

The cover art features a winter scene with snow-covered ground and rooftops. In the background, there are several red buildings with white window frames. Bare trees are visible on the left, and evergreen trees are on the right. The overall tone is dark and moody, with a blue square in the top right corner.

# Salolampi Foundation 2019 Annual Report

FEBRUARY 2020



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## Mission and Vision Statement

*The Salolampi Foundation is a 501(c)(3) non-profit corporate entity under Minnesota Statutes and has been established and operated exclusively for charitable and educational purposes*

### **MISSION**

The Salolampi Foundation is committed to sustaining the Finnish language and culture by providing scholarships and program support to the Salolampi Finnish Language Village


### **VISION**

To be recognized and respected as the leader in supporting scholarships, capital investment, and program support for Salolampi's world class programs



# History of the Foundation





Once a seemingly impossible dream, Salolampi Finnish Language Village became the magical place we know and love because determined people like you stepped forward. As the first Salolampi sessions were held at rented campsites, then at Concordia Language Village's dedicated site on Turtle River Lake, the Foundation began fundraising for scholarships, embracing the Finnish belief that anyone who wanted to attend Salolampi should be able to do so.

The Salolampi sauna, the heart of the Finnish home, was the first building to go up, even before ground was broken in 1990. Salolampi volunteers got to work erecting cabins shipped from Finland and soon, Jyringin Talo, Salolampi's signature main building, began to take shape. Designed by Jerry Jyring and made possible by his transformative gift to the Salolampi Foundation, Jyringin Talo is modeled on the Jyväskylä railway station and is immediately recognizable as a small piece of Finland in Minnesota.

Salolampi has continued to grow since, with an ever-increasing number of villagers of every generation attending each year. Words such as rantasauna, nuotio, luontopolku, kioski, and mökki enter every villager's vocabulary, while Finnish foods and Finnish songs soon become familiar and well-loved.

The Salolampi Foundation has been proud to support this work for more than forty years. We extend a heartfelt Thank You to the founders and to all who have contributed support and talent to this remarkable place. We plan to achieve more great things together.



*Kaisa Syväoja – President,  
Salolampi Foundation*

Dear Salolampi Foundation Friends,

We are thrilled by the accomplishments of 2019 and are excitedly anticipating the year to come. This past year, the Foundation has focused on improving our efficiency and governance structure, improving our financial controls to move the Foundation toward data-based decision making, and increasing engagement within the Board, as well as the larger Finnish language community. This focus will continue over the next 12 months as we lay the foundation for future campaigns to support our core mission.

Salolampi had another year of record villager attendance, and we continue to support this growth while at the same time confronting the challenges of assuring the long-term financial health of the Foundation. Over the last 18 months, the Foundation has made targeted financial investments that are beginning to allow us to more accurately direct our scholarship donations and develop new funding channels to support our long-term goal of a \$2 million dollar endowment.

In the coming year we will continue to roll out new and exciting approaches to develop more meaningful relationships with the Finnish language community and reach new audiences critical to maintaining the sustainability of our scholarship offerings. We are working diligently to improve the Foundation's ability to engage with our past, present, and future donors. Our hope is that this builds a stronger connection to the Salolampi Foundation for the people whose support we are dependent on - **friends like you**.

Stay tuned for updates on the Foundation's efforts as we work to enhance and refine our outreach efforts. Your support makes a real difference to Salolampi Villagers each year and the Salolampi Foundation thanks you.

We are excited to embark on the next decade together!

*Kaisa Syväoja*

# 2019 Foundation Accomplishments



- ▶ Funded approximately \$95,000 USD in scholarships to support attendance at Salolampi during 2019.
- ▶ Instituted a high school internship program to support Foundation activities.
- ▶ Developed a 5-year strategy to continue to expand the base of the Foundation's support of Salolampi for the coming decades.
- ▶ Continued the integration of donor management software, increasing the efficiency of the board and improve the Foundation's interaction and relationships with our donors, volunteers, and alumni.
- ▶ Implemented enhanced accounting software and improved financial controls and forecasting.



