Dear Friends,

Our vision for the future of Camp Fire Columbia is grounded in the journey that got us here.

🌟 Our focus on people.
🌟 Our commitment to racial equity in curriculum, hiring, training, and partnerships.
🌟 Our goal of narrowing the gaps between white students and Students of Color.
🌟 Our commitment to cultural responsiveness and healing-centered practice.

And the fact that no matter who you are, where you come from or what obstacles you face, we're here to hold space for you. A place in our Camp Fire circle.

Thank you for seeing and supporting a better world through the young people our programs amplify. Thank you for showing up and speaking up. We ask you to continue to make Camp Fire Columbia a focus of your efforts. We ask you to continue to help us create an on-ramp for the young people who, with our support, will break down the wrong, oppressive systems and build up the right, inclusive ones. Camp Fire is doing valuable, systemic work and that work is needed now more than ever.

Together,

Emily Clifford
President and CEO

Camp Fire creates powerful youth experiences to develop essential skills and mindsets that have long-term benefits and make a positive societal impact.

THE LONG-TERM BENEFITS ARE:

🌟 Lifelong Love of Nature
🌟 Health and Well-being
🌟 Civically Engaged
🌟 Academic Success
🌟 Job and Career Readiness
Equity Statement
Passed by the Board of Directors - April 28, 2015

Camp Fire Columbia believes that every child should have the opportunity to find and pursue their spark. It is Camp Fire’s intention to contribute to the achievement of all youth while narrowing the gaps between white students and Students of Color. Our goal is to address the racial predictability of youth achievement academically, socially, and economically. To achieve this goal, Camp Fire will examine how privilege, oppression, and history affect the practices of our organization, and apply that learning to our work to effect meaningful change.

We know that working toward racial equity will require reflection and persistence. Camp Fire Columbia is reviewing our programs and values, deepening relationships with partners who share our goals, and developing policies that will shape our growth and work as an organization.

AS WE CONTINUE TO LEARN, WE STRIVE TO:

- Prioritize racial equity in our curriculum, hiring, training, and partnerships
- Engage staff and volunteers that are representative of our service community’s demographics
- Collect and review information regarding outcomes for youth and employment practices to evaluate our work and adapt our programs and policies
- Provide opportunities and support for every youth we serve to achieve their individual goals
- Actively seek out expertise and input from families, youth, and the broader community about our programs and progress

Camp Fire Columbia is not undertaking this work first or alone. Achieving racial equity will require collective engagement and commitment. With the help of the many great organizations in our community striving for social change, Camp Fire is dedicated to helping all students light their fire within.

BOARD ROSTER 2019

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Julie Briggs, StanCorp Financial Group
Brian Buck, Portland Trail Blazers
Gina Eiben, Perkins Coie
Emily Gilliland, President & CEO, Camp Fire Columbia
Robert Goman, Board Vice Chair, Nike
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Jake Kindrachuk, Village Family Capital
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Karin Wandtke, Board Chair, McDonald Jacobs
Camp Fire offers before and after school programming at 15 school sites five days a week, during in-service days and on select holidays. Much more than just a fun place to hang out, Camp Fire extends the learning day and immerses kids in enriching experiences that are exciting, educational, and helps each child discover their interests, and develop their talents.

We believe in giving our youth voice and choice in their activities. Each day, kids choose from a menu of rotating thematic lessons and “clubs” – which are created based on student interests. Whether it’s art, wacky science, filmmaking, magazine design, math games, non-competitive sports, or service projects in the community, there’s something for every child.

Children receive 30-60 minutes of daily homework help. Our low student to instructor ratio ensures each child gets the attention they need. Being located at the students’ schools allows us to talk to teachers regularly, helping us adjust our programs to complement what kids are learning in their daytime classrooms and provide targeted support to individual students.

Our staff are educators, parents, and highly trained professionals that meet the top standards for childcare providers. We are certified by the state of Oregon as a licensed childcare provider.

Our programs are rooted in the best practices of the youth development field. Children at Camp Fire overwhelmingly experience growth in key developmental areas, including positive social behaviors, confidence, self-esteem, and teamwork.
902 TOTAL YOUTH ENROLLED

15 SCHOOLS
IN PORTLAND PUBLIC SCHOOLS AND WEST-LINN WILSONVILLE

96% of PPS Families surveyed agree or strongly agree that Camp Fire staff provide a positive environment for their child.

96% of PPS Families surveyed agree or strongly agree that overall, they feel comfortable with the quality of care in the BAS program.
We believe our students have the abilities to achieve their goals and determine their own means to success. Marginalized students (including Students of Color, Low-income Students, Immigrants/Refugees, 2SLGBTQ+ Students and English-learners, among others) face intersecting obstacles to achievement, including: systemic barriers, stereotype threat, internalized oppression, the lingering impacts of individual experiences of trauma, as well as unique challenges at the family or personal level.

