

ANNUAL REPORT

A YEAR IN REVIEW | 2019



CHESAPEAKE BAY
OUTWARD BOUND SCHOOL



**“I AM TRULY GRATEFUL FOR
THIS OPPORTUNITY THAT LED
ME TO DISCOVER MYSELF AS A
LEADER.” - ALUMNI**



A YEAR OF GROWTH AND PREPARATION

We talk a lot about growth at Outward Bound, but it's so much deeper than just the opportunities we create for students to grow. As an organization, we too need to see where we can expand our capabilities as a group and as individual members of a crew. In 2019, our focus on these strategies would unknowingly prepare us for the greatest challenge our school would face in the year that followed. Just like 'duffel shuffle' when students arrive on campus on day one, we emptied our bags and took stock of what we had, what was needed, and how we could hit the trailhead as prepared as possible for what was to come.

We worked with 6,339 students throughout the year, spanning 11,774 student program days. Our student outcomes report card, which has been our measurement tool since 2016, saw increases in social-emotional learning skills jump as much as 25% over 2018 and nearly 50% since we began collecting data in 2016. When combined with our commitment to delivering the Character Curriculum with our partners, used by 19 schools throughout the year, we can truly see the growth happening in the schools we work with.

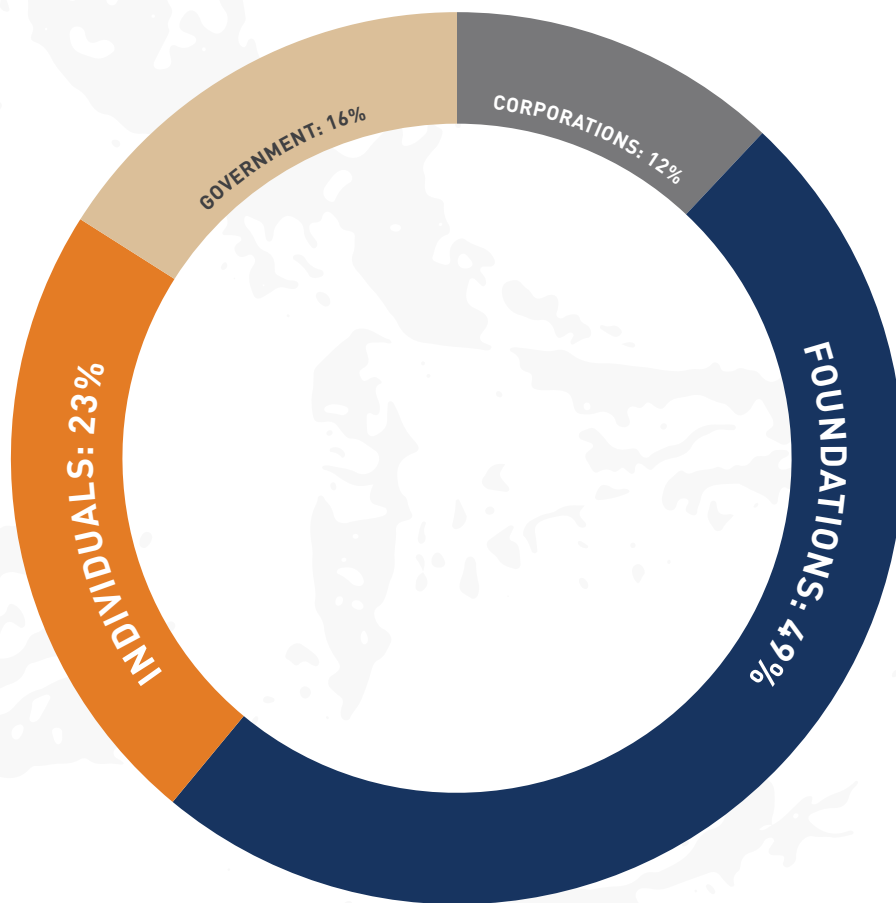
We ended the year with an important milestone as we transitioned the name of our school to Chesapeake Bay Outward Bound School in tandem with the launch of our new campus and offices in Washington DC. This expansion project required many years of internal planning and external partnerships to complete but we finally have a second location from which to bring our programs to youth in the Nation's Capital.

None of this growth is possible without your commitment to our vision, your support of our relentless innovation, and your belief in the importance of Outward Bound in your community.

