*Warrior Women in the WILD*

**BIG CITY MOUNTAINEERS**
MENTORING URBAN YOUTH OUTDOORS

- Patience
- Treat others as they want to be treated
- Motivate each other
- Ask for what you need
- Willing to learn
- Flexible
- Take care of yourself
- Care for where we are
- B+
Dear Friends,

For Big City Mountaineers to be effective we rely on people, partnerships, and places. “People” refers to the caring adult mentors who build relationships with BCM students and individual donors who make expeditions possible. “Partnerships” are the youth agencies we engage to recruit students, as well as the corporate sponsors and foundations who help outfit and fund BCM expeditions. Finally, “places” are the awe-inspiring landscapes that are the backdrop for our backcountry expeditions. These three elements have blended together for 27 years to provide over 40,000 nights under the stars for kids that lack the access and opportunity to experience such wonderment on their own.

In 2016, we served 27 youth development agencies in Massachusetts, Minnesota, Colorado, Washington, Oregon, California, and Florida. We led 40 week-long expeditions, implemented 14 overnight camps, expanded to Boston, and established our new Boundary Waters basecamp in Minnesota. We engaged 630 students in transformational wilderness experiences. In total, we implemented over 2,100 youth program days in the field with students from across the country.

Since our founding, we have impacted the lives of thousands of children, and we know there is even more we can do to advance our mission. With this in mind, the BCM board approved a 3-year strategic plan to chart a course to develop more impactful programming, increase our relevance, and sustainably grow our organization. Our track record of success, relationships with our funders, and partnerships in the communities we serve provide us with an opportunity to take our work to the next level. If I were to distill the strategic plan down to one theme it would be: to establish the strongest presence possible in the cities where we operate. We don’t want to be a “nice to have;” we want our organization to be instrumental in our partners’ success and to be well-known and well-respected by the communities, businesses, and governments in the cities we serve. The three overarching objectives of the plan are:

1. Great Programs - Provide youth with life altering experiences by investing in the qualities that make our program unique.

2. Strong Partnerships - Deepen our relationships in the communities we serve.

3. Lasting Support - Ensure sustainable funding and broad support for our work by inspiring our donors.

As an outdoor enthusiast, I value my time in nature and recognize the positive impact outdoor experiences have had on my life, and I hope you do too. Unfortunately, not every kid has the opportunity to experience nature and transformational wilderness experiences growing up. BCM’s programming gives kids the chance to take in an endless mountain view, dip their paddle in a lake, find the joy of catching a fish, see the beauty of the Milky Way, and journey alongside a supportive and caring adult mentor. Thank you for your support and partnerships that allows us to provide these experiences for more kids in more places.

Sincerely,

[Signature]
PROGRAM TYPES

Overnight Programs

Colorado only (Coming to Minnesota in 2018!)
8-12 year olds
1:4 youth to mentor ratio
24-hour camping experiences
Instilling critical life skills: teamwork, increased sense of self, responsibility, respect for the outdoor world, and curiosity about nature

Overnight programs maintain BCM's model of working with partner youth agencies to choose the kids who will benefit most from the experience.

Week-long Expeditions

13-18 year olds
1:1 youth to mentor ratio
7-day backpacking or 8-day canoeing trips
Instilling critical life skills: character, citizenship, self-esteem, self-efficacy, goal setting, sharing stories, and transferring learning home

Every expedition includes additional touchpoints: family meetings, day hikes, canoe training, and celebrations.

BCM proudly operates under special use permits from the USFS and NPS, BCM is an equal opportunity service provider and employer.
MISSION:
Big City Mountaineers instills critical life skills in under-resourced youth through transformative wilderness mentoring experiences.

VISION:
A nation transformed by youth connected to and empowered by nature.

VALUES:
Youth – Youth possess power, potential, and resilience. We make organizational decisions based on what will be best for our students.

Nature – The outdoors restores, renews, inspires, and teaches. To experience nature is to unlock our own potential.

Community – Communities provide the context that drives our work – to be inclusive, impactful, and meaningful.

Collaboration – Partnership coaxes fresh perspectives and promotes creative problem solving, enabling us all to succeed.

Accountability – Transparency builds trust. Through a culture of communication we hold ourselves to the highest standards of safety, stewardship of resources, and program delivery.
When we first met John, he was a super enthusiastic kid eager to learn new skills. However, he had a hard time committing and seeing himself through difficult challenges. He first joined us at our Overnight Camp in the Colorado foothills. With the help of a skilled instructor and caring mentor, John thrived at camp and was so inspired by his experience that he wanted to join us the next summer for a second camp!

John was eager to return for another year; however, his agency leader informed us that John had been getting in trouble at school. John wanted to come back to camp as an assistant to help the younger students, but his agency made this opportunity conditional on his good behavior the rest of the school year. Fortunately, this was just the motivation he needed to stay out of trouble. When John came to camp, he set an amazing example for the younger students and assisted us in facilitating activities and helping campers who were homesick or having trouble following directions. His agency leader told us it was an amazing transformation!

"John thrived at camp and was so inspired by his experience that he wanted to join us the next summer for a second camp!"

