



**BIG CITY
MOUNTAINEERS**

**2020
ANNUAL
REPORT**





Letter from Executive Director David Taus

What more can be said about the year 2020 that hasn't already been shouted into the wind with raised fists and tear-filled eyes? Between the COVID pandemic; a national reckoning on race, justice, and power; economic instability; a divisive national election; and an increasingly volatile climate, the year 2020 challenged us all in myriad and deep ways.

As was the case for many organizations, the year 2020 was a crucible year for Big City Mountaineers. BCM made the difficult decision to shut down in-person programming in light of the threats to health that COVID presented and shifted energy to supporting our youth agency partners. Simultaneously, BCM engaged internally in some difficult, courageous discussions about the organization's role in addressing issues of inequity and lack of inclusivity in outdoor spaces and in society.

2020 was a setback in so many ways, but also an opportunity for BCM to examine and understand exactly how it is composed of certain foundational elements, and to do so under this year's cleansing heat and pressure.

And eventually, BCM took this opportunity to decide how those elements could be recombined and reconstituted to build something even stronger and more beautiful.

Admittedly, it's a little odd for me to be writing about the organization's experience during 2020; I joined BCM as its new Executive Director halfway through 2021 and was not present for the organization's many trying moments in 2020. (This timetable is also an explanation as to why our 2020 annual report is being released so late). Yet, having worked closely with Board and staff

members, and having spoken with instructors, program partners, supporters, and some of the youth BCM serves, I can attest to the fact that BCM emerged from 2020 strengthened and with all foundational elements intact. It isn't easy to unpack questions that test one's foundations: What is BCM here to do? Why does our work matter? How can we be of greatest service? Over the past year, the Board and staff have grappled with these issues admirably, reaffirming both the What and Why for the organization. This is encapsulated in a recently completed refresh of BCM's mission statement:

Big City Mountaineers is committed to providing transformative experiences through nature that strengthen life skills and build community for youth from disinvested communities



What is most clear to me is that the work in which BCM has been engaged for over 30 years has never been more relevant or more needed. Over the past year and a half, people from all parts of society have turned to nature to heal, rejuvenate, grow, learn, and feel a part of something larger than themselves and their immediate circumstances. However, individuals and especially youth who come from the communities BCM serves — predominantly BIPOC identified, typically of fewer financial means — continue to be among the most vulnerable to the biological, ecological, and social stresses and dangers the world has been experiencing. Additionally, these folks continue to be among the least likely to have access to nature to support their overall well-being. This should not be — nature is for everyone, and nature is one of the most effective ways to see ourselves as individuals and communities through the adverse moments we face. And this is exactly where BCM stays committed to making a tangible difference.

BCM took this opportunity to decide how those elements could be recombined and reconstituted to build something even stronger and more beautiful.

As we emerge from 2020 and look forward as an organization, I am incredibly heartened by the work we are collectively doing to address the How of BCM's programming, so we can better operationalize the What. This starts with centering youth participant experience in everything



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we do. This lens helps us be explicit about why it is important for youth to spend time outside in nature, identify what outcomes we intend to see happen because of a BCM experience, and refine what we are specifically doing in our programming to ensure those outcomes are reached. This is not easy work, but it is necessary to ensure that BCM continues to meet the needs of the youth we serve in as effective a way as possible. Because of many innovations we will be rolling out next program season, we can trust that a BCM experience is not only a way to get outside, but also a way to support participants' social-emotional skill building, physical and mental health, and wellness — many of which have been adversely affected by all that has happened in 2020. This pivot in understanding of BCM's work is key: the time youth spend on trail and in the backcountry is one of the most effective ways we know to support the building of community and strengthening of life skills. Those of us who partake in similar experiences know and believe this with every fiber of our being. Again, BCM's work has never been more relevant or needed.

The magic of a BCM experience requires several key ingredients: time spent in nature, the many assets that youth themselves bring — adaptability,

tenacity, curiosity, joy — deep and trusting partnerships with youth agencies, support from the larger community, and a thoughtful and comprehensive curriculum that BCM delivers. Without any one of these ingredients, BCM could not do what it does.

