

2025 IMPACT REPORT



HI USA



HOSTELLING INTERNATIONAL USA

(HI USA) *believes in the power of travel to foster a deeper understanding of people, places, and the world around. This passion is at the heart of everything we do.*

We bring travelers together in the largest hostel network in the USA, but that's just the start: From local tours and experiences to experiential learning programs, HI USA strives to bring moments of cultural understanding to our guests and community members. HI USA is a 501(c)3 nonprofit, member-based organization.

HI USA's Mission: *To help all, especially the young, gain a greater understanding of the world and its people through hostelling.*

For over 90 years, HI USA has provided a **network of affordable hostels** in converted mansions, reinvented lighthouses, and historic urban buildings across the country.

Our SIGNATURE PROGRAMS

open doors to novice travelers and provide cultural exchange opportunities domestically and abroad.

IOU Respect

Great Hostel Give Back

Explore America Travel Scholarship

Explore the World Travel Scholarship

Explore the World: First Passport Edition Travel Scholarship

LEARN MORE:

HIUSA.org/educational-programs



URBAN LOCATIONS

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

COASTAL LOCATIONS

- **HI HYANNIS**
• Hyannis, MA
- **HI MARTHA'S VINEYARD**
• West Tisbury, MA
- **HI PIGEON POINT LIGHTHOUSE**
• Pescadero, CA
- **HI POINT MONTARA**
• **LIGHTHOUSE**
• Montara, CA
- **HI TRURO**
• Truro, MA

LEARN MORE: HIUSA.ORG

WELCOME to HI USA's 2025 Annual Impact Report

As we reflect on 2025, we are filled with gratitude for our community, our supporters, and the thousands of travelers who brought our mission to life every day.

At HI USA, we believe travel has the power to change lives. When people step outside their familiar surroundings, they discover new perspectives, build unexpected friendships, and gain a deeper understanding of the world and their place in it. In our hostels, these moments happen every day. A shared meal becomes a conversation. A conversation becomes a connection. A connection becomes a reminder that we have far more in common than we often realize.

The year was not without challenges. Changes in government policies and evolving perceptions of travel to the United States created uncertainty for many international travelers and organizations across the travel sector. Yet those challenges reinforced the importance of our mission. Every hostel stay, shared meal, and cross-cultural conversation demonstrated the power of travel to bring people together.

In 2025, more than 670,000 overnight stays created opportunities for travelers from around the world to meet, learn, and connect in our hostels. More than 36,000 people participated in our educational and cultural programs, fostering curiosity, understanding, and engagement. And 382 dedicated HI USA volunteers contributed more than 12,000 hours of service, helping create welcoming spaces where meaningful exchanges could flourish.

This year reminded us that travel remains one of the most powerful ways to build understanding across cultures and communities. The strength of HI USA comes from the people who believe in this mission – our travelers, volunteers, donors, partners, and staff – and from the countless connections they make possible every day.

Thank you for being part of that mission. Together, we are helping to create a world that is more connected, more welcoming, and more understanding – one traveler, one conversation, and one shared experience at a time.