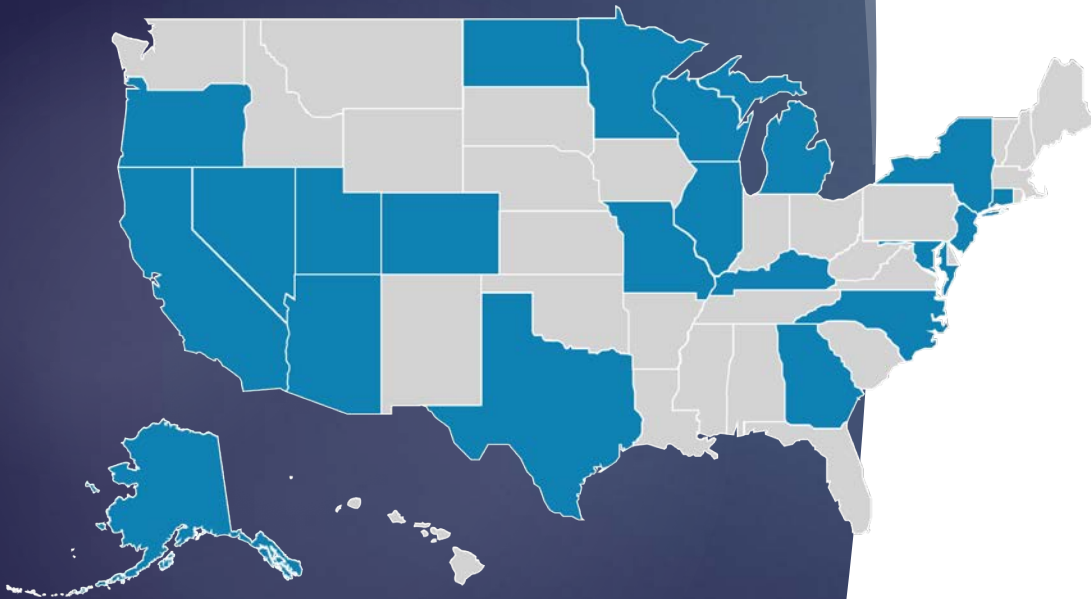


# About Us: Geographic Reach





## Scholarship Recipients by State



- Every Salolampi youth villager receives scholarship support from the Salolampi Foundation unless they choose to opt out.
- The Foundation supplied more than \$93,000 in youth scholarships in 2019.
- Many of our villagers rely on scholarship support to attend. Thank you for your ongoing support.

*\*Scholarship recipients attended from states shaded blue*



A scenic view of a lake at dusk. The sky is a deep blue, and the water is calm. In the foreground, there is a large, bright fire or explosion, possibly a bonfire, with flames and smoke rising. The background shows a dark, silhouetted shoreline with trees. A blue rectangular shape is visible in the top right corner of the image.

