



# MANY TRAILS

ANNUAL REPORT 2018



**“I LEARNED HOW TO STEP UP  
EVEN IF I’M NOT THE PERSON  
WHO ALWAYS THINKS ABOUT  
STEPPING UP FIRST.” - ALUMNI**



## A WORD FROM OUR LEADERSHIP

The work of Outward Bound is both complex and simple at the same time. Our outcomes—citizens better prepared to serve, lead, and shape a brighter future—are easy to understand. Our values, too, are what every parent and mentor hopes to instill in the next generation: compassion, integrity, excellence, and inclusion. We all know the satisfaction of service and how it feels to be our best selves.

But the path to discovering our best selves can be winding and difficult to navigate. It looks different for every student, for young people from diverse economic backgrounds, for veterans and police, for people grappling with grief, and for professionals at various stages of their careers. Using our rigorous curricula and data-informed practices, expert Outward Bound instructors work tirelessly to lead students down the path that's right for them. While each individual student emerges from their Outward Bound course with clarity and focus, it can be challenging for them to look back and grasp the true breadth of what we do here.

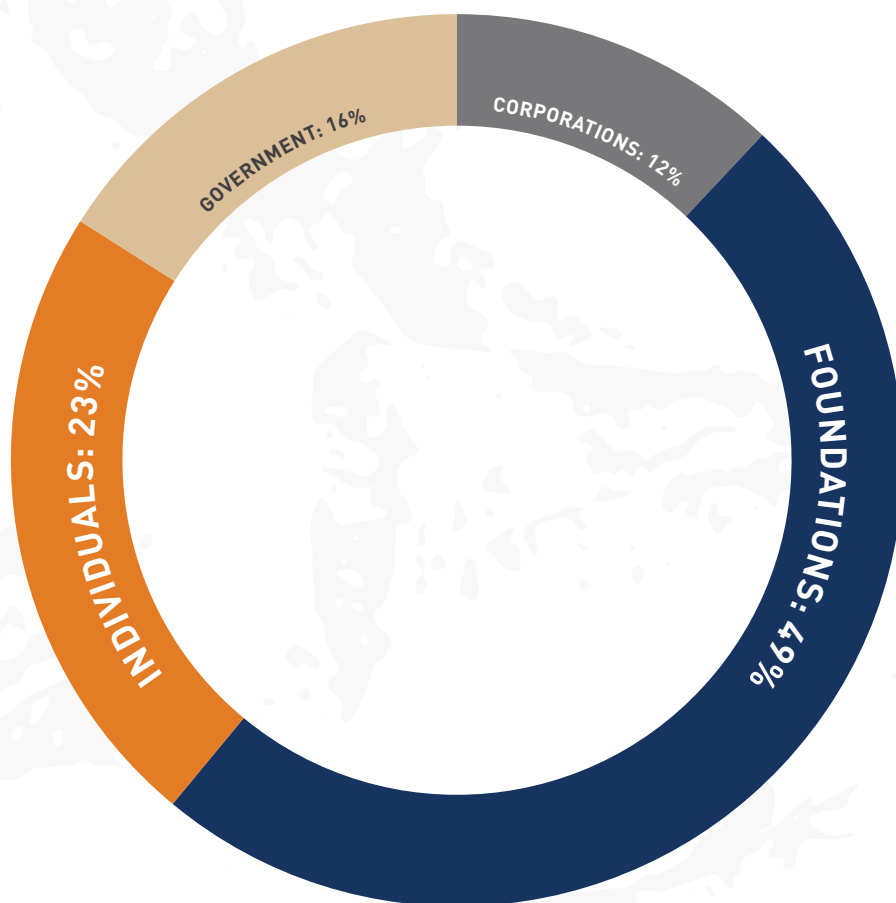
In this report, we do just that. We pull back the curtain on the many hands, hearts, and minds that contributed to this journey for more than 6,000 students in 2018. The following pages will introduce you to students, instructors, donors, and organizations who have each taken different paths to the same destination: a more compassionate, resilient, self-determined life. You'll meet Steven, one of our many merit-based scholarship students; Nacoya, a field instructor who has been inspired through her work at Outward Bound; and Brown Advisory, an organization that chose our school to help celebrate their future.

Together, we're building a society that we can all be proud of. Thanks for walking alongside us.

