023 EVENTS

Thank you to everyone who sponsored and attended for making these events such a resounding success!

Annual Golf Outing Presented by Loomis Sayles



On August 21st 136 golfers/34 teams came out to Woodlands Golf Club in Newton, MA and participated in our most successful outing yet, raising in excess of \$265,000!



Maine Course 2023

Oh what a night! In September, nearly 250 people - dressed in their best 70s attire - made our annual event a party to remember, raising over \$75,000 to help send more kids to camp.

Volunteer Weekend



Nearly 50 alumni, volunteers and friends of Agassiz Village united for one weekend in May doing odd jobs and spring clean-up to prepare AV to host kids for the summer.

2023 DONORS THANK YOU

Agassiz Village is honored to recognize the corporate, foundation, and individual donors whose generous contributions make our work possible.

\$50,000 +

Anonymous
Adelaide Breed Bayrd Foundation
Philanthropy Massachusetts
The Alison Foundation, in
memory of Herbert C. Fielding

\$25,000 - \$49,999

Cheryl Dalrymple
L.L. Bean Foundation

Lawrence J. and Anne Rubenstein
Charitable Foundation
Loomis Sayles & Company
PwC Charitable Foundation
United Way of Massachusetts
Bay & Merrimack Valley
William F. Burdett Trust

\$10,000 - \$24,999

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Bob's Seafood Golf
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Kevin Gribben
Michael Heffernan
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\$1,000 - \$2,499

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Foundation
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Wendy Warren
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Lisa White
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\$500 - \$999

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Androscoggin Bank
Aquascape Pool Designs
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Brian Bagdonas
Brian Beggans
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Csilla Gyurko
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Michael Hogan
James Horrocks
Amanda Karomba
Nicolé Keane
Daniel Lasman
Kathy Lenox
Pam Loughlin
Michael & Elizabeth Lynch
Kurt Machemer
William McIntosh
Devon McKenna
Kevin Milton
Nancy Monbouquette
Catherine Mondell
Kelly & Wayne Norton
Alex Ostrowski
Peter Palfrey
Sabrina Coletta Paradis
Nick Parente
Jagruiti Patel
Richard Perreault
Tony Pritchard

Denise Regan
Brian Salt
Priya Shah
Gregory D Sheehan
Miriam Sheehan
Michael Smith
Justin Snyder
Tricia St Jean
Elaine Stokes
Alicia Thoms
Kerrie Toole
Sarah Walters
Jason Wen

\$250 - \$499

Roger Ackerman
Anthony Ambrosi
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Blackbaud Giving Fund
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Radha Natarajan
Michael Neumann
Jay Nicholls
One Can Help, Inc
Johanna Okoshi

Gopi Padmanabhan
Pledgeling Foundation
Nicholas Raven
Cecely Reardon
Daniel Rossi
Chris Schuville
Sanjiv Shah
Kristin Shirahama
Jim Sia
Kristen Skill
Virginia Toland
Francisco Tolentino
Brad Wexler
Melanie Woodward
William Wright
Daniel Znaty

*If we have
inadvertently omitted
your name or your
name is displayed
incorrectly, please let
us know and accept
our sincerest
apologies.*

OUR VILLAGE

*Members of an elite group
who sponsored one or
more camper's tuition.*

*"Our Village" members
provide the ultimate gift
for our campers and their
families.*

*It helps ensure that
families who cannot afford
tuition are not denied
access to Agassiz Village.*

*If you are interested in
providing a life-changing
gift for a camper, please
contact the us.*

VOTED ONE OF THE BEST CAMPS IN MAINE ...and More Community Awareness

In April of 2023, Mom's Who Think rated Agassiz Village one of the top 13 Camps in Maine! For nearly 25 years, Moms Who Think has been dedicated to giving the best parenting advice, recipes, and secrets to creating a wonderful home life.



Portland Radio Group, Maine's predominant broadcaster, comprised of 8 stations, featured Agassiz Village on Maine Points - a talk radio show that highlights Maine's best nonprofits across all platforms.



Local ABC affiliate, WMTW featured Agassiz and (our not so shy) campers in a three-hour "Weather At Your Camp" segment. Campers had an opportunity to be interviewed, asked questions about the favorite things at camp, and got a behind the scenes look at production.



HOW WE RATE

Charity watchers agree Agassiz Village is a charity you can trust



Charity Navigator is the nation's largest and most-utilized evaluator of charities. Ratings are updated annually based on two broad areas of a charity's performance: Financial Health and Accountability & Transparency. **Charity Navigator gives Agassiz Village a four-star rating, their highest possible rating.**

As the world's largest social network, Facebook members have the ability to write reviews about organizations like Agassiz Village. **We currently have a rating of 4.4 out of 5 on Facebook and 1.4K followers.**



ACA is the only national accrediting body for camps of all types. ACA's accreditation standards focus on health, safety, risk management, and are used as benchmarks by government entities. **ACA accreditation provides public evidence of a camp's commitment to the well-being of campers and staff.**

The Guide Star Platinum Seal of Transparency indicates that **Agassiz Village shares clear and important information with the public** about our goals, strategies, capabilities, achievements and progress indicators that highlight the difference Agassiz Village makes in the world.

Platinum
Transparency
2023

Candid.

LOOKING AHEAD TO 2024 ...

Agassiz Village has prioritized the following enhancements and extended services for this summer and beyond.

- **Increase the number of campers by 11%** with a goal of serving more than 500 children. To achieve this, we will reconfigure camper cabins and bunks to increase capacity and overall enrollment.
- **Continue to enhance and improve Social Emotional Learning (SEL)** and overall mental health of both campers and staff. Since COVID, there has been a distinct shift in the needs of our population. This will be addressed through the introduction of two new positions, a Director of Camper Care and Director of Staff Care to help us better identify and more closely monitor the wellbeing of anyone on site.
- **Expand our teen program** so that we are serving exponentially more teen campers and providing them with the tools they need to be successful as they finish high school and move on to secondary education or trade opportunities.
- **Growth in the number of Maine campers.** We will continue our commitment to those communities we have historically served while expanding the outreach of our program for children in need of our services in surrounding underserved communities near Poland, Maine.



IT TAKES A VILLAGE...BE A PART OF OURS

LEAVE A LEGACY

Include AV in your estate plans. Whether left as a gift to support AV operations or designated toward a specific fund, legacy gifts are essential for a sustainable future.



CONTINUE YOUR SUPPORT

Your donations give kids from under-resourced communities the opportunity to attend Agassiz Village and continue our programs for decades to come.

LEND A HAND

We are actively recruiting people dedicated to our mission to join our board and board committees including finance committee, engagement committee, or facility committee.



Please visit agassizvillage.org or contact Lisa Carter, Executive Director, at 781-860-0200 x1006 or lcarter@agassizvillage.org to learn more.



2023 BOARD OF DIRECTORS

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