Identify Sparks
Identifying and growing Sparks and Spark Champions.

Growth
Adopting a growth mindset (the belief that you can learn new skills all the time).

Goals
Building goal management skills.

Reflect
Creating the opportunity to reflect on activities and outcomes.

In 1849 the French writer Jean-Baptiste Alphonse Karr said “The more things change, the more they stay the same.” That is certainly true here at Camp Fire. Camp Fire Girls was founded by Dr. Luther and Charlotte Gulick well over a century ago. They created the organization “to guide young people on their journey to self-discovery.” The Gulicks felt strongly that the experiences youth have early in life teach them to care for themselves, their environment, and the people around them for a lifetime.

We have bridged yet another century, and it is with no irony at all to say that Karr and the Gulicks would be quite pleased with where open-to-all Camp Fire sits in the brave new world of today. In fact, there is more than a little similarity between Camp Fire’s goals and those of KwaZulu-Natal, the homeland of the Zulu people.

Members of the northern Natal tribes of South Africa greet one another by saying “Sawubona,” which literally means “I see you.” The response is “Sikbona,” which means “I am here.” This exchange is important, for it says that until you “see” me, I do not exist; and when you “see” me, you bring me into existence.

At Camp Fire, children and adults learn to see each other, and not through the lens of a smart phone. We do so by developing sparks in young people and through Spark Champions—caring adults who recognize and encourage youth sparks. Camp Fire has been a leader and innovator in youth development from the very beginning. We’re proud to have led the way on some important issues.

Camp Fire was America’s first nonsectarian and multicultural organization for girls. Forty years ago, Camp Fire became a coeducational organization. Boys and girls learn to play and work alongside each other and appreciate their similarities and differences in positive ways. Today, our programs serve roughly equal numbers of boys and girls. We are igniting their sparks.

Sparks are the passions, skills, and strengths in all of us. They’re a source of motivation, much deeper than passive activities, such as watching TV. We emphasize social skills, including empathy and inclusiveness. We encourage young people to understand other people’s points of view.

Camp Fire youth tell us what their sparks are and why they’re important. None of the reasons has anything to do with being more adept at texting. At Camp Fire we really are going “Back to the Future” — putting down electronics when it is important and really seeing the other person for who he or she really is…and has the potential to become.

It is transformative to see the changes in young people and adults through a Camp Fire program. And that’s all made possible thanks to Camp Fire’s Thriveology, a research-based, measurable approach to youth development.

Created in partnership with the Thrive Foundation for Youth, our approach enables youth to achieve their full potential through four components:
Percentage of Participants

<table>
<thead>
<tr>
<th>Gender</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>46%</td>
</tr>
<tr>
<td>Female</td>
<td>54%</td>
</tr>
<tr>
<td>Transgender</td>
<td>&lt;1%</td>
</tr>
</tbody>
</table>

More Participation

152,000 program participants from 57 Camp Fire councils.

8% increase from the 141,000 program participants reported for the previous year.

65% increase in Camp Fire day camp participation.

Financial Highlights

Financial information is based on the audited financial statements for the year ended June 30, 2015. The complete financial statements have been determined to present fairly, in all material respects, the financial position of Camp Fire National Headquarters as of June 30, 2015, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

The financial statements do not include the financial positions or activities of the local councils or other affiliated organizations. The total revenue generated by the chartered councils aggregates to approximately $47 million. The Temporarily Restricted Change in Net Assets of $(569,352) reflects the current year use of grant funding awarded and booked as revenue in a prior year.

Statement of Financial Position

June 30, 2015

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Current Assets</td>
<td>$2,071,568</td>
</tr>
<tr>
<td>Total Long-Term Assets</td>
<td>1,285,637</td>
</tr>
<tr>
<td>Total Assets</td>
<td>$3,357,205</td>
</tr>
<tr>
<td>Total Liabilities</td>
<td>$1,028,573</td>
</tr>
<tr>
<td>Net Assets</td>
<td></td>
</tr>
<tr>
<td>Unrestricted/Board Designated</td>
<td>1,280,092</td>
</tr>
<tr>
<td>Temporarily Restricted</td>
<td>116,303</td>
</tr>
<tr>
<td>Permanently Restricted</td>
<td>932,237</td>
</tr>
<tr>
<td>Total Net Assets</td>
<td>2,328,632</td>
</tr>
<tr>
<td>Total Liabilities and Net Assets</td>
<td>$3,357,205</td>
</tr>
</tbody>
</table>

Statement of Activities

Year Ended June 30, 2015

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Revenues, Gains, and Public Support</td>
<td>$3,101,417</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>3,154,312</td>
</tr>
<tr>
<td>Change in Net Assets</td>
<td>$(52,895)</td>
</tr>
</tbody>
</table>

