2019 Annual Report

NURTURING NATURE

CAMP JOY

www.camp-joy.org
We are excited about our future. We’re thrilled to share our successes with you through this development and collaboration thanks to Camp Joy’s targeted programs.

Thousands of kids benefited from Camp Joy’s unparalleled transformative experience for our campers. Rather than the exception that we hear from former campers often, sometimes years after their stay with us, many even return as counselors because they want to help, and to be part of something special.

The focus of our philanthropy is to support children-in-need, helping them grow and to go back into their communities as leaders who will make the world a better place. Growing up in a challenging environment—financial, emotional or otherwise—breeds insecurities and severely limits learning options. Medical problems—from diabetes to sickle cell anemia—can rob a child of the everyday joys most of us take for granted. Your support of the Camp Joy Foundation will directly impact a child who desperately needs what they can sometimes only find here.

Our kids leave Camp Joy with more than memories. They leave with relationships—with other kids and with counselors—that last a lifetime. It is the rule rather than the exception that we hear from former campers often, sometimes years after their stay with us. Many even return as counselors because they want to help, and to be part of something special.

The healing powers of nature are well documented, from increases in self-esteem to unleashing creativity. We see it every day at Camp Joy.

It all happens among trees and flowers and paths and walking trails, around campfires and cabin candle chats. The healing powers of nature are well documented, from increases in self-esteem to unleashing creativity. We see it every day at Camp Joy.

This is what Camp Joy is capable of. Providing it is what drives us and there are many ways for you to help. In 2018, the Camp Joy Foundation made it possible for 4,752 youth in need—including low-income, medically challenged and those in foster care—to experience Camp Joy. Your philanthropic support opens this transformational experience to more children who need us.

“Brady has not stopped talking about all of the wonderful experiences he had, all of the great advice and medical knowledge he received, and above all else the life-changing relationships he has made with counselors and campers alike. As I said, ‘Thank you’ just doesn’t seem adequate for the wonderful experience you made possible. Thank you for looking out for Brady this week. Thank you for the pictures and updates you sent throughout the week.

And, thank you for allowing Brady to participate in such a transformative experience.”

Mother of a First-Time Camper with Type-1 Diabetes
$1 Million Legacy Gift Ensures the Camp Joy Impact for Generations to Come

With careful planning and thought, the late Tom and Martha Huheey were able to remember Camp Joy in a special way through their trust. It was their wish to ensure that youth—regardless of physical or financial ability—could experience Camp Joy.

Tom and Martha Huheey were introduced to Camp Joy in the 1990s when they attended our annual Harvest Fest Celebration. They fell in love with Camp Joy’s mission to serve children in need, and valued the outdoor education and enrichment that Joy’s programming provided for youth from disadvantaged backgrounds.

In 2018, the Huheey Trust gifted Camp Joy $1,075,000, fulfilling their wish to support these programs, ensuring outdoor opportunities would continue to lift up our region’s kids. The donation—the largest single gift ever received by Camp Joy—was presented by Judy Gelwicks and Beth Schumacher, the nieces of Tom and Martha Huheey.

Every gift is important to furthering Camp Joy’s mission to help people grow and succeed through life-long experience-based learning. Legacy gifts allow donors to make a designation in a variety of ways from an estate or to honor a loved one.

The Nurturing Nature Initiative: Taking Care of Each Other and Our World

Since 1937 when our founders brought the first group of inner city kids to Camp Joy, our 317-acre footprint has delighted, educated, restored and awed. Through our Nurturing Nature Initiative, we are reimagining and expanding that relationship to Mother Earth to benefit the land and those who draw strength from it.

Our Nurturing Nature Initiative will save and earn money, allowing more people to experience Camp Joy. It will expand our education and training options by providing opportunities to see sustainability in real time. It will reinforce our commitment to the Camp Joy mission and it’s just the right thing to do.

