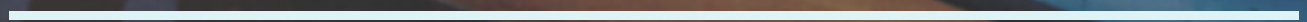
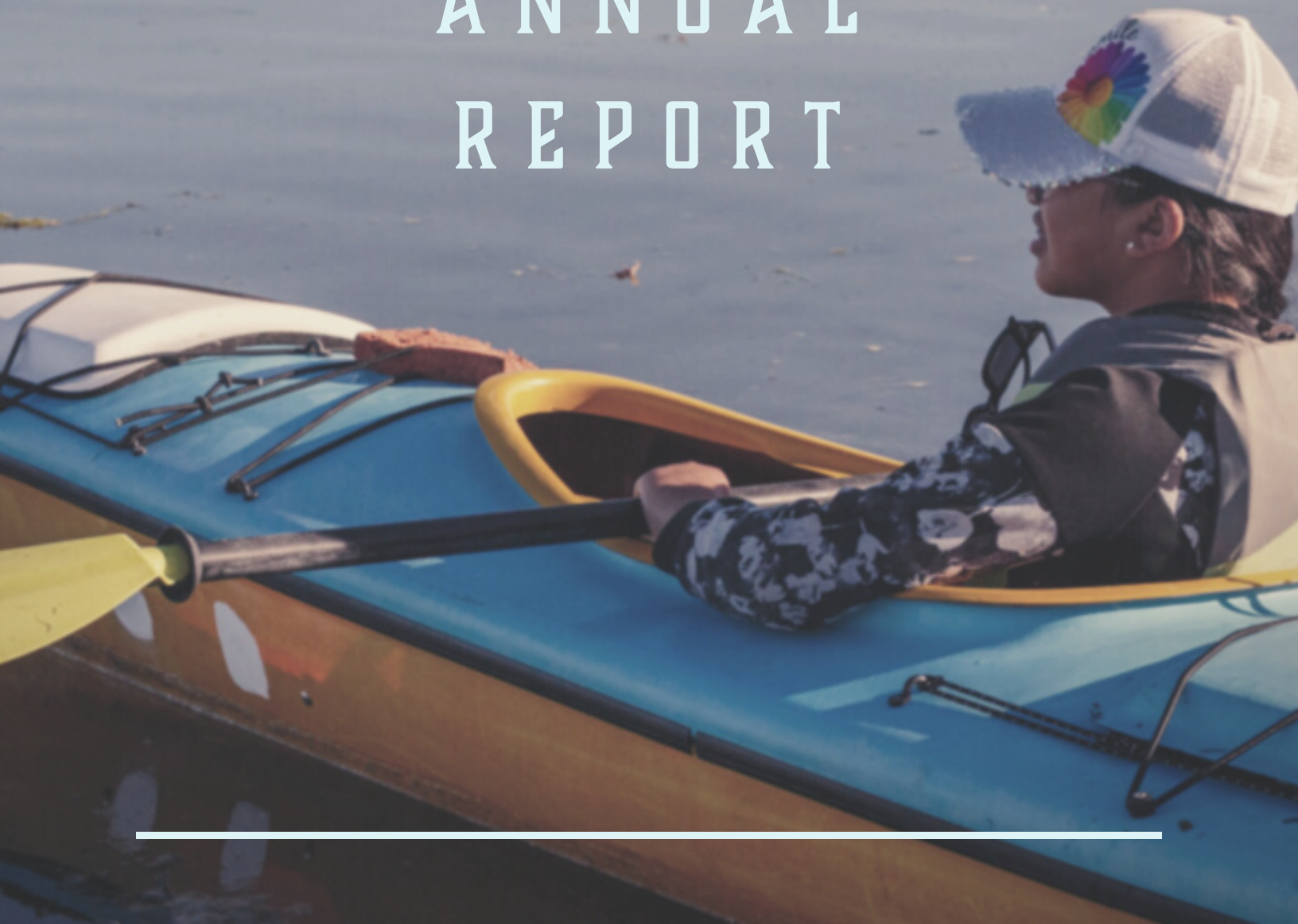


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FRIENDS OF CAMP GALLAGHER

2023  
ANNUAL  
REPORT



“

When we picked up my naturally introverted son from camp he talked the whole 90 minutes home about all the friends he made, the adventures he went on, how he overcame homesickness, and he can't wait to go back ... I can't say enough about the growth he had while away at camp... He realized it is okay to be goofy, and he generally just became more outgoing. Thank you Gallagher!