Ginger Mihalik
Executive Director

Andrew M. Brooks
Chairman, Board of Trustees

FUNDING SOURCES



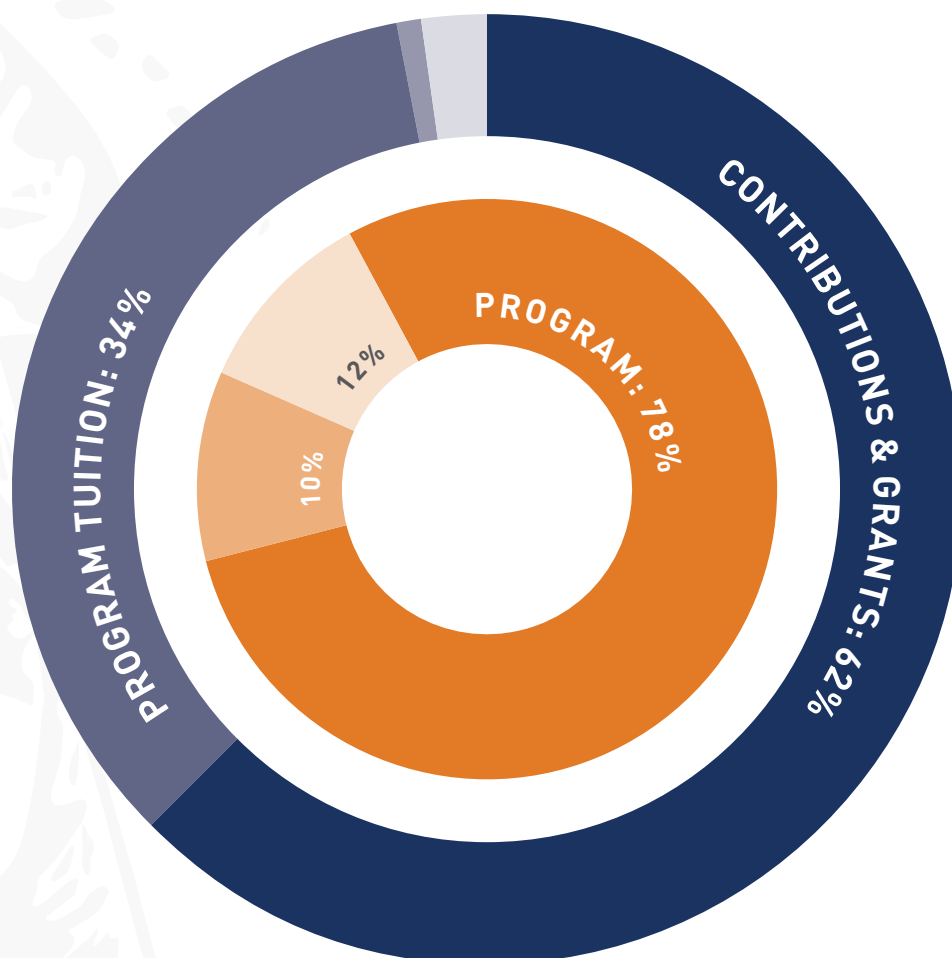
Experiential learning is at the heart of what we do at Chesapeake Bay Outward Bound School (CBOBS). Our programs are committed to personal growth.

Individuals stretch beyond their potential in their learning, take on new initiatives and brave adventures, and nurture a sense of responsibility for the community in which they live. Providing these programs to our 6,339 students served in 2019 requires unwavering support from our committed donors.



We're committed to the highest level of transparency. Our organization earned a 2019-2020 Platinum Seal of Transparency from Guidestar, showcasing the progress and results we're making toward our mission.

OPERATIONAL FINANCIALS



| REVENUE | |
|----------------------------|-------------|
| CONTRIBUTIONS & GRANTS ■ | \$2,153,226 |
| PROGRAM TUITION ■ | \$1,188,875 |
| DONATED GOODS & SERVICES ■ | \$30,170 |
| INTEREST & OTHER REVENUE ■ | \$74,778 |
| TOTAL | \$3,447,049 |

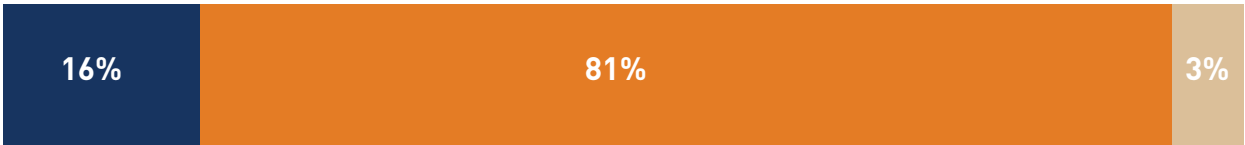
| EXPENSES | |
|----------------------------|-------------|
| PROGRAM ■ | \$2,243,963 |
| FUNDRAISING ■ | \$282,234 |
| GENERAL & ADMINISTRATIVE ■ | \$341,557 |
| TOTAL | \$2,867,754 |

| | |
|------------|-----------|
| NET INCOME | \$579,295 |
|------------|-----------|

PROGRAM DATA

Our students came to us from many different trails including middle and high schools, corporations, nonprofits, and even the US Naval Academy. We remained focused on providing the most meaningful outcomes for every student—all 6,339 of them. For yet another year we spent more than 11,000 student program days in the field across wilderness expeditions and one-day programs—Insight and Outward Bound Professional.

