



FARM & WILDERNESS

ANNUAL REPORT 2016

JUSTICE FOR ALL



Equity is more than one of our values, it is the guiding principle in decision-making and organizational operations at Farm & Wilderness. The belief that a diverse community makes us stronger guides us as we:

- Nurture each camper's growing knowledge of self-identity as well as how they identify in a group.
- Promote each camper's comfortable, empathetic interaction with people from diverse backgrounds.
- Foster each camper's capacity for critical thinking about bias, inclusivity, and equity.
- Cultivate each camper's ability to advocate for others and themselves when they encounter bias and use the power of their voice and action to bring positive change.

We spend much time talking with our trustees, staff, and youth about fairness and thoughtfulness in our diverse community. We provide space for conversations about cultural appropriation (in name and practice); we guide camp staff to facilitate workshops on issues of inclusion and equity, while leading by example. At F&W, campers explore their identity and their impact in the community. Topics of gender, non-binary identification, and the construct of race are

commonplace. Young people are forging the tools for making sense of the questions they have, the world outside of F&W, and how to express their views and be heard with strength and conviction.

Much to celebrate in 2016:

- Our staff retention rate remained around 70%.
- Nearly 1,200 campers & staff joined us in 2016, 24% identify as persons of color.
- A record year for giving, as we enter the public phase of our Thrive for 75 Campaign.
- Indian Brook's 75th Anniversary and Dark Meadow alums wielded hammers to nail siding on the new Cozy Lodge, while some toured the site of the newly named "Red Spruce Grove" program near Ninevah.
- Strong enrollment, plus adhering to budgets, and another stellar summer of farm fresh crops bolstered us through the successful year.

As an F&W community that cares, we consider ways to support all our constituents and we seek equity for all; beyond our inclusive community, to wherever we find ourselves. Thank you for your work as part of our extended family. You enable us to thrive and make differences in the lives of our youth and families, for whom F&W provides a refuge, a recharge, social and emotional sustenance, and hope.

In peace,

Janet Green
Janet Green, Clerk, Board of Trustees

Rebecca Thomas Geary
Rebecca Geary, Executive Director

A young person with dark dreadlocks is the central focus, playing an acoustic guitar. They are wearing a white t-shirt with colorful cartoon graphics and a long wooden bead necklace. The background is a blurred crowd of people at an outdoor event, likely a camp, with green foliage visible.

BOARD OF TRUSTEES

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Will Anninger° • Philadelphia, PA
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* Term began August 2016

° Term ended May 2016

THE VISITORS' CIRCLE

The Visitors' Circle is an advisory board of community, non-profit, academic, and private sector leaders who are committed to supporting and advancing the mission of Farm & Wilderness. Members provide counsel to the Board of Trustees and staff, develop and strengthen relationships with alumni, parents, and friends, and foster philanthropic support for Farm & Wilderness.

Richard “Rox” Anderson • James Berkman
McKey Berkman • Carol Browner
Len Cadwallader • Caroline Cope
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Susan Saint James Ebersol • Dan Elias
Susanne Emory • Ian Gamble • Janet Green
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Jeffery Anne Tatum • Phil Villers

On the cover: Red Spruce Grove is a close-knit, warm community of campers who embrace wilderness living, situated on a beautiful meadow plateau near Lake Ninevah.



FINANCIAL REPORT

2016 was another solid year for F&W's core operations. Our total program income, contributions, and investment income were higher than ever while our total expenses were unchanged from last year. At the same time, we also awarded more campership funds than we ever have.

We are grateful to the many supporters of our annual fund, campership fund, the capital campaign and other projects whose gifts helped bolster our financial position. For the first time in our history, our endowment is now well over \$5 million – a fourfold increase from ten years ago! As our endowment grows, the income from these investments grows as well, providing us with funding for camperships and general operations.

Capital improvements in this past year have improved campers' experiences. The new Cozy Lodge at Indian Brook is already a favorite gathering spot for campers, staff and Family Camp.

Our hard work to reduce greenhouse gas emissions over the past ten years has started to reap financial rewards as well. Despite inflation and an increase in the number of campers we serve, our utility (fuel, electricity, and trash removal) expenses are virtually unchanged from what they were a decade ago. Investment in our infrastructure and training has not only increased the safety of our camps but also decreased per capita insurance costs.

As F&W publicly announces our capital campaign, Thrive for 75, we are pleased to assure you of our financial health.


