

AGASSIZ VILLAGE



2021 Annual Report

86

YEARS OF

IMPACTING LIVES



"There was so much I wanted to give them, for they had so little. I wanted them to taste sweetness for the bitterness that was theirs."

–Harry E. Burroughs,
Founder of Agassiz
Village, 1935



BUILDING ON OUR 86 YEAR LEGACY OF SUPPORTING KIDS IN NEED

*a message from
our Executive Director*

Eighty-six years ago, Harry E. Burroughs founded Agassiz Village as a place that would truly transform the lives of underprivileged youth. Today, we continue to build on our founder's legacy. In 2021, hundreds of kids experienced a transformative summer at Agassiz Village enjoying our iconic camp activities while at the same time learning the social and emotional skills to better understand themselves and their emotions, see the potential in themselves and set tangible goals to build more positive relationships.

How we increased our support of kids in 2021:

1. We partnered with Shout Camp from Today's Innovator to refresh our programming and ensure we are offering the most robust curriculum to support today's youth.
2. We added more activities including yoga, fishing, and nutritious cooking.
3. We launched a new year-round Leaders in Training (LIT) program to support teens through high school to become career and college ready.
4. We contracted with Hello Insight to measure the benefits of our Social and Emotional Learning (SEL) program (see our amazing results on page 5).

As we look to the summer of 2022, we plan to increase the numbers of children we served in 2021 by 50%. We know it's imperative that when kids arrive in 2022, staff are prepared. Therefore, we will add a social worker to our summer team, and provide additional training for summer staff in handling difficult behaviors, trauma informed care, and mental health. In addition, we welcome Jaime O'Connor as our new Camp Director. She has over 20 years of experience working at and operating summer camps. We are also excited to introduce Camille Ridge, our new Program Director. Camille started at AV as a camper at age 8 and has been working her way up summer after summer for the last five years.

We know that 2022 won't be without challenges, but with you by our sides, we know we can surmount any obstacle, and ensure that kids have opportunities to have fun, collaborate, explore and thrive. Thank you for your never-ending support.

Yours in gratitude,

Lisa F. Carter, **Executive Director**





ABOUT US

Established in 1935

Agassiz Village is a nonprofit youth development organization whose mission is to “prepare youth for life’s journey.” Through our exceptional summer camp experience and year-long programming, youth develop and practice critical leadership and life-shaping skills that positively impact their futures. For 86 years, children from under-resourced communities from Massachusetts to Maine have come to our 330-acre lakefront overnight camp in Poland, Maine to experience unique learning opportunities, be challenged to discover interests, uncover new skills, make lifetime friendships, and connect with inspiring mentors. In addition, teens in our year-round program, are supported to graduate high-school and prepare to be career/college ready.

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.

Values



HAVE FUN

Creating positive identity through vibrant, joyful experiences.



COLLABORATE

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



EXPLORE

Expanding horizons through exploration and challenge.



THRIVE

Building strong leaders who achieve their potential.



IMPACT

WHO you helped us reach in 2021

352

Youth enrolled in the summer of 2021

100%

of families received financial aid, paying \$144 on average for two weeks of summer camp

19

teens enrolled in the Leaders in Training Program

92%

of youth qualified for free or reduced lunch program/live at 185% of poverty or below

Diversity of Kids Served:

61% Black/African-American

16% Latinx/Hispanic

16% White/Caucasian

1% Asian

6% Other

Top Enrollment Cities:

Boston, MA

Malden, MA

Brockton, MA

Lowell, MA

Portland, ME

Lewiston, ME

97%

of youth demonstrated gains in at least one Social Emotional Learning (SEL) capacity

0

cases of COVID-19

IMPACT

WHAT you helped us achieve in 2021

94%

of youth explored new activities and stepped out of their comfort zone

**over
55%**

of youth grew their self-management, academic self-efficacy, and/or social skills

87%

of staff reported that camp helped them to grow personally and professionally



GROWING UP IS HARD...



Kids came back to camp after a very difficult year and a half. School closures, lack of social interaction, possible financial instability at home, fewer health care touch points...it all takes a toll.

especially during a global pandemic.

That's why kids need camp... kids need **AGASSIZ VILLAGE.**

All young people need a safe place where they can have fun, be themselves, and most importantly, build meaningful relationships.

Camp is a powerful experience, not only because of the hours of outdoor time kids can bank there, but because it teaches habits that can lead to improved long-term mental health.