In his fourth year with BCM, we offered John the opportunity to join us on a week-long alumni expedition. John was honored to attend and, although he was the youngest, he stood out as a leader, opening up about his life and teaching the group many things including persistence and compassion.

John’s newfound confidence continued after the trip and led him to gain leadership roles in multiple other community organizations. He now stands out as a young leader in his community. John caught up with BCM recently and told our program manager how important it was to him to be invited on the alumni trip and the impact it has made on his life.
Ethnicity:
- African American, 18%
- Caucasian, 20%
- Middle Eastern/North African, 1%
- Other, 8%
- Asian American/Pacific Islander, 5%
- Hispanic/Latino(a), 47%
- Native American, 1%

Gender:
- Female, 41%
- Male, 51%
- Chose not to respond, 8%

Age:
- 18+: 5%
- 16-18: 17%
- 13-15: 24%
- 11-12: 21%
- 8-10: 35%
Week-long expeditions: 40
Youth program days: 2,143
Youth agency partners: 23
Have experienced violence at school: 17%
Overnight camps: 14

Qualify for free or reduced lunch: 82%
Come from single-parent or guardian-led households: 45%
Volunteer mentor return rate: 45%

Summit for someone climbers: 70
Miles hiked: 5,320
Rods portaged: 6,350
Nights spent under the stars: 1,846
"I discovered BCM as an AmeriCorps member in Denver and from my first trip as a volunteer I was hooked. I saw the transformation in the young ladies that first trip and it was inspiring. It was that inspiration that encouraged me to become an agency lead in the Northwest. This summer was my 4th trip and I am always excited to see my students' lives transformed." - Jenny Thompson, Executive Director, Police Activities League of Vancouver

"I feel accomplished because we made it to the lake and I never thought I could make it up here." - Cecilia, Police Activities League Student

Collaborative partnership is the lens through which we view all our working relationships. Our partnerships with local youth agencies allow us to target the youth that need an opportunity like BCM the most, and we are able to work with agency staff towards common goals. Youth agency staff go on the expedition with their students, ensuring that the lessons learned on the water or trail are taken back home to the students' homes, schools, and communities.
2016 YOUTH AGENCY PARTNERS

**CALIFORNIA**
- Canal Welcome Center
- East Oakland Boxing Association
- Oakland Lacrosse

**COLORADO**
- Environmental Learning for Kids
- College Track
- I Have a Dream Foundation of Boulder County
- Jefferson Center for Mental Health
- Denver Kids, Inc.
- Denver City LAX
- Colorado, “I Have a Dream” Foundation
- Denver Parks & Recreation
- Big Brothers, Big Sisters
- Hope Communities
- Cole and Boettcher Boys & Girls Clubs

**MASSACHUSETTS**
- SquashBusters

**MINNESOTA**
- Red Wing Youth Outreach
- Sisterhood Boutique
- Family Alternatives
- Cross Plains School District
- Pillsbury United Communities
- Northwest Passages High School

**OREGON/WASHINGTON**
- Oregon Zoo
- Police Activities League
- Volunteers of America
- Project YESS
- Boys & Girls Club of Bellevue

**FLORIDA**
- Touching Miami With Love
Big City Mountaineers expeditions and Overnight Camps would not be the same without our volunteer mentors. Every year, caring adults invest in building relationships with our students using the outdoors as a perfect backdrop for learning critical life-skills.
SUMMIT FOR SOMEONE

Every year, people from across the country take on challenges of their own to support Big City Mountaineers’ Programs. Be it through a guided SFS climb or a personal challenge, these outdoor lovers use their own adventures to give back and help youth experience the power of the outdoors themselves.

"To me, the Summit for Someone Program means a chance to give back. It means a chance to make new friends, reunite with old ones, and participate in an incredible experience in the outdoors with one mission in mind. I'm passionate about the BCM mission because I believe in the transformative power of nature and that every child should have the opportunity to experience it. I also believe that every child deserves the opportunity to feel that they can accomplish things they never dreamt possible. The wilderness mentoring programs of Big City Mountaineers help facilitate both of those beliefs into reality for thousands of youth every year, and I'm very proud and honored to be a part of that effort."

-SFS climber, Sean Estep

2016 CLIMBS!

- Boulder Traverse
- Grand Teton
- Longs Peak
- Mt. Hood
- Mt. Rainier
- Mt. Shasta
- Mt. Whitney, Russell, & Muir
CORPORATE PARTNERSHIPS

Strong partnerships with outdoor industry companies and others have been essential to supplying much-needed gear, funding, and promotional support for our youth expeditions, camps, and Summit for Someone fundraising climbs. A first-time experience in the backcountry is challenging; providing high-quality outdoor clothing and equipment ensures that our kids have a safe, warm, enjoyable, and engaged time during their experience. A positive first exposure is more likely to lead students to return to the outdoors. Through the generosity of our outdoor industry partners, BCM received more than $200,000 of in-kind product support in 2016!