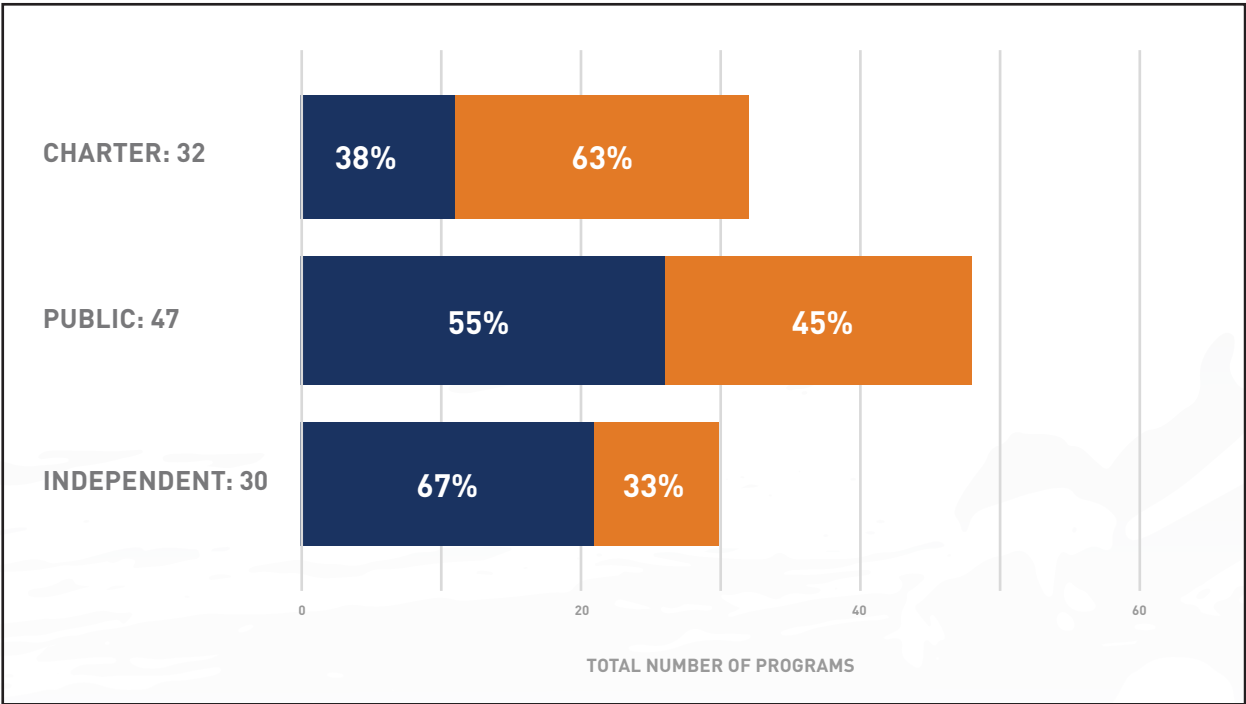
STUDENT TOTAL: 6,339

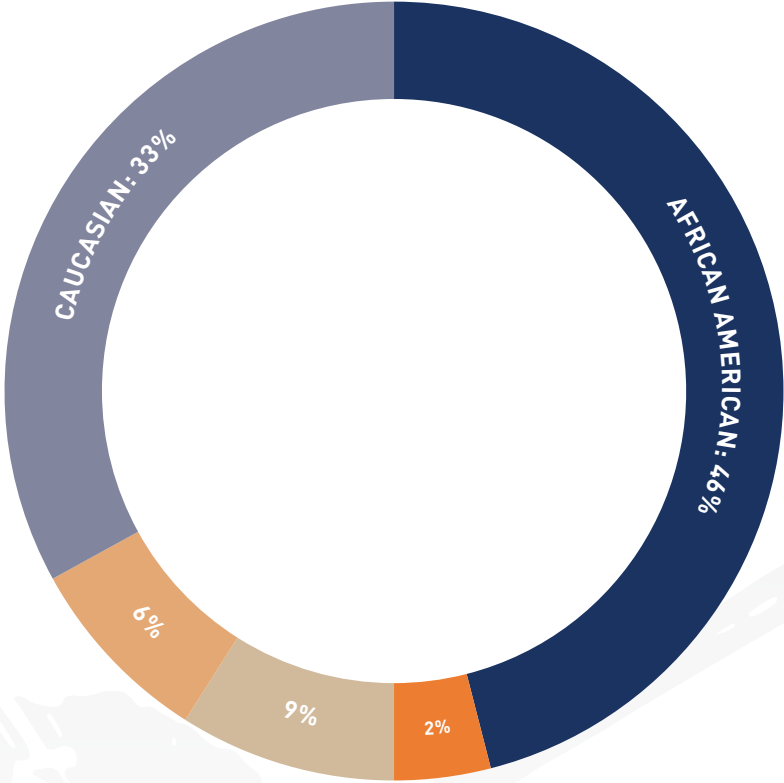


STUDENT PROGRAM DAYS: 11,774



SCHOOLS SERVED BY TYPE & SUB-TYPE



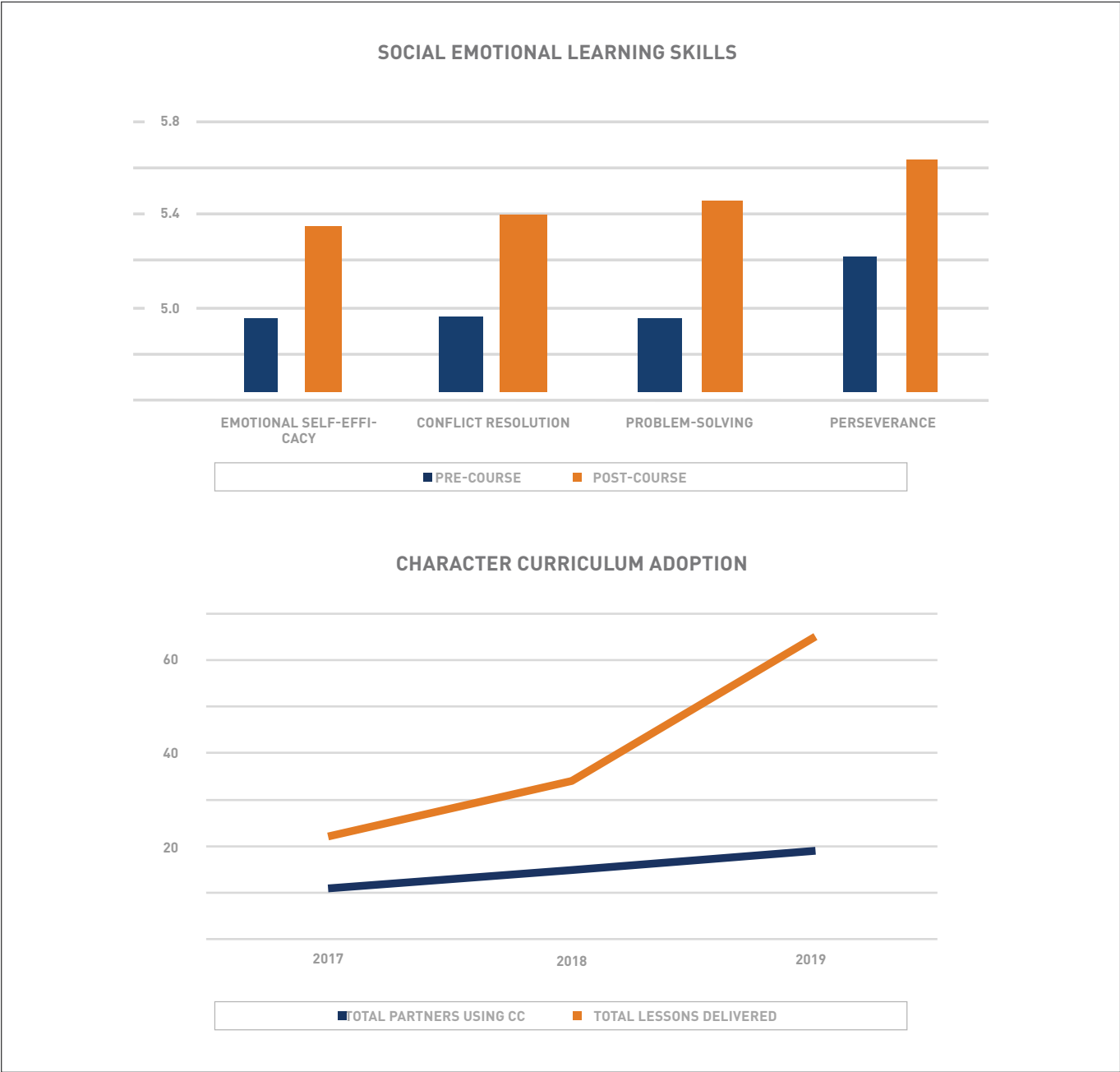


CHARACTER CURRICULUM

BRIDGING THE GAP BETWEEN WILDERNESS & CLASSROOM

For many of the students that we serve, talking about their ideas and experiences of leadership, decision-making, and perseverance happen for the first time on expedition. Our Character Curriculum gives schools and teachers the lesson plans to prepare students intellectually for when they will need to put those ideas to work during a course. In 2019, we served 896 Student Programs Days (SPDs) with the curriculum which was a 49% increase over 2018.

