


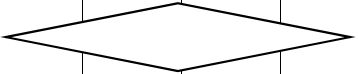

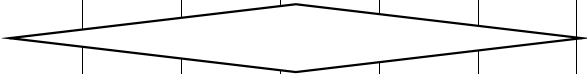



Open registration												More and earlier registrations	
Marketing												Fill a minimum of 143 camper-weeks	
Award scholarships													Increase access to camp. Give \$22,000+ in scholarships to 35+ campers.
Staffing/Volunteers													Awesome well-trained staff and lots of great volunteers
Counselor-In-Training & Intern programs													Cultivate leadership in the next generation
Horse tuneup, training, acquisition, hay													Acquire 2 new horses, rehome 2 horses, increase overall level of training
Camp prep & camp!													Instill confidence, character, and ethic of earth stewardship in children. Achieve excellent survey results.
Other Programs													
Programs on calendar:													\$32,500 in budget. Instill an ethic and experience of earth stewardship in 100+ children & adults.
Outreach & marketing													Secure one more significant program in 2015, and three more for 2016.
Land Trust													



set schedule pen registration



Open house

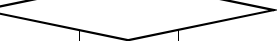


training



thank yous

recruit



find hay



rehome horses



survey



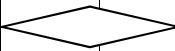
Other Programs

Programs on calendar:



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Outreach & marketing



Secure one more significant program in 2015, and three more for 2016.

Land Trust

Pursue conservation easement on Rainbow Springs													Permanent protection for Rainbow Springs 160 acres
Attract good neighbors to Reno's, Doris' and Furman's													Conservation-minded neighbors
Networking with land trust organizations													Professional and organizational development
Cemetery													
Outreach events & presentations		◆	◆	◆	◆				◆	◆			Increase awareness of green burial. Drive site sales.
On-Site events					◆						◆		Expose 40+ people to green cemetery practices.
Ongoing tours, sales & burials													26 site sales, 6 burials
Ongoing groundskeeping, rock removal, sight line gridding, tree thinning, markers													Beautiful grounds.
Facilities & Grounds													
Bath House Remodel													Functional bathhouse we're proud of.
Finish Powerhouse Move													Protected and long-lasting system components, reduce diesel consumption by half.

Finish Trim and Flooring in Lodge Bathroom											Beauty and function.
Initial Planning Stages for the YT2											Initial drawings resulting from a broad-based process including diverse stakeholders.
Rock the Cemetery Road											Year-round, non-harrowing accessibility.
Build Composting Toilet											Keeping our poop in the loop, reduce water consumption.
Pre-Camp Facilities Prep and Maintenance											Safe, functional, well-kept facilities.
Landscaping and Valley Fuels Reduction											Beauty and fire safety.
Firewood Cutting, Hauling, and Stacking											Enough firewood under cover for winter by the end of September.
Take Down Old Solar Panels and Deck											Repurpose panels, increase safety at skyfort.
Dredge Pond											Vibrant, appealing pond for swimming, habitat, and watershed functions.
BWB Prep and Clean-Up											Attractive facilities for fundraiser.
Winterizing											Prevent disaster when snow/cold arrives.

Equipment Maintenance											Keep machines healthy and functional.
Garden											
Recruit garden manager											Quality garden management, relieve other staff of garden responsibilities
Build greenhouses/cold frames											Increased production and season extension
Annual crops & permaculture design											Lots of great food, increase rave reviews of meals, design for sustainability
Implement garden education into programs											Teach children and adults about food production, make the garden beautiful, inspiring and inclusive
Start cash crop venture, business plan											Financial sustainability for garden achieved in 2016
Forestry											
Finish 10 acre fuel reduction project											Completion and receipt of cost-share funds from DNR; healthy, fire-safe forest
Apply for another DNR contract, begin work											Healthy, fire-safe forest
Final completion & cleanup of past forestry work											Beautify, salvage firewood, completion

Land Management Plan



Strategic plan for the management of SEF lands into the future

Community

Resident housing proposals to Tenure committee and board of directors, move tenure issues toward resolution



Invested and committed residential community and staff

Staff - Volunteer - Board

Staff reviews & updated job descriptions & agreements



Top-notch staff, specific measurables

Recruit garden manager



Quality garden management, relieve other staff of garden responsibilities

Consistent volunteer support: lodgekeeper, program intern, facilities assistant

Get stuff done, relieve other staff

Workparties



Get stuff done

Board Meetings



Active & informed board

Board development, add two new members, orientation process, training

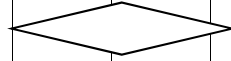
Vibrant and engaged board

Invigorate the Advisory Committee

Informed and supportive advisory body

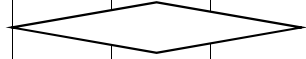
Administrative

2015 Budget and workplan



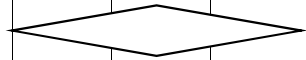
Viable plan and goals for year

Implement functional database



Keep track of all our friends, improve fundraising efforts

Overhaul and update website



Improve functionality and ease of website administration, represent SEF beautifully

Craft Vision and Values statements



Clear and articulate statements reflecting the spirit of Ekone

Update Bylaws



Legal and up-to-date document