Ginger Mihalik  
Executive Director

Andy Brooks  
Chairman, Board of Trustees

# FUNDING SOURCES

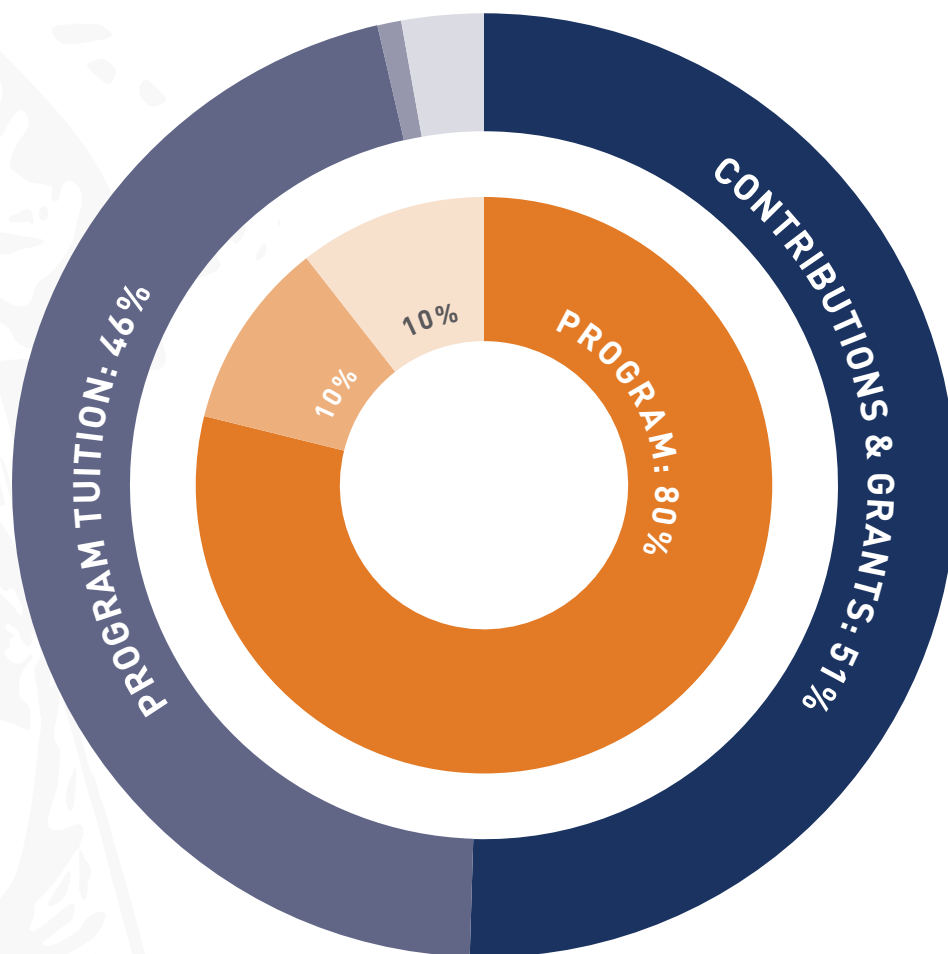


Experiential learning is at the heart of what we do at Baltimore Chesapeake Bay Outward Bound School (BCBOBS). Our programs are committed to personal growth. Individuals stretch beyond their potential in their learning, take on new initiatives and brave adventures, and nurture a sense of responsibility for the community in which they live. Providing these programs to our 6,387 students served in 2018 requires unwavering support from our committed donors.



We're committed to the highest level of transparency. Our organization earned a 2018-2019 Platinum Seal of Transparency from Guidestar, showcasing the progress and results we're making toward our mission.

# OPERATIONAL FINANCIALS



REVENUE	
CONTRIBUTIONS & GRANTS ■	\$1,451,005
PROGRAM TUITION ■	\$1,296,164
DONATED GOODS & SERVICES ■	\$23,094
INTEREST & OTHER REVENUE ■	\$75,742
TOTAL	\$2,846,005

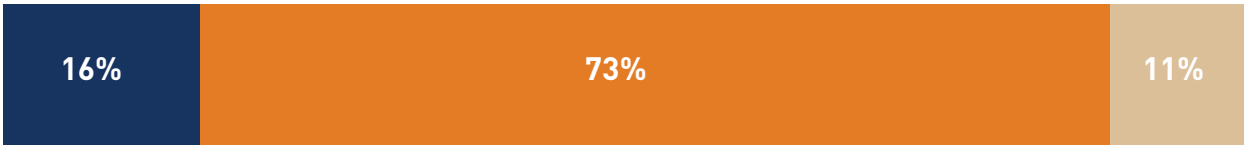
EXPENSES	
PROGRAM ■	\$2,228,198
FUNDRAISING ■	\$293,709
GENERAL & ADMINISTRATIVE ■	\$293,084
TOTAL	\$2,814,991

NET INCOME	\$31,014
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# 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 6,387 of them. For yet another year we spent more than 10,000 student program days in the field across wilderness expeditions and one-day programs Insight & Outward Bound Professional.

