



# 2024

## · Year In Review ·

Appalachian Mountain Club

The mission of the Appalachian Mountain Club  
is to foster the protection, enjoyment, and  
understanding of the outdoors.

Photo by Corey David Photography.  
AMC Professional Trail Crew, Franconia Ridge,  
White Mountain National Forest, New Hampshire.

10 City Square  
Boston, MA 02129  
[outdoors.org](https://www.outdoors.org)





Guests enjoying the snow with an AMC Family Adventure program in New Hampshire's White Mountain National Forest.



Dear AMC community,

In 2024 the AMC community delivered powerful results: 65,729 people connected to the outdoors, 688 miles of trail built and cleared, and 2,719 letters sent to representatives advocating for conservation legislation—like the EXPLORE Act that Congress passed at the end of the year. These wins are thanks to you. The AMC members who speak up for the outdoors, the volunteers who lead trips, and the donors and partners who fund our work deserve the credit for the accomplishments highlighted in the following pages.

As the longest-serving conservation non-profit connecting people to the outdoors, AMC advances its mission through the power of people and our steadfast focus on our strategic priorities. These priorities include inspiring joyous, meaningful outdoor experiences; cultivating and sustaining a robust, welcoming community; protecting critical landscapes for the well-being of people and the outdoors; and fostering access to the outdoors. Through these lenses this year in review demonstrates an unwavering commitment to AMC's mission to foster the protection, enjoyment, and understanding of the outdoors.

Now it's time to grow: 2025 marks the first year of *All Out*, AMC's five-year action plan. *All Out* is an ambitious plan that is driven by our theory of change: We know that if we get people outdoors, they will care about the outdoors and take action to protect it—enabling more people to join in and get out. Together members, volunteers, partners, and donors are building the momentum to blaze a trail for people and the land. Fill your pack with pride and encouragement from the past year, and we'll meet you outside!

Cheers,

Nicole Zussman  
**President & CEO**

Cheryl Duckworth  
**Chair, Board of Directors**



Scan the code  
to read *All Out*,  
AMC's action plan  
for 2025-2030



# Inspire joyous, meaningful outdoor experiences

Young visitors getting up close and personal with native species during an AMC naturalist program in New York's Harriman State Park.

Something special happens when you go outdoors. Fresh air fills your lungs and lifts your heart. The sound of leaves crunching under your boots speaks louder than words. A wave under your kayak urges you forward like a supportive friend. AMC helps everyone experience the joy of the outdoors, whether on a multi-day hiking adventure or a stroll in the park close to home.



## Ladders to the Outdoors

AMC makes it easier for New Yorkers to get outside. Last year AMC delivered naturalist programming and engaged audiences of all ages and backgrounds in Harriman State Park, New York's second-largest state park, just 40 miles outside of New York City. Between May and October 2024, 8,800 visitors learned how to enjoy the outdoors and minimize their impact on the natural environment through AMC programs there. We're proud to have the support of the New York State Office of Parks, Recreation and Historic Preservation (OPRHP); Natural Heritage Trust (NHT); and the Palisades Interstate Parks Commission (PIPC) in delivering conservation programming to people of all ages and in multiple languages (currently English, Spanish, and Korean).

## School's Out(doors) Forever

In 2024 AMC hosted 234 school programs and trips, connecting 3,500 students to the outdoors in the Northeast. Many of AMC's youth programs serve public school populations, including AMC's neighbor school districts in Coos County in New

Students taking a summit selfie on an AMC A Mountain Classroom program for school groups in New Hampshire's White Mountain National Forest.

Hampshire and Piscataquis County in Maine. AMC also partnered with the Boston Public School system in 2024 to bring schoolchildren into the outdoors with the help of donors' generous support of AMC's Outdoor Journey Fund. We are proud to share the joy of the outdoors and show the next generation how to steward it for the long term.

## The Maine Woods on Two Wheels

AMC partnered with the Maine Office of Outdoor Recreation and the folks behind the Gravel Adventure Field Guide to release a cycling guide to the Moosehead Lake Region. AMC's 114,000-acre property in the Maine Woods provides access to some of the forest's most special places: breathtaking vistas of Katahdin and White Cap Mountain, pristine ponds, and some of the best fly fishing in the Northeast. AMC opened up cycling access to 330 miles of gravel logging roads through strong partnerships with local landowners and neighbors to entice bikers to take advantage of the area's cycling opportunities.