With appreciation,
Russ Hedge
HI USA President & CEO

Charles Hokanson
HI USA Board Chair



14 HOSTELS

IN 5 STATES WITH 4 IN CITY,
STATE & NATIONAL PARKS

672,121 OVERNIGHTS

57% IN
18-34 AGE GROUP

62%
INTERNATIONAL
GUESTS

55
TRAVEL
SCHOLARSHIPS
AWARDED

254
GREAT HOSTEL
GIVE BACK
PARTICIPANTS &

673
VOLUNTEER HOURS

14,030
LIFETIME MEMBERS

301

STAFF MEMBERS

27%

SERVING
OVER 10 YEARS

382

VOLUNTEERS &

12,341

VOLUNTEER HOURS

36,319

GUEST ENGAGEMENT
PROGRAM PARTICIPATIONS



86.9 %
GUEST SATISFACTION
REVIEW SCORE

97.3%

GUESTS WHO SAID -
HOSTEL STAFF & BUILDING
HELPED ME FEEL SAFE

83.3%

GUESTS WHO SAID -
HAD AN OPPORTUNITY
TO GAIN A BETTER
UNDERSTANDING OF A
DIFFERENT CULTURE



2025

IMPACT STATS



WINNER OF

**HOSCARS: HI BOSTON – 2ND BEST EXTRA
LARGE HOSTEL IN NORTH & CENTRAL
AMERICA & 7TH BEST HOSTEL BY CONTINENT
IN NORTH & CENTRAL AMERICA**

**HOSCARS: HI NEW ORLEANS – 3RD BEST
LARGE HOSTEL IN NORTH & CENTRAL
AMERICA**

**BRONZE 2025 HSMIA ADRIAN
AWARD: CONSUMER BRAND
MARKETING – MULTICHANNEL
INTEGRATED MARKETING – FOR
FROM ARRIVAL TO BELONGING
CAMPAIGN**



SHABIHA
Explore America Travel
Scholarship recipient

Designed for young novice travelers with demonstrated financial need, **Explore America Travel Scholarships** award recipients with a \$1,500 stipend and free overnight dorm stays across the country so they can experience the power of hostels first-hand. **Recipient Shabiha travelled from her home in Brooklyn, NY to HI New Orleans.**

“This journey was deeply inspiring — being immersed in the culture, history, and energy of NOLA opened my eyes in ways I’ll never forget. **I truly believe that travel has the power to change perspectives, spark empathy, and bring people closer together.**”

2025
SPOTLIGHTS

Explore the World Travel Scholarship: First Passport Edition awards \$3,000 scholarships to help young adults with limited travel experience and resources take their first international trips. Travel mentors help recipients with travel planning and securing their first passport. **Awardee Tsunami travelled to Costa Rica from her home in High Point, North Carolina.**

“Exploring the country, talking with other travelers, and observing everyday life helped me become more open-minded and confident navigating new places. This experience has shaped not only who I am as a person, but also my outlook on life.

It reminded me that there are real and reachable opportunities in the world for people like me, even when we may have felt shut out at times.

My trip was truly beautiful, and I will always carry a piece of my first international travel experience with me.”

TSUNAMI
Explore The World Travel
Scholarship: First Passport
Edition recipient



IOU Respect is a two-week intensive cultural exchange program bringing together young participants from the U.S., France, Germany, Egypt, Lebanon, and Tunisia to explore their cultural differences and appreciate their undeniable similarities.

IOU Respect Team USA **alumnus Rudy** first participated in 2022, going on to become a Team Leader for IOU Respect Germany in 2023. He is now an advisory member of HI USA's Board Development Committee.



"The bubble IOU Respect puts you into, in the sense of curating a hostel stay and having back-to-back programming, allows us to really delve deep into what it means to see the world from the eyes of an Egyptian, someone that's Lebanese, someone that's American."

RUDY
IOU Respect Alumnus



CATROCK ADVENTURES
Great Hostel Give Back Group

Each January and February, HI USA's **Great Hostel Give Back program** offers groups of 6 or more free overnight stays at hostels across the country in exchange for volunteer service in our communities. **Students from Catrock Adventures** travelled to HI New York City, where they volunteered upcycling Patagonia jackets for the community and worked on the Climate Change Quilt, a global youth art initiative.

"We had a fantastic visit. It was truly a life-changing experience for the students we serve."

HI USA partners with volunteers around the country to lead tours and excursions, host welcome parties and events, grade scholarship applications, and serve on our Board. **HI Chicago volunteer Sahana** has been leading weekly yoga classes and Pilsen Neighborhood Tours since 2023.



SAHANA
HI USA Volunteer

"The most special part of the travel experience to me is meeting others and hearing about their lived experiences.

