



**BIG CITY  
MOUNTAINEERS**

**2019  
ANNUAL  
REPORT**



# Staff, Board, & National Council Members



## BCM BOARD

Jeff Weidman	Retired Outdoor Retail Executive
Jay Steere	VF Corporation
Andrew LeCuyer	Dish Network
Kevin Hackett	Samsonite
Darren Josey	Polartec
Karen Francis	Univ of San Francisco
Paul Thompson	Hiebing
Reyna Alishio	Altra Running
Rachel Worth	Holman Automotive
Drew Kern	EWM Realty International
Carly Huey	Patagonia
Karma Giulianelli	Bartlit Beck Herman Palenchar & Scott LLP
Christian Weaver	The National Congress of American Indians
Jessie George	Georgia's Own Credit Union
John Andriola	Independent Attorney at Law
Mitsu Iwasaki	Mazamas

## NATIONAL COUNCIL

Matt Kaplan	Vail Resorts
Justin Welsh	Matisia Consultants
Michelle Fleming	Stanley, A Division of PMI
Ben Gipson	DLA Piper
Jeff Labante	Eagle Creek
Porter Draper	Pelley Group
Scott Schreiber	XL Construction
Gary Griffin	Travelers
Roberta Garrison	Baeing (ret)
Paul Andrews and Ciel Lawrence	EverWest
Deborah Beggan	Helly Hansen
Chris Ball	Commercial Real Estate Executive
Amy Fox	Oculus
Beth Cochran	What's Up PR
Nathan Ballard	Keegan & Coppin Co, Inc.
Chris Chandler	Founder
Natalie Bybee	Natalie Bybee Coaching

## BCM STAFF

Megan Aranow	Director of Strategic Partnerships
Fred Sproat	National Program Director
Lance Tsosie	Colorado Program Manager
Anne Howard	Pacific Northwest Program Manager
Doug Sandak	Chief Operating Officer
Amanda Jameson	Community Relations Director
Bryan Martin	Executive Director
Jenna Topper	California Program Manager
Scott Myers	New England Program Manager
Jenny Gaeng	National Program Associate
Bryan Martin	Executive Director & National Program Director

## LETTER FROM BRYAN — EXECUTIVE DIRECTOR

While this report is primarily in service to reviewing and documenting 2019, it would be foolish not to recognize the moment we find ourselves in today. As we belatedly prepare this annual report, our country is being wracked by three defining and ongoing events – the COVID-19 pandemic, a recession, and a reckoning with systemic racism that can no longer be ignored.

The past few months have been hard on BCM – as it has on almost everyone. The summer of 2020 was shaping up to be our biggest year on record – thanks to the successes achieved in 2019 – but sadly, so much has changed in just five short months. From the cancellation of summer programming to ensure the health and safety of our students, to the pain experienced by the Black community due to the very real racial injustices at play in the U.S., we're living in a moment of soul searching and finding untapped reserves of determination when asking ourselves where we go from here.

To be sure, we know that the youth we serve, their families, and our youth agency partners are being immensely impacted by the crises. School closures, shelter-in-place orders, and layoffs are disproportionately affecting families from unfairly marginalized and disinvested communities. Moreover, the generational trauma and violence perpetrated on Black and brown people in this country is shameful – and knowing that it still has purchase in large swaths of our society is enraging. These upheavals have shown me how much work we still have to do to build a stronger, safer, and more equal society.

When I sought the Executive Director position at BCM, I did it because I wanted to deepen my impact in my community and in communities across the country. I wanted to learn from people who I wouldn't ordinarily interact with, and create amazing outdoor experiences for youth with them. Five years later, and my work in seven different cities has taught me many things: Difference enriches us. Humility matters. Representation is key. And, importantly, acknowledging the systemic racism that exists in this country is crucial to finding ways to end it.

Recent years have seen BCM staff going through our own process of organizational reflection, change, and growth with regards to justice, equity, diversity, and inclusion. This was only ever a beginning, and in light of recent events, we are focusing on this work even more. It has already brought about an important amount of new learning and deeper understanding, meaningful shifts in our language and training, new staff members, new board members, and the elevation of important strategic goals.

We recognize that we must strive for increased cultural relevance in the communities we serve, constantly build trust, and challenge ourselves to have difficult conversations about belonging, power and privilege. In 2019, we completed a 3-year Strategic Plan which has Justice, Equity, Diversity, and Inclusion (JEDI) as a core plank. Specifically, we have identified three overarching strategic goals that are guiding our work based on Quality, Culture, and Relevance.