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*The Neil and Louise Tillotson Fund has a long history of support for AMC's A Mountain Classroom, which is crucial to combatting youth out-migration, promoting community connections, and helping young people in the Coos region develop strong ties with the region's natural resources. We are pleased to partner with AMC to enable students to reach their academic and social goals through this unique, hands-on, experiential program.”*

– Sonya Salanti, Director of  
Neil and Louise Tillotson Funds



## Looking Ahead:

We're doubling down on gravel riding in the Maine Woods with cyclist gatherings and group rides. Tell your biking community to book a stay at the AMC Maine Lodges this summer and fall!



# Cultivate and sustain a robust, welcoming community

Building skills and confidence during an AMC Outdoor Leadership Training in New Hampshire's White Mountain National Forest.

## Over 5,000 Ways to Join In and Get Out

In 2024 volunteer leaders from across AMC's eleven chapters hosted 5,406 activities, ranging from multi-day backpacking trips to pizza parties in the park for young members. A priority for volunteer leaders is to create activities with welcoming and accessible spaces for people of all interests and abilities to connect to the outdoors. So whether you're looking for someone to hit the local climbing gym with you, or a group to join for a gentle paddle, AMC is your one-stop shop.

## Your Outdoors Club, and Everyone's Invited

Since 1876 AMC has grown from a group that served seasoned Boston peakbaggers on their adventures in the White Mountains to an open-door organization for anyone who wants to enjoy, understand, and protect the outdoors. Our membership spans geographies, with members in 21 countries and in all 50 states. Our club is all-ages, with family memberships making up more than 40% of our base. We have active members

who joined AMC in 1946...and on New Year's Eve in 2024. Together we comprise a vibrant community that loves to be outdoors and protect the outdoors.

## AMC Membership by the Numbers

Last year AMC conducted its first member survey since 2015. Though a lot has changed in ten years, 93% of members who responded continue to see AMC's mission as highly relevant to their personal identity. You care about AMC's conservation work, especially its land preservation, and you consider supporting trails to be one of the biggest motivators to join AMC. Joining a community is attractive, too; a third of you joined AMC thanks to a personal referral, with the goal of meeting people who share your values. Additional survey highlights are presented to the right, and stay tuned for the next member survey. We're eager to hear what's important to you, so our organization can continue to serve the interests of our community.

## All About You

### Speak up!

85% of members are interested in participating in AMC's conservation advocacy.

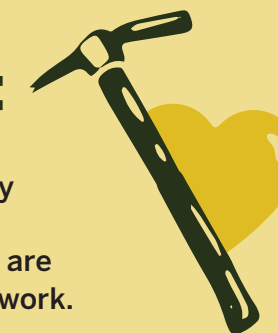


5 stars:

Over 90% of survey responders had a positive experience with AMC. 92% of you went hiking in the last three years, and half of you went backpacking! What's next? Biking with AMC? Skiing lodge-to-lodge in Maine? AMC is here for your next adventure!

### Giving Back:

AMC fosters a culture of volunteering. 20% of survey responders volunteer with AMC, and even more of you are interested in volunteer trailwork.



### Looking Ahead:

We are improving AMC's training courses in 2025 to ensure that volunteers and members are better equipped to embark on new adventures and provide warm and welcoming connections to our community.

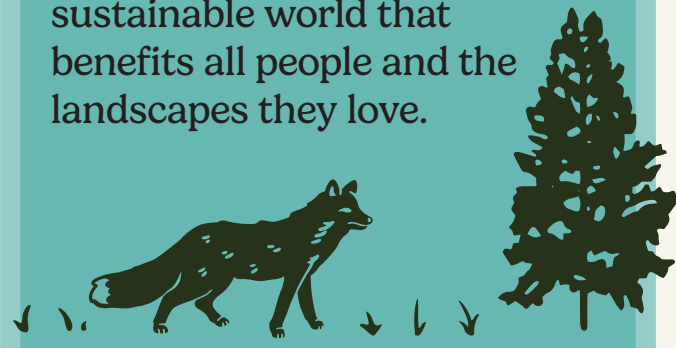




# Protect critical landscapes for the well-being of people and the outdoors

Families participating in an AMC program at Mary O'Malley State Park in Boston, Massachusetts.

