



2020 Annual Report





2020 started out as another incredible year for Hunt Hill. Programs were reaching capacity, we hired Kelsey Probasco as Program Coordinator to run public programs and Sage was updating all of our school programs. Then COVID-19 arrived and our Board made the safe decision to cancel nearly all programs and our groups cancelled their visits. While it was disappointing to cancel activities, the change in schedule allowed us new opportunities.

Instead of hoarding toilet paper or hiding under the covers (no judgement if you did), our staff brainstormed new and innovative programs and activities to engage people in the outdoors in safe ways. On page 4 we share some of the special activities we offered this year. An emphasis was placed on programming that kept people outdoors and socially distanced.

In addition to new programs, the emptied schedule gave us the opportunity to work on a number of maintenance projects that can't happen when we have a full summer schedule. Many of the buildings got a deep cleaning – we are talking power washer and a LOT of elbow grease deep clean! – along with some reorganization and fresh coats of paint. Be sure to check out page 6 for more facility projects completed this summer and fall.

Although overall participation and financials are down this year, I am proud of all the things we were still able to accomplish, thanks to wonderful volunteers and a great staff. I especially appreciate how our staff stuck with us, even as hours were cut and job descriptions expanded to take on a variety of new tasks.

Stay Safe and Thank You!

Nikki Janisin

A FEW OF MY FAVORITE THINGS FROM 2020:



Discovery Trail

People of all ages, have been enjoying our monthly themed nature hike.

The Discovery Trail, formerly called the Barred Owl Trail, invites people to hike the short loop and look for hidden objects.

Themes have included: flamingos, frogs, bugs, snowmen, gnomes and so on. When visitors post their hike on social media, they get entered into the monthly prize drawing.



RGRH Lower Level Completed

This spring we were able to use the remaining funds from Marcia Grand to complete the lower level of the Richard Grand Recreation Hall. The lower level will now serve as our nature display area and day camp room. The room has displays, craft cabinets, utility sink, storage room, bathroom, turtle tanks, reading nook, backpack cubbies and a funky splatter-painted floor.



Halloween at the Hill

Hunt Hill's first ever Halloween at the Hill invited families to pick their own start time to walk our magical trail while staying outdoors and socially distanced from others.

Visitors met some friendly monsters, weaved through a giant spider web and tried witches potion. All kids got a take home bag of varied goodies.



TEN NOTEWORTHY ACCOMPLISHMENTS IN 2020

1

Discovery Trail

This new trail, called Barred Owl on the trail map, featured hidden objects that changed monthly. It was a big hit with families and visitors of all ages!

2

Program Coordinator

We welcomed Kelsey Probasco, who served for 10 months as the Program Coordinator, before moving out of the area. She ran all public programs, social media and marketing efforts.

3

New Roofs

The Log Cabin, Andrews Cabin and Square Dorm were all able to get new roofs this fall. The work was completed thanks to capital improvement funds.

4

New Programs

New programs were developed that allowed people to stay outside and socially distanced while still enjoying educational opportunities.

5

Grant Support

Thanks to the incredible support of the Bosch Community Fund, we received two large grants in 2020. One grant supported our new Program Coordinator position and the rewriting of all school programs, and the second grant supported operations.

6

Prep Work Completed

Prep work was completed this fall so that improvements could be made next spring to a section of old driveway that is narrow, curved and steep.

7

Website Redesign

The website was updated and redesigned to make it more visually appealing, incorporate new features and make it easier to navigate.

8

Volunteers

So many volunteers helped us accomplish so much. But special praise is due to volunteer, Al Bouma, who hand addressed over 1,000 envelopes for mailings this year.

9

Trex Recycling Program

Hunt Hill became the drop off location for plastic waste. Thanks to many donors, Hunt Hill collected over 500 pounds of plastic, which was sent to Trex to be turned into composite decking.

10

Andrews Cabin

Thanks mainly to volunteers, some walls were removed and added to make better use of floor space, electric baseboard heat was installed, the kitchen was remodeled, electrical was upgraded, and the exterior was painted.

