



HI USA

*Our Journey Resumes
Looking to the Future*

2022 ANNUAL REPORT



HOSTELLING INTERNATIONAL USA

HAS A LONG-STANDING MISSION THAT HAS INCREASED
RELEVANCE IN TODAY'S WORLD:

*To help all, especially the young,
gain a greater understanding of the world
and its people through hostelling.*

OUR FUTURE IS DEFINED BY OUR RESILIENCY AND BY OUR ASPIRATIONS, AS EMBODIED IN VISION 2025:

- A leading mission-based hostel provider in the world.
- A valued hub for experiential learning facilitated through the hostel stay.
 - An effective advocate for our hostels and for hostel travel.
- A widely recognized champion for intercultural understanding.
- A respected presence in the communities where we operate.

HI USA brings travelers from around the world together in the largest hostel network in the US. In striving to increase cultural understanding among our diverse guests, we offer experiential learning programs, local tours and spaces within our hostels designed to stimulate guest interaction and dialogue. Each hostel offers a diverse, inclusive and welcoming community.

URBAN LOCATIONS

HI BOSTON - Boston, MA | **HI CHICAGO** - The J. Ira & Nicki Harris Family Hostel, Chicago, IL
HI NEW YORK CITY - New York, NY | **HI NEW ORLEANS** - New Orleans, LA | **HI SACRAMENTO** - Sacramento, CA
HI SAN DIEGO DOWNTOWN - San Diego, CA | **HI SAN FRANCISCO DOWNTOWN** - San Francisco, CA
HI SAN FRANCISCO FISHERMANS WHARF - San Francisco, CA | **HI SANTA MONICA** - Santa Monica, CA

COASTAL LOCATIONS

HI HYANNIS - Hyannis, MA | **HI MARTHA'S VINEYARD** - Vineyard Haven, MA
HI PIGEON POINT LIGHTHOUSE - Pescadero, CA | **HI POINT MONTARA LIGHTHOUSE** - Montara, CA
HI POINT REYES - Point Reyes, CA | **HI TRURO** - Truro, MA

Nine additional independently owned and operated hostels are branded
by HI USA as affiliates; a list is located at www.hiusa.org.

HI USA offers cultural exchange programming through hostels
and virtually to stimulate interaction and dialogue. Each is described
on the hostel feature pages in this annual report:

IOU RESPECT • **GREAT HOSTEL GIVEBACK**
SCHOLARSHIP PROGRAMS • **VIRTUAL PROGRAMMING**
VOLUNTEER PROGRAMS



HI USA

Dear Friends:

The theme of this annual report – **Our Journey Resumes: Looking to the Future** – reflects our tremendous promise after navigating the pandemic, experiencing our re-emergence, and embracing the work ahead of us. It also reflects the aspirations of our hostel guests as they resume travel and personal journeys.

Our Strategy 2025 plan is once again front and center, with its focus on the central importance of the hostel stay. What's changed since the strategy was first adopted late 2019, and necessarily shelved during the pandemic, is that our network is about half the size. Now 15 hostels that HI USA directly operate after pandemic closures – plus 9 independently operated affiliate hostels. While we retain ambitions for future expansion, with now-limited resources, our immediate focus is to deliver meaningful overnight stays at our operating hostels.

This annual report highlights seven of our hostels - snapshots of how our mission is executed and the diverse local cultures our guests can explore around each – as part of our collection of 15 amazing hostels, in 15 incredible locations with talented staff and volunteers!

Our \$3.3 million operating loss during our fiscal year ending March 31, 2022, is still substantial, but heading in the right direction (compared to a \$21.8 million operating loss the previous year). We expect an operating surplus this current fiscal year, as our hostels attracted nearly 500,000 overnights during the last nine months of calendar year 2022 – about 85% of pre-pandemic levels. We believed that we would experience a rebound in 2022, but this far exceeds expectations.

In 2022, our Board and staff elevated diversity, equity, inclusion, and access (DEIA). An inclusive environment for staff, volunteers and our guests who seek intercultural experiences has long been integral to a meaningful hostel stay. Given our mission and values, we must set a high bar for the future. The inside back cover features comments from Board Chair Charles Hokanson about ongoing efforts to deepen HI USA's DEIA commitment.

In this annual report, we celebrate a substantial gift honoring lifelong hostelling advocate Mary Ellen Brucker. This gift allows us to bring back our Explore the World travel scholarships, a lasting tribute to what she cared about. We count on the philanthropic goodwill of supporters like the Bruckers and friends like you so that we can deliver purposeful travel experiences for young people. You and I understand the power and benefit of travel in opening doors to new cultures and thinking, and to a better world.

With deepest gratitude for your continued involvement, advocacy, and support.

RUSS HEDGE
HI USA President & CEO





HI USA

HI NEW YORK CITY

HI New York City, housed within a massive 1883 red-brick landmark building that was originally a charity hospital, opened in 1990 as the largest hostel in North America with over 700 beds. The surrounding Manhattan Valley neighborhood features a diverse population, classic NYC architecture and low scale retail. It is one block from the Broadway subway line and has easy access to Central Park and Harlem. Hostel guests have a range of common spaces in which to interact, including a rear exterior courtyard as part of one of the largest privately-owned open green spaces in the city.