We know (both intuitively and through evidence-based studies) that kids thrive when they are taught how to identify and manage their emotions, build healthy relationships, and make great decisions. That's why Agassiz Village incorporates its Social and Emotional Learning (SEL) program into all of our camp activities. These tools help the "whole child" by increasing self-awareness, self-management, social awareness, and responsible decision-making skills.

We partner with Hello Insight to measure our positive SEL outcomes and data shows that our campers:

- (1) Increase their ability to reflect and understand themselves.
- (2) Identify positives about themselves and show personal improvement. And
- (3) Set tangible goals to build more positive relationships.




**N
E
V
E
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H**

CAMPER SPOTLIGHT

Thanks to the amazing giving spirit of our community and the dedication of our volunteers, hundreds of children like Neveah had an amazing summer.

We are deeply grateful to each of you who supported our efforts.
Thank you!

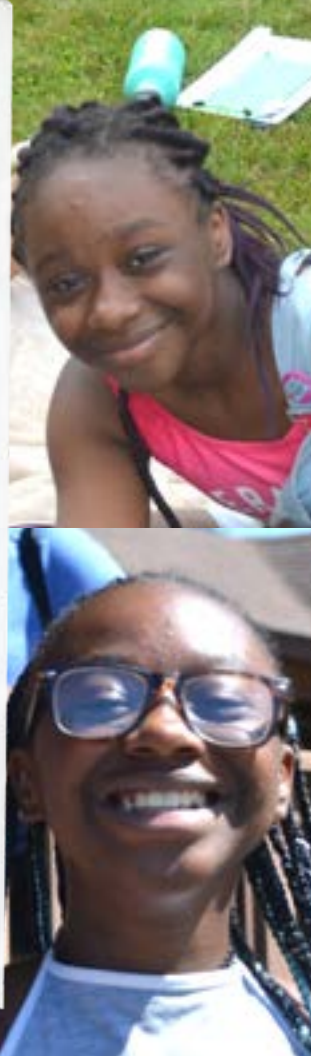




When 15-year-old Neveah stepped off the bus at Agassiz Village this past summer, it was with a long-held anticipation that she took in her first deep breath of the outdoor Maine air, scanned the crowd of fellow campers and counselors for familiar faces, and joined in the joyful singing of her favorite camp songs. Every year, Neveah looks forward to leaving her worries and difficulties from home behind her on the bus and reuniting with what she calls her second family – her Agassiz family – but this year, the arrival at camp was especially exciting. Last summer was Neveah's first time at Agassiz Village since 2019 due to the pandemic, and she needed it more than ever.

“Running camp this year was really important because, without camp for two years, I don’t know what I would’ve done. I’ve just been at home, and I think that’s been bad for myself...and I know a lot of other kids feel that way too. Getting to come here and be out in nature...it’s really good to unplug and let yourself go after everything that’s happened.”

Neveah was ten years old when she left her Brockton home for the first time in 2016 to attend overnight camp at Agassiz Village for two weeks. She knew from her mom and three older brothers, who also went to camp at AV, that she was headed somewhere special, but now she was going to experience it for herself. Camp quickly became both a place where she could start fresh and leave her problems behind and a community where she found the support and tools she needs to grow and become the best version of herself. Neveah fondly remembers her experience climbing the rock wall at the camp's ropes course, an experience she wouldn't get to have anywhere else. As she climbed, hearing the cheers of support from her friends, she says she felt like she could achieve anything. Neveah says she has learned to take that feeling with her beyond the camp gates, applying herself as best as she can to everything she does.



They pointed out that boys need heroes, and that I was a hero to the newsboys of Boston because I have lacked what they have lacked and suffered as they have suffered.



**– Harry E. Burroughs,
Founder of Agassiz Village**

KIDS NEED HEROES

Heroes come in all shapes and sizes. And at Agassiz Village, heroes are everywhere kids turn.



**56% of staff are
former campers**

Staff Heroes: No Cape Needed

Alijah "Flash" O'Connor-Dufresne, Sports Instructor

At the age of 6, I found myself sitting in the back of a police car asking why I couldn't go home and see my mom. In that moment I found my life changing forever. More than anything, in that moment, I wanted to be saved. I wanted a hero to tell me everything would be okay. From that moment, I found myself asking, "What is a hero?"

After two years of moving from foster home to foster home, a kind and loving Vietnamese family took my sister and I in. It was the first time in a long time that I genuinely felt at home. The love and care they gave us made me believe that everything would be all right. I finally thought I understood the answer to that nagging question about heroes.

