



Transform Communities Change Kids' Lives

2024 Annual Report



TRANSFORM COMMUNITIES
CHANGE KIDS' LIVES

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FROM OUR LEADERSHIP

Cal Ripken, Sr. Foundation



We extend our deepest gratitude to all our valued partners and generous supporters whose unwavering commitment has empowered us to deliver innovative, transformational programs. Since our inception in 2001, we've been dedicated to uplifting at-risk youth, and together, we've reached over 14,000,000 vulnerable young people in underserved communities across all 50 states.

The steadfast dedication of our Board of Directors, donors, program partners, and staff has been instrumental in our success. In 2024, their collective efforts enabled us to make a profound impact, reaching over 1.4 million children with the collaboration of 1,237 youth partners and law enforcement agencies in 47 states, and Washington, D.C.

Through our National Youth Mentoring Initiatives, Youth Development Parks, and STEM Center Initiative, we continue to provide at-risk youth with the mentors, safe spaces, and educational opportunities they need to grow and thrive. From innovative programs and mentorship to building parks and installing STEM Centers where the need is greatest, we are so proud to share with you our 2024 Annual Report.

Join us in celebrating these remarkable achievements and reaffirm our shared commitment to transforming lives and communities nationwide. Together, let's continue our journey of creating positive, lasting change for the next generation.

Steve Salem
President & CEO

CAL, SR.'S LEGACY

Founded to honor the legacy and life of Cal Ripken, Sr., a longtime coach and mentor, the Cal Ripken, Sr. Foundation prepares at-risk youth for life's challenges by teaching them life skills such as teamwork, communication, work ethic, and respect. Our character-building, educational, and healthy lifestyle programs give youth the tools they need to succeed on and off the field.

Since 2001, the Foundation has seen steady growth and added programs, including building Youth Development Parks and installing STEM Centers, developing life skills curricula, and creating initiatives that fortify our mission and ability to mentor young people in distressed communities across the country.



OUR REACH & IMPACT

IMPACT IN 2024

1.4 million kids impacted in **47** states & Washington, D.C.

120 Youth Development Parks in **27** states & Washington, D.C.

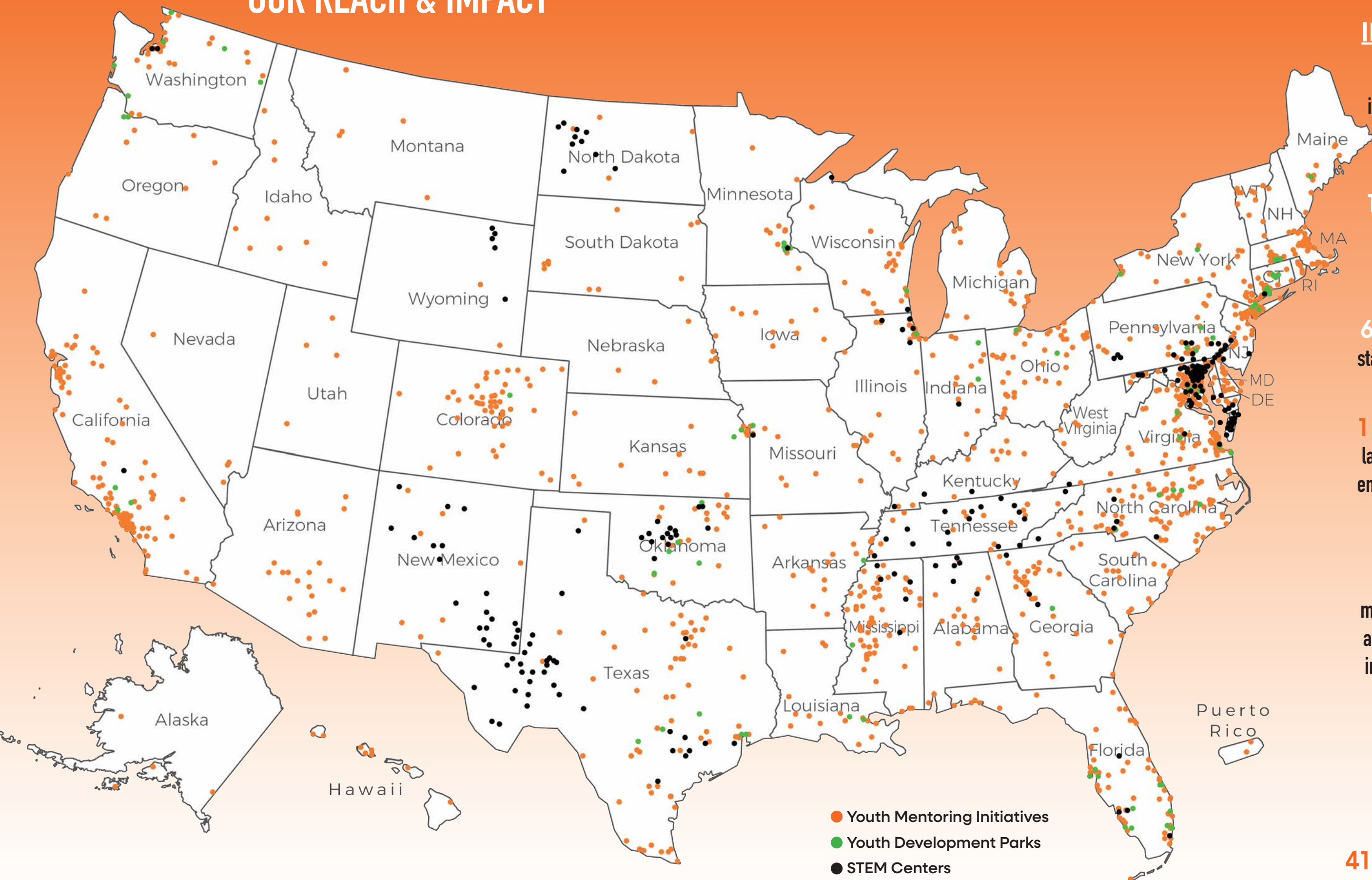
644 STEM Centers in **25** states and Washington, D.C.