For nearly three years, our team has been using a 19-question survey designed by the Johns Hopkins Bloomberg School of Public Health. This tool uses pre- and post-course responses from students to measure change within a defined social emotional skill set. The data below expresses the cumulative change of all our expedition students in 2019. Totals reflect the average scores of all students' responses on a 7-point scale.





OUR EDUCATIONAL PARTNERS

PUBLIC & CHARTER SCHOOLS

ACCE Academy for College and Career Exploration ●
 Armistead Gardens EMS ●
 Augusta Fells Savage Ins of Visual Arts
 Baltimore City Public Schools
 Baltimore Collegiate School For Boys
 Baltimore Educational Scholarship Trust
 Baltimore Montessori Public Charter School
 City Neighbors Charter School 1 ●
 City Springs EMS ●
 Commodore John Rodgers EMS School
 ConneXions Community Based Arts School ●
 Cross Country EMS ●
 Dickey Hill EMS ●
 Digital Harbor High School ●
 East Baltimore Community School at Henderson-Hopkins
 Frederick Douglass High School ●
 General James Gholson Middle School
 Green Street Academy
 Hampden EMS ●
 Hampstead Hill Academy
 Hazelwood EMS ●
 Independence School Local 1 ●
 James McHenry EMS
 John Poole Middle School
 Lee Montessori
 Maree Farring EMS ●
 Mergenthaler Vocational-Technical High School ●
 Mt. Royal EMS ●
 New Era Academy ●
 Patterson High School #405 ●
 Patterson Park Public Charter School
 REACH Partnership School ●
 Renaissance Academy ●
 Roland Park EMS
 SEED School of Maryland
 Southwest Baltimore Charter School (SBCS)
 Stadium School
 The Crossroads School ●
 The SEED School of Washington, D.C.
 Thomas Jefferson EMS
 Tunbridge Public Charter School
 Western High School ●
 Windsor Hills EMS ●

INDEPENDENT SCHOOLS

Boys' Latin School of Maryland
 Cristo Rey Jesuit High School
 Episcopal High School
 Georgetown Day School

Gilman School
 Landon School
 Loyola Blakefield
 Mercy High School
 Norfolk Academy
 Park School of Baltimore
 Roland Park Country School
 Saint Francis of Assisi
 Sisters Academy of Baltimore
 St. John's College High School
 St. Paul's School
 The Bryn Mawr School for Girls
 Waldorf School of Baltimore
 Washington International School

HIGHER EDUCATION

John Hopkins Carey Business School
 Johns Hopkins University
 Johns Hopkins University Technology Ventures
 Johns Hopkins University Women's Basketball
 Loyola University
 Stevenson University
 UMBC
 United States Naval Academy

NONPROFITS & YOUTH SERVING ORGANIZATIONS

Art with a Heart
 Association of Independent Maryland Schools
 Baltimore Corps
 Baltimore SquashWise ●
 Boys and Girls Clubs of Metropolitan Baltimore
 Bridges Baltimore
 Brown Memorial Park Avenue Presbyterian Church
 Catherine's Family & Youth Services, Inc. ●
 Esperanza Center ●
 I Am Mentality/Youth Male Empowerment Project ●
 JTap
 La'alot
 Living Classrooms Foundation
 Maryland State Education Association
 Mission Continues
 Native American Lifelines
 Parks and People Foundation, Inc
 Peace Camp
 Roberta's House
 Soccer Without Borders (SWB) ●
 St. Francis Neighborhood Center ●
 The Village Learning Place

Tragedy Assistance Program for Survivors (TAPS)
 Travis Manion
 Washington Nationals Youth Baseball Acad.
 Wilderness Leadership & Learning, Inc.
 World Trade Center Institute
 Y of Central Maryland

CORPORATIONS

Baltimore Gas & Electric Company
 Bon Secours Health System ●
 Constellation, An Exelon Company
 Harkins Builders
 T.Rowe Price
 The Leadership
 Under Armour, Inc.

GOVERNMENT

Baltimore City Department of Recreation and Parks
 Baltimore City Health Department
 Prince George's County Police Athletic League

● Participated in Police Youth Challenge (PYC)

EMS: Elementary Middle School

SCHOLARSHIPS

\$897,684

IN SCHOLARSHIPS & FINANCIAL AID

5,925 [93%]

STUDENTS RECEIVED FINANCIAL SUPPORT





"I AM RETURNING FROM THIS COURSE NOT THE TENTATIVE PERSON THAT LEFT, BUT SOMEONE WITH FULL CONFIDENCE AND A DETERMINED MINDSET THAT WANTS TO KEEP CHALLENGING HERSELF AND LEARNING. I HAVE A MUCH MORE POSITIVE OUTLOOK AND I CANNOT WAIT TO SHARE." - DALILA H., SCHOLARSHIP ALUMNUS

2019 MERIT SCHOLARS

Every year nearly 100 students apply for one of our two full scholarship courses: Get Out And Lead (GOAL) or Youth Leadership Corps (YLC). These summer courses offer middle and high school youth a chance to take on a new leadership challenge. The program is merit-based, meaning that all applicants go through an interview and selection process before being asked to join a crew. Many of these students are previous Outward Bound alumni, and others are coming to us in hopes of adding another dimension to their education before moving into their next academic phase.