Then the upheaval began again when my foster parents

STAFF HEROES: NO CAPE NEEDED

moved to Texas, and my sister moved in with her real father, and I was adopted by another family. This time was so difficult, that I struggled to find happiness. For years I found myself living through other people and not really experiencing happiness for myself. The problem with this was at some point I stopped being me and I was just a copy of others.

When I was 16, my new family sent me to Agassiz Village and it was there I found the answer to that old question, "What is a hero?" It was actually quite simple. Heroes are the camp counselors and the staff at Agassiz Village who help kids just like them to be happy even when they are not happy at home. Seeing people have tearful goodbyes at the end of sessions and promises to return the next year made me realize that I wanted to work at AV. I wanted to be a part of the staff, so I could do the same thing these staff members were doing for me for other kids.

This past summer I returned to Agassiz Village as the Sports Instructor. During the day I taught kids of all ages different types of sports and got kids who usually don't like to participate engaged and excited. I was happier than I've ever been. At the end of the summer, I received a lot of notes from the kids telling me how much they loved my classes and they would miss me over the next year. Not going to lie, it made me cry. I'm sure my younger self would be proud of the current me and if you asked me now, "What is a hero?," I would say simply sitting down and talking to someone can make you a hero.



INTRODUCING OUR NEW YEAR- ROUND STAFF



**JAIME
O'CONNOR**

**CAMP
DIRECTOR**

Jaime brings 20 years of experience to her new role as Agassiz Village Camp Director, and enjoys creating a fun, safe camp environment for kids and staff.

**CAMILLE
RIDGE**

**PROGRAM
DIRECTOR**



Camille started at AV as a camper at the age of 8, and has been working her way up ever since. Camille has held nearly every summer staff position at AV, and is passionate about helping youth.

KIDS NEED HEROES

STAFF HEROES

Our summer staff are everyday heroes who worked tirelessly during the pandemic to make sure our campers had the welcoming, joyful, and transformative Agassiz Village experience they deserve.



Kameryn Montimes, Village Leader, & Zafira Smith, Assistant Program Director

2021 SUMMER LEADERSHIP STAFF:

Zafira Smith, Assistant Program Director

Nate Richards, Director of Teens

George Gardner, Waterfront Director

Nicole Fletcher, Activities Director

Jaiden Charles, Village Leader
Jayden Dehaney, Village Leader

Kameryn Montimes, Village Leader

April Brunner, Camp Nurse
Thomas Smith, Head Chef
Alicia Smith, Assistant Chef



"I probably would have never gone to college, if it wasn't for Agassiz village. I wouldn't have known I could have accomplished so much."

KIDS NEED HEROES

ALUMNI HEROES

FIVE DECADES SPENT GIVING KIDS OPPORTUNITIES TO SUCCEED

Alumna Theresa O'Bryant has been dedicated to Agassiz Village since she started as a camper in 1975. Nearly five decades later, we are grateful she has stayed involved as Agassiz Village continues to be a huge part of her life. Theresa had been to other summer camps before but at the age of 13 her family was looking for a summer camp where her siblings and cousins could all attend. One of her cousins was physically challenged and at the time Agassiz Village was accessible for all kids. She would head up to Agassiz Village in the summers to have fun and get out of Mattapan. Her parents knew getting out of Boston in the summers would be beneficial for their kids. Theresa went from camper to Counselor-in-Training to Cabin Counselor to Volunteer to Alumni Committee Vice President to Board Member and now most recently Board President.

"I think I worked at Agassiz for nine years over the summers. Those experiences at Agassiz taught me how to be a leader, and it taught me how to take initiative and how to help others and I value that," said O'Bryant.

"I probably would have never gone to college, if it wasn't for Agassiz Village. I wouldn't have known I could have accomplished so much," she said. O'Bryant holds an undergraduate degree in business, a master's degree in business and a law degree. She spent time as a public defender before being appointed as the Dean of Student Success and Engagement at the Massachusetts College of Liberal Arts, where she works today.

To this day, O'Bryant counts many of her best friends people she met at Agassiz Village and credits the program with helping to make her who she is today.