# A Call to Action for 2020

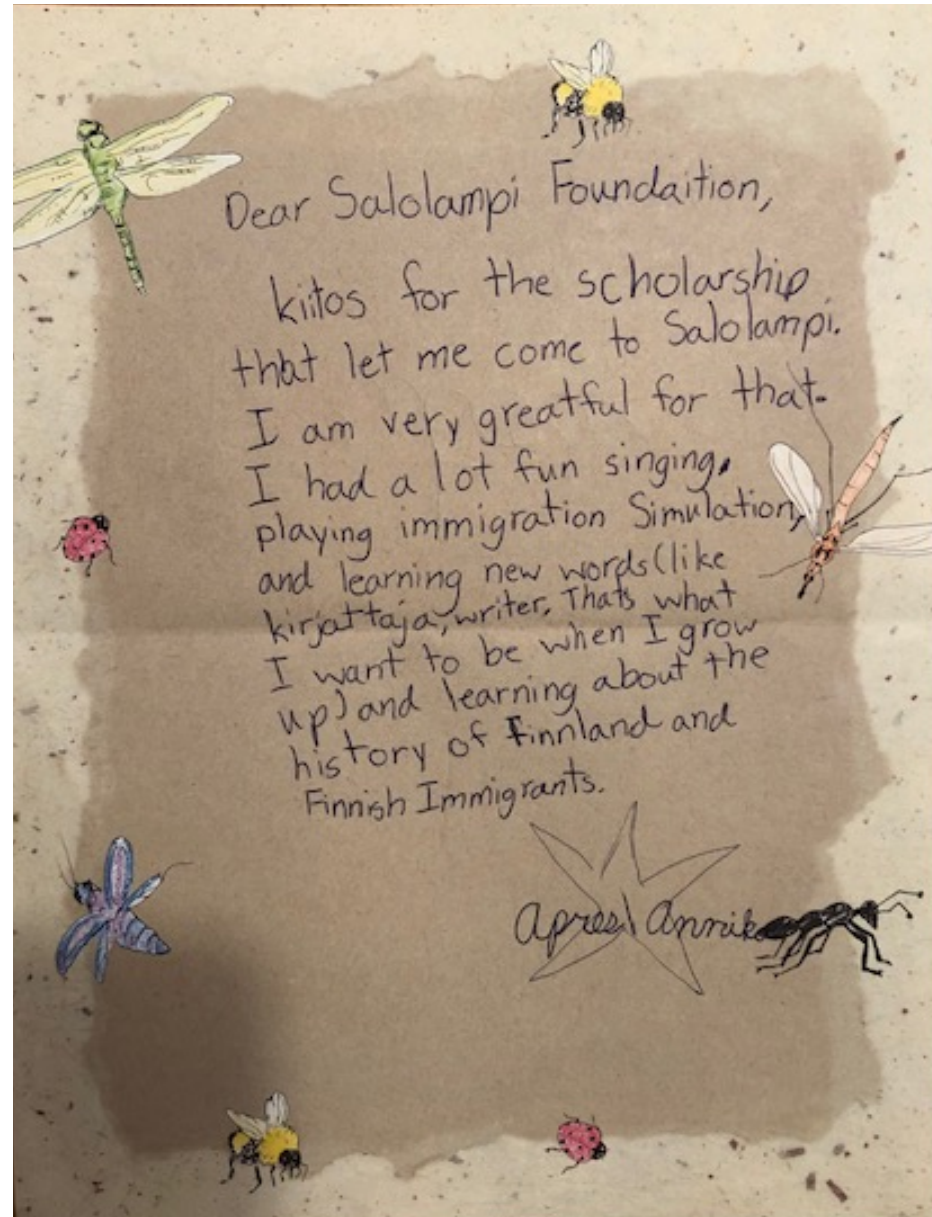
▶ For over 40 years, the Salolampi Foundation has helped villagers experience the magic of a summer at Salolampi. This is a legacy to be proud of.

▶ Today, the Foundation's work is more important than ever. We must ensure that Salolampi will grow and thrive for another 40 years. And we cannot do it without you.

▶ To secure our future, we must grow our endowment to the \$2 million threshold set by our founders, while continuing annual scholarship support. We are confident that with your help, in the Finnish cooperative spirit, we can face tomorrow stronger than ever.

Your support impacts the experience of every Salolampi Villager.

Kiitos!







# 2019 Financial Report

# Financial Overview

- ▶ The Foundation continues to see solid financial growth from its long-term investment portfolio. However, it continues to experience a substantial decline in donor activity and challenges in diversification of our scholarship funding channels.
- ▶ The Foundation anticipates increased funding challenges as a result of trends impacting non-profits, recent changes to the federal tax code, and negative impacts in our relationship with donors resulting from challenges in the implementation and integration of the Foundation's donor management software in 2019.
- ▶ Due to ongoing fiscal challenges, the Foundation has placed limited restrictions on scholarships for disbursement in 2020 and is highly focused on cost management and focused investment for the future. The Foundation will continue to review these disbursements and make the decisions necessary to assure the long-term financial stability of the Foundation and its ability to support villager scholarships.





## Salolampi Foundation

### BALANCE SHEET

As of December 31, 2019

	TOTAL
<b>ASSETS</b>	
Current Assets	
Bank Accounts	
1010 Checking 1	11,083.40
1015 Money Market	16,516.00
1020 Checking 2	1,000.00
1035 PayPal	1,649.58
<b>Total Bank Accounts</b>	<b>\$30,248.98</b>
Other Current Assets	
1200 Investments	
1220 Investment Account 1	592,504.41
1225 Investment Account 2	686,054.70
<b>Total 1200 Investments</b>	<b>1,278,559.11</b>
1400 Prepaid Expenses	2,963.73
<b>Total Other Current Assets</b>	<b>\$1,281,522.84</b>
<b>Total Current Assets</b>	<b>\$1,311,771.82</b>
<b>TOTAL ASSETS</b>	<b>\$1,311,771.82</b>
<b>LIABILITIES AND EQUITY</b>	
Liabilities	
<b>Total Liabilities</b>	
Equity	
3100 Available to Operating	-10,531.92
3150 Board-Designated Endowment	419,868.56
3200 With Donor Restrictions	757,910.38
Net Income	144,524.80
<b>Total Equity</b>	<b>\$1,311,771.82</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$1,311,771.82</b>