**Quality** – Provide youth with impactful outdoor experiences that intentionally teach, reveal, or enhance critical life skills.

**Culture** – Build an organizational culture that fosters trust and togetherness; and embraces JEDI in all aspects of our work.

**Relevance** – Build stronger relationships with our partners and the communities that we serve.

We believe these strategic goals, and the initiatives that flow from them, will put Big City Mountaineers on a path to being a better service provider and partner for our youth agencies, help BCM put down deeper roots in the cities where we operate, and, above all, create safe, healthful, and inspiring experiences for our students.

We want families, students, and youth agencies to feel confident about participating in BCM programs knowing that we are connected to what truly matters to them. We will listen and learn from the communities that we are engaging. Going forward, BCM will specifically engage in Black, Indigenous, and People of Color (BIPOC)-led community-based coalitions that are fighting for

equality and justice, and amplify their work. We will review our internal policies, curriculums, and programs, to ensure that the decisions we make are an embodiment of JEDI principles. We are also committing to embracing multi-culturalism and diversity within our leadership ranks up and down the organization – from staff and board to volunteers and instructors. These are just a few of the steps that will foster a culture designed to improve our knowledge, capacity, and proximity to our work.

As a white man, I'm acutely aware that I don't have the answers – and my role will be to approach and participate in this discussion with humility. I know I need to do better, and I am doing the work to self-educate with the resources countless people of color have spent time and emotional labor creating. I will use my privilege to call out systemic racism where I see it – and to ensure that BCM is part of the solution, not part of the problem. Lastly, I will be reliant on you, the BCM community, to call me out when I make mistakes – and I am committed to seeing the care in that action and to doing better because of it.

White people in this fight need to have the courage to change, even if it's not comfortable or convenient. We will make mistakes; we will listen to our communities, acknowledge the harm, apologize, offer restitution, learn, do better. It's not easy, but it's so, so important. And I can start with me, and with BCM.

To that end, what follows is a snapshot of BCM through the eyes of our supporters: our Each of these partners in this work – and the people who have gone above and beyond in our partnerships – has a different reason for collaborating with BCM, and together, we're able to make a difference in the lives of youth. Without them, our work wouldn't be possible, and we're grateful to be able to highlight their contributions in this Annual Report.

Thank you for your support, your care, your feedback, and your trust as we work towards a more just tomorrow.

*Bryan Martin*

# Mission, Vision, Values

## 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** – We believe in, and have respect for, youth.

**Nature** – Experiences in nature involve challenge and opportunity for growth. To experience nature is to unlock the potential within oneself.

**Community** – We are constantly striving for more inclusive and connected communities.

**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.



# Financials

	2019	2018	2017
<b>ASSETS</b>			
Cash and Cash Equivalents	568,615	466,939	313,540
Investments	52,302	19,434	9,941
Contributions and Grants Receivable	61,109	190,444	176,692
Prepaid Expenses and Other	6,229	4,970	3,170
Inventory	347,876	309,281	267,636
Property and Equipment, Net	127,433	115,984	119,225
Investments- Endowment	114,108	92,004	103,091
<b>Total Assets</b>	<b>\$1,277,672</b>	<b>\$1,199,056</b>	<b>\$993,295</b>
<b>LIABILITIES AND NET ASSETS</b>			
LIABILITIES	45,073	66,404	50,041
NET ASSETS			
Undesignated	814,478	596,607	394,076
Investment in Property and Equipment	127,433	115,984	119,225
Temporarily Restricted	190,688	320,061	329,953
Permanently Restricted	100,000	100,000	100,000
<b>Total Net Assets</b>	<b>\$1,232,599</b>	<b>\$1,132,652</b>	<b>\$943,254</b>
<b>Total Liabilities and Net Assets</b>	<b>\$1,277,672</b>	<b>\$1,199,056</b>	<b>\$993,295</b>
<b>SUMMARY OF REVENUE AND EXPENSES</b>			
PROGRAM			
Contributions and Grants	871,483	956,031	784,695
Government Grants	32,334	22,142	0
Program Income	22,386	26,420	25,388
In-Kind Support	333,031	338,963	397,362
Other Income	2,5106	(11,522)	99,932
<b>Total Program</b>	<b>\$1,284,340</b>	<b>\$1,332,034</b>	<b>\$1,307,377</b>
SUMMIT FOR SOMEONE			
Contributions	219,649	242,441	266,110
In-Kind Support	56,602	172,245	177,434
<b>Total Summit for Someone</b>	<b>\$276,251</b>	<b>\$414,686</b>	<b>\$443,544</b>
EXPENSES			
Program Services	995,914	992,821	1,080,144
General and Administrative	58,096	79,058	91,928
Fundraising Expenses	136,954	128,624	132,307
Summit for Someone	269,680	356,819	332,911
<b>Total Expenses</b>	<b>\$1,460,644</b>	<b>\$1,557,322</b>	<b>\$1,637,290</b>
<b>Change in Net Assets</b>	<b>\$99,947</b>	<b>\$189,398</b>	<b>\$113,631</b>