Audited financial statements are available on the organization’s website, www.campfire.org, or by contacting Camp Fire National Headquarters Finance Department, 1100 Walnut St., Suite 1900, Kansas City, Missouri 64106-2197.
**Gifts | July 1, 2014 to June 30, 2015**

$250,000 +
Thrive Foundation for Youth

$40,000-$99,999
Ewing Marion Kauffman Foundation
United Way of Greater Kansas City

$20,000-$39,999
Greater Kansas City Community Foundation
James Daniel Humphrey Foundation
Wyandotte Health Foundation

$10,000-$19,999
Gamma Phi Beta Foundation
SEBA Foundation

$2,500-$9,999
Accent HR Solutions
Bank of America
Blue Cross and Blue Shield of Kansas City
Children’s Charities of America/CFC
Elizabeth Darling
Executive Leadership
Strategic Alliance (ELSA)

Gifts up to $249
Barbara Alford
Kenneth Allen
Amazon Smile Foundation
James Ash
Denise Babin
Ingrid Becher
Shirley Beiser
Elizabeth Berry
Stephen Burns
Julia A. Butler
Causel Cast Foundation
Charity Gift Certificates
Anthony Calvano
Marie Calvano
Joan Cohen
Robert Cooper
Diane Criknite
Crecendo Communications
Matt Crist
Jim Dayton
Kathy Daugherty
Lorraine Dawson
Jill DeMoss
Diamond Starventures
Do Something Great Today
Connie Dresie
Alison Dunsire
Mary Lou Dworak
Catherine Fisher
Jeffrey Fairman
William J. Favara
Brittany Fletcher
Jason Geering
Becky Gust
Roger Gladden-Vist
Gail Glamm
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Dorothy Griebewa
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Kayleigh Hartloff
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Donna Hoffer
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Cynthia Johnson
DeeDee King
Ena King
Jonathan Kemper
Suzie Kemper
Kristine Kozar
Christine W. Kudja
Katherine Kula
Rebecca Larsson
Charles Leduc
Michael Lemon
Molly Lyons
Sharon M. Lyst
Wendy Malepeai
Vi Martin
James Martinson
McAnany, Van Cleave & Phillips, P.A.

Melanie P. McCall
Patricia F. McGuire
Don Merrill
Jane M. Meyer
Migrant Farmworkers Assistance Fund
Joan L. Mizner
Alexa Mor
Janet Neff
Nancy C. O’Shea
Pacific Gas & Electric Co
Lori Pittman
Kenneth Prince
Larry Prittchett
Jeff Randolph
Whitney Robinson
Shawna Rosenzweig
Margo Rush
Russell Stover Candies
Marrick E. Sayers
Linda Shatzer
Karín K. Shifflette
Greg Simms
Jeanne Smith
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Susan Spaulding
Timothy State
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Callie Templeton
LaShee Thomas
Laure Thomas
Ernest Tifllof
Trust
Betsy R. Vander Velde
Karen Vibeit
Leslie Vols
Chris Wagner
Rachel Walczybyck
Candace Walker
Klein Wallace
Polly B. Walton
Stacy Warren
Debbie Zabica

Gifts-in-kind
Dietrich Designs
Patti Gardner
Lamar Advertising
Lyn Lakin
Stephen G. Mitchell
Russell Stover Candies
Southwest Airlines Co.
Martha Thomas
Cathy Tisdale

The Langdon Legacy Society
Honoring the legacy of William Chauncy Langdon, one of Camp Fire’s founders, this society recognizes those individuals who have remembered Camp Fire in their will or estate plan. We honor the memory and gratefully acknowledge the legacy of the following individuals, whose caring for Camp Fire survives them today through their estate gifts received:

John P. Averett
Edith E. Bollengier
Mary Dively
Kenneth W. Ellis
Residuary Trust
Dr. Quincy E. Fortier
James Daniel Humphrey Foundation
Mary K. Moyer
Barbara Pendleton
Dean Elisabeth M. Percy

Herman P. Peschken
Sylvia E. Wolens

Camp Fire is thankful for the foresight of caring indicated by the following individuals who have shared that Camp Fire is included in their legacy plans:

Robert L. Bobar
Brazeiton Trust
Kathleen P. Bruhn
Pacific Gas & Electric Co
Lori Pittman
Kenneth Prince
Larry Prittchett
Jeff Randolph
Whitney Robinson
Shawna Rosenzweig
Margo Rush
Russell Stover Candies
Marrick E. Sayers
Linda Shatzer
Karín K. Shifflette
Greg Simms
Jeanne Smith
Pat Spratt
Susan Spaulding
Timothy State
Maggie A. Stimming
Callie Templeton
LaShee Thomas
Laure Thomas
Ernest Tifllof
Trust
Betsy R. Vander Velde
Karen Vibeit
Leslie Vols
Chris Wagner
Rachel Walczybyck
Candace Walker
Klein Wallace
Polly B. Walton
Stacy Warren
Debbie Zabica

*Completed term of service within the fiscal year

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