

### Letter from the Directors

Greetings from Holden Village as we continue inviting ALL to the wilderness for renewal, rest, and reflection. For over sixty years, this Christian retreat center has wrestled with the challenges of the Gospel and crafted a life together based on shared work, worship, and communal fun. Holden remains a place where spiritual questions and exploration, expansive celebration, and silliness are staple features of life. We acknowledge the tremendous generosity of the far flung Holden community and the impact of faithful prayers, financial and in-kind contributions, and love from so many people.

The 2024 summer theme, "Becoming Courageous Community", exploring our missional commitments, led us to unpack our lives of faith as a community of 'good courage'. In 2025 we explore the theme of LIFE ANEW, challenging us to love and compassion in our troubled world. Evidence of renewal abound in the Village, in the new museum building, restored porches, and freshly painted murals on interior walls. The generous donations of so many supporters made these improvements possible and more. Community support allows Holden Village to continue living out its mission of welcoming all to the mountain valley and the Holden community.

Thank you for reading this summary of our last year at Holden and being with us in curiosity as we celebrate both the present and the future. This overview of 2024 attests to the amazing philanthropy that the community practices year in and year out. God is at work in the lives of all who pass through the Village. We give thanks for this chance to lean in together to become the community for which God longs.

Shey mark Kothie

Stacy Kitahata, Mark Bach, Kathie Caemmerer-Bach, Holden Village Executive Directors



## A Word from the **Board President**



Greetings and peace to you from the Holden Board. Though we live in an ever-changing world, Holden, as this 2024 Annual Report shows, continues to flourish. The Holden Board congratulates the year-round Village community and Holden's leadership on another year of trial and triumphs.

We are tremendously grateful to you as well. We depend on your ongoing financial support. Your contributions make a direct impact, allowing us to make vital renovations to porches and railings, increasing program capacity with the new Portal Museum, and nurturing the next generation of Holden with a renewed Narnia playground.

Holden depends on you as volunteers and guests. Keep recruiting people to come to Holden for a few weeks, a few months, a year, or more. The vital mission of Holden continues to be sustained by the extended Holden community, welcoming all into the transformative experience Holden offers.

Growing from the love of Christ, Holden remains an ecumenically Christian community, rooted in the Lutheran tradition, that welcomes people of all faiths and backgrounds into ways of life abundant through study, work, friendship, worship, and conversation. Thank you for all the ways you generosity makes possible the vibrant place that is Holden Village.

The Holden Board is grateful for all that you have done and continue to do for and with Holden Village.

Mark R. Schwehn Holden Board President

#### **Board Members:**

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- Peter Hernes
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- Ruth Ivory-Moore, Executive committee member at large • Suzanne Olson
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- · Mark Schwehn, President
- · Claire Smith, Vice President
- Jeff Sorum, Treasurer
- Ben Stewart
- Meisha Wangerin

## **Highlights of the Year**



**Dec 2023** 

New cookbook published.

Bless This Night Midwest premiere.

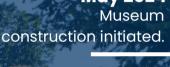


Replaced the floor and dishwasher in the kitchen for safety and efficiency.

Acquired new shuttle bus "Gulo Gulo."



May 2024 Museum





Pioneer Fire. Holden & Stehekin avoid major impacts.





August 2024

Abriendo Caminos celebrates Latine spirituality and community.





Indigenous Artist-in-Residence.

#### October 2024

Jubilee Auction raises \$75,000. Funds new wood chipper and espresso machine.

Chalet 9 & 10 porch repair and restoration completed.



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### **Who We Are**

#### **MISSION:**

Growing from the love of Christ, Holden Village is a courageous community that welcomes all people into the wilderness to form and renew their relationships with God, the earth, and each other.

VISION:
Holden Village
cultivates a
more just,
sustainable, and
compassionate
world.

#### **VALUES:**

Holden is a gift and an invitation to build and practice community both within the Village and in the greater world.

#### **J:EDI Statement**

For the sake of Justice, Holden is called to:

- Foster Diversity through deliberate invitation and welcome;
- Deploy an ethic of Equity to confront and dismantle systemic oppression; and
- Practice Inclusion by listening to, learning from, and being transformed by marginalized voices,
- In order to become, together, the community for which God longs.

#### **Land Acknowledgement**

This Valley has existed for millenia, carved out by glaciers and defined by Indigenous people and their care for this place. We live and gather upon the homelands of the Chelan, the Entiat, the P'Squosa, the Wenatchi-Colville and the Wenatchi-Yakama Tribal Nations.