# 2019 Organizational Successes

Our goals each year move us to develop more impactful programming, increase our relevance, and to sustainably grow our organization. We strive for a stronger presence in the cities where we operate and to be an instrumental servant leader to our partners. To these ends, BCM is proudest of the following accomplishments.

**30** YOUTH AGENCY PARTNERS



**PERMITTED OUTFITTER IN 12 WILDERNESS AREAS**



**22** PROFESSIONAL INSTRUCTORS WORKED 8,220 HOURS

BCM is rated **GOLD** for fiscal transparency and financial stewardship by GuideStar



**87** CORPORATE SPONSORS CONTRIBUTED AT LEAST **\$1,000**



**55** WEEK-LONG EXPEDITIONS AND OVERNIGHT CAMPS



**600+** STUDENTS ENGAGED



**32** FOUNDATIONS CONTRIBUTED **\$370,000**

**200** SUMMIT FOR SOMEONE PARTICIPANTS RAISED NEARLY \$250,000



**OVER 2,000** UNIQUE DONATIONS TO SUMMIT FOR SOMEONE CAMPAIGNS

**140** Volunteer Mentors and Agency Leaders committed **23,500** hours of service valued at **\$590,000.**

**1,872** NIGHTS UNDER THE STARS



**2,877** YOUTH PROGRAM DAYS IN THE FIELD



**4 STARS** FROM CHARITY NAVIGATOR

CHARITY NAVIGATOR Four Star Charity



**INDIVIDUAL DONATIONS UP 52%**

**FOUNDATION DONATIONS UP 20%**



**\$368,000** IN IN-KIND PROFESSIONAL SERVICES AND TECHNICAL PRODUCT



# Youth Agency Partners

Our partnerships with youth development agencies across the country are the heart and soul of our work at Big City Mountaineers. By offering our trips to seven communities around the country through these partnerships, we're better able to find the youth that might benefit most from a BCM experience.

Youth agency partners are rooted in the needs of their communities through an on-the-ground knowledge of the communities they serve. They are organizations addressing college readiness, cultural celebration, mental health, art and personal expression, natural resources and the environment, and refugee support. They may initially choose to work with us because of the services we provide, but they remain partnered with us due to the quality of experiences we provide.

Banaadir Academy of Math and Sciences in Minneapolis is one such partner. We spoke with Brett Albin, the lead for the BCM partnership, about her experiences with us both administratively and on trips:

### WHAT IS A FAVORITE MEMORY YOU HAVE FROM 2019 WITH BCM?

**“My favorite memory is when we did a starlight paddle in the BWCA. All 9 of us were in the boats. Two kids were in my boat and one said, ‘this is the scariest thing I’ve done.’ The other said, ‘this is the most beautiful thing I’ve done.’”**



### HOW DOES YOUR ORGANIZATION BENEFIT FROM A RELATIONSHIP WITH BCM?

“Our relationship with BCM has nurtured our desire to try new things and take advantage of opportunities. [...] The kids have a sense of trying new things and being open to new opportunities.”

### WHAT DO YOU WANT US TO KNOW ABOUT YOUR RELATIONSHIP WITH BCM?

“I could not be happier with how it’s gone. The experiences my students have had will not be forgotten.”

“My BCM trips with my students are the most powerful trips I’ve been a part of.”

“Getting to see [my students] at school after these trips is powerful.”

### WHY IS ACCESS TO THE OUTDOORS IMPORTANT?

“Because it’s not guaranteed. A lot of the experiences our students had were first time experiences. Some of them may never have another opportunity like this but they will be able to remember this experience. [...] The outdoors is a place for learning to appreciate and rely on your friends.”



# Volunteers

Volunteers are an important part of community involvement in programs at Big City Mountaineers. They come from in and around the communities we serve to provide support for both students and instructors on our trips. We strive for a 1:1 ratio of youth to caring adults on our seven-day expeditions, so that each young person gets personalized attention and feels supported through a BCM experience.

