



Dear Prospective Board Member or Foundation Trustee,

Thank you for your interest in getting involved with Camp Fire Minnesota! We are proud to have played a role in providing access to nature for young people for over 100 years!

With nature as our catalyst, we energize young people to discover their spark so their futures glow brighter. We serve youth – of all backgrounds – and are committed to providing nature-based and environmental education programs that are culturally and developmentally relevant as well as accessible through financial assistance to the young people we serve.

As a member of Camp Fire Minnesota’s Board of Directors or a Minnesota Camp Fire Foundation Trustee, you help bring this important work to life for thousands of Minnesota youth each year.

In the following pages, you will learn:

- how Camp Fire Minnesota delivers on its mission to the youth of Minnesota,
- the important role of our board and trustees,
- our commitment to diversity, equity, and inclusion, and
- the process for becoming a member of the board or foundation.

If you are looking for a way to make a meaningful difference for young people, we hope you will seriously consider joining Camp Fire Minnesota’s talented and committed team.

We look forward to hearing from you!

Kori Redepenning
President & CEO
Camp Fire Minnesota

ABOUT CAMP FIRE MINNESOTA

Our Mission

With nature as our catalyst, we energize youth to discover their spark so their futures glow brighter.

Our Values

We believe in:

- Love of Nature
- Including Everyone
- Courageous Leadership
- Can-do Collaboration
- Fostering Youth and Community
- Innovation in Youth Development



Commitment to Diversity, Equity & Inclusion

Camp Fire Minnesota was started with a value of inclusion, and that remains over 100 years later. As identified in our current strategic plan, we are working to embed our commitment to diversity, equity, and inclusion into all aspects of the organization.

By fall 2022, we will be sharing our organizational Inclusion Plan that will illustrate our commitment to five priorities within our DEI work:

- Financial Access
- Racial Diversity
- Gender and Sexuality
- Ability, Mental Health, and Neurodiversity
- Native American Cultural Appropriation

We seek individuals who share this commitment to apply to join our Board or Foundation.

Statement of Inclusion

Camp Fire believes in the dignity and the intrinsic worth of every human being. We welcome, affirm, and support young people and adults of all abilities and disabilities, experiences, races, ethnicities, socio-economic backgrounds, sexual orientations, gender identities and expressions, religion and non-religion, citizenship and immigration status, and any other category people use to define themselves or others. We strive to create safe and inclusive environments that celebrate diversity and foster positive relationships. All are welcome at Camp Fire.

2020-2022 Strategic Plan Goals

1. Invest and integrate diversity, equity, and inclusion throughout all aspects of Camp Fire Minnesota
2. Maximize Camp Fire Minnesota as a year-round organizational and community asset
3. Expand partnerships to build next generation of environmental champions
4. Leverage our people at all levels and across the organization to achieve strategic initiatives



48%

**Camp Fire youth
attend programs
with financial
assistance**

Environmental Education

Camp Fire's K-12 Environmental Education program provides students with hands-on nature-based learning at our camp property and in students' own classrooms. Our curriculum aligns with Minnesota science state education standards and is delivered by a cohort of Naturalists. Based on teachers' learning objectives, students may participate in animal adaptations, forest exploration, water and streams, archaeology and paleontology, GPS exploration, tree identification, and renewable energy source classes. We provide financial assistance to schools, utilizing a sliding scale based on their student population's family income level.

Afterschool Programs

Camp Fire Minnesota's afterschool nature programs take place weekly at schools across the metro. These programs are offered at no cost to low-income youth. Our Naturalists provide programs that help youth develop healthy habits, academic success, community leadership, and a connection to nature. In addition to programming at their schools, participants attend outdoor field trips at our Excelsior property as well as participate in our summer camp program.



Camps

Camp Fire Minnesota's nature-based camps provide the space to completely unplug and rediscover fun and adventure with friends in the woods. Our traditional summer camp includes day and overnight camp, a leadership development track, and adventure canoe trips. We also offer school-break day camps throughout the year. At camp, youth swim and fish in Lake Minnewashta, push their limits on our climbing wall, tend vegetables in the camp garden, and explore the restored wetlands and pollinator garden. We offer full and partial scholarships to families in need.