I volunteer because I believe in the power of building community and perspective through interaction with and learning from those with different lives from yourself."



Lisa, Tom, and Nancy

Newlyweds Lisa and Tom encouraged wedding guests to donate to HI USA in lieu of gifts. **Lisa, member of HI USA's Board of Directors for 11 years, and Tom** also joined with friends and family to establish and fund the **Nancy Ann Herbert Travel Scholarship Fund**. Named after

Tom's beloved aunt, the scholarship celebrates her many travels through her career and personal life and will award four scholarships annually.

**LISA
& TOM**
HI USA Donors

"Travel was so much the foundation of her 96 years that we felt the most fitting tribute to Nancy would be to empower others who may not otherwise have the opportunity to deeply and authentically engage with the world. We are grateful to her and our friends, neighbors, and family who have joined us in supporting the Nancy Ann Herbert Travel Scholarship Fund.

We hope her fund will also be an inspiration to others to celebrate their love of travel and intercultural understanding through support for HI USA's mission."

Andy started as a Front Desk Associate/ Housekeeper in 2008 at HI Sacramento. He moved to San Francisco in 2009, eventually becoming Front Desk Manager and later Assistant General Manager at HI San Francisco Downtown. He transitioned to the IT Department in 2016 as PMS Implementation Coordinator before moving into his current role as **HI USA Business Analyst**.

"I work for HI USA because I believe in the mission of affordable travel and I love the people who work here. It turned into a career that shaped my whole adult life.

It allowed me to travel all over the U.S. with my wife (who now also works here) and make lifelong friends with coworkers."



ANDY
HI USA Staff Member

NOTES

FOR FY25 FINANCIALS

HI USA's financial performance for the fiscal year ending March 31, 2025 (FY25), was shaped by increasingly challenging market conditions. Early in the fiscal year, our West Coast hostels — particularly in Los Angeles and San Francisco — experienced unexpected softness in overnight stays, reflecting weakening local travel markets. Stronger performance across the remainder of the HI USA hostel network helped to offset those declines.

In January 2025, the Palisades wildfires devastated communities near HI Los Angeles Santa Monica, disrupting travel, damaging regional infrastructure, and suppressing tourism to Southern California for months. Then, during the final quarter of the fiscal year, travel demand softened across the network as international visitation to the United States began to decline.

Despite these headwinds, hostel operating revenue increased by \$1.1 million, or 2.5%, compared with the prior year, driven largely by relatively strong performance during the first half of the fiscal year. Total operating revenue nevertheless declined from FY24, primarily because FY24 included a one-time bequest of approximately \$2.2 million and because interest income decreased as investment yields moderated.

As market conditions weakened, HI USA acted early to align expenses with expected demand by scaling back planned program expansions and moderating staffing growth. These cost-containment measures limited the increase in operating expenses to just 3% despite an inflationary environment and positioned the organization to navigate what would prove to be an even more challenging FY26.

During the year, HI USA also used cash reserves to refinance maturing bank debt, reducing both investment balances and long-term liabilities. As a result, total assets and total liabilities each declined by approximately \$10 million compared with the previous fiscal year.

HI USA concluded FY25 with an operating surplus of \$19,000, compared with a surplus of \$2.7 million in FY24, with most of the year-over-year difference attributable to the extraordinary bequest received in FY24. After depreciation, the organization recorded a decrease in net assets of \$186,000 for FY25.