Ellen Long is both a volunteer for BCM and a long-time partner through the organization College Track. She spoke with us about her experiences with BCM from both perspectives:



### WHAT DO YOU WANT US TO KNOW ABOUT YOUR RELATIONSHIP WITH BCM?

“I have volunteered with BCM on three trips in the last two years. BCM is the only program that offers my students an opportunity to extensively explore the outdoors and represent their community. I love all the people who work for or volunteer with BCM. You’ll never meet such an incredible group of people from all sectors of society who will come together to create such a beautiful experience for our youth.”

### HOW DOES YOUR ORGANIZATION BENEFIT FROM A RELATIONSHIP WITH BCM?

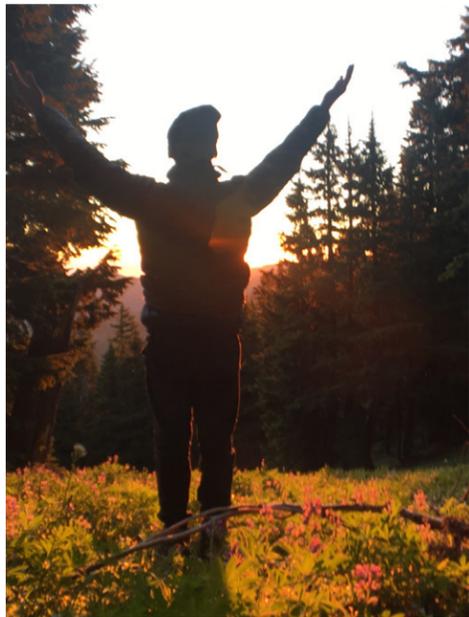
“College Track has partnered with BCM for over 7 years and we value how BCM challenges our students to realize they are valuable and competent enough to achieve their goals. Our organization relies on BCM to plan these trips, work out the logistics, and connect with experts in the outdoors. Before the trip, our students are afraid they won’t be able to live outdoors for a week and depend on themselves as well as others for survival.”

When we return, each student literally transforms and walks with their head higher, their gait more surefooted, and with the swagger of a medalist. Through endurance, commitment, and teamwork, BCM empowers students with knowledge and validates their ability to be resilient in times of difficulty.”

### WHY IS ACCESS TO THE OUTDOORS IMPORTANT?

“The outdoors is for everyone, yet systems and limited resources prevent marginalized people from accessing this shared space. On my last two trips, students noticed that other hikers exhibited body language that indicated they were uncomfortable with my students. My students are people of color and they questioned why others had such an anxious reaction. We were able to have authentic conversations about race and representation in certain spaces, including the outdoors, and why their presence mattered. Not only could they see that they had every right to be out there, but others will also see that they belonged. Additionally, like a turtle that returns home to nest, being a part of the outdoors is returning to our humanity and makes us whole, healthy people.”





