



CHESAPEAKE BAY
OUTWARD BOUND SCHOOL



ANNUAL REPORT 2021



“What is most profound about outward bound programming is the ability to teach kids to trust each other and to give them a platform where they can reflect on their lives.”

- JASON LEWIS, EDUCATOR



A WORD FROM OUR LEADERSHIP

To Serve, To Strive, And Not To Yield”

This is the motto of Outward Bound, and in the wake of the pandemic these words hold particular importance, and we recite them frequently.

As quickly as we adapted to virtual service in 2020, in 2021 we adapted again – only this time it was to a full return to in-person programming. In March of 2021, we were finally able to bring students back together in outdoor environments to foster belonging and social-emotional learning to help them combat the harmful effects of a year’s worth of isolation and disconnection. The skills Outward Bound teaches are critical to building resiliency and providing emotional healing from the COVID-19 crisis.

We did not just adapt in 2021, we grew! CBOBS is excited to report that we have grown our footprint to include the greater Washington DC region. The very first students from DC went out on course last fall. In total, our virtual and in-person programs served 3,717 students across the greater Baltimore and DC areas.



In addition to supporting our youth, we also strived to support the heartbeat of our organization – our instructors. In 2021, the leadership at CBOBS made a deep commitment to the health and wellbeing of our staff by shifting field instructors from hourly, per-diem positions to full-time salaried positions

with benefits. This monumental change is not only in the best interest of our people and our organization, but it also supports economic development in our community. We are grateful to the leadership of CBOBS for their hard work and their great vision.

Over the last decade, CBOBS has been guided by the steady hand of the Chair, Andrew M. Brooks. When he became the Board Chair in 2012 neither of us knew that, together, we would lead the organization through unprecedented growth, a capital campaign and major renovation of staff housing, the establishment of a robust scholarship fund, and tens of thousands of students impacted. Through Andy’s leadership, he has left the organization better and stronger for the next Chair – Brett Rogers, General Counsel at Brown Advisory, whose term begins in 2022. We are grateful for Andy’s service, humor, and leadership.

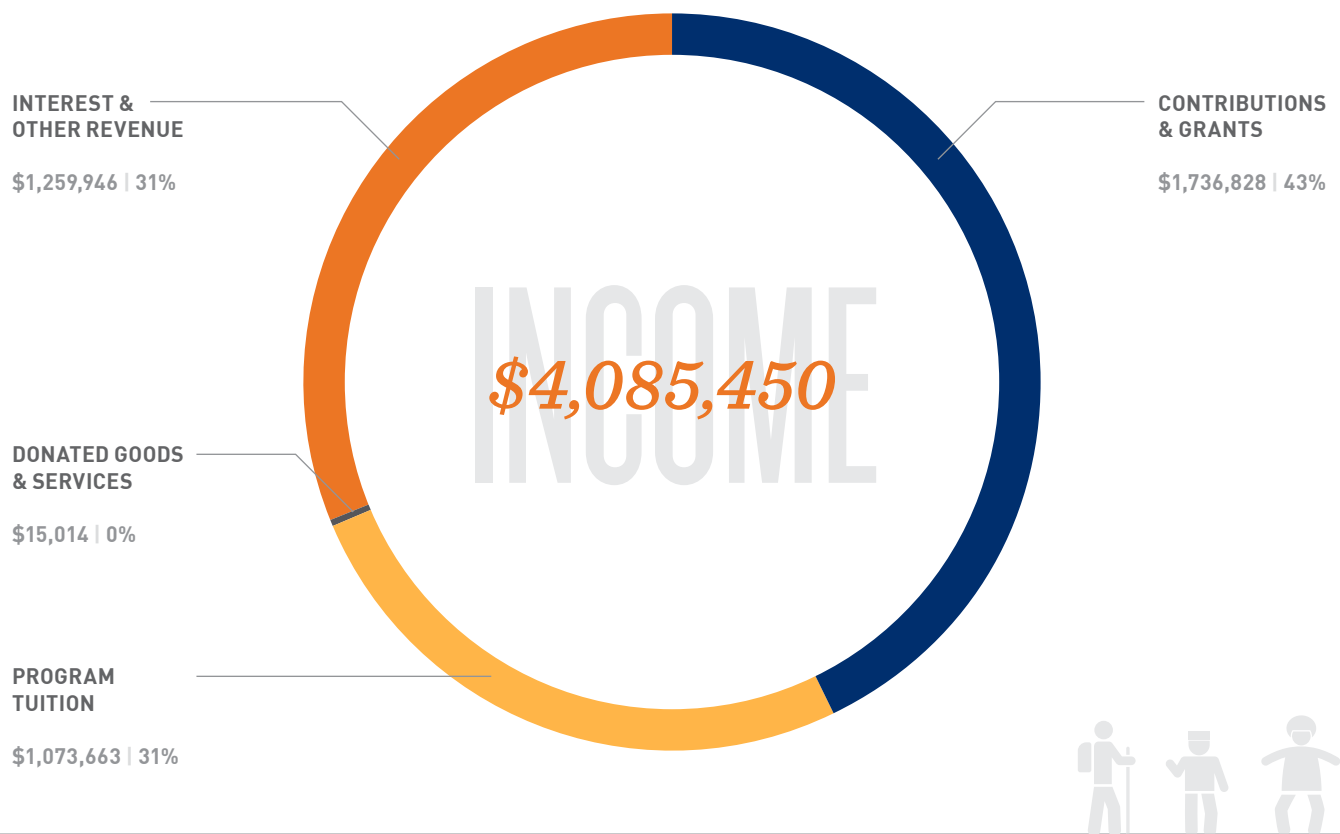
As a community, we have been through a lot, and we have much to be grateful for. We are especially grateful to you, our supporters, for encouraging us with your contributions, your time, and your commitment.

