

Annual Report 2021-22



**Breckenridge
Outdoor
Education
Center**



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* Indicates Executive Committee

A Letter from our Executive Director and Board Chair

A Letter from our Executive Director

As we move forward into a new year, I am excited to present you with BOEC's 2021-22 Annual Report. This report highlights all that we achieved throughout the year, which was made possible through your friendship and generosity and is a testament to the hard work and dedication of our staff, volunteers and supporters.

As you will see throughout this report, you helped us serve 2,065 individuals across 5,034 program days on our slopes, rivers, ropes course and bike paths. In fact, 84% of every dollar donated went directly to programs, which once again earned BOEC several accreditations including Guidestar's Platinum Seal of Transparency and Charity Navigator's Giving Excellence Award.

We all have a lot to be proud of in BOEC. Our greatest achievement, though, is our continually improving delivery of personalized programs and lessons that remove barriers for every member of our great big adaptive sports family.

Consider Jackson, pictured on the cover of this report, conquering the climbing wall even though he faces several physical and cognitive challenges. Jackson is all determination, enthusiasm, and his attitude exudes "I can do it". All Jackson needed from BOEC was the opportunity to try something he never thought possible with a trusted instructor and the encouragement of the BOEC team. With your ongoing

support, we will continue removing barriers for most anybody who knocks on our door and wants to venture outside.

I can make that promise to you because your support helped us achieve something else truly amazing this year. Late last summer, we completed our next five-year strategic plan. Among other things, this plan secures a long-term presence for our headquarters and Wilderness Program facilities; further strengthens our financial durability; and enhances our ability to train, retain, and reward the best staff in the business of adaptive recreation. Thanks to you and the many voices who contributed to this plan, BOEC's future is brighter than ever.

As always, I'd be happy to talk to you in more detail about all that BOEC is doing today and all that we have planned for the future. You can contact me at 970-453-6422 or Sonya@BOEC.org with questions or to set up a time to talk. In the meantime, on behalf of our board, staff, and clients, thank you so much for all you've done for BOEC.



With warm regards,



SONYA NORRIS
Executive Director

A Letter from our Board Chair

My first exposure to the BOEC was over ten years ago, when a family member was a participant. Watching the joy and confidence that a day on the slopes with the BOEC brought to our family, I immediately knew that I wanted to help make these days a reality for as many people as possible.

Since then, I have had the good fortune to contribute as both a volunteer and on the board. Spending time as a volunteer gives me a great appreciation for the hard work, patience, and ingenuity that the BOEC staff and interns show all day, every day, to provide the best experience possible to our participants.

As a board member it has been my great honor to serve and make sure that the BOEC mission can continue to thrive for many years to come and to support the staff, interns and the many volunteers who make these life changing experiences happen. In this past year we developed our new strategic plan to guide

us in the future, emerged from the pandemic stronger than ever, and received a record amount of donations to support our programs.

Thank you to our Key Partners, Breckenridge Resort, Keystone Resort, Vail Resorts' EpicPromise, Town of Breckenridge, Breckenridge Grand Vacations, Copper Mountain, and Blue River Sports/Mountain Wave for making it possible for BOEC to execute our mission. Thank you to all of our generous donors for your ongoing support. Lastly, thank you to the board, staff, interns and volunteers for your inspiring dedication and passion for helping people get outside.

We look forward to another great year of providing amazing experiences to our participants and their families.



All my best,



BARB RANKIN
Chair of the Board (2021-2023)

Who We Served

BOEC is very proud of the number of participants we were able to serve in 2021-22 despite some programming disruption due to the ongoing COVID-19 pandemic.

BRECKENRIDGE OUTDOOR EDUCATION CENTER FISCAL YEAR DEMOGRAPHICS 2021-22

	Ski Program	Wilderness Program	Total ALL PROGRAMS
UNIQUE INDIVIDUALS SERVED	945	1,120	2,065
PROGRAMMING DAYS	2,597	2,437	5,034