As the largest hostel in our network, **HI New York City** was the first to reach guest numbers after the peak of COVID that could support the placement of a pilot program hiring a hostel volunteer coordinator. The position was created to expand the number and impact of organized experiential activities offered to **HI New York City** guests, enhancing intercultural exchange. Four months in, over 2,000 participants have taken part in 89 program offerings. The goal of having a dedicated volunteer coordinator in this pilot is to increase the number of volunteers from diverse backgrounds to offer at least two activities per day, elevating the city's unique communities in our program offerings. Programs such as a Lower Eastside New York tour that focuses on immigration into the U.S., the Central Harlem walking tour and in-hostel welcome parties have brought a welcome energy back to the hostel.



VOLUNTEER PROGRAMS HI USA volunteers are a critical component to mission delivery across several platforms. Volunteers facilitate experiential learning programs that focus on cultural exchange, sharing the history and diversity of the community with guests. Volunteers lead walking tours, host pub tours and assist with events such as welcome parties. Virtual volunteers lead virtual travel programs, review scholarship and IOU Respect applications and call donors to thank them for their support. Volunteers are essential to fulfilling our mission and enhancing the hostel stay experience. In 2022, HI USA had 94 individuals volunteer 970 times, contributing 4,144 hours. This resulted in nearly 6,000 guest participations in hostel programming. The plan is to place volunteer coordinators in each large urban hostel by the end of 2023 to expand experiential activities across the network.



HI CHICAGO THE J. IRA & NICKY HARRIS FAMILY HOSTEL

HI Chicago, the J. Ira and Nicky Harris Family Hostel, is located within the heart of the South Loop, one of the city's best located neighborhoods with front row access to iconic Grant Park, Millennium Park and the city's most famous museums. Trains on the historic Chicago L whisk by the expansive windows of the second floor dining hall. The original use of the 1886 red brick was a manufacturing facility and later Encyclopedia Britannica offices and presses. The 500-bed hostel, opened in 2000, was made possible in part by a \$1.0 million gift by the J. Ira and Nicki Harris Family Foundation.

In August 2022, **HI Chicago** hosted 18 young people (18-23 year-olds) of diverse cultural backgrounds from the US, Europe and the Middle East in the two week IOU Respect program. As they reflected on this life changing experience, many committed to maintain their new cross-cultural friendships. *"I got to share and voice my opinions, yet listen to, respect, and appreciate different perspectives. My favorite part was living in the hostel where everyone was just being themselves"*, Sana Zain of Egypt said. Kiah Green of Texas thanked **HI USA** for *"giving me the opportunity to make deep and loving friendships from across the globe."*



IOU RESPECT Originally developed by six national hostel associations to bridge divides after the 9/11 terrorist attack, IOU Respect is a two-week, intensive facilitated cultural exchange program. It is designed to increase participants' knowledge of other cultures, help them develop skills for intercultural communication and foster attitudes that promote mutual understanding. To help bridge the gulf of misunderstanding between Western and Arabic cultures, the national hostelling associations of Egypt, France, Germany, Lebanon, Tunisia, and the US created the program. The program location rotates annually among the participating countries. HI USA was proud to host in 2022.



HI USA

HI NEW ORLEANS

HI New Orleans has an enviable location across Canal Street from the French Quarter, the city's most historic neighborhood (1718). The hostel is several blocks from Tremé, the city's oldest (1810) African American neighborhood, with Creole cottages, jazz clubs and soul food spots. The Canal Streetcar Line is just outside the front door of the hostel. The main building of the hostel, built in 1895, was rehabbed and opened as **HI USA's** newest hostel in 2019. A prominent feature in the spacious lobby is a large water tank that captures and recycles rainwater. Within a popular independently operated restaurant within the hostel structure is a mural by a local artist depicting nearby 1960 sit-ins to desegregate Canal Street lunch counters.

HI USA partnered with Wanderful, a group that helps women travel solo, to stage a 60 minute live virtual event in January 2022 at **HI New Orleans** promoting the March 2022 Wanderfest in the city – and elevating the hostel as a place to stay when visiting this cultural destination. Broadcasting from various common areas throughout the hostel, the virtual event featured travel influencers, local historians, women travel entrepreneurs, contemporary jazz and soul music, southern dance culture and the unique foods of New Orleans, giving the viewing audience a multi-faceted glimpse of this cultural hub.



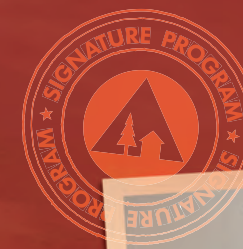
VIRTUAL PROGRAMMING Developed in response to hostel closures in 2020-21 due to the pandemic, HI USA virtual programs have become a way for hostelling enthusiasts, regardless of their location, to discover new places, learn new travel tips and explore diverse cultures. In 2022, 24 virtual programs were hosted with nearly 1,000 attendees from across the country. More than 60% of those events were led by HI USA volunteers. Examples of programs included Women Traveling Solo, Traveling for 50 and Over, Traveling While Queer and Trans, and Study Abroad: Travel with a Purpose. Several programs highlighted the cultures and history of the communities in which our hostels operate. These programs appeal to novice and seasoned travelers, increasing their understanding of the benefits and value of travel and hostelling.