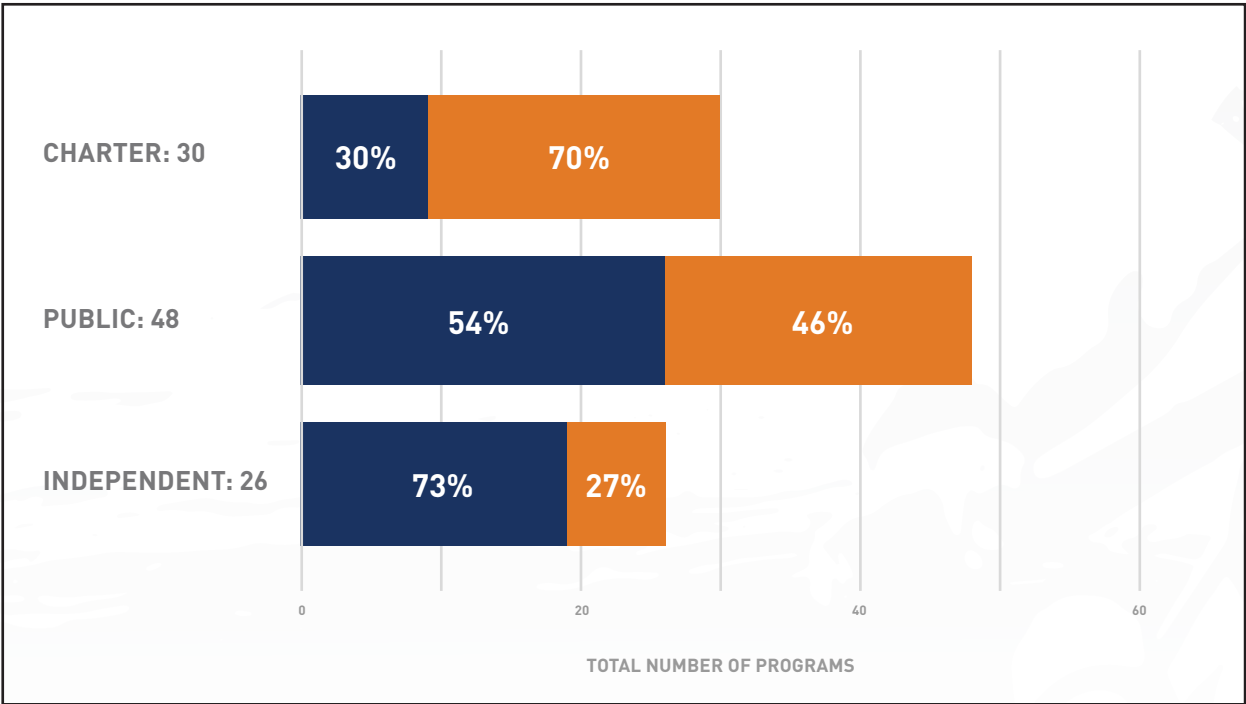
STUDENT TOTAL: 6,387

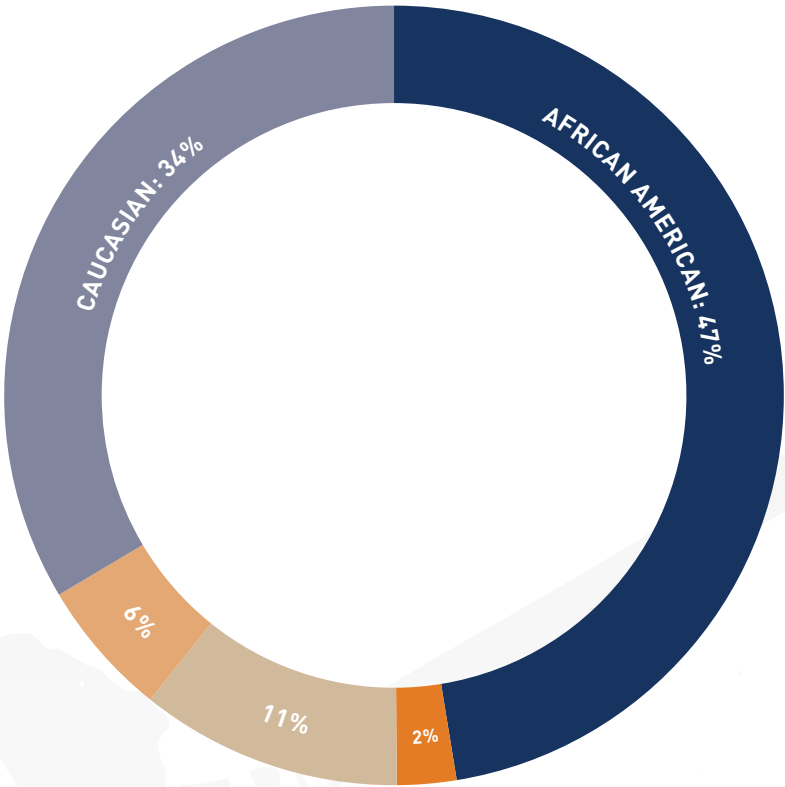


STUDENT PROGRAM DAYS: 11,815

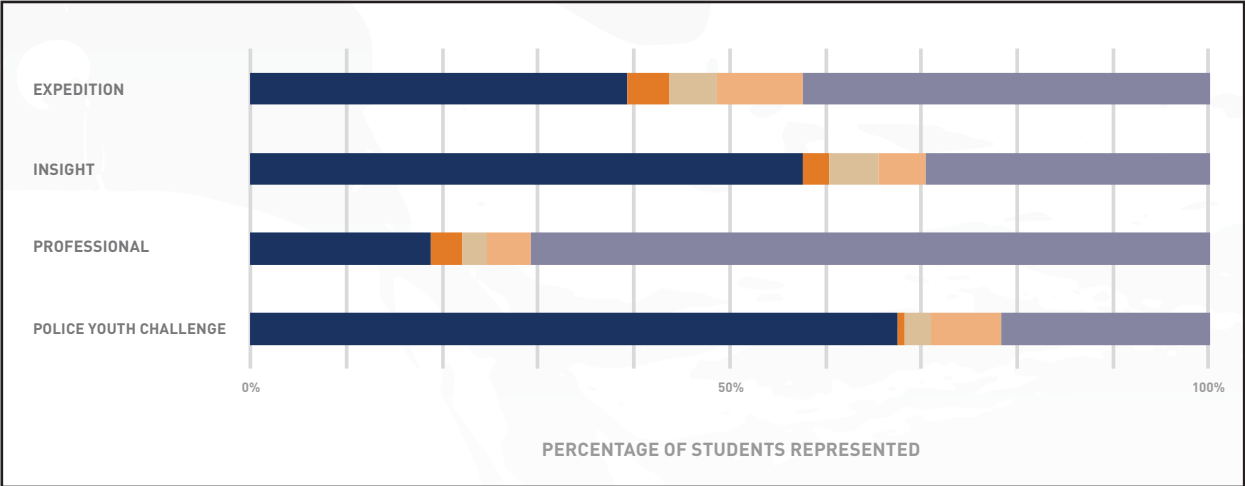


SCHOOLS SERVED BY TYPE & SUB-TYPE





STUDENT ETHNICITY BY PROGRAM TYPE\*



Demographic data reported for 4,839 of 6,387 total students.