HI USA FINANCES

CONSOLIDATED STATEMENT OF ACTIVITIES

FY25: April 1, 2024 - March 31, 2025 (With Comparative Totals for March 31, 2024)

OPERATING REVENUES	FY25	FY24
Hostel Operations	\$44,781,606	\$43,844,237
Donations and Grants	767,605	2,452,347
Membership Dues	119,429	107,129
Investment Income	1,395,375	1,852,693
Other	412,169	478,025
TOTAL OPERATING REVENUES	\$47,476,184	\$48,734,431
OPERATING EXPENSES		
Program Services (Hostels, Education, Membership)	\$41,527,365	\$40,730,252
General and Administrative	5,676,192	5,062,645
Resource Development	253,657	266,272
TOTAL OPERATING EXPENSES	\$47,457,214	\$46,059,169
NET OPERATING INCOME/LOSS	\$18,970	\$2,675,262
Loss on Interest Rate Swap Valuation	-204,962	-218,064
Gain on Disposal of Assets		17,889
CHANGE IN NET ASSETS	-\$185,992	\$2,475,087

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

March 31, 2025 (With Comparative Totals for March 31, 2024)

CURRENT ASSETS	FY25	FY24
Cash	\$3,237,423	\$6,352,616
Current Portion of Investments	10,161,265	9,673,683
Accounts and Contributions Receivable, Net	418,713	944,720
Other	1,492,287	723,971
TOTAL CURRENT ASSETS	\$15,309,688	\$17,694,990
NONCURRENT ASSETS		
Investments, Net of Current Portion	\$9,910,229	\$17,578,849
Property and Equipment, Net	66,785,437	67,815,144
Operating Lease Right of Use Assets, Net	16,088,455	14,691,733
Other	46,366	229,862
TOTAL NONCURRENT ASSETS	\$92,830,487	\$100,315,588
TOTAL ASSETS	\$108,140,175	\$118,010,578
CURRENT LIABILITIES		
Accounts Payable and Accrued Liabilities	\$3,070,028	\$3,882,904
Current Portion of Long Term Debt	1,326,159	15,967,202
Deferred Income	4,505,626	3,930,375
Current Portion of Operating Lease Liabilities	1,508,700	1,120,554
TOTAL CURRENT LIABILITIES	\$10,410,513	\$24,901,035
Long Term Portion of Debt & Unamortized Debt Costs	\$26,139,556	\$22,447,016
Operating Lease Liabilities, Net of Current Portion	15,322,151	14,208,580
Other	68,842	68,842
TOTAL NONCURRENT LIABILITIES	\$41,530,549	\$36,724,438
TOTAL LIABILITIES	\$51,941,062	\$61,625,473
Net Assets Without Donor Restrictions	39,432,008	40,190,047
Net Assets With Donor Restrictions	16,767,105	16,195,058
TOTAL NET ASSETS	\$56,199,113	\$56,385,105
TOTAL LIABILITIES AND NET ASSETS	\$108,140,175	\$118,010,578

WE ARE GRATEFUL FOR YOUR **SUPPORT** 2025 DONATION LIST

INDIVIDUAL DONORS

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\$50,000-\$99,999

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*DECEASED

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HI USA thanks and honors the following members of the Hostelling Legacy Society, who have so generously made estate gifts to HI USA. Their foresight will help open doors to future generations of hostellers.

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Louise Kipping
Edward A. Kmosen*
David Knapp*
Walter P. Knoepfel
Gary Lee Koerner
Ursula C. Krummel*
George Leopold*
Therese R. Lepine*
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Virginia Lester*
Richard Lundquist
Ralph "Peter" A. Lurvey, Jr.*
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Lois Macomber*
David Madson
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Diane Malone
Lemuel A. Manchester*
Douglas Markham
Bruce Marsden
Kathleen McAdam
Natalie McGee
Carmen Flores Meno
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Jon Ridge* & Judi Mikolai
Tricia Moloney
Evelyn Lee Moore*
Clem & Louise
Motten*
Robin Hassler
Mullins*
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William A. & Ruth Nelson*
Judy Noah
Richard & Ruth Norcross*
Danielle Brumfitt Norris
Danila B. Oder*