We commit to resisting erasure of Indigenous people and stories, following Native leadership, and centering tribal voices.

### 2024 Summer Theme



This year, we invited our community to consider courage in collective terms. The world faces war, raging divisions between neighbors and families, and unprecedented environmental crises. The mission of Holden challenges us to confront the fears that keep us from reconciliation, and to create brave spaces in which to share our stories, encounter differences, and practice vulnerability while we are held in the grace of community. When we yield to higher powers of love, courageously abandoning our excuses, we experience glimpses and reflections of the divine in our midst.

During the summer, we explored the sacredness of all creation, starting with our own bodies. We examined the way we participate in structural injustice, and we worked to unlearn patterns of injustice and exploitation. We take these steps together, finding courage in our solidarity.



"As a trans man, I fought to escape my home state in search of safety, and in June 2024, I found it in this remote mountain village —where I'm not just surviving but truly living. In the kitchen, I discovered a love for crafting special diet meals, a way to truly nourish and include others. As a head cook, I found confidence—not just in my ability to create and lead, but in every part of who I am. In this belonging, I have found healing and hope that beyond this valley, the downlake world can hold the same kind of courageous love for the earth, the Divine, and one another."

—Scout Vaughn, Head Cook

## **Year-Round Programming**









#### In addition to 12 weeks of summer programs, we had programs for:

- Thanksgiving
- Christmas
- New Year
- J-Term
- Winter Olympics
- Women's Retreat
- Sun Over Buckskin
- Staff CommunityBuilding Days
- Easter
- Work Weeks
- May Term
- May Youth Weekend
- Rhubarb Fest

- Alumni Weekend
- First Day of School Shenanigans
- Fall Sojourn
- Hobbit Day
- Collective Justice
- Oktoberfest

Program also engaged with diverse spiritual practices, celebrating Dia de Los Muertos, Yule, Las Posadas, and the Feast of St. Lucia.

Hosted 7 college & university groups

First time: Moth Radio Hour-style storytelling workshop

Created and hosted Holden's first Indigenous Artist-in-Residence program.

The program blends opportunities for independent creative work in a private studio space with Village community engagement.

"When deciding if I would go to Holden as an Indigenous artist I was struck by the Land Acknowledgment on the website. It went further and deeper than many I have read and encouraged me to believe I could be welcome there."

- Marisol "Lu" Canales, Indigenous Artist in Residence



### **Summer Programming**

Pride • Juneteenth • 4th of July • Copperstock • Abriendo Caminos

71 Teaching Faculty & Musicians joined Holden Village during Summer 2024

37% Teaching Faculty identify as LGBTQ+

44% Teaching Faculty identify as a person of color

48% Teaching Faculty coming to the Village for the first time



#### **Art Program**

**Completed 53 kiln firings** 

Community Art Installation of Paper Birds in Village Center





#### **Children & Youth**

Served more than 200 kids ages 4-11 & 130 teenagers during the year

### **Spiritual Life**

### **Music & Preaching**

- Original Music composed by Cooper Sherry, Will Rand and Laura Elmquist
- Five staff participated in lay preachers' development group under the guidance of the Rev. Dr. Shauna Hannan, PLTS





### A WOMEN'S LECTIONARY FOR THE WHOLE CHURCH

### **Offerings**

Summer 2024 offerings given to Dar al-Kalima Lutheran School and the Foundation for Youth Resiliency and Engagement





"I'm agnostic and I felt very welcome at Holden.
I had a lot of opportunities to explore various
versions of meditation and Lutheran Christianity."
- Campbell, J-term Student

"I come from a Lutheran background and family.
It's been nice to put that it context and share a lot
of what I think are the most beautiful parts of my
religious tradition in a context that expands
beyond the traditional boundaries of Christianity."

- Paavo, J-term Student

### **Readings**

Centering voices of historically marginalized people in texts including:

- The Women's Lectionary for the Whole Church by the Rev. Dr. Wilda C.
   Gafney
- Black Liturgies by Cole Arthur Riley
- Readings by Robin Wall Kimmerer, Ross Gay,
   Andrea Gibson and more

## **Staffing**

Volunteers make up 85% of the Holden Village workforce.

Holden is operated by teams of numerous short and long-term volunteers — core staff who keep Holden functioning and serving its guests. A handful of employees — directors, managers, and leads — serve for two or more years. Finding skilled staff to maintain equipment and the infrastructure is an ongoing challenge.

