ADVENTURES IN LEARNING — LESSONS FOR LIFE
**WILL’S MISSION**

Wilderness Leadership & Learning’s Mission is to provide diverse growth experiences and challenging learning opportunities to inspire and assist youth to make good decisions, become effective leaders, and achieve their goals.

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WILL was re-featured in the 2017-2018 Catalogue for Philanthropy and is honored to have been in the Catalogue since 2012, as one of the best DC community-based nonprofits in the Greater DC region.

“WILL is amazing - every WILL day, I learn new things.” – Ludwin

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**MESSAGE FROM WILL’S PRESIDENT**

Dear Members of the WILL Family and Friends,

The WILL year started off well in October 2019 with the recruitment of a terrific new class of DC youth. When the pandemic disrupted life as we all know it, we had done one-third of our transformative holistic experiential positive youth development programming for the year. In WILL, we believe that challenges create opportunities. Although we could not provide our programming in-person, to continue to engage WILL Youth, we pivoted our approach and did zoom meetings with them that align with WILL’s pillars. We did not graduate the Class in September 2020, but continue to work with them as WILL Class 16.1.

Some of the topics covered during WILL zoom meetings in FY20 included, Systemic Racism, Equity v Equality, Financial Literacy, Resume Writing, Interview Skills, 1st Aid, John Lewis, Delores Huerta, and Hispanic Heritage Month.

WILL welcomed four awesome new Board members, Matt Fleming, Greg Ossi, Luke Sobota, and John Van Etten. We are excited to have these individuals join the WILL family and to the varied wealth experience and expertise they bring to WILL.

In July, the WILL Board, taking into account the pandemic’s impact, exercised good fiscal oversight and governance and approved a Reforecast FY20 budget that called for there to be small loss for the year. Through collective effort, we beat the Reforecast Budget and ended FY20 with a surplus of revenue over expenses.

THANK YOU to everyone who has been involved in the success of WILL’s first 16 years - the schools with whom we partner, our program partners who assist us to provide amazing learning experiences for WILL youth, our volunteers, past and current Board members, the donors and funders who make the work we do possible, and the WILL youth and their families for believing in us and the positive impact WILL has on the youth with whom we work.

WILLiciously yours,
Steve

*There Are No Can'ts In WILL*
WILL’S PILLARS

Wilderness Leadership & Learning is a transformative holistic 12-month, experiential learning, youth leadership, and life-skills development program.

“A word to describe my WILL experience is eye-opening. I did and learned things I never would’ve done or learned if it wasn’t for WILL” – Gabriel

OUR VALUE is found in our FOUR PILLARS:

Leadership & Self-Empowerment
Individual leadership, self-esteem, and confidence growth assist WILL youth increase their appreciation that each has the power and the ability to determine his/her life trajectory, to self-advocate, and to make decisions that lead to self-determination and self-sufficiency.

Critical Life Skills Development
WILL develops critical life skills, which are under-emphasized or not taught in school, such as financial literacy; accountability for behavior; communication skills; the importance of saying “please” and “thank you;” and how to make healthy nutrition decisions, set SMART (Specific, Measurable, Attainable, Relevant, and Time-Bound) goals, and create action plans to achieve them.

Environmental Awareness & Stewardship
Youth become more aware of the world around them and to be better stewards of the environment.

Cultural Awareness & Appreciation
WILL youth learn to be receptive to, to appreciate and to respect diversity and differences in others (e.g., race, gender, religion, country of origin, sexual orientation, and beliefs).

“Through WILL’s Cultural Awareness & Appreciation program days, I learned about different cultures and to embrace our differences and similarities.” – Jennifer

WILL’S PROGRAM

WILL believes that every youth has the potential to succeed and to create a full and meaningful life.