Eileen L. Oehler*
Eric Oetjen & Chhaya Rao
Hildegard Pang*
Dallas & Edith Pankowski
Dan W. Pierce
Edward Pressly*
Richard Reuper
Morty Rich*
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Leigh & Ivy Robinson*
David A. Robinson
Heinrich W. Roehrig
Heather Gail Rosenwinkel
Louis M. Rusitzky*
Nancy E. Russell*
Albert Saine*
William Salvesen
Eric Sanford
Melinda Saulson
Miriam Schafner
Helen Schneider
Elizabeth Seidenschwartz*
Edward J. Sherry*
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Bernice Warner
Mae Watterson*
Sanford Wechsler
Barbara Wein
Steven Weynand*
Lois Wilson*
Paul Wolansky
Andra Jo Worcester*
John Yarworth*
Denise & Jeff Yeager

*DECEASED



REMEMBERING A HOSTELLING CHAMPION

In 2025, we lost a family man, loyal friend,
avid world traveler, impactful donor, volunteer,
and former Board Chair: **Mark Skender**.

For more than two decades, Mark devoted
himself to HI USA, from leading the Metropolitan

Chicago Council to serving as national Board Chair. A champion of
HI Chicago hostel, a leader through unification, and a visionary in our
transformation, his leadership shaped our growth and impact. Even
beyond his tenure, Mark remained a steadfast supporter, giving
generously and sharing his expertise to strengthen our hostels.
His belief in travel's power to connect and inspire will endure.

Planned giving is one of the most meaningful
ways to ensure HI USA's mission continues
to inspire connection and understanding for
generations to come. Members of the
HI USA Legacy Society – individuals who have
included HI USA in their estate planning – make
a profound commitment that sustains our
programs while transforming the lives of our
guests and program participants. 2025 included
three impactful gifts expanding donors' legacy:

Ursula Krummel's journey with HI USA
began as a volunteer in Los Angeles, where
she laced up her running shoes each year
to raise funds through the annual marathon.
Before her passing, Ursula ensured her impact
would live on by naming HI USA as a beneficia-
ry of her estate. For **Dianne Dyslin**, an avid
hosteller, the inspiration came from a simple
moment: reading about legacy giving in a
HI USA newsletter in April 2012. Dianne updat-
ed her estate plans, ensuring HI USA would be
part of her legacy. **Joel Chusid**, a dedicated
Council and National Board member and airline
industry executive, exemplified lifelong commit-
ment. His legacy gift from 2025 will allow
travelers to explore our network and build
lifelong connections for years to come.

**This year we partnered with a HI USA
Board member in launching the HI USA
Legacy Challenge.** For every new planned
gift commitment received, our Board member
donated to match a percentage of the gift's
anticipated value. The challenge inspired more
supporters to take this meaningful step. Since
then, nine new members have joined the Legacy
Society, creating both immediate impact and a
lasting foundation for HI USA's future.

We invite you to join this growing community
of visionary supporters by taking part in
HI USA's Legacy Challenge. By including
HI USA in your estate plans, you can ensure
that the transformative power of travel endures.

For more information on the challenge and how
you too can become a member of HI USA's Legacy
Challenge, visit: HIUSA.org/legacychallenge

You can also contact: Ashley Lahoud,
Director Resource Development at (240) 650-2124



HI USA

2025 IMPACT REPORT

BUILDING UNDERSTANDING ACROSS COMMUNITIES & CULTURES

Since 1934, HI USA hostels have been places where travelers connect, cultures come together, and the world feels a little smaller and a lot more hopeful.

The world needs hostelling now more than ever. We need safe, welcoming spaces where people from every background can connect, share, learn, and belong.

We've kept the spirit of hostelling alive for over 90 years. With your support, we'll keep it thriving for generations to come.

EXPLORE WITH US. SHARE OUR STORY.
INVEST IN THE FUTURE OF HOSTELLING.
BE PART OF THE JOURNEY.



HIUSA.org/ar2025

FY25 HI USA BOARD OF DIRECTORS

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HI USA CORE VALUES

COMMUNITY | INTEGRITY | RESPECT | RELATIONSHIPS