Tonya Orme
Treasurer


Jonathan Wilson
Chief Operating Officer

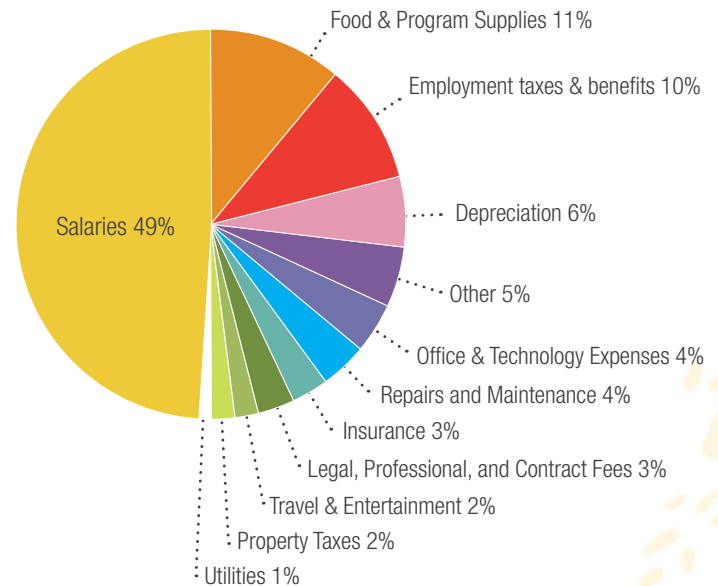
STATEMENT OF ACTIVITIES: FIVE-YEAR SNAPSHOT

Year Ending	2016	2015	2014	2013	2012
Operating Revenue					
Tuition	\$3,725,844	\$3,545,002	\$3,397,714	\$3,082,911	\$3,175,412
Less discounts & camperships	(\$626,720)	\$(564,726)	\$(562,806)	\$(554,915)	\$(492,921)
Reservoir Rental Income (net)	\$314,830	\$309,432	\$241,605	\$221,100	\$211,398
Contributions	\$1,687,067	\$1,177,356	\$354,667	\$679,803	\$478,259
Investment Income	\$188,454	\$170,216	\$160,992	\$160,833	\$159,641
Other Revenue	\$263,792	\$284,314	\$230,622	\$303,128	\$244,918
Total Revenue	\$5,553,267	\$4,921,594	\$3,822,794	\$3,892,860	\$3,776,707
Functional Expenses					
Program Expenses	\$2,993,762	\$2,916,289	\$2,855,634	\$2,794,510	\$2,620,252
General & Administrative	\$997,025	\$1,114,940	\$921,158	\$919,156	\$831,681
Fundraising	\$379,363	\$337,190	\$271,531	\$132,431	\$237,371
Total Expense	\$4,370,150	\$4,368,419	\$4,048,323	\$3,846,097	\$3,689,304
Net Asset Change <i>(before other changes)</i>	\$1,183,117	\$553,175	\$(225,529)	\$46,463	\$87,403
Total Other Changes	\$132,630	\$140,304	\$472,420	\$185,401	\$243,519

STATEMENT OF FINANCIAL POSITION

Year Ending	2016	2015
Assets		
Cash	\$126,122	\$254,736
Accounts Receivable	\$33,376	\$28,997
Pledges Receivable	\$1,006,699	\$100,221
Other Assets	\$96,261	\$98,186
Investments	\$5,557,587	\$4,547,172
Land, Buildings, Equipment	\$5,090,223	\$4,754,974
Total Assets	\$11,910,268	\$9,784,286
Liabilities		
Accounts Payable	\$46,646	\$86,018
Accrued Expenses	\$65,523	\$69,571
Unearned Tuition	\$746,559	\$811,400
Unearned Lease Fees	\$300,363	\$314,666
Bank Notes	\$240,477	\$207,678
Total Liabilities	\$1,399,568	\$1,489,333
Net Assets		
Unrestricted	\$5,585,925	\$5,186,372
Temporarily Restricted	\$2,629,796	\$2,482,621
Permanently Restricted	\$2,294,979	\$1,525,960
Total Net Assets	\$10,510,700	\$9,194,953
Total Liabilities & Net Assets	\$11,910,268	\$10,684,286

USE OF FUNDS IN 2016



“I learned that I am a lot stronger than I thought I was. I now know that I am powerful and I am valued in my community. I learned that I enjoyed things I never thought I would enjoy, like using an ax or carving.”