**422** 

adults served at
Holden, ranging
from two-week
stints to two years!

18

families experienced the joy of Holden through the Family Option.

alumni participated in Holden's first-ever alumni weekend for former long-term community members! 18

people participated
in Holden's
Leadership
Discernment &
Development
program.



3

Staff Community
Weeks engaged the
whole Village in
building resilience,
discernment, and
Holden hospitality

"I formed closer connections, got to know more about others in the community, and felt reassured that the community, while not perfect (thankfully), is doing well."

"I really loved the community-wide
effort to engage in activities we
often find excuses to avoid. Doing
them together deepened my
connections with fellow
community members."
-Anonymous Staff on Community
Weeks



### **Food & Sustainability**





A significant portion of summer produce came from Karl's Garden in Stehekin, which has virtually zero carbon footprint.

"Local, seasonal, ethical fun!" - Oskar Grothe, Food Services Lead More than one hundred volunteers worked in the kitchen throughout the year.

Annual feast events include Thanksgiving, Christmas, New Years, Sun over Buckskin, Easter, 4th of July, Abriendo Caminos week, Hobbit Day, and Oktoberfest,

Holden accommodates ALL special diets. In 2024, the kitchen catered to more special diets than ever.

Holden
Village
bakes over
75 loaves
of bread a
week
during the
summer.

### **Operations**



Replaced old kitchen floor tiles with new epoxy coating and old Hobart dishwasher with new Champion dishwasher.



Increased capacity for processing food waste with new compost system.





Conclusion of Porch Project Phase One.





Procured new-to-Holden commercial wood chipper with funds from Jubilee Auction.



Processed 120 cords of firewood to keep the village warm during the winter season.

### Safety



In recent years, Rio Tinto's mine remediation efforts have settled into quieter, less intrusive rhythms, and we continue to share a common interest in the well-being of everyone in Railroad Creek Valley. Holden Village and Rio Tinto collaborate with regular health and safety meetings in the winter and together we host external agencies including the United States Forest Service, the National Guard, Chelan EMS, and others.



 Over 95.2% of staff participated in General Safety Orientation and 100% of relevant staff participated in Winter Safety & Avalanche Awareness Training.

Safety 4.81

Staff 4.74

Registrar 4.65

Safety was the highest rated category in summer 2024 guest

feedback



"Holden was visited by the Chelan County Fire Marshal's Team to inspect the finished Portal Museum. While they were in the Village, they toured the facilities and evaluated our Fire Prevention Program. Their overall impression exceeded their expectations for an organizational camp."

– Jeff Pierce, Fire Marshall

## **Mythbusters**

MYTH: Holden Village is run entirely by volunteers who work for free.

**FACT:** Volunteers make up 83% of Holden's workforce. 26% of volunteers receive a monthly stipend and account for 22% of annual payroll.

Employees working in 2-5 year management and supervisory roles, account for 17% of the Holden's workforce and 78% of its annual payroll

MYTH: Holden Village is just for Lutherans and is "super religious."

FACT: Holden values its Lutheran roots and welcomes people of ALL faith backgrounds and those without a faith practice. All are invited to explore spirituality in a variety of ways.

MYTH: Holden Village is strictly vegetarian.

FACT: Holden has an intentional food philosophy that prioritizes eating lower on the food chain and buying locally as much as possible. This includes celebrating with occasional meat and fish. Protein options are always available.

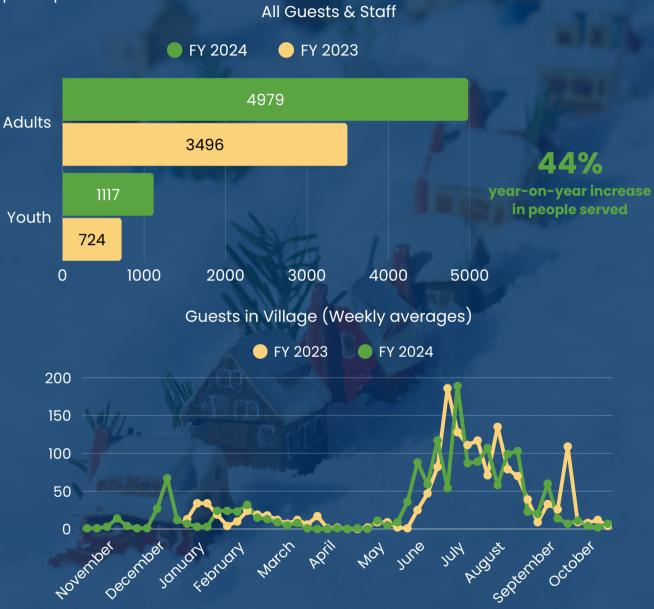
MYTH: Registration fees cover the entire cost of the guest experience.