Onward!



GINGER NAYLOR

ANDY BROOKS



NET INCOME

\$589,483

GENERAL &
ADMINISTRATIVE

\$591,862 | 17%

FUNDRAISING

\$502,692 | 14%

PROGRAM

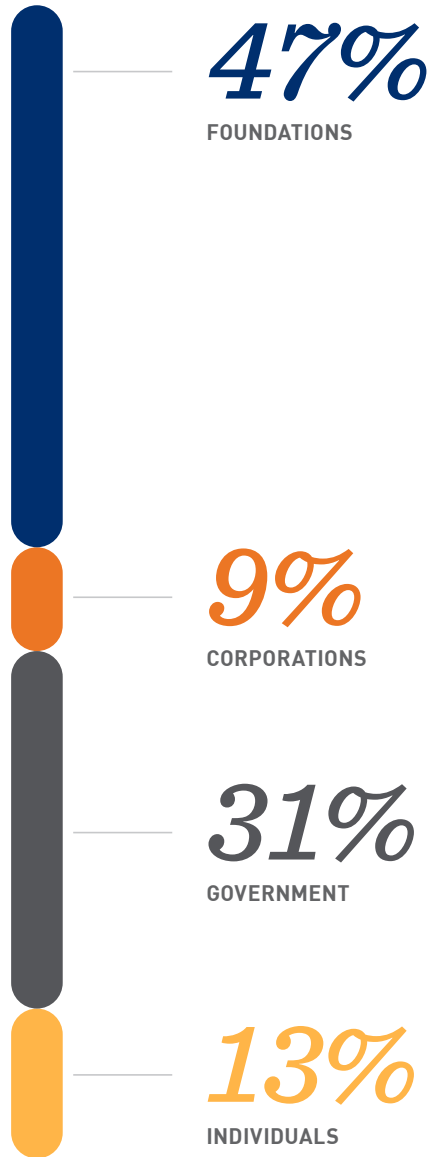
\$2,401,413 | 69%

EXPENSES

3,495,967



FUNDING SOURCES



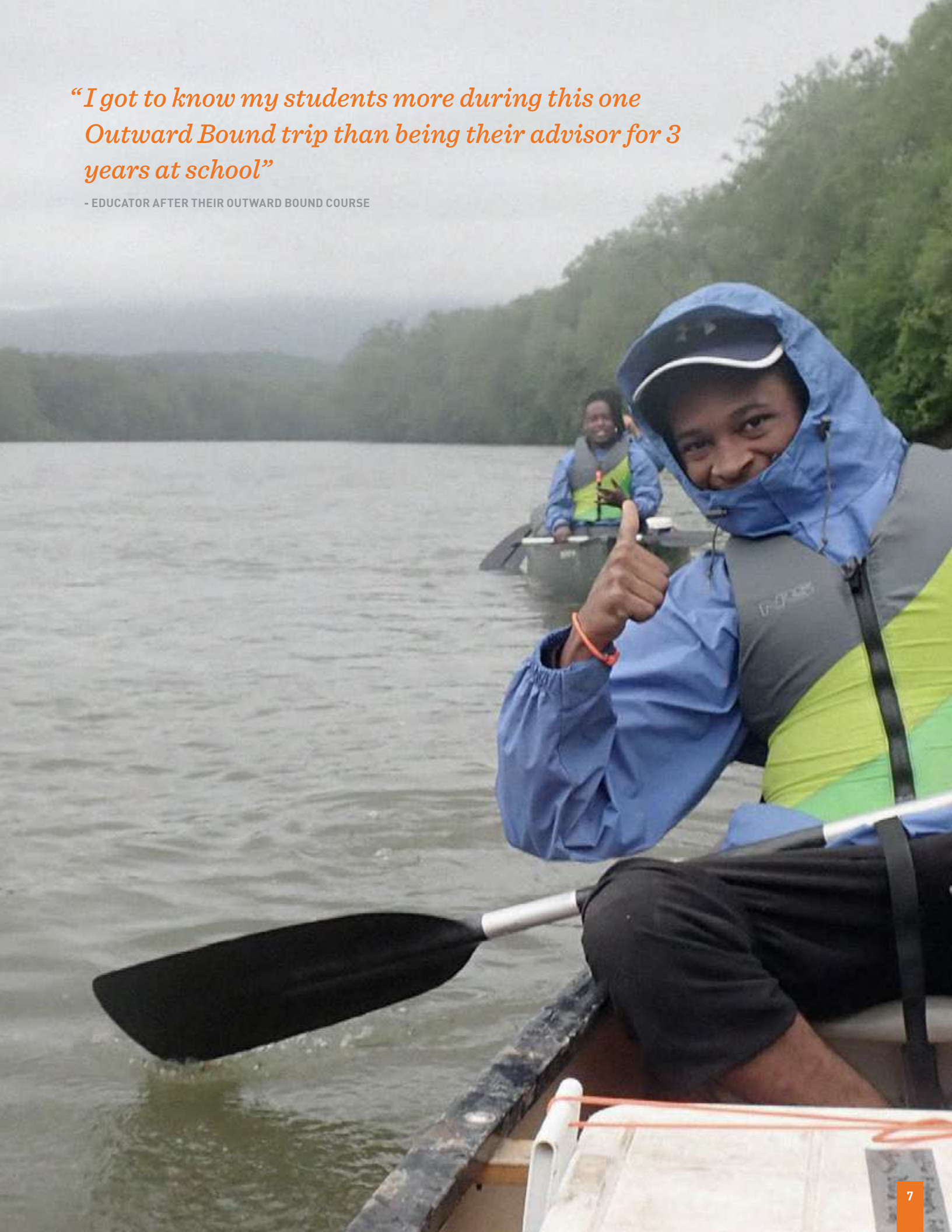
**SEE HOW THE KAHLERT FOUNDATION'S
\$300,000 GIFT FOR EQUITABLE PAY
AND BENEFITS FOR INSTRUCTORS HAS
IMPACTED OUR STAFF.**

outwardboundchesapeake.org/faculty-educators



“I got to know my students more during this one Outward Bound trip than being their advisor for 3 years at school”