”



## OUR BOARD OF DIRECTORS

### BOARD PRESIDENT

Patrick D'Amelio

### VICE PRESIDENT

Tracy Rathke

### SECRETARY

Joe Principe

### TREASURER

Keli Whiting

### BOARD MEMBERS

Mary Almonte

Stephanie Bachmeier

Seán Bray

Creighton Carroll

Sophie Hummer

Lori Lynass, Ed.D.

Pete Mills

Tom O'Loughlin

Dave Wellings

Eric Wilkins

### BOARD OBSERVER

Bryan White

### EXECUTIVE DIRECTOR

Alison Mohrbacher

### BOARD EMERITUS

Morgan Collins

Patty Hamilton

Mac Kirschner

Jon Romanelli

Marypat Smucker

Barbie Solbakken

Mike Tribble

## A LETTER FROM OUR EXECUTIVE DIRECTOR

In March 2015, Friends of Camp Gallagher formed as a scrappy grassroots organization dedicated to preserving the life-changing experiences possible at the beloved property in the south Puget Sound we know as Camp Gallagher. Over the course of almost nine years, as we have established ourselves as a best-in-class summer camp program, that purpose has stayed forefront. Summer 2023 was our biggest summer yet, serving the most campers across youth, young adult, family, and adult programming, and as one senior shared during her final sundown last summer, Gallagher continues to be a place where campers find the beautiful purpose in existing as themselves.

As I shared at the seventh annual Gallagher Gala in May, 2023, our summer camp will always be at the heart of our mission, and we will continue to work every day to provide more equitable access to this magical, transformative experience, to be responsive and relevant to our campers' and staff's evolving needs, and to enhance the experience through openness, curiosity, and stewardship of place. At the same time, we are now turning our attention toward excellence in the off-season as well. We want more Gallagher for more people more often. In response to this exciting moment, we spent the last several months engaging in a strategic planning process to guide us in mission-driven growth and development.

I am excited to share that one of our first projects in response to our strategic plan is developing environmental education experiences in partnership with our two closest neighboring schools, Key Peninsula Middle School and Evergreen Elementary. The Peninsula School District as a whole is committed to expanding outdoor learning opportunities for students across all schools, and this program is just the beginning of many anticipated partnerships between Camp Gallagher and the Peninsula School District.

Thank you for your support and participation in creating the Gallagher experience for summer campers, summer staff, and now our non-summer participants as well.

In joy,



Alison Mohrbacher  
Executive Director



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# STRATEGIC PLAN 2024-2026

## Process

Friends of Camp Gallagher has experienced tremendous growth over the past eight years dating back to its origins in 2015. As part of this evolution, with the support of a recent foundation grant, we hire our first full-time Executive Director. Camp Gallagher also has a long-term lease for the camp property and benefits from a very supportive relationship with the property owners.

With this as a foundation, and with the goal of offering mission-based experiences at Camp Gallagher in perpetuity, camp leadership has developed the following three-year strategic plan to ensure that future planned growth meets community needs and serves the community effectively.

The planning process engaged the Camp Gallagher community through a guiding Steering Committee, three planning sessions engaging board and community members, 12 interviews and 4 focus groups consisting of staff, volunteers, and campers, as well as a survey sent to more than 2,400 Camp Gallagher community members. These community members identify as volunteers, donors, current and alumni campers, and camper parents. The survey resulted in 216 respondents, a 9% response rate.



## MISSION

Camp Gallagher, a place for discovery and adventure, provides opportunities for personal growth in a safe environment through challenge and exploration on land and water, giving campers improved self-confidence, lifelong friendships, and an appreciation of their environment.

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## VISION

By experiencing Camp Gallagher, people value their unique role in our interconnected world by loving and sharing their authentic selves, building relationships with people and place, embracing challenges as opportunities, interacting with the environment with love and care, and celebrating community.