HEROIC MILITARY PROGRAMMING
149 Veterans
25 Family Members
617 Programming Days

Scholarship Amounts Awarded

	SKI	WILDERNESS	MILITARY	TOTAL
	\$66,805	\$38,515	\$74,940	\$180,260

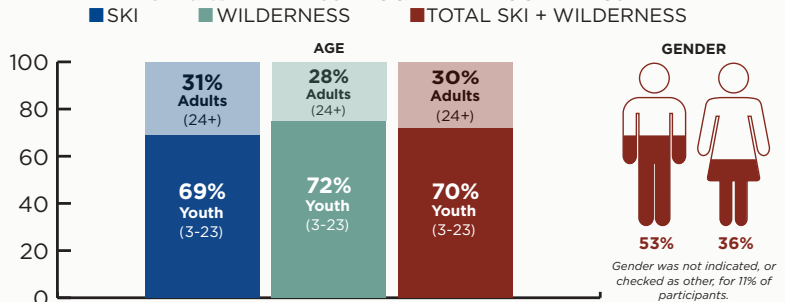
% of Individuals on Scholarship	26%
% of Program Days Utilizing Scholarship	17%

THE MOST COMMONLY SERVED DISABILITIES & SPECIAL NEEDS IN 2021-22 WERE:

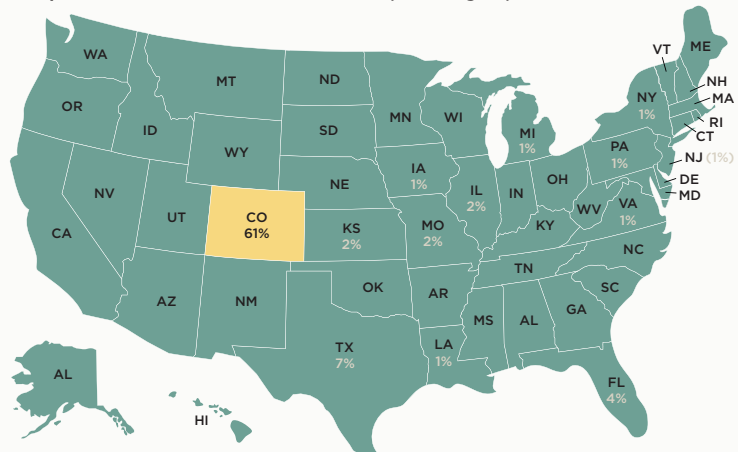
At-risk youth, autism, ADD/ADHD, amputee, cleft lip & palate, cerebral palsy, developmentally/cognitive/learning disabled, Down syndrome, local youth suffering from social isolation, mental illness, multiple sclerosis, post-traumatic stress disorder, spinal cord injury, traumatic brain injury and visually impaired.



SKI & WILDERNESS PROGRAM DEMOGRAPHICS



Participants come to BOEC from all 50 states, Washington, D.C. and all over the world.



- 61% OF PARTICIPANTS HAIL FROM COLORADO
- 38% OTHER U.S. STATES WITH 25% CONCENTRATED IN STATES NOTED ABOVE
- 1% INTERNATIONAL PARTICIPANTS

INTERNS



26

15 Winter, 11 Summer

ACTIVE VOLUNTEERS



191

78 new volunteers and 113 returning volunteers completed 8,625 hours of volunteering and 468 training hours.

The 2021-22 Year in Highlights

PROGRAMS

ADAPTIVE SKI AND SNOWBOARD PROGRAM

BOEC Adaptive Ski and Snowboard Program witnessed a robust attendance during the 2021-22 winter season. Even with capacity restricted to 85% due to safety measures, we successfully completed 2,597 program days and served 945 participants across our three locations including Breckenridge, Keystone and Copper Mountain. Our program enabled individuals with various disabilities and special needs to experience skiing and snowboarding alongside skilled instructors and dedicated volunteers, equipped with the necessary gear for an unforgettable mountain experience.

Many of our diverse, long-standing partners returned this year, including Evergreen Parks & Recreation, Summit Middle School, Summit High School, Emily Griffith Center, Snow Sports Alliance, Team Semper Fi, the Wounded Warrior Project and many others. We also welcomed new groups like Wheelchairs 4 Kids and The Traveling Gnomes. The ski program at Copper Mountain saw 98 programming days, Keystone Adaptive Center had 590, and Breckenridge hosted the remaining 1,909 days.