Rentals

Camp Fire Minnesota hosts rental groups at its Excelsior and Grand Rapids properties, offering beautiful natural settings for group rentals, including meetings, retreats, weddings, and other special events. Our 103-acre Excelsior property on Lake Minnewashta offers multiple spaces to rent, including our new two-level Community & Dining Center featuring flexible gathering and dining spaces for up to 200 guests, AV, two kitchens, and an outdoor terrace with seating. Our seven-acre Grand Rapids property is located on Bluewater Lake near Grand Rapids, MN. The Main Lodge provides living space, a kitchen and sleeping quarters for 32 people.

Rentals directly help Camp Fire create more opportunities for young people to connect with nature through summer and school break camps, and environmental education field trips.

2021 Year in Review

10,301

Young people engaged in Camp Fire programs.

4,217

PREK-12 ENVIRONMENTAL
EDUCATION STUDENTS
IN-PERSON & VIRTUAL
FIELD TRIPS & IN-CLASS

231

OUT-OF-SCHOOL TIME
PARTICIPANTS
AT PARTNER LOCATIONS
THROUGHOUT THE METRO

45

LEADERSHIP DEVELOPMENT
TEENS

(some also included in summer camp number)

1,864

SUMMER & SCHOOL BREAK
CAMPERS

3,957

ESTIMATED YOUTH REACHED
WITH MY NATURE CONNECTION
FREE ONLINE LESSONS



New in 2021

Nature Immersion program piloted with Exploration High School

Provides under-resourced students with multiple hands-on outdoor experiences throughout the year - on-site at the school, Field Trips and an overnight at our property, and scholarships to summer camp.

2021 OUTCOMES

Because of Camp Fire...



89% of youth understand the importance of caring for the natural world around them

95% of youth want to take better care of nature and the planet



85% of youth feel as sense of belonging in the Camp Fire community

81% of youth gain a strong sense of self



JOINING THE CAMP FIRE BOARD OF DIRECTORS OR FOUNDATION

We are excited to offer two unique opportunities to support our work! We are recruiting individuals to serve as a member of Camp Fire Minnesota's Board of Directors or serve as a Trustee with the Minnesota Camp Fire Foundation. Below you will find job descriptions for both opportunities. No previous board experience is necessary!



CAMP FIRE MINNESOTA BOARD OF DIRECTOR JOB DESCRIPTION

The Board will support the work of Camp Fire Minnesota and provide mission-based leadership and strategic governance. While day-to-day operations are led by Camp Fire's President & CEO (CEO), the Board-CEO relationship is a partnership, and the appropriate involvement of the Board is both critical and expected. Specific Board Member responsibilities include:

Leadership & Governance

- Serve as a trusted advisor to the CEO as they develop and implement Camp Fire's strategic plan
- Review outcomes and metrics created by Camp Fire for evaluating its impact, and regularly measuring its performance and effectiveness using those metrics
- Review meeting agendas and supporting materials prior to board and committee meetings
- Approve Camp Fire's annual budget, audit reports, and material business decisions; being informed of, and meeting all, legal and fiduciary responsibilities
- Contribute to an annual performance evaluation of the CEO
- Assist the CEO and board chair in identifying and recruiting other Board Members

- If interested, serve on committees or task forces
- Represent Camp Fire to stakeholders, acting as an ambassador for the organization
- Actively contribute to Camp Fire’s diversity, equity, and inclusion work

Fundraising

- Camp Fire Minnesota Board Members will consider Camp Fire a philanthropic priority and make annual gifts that reflect that priority
- Board Members will also participate in other fundraising activities each fiscal year

Board terms/participation

- Board members serve three-year terms. Members may serve no more than two consecutive terms and can serve in the future after leaving the board at the end of their second consecutive term.
- The Board meets 6 times a year, as well as one additional meeting for audit review, and members are asked to attend a few fundraising events annually
- While we continue to monitor COVID, we aim to host Board meetings in person, but always offer a virtual component for members

Qualifications

This is an extraordinary opportunity for an individual who is passionate about young people experiencing nature. No previous board experience is necessary to join our Board of Directors. We are seeking candidates who are located in Minnesota and able to attend meetings in-person, and who bring the following qualifications:

- A commitment to and understanding of Camp Fire’s beneficiaries, preferably based on experience
- A deep commitment to diversity, equity, and inclusion
- An interest in or experience with our strategic priorities

We seek to build a Board reflective of our values of diversity, equity, and inclusion with regard to race, culture, ethnicity, class, religion, physical ability, age, gender, gender identity, and sexual orientation.