1,237 youth partners and law enforcement agencies engaged in **484** cities and towns.

35,930 coaches, mentors, law enforcement, and volunteers working to implement Cal Ripken, Sr. Foundation programs

413,094 hours of mentoring

410,738 youth impacted by our Online Resource Portal



OUR THREE PILLARS of Impact

Since 2001, the Cal Ripken, Sr. Foundation has been dedicated to empowering at-risk youth by addressing the opportunity gaps that limit their potential.

Our three core program pillars, National Youth Mentoring Initiatives, Youth Development Parks, and the STEM Center Initiative, work together to provide young people with the skills, support, and safe spaces they need to succeed. Together, these pillars reflect our holistic approach to youth development, which bridges gaps in education, mentorship, and safe spaces so that all children can thrive.

PILLAR #1

NATIONAL YOUTH MENTORING INITIATIVES

By connecting youth with positive adult mentors, including coaches, teachers, and law enforcement officers, we foster character development, leadership skills, and resilience.

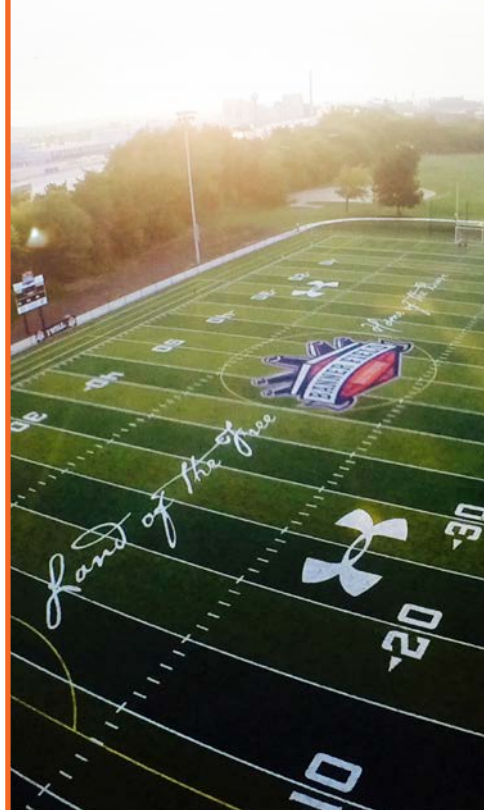
In 2024 alone, more than **35,940** trained mentors engaged with over **1.4 million** young people nationwide.



PILLAR #2

YOUTH DEVELOPMENT PARKS

We create safe, clean, and inclusive recreational spaces where youth can engage in healthy physical activity and community building. To date, we have completed **120** Parks, including **22** specially designed for children with special needs, benefiting more than **736,900** youth.



PILLAR #3

NATIONAL STEM CENTER INITIATIVE

Recognizing the importance of STEM education for future success, we have established **644** STEM Centers across the country. These innovative learning spaces provide underserved youth with access to hands-on learning and critical skills, impacting over **298,000** children.



NATIONAL YOUTH MENTORING INITIATIVES

Pillar #1

Through Pillar #1, we help at-risk youth to build life skills and trusting relationships with trained adult mentors.

Badges for Baseball

This national, year-round, juvenile crime prevention and group mentoring program involves law enforcement officers to mentor and teach at-risk youth critical life skills that help them succeed on and off the field.