WILL’S CORE PROGRAM ACTIVITIES

- Ropes Course
- Rivers Day
- Holiday Party
- 2 Nutrition & Cultural Awareness/Appreciation Days
- Biases, Diversity & Inclusion Day
- Day at the Newseum
- Bowling
- 3 Days at Karen Noonan Center (Chesapeake Bay Foundation Environmental Education Center)
- 3 SMART Goals Setting & Discussion Days
- 3 Financial Literacy Days
- CPR & 1st Aid
- College Admissions Forum/Expedition Orientation
- Environmental Service Project
- Scavenger Hunt on The Mall
- Day at Mount Vernon
- Canoeing on the Anacostia River
- Service at the Clagett Farm
- 7-Day Expedition on Appalachian Trail
- Graduation

WILL’S ALUMNI SERVICES

- Letters of Recommendation
- Alumni Holiday Lunch
- Summer Picnic

“Because of what I learned I WILL, I won’t throw or leave my trash on the ground and will ask other people to pick up their trash.” – Prince
YOUTH DEVELOPMENT

WILL’s youth development activities are critical to the ongoing growth process by helping WILL youth (1) meet their basic personal and social-emotional needs to be safe, feel cared for, and have value, and (2) to build upon skills and competencies that allow them to be agents of change, and to be effective in their daily lives.

Intertwined with the pillars that support and provide structure for the WILL curriculum/experience is the belief that empathy and compassion - caring about the world in which we live and caring for one’s fellow persons - are essential qualities to be an effective leader.

“During the Ropes Course Day, I learned that I’m full of perseverance and whenever I struggle with anything in the future I won’t give up” – Gwen

EXPERIENTIAL LEARNING

WILL’s experiential learning activities enlarge the life experiences, enhance decision making and life skills, build character, and develop the leadership potential of WILL youth.

Challenging fun and stretching one’s comfort zone on the Ropes Course

WILL youth work on communication and team building skills at the Ropes Course

A new experience - driving the CBF boat during WILL Rivers Day

WILL Rivers Day
Water quality testing on the Anacostia River

“Never in a million years would I have thought I would do the things I did today – drive a boat and hold a fish right out of the water.” – Tayvani
LIFESKILLS DEVELOPMENT

WILL’s life skills development programs develop youth abilities for adaptive and positive behavior, that enable youth to deal effectively with the life’s challenges.

WILL Youth learn about My Plate guide to eating balanced nutritious meals

Preparing a healthy meal at WILL Nutrition & Wellness Day

“Something that I learned today during the WILL Nutrition Day that I will use in my life is the ability to read nutrition labels.” – Ama

WILL teaches us financial literacy so that we know the difference between needs and wants and the importance of living life with financial dignity.” – Timberly

Across the country, we are witnessing and feeling the pain of injustices that Black individuals, families, and communities have suffered for centuries.

The murders of George Floyd, Ahmaud Arbery, and Breonna Taylor have blown the embers long glowing beneath the surface due to scores of countless widely unknown other slayings into a fire calling for and demanding decades of overdue change. Inequality and injustice affect us all and are an albatross around society’s neck keeping us from achieving our best and our collective greatness.

The Fourth Pillar which provides structure and support for the WILL experience is Cultural Awareness and Appreciation – to be receptive to, to appreciate, and to respect diversity and differences in others. We stress that compassion and empathy are essential qualities for one to be an effective leader, and that leaders give to others and their communities.

Individually, our voice may be small, but together our voices are a force. WILL joins others in standing in solidarity with our black, brown, and native brothers and sisters. While we may not all know the same pain and injustice, we do feel it. Our WILL heart organizationally and the heart of each individual in the WILL family is heavy with grief, mourning, and outrage at the wanton killings of people of color.

WILL teaches and discusses SMART Goals with youth. We remind them that goals without plans are dreams and that we are effective and move forward with specific goals and the plans/steps we climb to achieve them. This is a time for action to reach true and real equality in education, health care, housing, and for justice for all (not the justice you can afford): to name a few.

We ask the WILL community (and others) to practice empathy – put yourself in the shoes of people of color who have lived for generations with the weight of negative bias, racism, and bigotry on their shoulders.

