WILDERNESS LEADERSHIP & LEARNING
FY2021 ANNUAL REPORT

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 is Ecstatic to be featured in the 2021-2022 print 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 a great experience; its fun and you learn lots of new skills." - Reggie

MESSAGE FROM WILL'S PRESIDENT

Dear Members of the WILL Family and Friends:

A word to describe WILL's FY21 is *extraordinary*.

Due to the pandemic, we did not graduate the Class recruited in the fall of 2019 in September 2020. We pivoted our approach, and through June 2021, to continue to provide WILL positive youth development programming and continue to provide social and emotional support for WILL youth, we did zoom meetings with them every two to three weeks on Saturdays for 2 to 3 hours that align with WILL's pillars. In July 2021, we re-started in-person WILL programming. As several members of the 2019-2021 WILL Class were getting ready to head to college, to celebrate the group's accomplishments before these individuals went to school, August 14, we graduated the Class. I am more than proud of the WILL youth in this Class who, with grit and commitment to their words, to themselves and their WILL classmates, remained engaged for two years and had an incredible experience.

After a year's hiatus, the WILL Power Party, our signature fundraising event, returned virtually; you can view the virtual WILL Power Party here. We honored Three Crowns LLP as the WILL Partner of the Year for the firm's outstanding commitment to and support of WILL and beat our revenue goal for the Party.

Despite the challenges associated with the pandemic, WILL had an outstanding year, and we ended the year with a six-figure surplus of revenue over expenses.

THANK YOU to everyone who was part of WILL's success in FY21 and who has been involved in the success of WILL's first 17 years - WILL youth and their families for believing in us and the positive impact WILL has on the youth with whom we work, the schools with whom we partner, the donors and funders who make the work we do possible, our program partners who assist us to provide amazing learning experiences for WILL youth, our volunteers, and Board members.

WILLiciously yours,
Steve

ADVENTURES IN LIVING - LESSONS FOR LIFE

WILL'S PILLARS

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

"In WILL, I learned the importance of self-responsibility and to live life with meaning." - Roy

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).

"In WILL, I learned that leadership is not just leading; it is also advocating, supporting, and caring for yourself and others." - Timberly

WILL PROGRAMS

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
- Biodiversity & Environmental Literacy on the Anacostia & Potomac Rivers
- Holiday Party
- Nutrition & Cultural Awareness/Appreciation
- Biases, Diversity, Equity, Inclusion & Social Justice
- Spring Break at the Karen Noonan Center (Chesapeake Bay Foundation Environmental Education Center)
- Financial Literacy & SMART Goals Setting & Discussion
- CPR & 1st Aid
- College Admissions Forum/Expedition Orientation
- Environmental Service
- Scavenger Hunt on The Mall
- Mount Vernon
- Resume Writing & Interview Skill
- Canoeing on the Anacostia River
- Service at Clagett Farm
- 7-Day Backing Packing Expedition
- Graduation

WILL'S ALUMNI SERVICES

- Letters of Recommendation
- Alumni Holiday Lunch
- Summer Picnic

"Something I learned at Mount Vernon is how important it is to remember and learn from the past; not just to remember, but to reflect and to use the lessons from the past to help make the world a better place." - Tania

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.

Service at Clagett Farm

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.

"Through WILL, I learned to plan ahead, to be organized, to persevere when things get tough, and to believe in myself." - Gwen

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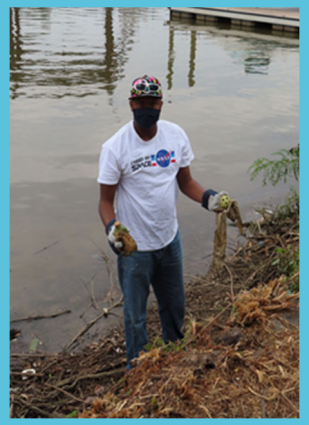
EXPERIENTAL LEARNING

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.



Service at Anacostia Park - WILL Youth removed 300 pounds of trash from the boat ramp and surrounding area at the Park

Canoeing on the Anacostia River

"WILL canoes on the Anacostia for us to have a new experience, to learn about the River, to see wildlife, to learn about the benefits of the wetlands/marsh, and to reinforce our understanding of the benefits of teamwork." - Perla

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.

Above and below are slides used during WILL Zoom sessions with WILL Youth as we continued to provide positive youth development programming and social and emotional support during the pandemic.

"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

2019-2021 WILL OUTCOMES & IMPACT

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

For 14 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

In FY21, through June 2021, WILL continued its pivoted approach to provide WILL programming and social and emotional support for WILL youth with Zoom meetings every two to three weeks on Saturdays for 2 to 3 hours that align with WILL's pillars. The topics covered (some with multiple sessions) were: Equity v. Equality, Financial Literacy, SMART Goals, 1st Aid, Biases, DEI, and Social Justice, Nutrition and Holistic Wellness, a College Admissions Forum, and Leave No Trace Ethics.

