


NorthStar establishes the Omaha Outward Bound School to deliver its unique curriculum of outdoor, experiential education to vulnerable and economically disadvantaged youth in North Omaha.

2009



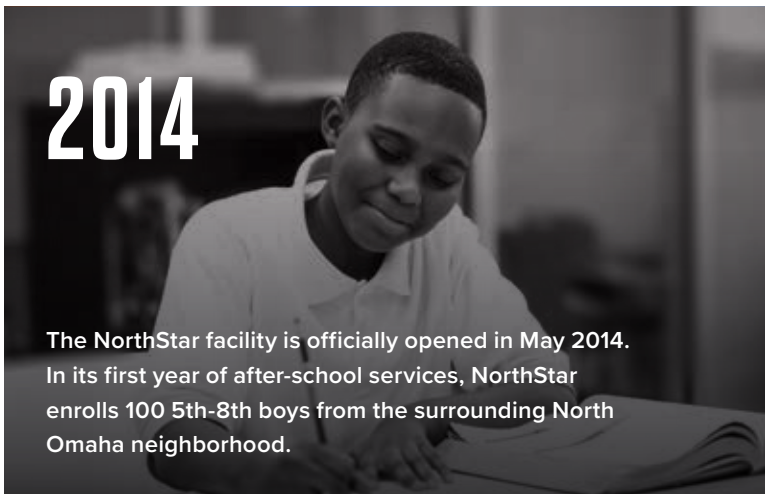
2010

The Hitchcock High Ropes Challenge Course opens at the NorthStar Campus.



2012

Construction begins on the 38,000-square-foot facility to house NorthStar's future after-school and summer programming for North Omaha boys.



2014

The NorthStar facility is officially opened in May 2014. In its first year of after-school services, NorthStar enrolls 100 5th-8th boys from the surrounding North Omaha neighborhood.




2015

In Summer 2015, NorthStar delivers its first year of Camp NorthStar summer school – a program focusing on the prevention of summer learning loss.



2016

NorthStar's inaugural Lacrosse Team is fielded, competing in the Omaha Lacrosse Club in Spring 2016.



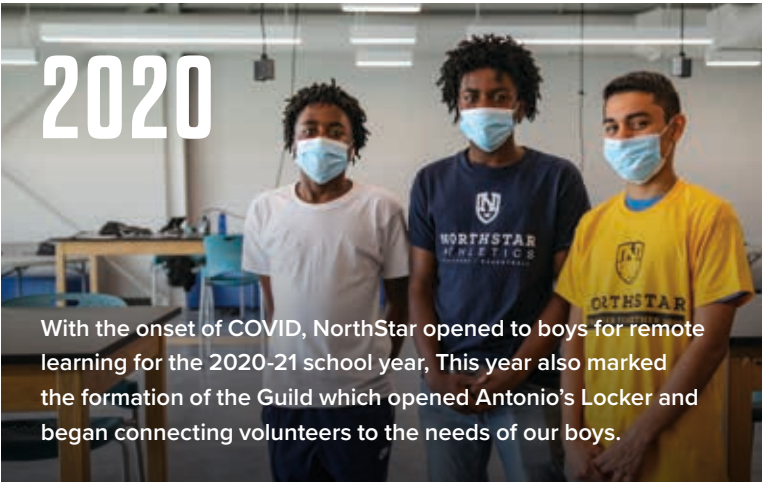
2018

In the 2017-18 school year, NorthStar reaches and exceeds program and facility capacity: enrolling 600 boys in grades 3-12, with on-site daily attendance exceeding 180 students in after-school services, and 200 students in Camp NorthStar.



2019

NorthStar embarked upon a \$22 million capital campaign to support the significant expansion of its facility and core program infrastructure. This expansion doubled NorthStar's programmatic reach. NorthStar also welcomed the addition of the reading and tutoring program with the grand opening of the library.



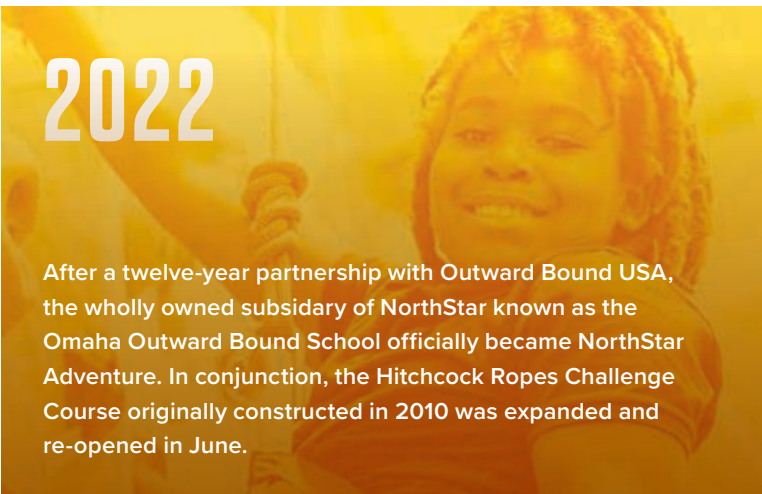
2020

With the onset of COVID, NorthStar opened to boys for remote learning for the 2020-21 school year. This year also marked the formation of the Guild which opened Antonio's Locker and began connecting volunteers to the needs of our boys.