If we want the next generation to enjoy the outdoors like we do, then we need to act fast to protect these lands and waters. While the planet faces many serious challenges, we approach our conservation work with nonpartisanship and long-term commitment. We know that by working together, we can cut through the noise to create a more sustainable world that benefits all people and the landscapes they love.



## Your Voice Passes Laws

Last year Congress passed the EXPLORE Act with strong bipartisan support, expanding opportunities for everyone to get outdoors, including those who face mobility limitations, economic barriers, and lack of green space. The AMC community made it happen by sending 2,719 letters to representatives in 2024, joined by AMC staff who played a leading role in the Land and Water Conservation Fund Coalition. In addition, AMC secured \$10 million for the Highlands Conservation Act, which protects 2,381 acres of land in the Mid-Atlantic region. The \$45 million in Forest Legacy grants that AMC helped bring to our region protect forest habitat, drinking water, and recreation opportunities across lands and waters.

## Your Support Restores Land

The AMC community continues its campaign to conserve the Barnard Forest in Maine's famed 100-Mile Wilderness and reopen it for public recreation. We are making progress towards our \$23 million goal to permanently protect this forest. In 2024 AMC restored 16 miles of roadway and two major bridges. AMC is also restoring access

for fish with 22 crossings completed in 2024, opening up 7.5 miles of fish habitat for native brook trout and endangered Atlantic salmon to travel from the Atlantic Ocean to their ancestral spawning grounds. We helped this forest restore its carbon sequestration potential by planting 45,000 red spruce and Eastern white pine seedlings in partnership with the University of Maine.

## Your Data Informs Climate Science

In 2024 the AMC community submitted 672 snow observations to the Snow Scope app, contributing to a long-term, region-wide study of the effects of climate change on precipitation and snowpack. We've been tracking precipitation for 60+ years, making AMC the go-to authority on mountain snowfall and runoff, mountain ecology, flood and avalanche danger, backcountry recreation, and tourism. Thanks to AMC, members in Maine, New Hampshire, and Vermont, as well as support from New Hampshire Senator Jeanne Shaheen, AMC's Research and Policy teams led a Congressional appropriation request that resulted in \$1 million in funding for the Northeast Snow Survey Feasibility Study (NESS).

“

AMC's land management practices and programs operate at a significant scale in Maine and are an exemplary regional model, integrating conservation, responsible forest resource use, and outdoor recreation. In particular, the focus on local education, vendors, and staffing provides benefits that are not solely for people 'from away,' demonstrating how we can all share what the Maine Woods have to offer.”

– Ben Niles, Freeport, ME  
AMC Member since 2002



Ben Niles, AMC Member.



## Looking Ahead:

AMC and its partners will leverage NESS to bring automated snow monitoring to the East, which will help us understand and respond to threats to alpine species and backcountry recreation.



# Foster access to the outdoors

Young hikers on a Project U.S.E. trip supported by AMC's Outdoor Journey Fund enjoy a trip in the White Mountain National Forest of New Hampshire.

Exploring the outdoors is a right, not a privilege, and none of us has a monopoly on nature. AMC has a responsibility to use our platform and influence to change the narrative around who belongs in the outdoors. Our work breaks down the barriers that keep people from immersing themselves in nature, and drives outdoor recreation policy and investment in communities lacking green space and natural infrastructure.



