Conejo Camp
Sequoia Lake



2025 annual report

A week at the lake.
The work that makes it possible.

Camp life, volunteer service, and the systems behind the program.

103
campers served

53
staff volunteers

8,904
estimated hours

Participation figures reported in the 2024-2025 impact review. Hours are a full-week estimate: 53 volunteers x 168 hours, not logged active work time.

Financial reporting period: January 1 - December 31, 2025. Prepared September 2026.

A stronger foundation for camp

Milestones and participation figures below are reported in the 2024-2025 Board & Staff Impact Review, linked in the September 2025 board agenda.

40+

Written operating procedures

Aligned with ACA standards, as reported in the impact review.

An independent nonprofit

Launched the independent 501(c)(3) organization behind the camp program. This was an organizational milestone in a camp tradition spanning more than 60 years.

ACA accreditation

The impact review identifies ACA accreditation as a milestone. November 2025 board records also recognize this achievement.

Written operating procedures

Developed more than 40 standard operating procedures aligned with ACA standards, giving volunteers a clearer reference for how camp operates.

Background-check administration

Established the DOJ background-check process described in the impact review to support volunteer screening.

Donation receipts and grant work

Launched automated donation receipting and established a grant-writing process to support the program.

Payments and merchandise

Connected payment and merchandise systems so camp purchases and their administration could work together.

A new departure site

Secured a new departure location as part of the camp's transportation preparation. Current travel instructions remain on the website.

Prepare the people. Make the plans clear.

20+ training videos reported in the review

Training volunteers can revisit

Created 20+ training videos using Synthesia.

Clearer leadership preparation

Formalized staff training for directors and program leaders.

Feedback before and after camp

Launched pre-camp and post-camp evaluations through Jotform.

A leadership cohort

Established the "Camp CC" leadership cohort.

Training, evaluations, and a leadership cohort give volunteers a shared starting point. They also create a way to carry lessons into the next camp season.

Medical documentation

Added a medical-facility metrics capture system and formal documentation protocols.

Incident reporting

Introduced a new incident-reporting system.

Emergency response

Established camp emergency response plans.

Off-site activity preparation

Launched checklists and tracking for off-site activities.

Vehicle equipment

Established minimum safety-equipment packages for all off-site vehicles.

Broader insurance coverage

Expanded coverage for personal effects, liability, workers' compensation, and property.

Training and safety milestones are reported in the 2024-2025 Board & Staff Impact Review.

A full week of volunteer presence

Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7
24 hours	**24 hours**	**24 hours**	**24 hours**	**24 hours**	**24 hours**	**24 hours**

53 volunteers x 7 days x 24 hours = 8,904 estimated hours. Includes overnight time; this is not a timesheet total.

Keep the work connected

The 2024-2025 review describes new tools for purchases, communication, connectivity, and administration.

8+
store products

$3,600+
reported YTD sales

Sales are the year-to-date amount reported in the impact review linked in September 2025. They are not a full-calendar-year sales total or profit, and are not added to bank deposits.



The real place behind the work: Sequoia Lake.

A camp store

Launched a merchandise store with 8+ products. The review reports more than $3,600 in year-to-date merchandise sales.

Purchases and delivery

Integrated payments for packages and mail delivery.

Connectivity at the lake

Upgraded internet connectivity with Starlink.

Coordinated communications

Aligned email and text-messaging systems and integrated a new digital phone system.

Less fragmentation

Consolidated multiple systems into a unified platform for camp administration.

Fundraising supports the program. Governance, stewardship, and continuity remain central to the board's role.

