



Dear Prospective Board Member or Foundation Trustee,

Thank you for your interest in getting involved with Camp Fire Minnesota! In 2024, we celebrate 100 years of sparking discovery through friendship, the magic of nature, and welcoming all. We are proud to have played a role in providing access to nature for young people for over a century. 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 the Minnesota Camp Fire Foundation, you help bring this important work to life for thousands of Minnesota youth each year.

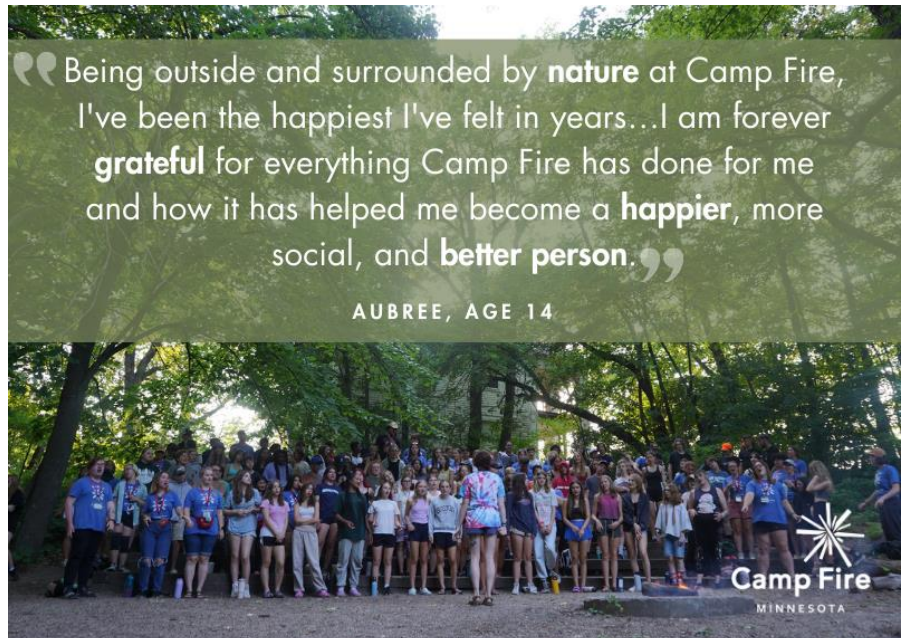
In the following pages, you will learn:

- 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 Redepinning
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.

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.

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

2024-2026 Strategic Plan Goals

1. Co-Create Youth Experiences
2. Expand & Increase Community-Building
3. Nature & Environmental Sustainability
4. Telling Our Story

**“I love the woods,
they are beautiful!
And there are birds!”**

**-EMERY,
NATURE PRESCHOOL**



“
Go and have
fun in nature,
and you'll never
be bored again.

ERIC, AGE 10
”

Three Core Programs

- **Environmental Education:** Camp Fire's PreK-12 Environmental Education program offers immersive, nature-based learning experiences at our 103-acre camp and in classrooms year-round. Trained Naturalists design and deliver programs aligned with Minnesota state education standards, covering topics from STEM to outdoor skills, tailored to each grade level. We provide financial assistance based on Free and Reduced-Price Lunch rates, enabling 40% of participating youth in 2023 to benefit, with 60% identifying as BIPOC.
- **Afterschool Explorers:** Afterschool Explorers addresses disparities in access to nature-based programming, targeting eight Minneapolis public schools with high rates of free and reduced-price lunch (86%) and BIPOC students (87%). The program offers bi-weekly school engagements and field trips, year-round involvement, and free transportation to Camp Fire's Excelsior property.
- **School and Day Break Camp:** For a century, Camp Fire Minnesota has offered nature-based camps for individuals to enjoy camaraderie and adventure in the woods. Our programs include traditional summer camps, leadership development tracks, adventure canoe trips, and school-break day camps. In 2023, we welcomed 3,961 young participants and provided \$165,397 in scholarships to ensure accessibility for all.



I've had some of
the most fun in
my life at this
camp. - Emilia

Rentals

Camp Fire Minnesota offers beautiful natural settings for group rentals at its Excelsior and Grand Rapids properties, including meetings, retreats, weddings, and other special events. The 103-acre Excelsior property on Lake Minnewashta features multiple rental spaces, including a new Community & Dining Center for up to 200 guests, with AV, two kitchens, and an outdoor terrace. The seven-acre Grand Rapids property on Bluewater Lake includes the Main Lodge, which provides living space, a kitchen, and sleeping quarters for 32 people. Rentals help Camp Fire create more opportunities for young people to connect with nature through camps and environmental education, as revenue earned is direct to our mission-based programming.

Join Camp Fire Minnesota as a Board or Trustee!



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

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 4-6 times a year and members are encouraged to attend Camp Fire events throughout the year.
- Board meetings are held in person, but we include a virtual option. Our annual retreat is in-person only.

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
- A love for nature and providing new experiences for youth of all backgrounds

We seek to build a Board reflective of our values of diversity, equity, and inclusion regarding 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 and engage in 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

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. 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

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 and one joint retreat with the Board of Directors. Trustees are also encouraged to attend one Camp Fire Minnesota Board meeting a year and are asked to attend Camp Fire events
- Trustee meetings are primarily held virtually, with a few in person options

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
- Experience or knowledge in non-profit finance management

We seek to build a Foundation reflective of our values of diversity, equity, and inclusion regarding 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
- Long-term financial planning and strategy regarding legacy gifts

2024 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:

July 1st: Board & Trustee interest form is available online

July 9th at 12pm – in person info session

July 25th at 1pm- online info session

**If these dates do not work for you and you would like to attend an info session, please email info@campfiremn.org*

July 31st: Online interest form due

August 1st- 16th: 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: Board and Foundation vote to select new Members/Trustees

Friday, September 6th: All candidates are notified by Camp Fire

Mid-September: New Board and Trustee members participate in board orientation

September 26th: Under the Stars Fundraiser

October 7th: First meeting for new Board members



What to Expect

For both informational and board meetings, casual attire is welcome. As a youth development organization, we encourage curiosity and welcome your questions, knowing no question is wrong. Our culture is fun and human-centered, filled with passionate individuals who build authentic relationships and care for everyone involved. Most meetings will be held in person at Camp Fire Minnesota's property in Excelsior.