-Red Spruce Grove Camper



FARM FACTS

200 gallons of fresh F&W milk was donated to local food pantries

9,287 pounds of organic vegetables were grown: we've nearly **doubled** the amount of farm-fresh food provided to our camps since 2009



CAMP FACTS

638 overnight campers, 446 returning (70% retention)

221 day campers, 132 returning (60% retention)

21% overall diversity rate

12 represented their camp constituents as camper council members



CAMPERSHIP

\$420,050 awarded in camperships

181 campers received camperships

12% increase in campership funds over 2015



COMMUNITY HIGHLIGHTS

936 community members donated more than **\$2,038,000** in 2016

2 out of 3 donors are past and current camper families & alumni

75 years celebrated by Indian Brook at the Alumni Reunion



2017 SUSTAINABILITY REPORT

We have completed an annual greenhouse gas inventory since 2009. This process helps us understand our impact on the environment and practice better environmental stewardship, lessening our contribution to global climate change through responsible resource use. Analyzing resource use allows us to continue in our mission to live closely with the natural world in all areas of operations.

In many areas, Farm & Wilderness operates relatively “off-the-grid.” For example, composting all organic material, including human waste, and housing campers in cabins without electricity.

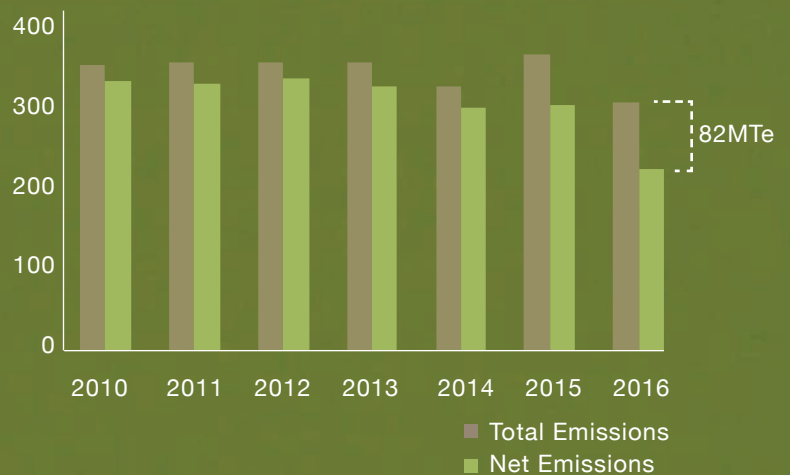
Additionally, we have been increasing efficiency within building operations. Continuing these operational initiatives, replacing inefficient appliances, using more efficient fuel to run these appliances, transitioning from fossil fuels to the use of F&W’s new solar capacity where possible, and retrofitting buildings to conserve energy loss from these appliances, will all contribute to further emissions reductions.

A CLOSER LOOK: THE IMPACTS OF COMPOSTING

This chart displays the importance of F&W’s composting program as a greenhouse gas emissions offset. The brown shows total emissions, the green shows net emissions after subtracting the amount of emissions avoided by composting.

Farm & Wilderness’ aerobic composting program (turning compost regularly and monitoring the temperature) reduces the amount of greenhouse gases that would otherwise be released if those materials decomposed without intervention.

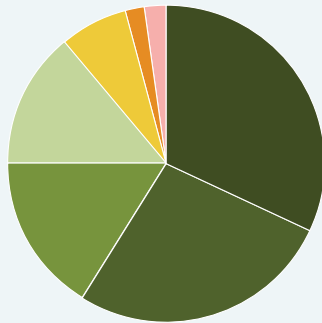
TOTAL V. NET GREENHOUSE GAS EMISSIONS, 2010-2016



Composting at F&W resulted in the avoidance of **82 metric tons of CO2 emissions**, or 27% of F&W’s total greenhouse gas emissions for 2016.

GREENHOUSE GAS INVENTORY RESULTS

In 2016, F&W operations were responsible for the emission of **303 metric tons** of equivalent carbon dioxide (MTeCO₂).



GHG EMISSIONS 2016
363 tons CO₂e

- Buildings 32%
- Vehicles 27%
- Commuting 16%
- Agriculture 14%
- Outsourced Transit 7%
- Office Paper 2%
- Air Travel 2%

F&W organizes its greenhouse gas emissions into seven operational categories:

Buildings: Emissions from electricity, hot water, heat, refrigeration and cooking fuel.

