

Annual Report 2006 • 2007



Annual Message

Of the country's 19,000 camps about 80 are Episcopal. Of those 80, only three are multi-million dollar, year-round operations. Of those 3 (Kanuga, Camp Allen, and Incarnation), only one is the country's oldest co-ed camp. Incarnation has a wonderful legacy of thousands of guest, thousands of campers, and thousands of school kids loaded with happy memories of their time on our secluded 700 acres in Ivoryton.



Norman

Norman R. Nelson
Board President



Peter

Peter Laron
Executive Director

Shepherding this activity are twenty four Board members representing seventeen sponsoring parishes,

hundreds of summer camp alumni (seven of whom serve on our Board) and a year round, dedicated staff of over thirty individuals. And enjoying this resource are over three hundred churches and groups each year, and over 15,000 youngsters.

Each year the stewardship of this great and historic resource becomes more complicated, and more exhilarating. As we refurbish our fifty five buildings and our roads, paths, fields, and pastures we are even prouder in our 123rd year of the ministry provided by Incarnation. We thank our generous donors for the help given us in this adventure, and ask for continued help in making Incarnation the nation's premier camp and conference center.

Our Mission

Incarnation Center is a not-for-profit organization that provides education, recreation, and spiritual enrichment for people of all ages and traditions. Founded in 1886 by the Church of the Incarnation, an Episcopal Church in Manhattan, the Center is located on 700 wooded acres in coastal Connecticut. Our camps, conference and nature center offers groups and individuals unique opportunities to grow in relationship to God, one another, and the natural world. We strive for the highest standards and practices in all we do.





ENGAGE, CELEBRATE AND DISCOVER WITH THE PROGRAMS AT INCARNATION CENTER

Bushy Hill Day Camp , Summer 2007

Photo by Kim Tyler

Programs

INCARNATION CAMP

PEQUOT FOR BOYS & SHERWOOD FOR GIRLS

Offered as both a residential and day camp program, children ages 7-13 are engaged in outdoor activities throughout the summer months, complete with recreational and environmental learning experiences. Boys' and Girls' programs run independently of each other with joint meal time and special co-ed programming.

PIONEER VILLAGE FOR TEENS

Pioneer Village offers two 4-week programs for boys and girls ages 14 and 15 that introduce campers to more advanced camping skills while providing them with some real adventure. Leadership and personal responsibility are at the core of this program. Campers learn to cook over open fires and work in teams as they plan and prepare for adventure treks. Campers also offer their talents in daily service projects, and have fun swimming, boating and participating in a wide range of camp activities. Separate boys' and girls' units house teens in platform tents with separate bathing facilities.

SOCCER CAMP

The annual Soccer Camp provides expert coaching during the April vacation for the local residents. With two fully qualified European coaches bringing over 20 years experience, all aspects of the game are covered including attacking, defending, passing, shooting and heading.

WINTER CAMP

Winter Camp is an opportunity for children to experience camp during the winter months, typically running during the school vacation breaks of most school systems. Activities include ice skating, sledding, snow hikes, ice fishing, indoor sports and themed meals.

INCARNATION CAMP ACTIVITIES

GENERAL ACTIVITIES

DRAMA · CRAFTS · LLAMA
TREKKING · FARMING · ROPES
COURSE · HIKING · DAY TRIPS

LAKE ACTIVITIES

AMERICAN RED CROSS
SWIMMING & BOATING LESSONS
KAYAKING · FISHING DERBY
WATER TRAMPOLINES · ROPE
SWING · CLIFF JUMPING
CANOEING · ROWING · SAILING
150 FT WATER SLIDE

SPORTS

SOCCER · SOFTBALL · BASEBALL
BASKETBALL · ROLLER HOCKEY
TENNIS · ARCHERY · VOLLEYBALL
DODGEBALL · AND MUCH MORE!

ADDITIONAL TEEN ACTIVITIES

ROCK CLIMBING · PAINTBALL
SCUBA LESSONS · SURFING
FIVE DAY OFF-SITE ADVENTURE
TREKS

WINTER CAMP ACTIVITIES

ICE SKATING · SLEDDING
HIKING · CRAFTS · BASKETBALL

Programs Continued

BUSHY HILL NATURE CENTER

BUSHY HILL SUMMER DAY CAMP

For children ages 6-12, this two week summer program encourages children's curiosity of winding streams, wooded valleys, rocky ridges and hidden ponds. Children take part in teambuilding activities with friends from throughout the community.