By the Numbers

2020 Membership Distribution



Jim & Pat Jenkins

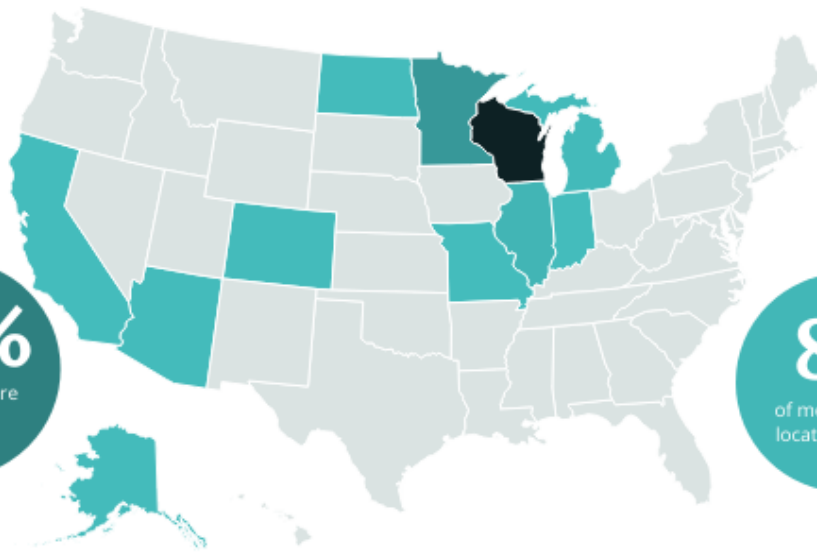
Members & Program Participants

Our whole family loves coming to Hunt Hill programs! We love the variety of programs and the wide range of ages served from youth to families and adults. We have three generations in our family coming to Hunt Hill programs and our grandkids have grown up going to Hunt Hill. Every time we visit our cabin we go to Hunt Hill, and when our daughter from Washington comes to visit, she always wants to know what's coming up at the Hill!

This summer we really missed attending events like Cakes at the Lake and Day Camps, but we enjoyed the new programs that Hunt Hill introduced such as 90-Minute Nature and Trivia Night. Our teenage granddaughter especially loved Trivia Night and hopes it becomes an annual event.

Our grandsons really loved the shelter building session at the 90-Minute Nature Survival Day. They thought it was such a great experience to create their own debris shelter with their family and test it out!

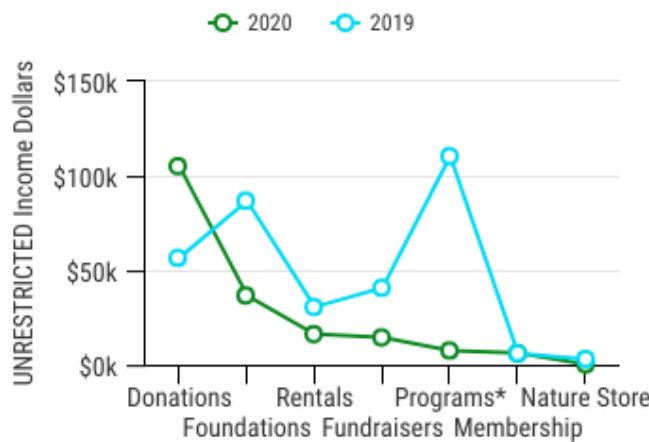
We have 537 members in 2020 - 5% less than 2019, per our formula*



*Formula based on 3 individuals per family, all other membership levels counted as singles.

Budget and Income Overview

Unrestricted Income Sources



*Program fees covered 3% of all expenses.

As of October 31, 2020 Budget Summary

Assets - Liabilities = Equity
\$6,389,656 - \$40,027 = \$6,349,629

Income - Expenses = Net Income
\$263,510 - \$296,660 = (\$33,150)

Net Restricted Inc. \$35,100
Net Unrestricted Inc. (\$1,950)

Restricted -vs- Unrestricted Income

Restricted income is given for a specific use like an endowment, a specific project, or specific equipment purchase. Unrestricted is for any use.

Total Endowment Funds

We have \$3,697,759 in endowment accounts. We are able to withdraw up to 4% from each account as long as the balance doesn't go below the original amount gifted.

We will withdraw \$145,682 in 2020, which is 100% of the money available for withdrawal (we use September totals when deciding on percentage to withdraw).

