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.

Table of Contents

2 Mission Statement
3 Message from WILL’s President
4 WILL’s Pillars
5 Program Activities and Services
10 Outcomes & Impact
11 WILL Donors
16 WILL Leadership
17 FY22 Financial Highlights

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.

“A word to describe my WILL experience is amazing because WILL taught me a lot and how to be a leader.” - Reggie

MESSAGE FROM WILL’S PRESIDENT

Dear Members of the WILL Family and Friends:

A word to describe WILL’s FY22 is dynamic. We celebrated the graduation of WILL’s 17th class. In-person, with COVID protocols, WILL provided our full pre-pandemic curriculum of transformative, holistic, positive youth development programming for DC youth.

WILL youth were engaged in more than 335 hours of quality experiential learning, youth leadership and life skills development programs that are designed to unleash their potential and to develop their inherent strengths, decision-making, and leadership skills. For 15 years in a row, WILL’s retention rate has been between 62% and 79%, far exceeding the 50% considered excellent for youth development programs (we have never been below 50%). 85% of WILL youth reported learning something from the WILL programs in which they participated that will use in their lives, and 94% said that they benefited a great deal from being in WILL.

I am pleased to report that financially FY22 (Oct. 1, 2021 to Sept 30, 2022) was an excellent year, and we ended the year with a six-figure surplus of revenue over expenses.

WILL was selected to be the DC beneficiary of the Taste of the South Gala. The WILL Power Party, our signature fundraising celebration, returned in-person; we honored WILL Partner of the Year - Johnson & Johnson for its exceptional commitment to and support of WILL.

Brian Pellegrini completed three years as WILL Board Chair. Thank You Brian for your leadership and incredible service to WILL.

THANK YOU to everyone who has been involved in the success of WILL’s first 18 years - the 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, our program partners who assist us to provide amazing learning experiences for WILL youth, our volunteers, current and past Board members, and the donors and funders who make the work we do possible.

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.

“Through WILL, I have grown as a person and learned the importance of caring for the environment and others.” - Alex

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 their 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).

“WILL does the ropes course to begin the process for us to believe that we can do anything if we put our minds and selves into it.” - Dulce

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 Skills
- Canoeing on the Anacostia River
- Service at Clagett Farm
- 7-Day Wilderness Expedition
- Graduation

WILL’S ALUMNI SERVICES

- Letters of Recommendation
- Alumni Holiday Lunch
- Summer Picnic

“WILL is a once in a lifetime experience and is a life changing experience that gives you more than you could ever imagine. A word to describe my WILL experience is amazing because the entire experience is just truly amazing.” - Karen
YOUTH DEVELOPMENT

WILL’s positive youth development programs 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 learning and giving back to one’s community are important aspects of WILL. WILL Youth learn that leaders give to others and to their community.

Environmental Service Project - Invasive plant removal at the historic Langston Golf Course on Kingman Island in the Anacostia River

WILL Youth learn about art in the National Gallery during the Scavenger Hunt on the National Mall

“A word to describe my WILL experience is real world. WILL teaches youth approaching adulthood how to be responsible and to live their best life.” - Kevin

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.

Learning the benefits of teamwork on the Ropes Course

“A new experience Driving the CBF boat during WILL’s Rivers Days

Canoeing on the Anacostia River

“A WILL 1st - Caving during the Expedition

“WILL does the ropes course for us to be outside and doing physical activity and to teach us the value of communication and teamwork.” - Daymon
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 and get certified in CPR

During WILL Nutrition Days, WILL youth investigate how much sugar is in beverages

Teaching each other about SMART Goals

Explaining the do’s and don’ts for a good resume

“WILL teaches us SMART Goals to motivate us to improve ourselves by setting doable goals that are important to us.” - Joey

WILL’S 2022 GRADUATION - WILL’S 17TH

September 17, 2022, WILL youth who successfully completed the year gathered with their families and teachers at the Thurgood Marshall Center to celebrate and honor their accomplishments and their year of new experiences and experiential learning. Cole Smith received the Jack Bauer Environmental Stewardship Award given in honor of Jack Bauer, a WILL Board Member and friend, who passed away in December 2012.

“A word to describe my WILL experience is impactful. WILL changed the way I think about the world, others, the environment, and how I think about myself.” - Cole
**2021-2022 WILL OUTCOMES & IMPACT**

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

For 15 years in a row, WILL's retention rate has been between 62% and 79%, far exceeding the 50% considered excellent for youth development programs.

94% of the 2022 WILL graduates reported that they benefited a great deal from being in WILL.

2022 WILL Graduates had a 99% attendance rate at WILL programs.

**2021-2022 WILL Youth Evaluation Survey Results**

WILL youth showed: increases in knowledge and understanding of nutrition, SMART goals and the ability to set them, environmental awareness, financial literacy, leadership, and self-empowerment. WILL Youth also demonstrated improved perceptions about themselves as a result of their WILL experience.