# 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 2018, we saw an increased use of these character sessions from our partner schools. 42 crews of students went on course having done prep work at school! That's nearly 500 students who did work beyond their expedition to build social emotional learning (SEL) skills.

The Character Curriculum is part of a suite of tools we've built to address a need in today's schools. When combined with our five-day expedition, one-day programs for students, and professional education programs for educators we see powerful growth in SEL skills. See *Grades That Matter* on page 9 for more about our SEL report card.



3 FOUNDATIONAL  
AND 2 REFLECTIVE  
SESSIONS



CONCRETE LESSONS  
AND ACTIVITIES



CUSTOMIZABLE  
SESSIONS



DEDICATED  
INSTRUCTIONAL  
DESIGNER

**"THE CHARACTER CURRICULUM IS VERY HELPFUL. WORKING WITH THE STUDENTS BEFORE THE COURSE REALLY PREPARED US ALL FOR THE EXPEDITION. IT WAS AN AMAZING JOURNEY." - EDUCATIONAL PARTNER**



[OUTWARDBOUNDBALTIMORE.ORG/CURRICULUM](https://OUTWARDBOUNDBALTIMORE.ORG/CURRICULUM)



## OUR EDUCATIONAL PARTNERS

### PUBLIC & CHARTER SCHOOLS

ACCE Academy for College and Career Exploration ●

Armistead Gardens EMS ●

Augusta Fells Savage Institute of Visual Arts ● ●

Baltimore Collegiate School For Boys

Baltimore Educational Scholarship Trust

City Neighbors High School

City Springs EMS ● ●

Commodore John Rodgers EMS ●

Coppin Academy ●

Dickey Hill EMS ●

Digital Harbor High School ●

Dr. Martin Luther King, Jr EMS ● ●

Francis Scott Key EMS ● ●

Frederick Douglass High School

Green Street Academy ● ●

Hampstead Hill Academy ●

Henderson Hopkins ●

Independence School Local 1 ●

Lillie May Carroll Jackson Charter School ●

Maree G. Farrington EMS ●

Mergenthaler Vocational-Technical High School ●

Mt. Royal EMS ●

New Era Academy ●

Patterson High School #405 ●

Patterson Park Public Charter School ●

Paul Laurence Dunbar High School ●

REACH Partnership School ●

Renaissance Academy ●

SEED School of Maryland ● ●

Southwest Baltimore Charter School ●

Stadium School ●

Stephen E. Kramer Middle School

The Crossroads School ●

The William S. Baer School

Tunbridge Public Charter School

Western High School ●

William Paca Elementary

Windsor Hills EMS

### INDEPENDENT SCHOOLS

Arundel Christian School

Baltimore LAB School

Boys' Latin School of Maryland

Cardinal Shehan School

Cristo Rey Jesuit High School ●

Episcopal High School

Garrison Forest School

Georgetown Day School

Gilman School ●

Landon School

Loyola Blakefield

McDonogh School

Park School of Baltimore

Saint Francis of Assisi

St. Paul's School ●

The Calvert School

Washington International School

### HIGHER EDUCATION

Baltimore City Community College

Johns Hopkins University

Johns Hopkins University Whiting School of Engineering Center for Educational Outreach

Loyola University

Stevenson University

United States Naval Academy

### NONPROFITS & YOUTH SERVING ORGANIZATIONS

Acts 4 Youth

Art with a Heart

Association of Independent Maryland Schools

Baltimore Community Mediation ●

Baltimore Corps

Baltimore SquashWise

Boys and Girls Club Cecil and Harford County

Bridges Baltimore

Catherine's Family & Youth Services, Inc. ●

Catholic Relief Services

Community Law in Action

Esperanza Center ●

HabiCorps

I Am Mentality/Youth Male Empowerment Project ●

Intersection of Change

Kent Youth Inc.

La'alot ●

Living Classrooms Foundation

MERIT Health Leadership Academy of Baltimore

The Mission Continues

National Federation of the Blind

Native American Lifelines

Parks and People Foundation, Inc

Paul's Place Inc.

Penn North Kids Safe Zone ●

PIVOT

Rafiki Consortium

Roberta's House

SAFE Alternative Foundation for Education, Inc

Soccer Without Borders ●

St. Francis Neighborhood Center ●

St. Mary's Seminary

Station North Tool Library

The Village Learning Place

Tragedy Assistance Program for Survivors (TAPS)

Urban Alliance

Washington Nationals Youth Baseball Academy

WILL Wilderness Leadership & Learning, Inc.