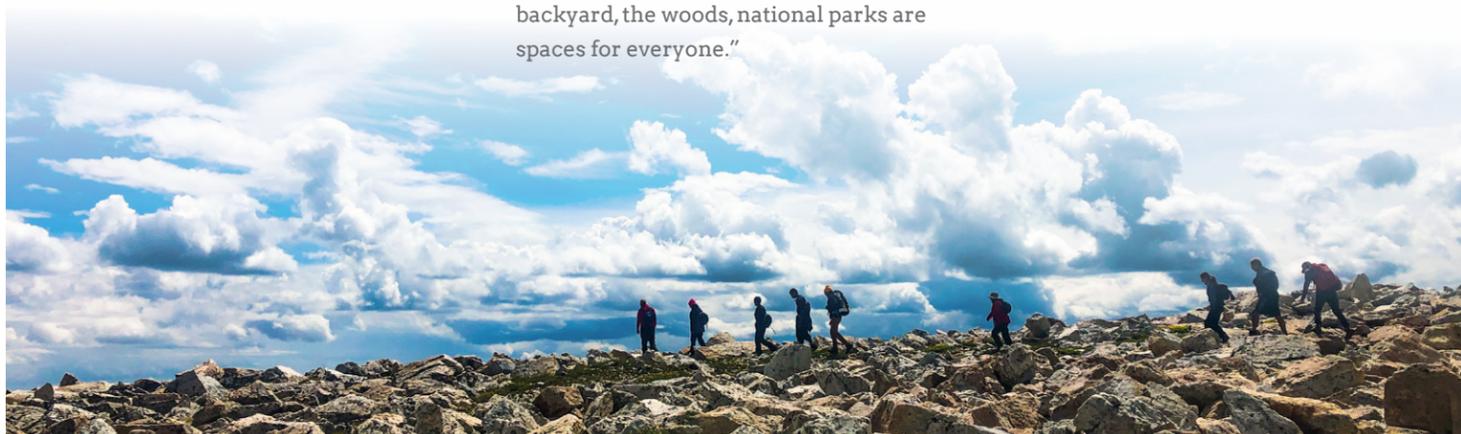
## Instructors

Field instructors are our on-the-ground facilitators that fundamentally shape the student experience. On both seven-day expeditions and overnight camps, they set the tone, offer opportunities for learning, and give the outdoors a touch of the human. Their focus on both physical and emotional safety gives these new experiences the supportive framework needed for true growth.

Marley Miller is a BCM instructor that has been on expeditions in both Colorado and Minnesota. She spoke with us about her experiences in the field:

### WHAT ARE SOME STORIES OR EXPERIENCES THAT YOU TYPICALLY HIGHLIGHT WHEN YOU TALK TO OTHER PEOPLE ABOUT BCM?

"The coolest thing that just blew my mind, because I came from a background of guiding mostly people who looked like me, you know, white folks who come from middle to upper class and kind of had had these experiences before. We definitely have a lot of kids that come in with a lot of background knowledge already, but the coolest thing for me was that, throughout my whole summer, I was only taking out students of color. For me personally, that was one of the most amazing things and why I feel like BCM is different. It's really making an effort to make the natural world inclusive of all. Now, more than ever, it's so important for people to know that their backyard, the woods, national parks are spaces for everyone."



### WHAT DO YOU WANT US TO KNOW ABOUT YOUR RELATIONSHIP WITH BCM?

"It was a little serendipitous that I just stumbled across Big City Mountaineers, through a job search a year and a half ago. Once I started looking into the organization more, I thought, 'Wow, this is something I really want to be involved with, who holds the same values that I do, who is doing really cool things and I just wanted to be a part of it.'"

## Land Management Agency Partners

Land management agencies are the most behind-the-scenes partners at Big City Mountaineers, and are our gateway to recreation on public land. They work closely with each of our Regional Program Managers to support our hopes and ambitions for permit areas with legal access or alternatives. As the eyes and ears in our program areas, they also assist with risk management concerns, helping us ensure that our programs are as safe as possible.

Albert Borkowski works with the US Forest Service. He spoke with us about his experiences working with BCM:

### WHAT DO YOU WANT US TO KNOW ABOUT YOUR RELATIONSHIP WITH BCM?

"BCM makes the world a better place. The opportunities you provide are life changing for kids who otherwise wouldn't get a chance to experience the benefits of the outdoors. The amazing part of BCM is you don't charge the kids to participate; you do it all through fundraising, which is incredible."