2021

In November, a Fritz Field re-opening dedication took place. Musco Lighting, FieldTurf, bleachers and site work complete; NorthStar athletes had a first-class field to compete and give our students 'home field' advantage.



2022

After a twelve-year partnership with Outward Bound USA, the wholly owned subsidiary of NorthStar known as the Omaha Outward Bound School officially became NorthStar Adventure. In conjunction, the Hitchcock Ropes Challenge Course originally constructed in 2010 was expanded and re-opened in June.



2023

The purchase of the property, previously home to the Lindenwood Apartments, was finalized. Thanks to generous donors, over \$3 million was raised to acquire and demolish this distressed site, which had averaged more than one call to Omaha Police per day over the past five years. Additionally, in 2023, the 42 Club was established as a counterpart to the Guild, offering professional men from diverse backgrounds an opportunity to support NorthStar boys.



2024

Marked the 10th Anniversary of the opening of the campus and the start of after-school programming.

Dear Friends of NorthStar:

In 2023, NorthStar contracted with Parlay Consulting to construct a working strategic plan for the organization for FY 2024. The lead facilitator was Beth Morrisette, CEO and the supporting facilitator was Stephanie Wenz, Project Coordinator. The effort began with an environmental scan to uncover insights and diverse perspectives via Five Wave Method workshops designed to help inform and inspire thinking about the future of NorthStar.

Over the course of 2024, NorthStar Staff, Stakeholders, and Board undertook a deliberate process to move the eleven initiatives (Two Board Led, 9 Staff Driven) forward over 12 months. As of December 2024, all but two are completed, with those being carried into the first quarter of 2025 for completion.

In Q4 of 2024, NorthStar engaged with Lightbox Consulting to transition from the 2024 Strategic Plan to 2025 implementation and to strengthen internal leadership capacity. Lightbox principals Betsy Schuring and Melissa Henrichs began meeting quarterly with senior leadership in 2024 and will continue through 2025 as we move forward on the 2025 Focus Areas coming out of the 2024 Strategic Planning Process.

With appreciation,

Scott Hazelrigg, JD
President

Category	Action/Initiative	Impact/Outcome
Academics	Academics Launched new literacy initiative	Expanded access to literacy skills development for 50% more students
	Supported students with tailored college prep and career guidance	Higher student success and record-level graduation rates
Athletics & Adventure	Authored a NorthStar Leadership Curriculum	NorthStar students and area schools can engage with the curriculum within NorthStar Adventure programming
	Designed and implemented a plan to maximize usage of key campus assets during non-program hours	Optimized facility usage, improving access and reducing downtime
Data Systems & Engagement	Refreshed Camp NorthStar model, providing daily choices for students and families	Record attendance rates, with student attendance improving by over 20% from previous years
	Introduced more interactive family nights and workshops	Strengthened family and community involvement
NorthStar Board	Improved data collection measures	Accessible centralized data
	Created a CEO emergency succession plan	Ensured continuity in leadership and organizational stability
Org Wide: Dashboard	Improved data collection measures	Enhanced Board alignment and governance
	Defined departmental goals and streamlined processes	Further informed decision-making and real-time insights
Org Wide: Internal Communications	New NorthStar onboarding program	Improved employee engagement and retention
	Rebuilt SharePoint for efficient access to single-version documents	Further informed decision-making and real-time insights
Org Wide: External Communications	Hired a social media intern to expand near-term capacity	Boosted social media presence and engagement
	Expanded Digital Engagement	Increased community engagement and support

Black = Successfully completed all benchmarks Blue = Most initiatives were successfully completed Red = Initiative will carry over into 2025

MISSION FULFILLMENT & 2024 STRATEGIC PLAN

Dear Friends of NorthStar:

In preparation for 2024, the NorthStar Board, community members, families, students and staff analyzed the organization’s nearly ten years of progress and its positioning to drive toward mission fulfillment. The result was a one-year strategic plan, focused on strengthening NorthStar’s foundation so opportunities and offerings may be expanded in 2025 and beyond.

We’re happy to report that in 2024, NorthStar took significant steps to strengthen its foundation, ensuring that we are well-positioned for long-term growth and impact. Our strategic priorities focused on enhancing our academic programs, expanding leadership and adventure opportunities, maximizing our extraordinary assets, and strengthening our organizational infrastructure. By focusing on these core areas, we reinforced our mission and created sustainable systems that will continue to serve our students and community in the years ahead.

Our efforts have improved student outcomes, deepened our connections with families and strengthened our internal operations to better support our mission.

Looking ahead, we remain committed to building on this momentum. While we celebrate the progress we have made, we recognize that our work is never done. By staying focused on continuous improvement and innovation, we will continue to create an environment where young men can thrive, develop leadership skills, and set a solid foundation for the future.

Sincerely,

Will Schmidt
Chief Operating Officer

OVERVIEW OF 2024 PRIORITIES

Academics

- Reading Program Expansion
- High school Advancement

Athletics & Adventure

- Leadership Curriculum Program Development
- Maximizing our Assets

NorthStar Board

- Elevated Board Governance
- Develop and Adopt CEO Succession Plan

Data Systems & Engagement

- Increased Parental Engagement Opportunities
- Reimagined Camp NorthStar Offerings and Structure

Organization Wide

- Development of real-time, easily accessible dashboard
- Improved internal communications
- Improved external communications