Our experienced staff diligently trained instructors for the season, ensuring student safety and facilitating ski instructor certifications through PSIA. Enthusiastic volunteers supported the ski program instructors in large numbers. We continue to receive heartwarming feedback, including letters and emails recounting life-changing experiences at BOEC.

Thanks to numerous generous contributors, we have been able to enhance our adaptive equipment fleet once again, allowing us to provide the adaptive industry's best for our skiers and snowboarders. Our program could not operate without the help of our Key Partner Vail Resorts' EpicPromise who provides us with significant support including space at both Breckenridge and Keystone Resorts to operate the adaptive program. Prior to the start of the 2021-22 season, Keystone Resort generously provided additional space at the Mountain House, enabling us to expand the Keystone Adaptive Center. Copper Mountain remains a steadfast partner in growing the program at their ski area and Blue River Sports/Mountain Wave continues to donate all ski rental equipment for any participants in need coming to Breckenridge Ski Resort to ski or snowboard with BOEC.

The staff of BOEC's Adaptive Ski and Snowboard program remains committed to providing excellent customer service, offering quality programs, prioritizing

Noah was hardly even verbal when we started coming to BOEC. This year he was skiing with our family. It has made a huge change for Noah and our family. We believe in inclusion and only go where he can be included so having this program has been such a beautiful thing for all of us. It gives us hope that eventually everyone will promote full inclusion and see disability as only a different ability to be loved and fostered.

—Parent of BOEC Adaptive Ski Program Participant

staff training, and ensuring effective risk management. This year, we are proud to announce the addition of a full-time assistant director who will support these goals and contribute to the success of the team as a whole.

WILDERNESS PROGRAM

Our BOEC Wilderness Program has been steadily rebuilding since the pandemic brought programming to a near standstill in 2020 and we are excited to report during the 2021-22 season, we served 1,120 students over 2,437 program days.

Long-standing groups like BreckWild – Breckenridge Wilderness and Environmental Medicine Elective, Brain Injury Alliance of Colorado, Vail Mountain School, Stratton High School, Children's Hospital Colorado, The Challenge Foundation, Colorado Academy, and Mountain Mentors returned to BOEC. New groups such as The Traveling Gnomes, Evergreen Parks and Recreation, and the Evergreen Adventure Club joined us for day programming. We also reintroduced open-enrollment camps like Camp Big Tree and Wilderness Camp, serving youth aged 12-21 with various disabilities and offering activities like canoeing, rock climbing, ropes course, camping, and more.

During the summer and fall of 2022, staff conducted scouting missions to new locations which will help us develop curriculum for future and current operational areas. The fall shoulder season offers a prime opportunity to attract new groups interested in experiencing adventures in different areas of Colorado and Utah.

We added a new all-wheel-drive van with eye-catching summer and winter graphics to replace aging vehicles in our fleet. A contest to name the van resulted in the name of "Joy" – embodying what we hope to bring to everyone who comes to BOEC.

Other equipment added this year include a new raft for our fleet to replace historic Ol' Emma Dean, a

The BOEC team is a true inspiration and blessing. Every member of the team showed such positivity, patience, caring, compassion and commitment to the families that were present. Their gregarious attitudes and attention to details to every individual adult or child was amazing. Every BOEC member I had the privilege to speak to one on one was inspirational. The entire team was and is at the top of their game.

—Operation TBI Freedom Weekend Family Retreat

trustworthy vessel with many river miles estimated to be at least 25 years old. A Hase handcycle was added to the BOEC adaptive cycling program allowing for more of our participants to enjoy the thrill of cycling on the bike paths around Summit County.

To better serve the needs of our Wilderness and Adaptive Ski and Snowboard programs, two long-time BOEC staffers transitioned to full time positions as an Operations Manager and a Facilities Manager. We are proud of our exceptional Wilderness Team who continue to work hard to offer high-quality, and enjoyable courses.

HEROIC MILITARY PROGRAM

At BOEC, we are dedicated to supporting active-duty military personnel, veterans, members of the Guard and Reserve, and their families through our Heroic Military Program. Conducted in both summer and winter seasons, this program focuses on fostering quality family time outdoors and aiding in the healing of visible and invisible injuries. With our service partners, we design activities tailored to the unique needs of military members, creating an environment that encourages social connections among those overcoming similar challenges.