The Camp Joy Nurturing Nature Initiative has three goals:

1. We will be net-zero everything by 2027. That means we will give back to nature exactly what we take from it.
2. We will reduce our use of energy overall. Camp Joy will design and operate its buildings to minimize operating costs and take advantage of green building practices afforded by our climate.
3. We will nurture the needs of our 317-acre home by tapping into the perfectly elegant processes that drive the natural world. We will grow our own food, support wildlife and plant diversity, manage invasive species and responsibly harvest our timber.

Nurturing Nature is well underway. Camp Joy has planted a new fruit tree orchard, brought additional fields on line for crops and initiated a timber harvest. Converting all Camp Joy lighting to LED is saving $10,000 annually. Fuel oil is being phased out, and we are insulating cabins and switching to all-electric everything in anticipation of the move to solar energy. Two acres of mowed grass is being converted to native prairie.

The Bungalow, one of Camp Joy’s original cabins, is being completely rebuilt using timber milled from our own sustainably-harvested forest. It will be powered by renewable geothermal energy, deploy recycled rainwater and feature composting toilets and locally-sourced building materials. The Bungalow will provide a living lesson on how to construct and operate buildings that are in harmony with the environment, and bring the outdoors in by mimicking the rhythm of nature in function and form.

“The possibilities within green design and symbiotic architecture are as limitless as nature itself. And when Camp Joy commits itself and a significant amount of its work effort to this type of agenda it will represent far more than a turning point. It will actuate a turning point in its future, society, and history itself.”

John Picard, Building Efficiency and Sustainability Expert
May 2018
Camps: The Essence of Joy

Exposing kids to the restorative powers of nature is what Camp Joy was founded on. Even as our portfolio has expanded, camps remain central to our mission.

Camp is about providing a safe and fun place for all children—especially those from vulnerable populations—to experience new things and grow. Under the watchful eyes of a talented and dedicated staff, children enjoy days filled with fun and wonder. Along the way, our campers develop independence, self-esteem, challenge by choice, and community. It is the fun and safe place for kids to develop the skills and attitudes necessary for success in today’s world.

Camps is the program most likely to spill fruit punch on the white couch at the dinner party and then weave you a story about Spaghetti the Yeti and how it is all actually part of a grand plot to make the world more colorful. It’s all told with a smile and the eyes that implore you to just believe, “what if …”

In 2018, our Camps Team...

• Served 2,720 campers during summer camp and more than 800 year-round campers.
• Served more than 3,000 kids through week-long and weekend programs.
• Graduated 32 campers in the Fostering Success program.
• Expanded Camp Joy’s reach to Cleveland area youth through the Footpath Foundation.

Outdoor School Program: Better Communities Better World

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McKenna Crews Found her Passion at Camp

At age seven, McKenna was introduced to Camp Joy. Every year following, she continued to come to Camp Joy, building lasting relationships and finding what she describes as her second home. “I tell people all the time that I’m so grateful for being sick because it led me to Camp Joy,” Crews said. “There I found my passion.”

Once she turned 16, McKenna became a camp counselor because she wanted to be a part of Camp Joy “for the rest of her life.” Her sister, Sydney, who is now a senior in high school, will also be a camp counselor this summer.

McKenna is now a student at Ball State University where she is president of the school’s Be The Match chapter, an organization that advocates for student donors to assist people in need across the world. Her top priority is visiting groups around campus to increase the number of ethnically diverse students who are donating bone marrow—a procedure she and her sister underwent for SCID—to try to help people in need get help faster.

We tailor our games, scenarios and discussions to each client’s desired leadership and teambuilding outcomes.

In 2018, Camp Joy’s Outdoor School Program...

• Served 7,658 participants.
• Boasted an average client satisfaction evaluation of 3.85 on a 4.0 scale.
• Undertook major renovations to our living history programs, from rerouting our physical paths for safety and convenience to integrating more history into our characters.
• Began partnering with new organizations through our Student Leadership Program, working not only on leadership development but also suicide prevention and cultures of inclusion.
• Continued to expand offsite programming at schools and parks.