# VALUES

## Inclusion and Belonging

Camp Gallagher strives to create a safe environment for all campers and staff in which we not only welcome, but honor and celebrate each individual's identity. We believe that every young person should have the opportunity to discover, adventure, grow, and play in a supportive and loving outdoor setting. We are constantly working to improve our ability to create that space where campers and staff can be accepted as their full and authentic selves. Our specific objectives:

- Provide financial access to Camp Gallagher by striving to remove financial barriers to experiencing camp.
- Strive to create racial diversity at Camp Gallagher and create outdoor spaces where BIPOC campers feel safe and honored by employing diverse hiring practices, identifying and revising implicit biases and barriers, and providing ongoing staff training to implement strategies to support campers from all racial backgrounds.
- Respect and celebrate the gender and sexuality of all community members, including Lesbian, Gay, Bisexual, Transgender, Queer, Asexual, Intersex, and Two-Spirit (LGBTQQIA2S+) campers and staff through preferred cabin options, staff training to support all gender identities and navigation of age-appropriate questions, and the respectful use of names and pronouns.
- Make Camp Gallagher a place where campers of varying abilities and neurotypes learn, expand, and celebrate their own capabilities by supporting campers where they are and removing barriers to participation.
- To the extent possible, we strive to support varying dietary and medical needs through intentional menu-planning and employee trained health management staff who oversee camper health during camp sessions.

## Recognizing Environmental Interdependence

At Camp Gallagher we believe that all parts of the Gallagher ecosystem are interconnected and integral to the healthy and vibrant function of camp as staff, campers, and visitors interact with, impact, and are impacted by the flora, fauna, and land- and waterscapes. All participants are invited to engage each other and the beautiful natural surroundings in order to better understand how all pieces fit together, to care for the environment more intentionally, and to more completely feel their participation within the larger Gallagher system. Through a combination of planned environmental education lessons and spontaneous opportunities afforded by the environment, and an ethic of simple living, campers and staff develop their ecological consciousness and establish strong habits for continued stewardship and conservation in their home communities.

## Learning and Improvement

Camp Gallagher functions within industry best practices as indicated by the American Camp Association accreditation standards and ongoing research for continuous program and operational improvement, local health and safety requirements, training, and guidance from leaders in programming fields and updated research on youth development, including research on social and emotional well-being. Camp Gallagher also engages in regular feedback cycles with campers, parents, staff, and donors to ensure programs and organization practices continue to align with community needs. We strive to engage best practices to ensure programmatic, operational, and environmental sustainability so that the Gallagher experience is possible for generations to come.

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# Strategic Advantage

Community and connection built through

- Intimate community
- Acceptance
- Family Camp – creates a pipeline to future participation

Learning, by

- Creating camper challenges as opportunities for personal growth
- Experiential development of leadership skills and other abilities

Nature-focused location, characterized as

- Rustic
- “Free-range” campers
- Unplugging as opportunity to connect to the people and place

Freedom of self-expression, with

- An emphasis on exploring autonomy and authenticity

## Big Questions

How do we effectively grow and maintain a high-quality camper experience?

How do we best grow our fundraising efforts? Including expanding our donor base and effectively utilizing the Executive Director and our board.

How do we structure the organization moving forward to achieve our goals?

How can we assure that campers walk away with the social-emotional, leadership and outdoor/environmental skills we aspire for them to have?

How do we ensure the long-term stewardship of Camp Gallagher?

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“ Our son came home today so happy and excited to tell us all about his most favorite year at Gallagher. He is dirty, covered in scratches, exhausted from all of the fun, full of adventure stories, and has a pocket full of phone numbers from new friendships -- exactly the way a camper should come home! Thank you so much to all of the staff for rallying for Session 5 and helping all of the campers have such a magical week in so many ways. Special thanks to [his staff] for the epic overnight to Anderson which [our son] described as "the best 48 hours of my life." ”



# GOAL 1: DELIVER EXCELLENCE IN THE SUMMER CAMPING EXPERIENCE



## OBJECTIVES

1. Strategically and intentionally recruit, train, and retain staff.
2. Create opportunities for camper growth through community building, self-awareness, and skill-based activities and challenges.
3. Identify and implement summer enrollment levels that support the desired interaction with nature, fellow campers, and camp staff – insuring the best possible camper experience.
4. Critically examine both existing traditions and new programming elements to ensure that the impact on campers' experiences matches the intent of each tradition and element in maintaining Gallagher's unique culture and transformative potential.