HI SANTA MONICA

HI Santa Monica, one of two purpose-built **HI USA** hostels (the other is **HI Martha's Vineyard**), opened in 1989 as a 270-bed hostel. Integrated into the hostel is the Rapp Saloon, the city's first structure (1875). The hostel is one block from Ocean Avenue with expansive Pacific Ocean views and four blocks from the iconic Santa Monica Pier built in 1909, also the western terminus of Route 66. Given Santa Monica's mild year-round weather, a main place for guest interaction is an open-air interior courtyard which is adjacent to a dining hall and kitchen available to guests for meal preparation.

"The Great Hostel Giveback at the Santa Monica hostel makes our California service trip doable", said Dean of Students Annalise Appel of Yampah Mountain High School in Colorado. "Many of our students have their own hardships so this is a valuable experience. We served the homeless at the Union Rescue Mission. We served at an after-school program in South Central LA. Not only do our students learn the lesson of giving back to a community but they are exposed to a cultural experience in the community and hostel that is priceless."



GREAT HOSTEL GIVE BACK This program uses hostels as a base for community impact and to make a volunteering trip affordable. Each year in January and February, groups of six or more can receive free overnight stays in our hostels in exchange for volunteer service in our surrounding communities. Due to the pandemic, only five groups participated during 2022. This compares to 40 groups with 686 participants in early 2020, just ahead of the pandemic. The program is building back up in early 2023 as nine groups with 152 participants will stay in six hostels delivering community service.



HI PIGEON POINT LIGHTHOUSE

At 115 feet, the lighthouse at the **HI Pigeon Point** hostel is one of the two tallest on the West Coast. Located in Pigeon Point State Park, it was constructed in 1872. The 52-bed hostel, 50 miles from San Francisco, opened in 1981 with dramatic scenic views, numerous coastal trails and the wonders of the night sky away from city lights. During the pandemic, the hostel has operated as three rental units but will resume full hostel operation in May 2023. The lighthouse, including a 2,000 pound 1872 Fresnel lens, is being restored by the California Department of Parks and Recreation.

Exploring New Horizons Outdoor Schools has partnered with the **HI Pigeon Point Lighthouse** hostel since 1981 to deliver three day environmental programs for students from the San Francisco and Monterey areas, aimed at building environmental literacy. Students stay overnight in the hostel and engage in team building activities, including family style dining where students and parents prepare the meals. The program provides a lesson for students in understanding their place in nature and their connection to the ocean and each other. In 2022, approximately 1,500 students, 360 parents and 50 teachers participated.



HI HYANNIS

HI Hyannis opened as a summer season hostel in 2011 following the donation of her home by life-long Cape Codder Ruth M. Rusher. The hostel is adjacent to the ferry terminal with ferries heading to Nantucket and Martha's Vineyard. Hyannis, the largest and most central village of Barnstable (founded in 1639), is one of the most popular destinations on Cape Cod and most famous as the home of the Kennedy Family Compound. Nearby at the harbor, the Cape Cod Maritime Museum has exhibits ranging from maritime history to boat building.

Like at all **HI USA** hostels, staff regularly make alterations to improve the use of space to stimulate interaction among guests. **HI Hyannis**, which operates only during the summer, tries to maximize the use of its outdoor space for guest use. The simple additions during the summer of 2022 of a fire pit, additional picnic benches and Adirondack chairs, and the active engagement of our summer staff team, increased the number of cool Cape Cod summer evenings that guests gathered there.



HI SAN FRANCISCO DOWNTOWN

Just three blocks from San Francisco's cable car turnaround, **HI San Francisco Downtown** opened as a 300 bed hostel in 1991. The building (originally the Gloster Hotel) was constructed in 1908, just after the devastation of the 1906 earthquake and fire. The location at the edge of the Union Square and Tenderloin neighborhoods places it in an area with a broad range of shops, restaurants, theaters, clubs and galleries. It is within easy walking distance of culturally diverse areas such as Chinatown, Little Saigon, Japantown, and the Mission District.