ABO CAMPS I, II, III & IV

A unique experience designed for young adults ages 13-16, children learn indigenous skills used by our ancestors who lived close to the earth. Wilderness survival and tracking are taught through four separate week long programs, each progressively challenging and adventurous.

PRIMITIVE STUDIES/SCHOOL PROGRAM

Students are transported back in time and given the unique opportunity to view the daily living skills of different Native American cultures including fire making, techniques in cooking, stone tool making, hide tanning, food collecting and shelter building. Our wigwam is set up to illustrate the life and technologies in prehistoric Connecticut, as well as the contact period of seventeenth century New England. We also feature a teepee site designed to showcase the plains culture, their nomadic lifestyle and their dependence on bison. Best for grades 3 through 5.

THE WET LANDS/SCHOOL PROGRAM

This is our most popular spring program. Students participate in an active two hour exploration of a variety of wetland habitats. The program features exploring the Atlantic white cedar swamp (from a boardwalk), a vernal pool and a guided probe of a diversely populated specimen pond. Focus is on the importance of wetlands in connection to people, animals and the environment. Best for grades 2 through 5.

TEE PEE WIGWAM NATURE CENTER ADVENTURE

This fun, information packed tour features stops at our wigwam site, tee pee and nature center. Children learn about various plants, trees and animals thriving throughout the Bushy Hill property. Best for grades Pre-K through 2.

MAPLE SUGARING

As the winter snows slowly recede, the days begin to get longer and we know that spring is just around the corner. This has traditionally been the time in New England to harvest the sweet sap of the sugar maple tree. Our two hour program uses the process of making maple syrup to teach math, science and nature awareness. Students come away with an understanding of the whole syrup making process from the tree to the sugar house to the table. Best for grades 1 through 5.

NATURE'S PLAYGROUND

CHILDCARE

Nature's Playground is an early childhood program, set in a serene natural setting with a balanced structured daily schedule. Sheltered under a canopy of ever changing trees, a child is invited to explore the natural world surrounding him with many animals in residence, nature trails and invitations to experience nature first hand. Daily activities include: large and small motor skills, language, social emotional development, art, music, creative, imaginative, science and social skills.

AFTER SCHOOL PROGRAM

In cooperation with Essex and Deep River Schools, our after school program provides a safe and fun environment for children ages 5 to 12. Children enjoy an array of outdoor activities and various programming throughout the school year.



Bushy Hill Day Camp , Summer 2007 Photo by Kim Tyler

Programs Continued

THE CONFERENCE CENTER

PROGRAMMING

A Connecticut retreat and conference center, Incarnation Center is an ideal setting for Christian retreats, a confirmation class retreat, spiritual retreats, and 12 step programs. We also host many non-Christian related groups such as barber shop singers, quilting retreats, and scrapbooking retreats. Established in 1886 as a summer camp, the rustic and Adirondack style center has hosted conferences and groups since the 1960s.

Noted as one of this country's best known retreat and conference centers, Incarnation Center hosts a wide variety of groups including:

- ◇ Adult retreats
- ◇ Women and family retreats
- ◇ College association get-away
- ◇ Twelve Step Programs
- ◇ Class and Family Reunions
- ◇ Confirmation class retreats
- ◇ Youth Ministry groups
- ◇ Kairos
- ◇ Church retreats for Catholic, Episcopal, Lutheran, Korean, Methodist, and Protestant organizations.
- ◇ Natural and Shamanistic healing retreats
- ◇ Vestry retreats
- ◇ Prayer groups

Incarnation is also a perfect venue for special events including weddings and graduation parties.

The culinary staff at Incarnation Center prepares delightful meals in the two spacious dining rooms on site. Our experienced and charming hosts will cater to your needs by providing personalized hospitality. The tranquility of the secluded natural setting, the simple accommodations, rustic decor, and vast amenities prove perfectly suited for enhancing the community atmosphere. In addition, building stronger relationships through group reflection, engagement, and growth are among the many reasons why groups return year after year. Incarnation Center is a pleasant, beautiful backdrop for your conference needs.

NATURE'S CLASSROOM

Natures Classroom is a separate non-profit organization hosted by Incarnation Center. We have shared our facilities and beautifully wooded lands to provide a unique educational experience for over 3,000 students and their teachers annually, offering the very best in environmental education.

Through workshops, Nature's Classroom also provides services to adults, taking a leadership role in quality professional development for educators, youth leaders, and corporate managers.

Incarnation Center offers enormous diversity to Nature's Classroom with numerous streams, the Incarnation Farm, a cedar swamp, hard wooded forest, a pond, and Bushy Hill Lake.