## Salolampi Foundation

### PROFIT AND LOSS BY CLASS

January - December 2019

	01 OPERATING	10 PROGRAM	60 MANAGEMENT & GENERAL	70 FUNDRAISING	TOTAL 01 OPERATING	90 INVESTMENTS	TOTAL
<b>Income</b>							
4000 Contributed Income				70,803.70	70,803.70	331.96	\$71,135.66
4100 Earned Income				916.00	916.00		\$916.00
4200 Investment Income			39.30		39.30	197,053.66	\$197,092.96
<b>Total Income</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$39.30</b>	<b>\$71,719.70</b>	<b>\$71,759.00</b>	<b>\$197,385.62</b>	<b>\$269,144.62</b>
<b>GROSS PROFIT</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$39.30</b>	<b>\$71,719.70</b>	<b>\$71,759.00</b>	<b>\$197,385.62</b>	<b>\$269,144.62</b>
<b>Expenses</b>							
6000 Awards & Grants to Others (Scholarships)		93,489.50			93,489.50		\$93,489.50
6100 Contract & Professional Fees			600.00		600.00	9,678.72	\$10,278.72
6200 Marketing & Promotion			2,649.85	681.00	3,330.85		\$3,330.85
6300 Office Expenses		3,317.50	5,913.10	6,048.13	15,278.73		\$15,278.73
6308 PayPal Fees				153.57	153.57		\$153.57
6400 Information Technology			864.42		864.42		\$864.42
6500 Insurance			704.23		704.23		\$704.23
6600 Conferences & Meetings			98.61	421.19	519.80		\$519.80
<b>Total Expenses</b>	<b>\$0.00</b>	<b>\$96,807.00</b>	<b>\$10,830.21</b>	<b>\$7,303.89</b>	<b>\$114,941.10</b>	<b>\$9,678.72</b>	<b>\$124,619.82</b>
<b>NET OPERATING INCOME</b>	<b>\$0.00</b>	<b>\$ (96,807.00)</b>	<b>\$ (10,790.91)</b>	<b>\$64,415.81</b>	<b>\$ (43,182.10)</b>	<b>\$187,706.90</b>	<b>\$144,524.80</b>
<b>NET INCOME</b>	<b>\$0.00</b>	<b>\$ (96,807.00)</b>	<b>\$ (10,790.91)</b>	<b>\$64,415.81</b>	<b>\$ (43,182.10)</b>	<b>\$187,706.90</b>	<b>\$144,524.80</b>



# Donors and Volunteers 2019



# Thank you for your dedication and support in 2019

▶ Your generosity makes the work of the Salolampi Foundation possible. Thanks to you, the sauna is warm, the classrooms are busy, and the kiosk is bursting with Finnish chocolate.

▶ Tuhannet kiitokset!





# We are grateful for the hard work of our dedicated volunteers.

*Salolampi volunteers helped build our database, run our phonathon, and keep our site beautiful. In 2019, work weekend volunteers donated an estimated \$36,000 in volunteer maintenance and project-based support to Concordia Language Villages through on-site work at Salolampi.*

Claudia Adkins  
Marlene Banttari  
Heidi Barberg  
Elsie Barnaby  
Joanne Bergman  
Junelle Bernard  
Sara Bogie  
Edith Boos  
Marcia Chess  
Richard Castro  
Ken Daniels  
Zachary Davidson  
Linda Warpula Davis  
Bonnie Devorik  
Doug Devorik  
Ruth Erkkila  
Mary Ann Goms  
Frank Hanson  
John Hanson  
Marilyn Harma  
Beck Hoogenakker  
Ann Hutchings  
Alfhild Inberg  
Curt Jackson  
John Jorgensen  
Kathy Jorgensen  
Kurt Keskitalo

Sue Keskitalo  
Gil Kinnunen  
Daniel Kohler  
Sara Kohler  
Toni Kohler  
Lila Koivisto  
Kaarina Kotkavouri  
Eleanor Kraker  
Debbie Kurtti  
Jim Kurtti  
Lynn Laakkonen  
John Laitinen  
Milo Laitinen  
Fran Lahti  
Ken Lahti  
Ron Makela  
Tawnya Marek  
Annikki Marttila  
Karen Michael  
Judy Mikkola  
Marlene Moreno  
Louise Morgan  
Marv Nevala  
Lisa Ollila  
Jane Olson  
Carol Pesola  
Sharon Perna