Because of the pandemic, Explore America Scholarship recipient Ashley Perez was one of only two who realized their travel dream through **HI USA** scholarship assistance during 2022. A student at the University of California at Riverside, she traveled to San Francisco to experience the city's diverse culture and to have her first hostel stay at **HI San Francisco Downtown**. Her stated goal was to experience a different landscape than her native Los Angeles. *"This experience gave me the push to start making more travel plans now. I loved the staff at the hostel as they were funny, helpful and friendly."*



SCHOLARSHIP PROGRAMS HI USA offers two travel scholarship programs to help young Americans with demonstrated financial need to realize their travel dreams. The pandemic stalled the programs during the past three years. In 2023, HI USA will award 36 Explore America scholarships, thanks to the generosity of the AeLK Foundation which has provided \$25,000 in funding to restart the program. One scholarship will be awarded to a current or former Girl Scout in honor of the memory of longtime HI USA board member Peggy Stevens. Recipients will receive \$1,500, a 4-7 night hostel stay and pre-travel workshops. Explore the World scholarship recipients receive a \$2,500 travel stipend and must demonstrate that their international trip will include an educational or service component. Before the pandemic in 2019, HI USA awarded 115 Explore the World scholarships. Post-travel evaluations demonstrate that recipients return home with increased intercultural appreciation and respect. Plans to relaunch the scholarship in 2024 are currently underway.



HI USA

HI USA FINANCES

SUMMARY OF OPERATING REVENUES AND EXPENSES

FY22: April 1, 2021 – March 31, 2022 (With Comparative Totals for March 31, 2021)

OPERATING REVENUES	FY22	FY21
Hostel Operations	\$16,944,279	\$4,994,985
Investment Loss	(541,351)	541,334
Donations and Grants	2,574,305	713,313
Gain on PPP Grant Forgiveness	5,111,800	0
Other	165,023	64,229
TOTAL OPERATING REVENUES	\$24,254,056	\$6,313,861
OPERATING EXPENSES		
Program Services (Hostels, Education, Membership)	\$23,473,314	\$23,211,356
General and Administrative	3,539,082	4,515,734
Resource Development	580,800	436,074
TOTAL OPERATING EXPENSES	\$27,593,196	\$28,163,164
NET OPERATING INCOME/(LOSS)	(3,339,140)	(21,849,303)
Gain on Interest Rate Swap Valuation	1,074,737	425,198
Gain on Disposal of Assets (Sale of Hostels)	9,204,362	11,194,948
CHANGE IN NET ASSETS	\$6,914,414	\$(10,229,157)

SUMMARY STATEMENT OF FINANCIAL POSITION

March 31, 2022 (With Comparative Totals for March 31, 2021)

CURRENT ASSETS	FY22	FY21
Cash	\$17,072,075	\$10,130,221
Accounts and Contributions Receivable, Net	2,190,344	209,092
Current Portion of Investments	638,822	1,215,973
Property Held for Sale	0	7,874,732
Other	288,326	286,598
TOTAL CURRENT ASSETS	\$20,189,567	\$19,716,616
NONCURRENT ASSETS		
Investments, Net of Current Portion	\$13,720,146	\$13,658,369
Property and Equipment, Net	71,187,538	74,636,382
Other	41,458	27,792
TOTAL ASSETS	\$105,138,709	\$108,039,159
CURRENT LIABILITIES		
Accounts Payable and Accrued Liabilities	\$3,700,536	\$2,868,175
Current Portion of Long-Term Debt	7,861,256	5,780,641
Deferred Income	3,185,939	2,070,322
TOTAL CURRENT LIABILITIES	\$14,747,731	\$10,719,138
LONG-TERM PORTION OF DEBT AND UNAMORTIZED DEBT COSTS		
PPP Loans	\$39,935,832	\$47,652,697
Other Liabilities	2,000,000	7,111,800
	152,750	1,193,087
TOTAL LIABILITIES	\$56,836,313	\$66,676,722
NET ASSETS WITHOUT DONOR RESTRICTIONS	34,838,875	27,924,461
NET ASSETS WITH DONOR RESTRICTIONS	13,463,521	13,437,976
TOTAL LIABILITIES AND NET ASSETS	\$105,138,709	\$108,039,159



The financials for FY22 (April 1, 2021 – March 31, 2022) and FY21 (April 1, 2020 – March 31, 2021) represent the significant impact that the pandemic has had on HI USA. All hostels were closed by mid-April 2020 and most hostels did not reopen until after the beginning of FY22 – April 1, 2021. Overnight stays in FY21 totaled only 27,577, rising to 275,611 in FY22. This compares to 691,017 in FY20, just prior to the pandemic, for the same fifteen hostels now in the network. Thirteen hostels had to be permanently closed through the sale of owned buildings or the termination of leases. Operating expenses were significantly reduced. Two federal government Payroll Paycheck Program (PPP) loans totaling \$7.1 million were received. Through these steps, HI USA ended FY21 with sufficient cash to sustain a smaller network of 15 hostels in case of a slow recovery from a lingering pandemic. By the end of FY22, cash had strengthened by nearly 70% from the end of FY21, partly due to the forgiveness of the initial PPP loan of \$5.1 million.

For the nine-month period (April 1 – December 31, 2022) following the end of FY22, HI USA has experienced a stronger rebound than had been anticipated and budgeted. During this nine month period for the network's 15 current hostels, overnights reached 488,323, which was 84% of what was realized during the same nine month period prior to the pandemic. Hostel operations income has exceeded \$33.0 million, an increase of 95% from the entirety of FY22 and \$9.0 million beyond what was budgeted for the nine month period. Operating expenses have continued to be tightly controlled. Cash has continued to improve with the strong performance of hostels and the forgiveness of the second PPP loan of \$2.0 million.