In 2021-22, we served 149 military members and 25 family members across 617 programming days. With over \$150,000 granted in scholarships and equipment for military program funding last year, we strive to make this program accessible to as many service members as possible, at low or no cost. This funding is made possible thanks to the Department of Veteran Affairs and Circle of Support partners Limber Grove and First Nation Group among several other gracious donors.

In addition to these generous contributors, long time partners Wounded Heroes Family Adventures gave a generous gift of \$75,000 to support BOEC's Heroic Military Program and continue their commitment to serving veterans and their families.

During the winter season, we were delighted to welcome back frequent military groups such as Team Semper Fi, Adaptive Adventures Military Camp, Wounded Warriors Project, and The Not Forgotten to Breckenridge, Keystone, and Copper Mountain for lessons with our Adaptive Ski and Snowboard Program. We also hosted smaller groups and individual veterans for lessons during the winter. Throughout the 2021-22 winter season, we

served 85 military participants over 319 program days.

Our summer veterans and family programs consist of exciting adventurous activities based out of BOEC's Wilderness Campus in Breckenridge and programs that travel to other beautiful locations in Colorado and Utah. We are proud to announce a new partnership with Craig Hospital's Operation TBI Freedom, catering to veterans who have suffered mild to moderate traumatic injuries to the brain during their service. This collaboration enabled us to offer three new summer events for military members and their families. In addition, recurring events include a river trip on the San Juan River in partnership with Telluride Adaptive Sports Center (TASP) and three other river trips down Ruby Horsethief and Westwater Canyons. Last summer alone, we hosted 89 military participants and their family members across 298 program days.

INTERNSHIP PROGRAM

Since its inception in 1976, the BOEC Internship Program has made a significant impact across the globe with more than 1,000 graduates over the past 47 years. Annually, we aim to welcome 15 interns during the winter season and 12 interns for the summer season.

Interns undergo rigorous training in both winter and summer to ensure they are proficient in safety measures and can conduct our programming to the highest standards.

During the winter of 2021-22 we welcomed 15 interns to the program and the summer 2022 session welcomed 11, all talented, hardworking and inspiring young people eager to learn about adaptive outdoor recreation. Each year a significant number of both summer and winter graduates from the program are hired to become instructors or course directors which aligns with our goal of promoting from within and retaining well-trained field staff.

BOEC has taught me things I wouldn't have had the opportunity to learn anywhere else. I have learned things about myself personally from new outdoor skills to work pet peeves. In addition to personal development, I have also gained professional skills that will carry me far in my career. I honestly am a different person now than I was at the beginning of the season. I have grown in more ways than I thought were possible. Every experience and opportunity that I have had this summer has provided a learning opportunity for me and I will take it all with me as I embark on my next journey.

—BOEC Summer Intern

VOLUNTEER PROGRAM

We are thrilled to report that this year, 191 dedicated volunteers donated a total of 8,625 hours to our programming. A significant portion of these hours were dedicated to our Adaptive Ski and Snowboard Program,

where volunteers provided invaluable, hands-on support to our participants and instructors. Summer volunteer opportunities continue to grow with our adaptive cycling program and on-site maintenance days.

Each year we honor one amazing volunteer with BOEC's Volunteer of the Year Award, a challenging choice made from so many dedicated and generous individuals! The Volunteer of the Year in 2021-22 was given to Emily Arnow who dedicated 600 hours across 75 days to the Adaptive Ski and Snowboard Program. Emily also regularly treated staff, interns and fellow volunteers to her talented baking skills, bringing in homemade cupcakes on a regular basis.

We are deeply grateful for our volunteers' commitment and generosity, which has been essential to the success of our programs and the positive experiences of those we serve.

"I absolutely love being in the mountains and sliding down them in whichever way, volunteering with the BOEC allows me to share this passion with other people and help them experience the same joy."

—BOEC Winter Volunteer

DEVELOPMENT AND MARKETING

We are proud to announce that revenue from development and marketing channels has experienced an impressive 87% increase over the past three years. This remarkable growth is attributed to our committed donor community, a devoted board of directors, and our talented and hardworking staff. In 2022, we expanded our development team by bringing a Development Coordinator on board, further enhancing our fundraising efforts.