Instructional/Competitive Youth Team Sport Leagues

Our baseball/softball leagues create healthy, positive mentoring opportunities provided by trained law enforcement and youth mentors who are able to build meaningful and trusted relationships with at-risk youth. These leagues also give kids access to participate in baseball/softball programs where they currently don't exist.

Girls' Programming

I'm GREAT (Girls Respecting Each other And Themselves) is a year-round youth development and mentoring program for girls that aims to positively impact them through female mentorship.

Camps & Clinics

Camps and clinics allow kids to interact with peers, engage in team sports, visit college campuses, enjoy summer camp recreational activities, and more, guided by trained youth mentors. These enrichment opportunities reinforce the life skills in our year-round programs.



"The overnight camp experience was truly transformative for our players, and it wouldn't have been possible without your support. We deeply appreciate the opportunities CRSF provides. Your continued support helps us in our mission to revive baseball/softball in our city and nurture the development of major league citizens, both on and off the field"

- Brandy Moorhead, Indy RBI, Operations Manager



BADGES FOR BASEBALL

Our signature program, *Badges for Baseball*, created in partnership with the U.S. Department of Justice, connects law enforcement officers with at-risk youth during the critical out-of-school hours when they are most likely to commit or become a victim of crime. Using sports as the hook, law enforcement officers throughout America interact with young people and give them the tools to make smart decisions and reach their potential. In 2024, *Badges for Baseball* reached over **32,000** youth across **29** states and D.C. with the help of **1,528** mentors.

The cornerstone of our programming is the *Badges for Baseball Coaches Manual* youth development curriculum and character education flipbooks, *Healthy Choices*, *Healthy Children*. Endorsed by the Association for Middle Level Education, this curricula helps mentors to teach at-risk youth to develop sound decision-making skills by discussing choices and their consequences. These easy-to-read, handheld resources focus on:

- Resilience
- Fitness
- Rising Above Bullying
- Nutrition
- Civics & Leadership
- Adaptive Sports
- Financial Literacy

Each flipbook allows our mentors and coaches to incorporate fun and fresh ways to keep kids active and practicing a healthy lifestyle.



Keeping Kids Safe

Keeping the kids in our programs safe is a top priority for the Cal Ripken, Sr. Foundation. Our National Child Protection Tool Kit is designed for youth-serving organizations to keep children safe from those who seek to harm them. This first-of-its-kind resource includes our Child Protection Policy, affordable background checks, child safety training videos, and resources, available to any organizations in America at no cost to all who register online at www.ripkenfoundation.org/resource-portal. In 2024, **170** mentors completed our background checks and over **410,738** youth had access to Ripken Foundation youth development programs through the Resource Portal.



2024 SNAPSHOT OF OUR MOST SUCCESSFUL PARTNERSHIPS

Partnerships with federal and state government organizations, combined with the support from private corporations and individuals, continue to help the Foundation impact kids year after year.

In Maryland, **7,012** kids participated in Ripken Foundation programs through **15** youth organizations, thanks to the support of multiple partnerships, including: **Governor’s Office of Crime Prevention and Policy; Office of Juvenile Justice and Delinquency Prevention; South Baltimore Gateway Partnership; University of Maryland Medical System; and Washington/Baltimore High Intensity Drug Trafficking Area Task Force.**

In **North Carolina**, **6,818** kids participated in Ripken Foundation programs through eight youth organizations, thanks to the support of **Group 1001**, and the **Office of Juvenile Justice and Delinquency Prevention.**

Thanks to partnerships with **Group 1001** and **Niagara Bottling**, **7,211** kids benefited from Community Enhancement Projects in **Alabama, California, Florida, Indiana, Massachusetts, and South Carolina.**

Ripken Summer Camp in Aberdeen was attended by over **200** kids thanks to the support of multiple partners including: **Governor’s Office of Crime Prevention and Policy, Naples Children Foundation, Office of Juvenile Justice and Delinquency Prevention, South Baltimore Gateway Partnership, Southwest, University of Maryland Medical System, Under Armour, Washington/Baltimore High Intensity Drug Trafficking Area Task Force, and many individuals.**

1,504 youth across seven different states participated in adaptive programming, thanks to the support of the **Office of Juvenile Justice and Delinquency Prevention.**



PROGRAM EVALUATION

Since the inception of *Badges for Baseball*, the Foundation has worked closely with community-based organizations to not only implement our programs but evaluate the effectiveness of our efforts.

In 2018, the University of Michigan Prevention Research Center concluded a three-year research study of *Badges for Baseball* that officially categorized our program as evidence-based and helped us to better understand the effects of our program on youth developmental outcomes. Participants in the *Badges for Baseball* program are highly likely to develop in positive ways, according to these research results. Using a longitudinal evaluation design, the research team assessed 24 developmental outcomes among *Badges for Baseball* participants at 14 sites across the U.S.