HI USA

WE ARE GRATEFUL FOR YOUR SUPPORT

INDIVIDUAL DONORS

\$25,000+

Katherine Brucker & Edward Brucker

\$10,000 - \$24,000

Walt Knoepfel
Gary Lee Koerner
Randy Koerner

\$5,000 - \$9,999

Anita & Thomas Gras-Bryant
Merrilee Zellner
Nicholas Andrade

\$2,500 - \$4,999

Aaron Chaffee & Adrian Sevier
Susan Cassidy
Alexandra C. Dilworth
Ane Powers
Alliah Mohamed
Bruce & Leslie Marsden
Nicole & Victor Sandoval
Joel Balgley
Eric Oetjen
Charles Robert Hokanson
Lisa Gurwitch

\$1,000 - \$2,499

Robert & Mary Ann Beard
Kathryn Blackwood
Danielle Brumfitt Norris
Gregory Coble & CB Babcock
Tom & Heidi Courtney
Paul Finkel
Peter & Katharine Frishauf
Keith Giles
Robin Halford
Joslyn Hayes
Russell & Kathy Hedge
William Herbst
Tom & Diane Judge
David & Jeanie Kalter
Peggy Klein
Bernard & Charlotte Laroy
David Madison
Barbara Mais
Kathleen McAdam
Marcella L. McCoy-Deh
Christine Mitchell & Sue Dockstader
Dean Papademetriou
Amelia Preece
Gerald L. Reynolds
Tobey H. Roland
Adam S. Rubinson

Howard W. Solomon
Jonathan Buell Stevens
Lawrence Van Heusen & Robert Scharf
Thomas Weidman

\$500 - \$999

Sarah J. Arnold
Joel M. Chusid
Patricia A. Dalton
Denise J. Drazy-Shedd
Patricia Elston
Trevor Evenson
Sigmund Casey Fredericks
Erin Hamant
Penny Herickhoff
Peter Jenkel
Wangari Kamau
Christopher Kammerer
Cal Kammerer
Kerry & John King
Richard Larochelle
Jacqueline P. Lyall
Karen V. Mappin
Carolyn Marshall
Judith Nelson & Suzanne Huard
Richard & Ruth Norcross
Elizabeth Santos
Malcolm Smith
Kristine R. Steuerle

\$250 - \$499

Carilyn Anderson
Violet M. Apple
Diane Baker
Berkita Bradford
Corinne Bradley
Winston Cavert
John F. Chgristensen
Neil Clark
Stacey Collins
Marianne Constable
Andrew Dannenberg
Gary Emich
Judith Ferreri
Elizabeth Fraser
David W. Haartz
Robert & Lynn Haiducek
Patricia Hansen
Andrew Hanson
Edwin Sungmoon Hong
Robert & Marie Jaarsma
Alan & Carol Johnson
Alan G. Johnson

John R. Kaeuper
Vatche Kalfayan
Stuart Keirle
Peter & Barbara Kingsley
Douglas Maas
Deena Maise
Henry Milich
Betsy C. Motten
Mark Mullin
Jennifer Netherton
Lester Olmstead-Rose
John Orndorff
Eduard Oster
Murty Polavarapu
Ron Rayevich
Jon & Judith Ridge
Tobey H. Roland
Melinda Saulson
Sue Schaffner
Kevin Silva
Charlie E. Stephens
Pamela F. Tice
Barbara Wein
Barbara Wiechmann
William Wiechmann
Mary jane Wuensch
Rolf H. Zschoernig

\$100 - \$249

Mary Adams
John Rexis Aguilar
Sean Kevin Anderson
Rick Atkinson
Stephen & Barbara Austin
Eugene H. Baber
Vance Bachman
Claire Barone
Linda Batchellar
Betty Carlross Bellamy
Ginny Boyd
Thomas Brauch
Jennifer & Robert Brodie
Ted & Wendy Brumfitt
Glenn D. Bryers
Jessica Caouette
Richard Lewis Carey
Frank G. Corso
Janet Cyphers
Bartley Dreamer
Robert & Gregory Deering
Don & Kathy DeGraaf
Kyle Dewolfe
Mark & Joyce Dewolf-Ott



H|| USA

WE ARE GRATEFUL FOR YOUR SUPPORT

INDIVIDUAL DONORS

\$100 - \$249

David Eaton
Katherine B. Ellgen
Walter Frank Ford
Donald C. Forslund
Blaine Franz
Curtis Gibbs
Arthur Giffoniello
Ronald John Gole
Josie I. Good
James Green
Leonard Greer
Cathleen Gruetzner
Katherine Grumstrup
Richard G. Home Hamill
Ronald Gustav Heinrich
Don Hentschell
Alfred A. Herman
Naida Hindert
Joseph & Cheryl Hoechner
Susan Hoppe
Philip M. Hubbard
Robert & Glenda Hutton
Jimmie L. Jackson
Benjamin L. Jacobs
Richard G. Kato
Irene E. Kelly
Margaret Kertess
Catherine Key
Debra King
Janine Kleerup
Jonathan Kurshan
Marcia Lake
John Langbein
Lawrence & Mariane Laude
Bernadette M. Leber
Nancy A. Lee
James E. Lehman
Elaine D. Levenson
Sanford H. Levy
Robert Luke
Richard Lundquist
Paul Martin
Gregory Mathus
William David Meierding
Amanda Meitz
Jeff Messerschmidt
Ahmad & Susan Minai-Azary
Gloria A. Miyashiro
Bernadine Moles
Alexander & Andrew Motten
Alice Motten
Gopalan Ameeta Nadathur