- EDUCATOR AFTER THEIR OUTWARD BOUND COURSE









8,637

Student Program Days

56

Community Partners

311

Educators Served







Virtual

STUDENTS
595 | 16%




STUDENT PROGRAM DAYS
2283 | 26.4%

Expedition




STUDENTS

	YOUTH STUDENTS	298	8%
	SUPPORT TEACHERS	24	0.6%
	VETERANS & US NAVAL ACADEMY	23	0.4%
	SUMMER OPEN ENROLLMENT	202	5.4%

Police Youth Challenge

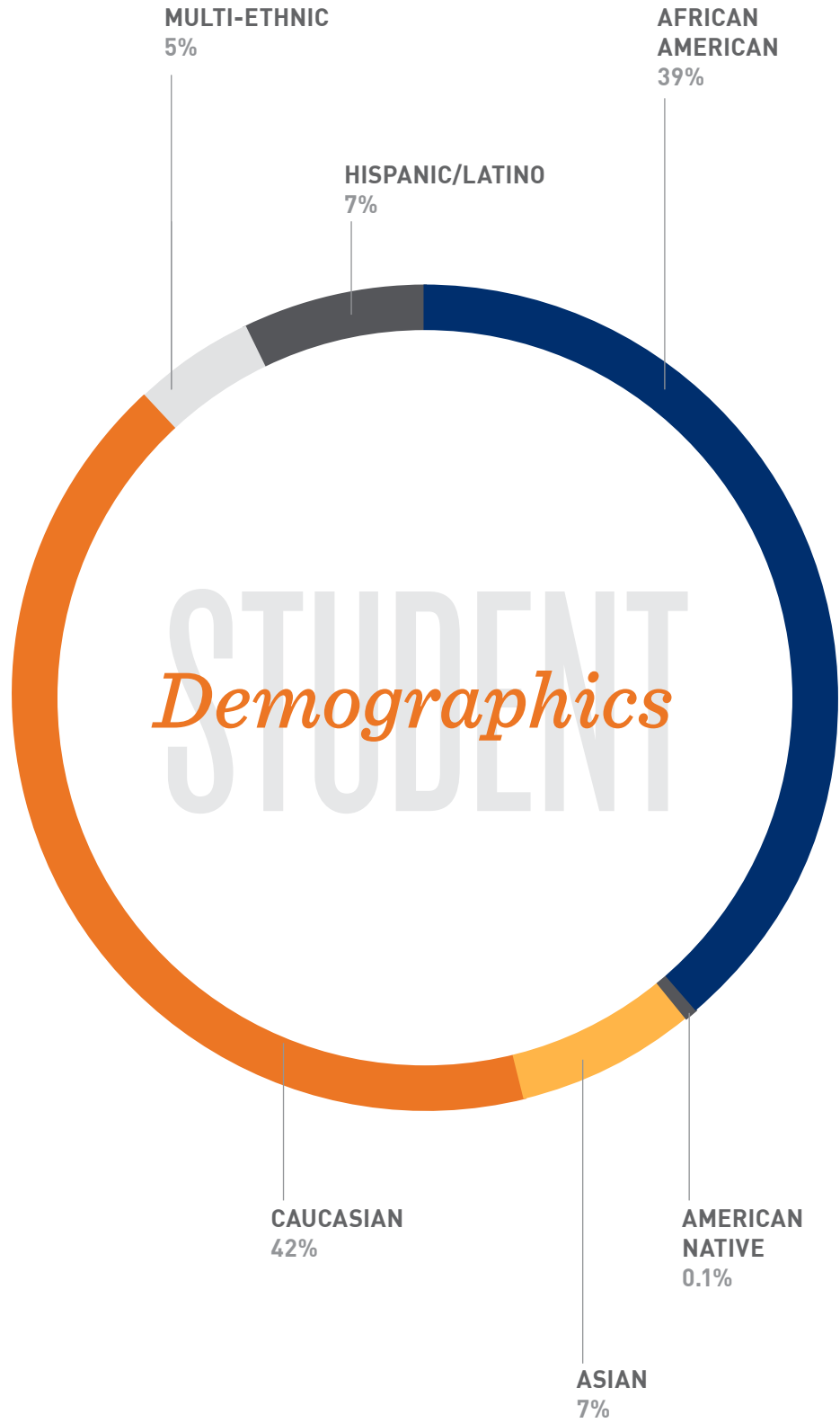
	YOUTH	61	1.6%
	OFFICERS	91	2.4%
	CHAPERONES	9	0.2%

Insight

	YOUTH	1626	43.7%
	SUPPORT TEACHERS	287	4%
	CORP. TEAMS	501	13.5%







PARTNERS



CORPORATE

BGE
Brightview Senior Living
Clark Construction Group
Cross Currents Sea Kayaking
Techstars Equitech
The Leadership

PUBLIC / CHARTER

Capital City Public Charter School
Charles Hart Middle School
City Neighbors Charter School 1
City Neighbors High School
Digital Harbor High School

Franklin Square Elem/Middle
Frederick Douglass High School
Green Street Academy
Hampstead Hill Academy
Liberty Middle School
Lillie May Carroll Jackson Charter School
Mergenthaler Vocational-Technical High School
Mt. Royal Elementary Middle School
Renaissance Academy
Running Brook Elementary School
Stadium School
The Sojourner Truth School
William Paca Elementary School