Year-end audited financials will be available, upon request, after June, 2021



A Glance at 2020 Programs and Engagement



349 Views

Average number of video views per Hunt Hill at Home on Facebook Live. (74 videos were produced in 2020)

26 Home School Programs



We offered 26 home school programs in the summer and early fall which were attended by a total of nearly 150 students.



Google Reviews

Hunt Hill Audubon Sanctuary averaged 4.7 stars on Google based on 77 reviews.



Facebook
2,493
Followers



Email List
1,817
Addresses



Instagram
525
Followers



Twitter
133
Followers



Pinterest
16
Followers



YouTube
13
Subscribers

Social Media

FOHHAS continues to build its online presence.

Reimagining Programs in 2020



90-Minute Nature participants with the debris shelter they built.

In 2020, we had to get creative and rethink the way that we offered programs. We focused on what we *could* do even with COVID-19 restrictions in place. We found that the lock-down had rekindled an interest in outdoor recreation for many people in the community, so we found ways to safely continue outdoor programs like hikes and canoeing.

Thanks to support from Mayo Clinic Health System, we were able to put on a free monthly program called Hunt Hill Hike Club. The program attracted an average of 15 people per month, many of whom had never been to Hunt Hill before.

We were also inspired to create and add new COVID-conscious programs to our calendar such as 90-Minute Nature and Halloween at the Hill. Both of the new programs kept household groups socially distant while enjoying fun outdoor activities at stations spread out around camp. The four 90-Minute Nature programs attracted an average of 50 participants per day, and Halloween at the Hill brought in over 190 participants spread out over the course of a day.

Reaching Students Where They Are

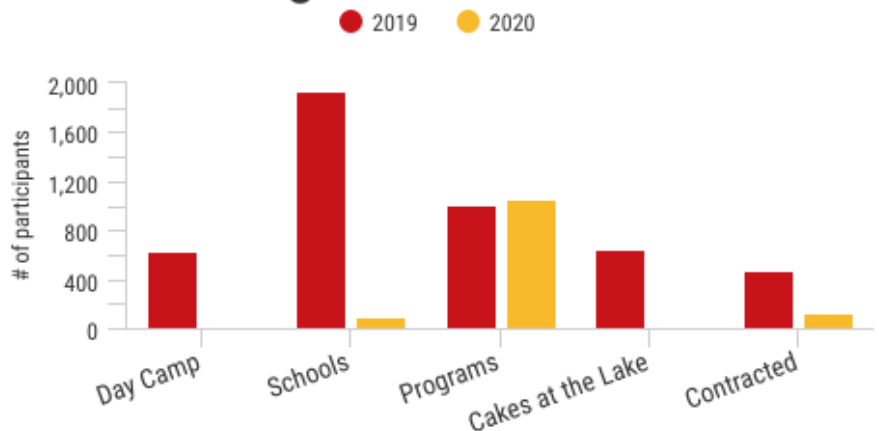
While schools were shut down and field trips were cancelled, students were learning from home. To reach them, we created Hunt Hill at Home, a daily video series that students could watch via Facebook Live or YouTube. In all, we created 74 videos, each with a different topic and activity that students could do at home.

Even once schools reopened in the fall, many were unable to resume field trips as usual, so we brought environmental education to the students. We provided a nature club with outdoor and sustainability-related activities through the Spooner High Five after school program. Through this club, we served about 60 students in kindergarten through 8th grade each week from September through December.



Spooner High 5 students learn about fish through games & activities.

Program Attendance



Note: We did not offer Day Camps or Cakes at the Lake programs in 2020 due to COVID-19 concerns. Additionally, many school field trips and contracted programs canceled in order to meet their school or organization's COVID-19 policies.

School Curriculum Project

Funded by The Bosch Community Fund

At the beginning of 2020, we received a \$13,520 grant from Bosch to improve our curriculum for school field trips. By the end of the project, we had created a set of four activity plans for each grade from kindergarten to sixth grade: a total of 28 plans. All activity plans are aligned to WI State Standards in their corresponding grade levels. Below are the steps we took to complete this project.