Throughout the 2021-22 fiscal year, 827 generous supporters joined forces to help us achieve \$2.1 million in fundraising revenue. Our diversified portfolio of donations came from corporate, foundation, and government partners, as well as individual donors, with contributions ranging from \$5 to \$250,000.

BOEC special events, including The Banff Mountain Film Festival, Fiesta for BOEC hosted by Mi Casa Mexican Restaurant & Cantina, and the Tee It Up Golf Scramble, all witnessed increased success raising over \$205,000. We would like to extend our heartfelt gratitude to all of our event sponsors and in-kind contributors who donated goods and services for our auctions.

We were also fortunate to receive incredible support from dedicated local business partners who underwrote the newest BOEC Adaptive Ski and Snowboard uniforms. Our jacket sponsors include FirstBank as the tail sponsor and Centura Health, Rockridge Building & Construction, and Blue River Sports/Mountain Wave as sleeve sponsors.

Corporate contributions continued to grow, reaching multi-million dollar valuations. We are immensely

grateful for the unwavering support of our Key Partners, who contribute over \$50,000 annually in in-kind services and cash donations. We would also like to recognize our Circle of Support Partners, who contribute at least \$10,000 annually to sustain BOEC operations.

BOEC STAFF*

ADMINISTRATION

SONYA NORRIS
Executive Director

KAREN SKRUCH
Finance Director

MELISSA KUWAHARA
Office Manager

DEVELOPMENT

HALLIE JAEGER
Development Director

PAULI NOVAK
Marketing Manager

ELLEN MCALEESE
Development Coordinator

JONATHAN HAMMERSTROM
Events Coordinator

WILDERNESS PROGRAM

JAIME OVERMYER
Program Director

CLAIRE DICOLA
Admissions Director

STEVEN RUBIN
Program Manager

NICK MELOTTE
Facilities and Capital
Manager

JILLIAN PALACIO
Training Manager

ADAPTIVE SKI AND SNOWBOARD PROGRAM

JEFF INOUBE
Program Director

SEAN HOUSTON
Assistant Director

KATIE O'DONNELL
Office Coordinator

GARDNER POPP
Volunteer Coordinator

LYDIA NORTH
Operations Manager

LINDSAY RIGGS
Program Supervisor

MALIA MICHEL
Program Coordinator

AUSTIN BROCKLEY
Program Supervisor

INTERNSHIP PROGRAM

KAT BOOTH
Program Manager

*As of date of publication, March 2023

"BOEC hits on all of the points we feel are important to us, as they work to give people a different perspective on life. It creates that with not just the individuals who participate but also the families, as they get to see their loved ones flourish and gain confidence. The volunteers find new joy in their lives by just being involved in such a giving environment. We can't think of a better way to share our resources."

—BOEC Donor





Contributions

We thank all of our donors for their support during the fiscal year October 1, 2021 through September 30, 2022. Please notify us of any errors or if you would like to be listed differently in the future. Donors are listed in alphabetical order and does not include our donors which wish to remain anonymous.

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 Lynn Rys
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 Dan Sack
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 Melissa Zack
 The Geer Family
 The Estate of Janet Boone
 The Poston Family

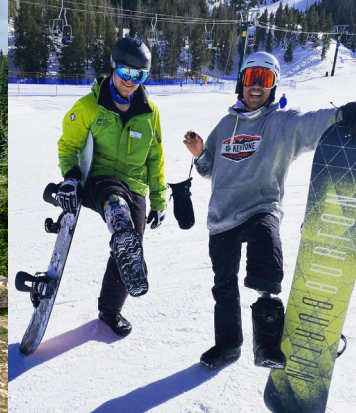
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 Beckton Dickinson (BD)

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Special thanks to our Key Corporate Partners who gave \$50,000 or more in the fiscal year and our Circle of Support Corporate Members who gave between \$10,000 and \$49,999 in the fiscal year. Donations include cash, in-kind support and matching gifts.