YOUTH LEADERSHIP CORPS (YLC)

Cooper A.
Antonio D.
Steven F.
Dalila H.
Nathan H.
Logan L.
Olivia N.
Nan S.

GET OUT AND LEAD (GOAL)

Angus B.
Matteo B.
Brock B.
Andrew J.
Chiara B.
Christian M.
Noah P.
Zachary R.
Sydney S.
Eleah B.
Oliver S.



POLICE YOUTH CHALLENGE

THE LAST FIVE YEARS OF PYC

After the unrest that occurred in Baltimore in April 2015 following the death of Freddie Gray Jr., Chesapeake Bay Outward Bound School (CBOBS) worked with the Baltimore Police Department (BPD) and a variety of funders to significantly expand the program to include all active duty BPD officers, trainees and command staff. The program expansion officially began on January 14, 2016. At this time, CBOBS also began an internal quantitative study of the program. Results presented in this report are preliminary and include all study data collected since January 2016.

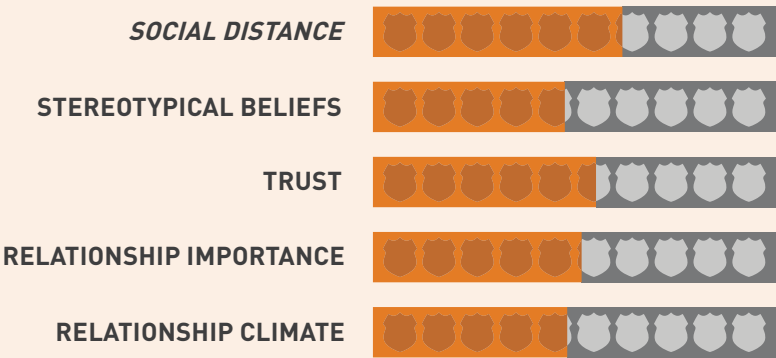
KHAI OVERTON GIVES TEDX PRESENTATION

In October 2019, Police Youth Challenge Program Coordinator, Khai Overton gave a TEDx talk, “Rebuilding the Connections between Two Pillars of the Community”. The event brought together 14 different speakers around the theme of being a pioneer. Khai was able to highlight the work and impact of PYC, and his own passion toward building a stronger Baltimore. Focusing on Intergroup Contact Theory, a means to address the power dynamic between the officers and youth, Khai talks about how the Police Youth Challenge, at its core, works to shift perceptions.

Watch the talk in full at outwardboundchesapeake.org/pyc



PERCENTAGE OF OFFICERS THAT SHOWED SIGNIFICANT POSITIVE CHANGE IN THEIR RESPONSES





CHALLENGE ACCEPTED

64% MORE YOUTH
FIND OFFICERS TRUSTWORTHY

88% OF OFFICERS
THINK YOUTH ARE TRUSTWORTHY

7,477 PARTICIPANTS

79 ORGANIZATIONS SERVED

* data above from January 2016 - December 2019



[OUTWARDBOUNDCHESAPEAKE.ORG/PYC](https://outwardboundchesapeake.org/pyc)

OUR DONOR COMMUNITY

\$100,000+

A. James & Alice B. Clark Foundation
Theodore Bauer and Kristin Powers
Governor's Office of Crime Control and Prevention
Maryland State Department of Education - SAI Program

\$50,000 - \$99,999

Andrew and Cassandra Brooks
Richard W. and Donna Lee Frisch
Joseph and Kathy Hardiman
Kahlert Foundation
Outward Bound USA
James and Rosie Smith
Under Armour, Inc.

\$20,000 - \$49,999

Aegon/Transamerica Foundation
Baltimore Ravens
Baltimore Gas & Electric Company
Alfred and Muriel Berkeley
Bunting Family Foundation
Charles Crane Family Foundation, Inc.
Charlotte and George Riggs Charitable Fund
Harry and Betty Lichtman Charitable Fund
The Marion I & Henry J Knott Foundation
Thomas Wilson Sanitarium for Children of Baltimore City

\$10,000 - \$19,999

Arbor Dog Foundation
Arthur M. Blank Foundation
Bloomberg Philanthropies
The Bozzuto Group.
Mary Catherine Bunting
Frank E. and Miriam Loveman Foundation, Inc.
Mark Joseph
Leroy M. Merritt Charitable Trust
Northrop Grumman Foundation
Peter R. and Cynthia K. Kellogg Foundation
Richard and Lisa Rapuano
T. Rowe Price Foundation