January



Hired An Additional Staff Member

Kelsey Probasco was hired as the Program Coordinator to allow Sage Dunham more time to focus on the project.

February-March



Interviewed Teachers

Sage visited three school districts and interviewed teachers in each grade level to learn what schools are looking for in a field trip.

April-July



Wrote Activity Plans

There were 28 lesson plans created for grades K through 6 that are developmentally appropriate and aligned with WI state standards.

August-September



Tested Activity Plans

Homeschool students visited Hunt Hill to test out the activity plans. Afterward, each student and parent provided feedback via a survey.

October-November



Created Promotional Materials

A Field Trip Planning Packet and three grade level brochures were created to promote the new curriculum.

2021



Promote to Schools

COVID-19 delayed our plans to promote our new curriculum. We plan to meet with schools districts in 2021 to promote field trips.

Want to see the Field Trip Planning Packet and other promotional materials?
Visit www.hunthill.org, click on Programs > School Programs.

2020's FUNdraisers

Popular fundraisers: Hit for the Hill, Hop for the Hill and Ladies Night Out were cancelled, but that didn't stop people from supporting Hunt Hill in other ways!

Art Sale + Flamingos

An online art sale and travelling flamingos raised funds

.....

\$1,150

Net Raised

Raffle

200 raffle tickets were sold and the majority of prize money was donated back to Hunt Hill!

.....

\$4,725

Net Raised

Talk with the Animals

A stay-at-home fundraiser

.....

\$6,812

Net Raised



Other Major Support



\$25,520 in Bosch grants supported staffing, new programs and COVID relief



\$50,000 from Marcia Grand supported general operations



\$3,049 raised on Facebook during Giving Tuesday on December 1

Facilities in 2020

Thanks to the hard work of many volunteers and our staff, we made the best out of our empty buildings this summer by completing a number of improvements.

- **Lower Level of Richard Grand Recreation Hall Completed:** floors splatter painted, drywall installed, storage room and bathroom added, cubbies for backpacks, display shelves and cupboards installed
- **Trail Work:** Routed, painted and installed final trail signs, refreshed trail blazes, removed poison ivy encroaching on the trail
- **Painting:** Outside of Andrews Cabin, dorm bathrooms, & Barn kitchen
- **Deep Clean:** Power washed and sealed the floors in the lower level of the barn, and a top to bottom deep clean of the Log Cabin
- **Shower House:** Removed all fixtures to scrub walls, sealed concrete floor, installed new wall board in men's toilet stalls
- **Educational Signage:** With the help of artist Ruth King and graphic design by Sheri Snowbank, rain garden signs were created and installed
- **Directional Signs:** A new sign was installed to direct traffic into camp
- **Andrews Cabin:** Electric upgrades, kitchen remodel, lighting in the screen porch, new shingles, electric baseboard heat added
- **Screen Porch Improvements:** fresh coats of paint, floor sanded and refinished, space organized for volunteer and visitor supplies
- **Prairie Work:** brush mowed and cleared trees for prairie restoration
- **Safety:** Powder-coated handrails added to Library and RG Rec Hall
- **New Donation boxes** were built by volunteers and installed on all information kiosks around camp



New Sign at the Intersection of Hunt Hill Rd and the Driveway



Updated Screen Porch



New Donation Boxes



Updated Kitchen in Andrews Cabin



Power Washing Kitchen Floor



New Educational Signs

Green Initiatives

Our 2020 Goals:

- Share methods to reduce waste
- Practice waste reduction in programs
- Practice waste reduction as a staff



Waste-Free Wednesdays

Zero-waste strategies, recycling in our county, and how to repair and reuse clothing were covered in this winter series.



Recycling Made Easy

Easy to identify recycling cans were put out around camp to help visitors get their waste into the appropriate can.



Plastic Bag Recycling

Through Trex's Recycling Program, Hunt Hill became a drop off location for plastic bags. From May - October, almost 600 pounds of plastic was collected. That plastic was given to Trex where it has been recycled into composite decking material. As a reward for collection, Trex is donating a bench to Hunt Hill!



BYO

(Bring Your Own)

Program attendees were encouraged to bring their own mugs and even dishes (pre-covid) so that we could reduce our waste production. It was inspiring to see how many of our visitors participated!