## DESIRED OUTCOMES

- Campers have a transformative and enduring experience and leave with social-emotional, leadership, and outdoor/environmental skills.
- Gates are always open (past and current campers always feel welcome and humans have a presence/role at the property all year-long).
- Staff feel valued, supported, and express a sense of belonging.

# GOAL 2: EXTEND THE CAMP GALLAGHER EXPERIENCE TO MORE PEOPLE



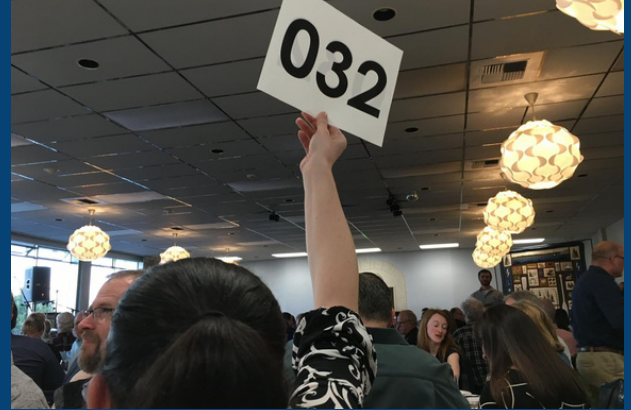
## OBJECTIVES

1. Develop a 5-10 year program expansion plan that includes:
  - a. Fully developed year-round programming
  - b. Strategy for increasing participation of marginalized youth and youth with special needs
  - c. Strategy for expanding family, adult, and group programming
2. Identify and pursue additional community collaborations and partnerships such as local schools, environmentally focused organizations, and programs.
3. Identify needs and limitations of physical buildings to serve diverse populations during various times of the year.
4. Increase the number of meaningful volunteer opportunities.

## DESIRED OUTCOMES

- Fully developed year-round programming with strong enrollment numbers.
- Camp is more accessible with increased participation by underserved youth.
- Family, adult, and group programming has grown, providing opportunities for individuals that do not fit within other camper age offerings.

# GOAL 3: PURSUE ADDITIONAL RESOURCES THROUGH CONTRIBUTED SUPPORT



## OBJECTIVES

1. Expand the individual donor base as outlined in the fund development plan adopted by the board in May 2022.
2. Expand the number institutional funding opportunities through Foundation, Corporate and public funding grants as outlined in the fund development plan adopted by the board in May 2022.
3. Develop and implement a networking/community building strategy and plan.
4. Develop and implement a strategy to increase camp scholarship pool of available funds.
5. Develop and implement a strategy to fund maintenance, operational, and capital reserves.
6. Train and activate the board in fundraising activities as outlined in the fund development plan adopted by the board in May 2022.

## DESIRED OUTCOMES

- Financial assistance is available and results in providing the Camp Gallagher Experience to an expanded audience including underserved populations.
- Additional resources decrease the pressure on annual earned revenue sources, providing overall program support.
- Additional resources are invested in reserves for facility maintenance, enhancement, operations, and long-term environmental stewardship strategies.

# GOAL 4: SERVE AS ENVIRONMENTAL STEWARDS FOR CAMP GALLAGHER



## OBJECTIVES

1. Identify, prioritize, and invest in facility maintenance.
2. Physical and program changes are assessed for long-term sustainability and program impact, including potential unintended consequences.
3. Pursue additional expertise and partnerships to better understand the interconnectedness between humans and environment and develop and implement shoreline, wetlands, and forest management plans in light of that understanding.
4. Build a budget to support the required annual investment in environmental stewardship.

## DESIRED OUTCOMES

- Adopt a stewardship plan that consider Camp Gallagher beyond our own lifetime (for future generations).
- Determine long-term sustainability for physical and program changes made to camp.
- Ensure shoreline, wetlands, and forest management plans are in place.