Vehicles: Emissions from cars, trucks and vans owned by F&W.

Agriculture: Emissions from farm animals.

Commuting: Work-related travel by year-round staff.

Air Travel: Work-related travel by year-round staff.

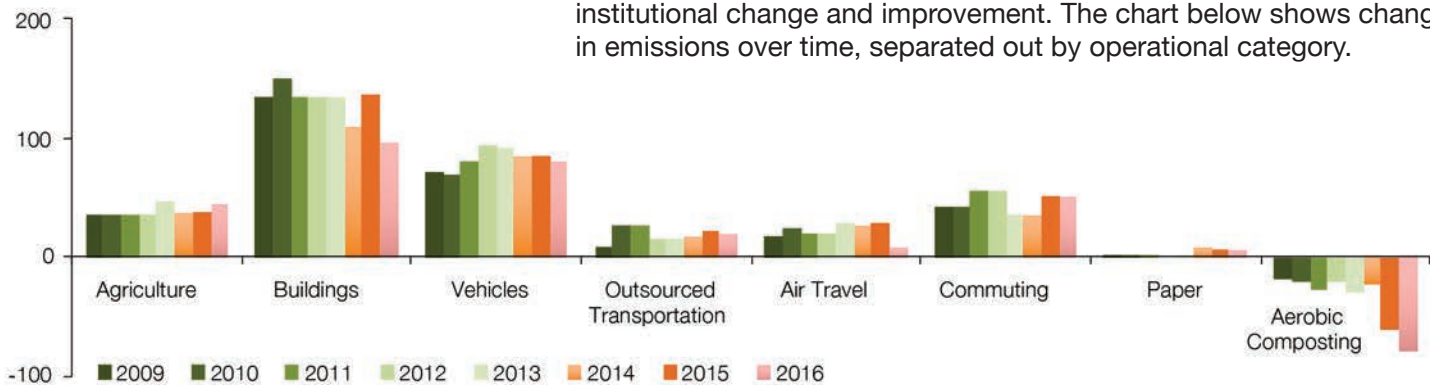
Outsourced Transportation: Work-related personal vehicle trips by year-round staff.

Office Paper: Total paper usage by F&W staff.



Our net emissions have
declined 24% since 2009.

EMISSIONS BY OPERATIONAL CATEGORY 2009-2016



While there has been a decline in total emissions, looking at F&W's operational categories separately helps make clear which areas have had the most meaningful impact on greenhouse gas emission declines, as well as which operational categories could most benefit from institutional change and improvement. The chart below shows changes in emissions over time, separated out by operational category.

EQUITY IN ACTION

38 campers joined us in 2016 through our partnerships with 1199, Atlas, Vermont Refugee Resettlement Program, and 4Riise.

“This past summer we engaged campers in discussions about Black Lives Matter, brainstormed support for the incoming Syrian refugees in Rutland, VT, led protest song-writing workshops, painted positive graffiti all over camp and learned about the Bill of Rights. Any moment at Indian Brook can be a teachable one, whether it’s a chance to discuss the history of a particular song, challenge a camper’s assumptions about race, or learn about the many women and trans folk who have carried the torch of feminism before us.”

– Megan Chamberlain, Indian Brook Director

“We are all challenged to look at real-life issues and think critically about solutions we want to work toward within our own communities. Many times I witnessed the campers working so hard to create the space they wanted to live in (it wasn’t easy).”

–Amy Bowen, Tamarack Farm Director

“Partnerships provide F&W with some broader perspectives. They also create a more diverse community within our camps and working at our organization. Through these mutually beneficial relationships, we offer families and youth the opportunity to attend sleepaway camp and experience wilderness and farming through our varied camp programs.”

– Rebecca Geary, F&W Executive Director

Top: Tamarack Farmers and staff responded to headline news with a moving performance at Interdependence Day.

Bottom: With 100 Syrian refugees expected to arrive in Rutland in 2016, Timberlake campers made them welcome gifts of handmade bowls, chairs, cutting boards and spatulas.