INDEPENDENT

Archbishop Carroll High School
BASIS Independent McLean
Boys' Latin School of Maryland
Episcopal High School
Garrison Forest School
Georgetown Day School
Gilman School
Maret School
Saint Ignatius Loyola Academy
Sisters Academy of Baltimore
St. Paul's School
The Bryn Mawr School for Girls



COLLEGES

Bowie State University

Johns Hopkins Carey Business
School FT MBA

Stevenson University

United States Naval Academy

University of Maryland College Park

YOUTH SERVING ORGS

Adelante Latina

Art with a Heart

Baltimore City Department of
Recreation and Parks

Baltimore Educational Scholarship
Trust (BEST)

Baltimore SquashWise

Camp Puh'tok

City Of Baltimore-Office of the
Mayor

Hope For Grieving Families

I Am Mentality/Youth Male
Empowerment Project

Living Classrooms Foundation

Prince George's County Police
Athletic League

Saint Luke's Youth Center

St. Francis Neighborhood Center

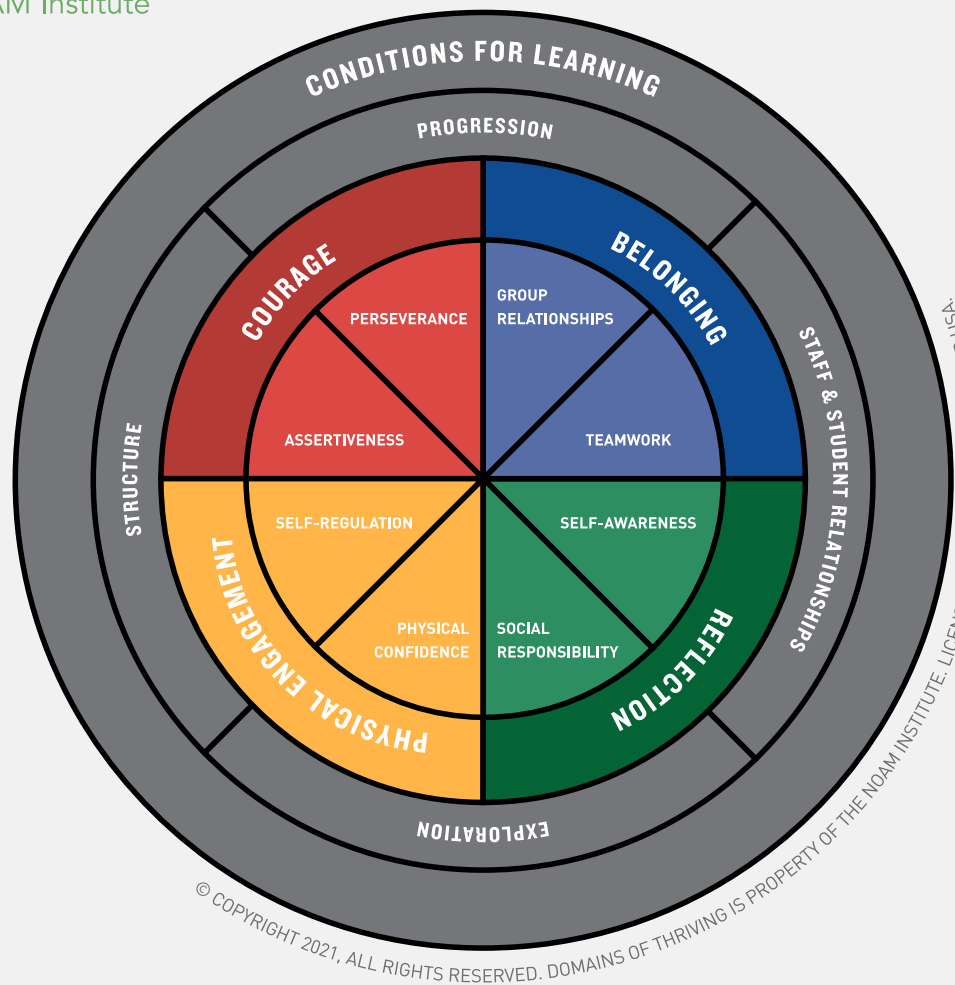
The Village Learning Place

Washington Nationals Youth
Baseball Acad.