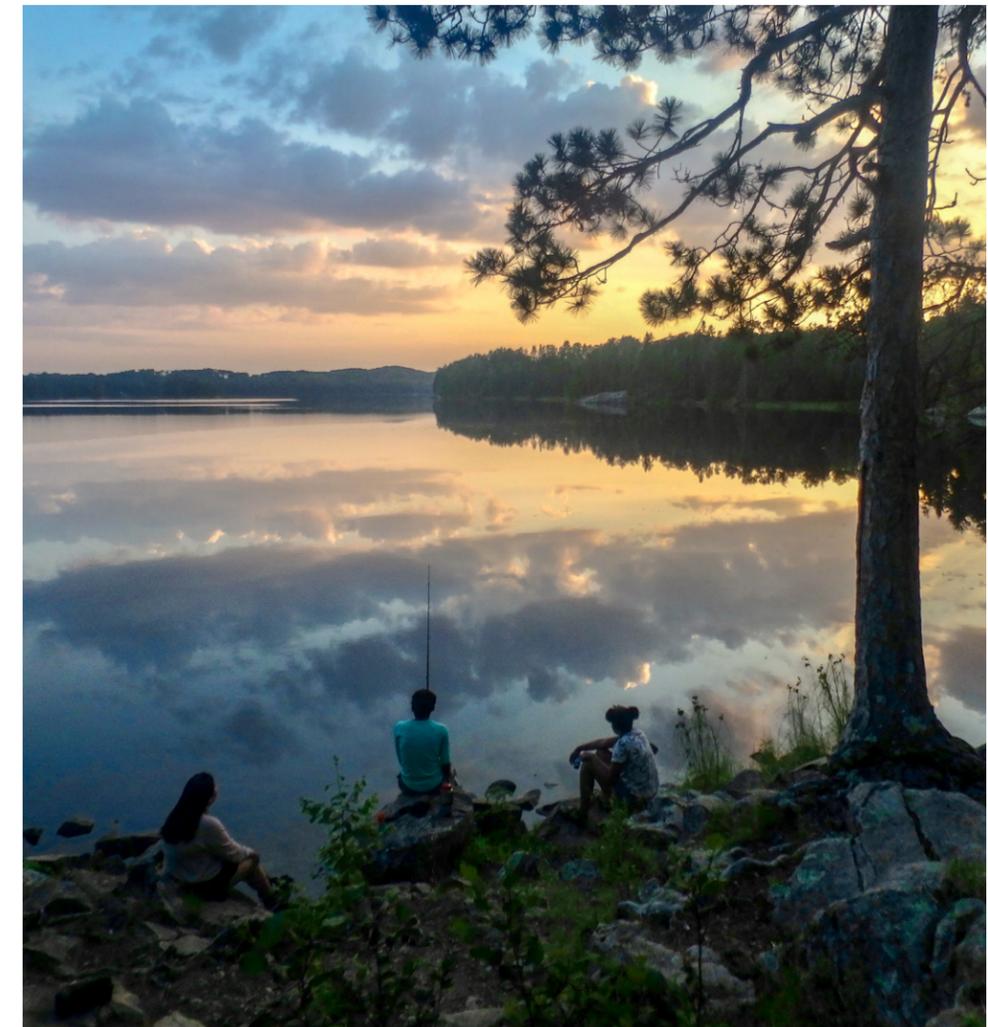
### HOW DOES YOUR ORGANIZATION BENEFIT FROM A RELATIONSHIP WITH BCM?

"My hope is BCM helps people fall in love with nature and their public lands. You protect what you love. Maybe some of the program participants will be future land managers."



### WHY IS ACCESS TO THE OUTDOORS IMPORTANT?

**"I had a fortune cookie that told me three great physicians are time, patience and nature. Nature is most important because it teaches you patience and redefines time. It is our respite from the modern world."**



## Board and National Council

The Board at Big City Mountaineers consists of 18 different people from all around the country, who work in the outdoor industry as well as in broader industries. These voting members are key advocates for BCM, focused on critical issues that will guide BCM into the future. BCM is devoted to bringing more diversity to this leadership body, and have already begun this process: three out of the last four board members were Indigenous or people of color, and the organization has an eye to further diversification in the coming years.

Similar to the Board, the National Council consists of key regional advocates for BCM - but the less-formal structure gives National Council members more flexibility in their support. They are additional eyes and ears, helping us expand our reach, form new connections, and discover new opportunities. From hosting fundraising events to making introductions, their creativity and desire to help truly make a difference.



Robyn Garrison is on our National Council, and has volunteered on five trips in California, Colorado, and the Pacific Northwest. She spoke with us about her experiences with BCM:

### HOW DID YOU FIRST BECOME INVOLVED?

"I first became involved because I was looking for a volunteer opportunity that combined my passion for the outdoors with desire to work with kids—my kids were out of the house and grown up and I wanted to continue to work with kids through sports or other activities. BCM combined my passion for the outdoors and a sense of obligation toward our youth."

### WHAT DO YOU WANT US TO KNOW ABOUT YOUR RELATIONSHIP WITH BCM?

"I just think [BCM] is a really solid program, the aspects are great because it really focuses on developing the youth, provides activities that help them grow and become self-reliant. It's not just the opportunity to get outdoors but really developing kids' self-confidence and self-reliance."

### WHY IS ACCESS TO THE OUTDOORS IMPORTANT?

"It is important for people to get out of the city and away from the stress of day to day life. Experiencing the outdoors can be really fulfilling, and access to nature really alleviates the stress I feel. If kids grow up and only have experience in cities and don't get to experience that other part of the world they are really missing out on something special."

## Summit for Someone

Summit for Someone has been synonymous with Big City Mountaineers for over a decade. Every year, participants climb, hike, bike, run, and paddle to support BCM's youth programming. When someone registers for a Summit for Someone climb, runs in Ragnar race, or chooses their own custom adventure, they are joining a community of outdoor enthusiasts who not only love taking on personal adventures, but feel a desire to help provide access to opportunities in the outdoors for the next generation.