YearUp

### CORPORATIONS

Baltimore Gas & Electric Company

Brotman Financial

Brown Advisory

Capacity Group

Constellation, an Exelon Company

Greenspring Associates

HealthCare Access Maryland

PNC

T. Rowe Price Group

The Leadership

### GOVERNMENT

Baltimore City Department of Recreation and Parks ●

Baltimore City Health Department

Office of the Governor of Maryland

Office of the State's Attorney for Baltimore City

Prince George's County Police Athletic League

● Character Curriculum

● Participated in Police Youth Challenge (PYC)

EMS: Elementary Middle School

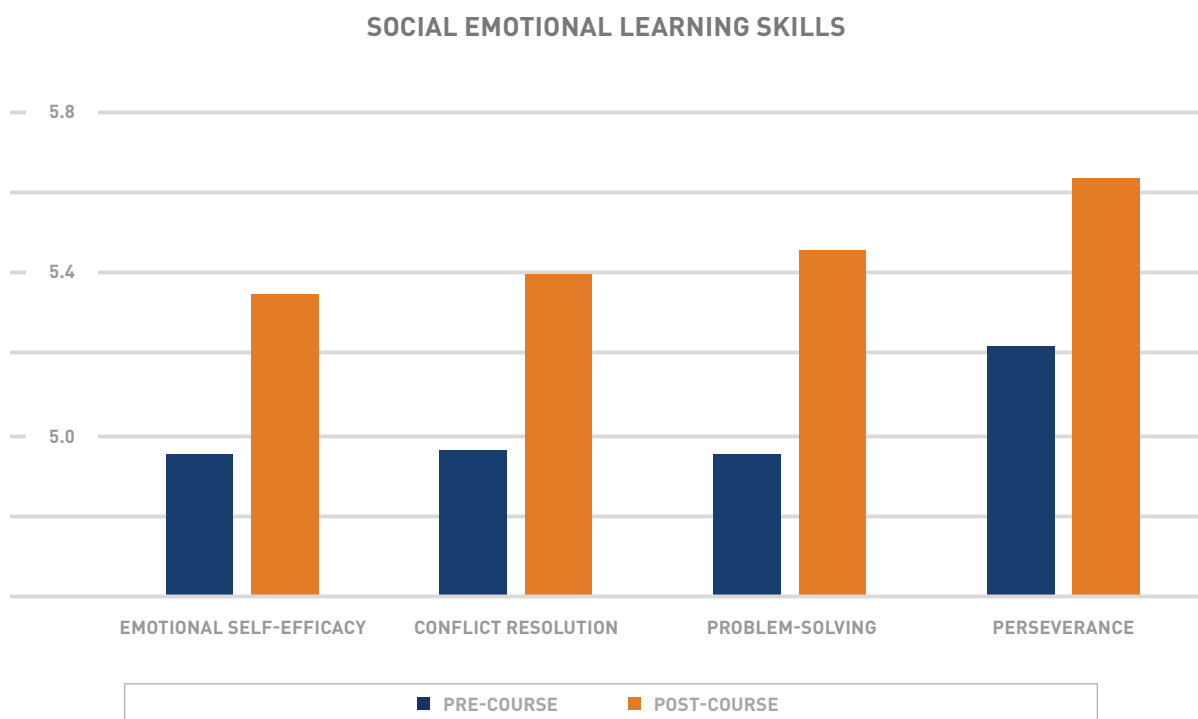
**“I LEARNED TO CONTROL MY  
EMOTIONS IN STRESSFUL  
SITUATIONS AND TO PUSH  
MY LIMITS. I’M SO MUCH  
MORE CAPABLE THAN I  
THOUGHT I WAS.” - ALUMNI**





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 students (over 1,000), across 101 crews\* in 2018.

\*Crews are groups of approximately 12 students.



\* Totals reflect the average scores of all students' responses on a 7-point scale.

## CONFLICT MANAGEMENT

Enhancing abilities to manage conflict nonviolently via effective communication and conflict resolution and to understand the importance of constructive conflict management.

## EMOTIONAL SELF-EFFICACY

The ability to manage emotions in a constructive manner helps young people react to stress and challenge in healthy, non-violent ways.

## GRIT / PERSEVERANCE

Maintaining intentions and persisting in the face of challenge is a key non-cognitive skill associated with the success of youth who grow up in adverse conditions.

## PROBLEM-SOLVING

Having confidence in his or her ability to address problems and utilize problem-solving strategies enhances the likelihood an adolescent will be able to successfully navigate social and academic challenges.



# SCHOLARSHIPS

**\$740,144**

IN SCHOLARSHIPS & FINANCIAL AID

**5,489 [86%]**

STUDENTS RECEIVED FINANCIAL SUPPORT



"NOW THAT GOAL HAS ENDED, I FEEL LIKE SINCE WE AS HUMANS LIVE IN A SOCIETY, IT IS IMPERATIVE THAT WE STICK TOGETHER, AND ACT FOR THE COMMON INTEREST OF THE GROUP. COMPASSION IS ALL ABOUT SHOWING UNDERSTANDING FOR OTHER PEOPLE, DESPITE SHORTCOMINGS." - STEVEN F., SCHOLARSHIP ALUMNUS

## 2018 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)

Isabella A.  
Leslie B.  
Isabella C.  
Daniel C.  
Angelo C.  
Walter G.  
Hannah H.  
Margaret L.  
Jack M.  
River R.  
Isabelle R.  
Jordan R.

### GET OUT AND LEAD (GOAL)

Gweneth B.  
Rachel D.  
William D.  
Steven F. (pictured left)  
Daria H.  
Caeley L.  
Stella R.  
Skyler R.  
Tehle R.  
Theodore S.  
Henry S.  
Reagan Y.