Board of Directors

Theresa O'Bryant, President

Ben Kern, Vice-President

Jonathan Gillim, Treasurer

Arnie Stewart, Clerk

Allison Burroughs

Ellen Corbett

Cheryl Dalrymple

Che Elwell

Wendy Horn

Leslie Hoyt

Amanda Karomba

Jon Levy

Nimish Shah

Kelly Swaney

Thomas Thrasher

Sean Toland

"At a very young age, they gave us opportunities to lead in a positive way with guidance. You get a chance to try things and test your metal. You don't get that chance in your youth a lot, especially with a safety net and guidance. At Agassiz, you get to see you can do some things," said O'Bryant.

O'Bryant loved having the opportunity to lead a group of kids in song or in an activity where the kids would get a chance to be silly, have fun and do something they can't do at home. "Home is so serious. Home is so stressful. There are not resources, but at Agassiz Village, a kid gets a chance to be a kid whether they are 10 years old or 16 and that means a lot. I was one of those kids and I like having the opportunity to do it for others," said O'Bryant.

When you ask O'Bryant why giving kids the opportunity to attend Agassiz Village is so important she'll say...

"It helps kids to take more risks, try new things and helps inform their world. I think kids deserve an opportunity to see things outside of what's immediately in front of them. A lot of our kids don't get that chance."

Today, you'll find O'Bryant leading Agassiz's Board of Directors, an opportunity she cherishes so she can ensure many more kids get to experience the Village and grow into the adults they were meant to be.

KIDS NEED HEROES

CORPORATE HEROES

1. PUMA

Designing sneakers and teaching our Leaders-In-Training to "Only See Great."



2. MACHIAS SAVINGS BANK

Thank you Machias for doing all the dirty work and cleaning camp from head to toe.



3. WALMART

From landscaping, painting and construction, Walmart employees worked hard to get camp ready to open.

WE'RE GRATEFUL FOR **PARTNERSHIPS THAT HELP KIDS THRIVE**



Loomis Sayles – you continue to amaze us with your incredible financial support, caring employees, dedicated support of our golf tournament and new this year your generous donation of 100 Camper Packs:

- 100 face masks
- 100 hand sanitizer bottles
- 100 reusable water bottles
- 100 dental kits
- 100 t-shirts
- 100 tie dye kits
- 100 journals

Kids loved the journals. It gave them time to reflect on their emotions. The tie dye and tees were important for kids who didn't have enough clothing and the Covid essentials kept kids safe.

4 Loomis Sayles

We thank you for your continued support!



THREE AMAZING EVENTS



**5K FOR
KIDS**



**MAINE
COURSE**



**ANNUAL
GOLF OUTING**

Thank you to our

42

corporate
sponsors

19

fundraising
teams

325

individual donors
& attendees

**TOGETHER RAISING OVER
\$350,000 FOR KIDS IN NEED**

**SAVE
THE
DATE** **2022**

5/22/22

5K FOR KIDS

8/22/22

GOLF OUTING

9/30/22

MAINE COURSE

2021 ALUMNI VOLUNTEER WEEKEND



Cabins
Painted



Garden
Mulched



Toilets
Fixed



Wifi
Upgraded



Debris and
Furniture
Moved

THANK YOU
ALUMNI!

2021 DONOR REPORT

KIDS NEED YOU... Thank you for your amazing support in 2021. Through individual gifts, philanthropic grants, corporate donations and sponsorships, and so much more, you made it possible for Agassiz Village to continue supporting kids during a year when they needed it most.

\$50,000 +

Adelaide Breed Bayrd Foundation
Anonymous
Mabel Louise Riley Foundation
Philanthropy Massachusetts
Ronald Fielding & Susan Lobell

\$25,000 - \$49,999

Cheryl Dalrymple
Commonwealth of Massachusetts
Lawrence J. and Anne Rubenstein Charitable Foundation
Loomis, Sayles & Company
William F. Burdett Trust

\$10,000 - \$24,499

BNP Paribas
Canyon Springs Landscaping
JP Morgan
MarketAxess
Martin & Tristin Mannion

RBC Capital Markets
Stephen McLaren

\$5,000 - \$9,999

Alice Pendleton Stevens Foundation, Inc
Allan & Suzanne Mann
American Holt
Bank of America
Barclays
Cantor Fitzgerald Securities
Christine Kenny
Citi
Community Foundation of Sarasota County
Credit Agricole Corporate and Investment Bank
The Clayson Family
Deutsche Bank
Global Atlantic Financial Group
HSBC
John & Deborah Ayer
Jon Levy
KeyBank National Association
Love, Tito's