### Acknowledgements

*Authorized by the Camp Gallagher Board of Directors, this strategic plan was developed by Camp Gallagher's Planning Steering Committee between July and December 2023. We would like to thank the Strategic Planning Steering Committee members who led this process and all Planning Session participants for their active participation. Committee members included: Patrick D'Amelio, Chair, Tracy Mahlen Rathke, Pete Mills, Mike Tribble, Lori Lynass, Constance Awenasa, Seán Bray, Alison Mohrbacher, Executive Director*

*The planning process was facilitated by Scott Sadler, Partner and Senior Strategist with survey leadership and planning session support provided by Richie King, Independent Consultant, The Ostara Group.*

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## OUR YEAR IN NUMBERS

**478** middle school and high school campers in classic and expedition programs

**10** young alumni participants

**155** family campers

**32** grownup campers

**+ 421** rental participants

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**1,096** participants served at Camp Gallagher

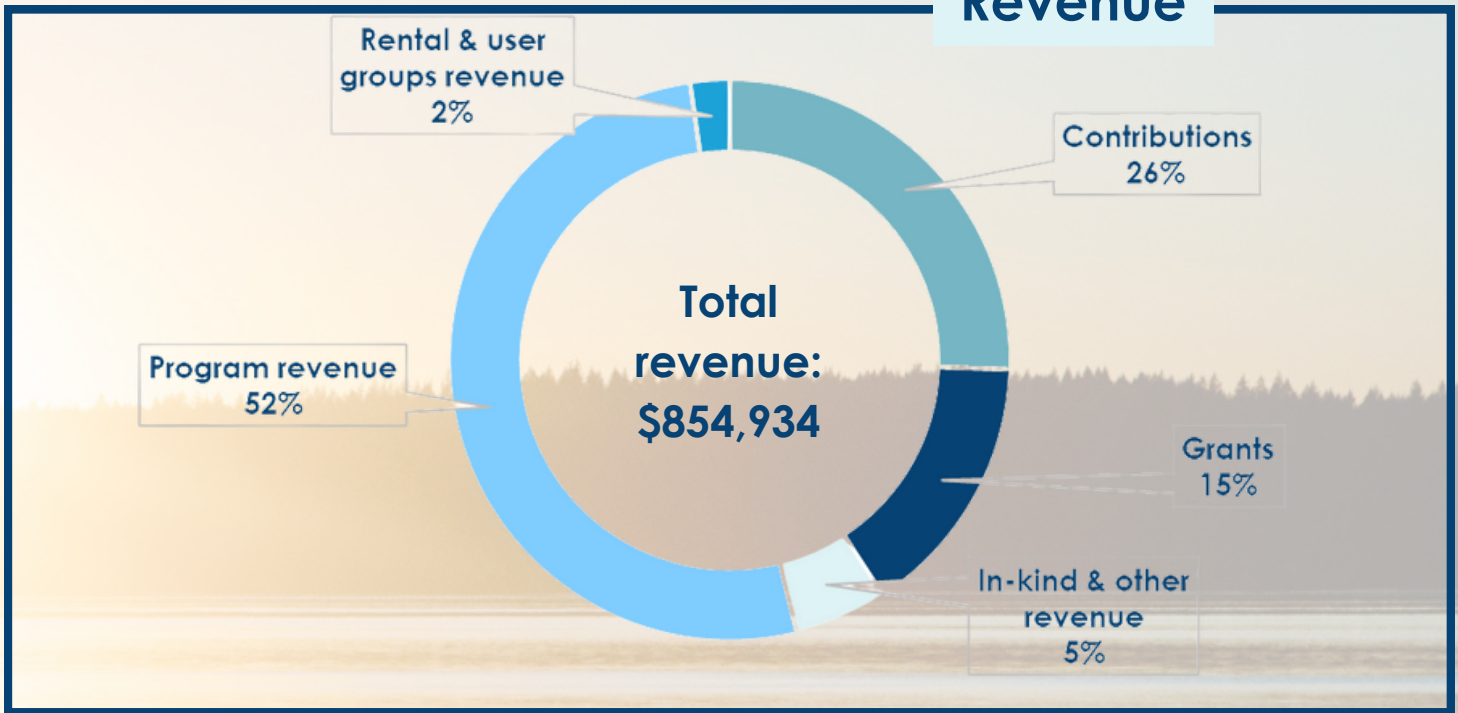
**\$58,003** awarded in camperships

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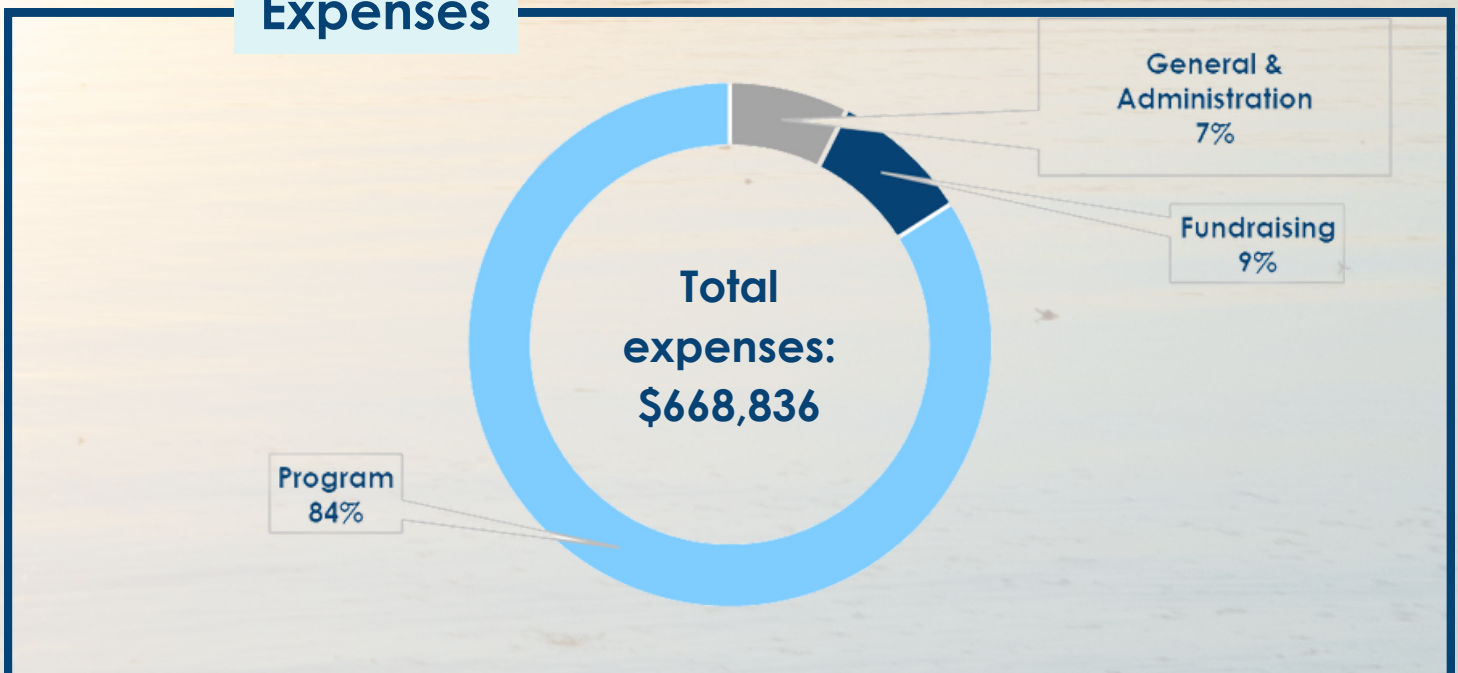
# SUMMARY OF FISCAL YEAR 2023

January 1, 2023-December 31, 2023

## Revenue



## Expenses



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# THANK YOU

Mary Almonte\*  
Colleen Anderson\*  
Judith Austin  
Charlann Bachmeier\*  
Eric & Aimee Bachmeier  
Stephanie & Greg Bachmeier  
Lynn Barashkoff\*  
Matthew Barry  
Pamela Bekins  
Addie Bonzer Caspersen  
Seán Bray\*  
Anne Browning  
Kim Butler  
Larry & Vicki Butler  
Palmira Cantu  
Carigens Certified Public Accountant  
Creighton Carroll  
Miki Naganuma  
Sally Caverzan  
Sarah Chae  
Eli Christopher  
Kathryn A Coleman  
Gary Corum  
Sabrina Craig  
Chester Cun  
Chris D'Amelio  
Kathleen D'Amelio  
Patrick & Jeff D'Amelio\*  
Karen Danz  
Dave & Jody DeGroot  
Katy DeGroot\*  
Ryan DeGroot  
Susan Denini