[OUTWARDBOUNDBALTIMORE.ORG/SCHOLARSHIPS](https://outwardboundbaltimore.org/scholarships)

# WHAT IT MEANS TO LEAD

## FIELD INSIGHT FROM NACOYA

Last fall I went on a training expedition to the Dolly Sods Wilderness in West Virginia. It was a 7-day backpacking course through what felt like an endlessly changing terrain. We hiked through large open fields, patches of dense forest, up to peaks with vast stunning views, and, my personal favorite, across a river in the rain. As I look back I am able to laugh at myself trudging my little legs through deep mud and rocks, but at the time there wasn't a lot of humor in it. It was a rainy and cold course, and my rain jacket and mental preparation were less dependable than I had hoped for the infamously muddy trails of "The Sods." The rain soaked through my coat on day two, and left all of my warm layers wet and useless for the next five days.

When you're out on course, it's not like you can just go home at night and throw your clothes in the dryer or grab a clean set. In the backcountry you've got what you got and you have to make it work. I think that's what makes some people fall in love with spending time outside: When convenience is removed, you have to get inventive and resilient.

At least that's what I told myself, feeling a bit like one of those heroine characters on a journey of self-discovery like Elizabeth Gilbert in *Eat, Pray, Love*. "You are an Outward Bound instructor," I would think. "Show some grit, girl." I

thought I just needed to toughen up, but really there was a much deeper journey going on.

Being soggy, wet, and cold was not in my comfort zone, but it wasn't nearly as scary and difficult as being soggy, wet, and visibly struggling. I felt exposed and vulnerable. I think somewhere deep inside I believed that if my co-workers saw my struggle I would be written off or no longer seen as strong enough to do my job. As a woman, it wouldn't have been the first time I was denied opportunity because

**"I THOUGHT I JUST NEEDED TO TOUGHEN UP, BUT REALLY THERE WAS A MUCH DEEPER JOURNEY GOING ON."**

a superior feared I would be "too easily affected by emotion." I had only known the discomfort of struggling as a weakness that would keep me from the things I hoped to one day accomplish.

At Outward Bound, we focus on character education, which means we use the moments of challenge the wilderness provides to reflect on how we react, what thoughts and emotions it brings up in us, and how we can grow to handle challenges better. It's not about coming out as an expert but about being willing to jump in, try your best and use

every struggle as an opportunity for growth. That is just as true for participants as it is for instructors.

I really like being self-reliant and, even more so, I like to be the person who's prepared enough to take care of others. But standing there, shivering in my cold, wet boots, I had to learn to accept help, rely on my crew, and own that the only person assigning negativity to my experience was me.

It was time for a perspective shift. It was time for me to let

my crew in and trust that, even if they had seen me as weaker (which they didn't), I had a responsibility to advocate for myself and trust that my opinion of myself was the one that truly mattered.

My crew was responsive and caring; people gave me dry socks and assigned me roles that kept me dry even though I was not the only one in wet boots. That's the beauty of Outward Bound—we choose to walk into challenge with the hope that we will walk out more equipped and more self-aware.

I could not do my job nearly as well as I do now had I not been willing to learn from my training experience. I used to think that what I needed to be a successful instructor was the ability to encounter every moment out in the wilderness with ease and confidence, but now I know that



**NACOYA VILLEGAS**

Field Instructor

it is so much more than that. I am better when I know when to ask for help. I am better when I let my co-instructor's strengths shine where I may struggle. I am better when I lean on my course directors to help me find the best tools and lessons for my students. I am better when I am able to be transparent with my participants about the things that challenge me, and the ways I have learned to overcome them. Most of all, I am better when I believe that I am a strong, kind, compassionate woman who can use her moments of struggle to become stronger, kinder and more compassionate.

## 2018 BCB OBS STAFF AWARDS

At the end of every expedition season, we take time to celebrate as a crew and recognize those that go above and beyond for our community. These five were nominated by their peers for their different areas of impact.



**LAINIE GRAY**

2018 Employee of the Year  
Program Manager, Insight



**JOHN WILLAUER**

2018 Service Award Winner  
Field Instructor



**GAVIN REEN**

2018 Safety Award Winner  
Admissions Coordinator



**KHAI OVERTON**

2018 Compassion Award Winner  
Program Coordinator, Police Youth Challenge



**BEX LYONS**

2018 Silver Whistle Award Winner  
Field Instructor



MORE STORIES AT [OUTWARDBOUNDBALTIMORE.ORG/BLOG](https://outwardboundbaltimore.org/blog)

A man with dark, curly hair is shown from the chest up, wearing a bright red life vest. He is in a body of murky, greenish-brown water, splashing and struggling. His face is contorted with effort, and his teeth are bared. The background is a blurred expanse of water. The overall tone is one of physical challenge and endurance.

# PUSHING OUR OWN LIMITS

**13 DAYS**

BACKPACKING

**5 DAYS**

CANOEING

**3 DAYS**

SERVICE & ROPES COURSE

# 21 DAYS WITH THE USNA



Over the course of 21 days in June, eight United States Naval Academy Midshipmen traveled through wilderness in Maryland, West Virginia, and Pennsylvania during a fully funded expedition with BCBOBS. The expedition included six days of backpacking and rock climbing along the Appalachian Trail; five days of canoeing along the Potomac River; seven days of backpacking in the remote backcountry of the Dolly Sods Wilderness, and single days for community service, the BCBOBS high ropes challenge course, and a half-marathon group challenge that spanned the entirety of the Gwynn's Falls Trail.