Camp Joy’s Outdoor School Program (OSP) is centered on leveraging nature to help participants learn about themselves and develop skills like group leadership, cooperation and collaboration. We immerse our groups in scenarios grounded in natural surroundings for experiences like ropes courses, living history experiences such as Survival on the Underground Railroad (SURR), and environmental awareness classes like forest and wetland ecology. The goal is to help people of all ages prepare and launch their journey to build better communities and a better world in concert with nature.

OSP has three distinct offerings. Our Faculty Development Program helps teachers and faculty grow as leaders and as coworkers through light hearted games and discussion. Our Student Leadership Program partners with schools, colleges and youth organizations to transform teams and leaders. Our Outdoor Education Program hosts partner schools of 4th-8th graders for overnight stays of one to three days, where teachers pick from our 30 programs that incorporate state standard and Graded Course of Study content but center around the subjects of natural history, cultural history and adventure programming.
Venture Out! (VO) at Camp Joy works with businesses and organizations to enhance team leadership development through experiential education. Our clients tap into our expertise in combining proven research, high impact curriculum, and fantastic facilitation within our environment to create real change. VO creates custom, outcome-focused programs using our internal curriculum, or the curriculum of our clients and high quality facilitators who deliver results. Listed below is our curriculum that we may begin with when working with clients. Our goal is to have participants leave as better leaders, citizens of the world and valuable members of functional high-performing teams.

Team Development
- 5 Behaviors of a Cohesive Team.
- Building Team Identity.
- Earning Trust.
- Creating Mutual Understanding.
- Unleashing Creativity.

Leadership Development
- Leadership Challenge.
- Maximizing Partnerships.
- Vision or Appreciative Inquiry.
- Mindful Leadership.
- Transformational Leadership.

In 2018, Venture Out!...
- Conducted 62 programs.
- Served 1,826 participants.
- Served the nonprofit community by offering them a "Day of Respite."

“Camp Joy was the perfect place for our leadership team to get away from our normal work environment, build stronger relationships in the beautiful camp setting and concentrate on fun challenges to solve together. We still talk about the challenges we met, but mostly we talk about what we would do differently in the one activity where we failed.”

Peter Feil, VP/General Manager, Stober Drives, Inc.

Facilities: Putting the Nurture in Our Nature

317-acres of property, over 50 buildings, a 114,000-gallon outdoor swimming pool, on-site 17,000-gallons per day waste water treatment plant, 15-acres of finish mowing and 10-acres of bush hogging, three miles of roads and pathways and two ponds.

Think our five-person facilities crew keeps busy?

Actually, we’re thinking of renaming them the Nurturing Nature Team because, while they take care of the massive Camp Joy facility portfolio, they’re just as likely to be working with local farmers on crop fields, managing wildlife and implementing the Nurturing Nature Initiative.

In 2018, the Team...
- Converted all Camp Joy lighting to LED.
- Installed new fiberglass doors in cabin and building entry ways.
- Upgraded the Observatory roof retraction system from hand cranks to electric powered winches.
- Created new SURR trails.
- Planted a new fruit tree orchard.
- Installed an additional handrail along the pool walk-in entry.
- Built a new covered bridge.

The team also managed a variety of contract work, including the start of a responsible timber harvest and sustainable row crop agriculture. They also oversaw cabin maintenance such as installing energy efficient windows, updating electrical work, adding decks and building new roofs.
The Summit Country Day School and Camp Joy

Dakota and Camp Joy

“Dakota spent most of the first 15 years of his life in the foster care system and has a twin brother and half-brother who are still in the system. He was in and out of numerous homes, most of which were dysfunctional and treated him as a foster kid, not as part of the family. He told us many stories of ‘adventures’ with his brothers, including not being able to put himself to bed at night, being left alone for days and stealing food to feed his brothers and himself. Dakota was always known as a foster kid who wears a hearing aid. He just wanted to be like everyone else.