SEE WHERE WE'RE PART OF AN EDUCATIONAL ECOSYSTEM

outwardboundchesapeake.org/partners





DOMAINS OF THRIVING

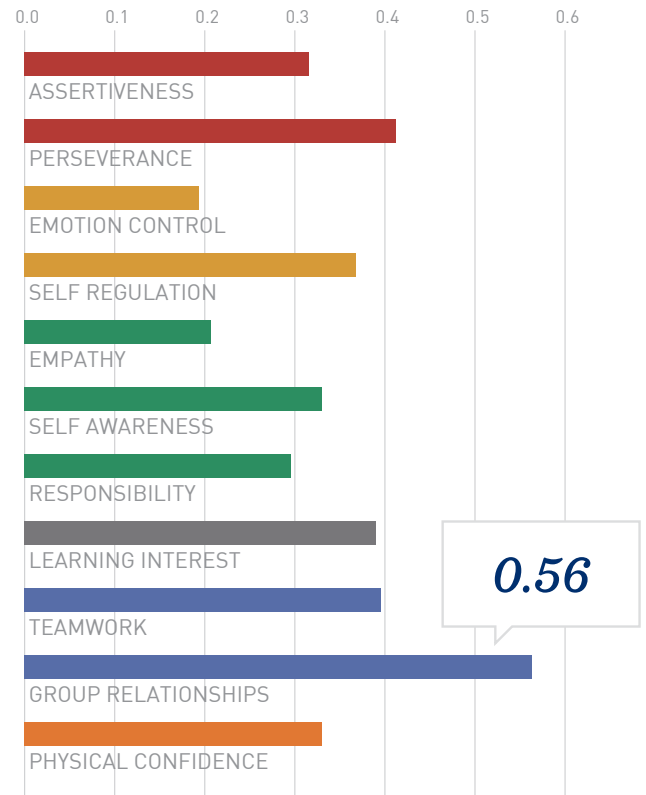
The Domains of Thriving framework and tool combines Outward Bound's 50+ years of experience facilitating life-changing experiences with the latest insight and research on social-emotional development. The Domains of Thriving highlights the four areas of human development that are impacted on an Outward Bound course: Courage, Belonging, Reflection, and Physical Engagement. It also identifies eight specific social-emotional skills that our students are supported to develop: Perseverance, Assertiveness, Group Relationships, Teamwork, Self-Awareness, Social-Responsibility, Self-Regulation and Physical Confidence. Surrounding all of this are our Conditions for Learning, which provide the foundation for transformative learning experiences.

OUTWARD BOUND OUTCOMES SURVEY (OBOS)

The Outward Bound Outcomes Survey (OBOS) measures self-reported change in key social and emotional skills at the end of an Outward Bound program. Participants fill out the survey after their course and reflect on their skills when they started the course compared to after the course; what is called a "retro-pre and post survey." Students answer questions like "If I fail to solve a problem, I try again until I find a solution" and "I feel like other students understand me in this group" that are tied to the outcomes we measure below. The OBOS measures 12 key indicators of social and emotional development for young people ages 10-23.

OUTCOMES & IMPACT GROUP RELATIONSHIPS

Students reported Group Relationships as their largest Pre vs. Post outcome in 2021. Many youth craved connection and community after the pandemic's lockdowns and virtual learning. Outward Bound allowed students to find that again by creating a space for group relationships to thrive! "The impact of creating and maintaining supportive group relationships are critical to a student's development, and are considered a protective factors for adolescent resilience (Mitic et al., 2021) Through its emphasis on group relationships, Outward Bound programming is likely buffering the impact of COVID-19 on students who attend any of its courses."



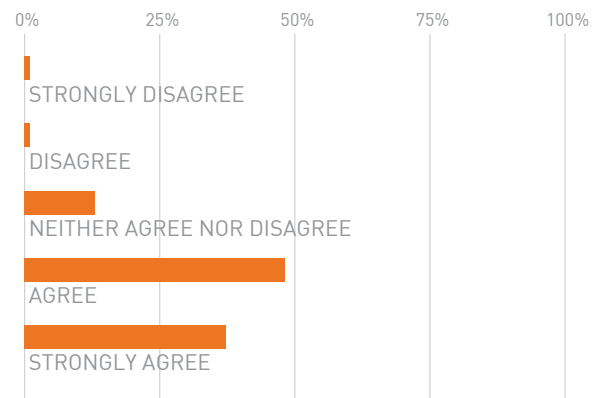
LEARNING INTEREST

Students identified Learning Interest as an important outcome from their Outward Bound programs. After nearly 2 years of largely disengaged learning - OB supported students re-engaging in the learning process.