Sue Ramano  
Annisa Reko  
Roope Reko  
John Rova  
Vergene Ollila Routhe  
Dan Salin  
Delores Salin  
Kurt Schierenbeck  
Linda Mehle School  
Seija Stratton  
Agnieszka Sucharska  
Adrian Swanson  
Ruthann Swanson  
Jean Swope  
Bernice Tenquist  
Ken Tervola  
Adam Tervola Hultberg  
Amy Tervola Hultberg  
Heta Tervola Hultberg  
Niilo Tervola Hultberg  
Arlene Putikka Tucker  
Izabella Usitalo  
Becky Vogsland  
Tiina Watts  
Aino Wheeler  
Karen Tervola

# Thank You to Our Generous Donors

*The magic of  
Salolampi would  
not be possible  
without your help.*

Kathy & Leonard Adamson

Erik Ahlgren & Lisa Tuel- Ahlgren

George E. & Elaine Ahlgren

Janie Ahola

Mary & Feudor Aijala

Arnold Alanen & Lynn Bjorkman  
Alanen

Tuula I. Pasola

Dorothy Altonen

Andrea M. & Thomas T. Anderson

Francis & Berdie Antilla Endowment

Frank & Berdena Antilla

Michael Anuta

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Carole L. Backman

Aino M. Backstrand & Kathryn Sandvik

Barbara E. Bailey

Jerry & Ann Bajari

Greta E. Bakka

Kari Mattson Ball

Marlene J. Banttari

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Tanya & Steven Beckwith

Richard Bennett

Ulla H. & Gerald Benny

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Joanne B. Bergman

Junelle Bernard

Anita & Floyd Bertelsen

Ruben & Barbara Besonen

Joyce Tamminen & Donald Besser

Rudy Bjorklund

Edith Boos

Ken Bottila

Veronica & Roger Boucher

Ritva Bowman

David Braslau

E.A. Bridges

David & Barbara Brierley

Marlene Broemer

Rudolf & Elvi H. Brynolfson

Edward & Patrica Buerkle

Irene Koskela Bukacek

John & Silja-Riitta Burton

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Siiri Silpala Doan & Hung Doan

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Patricia Etten

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Metropolitan Chapter

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Finnish American Society of  
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Finnish-American Club of New Port  
Richey

Finnish-American Society of the  
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Janice Pakonen & Richard Foley

Oscar & Sally Forsman

Elsie Foss

# Thank You to Our Generous Donors

*The magic of  
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not be possible  
without your help.*

Robert & Miriam Freed  
James & Barbara Fyfe  
Agustin & Sinikka Garcia  
Dr. Michael & Ann Garcia

Lisa Garcia  
Esther Garrity  
Genentech, Inc.

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Kaaren E. Grimstad

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Barbara & Kenneth Kallio  
Ronald L. & Elaine M. Kaminen

Aulie Kamunen  
Sonja & Daniel L. Kamunen

Rev. Carlton W. & Jane M. Kangas  
Timo & Darla Kanning

Stephen & Elizabeth Karvakkj  
Clayton & Brenda Kauppila

Finn Spark Inc (Kipinä Kerho)  
Mark Kellahe

Marilyn R. & Jack Kemme



# Thank You to Our Generous Donors

*The magic of  
Salolampi would  
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without your help.*

Sara Keskey-Rufer

Phyllis & Ross Kiihn

John O. & Pauline Kiltinen

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Eloise & Floyd Kimball

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Fred & Edith Kyllonen

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Kenneth & Nancy Lahti

Reino W. Lahti

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# Thank You to Our Generous Donors

*The magic of  
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Emma & Linda Mulhern

Lois E. Laakso Munch

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Ivy Nevala

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Pirjo & Lloyd Newmann

Lorraine Niemela

Kenneth Niemi

Kenneth & Rosalee Niemi

Lee & Ranae Niemi

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Sandy Stephenson Nys

Beth & Gregory Oja

Liisa & Reino Ojala

Eugene & Julie Ollila

Larry & Lisa Ollila

Marjukka Ollilainen

Kirsten Olson

JoAnn O'Rourke

Grant Oseland

Kaisa Taipale & Andreas Ostenso

Nile & Birgitta Ostenso

Eleanor Ostman

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Vergene Routhe

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not be possible  
without your help.*