Mizuho Securities
Morgan Stanley
Robert W. Baird & Co. Inc.
Raymond James
Richard Rothman
SCOPE - Summer Camp Opportunities Promote Education
Sean & Heidi Toland
Steve Glidden Foundation
Stifel
Seaport Global
TD Securities
Truist Securities
UBS
UltraCamp Foundation
US Bank
Warren & Cindy Burroughs
Wells Fargo
Wendy Horn & Mike Piispanen

\$2,500 - \$4,999

Agnes M. Lindsay Trust
Amherst Pierpont Securities LLC
Arnie Stewart
Ben & Amanda Kern
Carlos & Leslie Hoyt
Citizens Charitable Foundation
David & Jennifer Simmons
George A. Ramlose Foundation
Jefferies
John Goldberg & Julie Faber
Jon Ebacher & Jill Wannemacher
Kari & Dan O'Donnell
Machias Savings Bank
Nutter McClennen & Fish LLP
Scott Migliori

OUR VILLAGE

2021 SPONSORS

It costs \$1,500 to send a camper to Agassiz Village for two weeks. Thank you to Our Villagers who sponsored one or more children in 2021!

Andy Williamson
Arnie Stewart
Ben & Amanda Kern
Carlos & Leslie Hoyt
Cheryl Dalrymple
Christine Kenney
David & Jennifer Simmons
Diane Sammer
Jon Ebacher & Jill Wannemacher
Jonathan Gillim
Joseph & Deborah Ramrath
Joseph Savage
Nimish Shah & Maitri Patel
Theresa O'Bryant
Warren & Cindy Burroughs
Wendy Horn & Mike Piispanen

To sponsor a child in 2022 please visit
<https://www.agassizvillage.org/join-our-village>

Sidney & Deanna Wolk
Simmons Foundation
William & Kathleen Truscott

\$1,000 - \$2,499

Allison Burroughs & Michael Leslie
Andy Williamson
Anne & Brian Emrick
Brooke O'Leary
Charles & Deana Shirley
Chris Akerley
Diane Sammer
Dorothea Osborne
Eastern Bank Foundation
Elizabeth & Michael Lynch
Eric Bouchard
Gerald Flaxer Charitable
Foundation
Isamar Ramirez
Joe Griffith
Jonathan Gillim
Joseph & Deborah Ramrath
Joseph F. Savage
Kelly & Tom Swaney
Kevin Gribben
Leah Grace Kayler
Louise Hirshberg
Max Kagan Family Foundation
M&T Charitable Foundation
Maitri Patel & Nimish Shah
Mark & Melanie Pearlstein
Nancy Monbouquette
Nate Richardson
Patrick Constantine
Peter & Kathleen Leslie
Pinewood Acres Childrens
Charity, Inc.

Randolph USA
Redgate
Sheila Flaherty
Stephen Braun
Stephen Fiorella
Theresa O'Bryant
Town Fair Tire Foundation
Walmart
Wendy Warren

\$500 - \$999

Amy Greenwood
Ann & Dan Lasman
April & Patrick Quinn-Paquet
Bill Munro
Boston Scientific Foundation
Brian & Wendy Casey
Brian Bagdonas
Carol Elwell
Che & Jacki Elwell
Chris McDowell
Cindy Loncar
Dave Knoepp
Dedham Savings Bank
Edward Leary
Ellen & David Corbett
Evan & Michelle Peverley
Frank Graziano
Gerard Lucas & Kathleen Kenney
Glenn Farrell
Greg Pasciucco
Hannah Kilson
Heather Leslie
Iron Works Local 7
Jagruiti & Rahul Patel
John & Susan Leslie
John Wood

Jon Klein
Jonathan & Jennifer Uhrig
Katherine Schneider
Kelley Norton
Kerrie Toole
Kevin & Kathleen LaBree
Kini Udovicki
Lorraine Shamon
Margaret Flynn
Martine Keating
Melissa Sherman
Michael John Remmer Ryzewic
Michelle Arroyo
Nicole Greco
Nicole Piispanen
Peter Joseph
Peter Keller
Peter Palfrey
Peter Sciore
Peter Waszkiewicz
Robert Ullmann & Patricia Wen
Robin & Steven Hauck
Sally Cohen
Sarah Walters & Andrew
Shimomura
Sean Mullen
State Street Foundation
Suzanne Hauck
Terry Baillie
Thomas & Christine Beard
Thomas & Jacqui Gratzner
Thomas Del Carlo
Tim & Kathy Egan
Toni Indresano-DiRuscio
Tricia St. Jean
United Technologies Charity
Trust
Walter Chacon

BY THE NUMBERS

2021
DONORS



642
total
donors

279
new
donors



23




**foundation
gifts**

49



**corporate
donors**

& countless lives impacted!