**FACT:** On average, registration covers 40% of operating expenses. As a nonprofit, Holden is reliant on the donor community.

## **People Served**

In 2024, Holden served/hosted 44% more people than in 2023. That included 1,117 youth (ages 4-17) — 105 during May Youth Weekend, 70 with other groups, and many more attending seasonal programs with their families.

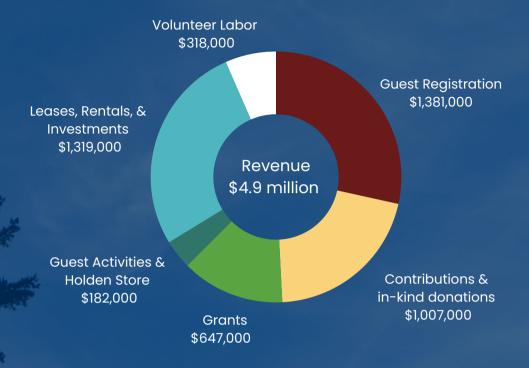
More than 79 young adults participated in January- and May-term visits, many for the first time. Abriendo Caminos was also a big draw with 60 total participants.

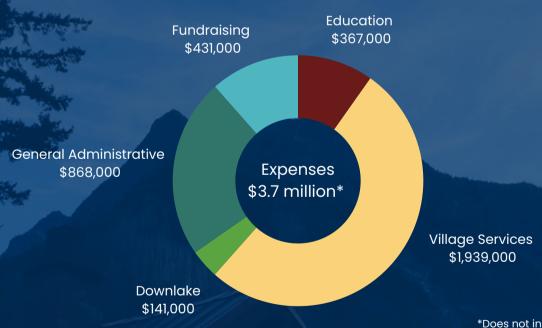


During the winter, guest capacity is 75 people. That number expands to 250 guests during the summer. In April 2024, the Village closed to replace the kitchen floor. Our thanks to the donors for helping to sustain Village life during that time.

## Financial Summary

Fiscal Year 2024 (Nov. 1, 2023 - Oct. 31, 2024)





\*Does not include expenses for capital purchases.

Assets: \$15,765,283

<u>Liabilities:</u> \$760,680

Net Assets: \$15,004,595

## **Capital Projects**

Fiscal Year 2024 (Nov. 1, 2023 - Oct. 31, 2024)

Thanks to generous gifts from donors, Holden Village completed over \$326,000 in infrastructure improvements, including replacing the kitchen floor, finalizing Phase One of the porch project, and installing a new commercial dishwasher.

An additional **\$2 million** from funders and donors completed construction of the portal museum building. Thank you!

### **Non-Museum Capital Projects**



#### **Holden Access Fund**

The Holden Access Fund provides financial support to help defray the cost of guest registration fees. This support prioritizes people with financial need, who have not been to Holden before, and those who identify as people of color, or as LGBTQ+. The Fund is supported entirely by donor contributions. In 2024 the Access Fund distributed over \$9,800, extending the Holden welcome to 44 guests.

### **Advancement**

Carolyn Aadland



#### The Portal Museum Rises!

The long-planned Portal Museum, pictured here in the late stages of construction in summer 2024, is one of many projects made possible by Holden's generous donors. Due for installation in Fall 2025, the Museum displays will explore natural history, mining-era stories, the cultural life and rhythms of Holden Village, and Indigenous peoples' presence in the valley.

#### **Donors**

Holden Village extends heartfelt gratitude to all the individuals and organizations who gave of their time, talent, and treasure during the past fiscal year. Whatever form your generosity took – financial, in-kind, or volunteer labor – you have helped to advance Holden's mission and sustain and strengthen the community for years to come. Thank you!