## The Outdoors is for Everyone

The Outdoor Journey Fund (OJF) opens the door to joyful outdoor experiences, connecting communities with nature through the Appalachian Mountain Club. The Fund mitigates financial barriers and enables AMC to provide customized, meaningful adventures at little to no cost to nonprofit partners. Seeded with generous funding from L.L. Bean and supported by donors like you, in 2024 the Outdoor Journey Fund supported 33 trips, connecting 643 trip participants to the outdoors. OJF partners included:

- New England Ski for Light, which brought a group of visually impaired skiers to the Highland Center
- SISU Center, a youth development program in Lawrence, MA, which introduced young people to Cardigan Lodge for a summer visit
- Outside Perspectives from New Hartford, CT brought 18 youth to Mohican Outdoor Center for a weekend in the Delaware Water Gap
- CatRock Ventures in the Bronx, NY transported 20 youth from New York City to the Corman Harriman Outdoor Center in Harriman State Park for an empowering weekend adventure.

With more support the Fund will be able to get even more groups outdoors. Find out how you can help at [outdoors.org/outdoorjourneyfund](https://outdoors.org/outdoorjourneyfund).



Veterans from Veterans Adaptive Sports & Training bike in the Maine Woods on a trip supported by AMC's Outdoor Journey Fund.

## We'll Lend You The Gear

At the end of 2024, AMC installed a new gear library at the Mashantucket Pequot Museum in Ledyard, CT. Funded with support from the National Park Foundation, this library includes backpacks, boots, raincoats, trekking poles, and a variety of trail maintenance tools for the benefit of the local community, including tribal youth. With the addition of this library, AMC now manages a network of 11 gear libraries across its region.

## More Parks for the People

AMC is a vocal leader in celebrating the Outdoor Recreation Legacy Partnerships (ORLP) Program, which is administered by the National Park Service and funded by the Land and Water Conservation Fund (LWCF) to provide grants to cities for park projects. In 2024 the *Stamford Current* published an op-ed AMC co-authored with Mill River Park Collaborative about the importance of ORLP-funded park improvements in Connecticut. As a leader of the Land and Water Conservation Fund Coalition, AMC is going on the record to say that millions of city residents deserve walkable access to parks.

“

*I'm thrilled to support AMC's Outdoor Journey Fund. It gives people of all backgrounds and abilities the chance to enjoy the outdoors. The natural world is my happy place, and it's a gift which I believe should be equally accessible to all – regardless of circumstance. This new initiative is designed to break down the barriers that stop people from getting outside and enjoying all that nature has to offer.”*

– Bill Tyree, member of  
AMC's Board of Directors



Bill Tyree with his wife, Kathryn George.



## Looking Ahead:

AMC's Conservation Action Network amplifies members' voices to persuade legislators to sustain and enhance the ORLP program to make sure that communities can access LWCF funding.

Join us at [outdoors.org/CAN](https://outdoors.org/CAN) to speak up for connecting people to the outdoors.









# A Closer Look: Trails by the Numbers




AMC Professional Trail Crew constructing an All Persons Trail at Mass Audubon Pawtucket Farm, Lowell, MA.

The trails that connect people to the outdoors are well-loved and well-worn. The increasing severity of storm events coupled with high demand leaves AMC with no shortage of repairs to execute. The Trails department approaches this work with skills honed over decades. **Our work is done in partnership with land managers, communities, and other nonprofits, and it leverages seasonal trail crews and the incredible dedication of volunteer time, talent, and treasure.** This work is made possible by donations from members and donors, generous funding from foundations, and grants from federal, state, and local governments.

## THE TRAIL

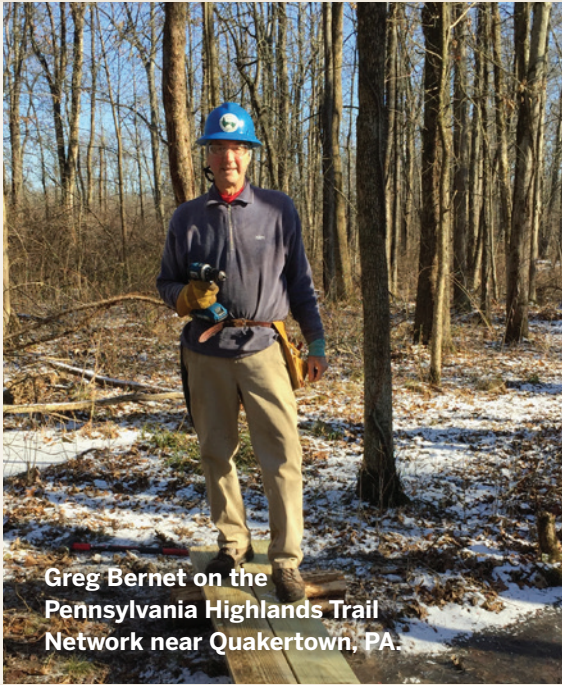
<b>5,457</b> Linear feet of All Person Trails constructed		 <b>148</b> Bog bridges built
<b>5,017</b> Drainage structures cleaned and maintained		 <b>231</b> Miles of trail brushed out
<b>2,172</b> Blowdowns removed from trails		 <b>639</b> Steps built on trail