\$5,000 - \$9,999

Brett and Vicky Rogers Fund
Clayton Baker Trust
Constellation, An Exelon Company
Arthur and Kathryn George
Greenspring Associates
J.S. Plank and D.M. DiCarlo Family Foundation
John J. Leidy Foundation

Malia and Jeff Joy
Kramon & Graham
LAiglon Foundation
M&T Bank
Mike Morrill and Mary Page Michel
Nellie and Truman Semans Fund
Patient First
Proskauer Rose
Rosedale Federal
Stifel

\$1,000 - \$4,999

Abell Foundation, Inc.
Benjamin, Cooper and Maureen Ackerly
David and Bonnie Allan
Suzanne Avirett
John Avirett
Deborah Dawson and Jerald Bailey
Baker, Donelson, Bearman, Caldwell & Berkowitz, PC
Bank of America Charitable Foundation
Terry Besch
Richard Berndt
Brown-Forman Corporation
Brown Advisory
Marc Bunting
George and Anne Bunting
Charles and Sherry Fenwick Fund
John and Tracey Chessare
Chimes Foundation, Inc.
David and Stephanie Citron
Cleveland Dodge Foundation
Craig Coleman
Damion and Towan Cooper
D.F. Dent and Company, Inc.
Clinton and Diana Daly
Thomas Danis
Deauville Fund of the Baltimore Community Foundation
Feather Foundation, Inc.
Mark Fetting and Georgie Smith
Gallagher, Evelius & Jones, LLP
Leslie Hall
Harbor Investment Advisory
Dixon and Janet Harvey
Gail and Mark Hennes
Howard Bank
Kelly & Associates Insurance Group /KELLY Payroll
Klingenstein Foundation
Stephen C. Proudman and Laura Kohler
Brian and Dana Ledyard
Lewis Contractors, LLC.

Lois and Philip Macht Family Philanthropic Fund
The Lookout Foundation
Timothy P. Magnani
McCracken Consulting, LLC
Randolph C. Metcalfe
Michael and Susan Ford Charitable Fund
John Nelson
Pan Family Charitable Fund
Susan and Hugh Phelps
PNC Foundation
PricewaterhouseCoopers LLP
Justin and Vanessa Redd
Kyoko and Stephen Redd
William and Susannah Rienhoff
Fritz Schroeder
Barbara Shapiro
Suzy and Eddie Dunn Fund
T. Rowe Price Group
True Chesapeake Oyster Company
Ziger/Snead LLP Architects

\$500 - \$999

Evan Athanas
Baltimore Subway Group Corporation
Kate Beck
Benjamin M. Baker Charitable Fund
Janice Bonner
Stacey Boyer
Jacqueline and David Carrera
Ellington Churchill, Jr.
Jo Coyle
E. Hervev Evans and Katherine Smith Evans
Michael and Susan Ford
James and Edith Garrett
Eliza Graham
Amy Macht and George Grose
Seth Hamed
Michael Hankin
Hugh D. and Amy H. McGuirk Fund
Abby and Peter Jackson
Kent Family Foundation
Pace Kessenich
Joseph Kovars
Frank Lance
Legum Foundation, Inc.
Benjamin F. Lucas
Mick O'Shea's Irish Pub
Mary Miller
George Mumford
Leigh Purcell
Chris Rhodes
Richard and Sheila K. Riggs



James Shea
Scott and Lindsay Vane
The Walmart Foundation

UNDER \$500

Amazon Smile
Michelle Andres
Suzanne Bailey
Alan Baker
Andy Bauer
Lis Bayne
David Bonnett
Douglas Bothner
Mary Brooks
Nick Cairns
Zachary Caplan
Caplan Family Foundation
Albert J. and Annie Caputo
James Carter
Maureen M. and Edward C. Cassidy
Beverley and Marian Compton
Demian Costa
Dennis Coyle
Susan and Murray deMuth
Denis J. Callaghan
Walter F., Elizabeth and Edward Grove
Justin Ellis
Elizabeth Embry
Evan English
Wilton Farmwald
George Farrant
Charles Donoho Finnerty
Tom and Wesley Finnerty
David Frisch
Earl P. and Martha P. Galleher
Thomas O. Gamper, AIA
Carolyn Gaynor
Patricia Brown and Joseph P. Gill
Vincent Greene
Natalie Haney
Marie-Christine Haney
Andrew Holter
Mark Holzrichter
Monty and Stephen Howard
Howard L. Sollins and Barbara M. Resnick Family Fund
Errol G. Hurtt
Iredell and Jennie Iglehart
Marie Luise Janes
Chris and Nikki Janian
Robert Jeffrey
Elizabeth Jones
Kathleen Kilby