Neal Family Trust
Lee E. Nickelson
Ron Nichols
Clayton Henriquez Osborne
Claudia J. Page
Robert M. Paterson
E. Stuart Peoples
Valerie Phillips
Penny Ray
Frederic Rizzo
Heather Gail Rosenwinkel
Diane Roth
Sandi Rouse
Peter David Rudolph
Patricec Sadler
Colin Sadler
Dick Sarafolean
Tedd Saunders
Jack Sawyer
Ronald & Patricia Schauer
Raphael (Rocky) & Kathy Semmes
Thomas Anderson Sharpe
Shaughnessy & Holly Ulasovich
Domonic Ulasovich
George Shaw
Michael Shilley
Margaret Simmons
Howard Simon
Jon D. Slock
Sharman Smith
Anthony Stanton
Catherine Agnes Statz
Howard Stauffer
Howard Stauffer
Ruth Stevens
Richard J. Storck
Helen Sydavar
Judith Tannbaum
Gregory & Linda Taylor
Steve & Carol C. Thomas
Estela Vazquez
Candice M. Washington
John A. Welliver
John & Sherley Wetherhold
Robert Willis
Lynn Wilson
Mark Wilson
Frona Woods
Anne E. Wurr
Jeff Yeager
John Patrick Yonce
Robin T. Yuschak
Silvia Zamora

Michael Zeller

\$50 - \$99

Elliott & Ina Alterman
Judith Amtmann
Thomas J. Andrews
Jennifer Bale
V. Andree Bayliss
Barbara Begale
Michael Bitsko
Robert Blakesley
Jaroslava Bloomberg
Gerald & Monica Bonecutter
Beverly Branaman
Nancy Brown
Jan Buike
Susan Butkus
Arthur Cader
Edward Calhan
John Calomeni
Marie L. Carlisle
A Cayabyab
Christopher L. Cimijotti
Carolyn E. Crump
Janet Cuenca
Amalendu Dasgupta
Robert D. Decker
Steven DelVecchio
Thomas Dembinski
Susan C. Devane
Robert Dickerson
Michele Didier
James Douth & Family
Reed English
Barry G. Epstein
Melvin Feather
Edward Field
Alan D. Fong
Lucia Fontes
Phillip F. Fram
Conrad J. Franz
Paula Freepartner
Kathy Frye
Jeff Garbor
Barbara Garner
Roger Ghatt
Carol Clay Giesecke
William J. Goodwin
Mark Govett
Margaret Graham
John Gill
Rita Grossman
Carl Haag



H|| USA

WE ARE GRATEFUL FOR YOUR SUPPORT

INDIVIDUAL DONORS

\$50 - \$99

Alice N. Hallinan
Jamie Hart
John W. Hayden
Valerie L. Heemstra
Beverly Jean Herrick
Jan Hesness
Shirley I. Hodge
Micahel Charles Hughes
Janet E. Hulme
Frida Johansen
Johnson & Anne Featherstone
S. Bud Featherstone
Cary Jones
Barbara Kauderer
Beryl kay
David L. Keeler
Mark & Nancy Kinney
Elizabeth Kleckner
Steve Knapp
Margaret M. Knorr
Henry C. Knox-Dick
Richard R. Kraus
Kity Kroger
Carol Kuczborski
Laura Leso

Patricia A. Levinson
Catherine Lewis
Daniel Liska
Bo Littig
Nathan & Karen Little
Heather Jane Locke
Paul Louie
Lorraine Luna
Elihu S. Massel
John R. May
Mercy Maya
John Moone
Norm Mundhenk
Land B. Nelson
Paul Joan Novak
Mike Olson
Martha Palmer
Susan & Thomas Peeters
Kathleen M. Perreira
Anne D. Peterson
H. Keith Pierce
Terry J. Pranses
Vanessa Puniak
Natalie Rainford
Chhaya Rao
Edward Rapoport

David Bruce Reneau
Barbara Richards
Elizabeth Rorschach & Family
Luz Rosales
Leonard & Mary Rothfeld
Timothy Rudnicki
Deborah Ruhe
Scott Ivan Rushfeldt
Jean Russell
Judith Strum Schuler
David L. Shields
Paula Shoecraft
Matthew Spooner
Mariola Strahlberg
Marvin Studinger
James P. Sullivan
Cynthia Swanson
Paula Thomson
Diane Tremper
Ree & Rose Marie Van Oppen
Erika Washburn
kay Weinkam
Alan & Sandy Witebsky
Karen Woodbeck
D. Timothy Yanamoto
James T. Yenckel

INSTITUTIONAL DONORS

\$25,000+

AeLK Foundation

\$2,500 - \$4,999

Helios Education Foundation
Jewish Community Federation
Truist

\$1,000 - \$2,499

Benevity
Mariposa Hunters Point Yacht Club
MDP National Trust Insurance
Nixon Peabody LLP
Wells Fargo

\$250 - \$499

Amazon Smile Foundation
Assured Life Association
Stratos LLC.