“As we practiced our Interdependence Day skit in the meadows on our way to perform, I shared the news about Philando Castile and Alton Sterling— both unarmed black men—and five police officers in Dallas being killed over the previous days. Our skit, though full of comedy, also allowed us to make connections between the ‘Zombies’ and complacency with violence; ‘walls being built between camps’ and the lack of connection within our communities; the ‘poisonous candy’ and toxic media; and ‘boasting and camp elitism’ were perfect symbols of supremacy. It was a painful and confusing conversation with hardly a clear direction forward. However, it was wonderful to see the campers channel their emotions over the event and translate them into art.”

– Jeff Bounds, Saltash Mountain Director

“I feel I have a deeper connection with activist work and am more driven by empathy... This has been instrumental in forming a community with people I don’t have much in common with and helped me grow as a person.”

– Madeleine Jane Matz, Tamarack Farmer







THE LEGACY CIRCLE

The Farm & Wilderness Foundation established the Legacy Circle to honor, appreciate, and recognize members of the F&W community who have included F&W in their estate plans. We are very grateful to the current members of our Legacy Circle.

Anonymous (4)

Ruth Berg

Leonard & Mary Ann Cadwallader

Sidney & Carolyn Cadwallader

Sylvia Edgerton

Beth Falk & Dan Herman

Fred & Mary Anna Feitler

Tom & Carol Ann Fisher

Seth Gibson

Charles & Charlotte

Penfield Gosselink

Katie Harris

Priscilla B. Hinckley

Catherine W. Hollis

Dr. Howard C. Hughes

Jack & Ruth Hunter

Arthur Kohn & Priscilla Laula

Christine & Christopher Ladd

Sarah Laughlin

Vicki & Daniel Lewis

L. Paul Lindenmaier

Janet W. Lowenthal

Colin Mitchell

Katie Morgan

Albert & Judie Muggia

Karen Beth Olch

Martin & Robin Oppenheimer

Rich & Chrissie Parker

Elsbeth Reagan

Carolyn Ristau & William Knight

William & Carol Schwarzschild

Nancy L. Seidman

Sara Somers

Nancy Spanier

Susan St. John & Robert Rheault

Jeffery Anne Tatum

Kurt & Eden Terrell

Kristi Webb & Todd Woerner

Martha Webb

Donald Weiman

Thomas & Sandra Williams

A LIFE-SHAPING EXPERIENCE

FOR LEGACY CIRCLE MEMBERS JUDIE & AL MUGGIA



For Judie and Al Muggia, Farm & Wilderness has been a touchstone in their lives. Judie started at Indian Brook as a “Cricket” at the age of 6 in 1944, when campers and counselors numbered about 40 in total. She returned nearly every summer, first as a camper, then as a camp nurse and eventually as a camper parent.

Judie was inspired to become a Quaker by Susan Webb; she met her husband, Al, at F&W; their wedding was overseen by F&W founders Susan and Ken Webb; Judie and Al bought a cottage on Woodward Reservoir and used it year-round for 40 years. They sent their three sons to Timberlake and SAM and joined them at Family Camp. In short, the Muggia’s have shared more than seventy years with Farm & Wilderness.

And they have the stories to prove it. Al met Judie in the IB hayloft where Al found himself on the business end of Judie’s pitchfork. They’d been tossing bales aloft when the “accident” happened. Judie likes to joke she wanted to pin him down the minute she met him. Judie recalls a lot of shenanigans at F&W, “We’d go down early and put a bridle on different horses and then tear around the lake! We woke everybody up.” Then there was the time they woke to find a VW on the roof of IB’s Lodge!

The Muggia’s appreciate most how Farm & Wilderness has remained a unique and inclusive place over the past seven decades. Farm & Wilderness “teaches one to be comfortable with one’s self. And that’s why we sent all of our kids to the camp and they all had a good experience there,” recalls Al.

F&W provided other lessons as well. “Whenever we have a problem in the house whether it’s plumbing or electric or painting... Judie knows how to do it all. And it’s always that she learned how to do it in the camps,” says Al. Judie laughs, “Saved us a lot of money on those electricians and plumbers.”

In 2010, recognizing that the camps remain “a great source of happiness, independence, and experiential knowledge” Al and Judie decided to include F&W in their will and become Legacy Circle members. In 2012, they deepened their support for the camps by deeding their beloved Woodward Reservoir cottage to Farm & Wilderness, bringing it full circle, as they had purchased it from Ken Webb in 1976. Farm & Wilderness was a life-shaping experience for Judie and Al. “A remarkable, inclusive and safe place to be.”