The key results of the University of Michigan study revealed that the *Badges for Baseball* participants showed significant improvement in the following measured outcomes: perceptions of substance use risk, reduction in aggressive behavior, school disciplinary actions, empathy skills, social competence, conflict resolution skills, peer support, academic competence, self-worth, personal values, community engagement, and leadership ability. The participants in the *Badges for Baseball* program also improved at a significantly faster rate than the other youth program participants in the following outcome measures: reports of personal values including personal commitments to be ethical, honest, hard-working, and responsible. In addition, the *Badges for Baseball* participants reported higher relationship skills, psychological well-being, personal values, and behaviors, as well as a decrease in risky behaviors.

CAMPS & CLINICS

Summer Camp

Over the last 19 years, over **5,700** underserved youth have enjoyed attending the Ripken overnight Summer Camp. In 2024, we hosted *Badges for Baseball* program participants from **20** states and Washington, D.C. and provided them with baseball equipment and apparel donated by corporate sponsors, including: Baltimore City Department of Recreation and Parks, Baltimore City Police Department, Baltimore County Police Department, Boys & Girls Club of Annapolis and Anne Arundel County, Boys & Girls Clubs of Metro Baltimore, Boys & Girls Clubs of Harford and Cecil Counties, Charles County Sheriff's Department, Cherry Hill Eagles Foundation, James Mosher Baseball League, Kennard Elementary School, Prince George's County PAL, Seat Pleasant PAL, and the YMCA of Central Maryland. Transportation for all campers and chaperones was provided by Southwest Airlines, the official airline of the Cal Ripken, Sr. Foundation.

Through our collaboration with national law enforcement agencies, including the U.S. Marshals Service, kids are able to experience a mobile command center, see a police helicopter landing, interact with K-9 dogs and officers, and experience other exciting demonstrations. During camp, kids get to live in cabins and meet other youth from across the country. They

play baseball and softball, challenge themselves on a ropes course, climb a rock wall, fly across a zip line, and swim, while enjoying the pleasures of just being a kid. All activities and guest speakers reinforce important life lessons kids learned at their local *Badges for Baseball* programs, like the importance of teamwork, personal responsibility, and communication.

Hershey Camp

In 2024, we brought **53** youth and seven mentors from five organizations located in Maryland and Pennsylvania to the Milton Hershey School (MHS) for a week of baseball and mentorship. In addition to learning the fundamentals of baseball and softball, youth participated in a group outing to Hershey Park, were given a tour of the MHS campus, and utilized the facilities such as the campus pool.

IMG Summer Experience

In 2024, we transported **29** youth and six mentors from three organizations in Naples, Florida to the IMG Academy campus where they spent a week participating in enrichment activities. Youth exercised their minds at IMG's Mindy Gym, learned about nutrition from IMG representatives, attended a Tampa Bay Rays game, and were guided on an educational boat tour of Tampa Bay.



College Day Experiences

As part of the Cal Ripken, Sr. Foundation's goal of encouraging young people to continue toward a path of educational attainment, we offer special experiences in partnership with colleges and universities. These one-day events provide at-risk youth with their first exposure to college life and all that it has to offer. Important elements of each *College Day Experience* include: a tour of campus; interaction with student athletes; guest speakers and special presentations; and opportunities for kids to discuss avenues toward higher education.

In 2024, we hosted five *College Day Experiences* at **American University, Carthage College, Florida Southwestern State College, and University of Miami**. The kids watched a presentation from the Admissions Department giving insight on how to apply and get into college. Youth also experienced a tour of campus, a college planning session, and participated in a question-and-answer panel with student-athletes to learn what it is like to balance academics and athletics.



INSTRUCTIONAL LEAGUES



The Ripken Foundation provides youth-serving organizations with the resources they need to run an effective program. We teamed up with the **MLB Reviving Baseball in Inner Cities (RBI)** program to create Ripken Foundation Instructional Baseball/Softball Leagues for our program partners. These leagues offer kids in underserved communities around the country a chance to play in a

baseball or softball league with no fees. Every league consists of at least four teams, an eight- to ten-week schedule with play-off games, and a copy of Cal, Sr.'s Guide, a guidebook on rules of the game for coaches and mentors. Each player also receives a uniform and glove. Through our Instructional Leagues, we have impacted over **18,000** youth with the help of over **1,200** mentors in 2024.