ADULT ACCOMODATIONS

THE LODGE

SINGLE & DOUBLE OCCUPANCY
UP TO 39 PEOPLE · PRIVATE
MEETING SPACE · NATIVE STONE
FIREPLACE

BROOKS

SINGLE & DOUBLE OCCUPANCY
UP TO 24 PEOPLE · PRIVATE
MEETING SPACE · NATIVE STONE
FIREPLACE

BELL

SINGLE & DOUBLE OCCUPANCY
UP TO 24 PEOPLE · PRIVATE
MEETING SPACE · NATIVE STONE
FIREPLACE

YOUTH ACCOMODATIONS

KATSANIS HALL

TWO STORY DORMITORY STYLE
WITH BUNKBEDS AND SHARED
BATHROOMS · 96 PERSON
CAPACITY · 2 MEETING SPACES
NATIVE STONE FIREPLACE

ALL ANGELS'

DORMITORY STYLE WITH
BUNKBEDS AND SHARED
BATHROOMS · 30 PERSON
CAPACITY · 2 MEETING SPACES

LAKESIDE

DORMITORY STYLE WITH
BUNKBEDS AND SHARED
BATHROOMS · 36 PERSON
CAPACITY · PRIVATE MEETING
SPACE · BEAUTIFUL DECK WITH
BREATHTAKEING LAKE VIEWS

OTHER ACCOMODATIONS

ACTIVITES CENTER · HIKING
TRAILS · BONFIRES · MAPLE
SUGARING · INCARNATION FARM
PRIVATE BEACHES · HAYRIDES
ROPES COURSE · LLAMA
TRECKING · WORSHIP SERVICES
INDOOR AND OUTDOOR CHAPEL
TENNIS COURTS · GAMES FIELDS
VARIOUS PROGRAMMING



Incarnation Camp, Summer 2007 Photo by Sylvester Jacobs

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The Church of the Incarnation, New York, NY
Grace Church, Manhattan, NY
Christ Episcopal Church, Bronxville, NY
The Church of the Epiphany, New York, NY
St. Thomas Church, Manhattan, NY
St. John's Church, Larchmont, NY
Holy Trinity Church, Manhattan, NY
St. Mark's Church, Mount Kisco, NY
All Saint's Church, Manhattan, NY
Calvary & St. George's Church, Manhattan, NY
The Church of the Heavenly Rest, Manhattan, NY

The Church of St. Luke in the Fields, Manhattan, NY
All Angels' Church, Manhattan, NY
St. Stephen's Church, Armonk, NY
St. Bartholomew's Church, White Plains, NY
St. Thomas' Church, Mamaroneck, NY
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St. James' Church, Manhattan, NY
St. Paul's Episcopal Church, Darien, CT
St. Mark's Episcopal Church, New Canaan, CT

2006 • 2007 Year Round Staff Members

ADMINISTRATIVE

Peter Larom, Executive Director
Michelle Doheny, Development Director
Alison Hollo, Office Manager

INCARNATION CAMP

Nancy Nygard Pilon, Camp Director
Allison Dryden, Camp Intern
Brooklyn Smee, Camp Intern

MAINTENANCE

Jeff Kosky, Director of New Construction
Will Eldridge, Director of Maintenance
Dmitri Kubbs, Farm Manager
Asher Funaro, Maintenance Crew
Danny Hayes, Maintenance Crew
Frank Serio III, Maintenance Crew
Bill White, Maintenance Crew

BUSHY HILL NATURE CENTER

Erik Becker, Programs Director
Kelly 'Noodle' Way, Camp Director
Neill Bovaird, Asst. Director

FOOD SERVICE

Tom DeWolfe, Gibney Head Cook
Mark Porter, Lodge Head Cook
Andrew Kilbride, Cook
Denis Pilon, Cook
Nan Porter, Cook
Sever Tudor, Dishwasher
Angnes Waterman, Cook

FINANCE

Barbara Zettergren, Business Manager
Sandy Phinney, Asst. Business Manager

NATURE'S PLAYGROUND

Betty Johnson, Director
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Annette Wilcox, Lead Teacher
Leigh Miner, Teacher
Susan Nigosanti, Teacher
Lisa Schuster, Teacher
Kathy Tudor, Teacher
Theresa Wigg, Teacher
Rebecca Wood, Teacher

CONFERENCE CENTER

Rich Murray, Conference Director
Simon Harwood, Conference Intern
Kate Peale, Registrar