Supporting and sustaining achievement requires programming that flexibly intervenes at each level: offering individualized services, mentoring, and family engagement; identifying, defining and working to dismantle systemic barriers; ensuring that student’s essential needs (including food security, housing, medical, etc.) are addressed; building inclusive support networks and opportunities for youth leadership; and fostering developmental connections to peers and adults.

Camp Fire’s Teen Programs--comprised of aligned programming at the Middle School and High School levels—target schools with large populations of marginalized students and provides academic help/college career prep, 1:1 mentoring, family outreach and support, identity exploration, and opportunities to engage in both community needs assessment and community-based learning projects.

Both programs mirror the academic calendar, with on-site services provided from September through late May each year. The Middle School Program is unique among similar programs in the area in that it offers multiple opportunities for support, mentoring, academic assistance and in-class “push-in” academic support throughout the school day, not just after-school. The curriculum for the High School Program is designed to be delivered either during the school day or as an outside-of-school time activity, making the program feasible for a greater number of local schools. Leadership development, self-advocacy, and goal-setting skills are woven throughout the curriculum and reinforced during aligned break-time and summer programming options.

SCHOOL LOCATIONS

**David Douglas School District**
Fir Ridge Campus

**Portland Public Schools**
Colegio Cesar Chavez
George Middle School
Harrison Park School
Lane Middle School

**Reynolds School District**
Reynolds Middle School
356 TOTAL YOUTH ENROLLED

6 SCHOOLS
IN PORTLAND PUBLIC SCHOOLS, DAVID DOUGLAS AND REYNOLDS SCHOOLS DISTRICTS

92% of middle school students answered “yes” or “definitely” when asked if they had a chance to discuss their identity with their mentors.

88% of middle school students reported having the opportunity to build academic goals towards future success.

91% of middle school students answered “yes,” or that they “definitely” have improved their advocacy skills and understanding of how to challenge oppressive systems.

78% of high school youth reported understanding how to conduct a strengths-based approach assessing community needs.

87% of students answered “yes,” or that they “definitely” have improved their advocacy skills and understanding of how to challenge oppressive systems.
Camp Namanu, Camp Fire’s 552-acre summer resident camp, is a regional institution. Located beneath Mt. Hood along the Sandy River, Namanu has provided life-changing summer camp experiences and life-long memories for an estimated 100,000 local children since opening in 1924.

Namanu, like all of Camp Fire Columbia’s programs, extends the Camp Fire Promise: “Young people want to shape the world. Camp Fire provides the opportunity to find their spark, lift their voice, and discover who they are.” As campers enjoy Namanu’s abundant opportunities—from traditional activities like swimming, archery, nature hikes, horseback riding, and arts and crafts, to more contemporary experiences like the high ropes challenge course, rock climbing wall, and escape from everyday technology—they are encouraged to find their “spark,” explore voice and choice, and discover passions and pursuits that build character and identity that persists throughout their lives.

Resident Camp at Namanu is structured around intentional programming that forges connections between youth and the natural environment, offers opportunities for experiential learning, and is rooted in developmental activities that lead to positive youth development outcomes, including:

- Confidence and Self-Esteem
- Motivation
- Willingness to Try New Things and Be Challenged
- Teamwork
- Positive Peer and Adult Relationships
- Feeling Connected to Their Community
78% of campers came home singing songs.

58% of campers came home with a better appreciation of nature.

61% of campers came home feeling better about who they are as a person.

57% of staff throughout summer. 57% were new staff including 17 Counselor in Training graduates. And 9 international staff members.

1,553 TOTAL YOUTH ENROLLED

552 ACRES PROVIDE A NATURAL ENVIRONMENT TO EXPLORE AND UNPLUG.

VOTED BEST SUMMER CAMP BY THE WILLAMETTE WEEK FOR THE 4TH YEAR IN A ROW!
Camp Fire’s Summer Day Camp day-to-day activities provide youth, ages 5-12, with hands-on learning while keeping all the fun and silliness you'd expect from a traditional summer camp. Camp Fire kids connect with their communities through local field trips and presentations from special guests. Each week follows a predetermined theme that helps guide programming, field trips, and special guests, and gives participants something real to look forward to. Families can sign up for as little as 2 days a week and as many as 5 days a week throughout the entire