Earl E. & Sylvia B. Seppala  
Harold J. & Kay E. Seppala

Harvey & Ruth Seppanen  
Peter & Jane Sholtz

Elaine Kumpula & Richard Shrake  
Mauno & Elaine Silpala

Dennis & Delores Simi  
Royal & Sirku Skousen

Thelma Slattery  
Jean S. & Joanne M. Smith

Jussi & Rosey Snellman  
Marja Snyder

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Ruthann Rintala & Adrian Swanson

Helen Luhta Sweeney  
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Symantec  
Kaisa Syvaaja

Miriam Taimisto  
Paavo Taipale

Bernice & Floyd Tenquist  
Ulla Tervo-Desnick

Amy Tervola Hultberg  
Kenneth & Karen Tervola

Pohjolaisen Maja #25 Knights Of the  
Kaleva

Vuokko K. Theisen  
Lillian Thompson

Mariann Tiblin  
Joann Tiedemann

Irene Tieva  
Oren Tikkanen

Marty W. Tolvanen  
Arlene Putikka Tucker

Andrew & Janet Tumberg  
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Ralph A. Tuttila  
Jayne Tuura

Patricia & Clifford Tuuri  
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Peter & Eliisa Waisanen  
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Earl E. & SJohn & Irene Wall  
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Ina & Sargit Warriner

Clayton & Shauna Watts  
Tiina Lisa Watts

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Karen & Joel Werronen

Mary Westerberg  
Patricia Diamond & John Wheeler

Aino Wheler  
Leah White

Ristiina Wigg  
Audrey P. & David O. Wiita

Matt Wiitala  
Wayne R. & Violet Wiitala

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Catherine E Wikstrom

Ruth S. Wilkman  
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Richard Winkky

Carole H. Wirtala

Finnish American Women's Auxiliary

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Merle & Mary Wovcha

Albert & Beatrice Wuori

Mary Wurzer

Patricia Tanttila & Daniel Yansura

Rev. Elmer & Miriam Yliniemi

Clyde W. Ylitalo

Phillip Ylitalo

Rodney & Alice Ylitalo

Sandra Zawatski



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- ▶ **Kaisa Syväoja – President**
- ▶ **Mark Kellaheer – President – Elect**
- ▶ **Paavo Taipale – Treasurer**
- ▶ **Richard Castro – Secretary**
- ▶ **John Hanson – Past President**
- ▶ Marlene Banttari
- ▶ Sara Ahlgren Bogie
- ▶ Ken Daniels
- ▶ Katherine Brauer
- ▶ Elizabeth Brauer
- ▶ Linda Warpula Davis
- ▶ Samuel Kopperoinen
- ▶ Steve Leppälä
- ▶ Eric Mäki
- ▶ Heidi Marttila-Losure
- ▶ Gil Kinunnen
- ▶ Jennifer Porter
- ▶ Tiina Watts
- ▶ Aino Wheler

*\*Bolded text denotes the Executive Committee*

## 2020 Board of Directors

- ▶ **Kaisa Syväoja– President**
- ▶ **Mark Kellaher – President – Elect**
- ▶ **Paavo Taipale – Treasurer**
- ▶ **Aino Wheler – Secretary**
- ▶ **John Hanson – Past President**
- ▶ Marlene Banttari
- ▶ Sara Ahlgren Bogie
- ▶ Richard Castro
- ▶ Ken Daniels
- ▶ Linda Warpula Davis
- ▶ Katie-Rose Imbriano
- ▶ Steve Leppälä
- ▶ Eric Mäki
- ▶ Heidi Marttila-Losure
- ▶ Jennifer Porter
- ▶ Tiina Watts

*\*Bolded text denotes the Executive Committee*



## Ex Officio Members of the Board of Directors

- ▶ Amy Tervola Hultberg – Dean, Salolampi Finnish Language Village
- ▶ Alexander Arguelles – Group Director, Concordia Language Villages
- ▶ Christine Schulze - Executive Director, Concordia Language Villages
- ▶ Izabella Usitalo, Salolampi Foundation Villager Intern



# Salolampi Foundation

▶ <http://www.salolampi.org>

▶ Contact: [info@salolampi.org](mailto:info@salolampi.org)