## THE PEOPLE

 <b>14,500</b> Hikers accommodated in AMC backcountry campsites (an increase of 6% over 2023)	 <b>22,600</b> Hikers and campers engaged by AT Ridgerunners and backcountry caretakers	 <b>256</b> People trained by AMC trails programs
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*As they walk along a beautiful, well-kept trail, many people don't stop to think about how the trail got to this condition. It is done by trail volunteers from the Appalachian Mountain Club chapters from Maine to Virginia. If it were not for their efforts, the trails we love to hike might become filled with trash, overgrown, eroded, impassable, or might not even exist in the first place! Think of that the next time you hike on a trail, give our trail workers thanks, and consider becoming a trail work volunteer yourself."*

– Greg Bernet, Chair of the AMC Interchapter Trails Committee, Completed 313 hours with the AMC Delaware Valley Chapter Trails Committee in 2024



Greg Bernet on the Pennsylvania Highlands Trail Network near Quakertown, PA.

## THE WORK

<b>9,500</b> Hours of trail work completed through AMC-run youth programming	<b>436</b> Hours of AMC search and rescue participation
 <b>40,000</b> Professional crew hours from Connecticut to Maine	 <b>8,524</b> Volunteer hours on the trail

**Looking Ahead:**  
We're expanding housing for trail crews at Noble View Outdoor Center. By increasing the number of staff on site and the number of training opportunities, AMC can expand trails operations and impact in Massachusetts and further south.



# A Closer Look: AMC's Pathway to Net Zero



AMC Carter Notch Hut, White Mountain National Forest, New Hampshire.

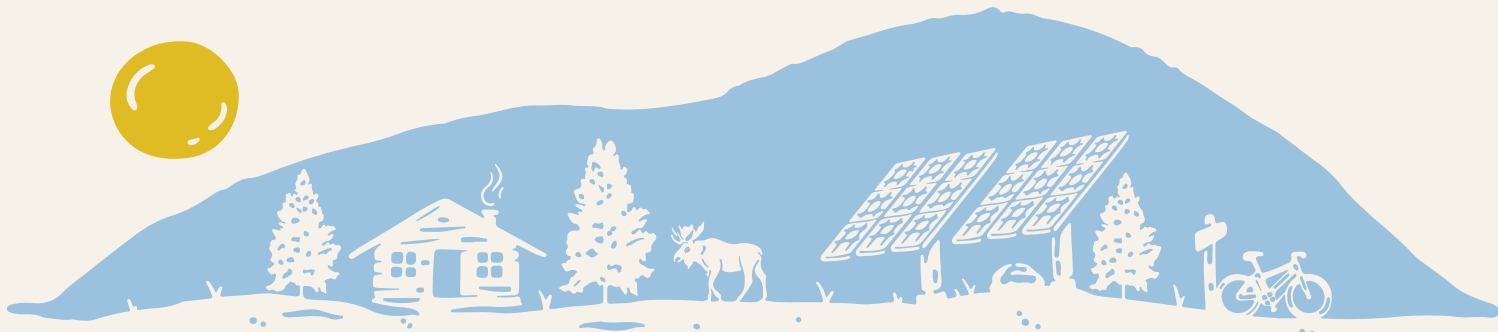
Five years ago, AMC adopted a goal of achieving net zero greenhouse gas emissions by 2050, with a goal of reducing emissions by 45% from 2010 levels by 2030. The Intergovernmental Panel on Climate Change recommends that all individuals and organizations commit to reducing greenhouse gas emissions to avoid the worst impacts of climate change. AMC has made considerable progress implementing solar projects, including these highlights from 2024.