“Thank you for a year filled with life changing experiences—I will never forget the WILL program and everything I got to do in WILL.” - Zach

**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 535 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**

<table>
<thead>
<tr>
<th>Foundation/Memorial Fund</th>
<th>Foundation/Memorial Fund</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gwyn &amp; Nancy Ackland Memorial Fund</td>
<td>Live Like Jack Fund</td>
</tr>
<tr>
<td>Amazon Smile Foundation</td>
<td>Claude &amp; Nancy Keener Charitable Foundation</td>
</tr>
<tr>
<td>Anonymous Foundation</td>
<td>The George Preston Marshall Foundation</td>
</tr>
<tr>
<td>Bank of America Charitable Foundation</td>
<td>Charles H. Miller Charitable Foundation</td>
</tr>
<tr>
<td>Robert &amp; Kia Barker Foundation</td>
<td>The Morningstar Foundation</td>
</tr>
<tr>
<td>Dorothy G. Bender Foundation</td>
<td>Mufson Family Foundation</td>
</tr>
<tr>
<td>Walter A Bloedorn Foundation</td>
<td>Nord Family Foundation</td>
</tr>
<tr>
<td>Bou Family Foundation</td>
<td>PayPal Giving Fund</td>
</tr>
<tr>
<td>Phyllis &amp; Barry Caldwell Charitable Gift Fund</td>
<td>Luther I. Replogle Foundation</td>
</tr>
<tr>
<td>Chesapeake Bay Foundation</td>
<td>Share Fund</td>
</tr>
<tr>
<td>Clif Bar Family Foundation</td>
<td>Shiffrin Family Foundation</td>
</tr>
<tr>
<td>Dimick Foundation</td>
<td>Silberstein Family Foundation</td>
</tr>
<tr>
<td>Ferris Family Foundation</td>
<td>The Albert &amp; Lillian Small Foundation</td>
</tr>
<tr>
<td>Carl M. Freeman Foundation</td>
<td>The Steuart Foundation</td>
</tr>
<tr>
<td>Healy Foundation</td>
<td>The Aaron Straus &amp; Lillie Straus Foundation</td>
</tr>
<tr>
<td>Jockey Hollow Foundation</td>
<td>Hattie Mae Strong Foundation</td>
</tr>
<tr>
<td>Corina Higginson Trust</td>
<td>“A word to describe my WILL experience is knowledge because every day is a new experience and provides knowledge that I did not have and will help me in life.” - Kamren</td>
</tr>
</tbody>
</table>

“Thank you for a year filled with life changing experiences—I will never forget the WILL program and everything I got to do in WILL.” - Zach
WILL'S DONORS (CONT'D)

**Businesses**

Anonymous  
Brown Advisory  
Capital Laser & Skin Care  
Catalogue for Philanthropy  
Chase Builders, Inc.  
Cigna HealthCare  
City First Bank  
ClearVision Optical  
Clorox  
Comcast Corporation  
Eagle Bank  
Exterior Medics  
Faegre Drinker  
Flex Capital Partners, LLC  
Foley Law Firm  
Forbright Bank  
General Dynamics  
Grosvenor Americas  
Han Group LLC  
Johnson & Johnson Services, Inc.  
JP Morgan Chase Employee Good Works  
Kaiser Permanente  
Reid Rodell LLC  
Rocklands Barbeque & Grilling Co.  
Three Crowns LLP  
Tri-State Stone & Building Supply  
Whole-Tech Solutions, LLC  
Wine Berserkers, LLC

**Individuals**

Anonymous  
Jan Abraham  
Steve Abraham  
Jane Adams  
Mary Adams  
Arif & Rachel Ahmed  
Laura Agostini  
Steve Amity  
William Kyle Anderson  
John & Barbara Apostle  
Becky Balliet  
Will Baker  
Robert King & Deena Barlev  
Rob Barnett  
Mark & Jeyalene Baron  
Justin & Elizabeth Bausch  
Warren & Amy Belasco  
Amy Bersett  
Steve & Kristen Best  
David Blackwood  
Jodi Blecker  
Steve Bloom  
Marty Bowers  
Bruce & Sharon Bradley  
Tricia Braun  
John Patrick Brown, Jr.  
Tom Jarrett & Mimi Burke  
Barry & Phyllis Caldwell  
Bill Casano  
Bill & Anne Charrier  
Sig & Susan Cohen  
Julia Collins  
John Van Etten & Stephanie Connor  
William Cooper  
Eddie & Shaila Cordone  
Jorge Costa  
Kathy Cox  
Don & Margot Critchfield