Donations (11/1/19--10/31/20)

Kent and Elaine Adams
 Advance d Laser
 William and Kathy Albright
 Lori Allard
 Nick Allen
 Wickham and Margaret Allen
 Amazon Smile
 Tom and Gail Anderson
 Arnold and Linda Angeloni
 Lyle and Mary Babcock
 Del and Laurie Bakkum
 Rocky and Chris Bank
 Dick & Karla Barrett
 Allan and Judie Barta
 Marv & Dianna Bednar
 Laurie Behrends
 Fred and Renee Bellum
 John & Nora Bennett
 David Bihrie and Michele Byron
 Pat and Kathy Binford
 Byron & Janet Binstock
 Tom & Jeri Bitney
 Blain's Farm & Fleet
 John & Sandy Bonneville
 Bosch Community Fund
 Al and Barb Bouma
 Brickyard Pottery
 Cecilia Brierton
 Ron and Jeanne Brown
 Louise Buchmann
 Bill and Kris Busch
 Business & Estate Advisers
 Margaret Butterfield
 Stephen and Gloria Carlson
 Robyn and Tom Castagneri
 Dave and Jeanne Chamberlain
 Dr. Paul Chase
 Donald and Joann Clemens
 David and Carolyn Cleveland
 Ronald Clish and Maureen O'Brien
 Keith Collis and Maureen Borell
 Bette Colville
 Yvonne Colville
 Theran Colwell
 Kevon and Amy Cronk
 Byron and Pamela Crouse
 Christine Oundall
 Gary and Arda Davis
 Patrick Di Bartolomeo and
 Sharon Decker
 Terry Dorsey
 Roger Dreher
 Mary Dresser
 Alice Droske
 Bob DuBois
 Timothy Dulac
 George and Dorothy Dumontier
 Rex Duncan and Karie Masters
 Jeff and Dixie Dunham
 Kip Dunham
 Sage Dunham
 Gary Dunsmoor
 TJ and Elizabeth Edwards
 Doug and Pat Edwardson
 Barb Emerson
 Michael Emerson
 Gary Engstrand
 Diane and Jim Erdman
 Gary and Cathie Erickson
 Chad Evenson
 Jerry and Kathy Fabert
 Edwin and Akemi Fischer
 Rick and Bobbie Freitag
 Jim and Maggie Garey
 Dr. John and Annette Goellner
 Marcia Grand
 Richard Grand Foundation
 Alan and Mary Grau
 Raymond and Karen Graziano
 Karol Gresser
 James Gronberg
 Dan and Katherine Gullaksen
 Lee Haight
 Jay Hands and Jan Bliss
 Dale and Kathy Hanson
 Sam and Judy Haroldson
 CJ and Karla Hariman
 June Harvey
 Michael Harvey and Vicky Ondell
 Teri Heath
 Nancy Hedlund
 Jim Heim
 Bob Hilbert
 Diane Heinrich
 Bob Hilbert
 Shirley Hile
 Carl Hill
 James Hill
 Julie and Jennifer Hoeft
 Ed and Bonnie Hurley
 Charles and Lois Jackson
 H Jacobson
 Jim and Debby Jacobsen
 Sally Jacobsen
 Dan and Nikki Janisin
 Ed and Mary Jo Janisin
 Bonnie Johnson
 Deb Johnson
 Kelly Johnson
 Kenneth Johnson
 Mark and Barbara Johnson
 Charlie Jump
 Rick Kahl and Laurie Yahr
 Mike and Pat Kell
 Carol Kettner
 Bruce and Kris Keyzer