In WILL, we say that we all put our pants and skirts on one leg at a time – we are all in this together (and we are)! WILL is committed to working to create a just society that honors humanity.

Together let’s listen, learn, and partner with our brothers and sisters of color; together, with specific goals and the steps we will climb to reach them, we can and will dismantle systems of oppression; together we will build an equitable community. We are in this together and WILL is with you.

With Caring and Respect,
Steve Abraham
President, Wilderness Leadership & Learning, Inc.
**2019-2020 WILL OUTCOMES & IMPACT**

Since 2004, **100%** of youth who have graduated from WILL have graduated from high school or are on track to graduate.

**For 13 years in a row, WILL’s retention rate has been between 62% and 79%, far exceeding the 50% considered excellent for youth development programs**

**WILL’s Pandemic Response**

Due to COVID-19, in March 2020, WILL suspended our normal experiential learning programs. When this happened, we had done approximately one-third of our positive youth development programming for the WILL Year.

In FY20, although we could not provide our programming in person, to continue to engage WILL Youth, we pivoted our approach. We did Zoom meetings with WILL youth every two to three weeks on Saturdays for 2 to 2.5 hours that align with WILL’s pillars. The topics covered are: Systemic Racism, Equity v. Equality, Financial Literacy, Resume Writing, Interview Skills, and 1st Aid.

At the beginning of each session, after check-ins, shout-outs, and celebrating recent birthdays, and before we delve into the main subject for the meeting (noted above), we have discussions on topics that have included: WILL’s Standing Together Statement, John Lewis, Hispanic Heritage Month and Delores Huerta.

**WILL’S DONORS**

We are pleased to recognize our growing community of supporters. Their generosity has allowed WILL to provide diverse, transformative growth experiences and challenging learning opportunities to more than 480 high potential underperforming youth in the Washington, D.C. area. We sincerely thank all those who contribute to WILL and invest in the futures of these incredible youth.

**Foundations/Trusts**

- The Aaron Straus & Lillie Straus Foundation
- Gwyn & Nancy Ackland Memorial Fund
- Amazon Smile Foundation
- Anonymous Foundation
- Robert & Kia Barker Foundation
- Phyllis & Barry Caldwell Charitable Gift Fund
- Chesapeake Bay Foundation
- Chesapeake Bay Trust/NOAA
- A. James and Alice B. Clark Foundation
- Clif Bar Family Foundation
- The Columbia Foundation
- Comcast Foundation
- Dimick Foundation
- EagleBank Foundation
- Carl M. Freeman Foundation
- John Edward Fowler Memorial Foundation
- Genworth Foundation
- Jockey Hollow Foundation
- Corina Higginson Trust
- Marlene & Samuel Halperin Charitable Trust
- Live Like Jack Fund
- The George Preston Marshall Foundation
- Charles H. Miller Charitable Foundation
- The Morningstar Philanthropic Fund
- PayPal Giving Fund
- Share Fund
- Silberstein Family Foundation
- The Albert & Lillian Small Foundation
- The Spiegel Family Fund
- The Steuart Foundation
- Hattie M. Strong Foundation
- Wells Fargo Foundation

“We learn about SMART Goals in WILL so that we can set goals that are important to us and how to set the step by step plans we are going to use to achieve our goals.” – Kimberly
WILL'S DONORS (CONT'D)

Businesses
Anonymous
Catalogue for Philanthropy
Chase Builders, Inc.
Exterior Medics
Flex Capital Partners, LLC
Foley Law Firm
Grosvenor Americas
Han Group LLC
Johnson & Johnson Services, Inc.
Reid Rodell LLC
Rocklands Barbeque & Grilling Co.
Three Crowns LLP
Whole-Tech Solutions, LLC