I'M GREAT

Girls Respecting Each other And Themselves

I'm GREAT is a year-round leadership initiative introduced in 2017 that is implemented at schools and community-based organizations across the country with the help of female mentors and coaches. *I'm GREAT* targets at-risk middle school-aged girls aiming to positively impact them through female mentorship using carefully crafted lessons focused on six important concepts: teaching girls how to be **real**,

reflective, respectful, responsible, resilient, and **remarkable**. Using sports and healthy activities, *I'm GREAT* provides girls with the resources to live healthy and productive lives. In 2024, *I'm GREAT* impacted over **5,000** girls with the help of over **300** dedicated female mentors.



"Before joining *I'm GREAT*, I didn't really talk much. My mentor helped me realize that I have a voice and that I can be a leader. Now, I try to be that same kind of example for my teammates."

– Jada, age 14, Indy RBI Athlete

YOUTH DEVELOPMENT PARKS

Pillar # 2



Essex Field at Renaissance Park – Essex, MD



One of the primary initiatives of the Cal Ripken, Sr. Foundation is to provide clean, safe spaces for kids to play and learn. Our Youth Development Parks are multipurpose or baseball synthetic-turf, low-maintenance fields designed to provide at-risk youth of all physical abilities with recreational, educational, and athletic experiences.

In 2024, we completed two new Youth Development Parks in Hearne, TX and Essex, MD, bringing our grand total to **120**, including **22** Adaptive fields for kids with special needs. Currently, we have Parks operating in **27** states and Washington, D.C., giving over **619,000** kids access to a Ripken Foundation Youth Development Park.

(Top): Groundbreaking at Essex Field at Renaissance Park in Essex, MD.
(Bottom): Ribbon cutting at Hearne Stadium in Hearne, TX.



Hearne Stadium – Hearne, TX

NATIONAL STEM CENTER INITIATIVE

Pillar # 3



Giving underserved kids access to STEM (Science, Technology, Engineering, and Math) learning is a priority of the Cal Ripken, Sr. Foundation. By the end of 2024, we completed **644** fully operational STEM programs in **Alabama, California, Connecticut, Delaware, Florida, Georgia, Illinois, Indiana, Kentucky, Maryland, Minnesota, Mississippi, Missouri, North Carolina, North Dakota, New Jersey, New Mexico, Oklahoma, Pennsylvania, Tennessee, Texas, Virginia, Washington, Wisconsin, Wyoming**, and **Washington, D.C.** as well as in **121** school districts across the country, thanks to our corporate sponsors. Our STEM program is turnkey and can be easily implemented in any community and does not require a dedicated space, which gives underserved kids in disadvantaged neighborhoods the opportunity to participate in STEM activities. Engaging school-age kids in year-round STEM learning will encourage them to start thinking about educational attainment and their future career paths in STEM.



Each Ripken Foundation STEM Center is equipped with tablets, educational STEM products, and custom-designed lesson plans tied to Next Generation Science Standards as well as printers, furniture, and technical support. The Cal Ripken, Sr. Foundation STEM team of educators train mentors and teachers to deliver a comprehensive STEM program.



(Top to Bottom): Ripken Board Chairman Calvin Butler; Cal Ripken, Jr. and Dr. Mohan Sintha; The Honorable Laura Ripken.



Volunteerism

Engaging our corporate partners and their employees is an important element to the success of our STEM Centers. Impacting communities with in-person activation events and opportunities enables employees to make a true difference in the communities they serve.

Setting Up a STEM Center

- Employees have the opportunity to help install the STEM Center, including unboxing STEM educational products, technology, and furniture and setting up all materials.
- We host a one-hour online training for all employees to learn how to set up the STEM Center.
- We coordinate with each STEM Center location to set up a date and time for installation.



(Above): Employees from our partners at Ciena at a new STEM Center Ribbon Cutting event.

STEM CHALLENGE & STEM SUMMIT

Student STEM Challenge

As an important part of our STEM program, our annual Student STEM Challenge provides kids with an opportunity to participate in a national competition that uses real-world problem prompts to encourage students to apply their STEM skills and knowledge to develop innovative solutions. For the 2023-24 Challenge, participants were tasked to create and develop a prototype of an amusement park ride to reveal at the start of the next summer season using STEM Center materials.

The top three finalists included:

1st Place: Boys & Girls Club of North Alabama – Athens Club of Athens, Alabama

2nd Place: Greenwood Intermediate School of Midland, Texas

3rd Place: R4 Creating of Rio Rancho, New Mexico

We would like to thank our 2023-24 Student STEM Challenge Sponsors: **Devon Energy**, **DP Solutions**, **ExxonMobil**, **Southwest Airlines**, and **Worthington Direct** and our panel of judges: Molly Young and Joe Wempe (Devon Energy), Courtney Wardlaw (ExxonMobil/CRSF Board Member), Joe Usher (DP Solutions), and Carl Truscott (CRSF Board Member).