“ [F&W] teaches one to be comfortable with one’s self. And that’s why we sent all of our kids to the camp and they all had a good experience there. ”

-Al Muggia



CIRCLE OF LIGHT

The Circle of Light is an award given by the Board of Trustees to recognize distinguished service and a long-term commitment to supporting and advancing the mission of Farm & Wilderness. The following people have been recognized as members of the Circle of Light:

Will Anninger *
Sam Arfer
Tom Barrup
Nancy Bell
McKey "Mac" Berkman
Linda Berryhill
Pieter Bohlen *
Andrea Breen
Len Cadwallader
Arthur "Mickey" Carter
Dusty Clitheroe *
Jack Hunter

Ruth Hunter
Sonja Johansson
Robert Owen
Linda Randall
Silos Roberts
Kathy Schultz
Susan St. John
Jeffery Anne Tatum
D. Kurt Terrell
Kristi Webb
Polly Williams
Tom Williams

* Honored in 2016

F&W: A PARADISE AWAY

THE MEEKS FAMILY SHARES THEIR STORY

“There is a paradise away from the hustle and bustle of normal life, a place where people actually get along and do things slightly different.” That’s how Michael Meeks, (TL ’69-’73, TF 74-’75, staff ’76-77), describes it. Michael, who was following in the footsteps of his older sister, Renelda (IB ’63, TF ’66, staff 67-74), along with brothers, Reginald (FC ’65-68, TF ’69, staff 70-71), Florian (FC ’65-67, TF ’68, Seaforth ’69) and Ken (TL ’74-75, FC ’76-78), says that F&W has had a profound effect on his whole family to this day.

All five of Eloise and Florian Meeks, Jr.’s children attended F&W in the 1960s and ’70s thanks to Ken and Susan Webb’s initiative to provide safe haven to children of the civil rights movement. In a 1975 letter to F&W, Eloise wrote, “It was the year of ’62 when the roots of our children first tapped the soil of the camps and each year since we have seen them grow and expand physically, mentally and spiritually.” She recounts “... the blessed invitation from the Webbs to bring children to camp early during the rioting in our city in the mid-60s.”

In 1962, Norm Williams was recruiting for Farm & Wilderness in Louisville, Kentucky. Renelda explains, “At that time there was an active civil rights movement to end “red-lining” which was to keep Black Americans from buying homes in non-Black neighborhoods. The camps invited children of parents involved in this struggle to attend these camps in another land (called Vermont) far, far away, so they could at least have a peaceful summer—away from the ugly day-to-day tensions.” She adds, “I will never forget the pictures and brochures he showed us. I pined for this camp where children sat on rocks and played musical instruments in front of a lovely lake.”

Farm & Wilderness was indeed a world away. Ken, the youngest in the family, attended Timberlake for two years and Flying Cloud for three. “You get the opposite of what you’re used to,” said

Ken. “You have to create everything. You chop down a tree and use it to build a fire; it warms you, it cooks your food. That’s what life is.” Now Ken lives “in the heart of hustling, bustling NYC – but at F&W I connected to the silence and I still feel connected to it, even today.”

Florian Meeks was one of a small group from F&W who attended the experimental Camp Seaforth in the Caribbean (’69). Over the years, Florian has regaled the family with stories of Seaforth. “We got to swim around some of the wrecks down there. I brought home a cannonball.”

The Meeks siblings have gone on to succeed in the world as activists, writers, politicians, and citizens, and they continue to give back to F&W through their service and as donors. Renelda, Reggie and Ken have served as F&W trustees. In 2016, Renelda decided to join the F&W Campfire Circle as a monthly donor to sustain campership support for the next generation of campers, and the family is supporting the Thrive for 75 Campaign in tribute to their parents who gave them the opportunity to attend F&W.

The camp’s influence on them has been immense and they have kept the tradition alive by coming back each year to the Fair and sending the next generation of their family to F&W. “It is incumbent for those of us who have experienced the joy and wonders of F&W, to support the experiences that we have treasured throughout our lives. We give to camp because camp has given so generously to us. “



The Meeks siblings from left to right, Michael Lamont Meeks, Kenneth Wendell Meeks, Renelda Higgins Walker, Florian Meeks III, and Reginald Kline Meeks.

“As a camper, I learned so much about who I am and who I want to be. Getting a campership and being able to continue attending camp was such an amazing gift.”