“The Summit Country Day School has included Camp Joy experiences in a variety of our programs since 1993. The outdoor experiential education and leadership development programs that define Camp Joy have been a strong complement to our own efforts at providing our students the experiences meant to nurture their personal efforts to become their best selves.

Joy has always been willing repeatedly to brainstorm and discuss leadership programming with us. We have certainly benefited from this collaborative relationship.

Over all these years I have had the pleasure of working with numerous Camp Joy staff and program directors. Each new face has graciously allowed us to continue to be very specific about our expectations with Joy. The staff and leadership at Joy has willingly accommodated our needs and has successfully touched the purposes of our programs. I always remind Joy that they are in no way a singleton program for our community but rather they are very much a part of our bigger picture and share with us in the values of our character-based leadership curriculum.”

Laura Haas, The Summit Country Day School Leadership and Student Activities Coordinator

Camp Joy 2018 Financials

Dakota got to experience Camp Joy even before we adopted him in 2018 and has returned each year. With the encouragement of the counselors, Camp Joy helped him come out of his shell and learn the skills he needs to be successful, like leadership and confidence. Being around other foster care youth made him realize he was not alone. He felt safe connecting with kids who had similar experiences to his own. Camp Joy has given him a love for the outdoors and a sense of adventure.

Camp Joy is one of the few things we see Dakota get truly excited for. He seems to have a voice at Camp Joy that he does not have anywhere else.

Dakota is a good kid who daily lives with the consequences of his parent’s bad decisions. We love him dearly and feel blessed to have him as part of our family. We are very grateful for Camp Joy for the support and encouragement they have been to Dakota.”

Sincerely,
Tim and Sue Ellis, adoptive parents of Dakota

Venture Out!
Otis Williams, Director
Kelly Kessler, Corporate Program Coordinator
Jael Morris, Client Account Manager

Foundation
Gunner Blackmore, Development Manager
Sarah Holtsclaw, Development and Communications Coordinator

Camp Joy Staff

Operations/Facilities
Casey Miller, Operations Director
Debra Beck, Natural Resources Manager
Tammy Earley, Guest Services Manager
Rob Miller, Facility Manager

Challenge Courses
Paul Chapman, Manager
Holt Mellick, Assistant Manager

Housekeeping
Kim Dabe
Lisa Miller

Kitchen
Joni Williams, Assistant Kitchen Manager
Diane Bryant
Mary Gray
Trisha Haines
Ada Haller
Denise Hinke
Ricky Silva
Jody Williams
Anna Wallis

Maintenance
Randy Boldman
Mark Brown

Business Operations
Jennifer Alvis, Business Operations Director
Connie Hillbrooke, Employee Services Manager
Mike Mullally, Business Analyst
Sue Watson, Finance Services Manager

Adjunct and Seasonal Staff
Thank you to the over 100 seasonal and adjunct staff members who help deliver Camp Joy’s programming.
Camp Joy’s Donors: Turning Dreams into Reality

2018 Donors

2018 Donors (Gifts made January 1, 2018 – December 31, 2018)“giving to blind and deaf children.

Camp Joy is grateful to the many organizations, businesses and individuals who give to Camp Joy each year.

2018 Donors

Audrey Duen, friend, camper, and inspiring embodiment of Camp Joy’s spirit, passed away in the late December of 2018. This month commemorates the 12th anniversary of Audrey’s summer camp programming for youth in need.

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2018 Donors


Vision: To inspire our guests to become better people, influence their community and create a better world.

values: Passion, Compasition, Respect, Inclusiveness, Joy.

Camp Joy Legacy Society:
Please remember Camp Joy in your will and trust. Your planned gifts will allow Camp Joy to accomplish great things in our community for years to come. Please reach out to the Camp Joy Foundation if you are interested in discussing your legacy giving. Contact Mike McGathy, Camp Foundation Executive Director at 877-829-9131.

2018 Donors

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