I am deeply grateful for everyone who has contributed to BCM in one (or more) of these ways and believe strongly in our collective ability to deliver on BCM's mission moving forward. It is surely important to hold and carry lessons learned, but with 2020 now in our rear-view mirror, it is perhaps even more important to take our next steps into a new chapter for the organization and the youth and communities we serve. The cleansing fire of a crucible burns bright, but the more refined future that it enables shines even brighter. This is BCM's moment to shine in so many ways, and I am absolutely thrilled to join you in ensuring it does.

David Taus,
Executive Director



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

	2020	2019	2018
ASSETS			
Cash and Cash Equivalents	611,130	568,615	466,939
Investments	-	52,302	19,434
Contributions and Grants Receivable	54,016	61,109	190,444
Prepaid Expenses and Other	11,663	6,229	4,970
Inventory	252,766	347,876	309,281
Property and Equipment, Net	125,739	127,433	115,984
Investments - Endowment	211,714	114,108	92,004
Total Assets	\$1,267,028	\$1,277,672	\$1,199,056
LIABILITIES AND NET ASSETS			
LIABILITIES	183,154	45,073	66,404
NET ASSETS			
Undesignated	624,537	814,478	596,607
Board Designated for Endowment	32,193	-	-
Investment in Property and Equipment	125,739	127,433	115,984
Temporarily Restricted	301,405	290,688	320,061
Permanently Restricted	100,000	100,000	100,000
Total Net Assets	\$1,083,874	\$1,232,599	\$1,132,652
Total Liabilities and Net Assets	\$1,267,028	\$1,277,672	\$1,199,056
SUMMARY OF REVENUE AND EXPENSES			
PROGRAM			
Contributions and Grants	744,843	871,483	956,031
Government Grants	10,000	32,334	22,142
Program Income	770	22,386	26,420
In-Kind Support	218,728	333,031	338,963
Other Income	15,377	25,106	(11,522)
Total Program	\$989,718	\$1,284,340	\$1,332,034
SUMMIT FOR SOMEONE			
Contributions	54,814	219,649	242,441
In-Kind Support	-	56,602	172,245
Total Summit for Someone	54,814	\$276,251	\$414,686
EXPENSES			
Program Services	882,001	995,914	992,821
General and Administrative	42,316	58,096	79,058
Fundraising Expenses	90,596	136,954	128,624
Summit for Someone	178,344	269,680	356,819
Total Expenses	\$1,193,257	\$1,460,644	\$1,557,322
Change in Net Assets	(\$148,725)	\$99,947	\$189,398

Key Learnings from 2020

2020 was filled with opportunities for BCM to reflect on the work that we have done for more than three decades — what is working, where we can keep improving, and what drives our focus and enthusiasm every day on the job. The early days of the global pandemic wrought by COVID-19 brought new levels of isolation and time spent in our homes — a reality which illuminated the simple yet undeniably transformational power nurturing a personal connection with the outdoors. We've always known this at Big City Mountaineers. Our collective experiences with the COVID-19 pandemic helped so many more of us confirm that getting outside regularly is critical to our well-being.

What is more, we know that the chaos and challenging circumstances of the pandemic have had a disproportionate impact on communities of color, low-income families, and people with identities that have historically faced marginalization in our society. Since its inception, BCM's mission has been to help connect youth from many of these same communities with the outdoors. COVID has made our mission simultaneously even more critical and challenging to execute; at a moment where BCM's work is needed most, it has also become increasingly logistically difficult to implement.

While we know that consistent time spent outdoors can have a

significant positive impact on the young people with whom we work, 2020 also forced us to confront the reality that, in the early days of the pandemic, that need was not paramount for many individuals we serve, and for families. With in-person programming suspended for the summer of 2020, the team at Big City Mountaineers focused energy and efforts considering how to best support our regional youth agency partners in their daily, active support of students. It was a moment unlike any other in BCM's history, one where we were reminded of the critical importance of empathetic listening, humbly taking a step back in the service of the families and communities for whom we care so deeply, and stepping up when the need arose. The pandemic has reminded us all of the power of empathy and that real positive impact only happens to the degree that it is founded in trust-filled relationships. We are proud to have stood alongside our agency partners throughout 2020, working together towards the shared goal of supporting young people through a singularly challenging moment in our collective human experience.