## Summit for Someone Participants

People who support Big City Mountaineers tend to have an affinity for outdoor adventure, but Summit for Someone participants have a personal appetite for mountains - and a desire to share those experiences with others. They go above and beyond by participating in our Summit for Someone guided fundraiser climbs, or by customizing their own fundraising outings through Adventure for Someone.

These trips require extra commitment through the gathering of mountaineering gear, the time off and training, the expense of travel to and from the location, and of course getting the word out to fundraise. We're thankful for participants' altruistic time and efforts, as well as their commitment to #GetOutDoGood.

Schyler Drain is a five-time Summit for Someone participant. He spoke with us about his experiences with BCM:

### WHAT DO YOU WANT US TO KNOW ABOUT YOUR RELATIONSHIP WITH BCM?

"I discovered BCM back in early 2016 through a full-page ad in Backpacker magazine for [Summit for Someone] climbs. I was immediately struck by how awesome that sounded and thought it was the most perfect thing I could be spending my time doing: climbing awesome peaks while also helping to enable others to do the same. I did my first climb in 2016 and loved it. Came back in 2017 and 2018, then did two in 2019, trying to keep involvement with BCM going."

### WHAT STORIES/EXPERIENCES DO YOU HIGHLIGHT WHEN YOU TALK WITH OTHER PEOPLE ABOUT BIG CITY MOUNTAINEERS?

"My 2019 Rainier trip. We were supposed to get up to summit, but there were high winds and we had to wait until the next day. Instead, we went out to a glacier to work on crampon skills and teambuilding. Guides provided the opportunity to enter a crevasse and practice climbing back out. Took turns belaying each other and climbing out of a 60-foot ice crevasse. Learning about different technical skills with the camaraderie of the team was great; the spontaneous opportunity and initiative the guides took was really fun and inspiring. Loved taking photos of the whole experience, too."

### WHY IS ACCESS TO THE OUTDOORS IMPORTANT?

"Access can so easily be lost at the whims of government policies, demand for natural resources in competition with public lands, and environmental impacts. Access helps you to feel a part of that space, see a perspective you don't normally get. It provides an escape from busy, more polluted areas. Access helps you develop a relationship with the land, as well as motivation to protect it and be good stewards of the land. Outdoor spaces provide experiences of inspiration and awe - and access to those experiences must be protected."