01.

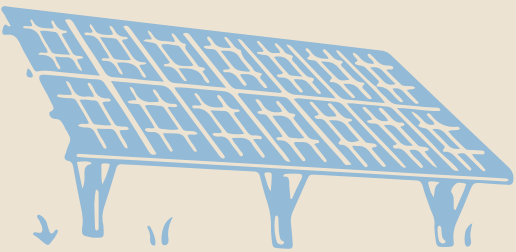
New higher-production panels replaced all 10 solar panels at Lonesome Lake Hut in New Hampshire's White Mountains.

02.

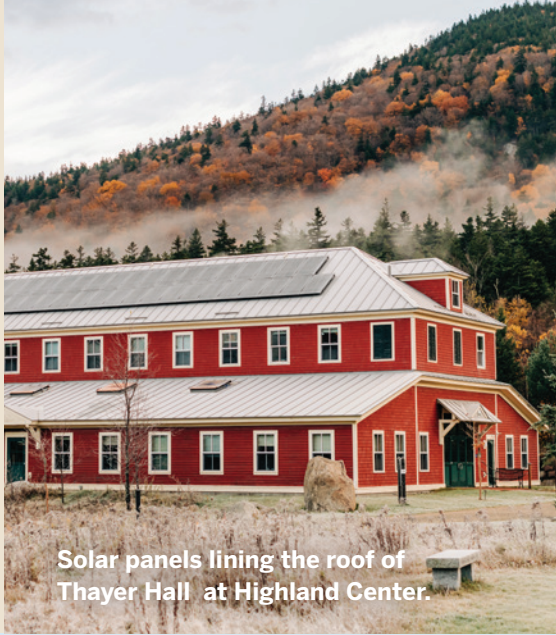
With a Sally Mead Hands Foundation grant, a new pole mount array with eight solar panels was installed at Little Lyford Lodge in the Maine Woods. This upgrade almost doubled solar production on-site.



03.



The solar arrays installed at the Highland Center at Crawford Notch in 2023, funded by the Highland Partners Charitable Fund, generated over 33MWh of electricity for 2024. At full capacity this project will generate two-thirds of the Highland Center's electricity demand. **Scan the code to view AMC's live electricity generation:**



Solar panels lining the roof of Thayer Hall at Highland Center.

04.

Three Mile Island Camp is sailing ahead with an all-electric boat, Appy VI. This new boat replaced its gas-powered predecessor to transport visitors from the New Hampshire mainland to Three Mile Island on Lake Winnepesaukee. This upgrade, which eliminated 35% of the camp's annual carbon emissions, showcases volunteers' commitment to climate action and innovation. **Scan the code to learn more:**



All electric Appy VI on Lake Winnepesaukee, New Hampshire.

05.

AMC now owns a 73-kilowatt solar array at Cardigan Lodge, thanks to support from donors and the volunteer-run Three Mile Island (TMI) Camp in Lake Winnepesaukee, NH. With optimal conditions the array will meet all electricity needs at Cardigan and TMI with clean, renewable solar power.



## Looking Ahead:

AMC's 2024 Net Zero Annual Report will be published this spring, featuring details about our greenhouse gas inventory and progress updates on the 2022 Net Zero Strategic Plan. Stay tuned at **[outdoors.org/netzero](https://www.outdoors.org/netzero)**.