Ambler Cuisck  
Jack & Caroline Daggitt  
David & Sally Daniel  
Burr Datz  
Edwin Davis  
Geoff Davis  
Ham Davis  
Lowell Davis  
Joe Sellers & Laurie Davis  
Michael Day IV  
Gil & Margaret DeLorme  
Caulley Deringer  
Patrick Boyle & Becky Dernbach  
Tim Detwiler  
Rich & Susan DiMaio  
Marianne Diwik  
Jim Dooley  
Glen Drake  
Gary & Tricia Duncan  
Stephanie Duncan-Peters  
Donna Duquette  
Sean Falvey  
Evan & Amanda Farber  
Paul & Gretchen Fearey  
Nancy Fearheiley  
Linzee Feigenbaum  
Carlos & Martha Fernandes  
Lisa Fitzpatrick  
Gail Fleming  
Matt & Christina Fleming  
Mike & Karen Foley  
Benson & Pamela Forman  
Brian & Nancy Ho Foster  
David & Vicki Friedfeld  
John & Mary Fritsche  
Brian Galhouse  
Henry & LeChi Gallagher  
Josh & Erin Galper  
Maria Garcia  
Jeff Gelman

Service at Clagett Farm - 40% of produce grown there is donated to the Capital Area Food Bank

Harold & Doreen Genkin  
Steven & Katie Gewirz  
Jeffrey Gibbs  
Sara Gibbs  
Nick Gill  
John Racin & Sarabeth Goodwin  
Jeffrey LaRiche & Sharon Goldenberg  
Julian Good  
Marcus Goodfellow  
Adam & Liz Goozh  
Reggie Grant  
Francis & Caroline Grant-Suttie  
Bonnie Green  
Kirsten Hagen  
Ernie & Rosemary Haas  
Luke Sobota & Anna Haglund  
Carl Hairston  
Albert Hart  
Elsa Haubold  
Steven Heger  
Tim Kopp & Desi Herschberger  
Laura Hoffman  
Scott & Kathy Hoffman  
William Hoffman, Jr.  
Burnell Holland  
Steve & Louisa Hollman  
Don & Courtney Holmes  
Jane Horn  
Dan Humphrey
Canoeing on the James River during the 2nd Expedition

“I would recommend WILL to a friend because it is an unforgettable experience that helps you become a better person.” - Alex
WILL LEADERSHIP

Stephen H. Abraham
Director & President/CEO

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

Matt Fleming
Director & Vice-Chair of the Board
Portfolio Manager, Brown Advisory

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

Luke Sobota
Director & Secretary
Partner, Three Crowns, LLP

Raysa Leer
Director
Assoc. VP for Financial Affairs,
Univ. of the District of Columbia

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

Chris Nenno
Director
Assoc. Gen. Counsel Securities and Deputy Corp. Secretary,
Clover Health

Rose Quispe
Director
Elementary School Teacher,
DC Public Schools
WILL Grad

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

FY22 FINANCIAL HIGHLIGHTS


REVENUE AND SUPPORT

<table>
<thead>
<tr>
<th></th>
<th>2022</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>369,294</td>
<td>259,974</td>
</tr>
<tr>
<td>Special Events</td>
<td>102,742</td>
<td>67,228</td>
</tr>
<tr>
<td>In-kind revenue</td>
<td>4,722</td>
<td>6,122</td>
</tr>
<tr>
<td>Other Income</td>
<td>2,689</td>
<td>751</td>
</tr>
<tr>
<td>Releases Temp. Restricted Net Assets</td>
<td>- - - -</td>
<td>- - - -</td>
</tr>
<tr>
<td><strong>Total Revenue and Support</strong></td>
<td><strong>479,447</strong></td>
<td><strong>334,075</strong></td>
</tr>
</tbody>
</table>

EXPENSES

<table>
<thead>
<tr>
<th></th>
<th>2022</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>203,805</td>
<td>145,125</td>
</tr>
</tbody>
</table>
| Supporting Services:
  Management and General | 66,913 | 46,771 |
  Fundraising           | 11,783  | 10,453  |
| Total Support Services | 78,696 | 57,224 |
| Direct Special Events Costs | 48,604 | 23,171 |
| **Total Expenses**   | **331,105** | **225,520** |
| Change in Net Assets | 148,342 | 108,555 |
| Release from temp. restricted net assets | - - - - | - - - - |
| Net Assets – Beginning of year | 806,680 | 698,125 |
| **Net Assets – End of Year** | **955,022** | **$806,680** |

“The WILL financial literacy days are important because they teach us about needs and wants, credit and debt, and living with financial dignity.” - Kamren
“I am very glad that I learned about WILL from one of my teachers, attended the information session, applied to be in WILL, and was accepted to this incredible program. Thank you for making my life better, for giving me something to look forward to, for teaching me valuable and useful life skills and lessons, and for getting me out of my shell.” - Daymon