-BDC Staff

OUR STAFF

Thank you to our amazing group of 2016 staffers. Please see the complete 2016 staff list on our website, www.farmandwilderness.org/annual-report



2016 DONORS

F&W relies on the support of our alumni, camper families, staff and friends each year and we are grateful to those listed below for their gifts in 2016. We are also pleased to recognize those who have made 10 or more gifts to F&W.

10 to 49 lifetime gifts

Anonymous (9) 
 Gail & Jeffrey Aaron 
 Karen & Larry Abell
 Stuart & Benjamin Abelson
 Foundation Trust 
 Abraham Adams 
 Scott Adams & Samantha Garbers
 Kathleen Adams-House & Jeffrey House 
 Melinda Agee 
 Dylan Agli
 John & Leslie Akula 
 Zev Alexander
 Joan Alker & John Walsh
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 Paul Bader
 Linda Bailey & Edwin de Bruijn 
 Isabel Baird
 Bruce & Lucy Baizel 
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 Nancy Balaban 
 Richard Balaban & Kim Shellenberger 
 Emma Balazs
 Aygul Balcioglu & Geoffrey Dutton
 Elisa Moore Baldwin & Wes Baldwin 
 Korotoumou Ballo

50 to 99 lifetime gifts

Michael Bancroft & Vicki Curry 
 Bank of America Charitable Gift Fund
 Bank of America Charitable Foundation
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 Duncan Barber
 Celia Barbour, Peter, George,
 Henry & Dosi Weed
 Sirkka & Hugh Barbour 
 Ellen Barker & Daniel Schorr
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 Laurel Barron & Robert Mendelsohn
 Richard & Carol Barron
 Lucy Bassett & Alex Taurel
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 Kathleen & Jeffery Bell 
 Jean Bellow 
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 Daniel Berkman 
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 Philip & Natasha Berkman 
 R. T. Winston Berkman
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 John & Jennifer Boger
 Dave & Lucy Bogue
 Pieter Bohlen 
 Shawn J. Bohlen
 Martin & Elaine Book
 Robert Borgen 

Campfire Circle recurring donor

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 Doris Bouwensch 
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 E. Michael Brandt & Mary Bowne 
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Center for Popular Democracy
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 Peter B. Cook 
 Emma Coolidge
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NAMED PLACES AT FARM & WILDERNESS

The following have been named in tribute to and in memory of Farm & Wilderness community members:

CAMPS & PONDS

Flying Cloud Camp
 Peggy Dulany Pond

STRUCTURES

2010 Trustees Barn Day Camp Play Structure
 Joyce Donnell Greenhouse at Tamarack Farm
 Al Hicks Cabin at Timberlake
 Mabel Hicks Cabin at Indian Brook
 Doug North Shelter at Peggy's Pond
 Susan St. John Resource Center
 Phil's Shelter near SAM Camp
 Jocelyn Villers Lodge at Saltash Mountain
 Kenneth Webb Lodge at Timberlake

PLACES & SPACES

McKey "Mac" W. Berkman Cupola at Tamarack Farm Dairy Barn
 Leonard Cadwallader Workshop at the Resource Center
 Mark Gibson Picnic Table at Timberlake
 Arlene Hennesey Office at Main Office
 Sonja Johansson Fields
 "The Joy of the Dance" Weathervane in loving memory of Sam Warren at Tamarack Farm
 Doug North Library at Timberlake
 Robert P. Owen Road
 Jeffery Anne Tatum Garage at the Resource Center
 Susan H. Webb Library at Indian Brook
 Susan H. Webb Wildflower Bed & Bench at Indian Brook

MEMORIAL TREES

All planted in the Memorial Grove in the Indian Brook orchard unless otherwise indicated:

Jack & Cappy Bailey
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 Edward "Teddy" Bright Ebersol at Timberlake
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In 2016 gifts were made in memory of:

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Winnie Feise, an amazing mentor on International Women's Day! - Edward & Caroline Cope

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FARM & WILDERNESS

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OUR MISSION

- To grow the seeds of courage & integrity in all participants
- To offer rugged, hands-on, outdoor adventure & challenge
- To encourage hard work & joyful play
- To create community that values long term stewardship of our environment

OUR VALUES

In our Values, we reflect our long Quaker history and association. We strive to honor the “Light of the Spirit” in every person; our belief that each individual brings value to the community through unique gifts and strengths.

Simplicity • Peacemaking • Integrity
Community • Equity • Service

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