(L to R): Carl Truscott, Courtney Wardlaw, Joe Usher, Molly Young, Ron Connelly, Joe Wempe with 1st place finalists, the Boys & Girls Club of North Alabama - Athens Club of Athens, Alabama.



STEM Summit

In June, we hosted the first Cal Ripken, Sr. Foundation STEM Summit at Devon Tower in Oklahoma City, OK in partnership with Devon Energy. Over **109** educators participated in workshops for professional development led by STEM industry experts who shared effective methods for engaging students with their STEM Center products, various STEM disciplines, and emerging technologies. The Summit also featured keynote speakers and panel discussions aimed to

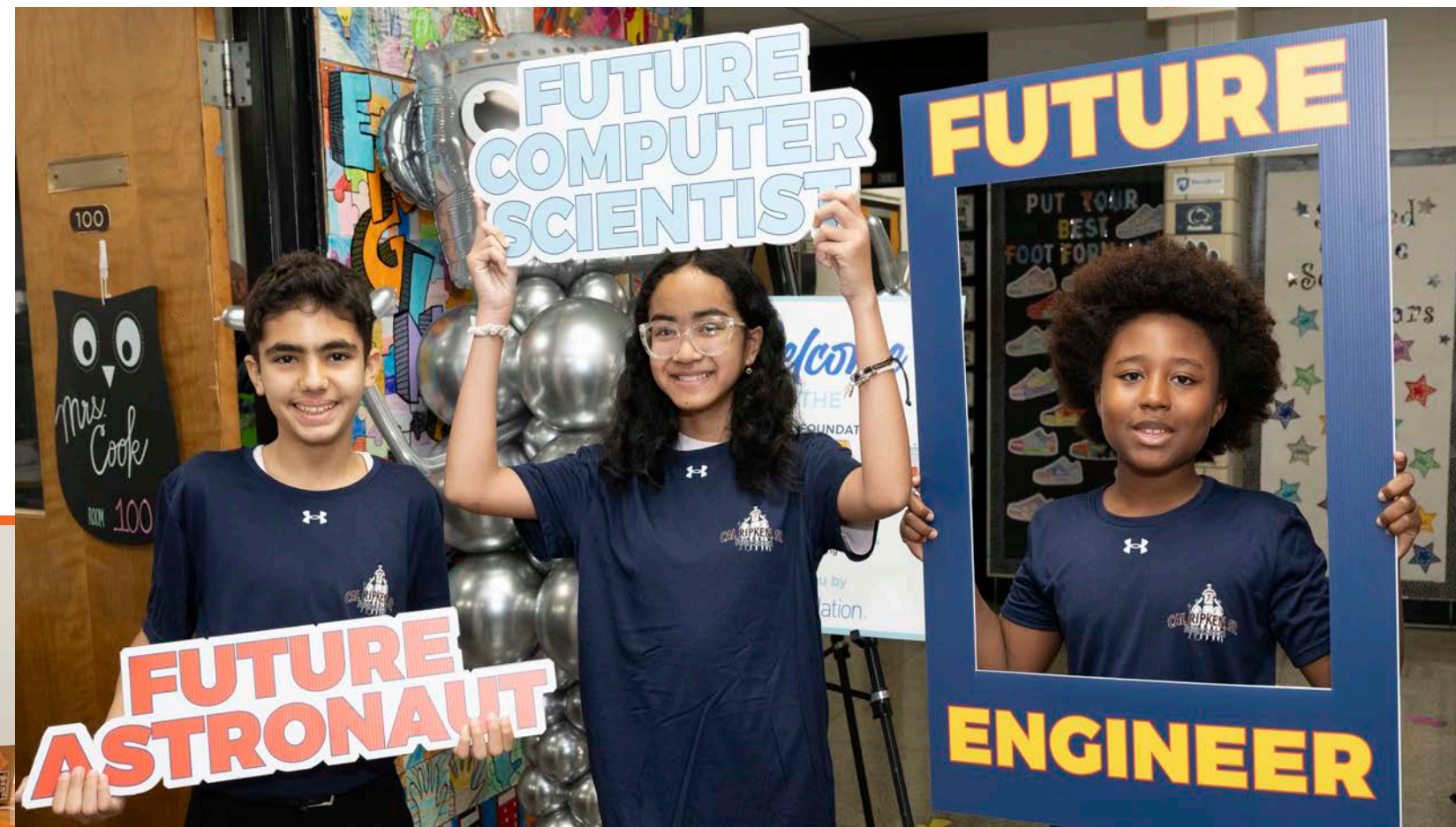
inspire the next generation of STEM professionals, strengthen the region's workforce, and foster economic growth through technological advancements and educational initiatives. Thank you to **Devon Energy** for joining us in hosting this amazing event and for donating their facilities.