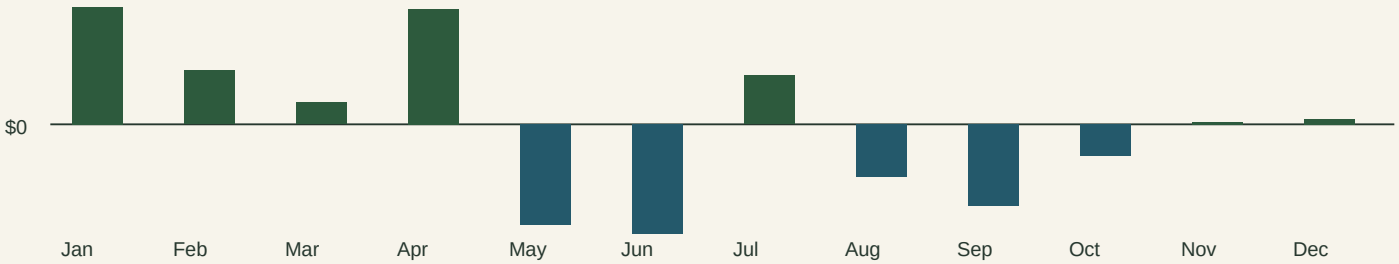
Follow the money through the year

$138,598.06
Checking deposits

$139,754.74
Checking withdrawals

Net cash outflow: $1,156.68

Includes transfers and credit-card payments. These are checking-account cash flows, not accounting revenue or profit. Credit-card purchases are not added a second time.



Monthly net cash flow: green above zero, blue below zero.

Month	Deposits	Withdrawals	Net cash flow
Jan	$14,034.96	$957.84	$13,077.12
Feb	$9,026.08	$3,028.10	$5,997.98
Mar	$8,406.74	$5,956.61	$2,450.13
Apr	$14,306.65	$1,436.07	$12,870.58
May	$10,083.66	$21,323.80	-$11,240.14
Jun	$12,592.65	$24,823.67	-$12,231.02
Jul	$61,357.40	$55,930.45	$5,426.95
Aug	$5,517.39	$11,354.34	-$5,836.95
Sep	$923.12	$9,962.18	-$9,039.06
Oct	$80.02	$3,620.55	-$3,540.53
Nov	$487.98	$198.93	$289.05
Dec	$1,781.41	$1,162.20	$619.21
Year total	**$138,598.06**	**$139,754.74**	**-$1,156.68**

Source: 2025 financial workbook, monthly cash-flow table. Totals reconcile to all 12 monthly rows; approximate figures in internal notes were not used.

Carry the good work forward

What staff valued

The staff review highlights the return of the Western Dance, Ga-Ga Ball, the Character Development Ceremony, waterfront activities, and crafts. It also recognizes the work of the medical, creative, and food-service teams, including support for dietary needs. These are observations from staff feedback, not a parent-satisfaction survey.

What the feedback asks us to improve

Staff called for practical improvements: hooks, shelves, and mirrors in shower areas; more shade at the lower field; and dedicated facilitators for activities that need guidance. These were improvement opportunities identified in 2025. This report does not claim that the work has since been completed.

Next-season priorities

The board and directing team can use the 2025 review to prioritize activity facilitation, practical facility needs, and volunteer preparation. November discussions also addressed future operating costs. Those discussions were planning for the next season, not additional 2025 spending or completed improvements.

A consistent report each year

Future reports will cover the full calendar year. System data can prepare a draft, but the board must check coverage, reconcile financial figures, and review the narrative before publication. That review should also distinguish completed work from the next year's plans.

How to read this report

The impact review covers 2024-2025. Its milestones, 103 campers and 53 volunteers are attributed to that review rather than presented as independently reconciled calendar-2025 totals.

Volunteer hours are estimated from 53 people for a full 168-hour week. The 8,904-hour figure represents a full-week contribution estimate, not an active-work time log.

The source's accreditation percentile, undefined 5:1 ratio, and playful activity equivalents are not used as measured outcomes. Background checks are described as a process, not an accreditation.

Staff feedback is from the August 2025 staff review, not a parent-satisfaction survey. Numerical ratings were not reconciled to raw evaluations. Several older feedback links no longer open.

Financial totals come from the workbook's 12 monthly checking-account cash-flow rows. Private minutes, personnel matters, medical details and bank transactions are not republished.

Public source references

2025 Staff Evaluation Success Report

Board & Staff Impact Infographic (2024-2025)

2025 financial summary and monthly totals