BCM partners with great companies to provide important resources to our youth programs. Whether through program sponsorship, cause marketing campaigns, team engagement, or in-kind donations, our partners are investing in the future of the young people we serve and making our life-changing wilderness mentoring experiences possible. We are grateful for their belief in the BCM mission and their generosity in helping us create more opportunities in the outdoors.
THANK YOU

$50,000+
- Jansport
- DLA Piper
- Active Interest Media

$25,000+
- The North Face
- Timberland
- Eddie Bauer
- Davis Graham & Stubbs LLP
- Any Mountain

$15,000+
- STANLEY
- Polartec
- Planet Granite
- Gibson, Dunn & Crutcher, LLP

$10,000+
- Vibram
- Merrell
- Garmin
- Vasque

$5,000+
- Osprey
- Miami Dade
- BAR
- CLIF
- CBST Mountains
- Home Financing Center
- Zappos
- Vista
- Cascade Designs
- Cravath, Swaine & Moore LLP

2,500 +
- Boeing
- Cascade Designs, Inc.
- City and County of Denver
- City National Bank
- Deuter
- Fox River Mills
- Society
- IBEX Outdoor Clothing
- Mountain Hardwear
- SOLE
- ZEAL Optics

$1000+
- Bluh Zoo, Inc.
- Community Shares of Colorado
- Florida Title & Trust, LLC
- Gibson, Dunn & Crutcher, LLP
- Google AdWords
- Great Divide Brewing Company
- Johnson Outdoors
- Kelty
- Law Offices of Alex D. Sirulnik, P.A.
- Lowa Boots
- M3 Construction Group, LLC
- Mercedes-Benz of Coral Gables

$500+
- Mountain Khakis
- Nemo Equipment
- San Quentin State Prison
- Suncoast Medical Network
- T & S Roofing Systems, Inc.
- TD Gulfstream Partners, LLC
- Tebo Properties
- Tender Corporation
- The Lagunitas Brewing Company
- UBS Financial Services, Inc.
- Vinas & Deluca, PLLC
- Xcel Energy Foundation

$250+
- Big Heart Pet Brands
- Chipotle Mexican Grill
- Greater Horizons
- Hancock Lumber
- Modo Yoga Seattle
- Mountainsmith
- Network For Good
- Notogroup
- Sasquatch Advertising
- Siemens Industry Inc.
- Souza Construction
- The Found Gen, LLC

$250+
- Acemon Corp. DBA Visiting Angels
- Anritsu Company
- Big Agnes
- Coldwater Software
- Fernandez-Bergnes & Associates, P.A.
- Florida Clear Title, Corp
- Gables Insurance Recovery
- GSI Outdoors
- JustGive
- Miami Center for Oriental Medicine Inc.
- Mountain Connection
- PS Financial Services, LLC
- Sanderson Test Prep, LLC
- Sargento Foods Inc.
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- The Law Office of Matthew E. Ladd
- The U.S. Charitable Gift Trust
- Trajan Investments Inc
- TRUIST
- We Play It Forward
- Weinstein & Cohen P.A.
## 2016 FINANCIALS

### Assets, Liabilities and Net Assets

**Assets:**
- Cash and Cash Equivalents: 117,717
- Investments: 54,447
- Contributions and Grants Receivable: 87,326
- Inventory: 263,150
- Fixed Assets: 216,882
- Other Current Assets: 111,727

**Total Assets:** $851,249

**Liabilities and Net assets:**
- Liabilities: $21,626
- Undesignated: 237,798
- Property and Equipment: 216,882
- Temporarily Restricted: 274,943
- Permanently Restricted: 100,000

**Total Net Assets:** $829,623

**Total Liabilities and Net Assets:** $851,249

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### Summary of Revenue and Expenses

#### Program
- Contributions: 695,726
- In-Kind: 72,066
- Other Income: 45,838

**Total: $813,630**

#### Summit For Someone
- Contributions: 177,918
- In-Kind: 137,237

**Total: $315,155**

#### Expenses
- Program Services: 587,699
- Supporting Services: 229,328
- SFS: 289,596

**Total 2016 Expenses: $1,106,623**

**Change in Net Assets:** $22,162
FOUNDATIONS

$25,000+
Caerus Foundation
Cedar Tree Foundation

$10,000+
Benson Family Foundation
George Family Foundation
Smartwool Advocacy Fund
The M.S. Grumbacher Foundation
The Oregon Community Foundation
The Red Wing Shoe Company Foundation

$5,000+
Clif Bar Family Foundation
Dr. Scholl Foundation
East Bay Community Foundation
Mark & Marcene DeYoung Family Foundation
Positive Tracks
The Guardsmen
VF Foundation

$1,000+
Colorado Parks & Recreation Association
Glad To Be Here Foundation
The Arthur Vining Davis Foundation
The Rifkin Foundation
TJX Foundation
Trevor R. Marsh Memorial Endowment Fund

$500+
Arntz Family Foundation
LPL Financial Foundation
Paulsen Family Foundation

$100+
Community First Foundation
Gottlieb Fund
Jewish Community Foundation
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Kimberly Andrade
Monserrat Andrade Gonzalez
Juan Pablo Angeles
Nessrine Ariffin
Bobby Baca
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Nathan Ballard*
Julie Ballou
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Elizabeth Williams / Director of Programs

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