Benefits of Serving

- Opportunity to network with other individuals passionate about young people experiencing nature
- Opportunity to learn about environmental education, summer camp, and nature immersion
- Deepen your knowledge of diversity, equity, and inclusion
- Contribute your individual skills and talents to impact the success of Camp Fire Minnesota

MINNESOTA CAMP FIRE FOUNDATION TRUSTEE

JOB DESCRIPTION

The Minnesota Camp Fire Foundation's mission is to ensure a strong future for Camp Fire Minnesota. Through annual distributions from its investment portfolio, the Foundation financially supports organizational operations, facilities, and programs.

The Foundation is managed by a board of trustees elected by Camp Fire Minnesota's board of directors. The job of the Minnesota Camp Fire Foundation Board of Trustees is to ensure that the Foundation is managed effectively so that it provides sufficient annual operational support to Camp Fire Minnesota now and in the future. The Foundation's investments are held at the Saint Paul & Minnesota Foundation. With this partnership, we have access to planned giving resources and expertise.

Investment Oversight

- Oversee policies such as the Gift Acceptance and Endowment Policy that provide for prudent management practices, while permitting flexibility in long-term planning, utilization, and investment of Foundation funds
- Review investment performance of Foundation funds compared to the Saint Paul & Minnesota Foundation's Investment and Spending Policies

Investment Growth & Fundraising

- Drive the planned giving strategy for the Foundation
- Develop strategies for new gifts and participate in gift cultivation activities
- Trustees will consider the Foundation a philanthropic priority and make annual gifts that reflect that priority
- Act as ambassadors in the community on behalf of the Foundation
- Support the annual operations and youth programs of Camp Fire Minnesota through their network of support

Trustee Terms/Participation

- Trustees serve three-year terms. Trustees may serve no more than two consecutive terms and can serve in the future after leaving the Foundation at the end of their second consecutive term.
- The Foundation meets 3 times a year, as well as one additional meeting for audit review. Trustees are also highly encouraged to attend one Camp Fire Minnesota Board meeting a year and are asked to attend a few fundraising events annually
- While we continue to monitor COVID, we aim to host Board and Trustee meetings in person, but always offer a virtual component for members/trustees to join

Qualifications

This is an extraordinary opportunity for an individual who is passionate about young people experiencing nature. No previous experience is necessary to join our Foundation. We are seeking candidates with the following qualifications:

- A commitment to and understanding of Camp Fire's beneficiaries, preferably based on experience
- A deep commitment to diversity, equity, and inclusion
- An interest in or experience with our Strategic priorities

We seek to build a Foundation reflective of our values of diversity, equity, and inclusion with regard to race, culture, ethnicity, class, religion, physical ability, age, gender, gender identity, and sexual orientation.

Benefits of Serving

- Opportunity to network with other individuals passionate about young people experiencing nature
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PROCESS & TIMELINE

Individuals interested in joining Camp Fire's Board of Directors or Minnesota Camp Fire Foundation's Board of Trustees will participate in the following process:

June 15, 2022: Board & Trustee interest form is available online

July 31, 2022: Online interest form due

June 15 - July 31, 2022: While a small team of staff, board, and trustees review interest forms, we would love to also get a chance to meet you! *If you are interested in learning more about this opportunity or visit our program, please email info@campfiremn.org to schedule a time with a staff member.*

August 2022: Board and Foundation vote to select new Members/Trustees

Mid-August 2022: All candidates are notified by Camp Fire

Mid/late-August: New Board and Trustee members participate in board orientation

August 15, 2022 (tentative): First meeting for new Trustees

September 22, 2022: Under the Stars Fundraiser

September 26, 2022: First meeting for new Board members