**"THIS TRIP MADE ME FOCUS ON THE  
MORE IMPORTANT FACTORS OF LIFE.  
I FORGOT ALL MY PROBLEMS AND IT WAS  
SOMETHING I NEEDED... IT TAUGHT ME  
TO WORK AS A TEAM, AND BE SELFLESS."  
MICHELLE ZHEN, ALUMNA**

Midshipmen applied for the opportunity through the USNA's Center for Experiential Leadership Development (CELD), where Colonel Maria "MJ" Pallotta, USMCR is the Director. She is an Outward Bound alumna as well, having completed a week-long expedition that pairs USNA Midshipmen with service veterans from all branches of the military. This integration between our schools has become an important new option for the Midshipmen she works with, sharing "I like how Outward Bound has the reflection aspect of their program because that's what we try to do as well. This expedition helps the Mids form new concepts, test new theories, and then put it back in practice next time they have a leadership opportunity. They will have learned from what they did—how they were tested, and how they reflected. That's not something you can teach as well in a traditional setting."



[OUTWARDBOUNDBALTIMORE.ORG/USNA21](https://OUTWARDBOUNDBALTIMORE.ORG/USNA21)



# WHAT CHANGE DO YOU WANT TO SEE IN THE WORLD?

WE WANT AS MANY PEOPLE AS POSSIBLE TO EXPERIENCE THEIR TRUE POTENTIAL. WE BELIEVE THIS CREATES MORE COMPASSIONATE HUMANS THAT CAN BUILD A MORE COMPASSIONATE FUTURE FOR US ALL. HELP US BUILD A LEGACY YOU CAN BE PROUD TO PAY FORWARD.

[OUTWARDBOUNDBALTIMORE.ORG/GIVEBACK](https://outwardboundbaltimore.org/giveback)



All photography taken on actual courses by: Dalton Johnson, Ben Worden, Jo Coyle, Matthew Rakola, and others.

# POLICE YOUTH CHALLENGE

## TEN YEARS OF BUILDING PYC IN BALTIMORE

The Police Youth Challenge (PYC) has been operating out of our campus in some form since 2008. While Baltimore's leadership has changed over the years, our focus has remained the same: to connect police officers and youth in a safe and facilitated environment to foster trust. This program continues to produce inspiring data through the use of an evaluation tool built by the Johns Hopkins Bloomberg School of Public Health.

## THE MARYLAND VIOLENCE INTERVENTION AND PREVENTION PROGRAM FUND

The Governor's signing of MD HB432 successfully established The Maryland Violence Intervention and Prevention Program Fund. The \$10M grant fund was created to support effective violence reduction strategies by providing competitive grants to local governments and nonprofit organizations to fund evidence-informed health programs.

BCBOBS was one of the seven organizations given designation in the grant, specifically for our PYC. The fund will provide \$300,000 annually from fiscal years 2020-2023 for the PYC, which aims to build trust and improve perceptions of officers and youth in the city.

Delegate Brooke Lierman stated, "This bill demonstrates that our state government recognizes the need to invest in gun violence prevention programming and in programs that have demonstrated a positive impact on our youth and police. I'm so pleased we were able to support Outward Bound's initiative to help build bridges between our young people and Baltimore police. I am hopeful that this kind of relationship-building will have positive effects on how our law enforcement officers interact with all Baltimore residents."





# TRUST TAKES YEARS TO REBUILD

**63% MORE YOUTH**  
FIND OFFICERS TRUSTWORTHY

**88% OF OFFICERS**  
THINK YOUTH ARE TRUSTWORTHY

**5,993 PARTICIPANTS**

**76 ORGANIZATIONS SERVED**

\* data above from January 2016 - December 2018

# RAISE THE FUTURE

## BROWN ADVISORY CELEBRATES 20 YEARS

“As we think about organizations we want to partner with, who share our values of integrity, excellence and inclusiveness, Outward Bound is at the top of that list.”  
- Dana Cooksey, Chief Purpose Officer

It can be hard to find win-win solutions in life. Luckily, that’s exactly the business of both BCBOBS and Brown Advisory. Working with teams in challenging situations, Outward Bound teaches strategies to make sure every member comes out on top. And Brown Advisory, as an investment firm, works to build strength for both their clients and their community. When two organizations focused on this kind of success come together, amazing things happen.

As a program sponsor of our courses for more than a decade, Brown Advisory has made that first step in the journey toward leadership possible for thousands of students from across Baltimore City. But their partnership doesn’t start or end with numbers. Senior leaders from the firm have also served on the Board of Trustees for BCBOBS since 2004 and have become involved as volunteers and donors on their own. Together, Outward Bound and Brown Advisory are shaping the future of Baltimore City, one young leader at a time.

### A TEAM WITH PURPOSE

“If we can create an environment where people understand where each other is coming from, they understand what’s important to each other, and they work together well as a team; that’s an environment where people are then comfortable challenging each other.” - Mike Hankin, President and CEO

To commemorate 20 years as an independent firm, Brown Advisory engaged BCBOBS to design an Outward Bound Professional course for 630 colleagues across all of the firm’s offices. We worked with our own colleagues at five other Outward Bound schools from Austin to London to deliver an experience that celebrated teamwork and allowed the Brown Advisory team to connect in a meaningful way. This course enabled them



to get outside their everyday elements, practice different challenges, and examine how they solved them together. For a team-focused firm like Brown Advisory, it’s crucial to understand how best to listen to others and work together to serve clients.