Sarah Dimock  
Ellen Downey  
Noreen Elbert & Liz Little  
Caitlin Elsner  
Jody and Mike Elsner  
Kathy Engle  
Hannah Eulberg  
Katie Fallon  
Mandi Farkas  
Katherine & John Farrey  
M.J. Murdock Charitable Trust  
Theresa Forssen  
Clare Gallagher  
Joan Geraghty  
Katie Geraghty  
Richard Geraghty  
Timothy Geraghty  
Jeff & Claire Nold-Glaser  
Jenny Gordon  
Shaughn Gorman  
Becky Graebel  
Aileen Granstrom  
Mary Kate Grant  
Julie & Chris Grasseschi  
Kay Grasseschi  
Tim Gratz  
Michelle Gregoire  
Camilla Guevara  
Mike Gustafson  
Marcy Hall  
Becky & John Hamilton  
Patty Hamilton  
Catherine Harasimowicz

Lyrice Hart  
Colleen Hauck  
Sister Lorene Heck  
Susie Hennessey  
Mary & Dave Herridge  
Timothy Hudson  
Betsi Hummer  
Sophie Hummer  
Margaret Kay\*  
Gary Kelly  
Stacia Kirby  
Mac Kirschner  
Kit Kocha  
Annie Koning  
Theresa Koon  
Mike Langen  
Vanessa Lanza  
Jane Lenz  
Jamie Liebert  
Linda Rider  
Scott Lindsay  
Laiken Lopez  
Lori & Jeff Lynass\*  
Hailey Maher  
Ronna Mahlen  
Colleen Mallahan  
Sheila Mallahan  
Ellen McCormick  
Debbie McLaughlin  
Grace McLaughlin  
Eileen McMackin  
Kris McRea  
Gena McReynolds

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# 2023 DONORS

Sydney Meade	Margaret Samson	Stephanie Foy Whiting
Colleen Meyers*	Kate Sandbo	Eric Wilkins*
Pete Mills*	Jessa Santeford	Brenden Williams
Alison Mohrbacher*	Keith Sattler	Tony Witherspoon
Dan and Jerilynn Mohrbacher*	Sadie Sattler	Meg Wolfe
Kelli Mohrbacher	Seattle Seahawks Charitable	Adriana Zazula
Maureen Mohrbacher	Sound Mattress & Felt Co	Mary Zwallier
Michael Murphy	Robert Shea	Benevity DAF
Barry Napier	Tim Shea*	A Path Forward Social Emotional Coaching
Judy Nelson Henning	Conrad Smucker	Armstrong Family Winery
Jim O'Brien	Barbara Solbakken	Ballard Blossom
Pat O'Brien	Will Starks*	Beecher's
Sabrina O'Brien	Peter Steinbrueck	Boeing
Theresa O'Brien	Yardia	Cave B Winery
Brien and Nicole O'Loughlin	Joel Swift	Chipotle
Tom O'Loughlin*	Mary & Tim Talevich	Community Boating Center
Colleen Owsley	Annie Thenell	Crazy Hill Garden & Botanicals Garden
Ciara Papac	Greg Theobald	Duke's Seafood
Jay and Paula Patterson*	Fil & Lisa Tribble*	Fidelity Charitable DAF
Katie Pendleton	Kathryne Tribble	Frontstream DAF
Daniel Peterson	Mike Tribble and Ellen Tennis	Fujiya Japanese Restaurant
Riley Peterson	Tierney Vial	Great Notion Brewery
Mary Jane Powers	Gina Vickrey	James Alan Salon
Jeri Su Prewitt	Ryan Henry Ward	Mac & Jack's Brewery
Joseph Principe*	Ryan Wasell	Network for Good DAF
Henry Ramsey	Dave & Megan Wellings*	OOLA Distillery
Matty Rathke	Mary Wellings*	Paint the Town
Tracy & Matt Rathke*	John & Kelly Welsh	Russell Family Foundation
Fawn Riha	Bryan & Christine White	Showbox Presents
Kate Riley*	James White	Swanson Family DAF
Jessica Rowley	Brennan Whiting	Woodland Park Zoo
Maria Russell	Keli Whiting	XOBC Cellars

\*denotes member of the Friends of Camp Gallagher Campfire Circle

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. LAKEBAY, WA .

**GALLAGHER**