Individuals
Anonymous
Steve Abraham
Jane Adams
Mary Addison
Steve Amity
John & Barbara Apostle
Becky Balliet
Will Baker
Robert & Kia Barker
Robert King & Deena Barlev
Rob Barnett
Mark & Jeyalene Baron
Justin & Elizabeth Bausch
Chris Belcher
Elizabeth Belmont
Nancy Bent
Ruth Bent
Amy Bersett
Steve & Kristen Best
David Blackwood
Steve Bloom
Marty Bowers
Tricia Braun
Kevin Broderick
John Patrick Brown, Jr.
Tom Jarrett & Mimi Burke
Senta Burke
Barry & Phyllis Caldwell
Hugh Carlson
Tom & Leslie Carr
Bill Casano
Binni Chadda
Robert Chandler
Bill & Anne Charrier
Sig & Susan Cohen
Bob Condit
John Van Etten & Stephanie Connor
William Cooper
Eddie & Shaila Cordone
Cam Coursen
Ambler Cusick
Jack & Caroline Daggitt
David & Sally Daniel
Burr Datz
Cynthia Davenport
Edwin Davis
Geoff Davis
Ham Davis
Kirby & Ann Davis
Lowell Davis
Michael Day IV
Gil & Margaret DeLorme
Caulley Deringer
Tim Detwiler
Rich & Susan DiMaio
Marianne Diwik
Jim Dooley
Beau Dudley
Stephanie Duncan-Peters
Donna Duquette
Mara Duquette
Andrea Dykes
Britni Estes
Sean Falvey
Evan & Amanda Farber
Paul & Gretchen Fearey
Nancy Fearheiley
Carlos & Martha Fernandes
Lisa Fitzpatrick
Adam Fleming
Gail Fleming
Matt Fleming
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Benson & Pamela Forman
Brian & Nancy Ho Foster
David & Vicki Friedfeld
John & Mary Fritsche
Jose Fuentes
Henry & LeChi Gallagher
Leah Galvin
Judith Gay
Jeff Gelman
Jonathan Gerstl
Nick Gill
Jeffrey LaRiche & Sharon Goldenberg
Julian Good
Adam & Liz Goozh
Reggie Grant
Francis & Caroline Grant-Suttie
George Graves
Bonnie & Robert Green
Kirsten Hagen
Ernie & Rosemary Haas
Luke Sobota & Anna Haglund
Carl Hairston
Kevin & Laura Hardy
Albert Hart
Tyna Hepburn
Erik Hoffland
Colleen Hoffman
Scott & Kathy Hoffman
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Dan Humphrey
Steve & Cissy Jackson
Grif & Alix Johnson
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John Kannapell
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Matt Kennedy
Ryan Kilpatrick
Elizabeth Steuart-Kret
Don & Tammie Kirson
Jill Landefeld
Bobbie Larkin
Sarae Leuckel
Lucy Lowenthal
Richard Luchs
John Madden
Gerry Malmo
Paul & Lois Maloney
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Melinda Maxfield
Melissa Maxfield
Michael McElwain
Dave Hagigh & Ellen McRae
Ellie Merritt
Jake Michel
Amy Miller
Chris & Melinda Miller
Kevin & Laura Miller
Mark & Amy Miller
Ben & Elysa Mills
Alice Minkoff
Syl Miniter
Lanny & Barbara Moldauer
Peter O’B. Moore
Leora Motley
Emaan Abdelbaki &
Nicole Naassan
Chris Nenno
Richard & Mary Ella Nenno
Susan Niblock
Laura Nickelhoff
David & Caitlin Nieburg
Kevin & Karen Nimerick
John Nolan
Ned Scharpf &
Tania Odabashian
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Tom Pellegrini
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John Racin
Dave Reeves
Kassie Rempel
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Eddie Reyes
Scott Rhodes
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Liz Rose
Bennett Ross
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Amy Rudnick