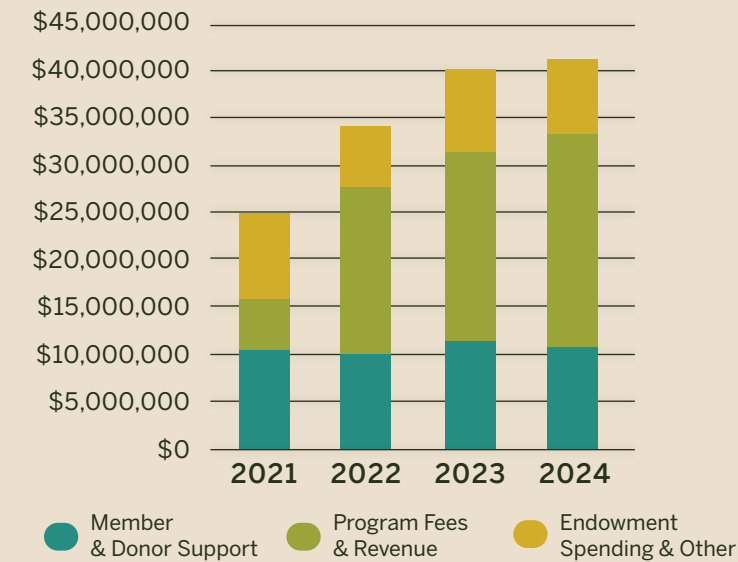
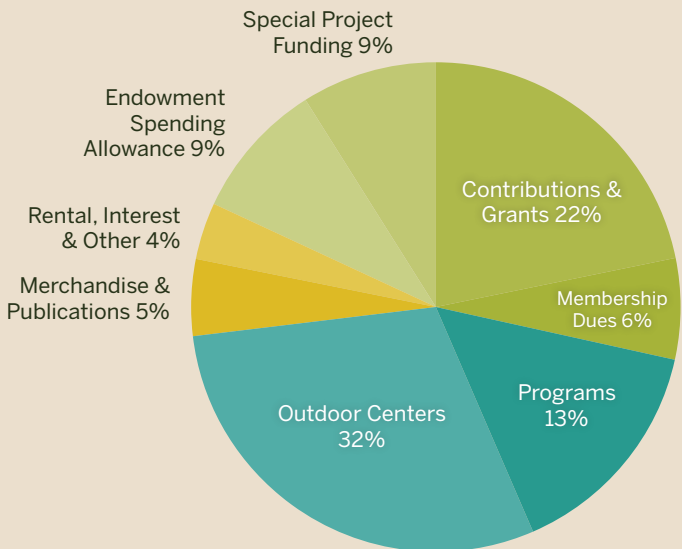


# A Closer Look: Financials

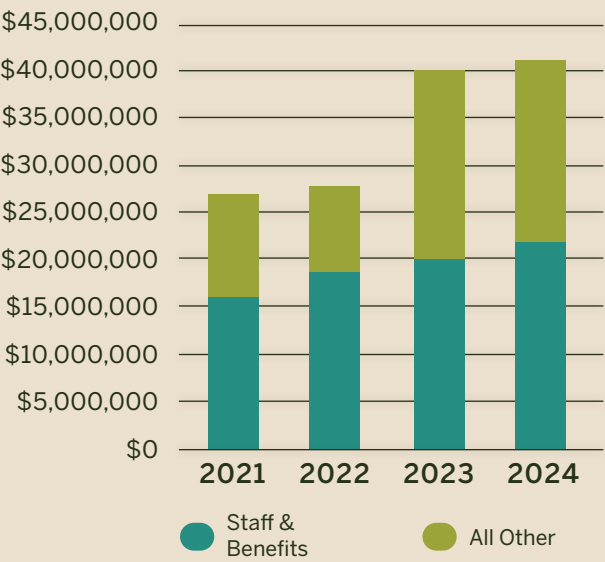
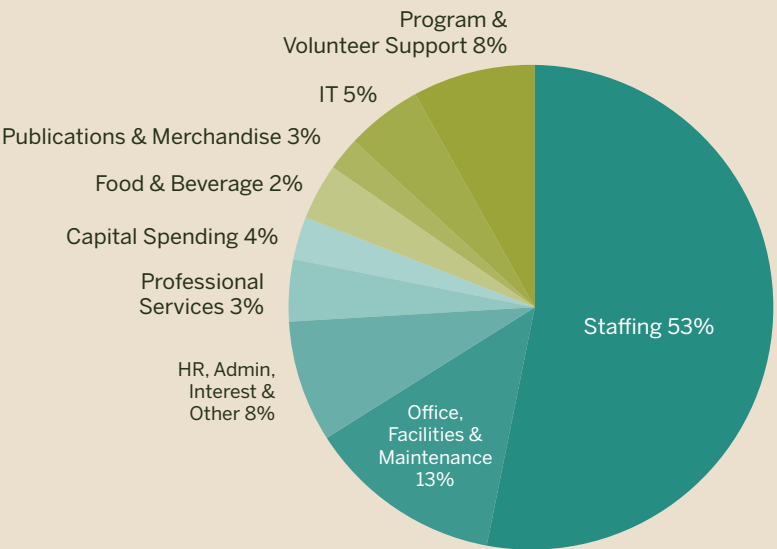
AMC enjoyed a great year connecting people to the outdoors. Thanks to strong participation from donors, members, and volunteers, AMC's Annual Fund, which provides critical financial support to our operations, had a record-breaking year in 2024. AMC received nearly \$5.5 million in contributions, a 9% increase over the previous year. Total overall