A person wearing a white helmet, a dark t-shirt, and a green safety harness is climbing a wooden rock wall. The wall is made of horizontal wooden planks and has several black and red climbing holds. The person is positioned in the center-right of the frame, facing away from the camera. The background shows green trees and a clear sky. The overall image has a warm, natural feel.

making **ENORMOUS** strides

**PROGRESS
TOWARDS OUR
2020-2025
STRATEGIC PLAN**



1) FACILITY IMPROVEMENTS

Thank you to The Richard and Susan Smith Family Foundation for funding a full renovation of our health center. In addition, this year we upgraded the electrical in all of the buildings and renovated the Facility Manager's cabin, where they live year-round.

2) ADVANCING OUR PROGRAM

Working with consultants from Shout Camp by Today's Innovators, we added program activities including fishing, cooking and yoga. We improved our Social and Emotional Learning (SEL) program, updated our curriculum and partnered with Hello Insight to validate our outcomes for kids.



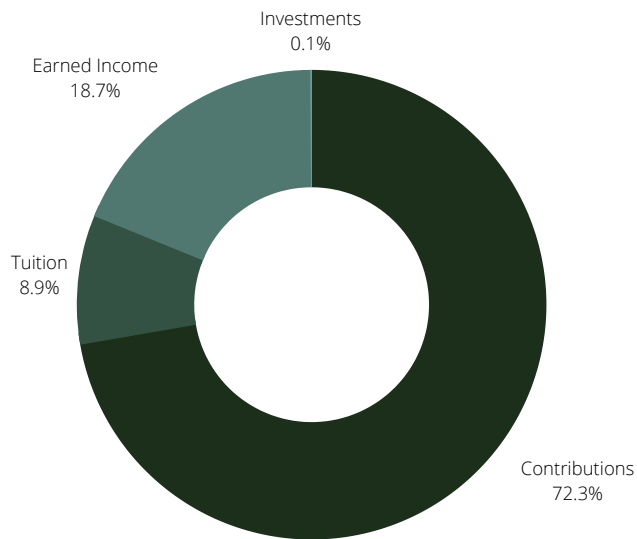
3) FACILITY MASTER PLAN

We are in the process of working with OCBA, a renowned consulting firm to create a Facility Master Plan that will help guide improvements and help us plan for future expansion.

FINANCIALS

**STRONG COMMUNITY SUPPORT LEVERAGED
BY STRONG FINANCIAL STEWARDSHIP**

REVENUE



Contributions: \$992,236

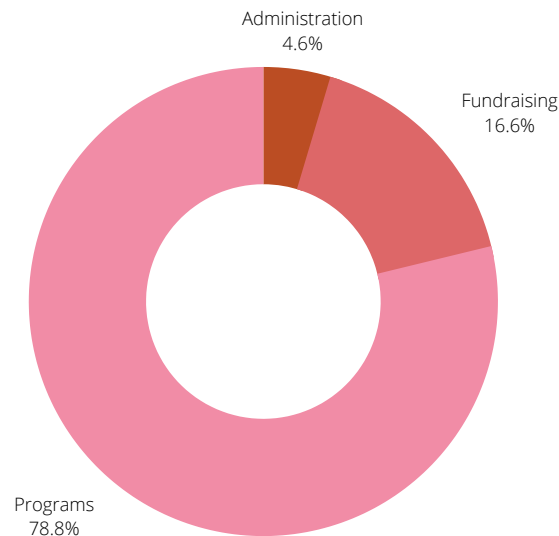
Tuition: \$122,020

Earned Income: \$257,421

Investment Income: \$1,241

TOTAL REVENUE: \$1,372,919

EXPENSES



Administration: \$45,331

Fundraising: \$162,828

Programs: \$773,783

TOTAL EXPENSES: \$981,943

***These are unaudited 2021 financials. Audited financials will be available in May 2022.**

BE A HERO TO A CHILD

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.

LEND A HAND

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

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.

Where can I get more information?
Please visit agassizvillage.org or contact
Lisa Carter, Executive Director, at
781-860-0200 x1006 or
lcarter@agassizvillage.org to learn more.





CONTACT US

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Norwood, MA 02062

781-860-0200

agassizvillage.org