 Ray and Paula Kodesh
 Dr. Linda Krach and Robert Kriel
 Randy and Sandy Krautkramer
 Biff Kummer
 Doug and Cindy LeMoine
 Bill and Linda Lennox
 Mike and Jake Linton
 John and Jane Lokken
 Joyce Mack
 Ryan Magana
 John and Char Magee
 Dick and Linda Martens
 Jeff Matz and Peggy Jones-Matz
 Jim and Karen McConkey
 Wendell and Mary McDonough
 Joe and Marianna Menkol
 Sue Menzel
 Microsoft
 Lisa Mink
 Minneapolis Foundation
 Minnesota River Valley Audubon
 Rachel Murphy
 Denis Murray
 Natural Resources Foundation of WI
 Elaine Nelson
 Mary Nelson
 Tom and Debra Nelson
 Lawrence Nester
 Shayla Nessen
 Roger Nielsen and Vicki Gee-Treft
 Jason and Brenda Niemi
 North Country Independent Living
 Northwest Realty Team, Inc.
 Eric and Kathy Nuebel
 Greg Olson
 Jo Anne Olson
 Jean Olund
 Carol Oosterhuis
 Don and Carol Ott
 Nick Osness
 Palisade Asset Management
 Mary Patrick
 Dr. Gary Pearson
 Perlick Distillery
 Tom and Christine Perlick
 Kent Persinger
 Mike and Pat Pesko
 John Peter and Carol Kettner
 Heidi and Mike Popelka
 Randy and Linda Poznansky
 William Presslak and Kristine Daehler
 Bruce and Sara Qualey
 Red Cross Pharmacy
 Ed and Cheryl Reed
 Maureen Revak
 Jane Reynolds
 Rice Lake Weighing
 Jim Riemer
 Eugene and Carlotta Romsos
 Alan and Charlotte Ross
 Rebecca Ruddy
 Wayne and Barb Sabatke
 Marjorie Barton Savage
 Jo Ann Schmidt
 Jim and Susie Schmitz
 Mike and Sue Schroeder
 Amy Schult
 Gene and Sue Schultz
 Bob and Sally Schwarz
 Jonathan Schack Photography
 Debra Seher
 John and Candy Severson
 Jim and Kathy Shattuck
 Shell Lake State Bank
 Mike Smith and Deborah Neuheisel
 Denny and Jenny Snarski
 Dennis & Mary Ann Solie
 Lindsay Soper
 Jeff Southerm and Linda Thompson
 Spooner Ace Hardware
 Roger and Kristen St. George
 Amy Stabenow
 State Farm Foundation
 Julie Stein
 Mary Stenberg
 Bill & Kathy Stewart
 Susan Strate
 Tom Terhorst
 Ralph and Carol Thompson
 Donald and Virginia Thompson
 Jenny Thornton
 Mary Thostenson
 Dan and Sarah Todd
 Town of Madge
 Town of Sarona
 Mark and Mary Ellen Ulfers
 Bambi Ulrich
 Keith Veldhuizen and Vicki Collins
 Marilyn Vig
 Tom and Gloria Vonasek
 Patty Wack
 John and Gail Waldron
 Lori Walljasper
 JoAnne Wartgow
 Maggie Welch
 Hokey and Carolyn West
 Lamy and Ginny White
 Lois Whitehom
 Allen Wickham
 Billy Wilson and
 Priscilla Capelle-Haehn
 Craig and Kathy Wood
 David Wortman
 Patricia Zemaitis
 Dave and Wanda Zeug