70% of students on expedition reported growth in Learning Interest.

FACING NEW CHALLENGES

Young people in recent years have faced many challenges, and we know there are more to come. Outward Bound's mission is to build resilience in the next generation, so they have the skills to tackle the obstacles ahead. Data showed that 86% of youth reported that they have gained the courage to face new challenges after completing their expedition.





I learned that if you do things together, it's way better. I will really miss those moments of doing this expedition [as a crew], we don't really get moments like this at school."

- TT, 9TH GRADE STUDENT, ARCHBISHOP CARROLL HIGH SCHOOL

WASHINGTON DC CAMPUS

In our first full year of in-person programming, we provided programming for over 20 school partners in the DC Metro area. We are so excited to grow our partnerships as we continue to expand into the Nation's Capital. There are so many possibilities for new partnerships and exciting opportunities for new programming. We cannot wait to see what the future holds for all our students and school partners! Some of our most impactful and extensive partnerships from 2021 have been with Sojourner Truth Montessori Public Charter School and Archbishop Carroll High School.

READ OUR DC CASE
STATEMENT AND FIND OUT
HOW YOU CAN ACCELERATE
OUR GROWTH IN THE
NATION'S CAPITAL

outwardboundchesapeake.org/dc



POLICE YOUTH CHALLENGE (PYC)

Over the past two years, amidst the hurdles of the pandemic, Chesapeake Bay Outward Bound School's (CBOBS) Police Youth Challenge (PYC) Program found an opportunity to redefine itself so that it may best serve the Officers and Students that participate. In February of 2021, BPD and CBOBS found the solution to transition the PYC from working with sworn officers as part of its In-Service Training, to having the program work solely with its new recruits going through the Police Academy. Shifting the program in this manner has produced a variety of benefits:

BPD's Academy training length is currently 34 weeks (about 8 months). All recruits going through BPD's academy will go through PYC at least twice, initially when they begin the academy, and either in the middle of their time in the academy or right before they graduate. This means that for many new officers, PYC will be the first time they will interact with youth from the community of Baltimore before they become members of BPD.

PROGRAMS	4
POLICE RECRUITS	91
STUDENTS	61

All recruits attending BPD's academy moving forward will have attended a PYC during their time at the academy. This means that all recruits will have engaged with members of the community in community building perspective BEFORE they are sworn in as police officers or begin their instructional learning at the academy. In 2022 PYC was written into BPD's Master Training Plan as a community organization partnership with CBOBS.

BUILDING BRIDGES

Building Bridges is a new program opportunity and partnership with the 2LT Richard W. Collins III Foundation, Under Armour, and the ROTC programs of Bowie State and the University of Maryland, College Park (UMD). Over three years, the ROTC cadets will come together through Outward Bound one-day teambuilding and five-day wilderness expeditions. The goal is to support emerging leaders in ROTC, while creating spaces for their deeper understanding and appreciation of each other's diverse backgrounds.

Forty ROTC cadets came from each school for a full day of high ropes and team building. The cadets were shuffled together in smaller groups where they got to know each other and came together to work through the day's initiatives. Utilizing the aerial teams course to round out the day, cadets traversed the 40-foot-high ropes as a team. It required students to work as a unit and seek to listen to accomplish their shared goals. BSU cadet Destiny shares, "I feel like the benefit for me was getting to know more people that you never knew before in your life, getting more connections, because even though we went to the same schools, I really didn't know them that well because it's different grades, different levels, but coming together to know each other and getting help from each other was make you stay more connected to them."