Student Moments

Before BCM made the decision to cancel all our in-person programming because of the health risks COVID posed, we were able to engage a small group of students in several activities. One of them enabled eight young women from Banaadir Academy in Minneapolis attended the 2020 Michigan Ice Fest. They are all originally from east Africa including Somalia, Kenya, or Ethiopia.

Four of the participants participated on a Big City Mountaineers canoe trip in the Boundary Waters the summer before and were excited to go on another outdoor experience with the organization. The other four participants were encouraged

to go because of the positive experience their peers had on their previous Big City Mountaineers experience. The ladies were also keen to go to Michigan and try something new.

Banaadir Academy is a charter school in Minneapolis that primarily serves the Somali and east African community.



Adventure-Based Fundraising

Summit for Someone has been a staple of Big City Mountaineers' fundraising activities for nearly two decades, connecting hundreds of passionate outdoor enthusiasts with bucket list mountain climbing pursuits and an opportunity to create a greater positive impact in the world. The peer-to-peer fundraising model helps SFS participants connect our community members' personal networks to BCM's mission, generating critical operating funds to sustain BCM's youth-centered programming.

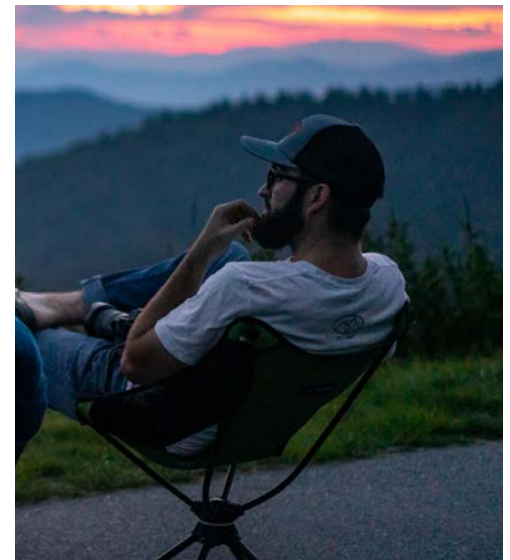
Increasing competition in the peer-to-peer fundraising space, combined with the challenge of outsourcing fundraising efforts to busy individuals, has caused us to rethink the longstanding model of Summit for Someone so that it works better for everyone involved. Beginning in 2022, we will launch a new, hybrid SFS program that offers a slim and carefully curated roster of trips that previous SFS participants will find familiar. Simultaneously, it welcomes a cohort of participants to engage with our new model, based on our increasingly popular Adventure for Someone / Custom Challenge program. By 2023, traditional SFS Trips will no longer be

leveraged as a mechanism for fundraising; rather, they will serve as incentives for fundraising accomplished via a thoughtfully updated version of the Adventure for Someone experience.

While official details will be worked out through the end of 2021, the new model will incorporate a few important elements. First, we will encourage and incentivize participants to work together in small teams to meet fundraising goals. This approach is intended to give participants extra support, a stronger sense of community and team, and a built-in accountability system that motivates and inspires their campaigns.



Second, we will flip the order of operations so that fundraising happens first and leads to participants qualifying for various SFS trips, rather than folks registering for a particular trip with the intention of meeting the accompanying fundraising commitment. Third, each SFS trip that we offer as an incentive for folks who reach a certain level of fundraising will have at least one unique element that makes the experience distinct and special for the SFS program and cannot be accessed in the public market. We believe that the opportunity to test brand new gear with editors from a national magazine or climb with a recognizable brand ambassador will make the program more compelling for all.





