



KROKA EXPEDITIONS 2024 - 2026 THREE-YEAR VISION

intentional care, spacious creativity, awakening imagination

SOCIAL SUSTAINABILITY

STUDENTS & FAMILIES: We continue to offer the highest quality of programs to a diverse cohort of more than 1,000 young people each year - who in turn feel a sense of home and belonging at Kroka and return for many years as summer students, semester students, donors, staff members, and board members. Our innovative curriculum offers unique adventures and healthy risk-taking while also meeting professional standards for accredited outdoor education. We have expanded our ability to welcome an ever increasing diversity of participants. **STAFF:** Kroka is recognized as an outstanding employer that attracts and retains year-round staff through living wages, benefits, mentorship, and on-campus housing options. We continue to host and mentor a diverse and thriving community of both new and returning seasonal staff. **ENGAGEMENT:** Our students graduate with new capacities and a deep connection to the natural world, and continue on to become actively engaged within their communities in working for positive social and environmental change. **REPUTATION:** Kroka enjoys a strong positive reputation within our local neighborhood and partner organizations. We attend and/or host community events as well as regional and national gatherings of educators.

ENVIRONMENTAL SUSTAINABILITY

RESPONSIBILITY: We have dramatically reduced the amount of fossil fuels that we consume through simplifying our expeditions, frugal and creative use of resources, and adding new sustainable technologies. **BASE CAMP RESILIENCE:** Our base camp community is designed, equipped, and prepared to withstand flooding, fire, drought, and storms while providing emergency services to our neighbors in conjunction with local agencies. **EXPEDITION RESILIENCE:** Our programs can continue to operate safely and joyfully despite the challenges of climate change. Kroka owns and partners with remote campsites that offer places for our students to paddle, hike, bike, and swim on expeditions within New Hampshire, Vermont, and Maine. **FOOD SECURITY:** Our base camp has been redesigned with a master plan and planted for permanent food and forest production - engaging students in livestock management and the cultivation of fruits and vegetables. We enjoy an ongoing partnership with a thriving farm at Rogers Road that is independently owned and operated.

ECONOMIC SUSTAINABILITY

DIVERSITY: Our programs are accessed by a diverse group of students from all income levels and from our local neighborhood. **FRUGALITY:** We continue to provide for our operating expenses (including staff salaries) through tuitions and appeal donations, while maintaining our campus and equipment through major capital gifts and grants. We have paid off our mortgage debt, doubled our scholarship endowment fund, and established a reserve fund for property acquisition and other contingencies. Endowment funding allows full scholarships for Kroka semester programs. **CONNECTION:** Partnerships with universities and a major foundation help bring national energy and attention to our work.