## SFS CLIMBER LIST

Aaron Dean	Brett Smith	Grant Buster	Kristopher Cheshire	Ron Renspie
Adam Beherns	Brian Pratt	Heather Ryba	Kyle Adelman	Ross Laorenza
Adam Casey	Brittany Bigley	Iris Sullivan	Kyle Urquhart	Roxanne Fleming
Adam Chojnacki	Brittany Friend	Israel Ulloa	Lauren Stanislaw	Sam Gifford
Adam Goess	Bryant Godoy	Jackie Abreu	Leonard Cannon	Samuel Loy
Adrienne Johnson	Carlos Uribe Vargas	Jacob Gruber	Lisen Kintzele	Sarah Benson
Aleksei Gershun	Carly Hamilton	Jake Donnelly	Lloyd Van Dyke	Sarah Kahermanes
Alexa Henderson	Carmen Contreras	James Kavan	Lori Garfinkel	Sarah Tye
Allegra Lowitt	Casey Cheshire	James Martin	Lynn Oates	Schyler Drain
Ally Russell	Catherine Charleston	James Steinke	Marc Leeb	Scott Hardesty
Owen Eigenbrot	Chris Ridings	Jared Lopez	Maria Shaw	Scott Kessler
Alyssa Neece	Christian Schrader	Jason Greenman	Mark Beezley	Scott Schriefer
Alyssa Olenberg-Meltzer	Christopher Brines	Jeff Hester	Mark Phillips	Sean Estep
Amanda Gearhart	Colleen Lane	Jeff LaBonte	Marta Stone	Sean Koch
Amanda McMahon	Collin Barraugh	Jen Stockbridge	Martin Kelly	Serena Doose
Amy Ford	Connor Sandok	Jennifer Singleton	Megan Aranow	Seth Coakley
Andrea Li	Corinne White	Jessica Blackwell	Meghan Williams	Seth Friedly
Andrew Palmer	Cris Ricario	Joe Niehay	Micaela Giulianelli	Shannon Walton
AnneLisa Butcher	Cyle Cox	Joelle Hamm	Michael DeWitt	Stephanie Mayer
AnneLisa Butcher	Daniel Leep	John Lembke	Michael Gutierrez	Steve Hill
Annsa Huang	Daniel Olig	John Nuttman	Michael Souza	Steve Orlinick
Armond Esmaili	Darice Guittet	Johnny Jesson	Michael Younger	Steven Kutscher
Arvind Nishtala	Darin Wilson	Jordan Hamm	Michelle Perez	Tal Atid
Ashley Pfefferkorn	Darin Josey	Jordan Hussey	Michelle Tellier	Ted Burleson
Asia Arana	David Nguyen	Josh Silvia	Mike O'Connor	TheSimPak 2020 - JMT
Austin Cheney	Deborah Beggan	Joshua Major	Nick Jacobs	Tim Cox
Austin Todd	Denise Rodriguez	Juliana Williams	Nik Nass	Timothy Kang
Becca Songer	Devon Dalzell	Julie Morin	Noelle Couvreur	Timothy Koeth
Ben King	Donald Woods	Justin Barnes	Paige Falk	Tom Brogan
Ben Papps	Dylan Maher	Justin Challain	Paige Wojcukiewicz	Tommy Smith
Ben Williamsen	Edward Bakerman	Justin Welsh	Patrick Davenport	Travis Cabello
Benjamin Whitney	Elizabeth Kitsios	Karen Wylie	Patrick Hawbecker	Travis Roberts
Beth Cochran	Elyse Phillips	Karma Giulianelli	Phil Frias	Trevor Hughes
Billy Grimes	Emma Becher	Katie Tomassetti	Philip and Elizabeth Taylor	Tristan Norbert
Bob Holmes	Eric Voegelé	Kayla Stolte	Quinn Finnigan	Valerie Frey
Brad Quirie	Erik Mumm	Keith Loritz	Reyndon Larimer	Vanessa Wagner
Bradley Butcher	Erin Burk-Leaver	Kenneth Lieb	Robb Harman	Walter Blume
Bradley Dooley	Evan McCarthy	Suzy Stutzman	Robert Schuur	Will Frazier
Bradley Ericson	Geimi Chism	Kerri Healey	Robert Solomon	Yvonne Rivera
Brandon Moffitt	Ginger Davidson	Kristi Thompson	Robynne Murray	

# Brand Partners

Brand Partners are integral to the work of Big City Mountaineers. They provide both in-kind gear donations and financial support, and stay in relationship with BCM through volunteer support on programs, holding fundraising events, and raising awareness with their audiences.

We're particularly grateful for our partnership with Thermacell Repellents, Inc. - our 2019 Brand Partner of the Year. They have an years-long, ongoing commitment to the work BCM does, and have gone a step further by embedding advocacy into their culture. We love it when brands engage in this way, and are excited to expand on this and similar relationships in the future.

Paige Wojcukiewicz works for Thermacell, and volunteered on a trip in 2019. She spoke with us about her experiences with BCM:

## WHAT STORIES OR EXPERIENCES DO YOU HIGHLIGHT WHEN YOU TALK WITH OTHER PEOPLE ABOUT BIG CITY MOUNTAINEERS?

"The thing I carry with me the most is standing on the edge of a pond, talking to some of the youth about how tadpoles turn into frogs. The inspiration, wonder, and curiosity that played across their faces brought so much joy to me. The youth that surrounded me were so amazed."

"On the last night, one of the youth admitted that my openness as an adult with anxiety brought her comfort and she appreciated it. All the youth in the circle agreed that the honest conversation we had under the stars was relatable and they were glad to know that adults, even ones that seem put together, go through the same struggles they do. It was a very humbling experience."

## WHAT WAS YOUR FAVORITE MOMENT FROM YOUR 2019 TRIP?

"Honestly, my favorite memory is a combination of the two above. The youth were so open and honest with each other about their life experiences and emotions. It was so inspiring and heartwarming to see these young people come together and be vulnerable with each other. It gives me hope for the future."



### \$50,000 +



### \$25,000 +



### \$15,000 +



### \$10,000 +



### \$5,000 +



### LESS THAN \$5,000

Sea to Summit	Boeing	Phillips 66	Adventure Medical Kits	North Outdoors	Swakon Design
Wiley X	2050 Partners	Segment	BAC Florida Bank	PG&E	Weinstein & Cohen P.A.
Industrial Revolution	Pro Ski and Mountain Service	T & S Roofing Systems, Inc	Coral Gables Title and Escrow LLC	Greater Horizons - Burns and McDonnell Foundation Matching Gifts Fund	GSI Outdoors
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