earned revenues were also up over 4%, thanks in part to solid lodging growth of 6%. We were also successful in moderating expense growth to 4% in 2024, despite strong inflationary pressures, and we have developed a 3-year financial plan to eliminate operating deficits without compromising on our staff's mission delivery. AMC's investment portfolio returned a solid 7.5% in 2024, and our endowment, after distributions to support our operations, increased by \$1.7 million to \$95.6 million. Thank you for all you are doing to keep AMC moving.

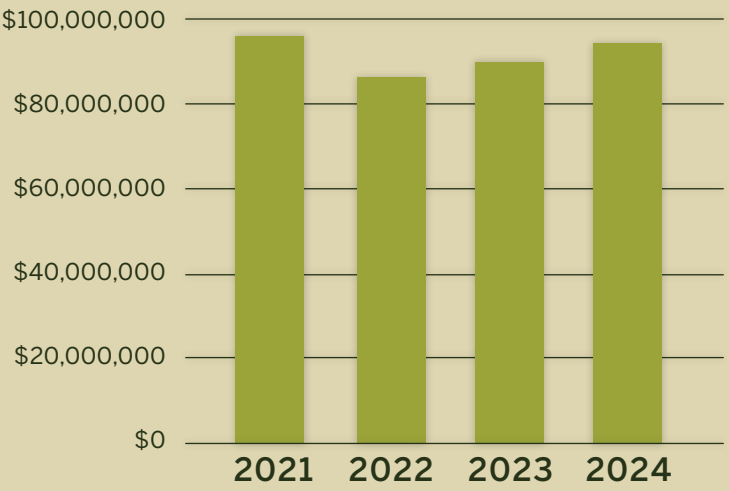
## Operating Revenue



## Operating Expenses



## Endowment



## Organizational Leadership

### Officers

Cheryl Duckworth, Chair  
Richard Batiuk, Vice Chair &  
Regional Director (Southern Region)  
Kathy Campbell, Vice Chair & Treasurer  
Paul Wilson, Secretary

Robert W. Ackerman  
Scott Barringer  
Bruce Booth  
Karen Brace,  
Regional Director  
(Northern Region)  
Joshua Carter  
Steve Ciras,  
Regional Director  
(Central Region)  
Debra Coyman  
Cindy Crosby,  
Regional Director  
(Eastern Region)

Ramón Cruz  
Birgitta C. Dickerson  
Cynthia Dow  
Mardi Fuller  
Shan Soe-Lin Hecht  
Ben Howard  
Solomon Owayda  
William B. Tyree  
Nick Wilkoff  
Eileen Yin,  
Regional Director  
(Mid-Atlantic Region)  
Nicole Zussman

## Management Team

Scarlet Batchelor Chief Growth Officer	Helmut Rueckert VP, Lodging & Hospitality
Libbi Cinti VP, Human Resources	Nicholas Stevens Chief Financial Officer
Hannah Gauthier Executive Team Manager	Steve Tatko VP, Land and Conservation
Crystal Mandler VP, Technology	Nicole Zussman President & CEO
Jennifer Norris Chief Development Officer	

For full profiles, visit AMC's website at [outdoors.org/leadership](https://outdoors.org/leadership).

The 2024 results presented have not been audited as of press time; for audited results as they become available, visit AMC's website at [outdoors.org/financials](https://outdoors.org/financials).