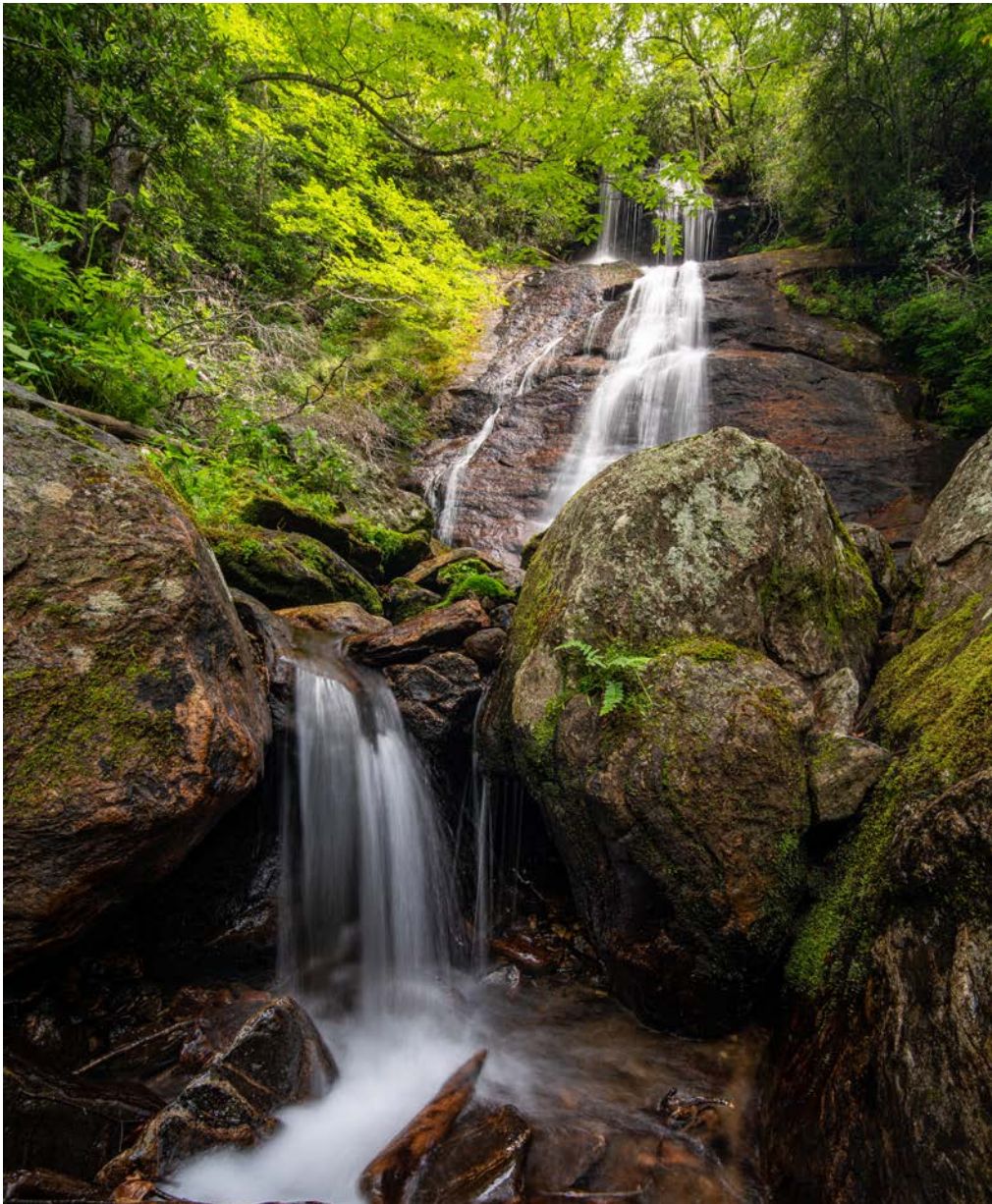
How you can support

An Adventure for Someone fundraising campaign is easy to set up and manage in just four steps:

1. **Choose your adventure**
2. **Set a fundraising goal**
3. **Rally your friends, colleagues and network**
4. **Start your adventure**

BCM offers an easy online platform to create a campaign landing page, that can be shared with your company or network to encourage participation and support. In addition to the platform and accompanying resources, all donations come straight to BCM which eliminates the need to manage donations.