Up to \$249

Eventbrite
Giving Foundation Inc.
UK Online Giving Foundation

GIFTS IN HONOR OF

Phil Fram
Lisa Gurwitch
Judy
Walt Knoepfel

GIFTS IN MEMORY OF

Glenn Azuma
Robert Beard
Mary Ellen Brucker
Johnny Netherton
Tom Norris
Clem & Louise Motten
Joe Poracsky
Tony & Louise Pranses
Isabel & Monroe Smith
Peggy Stevens
Edith Strosnider

MATCHING DONORS

Assured Life Association
Benevity
Helios Education Foundation
Wells Fargo

BEQUESTS

Joan Louise Campbell
Ursula C. Krummel
John "Johnny" Netherton





IN HONOR OF MARY ELLEN BRUCKER A VERY SPECIAL GIFT

Mary Ellen Brucker, who passed away in St. Louis in 2021, met her husband to be Gene in 1959 while on a ship crossing the Atlantic to attend a hostelling rally in Koblenz, Germany. This stimulated a life-long advocacy for hostelling, including supporting the work of the former Gateway Council in St. Louis. *"As a child, I recall my parents storing the canoes they used in leading hostel trips behind our house,"* remembered her son Edward. Her daughter Katherine added, *"They had close friendships with other hostelling advocates that lasted a lifetime, even hosting a holiday party each year for them in our home."* Katherine and Edward worked with **HI USA** to honor their mother with a \$500,000 donation to bring back and further the Explore the World scholarship program which has been dormant since before the pandemic. *"The designation of the gift for travel scholarships would be important to our mother because travel was always a priority for her and she would be committed to the idea of exploring the world at a young age, as she did, without finances being a barrier,"* Katherine noted. **The Mary Ellen Brucker Scholarship Endowment** will have a lasting impact on **HI USA's** capacity to demonstrate the benefits and power of travel to deserving young people through the Explore the World scholarship program.

HOSTEL LEGACY SOCIETY **HI USA** thanks and honors the following members of the Hostelling Legacy Society who have so generously included legacy gifts to HI USA in their wills or trusts. Their foresight will help ensure that future generations of hostellers can have the same meaningful experiences they had.

Roland Abraham*	Daniel Dillon	Virginia Lester*	Louise M. Rusitzky*
Mary Adams	Alexandra C. Dilworth	Richard Lundquist	Nancy E. Russell*
Betty L. Alexander*	Joseph F. Dohrer*	Doris MacDonald*	Albert Saine*
Robert Asher*	John Enfield	Lois Macomber*	Eric Sanford
Robert Atherton	Dorothy Ann Fowler*	David Madson	Miriam Schaffer
Athol Atkins*	Barbara J. Fraser	Eugene Patrick Mahoney*	Helen Schneider
Elizabeth Jean Austin	Mary Gates*	Lemuel A. Manchester*	Kathy Schubert
Glenn Azuma*	Mark & Margaret Gesner	Douglas Markham	Elizabeth Seidenschwartz
Diane Baker	Judith Goldenberg*	Kathleen McAdm	Edward J. Sherry
Dorothy Bailey	Maurice Leighton Greenough	Natalie McGee	Howard A. Sisson
William Bell*	Tom E. Guest	Carmen Flores Meno	mark Skender
Bruce Bender*	Sherry J. Hardin	Betty L. Midgley	Robert Skolnik
Robert Bennett	Dixie Lee Harris*	Margaret J. Miller*	Richard I. Smith*
Cheryl E. Betson	Kathleen & Russell Hedge	Tricia Moloney	Paul W. Snider
Norman Biggart*	Richard Hollander*	Evelyn Lee Moore*	Franklin E. Sovers
Richard Blair	Philip M. Hubbard	Clem & Louise Motten*	Jean Marie Stanley
Robert Blakesley, Jr.	Dan Hulchanski	Robin Hassler Mullins*	Margaret 'Peggy' Stevens*
Randall S. Blanchard	Sandra Hutchings	Shams Mustafa*	Judy Streeter
Nancy Bower*	Sally A. Janecek	Melinda Sue Napier	Peter J. Tannen
Marie A. Brezina*	Jennifer Jarrett	Loren & Barbara Nelson*	Thomas E. Thatcher
Gene Brock	Bruce Jobe*	William A. & Ruth Nelson*	Ellen C. Tillinghast*
Frances R. Campbell*	Marc Johnson	Judy Noah	Randall Traweek
Jeanette Caporale	Tome & Diane Judge	Eileen L. Oehler*	William Voettiner*
Irene D. Carlson*	David Kalter	Hildegard Pang*	Sandra Migani Wall
Joseph Chesler	Paul C. Kappilis*	David & Teresa Paulsen	Bernice Warner*
Joel M. Chusid	Beryl Kay	Joanne Pelligra	Mae Watterson*
Justin Cline*	Jill Keeler	Dan W. Pierce	Stanford Leonard Wechsler*
Christopher Woodward Clem	Richard A. Kessen	Edward Pressly*	Barbara Wein
Gregory Cable & Clarence Babcock, Jr.	Thomas Kimble	Richard Reuper	Steven Weyand*
Barbara Coleman	Louise Kipping	Morty Rich*	Thomas Robert Whitfield
David J. Cooper & Jean M. Stanley	Edward A. Kmosena*	Frederic Rizzo	Lois Wilson*
Theresa E. Cowl	Walt Knoepfel	David A. Robinson	Paul Wolansky
Jerry H. Creedon	Gary lee Koerner	Leigh & Ivy Robinson*	Andra Jo Worchester*
Ping & Richard K. Cunliffe	Ursula C. Krummel*	Heinrich W. Roehrig*	John Yarworth*
Frances Czapiewski*	George Leopold*	Alice Rood	Jeff Yeager*
William C. Diersch*	Theresa R. Lepine*	Heather Gail Rosenwinkel*	Merrilee Zellner*