Ellen Ann Aagaard and Matthew Corwin Wilson Abbott and Caroline Davis Stanley and Lynne Abraham Diane Adair Pamela Adams Jane and Gregory Addington Barbara and Carlos Aquero John and Barbara Ahlquist Randall K. Albers James and Beverly Jean Allen Jennie Allen-Rich Alice Allison David Alsever Louise Alt Samuel Grayson Altenberger James and Cindy Alworth Gayle and Stephen Amorosi Bob and Mary Anderson Charles D. and Shirley J. Anderson Cindy and Tad Anderson Daniel and Carol Anderson John and Roberta Anderson Karen Anderson Kathryn Anderson Mary Anderson and Bruce McCollum Michael and Patty Anderson Paul and Barbara Anderson Robert Anderson Sandra and George Anderson Travis Donald Anklam Mark Anstadt Tony and Christine Anthony Suzanne and Steven Appelo Harry and Molly Archer Signora and Grea Armstrona Dave and Ruth Assmus Nelson and Susan Atkin Andrea Atkins Kurt and Sierra Atkins Emily Atkinson Douglas and Sharon Aukland Patti Auron

Martha and Samuel Bardwell Kirsten Barkman Keith and Sharon Barnes Steve Barnes Kurt Bartelheimer Rachel Bartle Mary Ann Barton Deri and Jennifer Bash Dorothy Bass and Mark Schwehn Marcia and Kevin Bates Donald and Barbara Beck John and Janet Beck Arnell Becker Thomas Beede James and Pamela Beggs Walter and Carol Beglau Beth Behrens Elizabeth Bekemeier and Ed Mulligan Joan Bell Betty Ann Bender Steven Bender Glen and Catherine Bengson Barbara Bennett **Richard Bennett** Rob and Cristy Benson Robert G. Benson Jim Berg Mitch Berg Daniel Bergeson Ann Bergstrom and Gay Wilker David and Christie Bernklau Halvor Carolee Berntsen Brad Binau and Ann Palmerton Margaret and Steven Bismarck **Gregory Black** Donene Blair Ed and Meredith Blair Julie Blakeslee Robert Bliesner Richard and Kathryn Blomker Van Bobbitt and Sharon Wilson Bonita Bock Eva Boddy Dan Bode Joanne Bode and Ben Roepke Bode

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Evan Barbre

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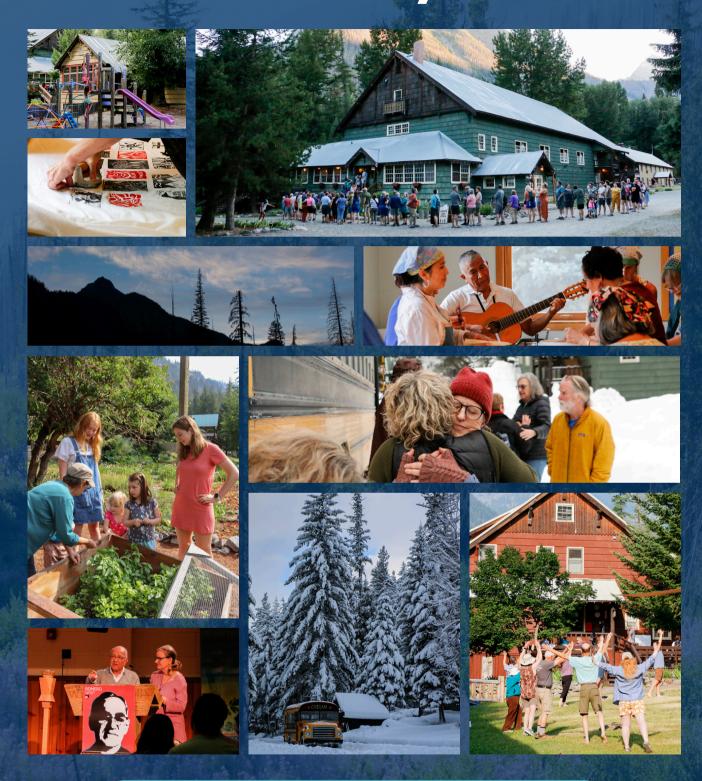
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Nancy Vignec

Sacia and Neil Vik

# Gallery





"There was a dance party in the rain. That felt like wacky weird wonderful wild community."

- Greta d'Ambruoso, Village kid

### **Prayer of Good Courage**

O God,

You have called your servants to ventures of which we cannot see the ending, by paths as yet untrodden, through perils unknown. Give us faith to go out with good courage, not knowing where we go, but only that your hand is leading us and your love supporting us, through Jesus Christ our Lord.

Amen.

- Eric Milner-White (1884-1963) from DAILY PRAYER, edited by Eric Milner-White & G.W. Briggs, Oxford University Press 1941, as adapted in Evangelical Lutheran Worship © 2006 Evangelical Lutheran Church in America.

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