Key Partners



Circle of Support

Alpine Bank
 Christy Sports
 Cornerstone Real Estate Rocky Mountains
 FirstBank
 First Nation Group
 Limber Grove
 Mi Casa Mexican Restaurant & Cantina
 Stingray Worldwide



Financials

Independently audited by Stuhr & Associates, LLC

Statement of Financial Position, September 30, 2022

With Comparative Totals for 2021

	FY 2021-22	FY 2020-21
ASSETS		
Cash and cash equivalents	727,852	830,048
Short-term investments	738,707	116,246
Receivables	102,541	112,401
Prepaid expenses	26,309	26,322
Long-term investments	1,387,322	1,923,990
Property and equipment (net), inventories	1,934,005	1,925,401
Total current assets	4,916,736	4,934,408
LIABILITIES AND NET ASSETS		
Liabilities:		
Accounts payable	81,117	14,689
Note payable – Paycheck Protection Program		239,486
Deferred revenues		3,955
Total current liabilities	81,117	258,130
Net Assets:		
Unrestricted	3,826,226	3,602,259
Temporarily restricted	570,405	635,031
Permanently restricted	438,988	438,988
Total net assets	4,835,619	4,676,278
TOTAL LIABILITIES AND NET ASSETS	4,916,736	4,934,408

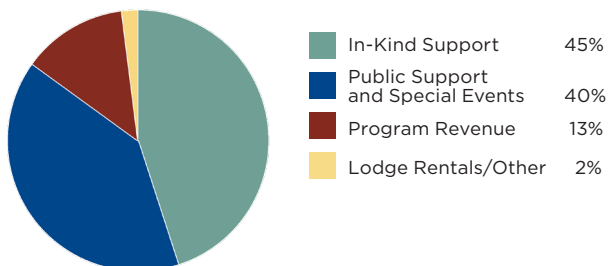


Statement of Activities and Changes in Net Assets for the Year Ended September 30, 2022

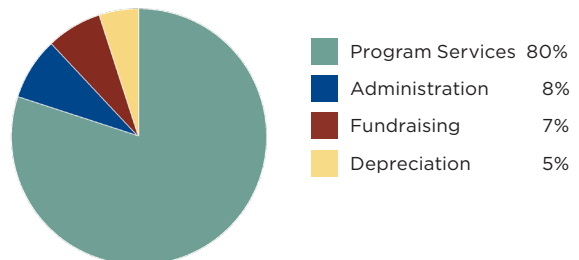
With Summarized Financial Information for the Year Ended September 30, 2021

	Unrestricted	Restricted 2021-22	FY 2021-22 TOTAL	FY 2020-21 TOTAL
PROGRAM AND SUPPORT REVENUE				
Public Support:				
Contributions, donations and grants	1,436,491	602,350	2,038,841	1,371,717
Program Revenue:				
Tuition	766,605		766,605	494,833
Less scholarships and discounts	(183,585)		(183,585)	(140,898)
Net tuition	583,020		583,020	353,935
Special events, net of direct costs	150,559		150,559	93,095
Additional program fees	11,461		11,461	14,885
Lodge rentals	36,420		36,420	20,800
Program in-kind support	2,029,720		2,029,720	1,936,603
Staff housing and rental income	49,375		49,375	40,887
Misc. income	622		622	5,470
Investment return	(300,170)	(70,399)	(370,569)	244,022
Net assets released from restrictions	596,577	(596,577)	0	0
Total revenues, gains and other support	4,594,075	(64,626)	4,529,449	4,081,414
EXPENSES				
Program services	3,512,808		3,512,808	2,939,670
Administration	363,185		363,185	367,111
Fundraising	291,888		291,888	210,412
Depreciation	202,227		202,227	186,272
Total expenses	4,370,108		4,370,108	3,703,465
Change in net assets	223,967	(64,626)	159,341	377,949
Net assets as of beginning of the year	3,602,259	1,074,019	4,676,278	4,298,329
Net assets as of end of the year	3,826,226	1,009,393	4,835,619	4,676,278

Revenues FY 2021-22 \$4,529,449



Expenses FY 2021-22 \$4,370,108





"I just have to say how thankful we are to have been able to attend this course on the river. The staff was amazing and made this amazing trip even better. We couldn't have asked for a better experience. Thank you all."

— Heroic Families-Ruby Horsethief Wilderness Program Participant



**Breckenridge
Outdoor
Education
Center**



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Thank You Key Partners



BOEC is an equal opportunity service provider and employer. BOEC operates under special use permits from the USDA Forest Service and White River National Forest.

All or part of this operation is conducted on public lands under special permits from the U.S. Bureau of Land Management.