Harriet Van Kleeck
Leigh and Henry Lowe
Lauren Macsherry
Bridget McCusker
Edith and Henry McHenry
Anita McMullin
Cary Moon
Lori Mostofsky
Courtney Mullin
James Murry
Cassandra Naylor
Douglas and Michelle Nelson
Gail Nengel
Amy and Charles Newhall
Catherine Newsom
Marla and James Nix
Jessica Norwitz
Charles and Margaret Obrecht
Patricia Odell
Jo and Ed Orser
Eric Park
James Piper
Karen and Allen Plaster
John Polk
Leanna Powell
Jim La Prad and Kathleen Costello La Prad
John Prugh
Melissa Riorda
Robert Matthews
Scott Rodgville
Daniel and Hallie Rugg
Ladan, Sahra and Said Daneshmand
John Schmick
Dara Schnee
James Seba
Natalie Sherman
Carey Fetting-Smith
Henry Smyth
David Stathis
Steve and Sue Norwitz Charitable Gift Fund
Stuart Sutley
Margaret Tahboub
Kimberly Taylor
Michael Tsakalos
John Waire
Samuel Walters
David Ware
David Warner
Mac and Ann Williams
Peter Winstead
Meg Wise
Tim and Laura Zulick

IN-KIND

Arc'Teryx
Alfred and Muriel Berkeley
Andrew and Cassandra Brooks
Brown-Forman Corporation
Tom Bruggman
Marc Bunting
Christopher Schafer Clothier
Classic Catering
Jo Coyle
Tracy Devine
Earth Treks Hampden
Enterprise Applications
Flowers & Fancies
Friendship Creative Printers
Joseph and Kathy Hardiman
Heavy Seas Beer
Prigel Family Creamery
Radcliffe Jewelers
Avi Rubinsky
Total Wine & More

BOARD OF TRUSTEES

ANDREW M. BROOKS
CHAIR OF THE BOARD
RETIRED – ASSOCIATE
T. ROWE PRICE

BONNIE CASLOW ALLAN
VOLUNTEER

JOHN AVIRETT
PARTNER
GREENSPRING ASSOCIATES

ALFRED R. BERKELEY
VICE CHAIR
PRINCETON CAPITAL
MANAGEMENT LLC

MARC G. BUNTING
FOUNDER AND CFO
ALPINE BAGELS AND BREWS, INC.

AJ CAPUTO
SENIOR VICE PRESIDENT
BALFOUR BEATTY INVESTMENTS

DAVID M. CITRON, CFA
CHIEF INVESTMENT OFFICER
WMS PARTNERS LLC

DAMION J. COOPER, TH.M.
FOUNDER & EXECUTIVE DIRECTOR
PROJECT PNEUMA

CLINTON R. DALY
CHAIRMAN EMERITUS
PARTNER
BROWN ADVISORY

CHRISTOPHER DUNCAN
SR. MANAGER OF LARGE
CUSTOMER SERVICES
BGE

E. HERVEY EVANS
PRESIDENT & CEO
ERAZMUS INC.

JOHNNIE FOREMAN
DIRECTOR OF COMMUNITY,
INCLUSION, AND EQUITY OF
GILMAN SCHOOL

RICHARD W. FRISCH
FOUNDING BOARD MEMBER
CHAIRMAN EMERITUS
BUSINESS CONSULTANT

JAMES R. GARRETT
FOUNDING BOARD MEMBER
EDUCATIONAL CONSULTANT

ARTHUR C. GEORGE
BALTIMORE CITY
PUBLIC SCHOOL SYSTEM

NANCY WHITEMAN-GREENE
CHAIRMAN & COMMERCIAL
REAL ESTATE LAWYER
MILES & STOCKBRIDGE P.C.

JOSEPH R. HARDIMAN
FOUNDING BOARD MEMBER
VOLUNTEER

JEFFREY S. JOY
CHAIRMAN EMERITUS
VOLUNTEER

GANESHA MARTIN, ESQ.
PRESIDENT
G.M.M. CONSULTING, LLC

MICHAEL MORRILL
VICE PRESIDENT & COO
DF DENT & COMPANY

CHRIS RHODES
CO-FOUNDER
RESOLVE GROWTH PARTNERS

BRETT ROGERS
HEAD OF LEGAL
CHIEF COMPLIANCE OFFICER
BROWN ADVISORY

FRITZ SCHROEDER
VICE PRESIDENT
DEVELOPMENT
& ALUMNI RELATIONS
JOHNS HOPKINS

JAMES SEBA
FOUNDER
VICOUR HOLDINGS

NATALIE SHERMAN
HEAD OF WEALTH PLANNING
& WEALTH

JAMES W. SMITH
FOUNDING BOARD MEMBER
SUBWAY DEVELOPMENT
BALTIMORE & PHILADELPHIA

TRUSTEES EMERITUS
SITA CULMAN
FOUNDING BOARD MEMBER

JACQUELINE M. CARRERA

OUTWARDBOUNDCHESAPEAKE.ORG



CHESAPEAKE BAY
OUTWARD BOUND SCHOOL