Thank you and sorry if we missed your name.



Thank you - Thank you - Thank you - Thank you - Thank you - Thank you - Thank you - Thank you

Volunteers:

Thanks to our new and returning volunteers, we've had a number of successful programs and made a variety of improvements to facilities throughout the year. Volunteers assisted with set-up for large programs such as the Luminary Snowshoe Hike, Trivia Night, and Halloween at the Hill. Others donated their time as an educator on naturalist-led hikes or 90-Minute Nature programs.

Volunteers insured the grounds looked beautiful for all of our guests by planting flower pots, maintaining garden beds, assembling patio furniture, and refreshing the screen porch. Others took to deep cleaning the interior of facilities and updating the historic cabins. Talented woodworkers accomplished projects such as building new donation boxes, routing and painting new trail signs, and installing trail posts. There were also a number of volunteers who got to enjoy the nearly 600 acres while giving their time. These volunteers checked blue bird boxes, brush mowed the prairie, and acted as trail guardians.

With the help of our fantastic volunteers, Hunt Hill was able to make many improvements and offer programs for the community. Thank you to all!

Jean Accola	Katherine Elchert	Deb Johnson	Claire Parrish	Mary Ellen Ulfers
Tammy Adler	Gary Erickson	Johniece Johnson	Ed Reed	Keith Veldhuizen
Rob Adler	Stephanie Erickson	Larry Johnson	Jim Riemer	Tom Vonasek
Nick Allen	Meg Erke	Pat Keller	Eugene Romsos	Craig Walkey
Rocky Bank	Stef Fiedler	Ruth King	Carlotta Romsos	Kim Wheeler
Sally Bartz	Edwin Fischer	Paula Kodesh	Carrie Romsos	Janet Willson-Binstock
Briana Bate man	Akemi Fischer	Ray Kodesh	Charlotte Ross	Billy Wilson
Cameron Beebe	Anne Gallagher	Kohl's Department Store	Nolan Rowe	Adriana Young
Jean Bednar	Jude Genereaux	Randy Krautkramer	Larry Samson	Brayden Young
Steve Betchkal	Thom Gerst	Mike Linton	Julie Sauer	Jordan Zahurance
Barbara Bouma	Katie Goin	Sue Luedtke	Mark Sauer	Bob Zientara
Al Bouma	Jason Griswold	Tavis Lynch	Jim Schmitz	
Deb Bouma	Bev Grocke	Jamie Nack	Susie Schmitz	
Christa Byrnes	John Haack	David Nelson	Jeff Southerm	
Robyn Castagneri	Val Haack	Randy Nelson	Sheri Snowbank	
Tom Castagneri	Jeneice Haessig	Storme Nelson	Pam Steffan	
Nancy Christel	David Haessig	Tom Nelson	Katherine Stewart	
Carolyn Cleveland	Jim Halvorson	Jack Nessen	Beverly Stencil	
Byron Crouse	Kathy Hanson	Levi Olson	Bill Stewart	
Gary Dunsmoor	Mike Harvey	Steve Olson	Phil Sylla	
Doug Edwardse n	Heidi Olson Hong	Vicky Ondell	Linda Thompson	
Pat Edwardse n	Lois Jackson	Bob Papendieck	Mary Thostenson	

Thank you and sorry if we missed your name.



Staff

Cabin Coordinator: Deb Bouma
Executive Director: Nikki Janisin
Maintenance: Mark Sauer
Maintenance: Larry Piskie
Office Manager: Sally Bartz
Program Coordinator:
 Kelsey Probasco
Program Director: Sage Dunham

Board of Directors

President: Mike Harvey
Vice President: Tom Nelson
Secretary: Bill Stewart
Treasurer/Finance Chair: Tom Vonasek
Facilities Chair: Mike Harvey
Fundraising Chair: Deb Bouma
Membership Chair: Heidi O. Hong
Program Chair: Gary Dunsmoor

Also:
 Nick Allen
 Christa Byrnes
 Doug Edwardse n
 Paula Kodesh
 Carrie Romsos
 Jim Schmitz

Event Sponsors

Bird's Place	Gorilla Glue	Marsh Insurance	Perlick Distillery	Spooner Rodeo Committee
Blain's Farm & Fleet	Hauck Power Sports	Mayo Clinic Foundation	PMI LLC	Attorney Katherine Stewart
Brickfield Brewing Company	Hayward Marine	Monarch Paving	Tim Reedy Insurance	Stresau Laboratory, Inc.
Brost Enterprises, Inc.	Indianhead Credit Union	Kristi Nelson	Royal Credit Union	Synergy Cooperative
Business & Estate Advisors	Intruder, Inc.	Tom and Deb Nelson	S&S Sales	Travel Designer/Travel Leader
Dairy State Bank	Jacobsen Advanced Eye Care	Nelson Family Cabin	Schmitz's Economart	Casey Watters Real Estate
	Kubarek Rentals	Northwoods Country Store	Shell Lake State Bank	WI Canoe Heritage Museum
	Lehman's Supper Club	Packaging Sales	Spooner Ace Hardware	

Thank you - Thank you - Thank you - Thank you - Thank you - Thank you - Thank you - Thank you - Thank you

*It's where
I belong...*



Hunt Hill
Audubon Sanctuary

Hunt Hill Audubon Sanctuary

Managed and Owned locally by Friends of Hunt Hill Audubon Sanctuary, Inc.

N2384 Hunt Hill Road, Sarona, WI 54870