Incarnation Camp, Summer 2007 Photo by Sylvester Jacobs

Financials

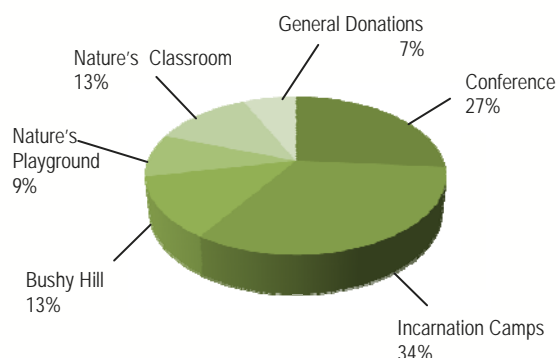
OCTOBER 1, 2006 through SEPTEMBER 30, 2007

Net Assets at Beginning of Year	\$ 8,595,435
Total Unrestricted Income.....	\$ 2,805,597
Net Assets Released from Restrictions.....	\$513,982
Total Expenses.....	<u>(\$ 3,142,159)</u>
Net Assets at End of Year	\$ 8,772,854

SUPPORT

Total Revenue and Public Support.....\$ 2,805,597

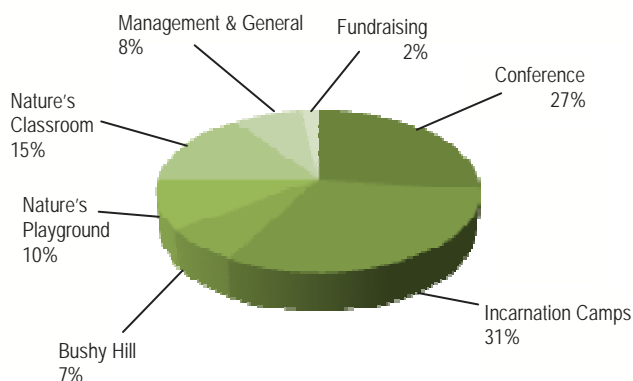
Conference.....	27%
Incarnation Camps.....	34%
Bushy Hill.....	10%
Nature's Playground.....	9%
Nature's Classroom.....	13%
General Donations.....	7%



EXPENSES

Total Expenses.....\$3,142,159

Conference.....	27%
Incarnation Camps.....	31%
Bushy Hill.....	7%
Nature's Playground.....	10%
Nature's Classroom.....	15%
Management & General.....	8%
Fundraising.....	2%



Statistical Highlights

- Incarnation Camp* served 1,010 children
- Bushy Hill Camp* served 664 children
- Bushy Hill Field School* served 2,340 children
- Nature's Playground* served 81 children
- Nature's Classroom* served 3,217 children
- Conference Center* served 4,155 children and adults

\$49,729 in scholarships were awarded to children that participated in Incarnation Center Programs during the 2007 fiscal year.

\$25,923 in incentives were awarded to families that referred our services to other families and to those families with more than one child participating in Incarnation Center Programs during the 2007 fiscal year.



Incarnation Camp, Summer 2007 Photo by Erica Szabo

A Special Thanks To Our Supporters

October 1, 2006 through September 30, 2007

On behalf of the Board of Directors, we would like to thank all donors whose support helps to ensure the continuation of programs and services at Incarnation Center. Listed in this section are gifts made to Incarnation Camp, Bushy Hill Nature Center, Nature's Playground and the Conference Center between **October 1, 2006 and September 30, 2007.**

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 St. Thomas Church, Manhattan

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 Lois Williams
 Dale Yacker
 Richard Zacks and Kristine Dahl
 Jay and Lara Zises

About the Andy K. Benefit

In 1957, Andrew Katsanis became the first full-time Director of Incarnation Camp. During his years at Incarnation, he built up the camp and conference programs and introduced Elder-hostel, Nature's Classroom and Bushy Hill. It is estimated that in his 38 years at Incarnation, Andy was responsible for introducing over thirty thousand children to Incarnation Camp.

One alum wrote, "ECCC (Incarnation Camp) has been one of the cornerstones of my life. It instilled in me, through the people and the place, the eternal value of friendship, open-mindedness and respect of nature. I would like to thank Andy for his unending dedication to ECCC and for giving us the best place in the world to grow up".

Our Annual Benefit raises funds specifically for the Andy K. Scholarship Fund and we are grateful to all those that contributed to the 2006 event.

The Andy K Scholarship Fund has been endowed to provide scholarships for families in need.

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