At the beginning of each session, after check-ins, shout-outs, and celebrating recent birthdays, we had discussions on topics that included: Hispanic Heritage Month (Delores Huerta), Ruth Bader Ginsburg, What are you thankful for, Indigenous American Heritage Month (several indigenous proverbs), the insurrection at The Capitol, Amanda Gorman's poem *The Hill We Climb,* Black History Month (Mary McLeod Bethune, Barbara Jordan, Duke Ellington Shirley Chisholm, and Mae Jemison), and the efficacy of the COVID vaccine and why it is important to get vaccinated.

Some of the words WILL youth 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, inspiring, motivating, peaceful, powerful, rejuvenating, stimulating, unity, uplifting, and useful.

We re-started in-person WILL programming in July 2021.

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 525 underserved youth in the Washington, D.C. area.

THANK YOU to all who contribute to WILL and invest in the futures of these incredible youth.

Foundations/Trusts

Gwyn & Nancy Ackland Memorial Fund
Amazon Smile Foundation
Anonymous Foundation
Bank of America Charitable Foundation
Walter A Bloedorn Foundation
Bou Family 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
Dimick Foundation
Carl M. Freeman Foundation
John Edward Fowler Memorial Foundation
Genworth Foundation
Goldman Sachs Gives
Jockey Hollow Foundation
Corina Higginson Trust
Live Like Jack Fund
The George Preston Marshall Foundation
Charles H. Miller Charitable Foundation
The Morningstar Foundation
PayPal Giving Fund
Nora Roberts Foundation
Share Fund
Silberstein Family Foundation
The Albert & Lillian Small Foundation
The Spiegel Family Fund
The Steuart Foundation
The Aaron Straus & Lillie Straus Foundation

"If someone asks me whether they should join WILL, I will say Do it! WILL is awesome, and you will be glad you did it" - Jennifer.

Businesses

Anonymous
Brown Advisory
Catalogue for Philanthropy
Chase Builders, Inc.
Cigna
ClearVision Optical
Clorox
Eagle Bank
Exterior Medics
Flex Capital Partners, LLC
Foley Law Firm
General Dynamics
Grosvenor Americas
Han Group LLC
Johnson & Johnson Services, Inc.
JP Morgan Employees Giving i8
Kaiser Permanente
Reid Rodell LLC
Rocklands Barbeque & Grilling Co.
Three Crowns LLP
Whole-Tech Solutions, LLC

Individuals

Anonymous
Jan Abraham
Steve Abraham
Jane Adams
Steve Amity
Christian & Tess Amolsch
John & Barbara Apostle
Becky Balliet
Will Baker
Robert King & Deena Barlev
Rob Barnett
Mark & Jeyalene Baron
Justin & Elizabeth Bausch
Chris Belcher
Amy Bersett
Steve & Kristen Best
Jacob Bishop
David Blackwood
Steve Bloom
Marty Bowers
Tricia Braun
Tom Broge
John Patrick Brown, Jr.
Tom Jarrett & Mimi Burke
Senta Burke
Barry & Phyllis Caldwell
Hugh Carlson
Tom & Leslie Carr
Bill Casano
Binni Chadda
Bill & Anne Charrier
Sig & Susan Cohen
Alexander Compton
John Van Etten & Stephanie Connor
William Cooper
Eddie & Shaila Cordone
Don & Margot Critchfield
Ambler Cusick
Jack & Caroline Daggitt
David & Sally Daniel
Burr Datz
Edwin Davis
Geoff Davis

Prince receives the Jack Bauer Environmental Stewardship Award at WILL 16th Class Graduation

Ham Davis
Lowell Davis
Michael Day IV
Gil & Margaret DeLorme
Caulley Deringer
Pat Boyle & Becky Dernbach
Tim Detwiler
Rich & Susan DiMaio
Marianne Diwik
Kevin Donahoe
Jim Dooley
Glen Drake
Beau Dudley
Stephanie Duncan-Peters
Mara Duquette
Josh Edelman
Joe Ersek
Britni Estes
Sean Falvey
Evan & Amanda Farber
Paul & Gretchen Fearey
Nancy Fearheiley
Linzee Feigenbaum
Carlos & Martha Fernandes
Lisa Fitzpatrick
Adam Fleming
Gail Fleming
Matt Fleming
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Francis & Caroline Grant-Suttie
Clark Gray
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Emily Green
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Jake Michel
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Brian & Jennifer Pellegrini
Tom Pellegrini
Eric Petersen
Bill & Ann Peyser
Jayne Plank
Mark Policy
Brian & Cathy Porto
John Racin
Sriram Rajan
Dave Reeves
Kassie Rempel
Jeff & Caroline Revis
Eddie Reyes