There are no minimum fundraising amounts, and all levels of supports are wonderful and welcome. Adventure for Someone is all about combining your passion for spending time outside with a giveback campaign to help break down barriers for youth to spend time outdoors.



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.

\$25,000 +



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\$10-25,000

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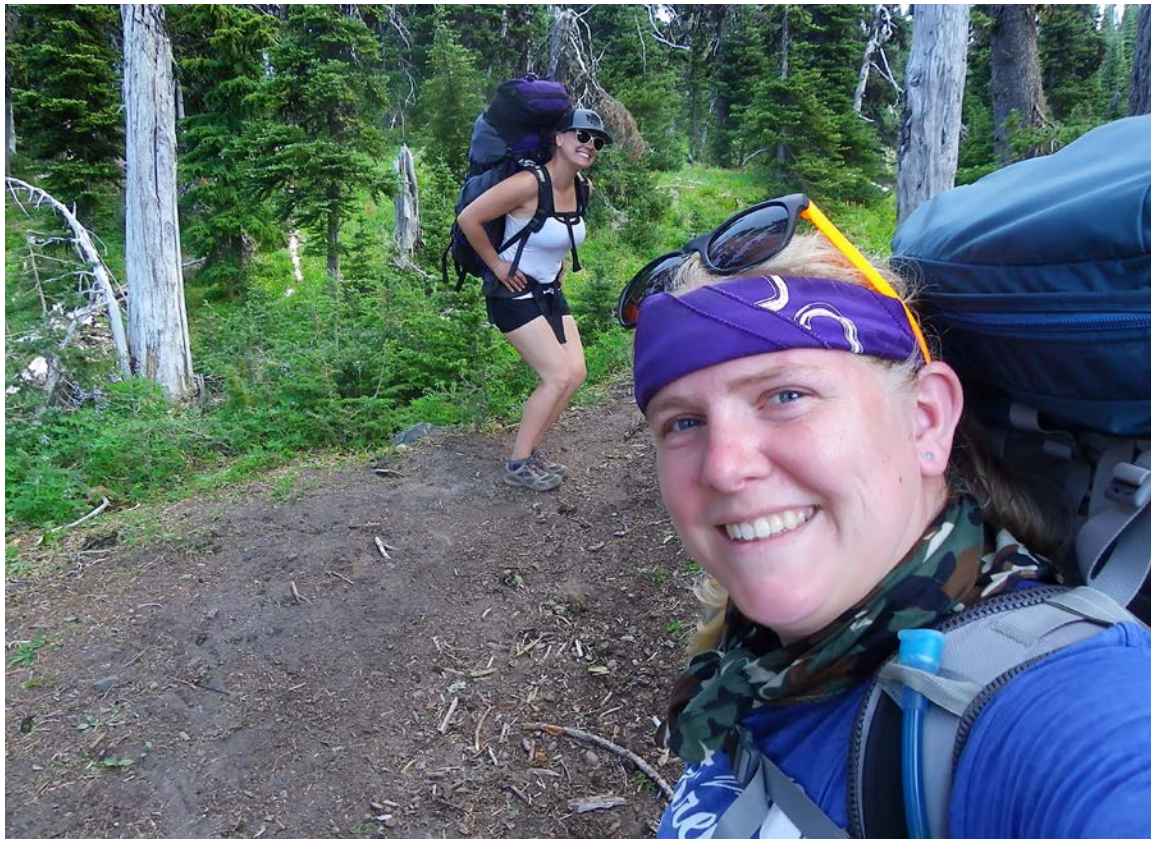
Andrew Overhiser

Individual Donors

We are genuinely humbled and inspired by our individual donors' generosity. We are thankful to have a community of supporters who care deeply about ensuring that everyone — regardless of their circumstance — has access to experiences in nature, and the personal growth those can inspire. Thank you for choosing Big City Mountaineers and turning your energy and passion into opportunities for the next generation!

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303.271.9200

INFO@BIGCITYMOUNTAINEERS.ORG
WWW.BIGCITYMOUNTAINEERS.ORG

BIG CITY MOUNTAINEERS
710 10TH ST. SUITE 120
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