Mark & Marissa Ruhe
Jim Sadowski
Michael & Deborah Sauri
Jack & Elizabeth Sharman
Michael Cooperman &
Maria Schiff
Illia Schwartz
Cole Sebastian
Jim & Katie Sebastian
Tomm Sibert
Richard Silberstein
Dave & Anne Simms
Zalma Slawsky
Albert Small
Sonny & Tina Small
Hatton Smith
John & Kim Snedden
Dave & Erin Sobota
Jon Sobota
Thomas Sobota
Anna Spencer
Adam & Ellen Spiegel
Ryan Springer
Cecile Srodes
Guy & Peggy Steuart 2nd
Clint Stinger
Edward Stroud
Brooke Suiter
Ariel Teitel
Tim & Katie Tyler
Tracy VanDuston
Hall Vetterlein
Mark & Mandy Watson
Kevin & Catherine Webb
George Wenchel
David & Theresa West
Adam & Vicki Wickline
Don & Mary Bacon Williams
Richard & Lena Wise
Tom Barr & Minh Woods
Tony & Corrine Zaccagnini
Chris Zavrel
Emily Zavrel
BJ Zelinsky
Philip Zettle

CHECK-IN:
HOW ARE YOU DOING/FEELING?

JOHN LEWIS DISCUSSION QUESTION

“| urge you to answer the highest calling of your heart and stand up for what you truly believe. In my life I have done all I can to demonstrate that the way of peace, the way of love and nonviolence is the more excellent way. Now it is your turn to let freedom ring” – John Lewis

How will you do this?
WILL LEADERSHIP

Stephen H. Abraham
Director & President/CEO

Brian Pelligrini
Director & Chair of the Board
CEO, Associates in Medical Physics, LLC

Chris Nenno
Director & Vice-Chair of the Board
Senior Counsel, Wells Fargo & Company

Greg Ossi
Director & Treasurer
Partner, Faegre Drinker Biddle & Reath LLP

Matthew Roberts
Director & Secretary
Director of Group Benefits, Raffa Financial Services, Inc

Matt Fleming
Director
Portfolio Manager, Brown Advisory

Melissa Maxfield
Director
Senior Strategic Advisor
Corporate and Government Affairs, Comcast Corporation

Luke Sobota
Director
Partner, Three Crowns LLC

John Van Etten
Director

Victoria Wickline
Director
Vice-President, Value Realization, GetWellNetwork

FY20 FINANCIAL HIGHLIGHTS

October 1, 2019 - September 30, 2020 Audited Numbers

REVENUE AND SUPPORT

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<th>2020</th>
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<td>Grants</td>
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<td>Contributions</td>
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<td>Special Events</td>
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<tr>
<td>In-kind revenue</td>
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<td>Other Income</td>
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<td>Releases Temp. Restricted Net Assets</td>
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<td>Total Revenue and Support</td>
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EXPENSES

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<td>Supporting Services:</td>
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<tr>
<td>Management and General</td>
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<td>Fundraising</td>
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<td>Total Support Services</td>
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<td>Total Expenses</td>
<td>256,928</td>
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<td>Change in Unrestricted Net Assets</td>
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<td>Release from temp. restricted net assets</td>
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<tr>
<td>Net Assets – Beginning of year</td>
<td>689,871</td>
<td>518,319</td>
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<tr>
<td>Net Assets – End of year</td>
<td>$698,125</td>
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IN HONOR OF NATIONAL HISPANIC HERITAGE MONTH - BE PROUD OF YOUR PAST, EMBRACE THE FUTURE

"If people don't vote, everything stays the same. You can protest until the sky turns yellow or the moon turns blue, and it's not going to change anything if you don't vote." - Dolores Huerta

Dolores Huerta (not César Chávez, who is given credit for it) said “Si se puede,” which means “Yes, it can be done” or “Yes you can.”

What does this mean to you?

Gracias. Bien hecho – Thank you. Well Done
Some of the words WILL youth have used to describe the Zoom meetings and the information discussed, include: beneficial, compelling, constructive, cool, educational, empowering, encouraging, engaging, enlightening, equity, fascinating, fun, helpful, hopeful, informational, important, interesting, inspiring, motivating, peaceful, powerful, rejuvenating, stimulating, togetherness, unity, uplifting, and useful.