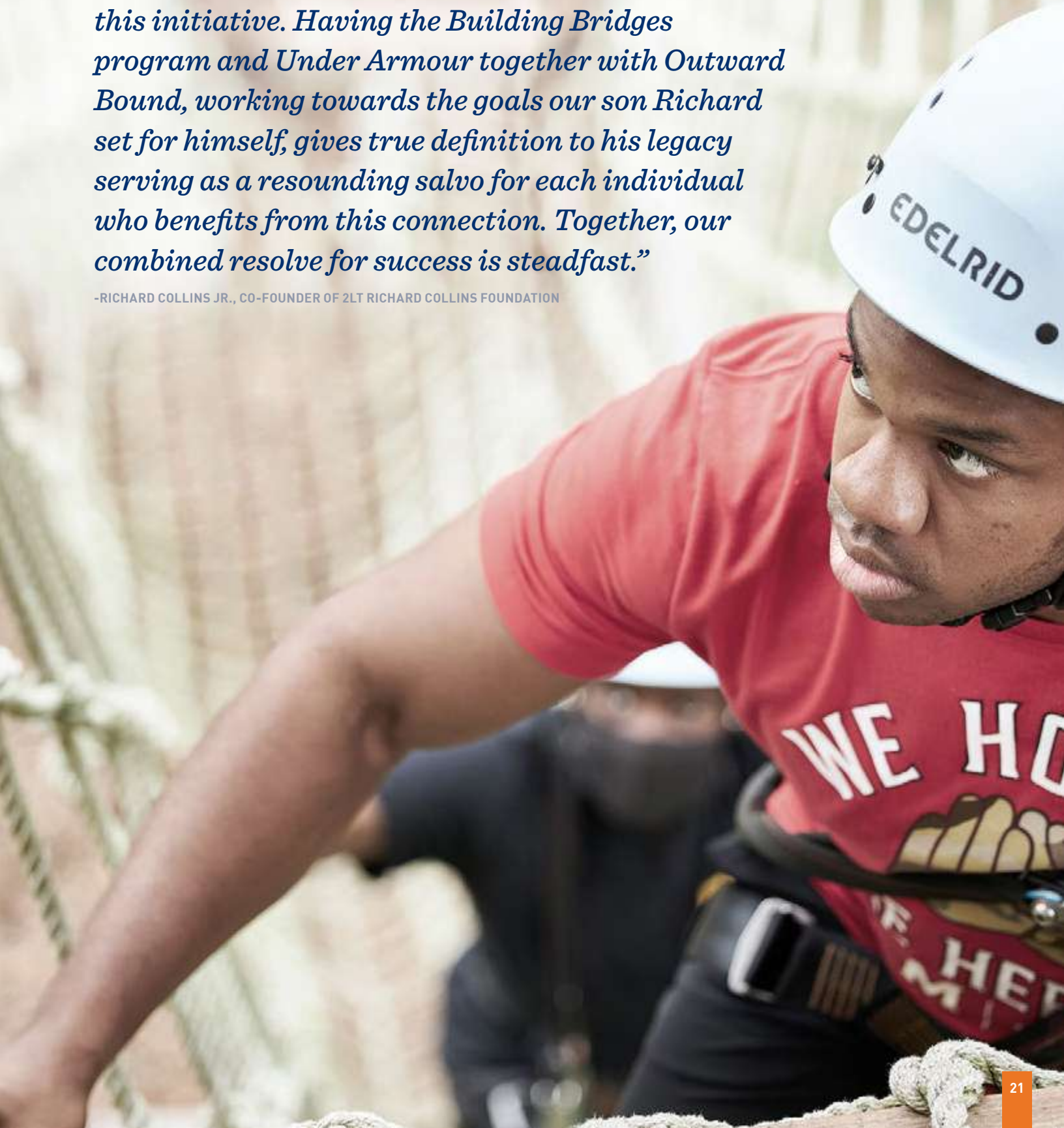
**THE INAUGURAL BUILDING BRIDGES
EXPEDITION TOOK PLACE IN JUNE 2022.
READ MORE AND SEE PHOTOS HERE.**

outwardboundchesapeake.org/building-bridges



“The significance of this partnership cannot be overstated. Our commitment to amplifying the vision our son had as an officer and a leader is the embodiment of what we want to cultivate through this initiative. Having the Building Bridges program and Under Armour together with Outward Bound, working towards the goals our son Richard set for himself, gives true definition to his legacy serving as a resounding salvo for each individual who benefits from this connection. Together, our combined resolve for success is steadfast.”

-RICHARD COLLINS JR., CO-FOUNDER OF 2LT RICHARD COLLINS FOUNDATION



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