2 SCHOOLS
ACROSS PORTLAND PUBLIC SCHOOLS AND WEST-LINN WILSONVILLE

THEMES THIS SUMMER
- It’s a Bird, It’s a Plane, It’s a Camp Fire Kid!!
- Camp Fire World Tour
- Splash Week
- The Great Outdoors
- Lights, Camera, Action
- Gadgets, Gears, and Gizmos
- Legends of the Forest
- Spies, Sleuths, and Secret Agents

FIELD TRIPS AND SPECIAL GUESTS EACH WEDNESDAY
- Mad Science
- OMSI
- Camp Namanu
- Public Park Splash Pads
- Special FX Makeup Magic
- Local Public Parks
- Playgrounds
- Wheels Days (Fridays)

DAILY SCHEDULE
- 7:00 AM | Free Choice
- 8:30 AM | Snack
- 9:00 AM | All Camp Meeting
- 9:30 AM | Unit Meeting
- 10:00 AM | AM Programs
- 11:00 AM | Lunch & Recess
- 12:30 PM | R & R
- 1:15 PM | Split into Spark Finder
- 1:30 PM | Spark Finder #1
- 2:30 PM | Snack
- 3:00 PM | Spark Finder #2
- 4:00 PM | Group Game
- 4:30-6:00 PM | Free Choice

256 TOTAL YOUTH ENROLLED

“We loved the variety and being exposed to new things in manageable doses.”

“My daughter made lots of new friends this summer.”

“It was a great first summer day camp experience. Well organized, fun, and responsive staff and administration.”

"FIELD TRIPS AND SPECIAL GUESTS EACH WEDNESDAY"

“This summer’s around the theme 'It's a Bird, It's a Plane, It's a Camp Fire Kid!!' We had field trips to local attractions like Mad Science, OMSI, Camp Namanu, and public parks. Each week, we also had presentations from special guests, including presentations on Mad Science, OMSI, and Camp Namanu. We also had a special event each week, like a field trip to a local public park or a presentation on special FX makeup magic. We also had a weekly "R & R" period, where we split into different groups for Spark Finder activities. We also had "Wheels Days" on Fridays, where we had a special focus on transportation."

"DAILY SCHEDULE"

“Every day, we had a combination of free choice time, snack, all camp meetings, unit meetings, AM programs, lunch and recess, R & R, and Spark Finder activities. We also had group games during the day. Our schedule was designed to provide a balance of structure and free time, with the free choice period allowing kids to explore their interests on their own. We also had a weekly "4:30-6:00 PM" period, which was free choice time for the entire day. ""
Xplore gon focuses on post-secondary career exploration with middle schoolers in the Camp Fire Middle School Program via themed week-long intensive programming. We provide engaging experiential learning opportunities where students are motivated to learn about careers that matter to them and that aren’t offered during regular school hours. Students build supporting peer relationships with one another, deepen relationships with their Camp Fire mentors, and expand their social sphere to connect with larger community networks, all while building a plan for their post-secondary goals.

**DAILY SCHEDULE**

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>10:00 AM</td>
<td>Breakfast</td>
</tr>
<tr>
<td>10:30 AM</td>
<td>Curriculum Lesson</td>
</tr>
<tr>
<td>11:30 AM</td>
<td>Brain Break</td>
</tr>
<tr>
<td>12:00 PM</td>
<td>Lunch/Free Time</td>
</tr>
<tr>
<td>1:00 PM</td>
<td>Curriculum Lesson</td>
</tr>
<tr>
<td>1:45 PM</td>
<td>Brain Break</td>
</tr>
<tr>
<td>2:00 PM</td>
<td>Curriculum Lesson</td>
</tr>
<tr>
<td>3:00 PM</td>
<td>Head Home</td>
</tr>
</tbody>
</table>

**THURSDAY FIELDTRIPS:**

- Week One: Theater Arts @ Artist Repository
- Week Two: High Ropes Course @ Namanu
- Week Three: Robotics @ OMSI
- Week Four: Lloyd Ice Rink & Bowling
- Week Five: Oaks Park Amusement Park

**FINANCIAL INFORMATION**

**FROM THE AUDITED FINANCIAL STATEMENTS FOR FISCAL YEAR ENDED 6/30/2019**

**REVENUE** $5,506,329

- School-Based Programs $3,008,422
- Camp Programs $1,234,212
- Government Grants $450,193
- Public Support $695,668
- Other Income $86,818
- Sales $31,016

**EXPENSES** $5,035,357

- School-Based Programs $2,259,117
- Camp Programs $1,186,262
- General & Administration $636,974
- Fundraising $291,733

**A FULL COPY OF THE AUDITED FINANCIAL STATEMENTS IS AVAILABLE UPON REQUEST OR MAY BE DOWNLOADED FROM WWW.CAMPFIRECOLUMBIA.ORG**
WAYS TO CONTRIBUTE

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