Small, diverse teams of Brown Advisory colleagues formed across company divisions, locations and tenure. Each team embarked on an adventure together, learning from one another, drawing upon one another’s strengths, leaning into failures and celebrating success as they solved complex problems through



**“OUR PURPOSE AS A FIRM — THE  
REASON WE’RE HERE — IS TO MAKE  
THE FUTURE BETTER NOT ONLY FOR OUR  
CLIENTS AND OUR COLLEAGUES, BUT  
ALSO OUR COMMUNITIES.”  
- MIKE HANKIN, PRESIDENT AND CEO**

communication, collaboration and a deepened sense of trust in each other.

#### **A FOREVER CONNECTION**

“The day was so different from any other day that many of us have had working at this firm; we’ll never forget it. Still, when I walk these halls and make eye contact with someone who was in my Outward Bound group, it takes me back to that day almost immediately. It’s a forever connection with those people.” - Richard Gamper, Head of Messaging

#### **YOUR CAUSE IS OUR CAUSE**

Through strategic investments in the work of Outward Bound, Brown Advisory has been able to expand its impact far beyond the office walls. Our shared goal—to develop leaders with integrity, determination, and creativity to solve tomorrow’s problems—can start early in life, when young people are learning skills to tackle real-world problems and making choices about the kinds of people they want to become. Shared victories, creative problem solving, and lending hands to teammates are experiences that benefit our grade school students just as much as the Brown Advisory team.



[OUTWARDBOUNDBALTIMORE.ORG/COMPASS-PARTNERSHIPS](https://outwardboundbaltimore.org/compass-partnerships)



# HIGHLIGHTS FROM 2018

## CORNERSTONE AWARDS DINNER

On Saturday May 5th, 2018, we celebrated our 16th annual Cornerstone Awards Dinner. We asked alumni, donors, and sponsors to help us dig deeper within ourselves to support our community and the programs we offer to our students. We ended up raising over \$200,000, none of which would be possible without support from our donors! We also honored our student speaker, Jordan Rose, a previous alumnus who was accepted into our 2019 Youth Leadership Corps scholarship program.

**\$214,075**

RAISED BY OUR DONORS

**250**

GUESTS IN ATTENDANCE



[OUTWARDBOUNDBALTIMORE.ORG/CORNERSTONE](http://OUTWARDBOUNDBALTIMORE.ORG/CORNERSTONE)

### HONOREE

Ronald R. Peterson  
President Emeritus  
Johns Hopkins Health System

Photo: Board Chairman Andy Brooks presenting the Cornerstone Award to Ronald Peterson.



## OUTSIDE'S BEST PLACES TO WORK

BCBOBS was given Honorable Mention as one of OUTSIDE's Best Places to Work 2018. Winning companies provide great workplaces for employees and encourage a balance between work and enjoying life in the great outdoors, while also respecting the environment.

"We believe that by creating a more inclusive and connected community within our organization, we can be better partners to our schools and students," said Ginger Mihalik, Executive Director of Baltimore Chesapeake Bay Outward Bound School. "It's been a focus of ours as we've grown and remains to be part of our culture at Outward Bound. On top of that it's just a fun group of people to be around, and one that I have the distinct pleasure of leading."

The winning companies are those that value productivity in combination with an active, eco-conscious lifestyle, for a fulfilling experience inside and outside the office. This is OUTSIDE's eleventh year providing the Best Places to Work.



## GINGER'S SUMMER TOUR

In July, Ginger Mihalik, BCBOBS Executive Director set out to visit multiple wilderness areas where we run our outdoor character education programs. It became a whirlwind tour spanning from Baltimore to the Potomac River, with stops along the Appalachian Trail in lower Pennsylvania, and all the way to Chesapeake Bay. Along the way she joined students during their backpacking, canoeing, rock climbing, and even sea kayaking adventures. Personally dedicated to providing the best experience for our students, Ginger also scouted new remote campsites and course areas with Chesapeake Bay region experts like Tom Horton, journalist at The Bay Journal and author.

Ginger shared, "I've had the opportunity to spend time reflecting on the work we do, the people we serve and the impact that we make. Across all of the crews I visited one thing stood out: our ridiculously talented instructors and field staff. These professionals work 24/7 to make sure our courses are the best they can be for our students. The fact is: Outward Bound would not be as powerful and transformative as it is without these amazing people. I'm honored and grateful to work alongside of the best staff an Executive Director could hope for!"



## RAVENS SOCIAL JUSTICE

The Baltimore Ravens organization and its players donated \$200,000 to nine different Baltimore-area organizations through the team's Social Justice Program. This was the third gifting from this fund, which awarded \$500,000 to the Baltimore community in 2018, including BCBOBS.

"As players, we understand our platform and how it can be used to direct change in a positive way," said Ravens outside linebacker Matthew Judon. "Our connection with the Baltimore community runs deep, and it is very important to us to not only provide financial assistance but also our physical time and effort. It is our privilege to support so many people through these partnerships with great civic programs and law enforcement."

# IT TAKES A VILLAGE

## OUR DONOR COMMUNITY

### \$100,000+

The Kahlert Foundation  
Maryland State Department of Education - SAI Program  
Outward Bound USA  
Parks and People Foundation

### \$50,000 - \$99,999

Governor's Office of Crime Control and Prevention  
Under Armour, Inc.

### \$20,000 - \$49,999

Aegon/Transamerica Foundation  
Baltimore Gas & Electric Company  
Bunting Family Foundation  
James and Rosie Smith

### \$10,000 - \$19,999

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