STEM CENTER PROGRAM EVALUATION

Evaluating our STEM outcomes is very important to the success of the Cal Ripken, Sr. Foundation's STEM program. Since 2022, we have partnered with Partnerships in Education and Resilience (PEAR) to lead and conduct a five-year evaluation study of the our STEM Initiative using a diverse sampling of students participating at multiple STEM

Center program sites across the country over a five-year period (2023-2027). PEAR has contributed to evidence-based innovations in social-emotional development (SED) and STEM in educational settings for the past 20 years and is an affiliate of the PEAR Institute at McLean Hospital and Harvard Medical School.



In 2023 and 2024, PEAR gathered program data from 2,503 fourth through eighth graders at 32 different schools using a Ripken Foundation STEM Center in New Mexico and Texas. The data highlights significant positive trends in key areas, including:

- 61% increase in STEM Engagement
- 50% increase in STEM Enjoyment
- 49% increase in Critical Thinking Skills
- 48% increase in STEM Career Interest
- 46% increase in Perseverance

Additionally, girls who completed the survey demonstrated notably greater improvements than boys across all categories, with top gains in:

- 66% increase in STEM Engagement
- 55% increase in STEM Enjoyment
- 53% increase in STEM Career Knowledge
- 53% increase in Critical Thinking Skills

Overall, the data reveals impressive advancements in the STEM identity of students across the board. The substantial gains in 21st Century and STEM skills, particularly for girls, underscore the program's success in addressing gender disparities in STEM. These positive results validate the effectiveness of the Cal Ripken, Sr. Foundation STEM program.

EVENTS



(Above, L to R): George Castaneda, Joan Flister, Chad Arnold, and Ryan Arnold. (Left, L to R): Cal Ripken, Jr., John Lee, Scott Brickman, and BJ Surhoff.



(Above, L to R): Jay Bilas and Cal Ripken, Jr. (Left, L to R): Mike Rhoades, Brooke Butler Wagner, Kevin Willard, Thomas Grace, Nancy Lieberman, Cal Ripken, Jr., Brenda Frese, Mark Rohde, Denny Grace, Wayne Kimmel, G. Thomas Grace, Brian Wolf, Rick Faint, Joshua Scheinker, and Jon Williams.

CREIGHTON FARMS GOLF CLASSIC

Co-Chairs: Scott Brickman & John Lee

On May 13, friends of the Foundation came together in Aldie, Virginia to play golf at the beautiful Creighton Farms Golf Course, enjoy dinner with Cal Ripken, Jr., and raise funds to support the Foundation.



(Clockwise): Ron Kaminski, Calvin Butler, and Cal Ripken, Jr.

WINDY CITY GOLF TOURNAMENT

Co-Chairs: Calvin Butler & Ron Kaminski

The Windy City Golf Classic with Cal Ripken, Jr. was held at Rich Harvest Farms in Sugar Grove, IL on June 25-26. Thanks to Board members Calvin Butler and Ron Kaminski, funds were raised from a day on the greens to support the work of the Foundation.



COLLEGE BASKETBALL TIP-OFF LUNCHEON

Co-Chairs: Tommy Grace, Mark Rohde & Brooke Butler Wagner

On November 1, we hosted our 11th annual College Basketball Tip-Off event at Baltimore Marriott Waterfront in Baltimore, MD. We had a great panelist of coaches, including Brenda Frese, Nancy Lieberman, Kyle Neptune, Mike Rhoades, and Kevin Willard, moderated by ESPN's Jay Bilas.



(L to R): Nancy Lieberman, Brooke Butler Wagner, Josh Wagner, and Steve Salem.

(L to R): Ryan Ripken, Brett Hollander, Brenda Frese, Kyle Neptune, Kevin Willard, Nancy Lieberman, and Mike Rhoades.



(L to R): Brett Hollander, Ryan Ripken, Jay Bilas, Brenda Frese, Kyle Neptune, Kevin Willard, Nancy Lieberman, and Mike Rhoades.

EVENTS



(Above, L to R): Cal Ripken, Jr., Derek Jeter, Ellie Ripken, and Bill Ripken. (Left, Top to Bottom, L to R): Senator Frank Kelly, Commissioner Kurt Cook, Sue Callaway, Robbie Callaway, and Tony Reagins; Bill Ripken, Harold Himmelman, and Bonnie Himmelman; Jay Baker, Derek Jeter, Patty Baker, and Sharlee Jeter; Mike Bentley, Tracee Bentley, Steve Salem, Calvin Butler, Janet Nolan, and Paul Nolan; Josh Wagner and Brooke Butler Wagner. (Below, L to R): Dan Towriss, Jay Baker Calvin Butler, and Tony Reagins.