For information on creating your own hostelling legacy, please contact us toll-free at (888) 449-8727 or by email at giving@hiusa.org.

If you have already included **HI USA** in your estate plans, please let us know.

*Deceased

Dear Friends:

As HI USA adjusted and responded to the pandemic's impact, the diverse perspectives and experiences of our Board members strengthened our deliberations and supported the difficult decisions we faced. The same can be said about our dedicated staff and the partnership we forged through this very challenging time. Likewise, the continued commitment of our partners, advocates and donors was critical. I believe the rebound we are now witnessing is testament to the collective strength we showed throughout the pandemic.

At the same time, serious questions are being surfaced about our Nation's attention to racial injustice. We believe that HI USA starts from a strong foundation with cross-cultural understanding long being integral to the hostel stay. But as CEO Russ Hedge states in his opening letter, HI USA must necessarily set a high bar. Our Board devoted significant energy this past year in discussions about how the principles of diversity, equity, inclusion and access (DEIA) should be reflected in our interactions, relationships and decision-making. A governance action plan was adopted in December 2022.

We have recognized in our discussions that every individual's lived experience is different and contributes to the rich diversity of the people committed to HI USA. This is relevant not only for Board members, but also for staff, volunteers, and partners. To thrive and reach our full potential as an organization and a society, each of us will need to expand our capacity to listen, respect, learn and practice. We believe that an intentional and active commitment to DEIA will make HI USA a stronger organization, one that will serve our mission to help all, especially the young, gain a greater understanding of the world and its people through hostelling.

Our embrace of DEIA principles and our core values on the back cover will help us realize a future in which all cultures and communities, particularly those historically underrepresented, are uplifted and valued in HI USA's ambitions and strategy.

Thank you for your continued participation in our journey!

Charles Hokanson

CHARLES HOKANSON
HI USA Chair



BOARD OF DIRECTORS

NICK ANDRADE
San Francisco, CA

VIOLET APPLE
Vice Chair
Owings Mills, MD

BERKITA S. BRADFORD
Richmond, VA

ERIKA BYRNISON
Jersey City, NJ

LISA GURWITCH
New York City, NY

ERIN HAMANT
Secretary
Santa Monica, CA

CHARLES HOKANSON
Chair
Tampa, FL

WANGARI KAMAU
Rockville, MD

WALT KNOEPFEL
San Francisco, CA

BRUCE MARSDEN
New Hope, PA

MARCELLA L. McCOY-DEH
Philadelphia, PA

ERIC OETJEN
Board Development Chair
Washington, DC

DEAN PAPADEMETRIOU
Boston, MA

NICOLE SANDOVAL
Audit Committee Chair
Plymouth, MN



HI USA

Core Values

COMMUNITY

We grow an inclusive movement of travelers grounded in exchange, respect, and diversity. As industry leaders, we foster a worldwide network of travel champions whose shared experiences catalyze intercultural understanding, creating global citizens.

INTEGRITY

We prioritize honesty, equity, and fairness in all circumstances. We encourage and support challenging conversations and accountability among our employees, leadership, partners, guests, and additional stakeholders.

RESPECT

With courage, empathy, and open minds, we facilitate a deeper appreciation of how we are similar and different from each other and deliberately show the strength that can flow from that diversity. We foster active listening and amplify the dignity of all present in our hostels and programs.

RELATIONSHIPS

We believe our collective health and welfare depends on valuing one another and educating ourselves on the inter-connectivity between people, perspectives, and planet as we balance social, financial, and environmental responsibility.

HI USA.ORG

© 2023 HOSTELLING INTERNATIONAL USA