Equality

Equity

"In WILL I learned that I am a great motivator and I will use my voice to encourage others to reach their goals." - Reggie

Scott Rhodes
Deidre Richburg
Nans & Amber Rickhoff
Matt & Elaina Roberts
Gus Umanzor & Laura Romano
Liz Rose
Bennett Ross
Mark & Marissa Ruhe
Jim Sadowski
Lucas Samaras
Richard Sanders
Jack & Elizabeth Sharman
Illia Schwartz
Jim & Katie Sebastian
Tomm Sibert
Richard & Carol Silberstein
Dave & Anne Simms
Albert Small
Sonny & Tina Small
Hatton Smith
John & Kim Snedden
Thomas Sobota
Michael Solomon
Anna Spencer
Adam & Ellen Spiegel

Ryan Springer
Cecile Srodes
David Stack
Chip Stelljes
Elizabeth Steuart-Kret
Peggy Steuart
Ariel Teitel
Joseph Terry
Astrid Thayer
William Toles
Tim & Katie Tyler
Joigie Hayes Tolson
Tracy VanDuston
Hall Vetterlein
Dick Walker
Mark & Mandy Watson
Kevin & Catherine Webb
George Wenchel
David & Theresa West
Steve & Melissa Whiting
Adam & Vicki Wickline
Richard & Lena Wise
Tom Barr & Minh Woods
Tony & Corrine Zaccagnini
BJ Zelinsky
Philip Zettle

WILL Youth & families celebrate at WILL Graduation

WILL LEADERSHIP

Stephen H. Abraham
Director & President/CEO

Brian Pelligrini
Director & Chair of the Board
CEO, Aspekt Solutions

Chris Nenno
Director & Vice-Chair of the Board
Securities Counsel, Clover Health

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

Luke Sobota
Director & Secretary
Partner, Three Crowns, LLP

Matt Fleming
Director
Portfolio Manager, Brown Advisory

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

John Van Etten
Director
Executive Director for Federal Government Relations,
JP Morgan Chase & Co.

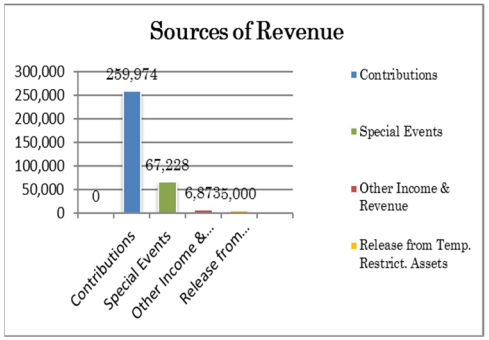
Victoria Wickline
Director
Vice-President, Value Realization, GetWellNetwork

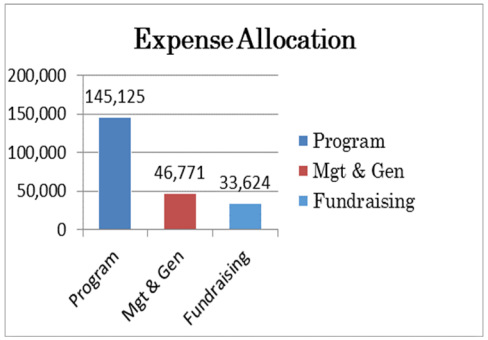
FY21 FINANCIAL HIGHLIGHTS

October 1, 2020 - September 30, 2021 Audited Numbers

REVENUE AND SUPPORT	2021	2020
Contributions	259,974	259,471
Special Events	67,228	- - - - -
In-kind revenue	6,122	2,890
Other Income	751	2,821
Releases Temp. Restricted Net Assets	5,000	- - - -
Total Revenue and Support	**339,075**	**265,182**

EXPENSES		
Program Services	145,125	180,665
Supporting Services:		
Management and General	46,771	61,334
Fundraising	33,624	14,929
Total Support Services	80,395	76,263
Total Expenses	225,520	256,928
Change in Net Assets	113,555	8,254
Release from temp. restricted net assets	(5,000)	- - - -
Net Assets – Beginning of year	698,125	688,871
Net Assets – End of year	**806,680**	**$689,871**





"The word to describe my WILL experience is *opportunity*. WILL gave me and gives everyone the opportunity to be a better person and a better leader; WILL teaches life skills that you can use and will help you in life. Every student should experience the WILL Program."
– Tania

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