ASPIRE GALA

Co-Chairs: Jay Baker, Calvin Butler, Tony Reagins, and Dan Towriss

On March 16, the Cal Ripken, Sr. Foundation was honored to have our friends, sponsors, and honorees come together at the Baltimore Marriott Waterfront Hotel to celebrate the work of the Foundation! We honored Derek Jeter for his contributions to baseball and commitment to the community and hosted a panel discussion with emcee Amber Theoharis.



RIPKENS UNCORKED

Honorary Chairs: Hon. Laura Ripken and Cal Ripken, Jr. and Co-Chairs: Bradie Barr and Stacie Wollman

This past September, our friends and sponsors came together to enjoy wine and a selection of culinary favorites in Annapolis, MD on the water at a private residence. We had the pleasure of having Mark Viviano, Sports Director at WJZ-TV, emcee the evening. All proceeds went to support the work of the Foundation.



(Above, L to R): Eddie Murray, Cal Ripken, Jr., Laura Ripken, Larry Sheets, Harold Baines, Marla Baines, and Suzi Ebel. (Below, L to R): Laura Gill Pastrana, Stacie Wollman, Kristin Fleckenstein, Bradie Barr, Cal Ripken, Jr., and Laura Ripken.



(Top to Bottom, L to R): Paul Nolan, Cal Ripken, Jr., and Janet Nolan; Chuck Brady, Roger Ralph, and Scott Carver.



(Above, L to R): Bill Bartley, Greg Kahlert, Cal Ripken, Jr., Joe Fields, and Patrick D'Anthony; Dan Bock, Andrew Burke, Jonathan Ogden, Greg Bowermaster, and Josh Wagner; Joe Geier, Pam Geier, Jaimie Geier Morsberger, and Dustin Morsberger; Robbie Callaway and Rick Dempsey.

RIPKEN GOLF CLASSIC

Co-Chairs: Frank Kelly III, Scott Nicholson, and Paul Nolan

On September 20, we hosted the 18th annual Ripken Golf Classic at Woodholme Country Club in Pikesville, MD. A fun and beautiful day to benefit programming was more than par for the course.



(L to R): Frank Kelly III, Cal Ripken, Jr., Paul Nolan, and Scott Nicholson.

BOARD OF DIRECTORS
2024



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Vice Chairman, Ripken Foundation
Ripken Baseball, Inc.



Calvin Butler, Jr.
Board Chairman, Ripken Foundation
Exelon



Cal Ripken, Jr.
Vice Chairman, Ripken Foundation
Ripken Baseball, Inc.



Kenny Mercado
Quanta Services



Jeannette M. Mills
Tennessee Valley Authority



The Honorable Mike Moore
Mike Moore Law Firm, LLC



Richard Muncrief
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Mike Murchie
Quandel Enterprises



Paul Nolan
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Rifkin Weiner Livingston LLC



**The Honorable
Laura Ripken**
Maryland Court of Special
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Jim Hall



Harold Himmelman
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Greg Kahlert
The Kahlert Foundation



Dan Towriss
Group 1001



Carl Truscott



Stacey Ullrich
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Rachael Lighty
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Spencer Mason
David Mason and Associates



Mark McNaughton
Village Life, Inc.



Stacie J. Wollman
Law Office of Stacie Wollman



Allen Wright
The Hustings Group



(L to R): Calvin Butler, Harold Himmelman, and Cal Ripken, Jr.

NATIONAL CORPORATE SPONSORS

We are grateful for our partners across the country whose generosity and commitment make our mission possible. Their investment empowers us to expand our programs, strengthen communities, and create lasting impact for at-risk youth nationwide.



FINANCIAL INFORMATION

Independent Auditors' Report

Opinion

We have audited the accompanying financial statements of the Cal Ripken, Sr. Foundation, Inc. (the Foundation), which comprise the statements of financial position as of December 31, 2024 and 2023, the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Foundation as of December 31, 2024 and 2023, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Foundation and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair

presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Foundation's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the

financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Foundation's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Foundation's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Sc&H Attest Services P.C.

September 10, 2025

FINANCIAL INFORMATION

Statements of Financial Position

As of December 31,	2024	2023
Assets		
Cash	\$ 11,116,806	\$ 8,584,580
Investments, at fair value	4,167,409	3,212,289
Grants receivable, net	1,606,469	1,309,495
Pledges receivable, net	6,486,681	8,868,425
Accounts receivable	564,267	303,416
Due from affiliates, net	37,258	34,455
Prepaid expenses and other assets	1,536,417	1,179,828
Inventory	741,210	41,269
Property and equipment, net	1,086,638	1,376,723
Right-of-use asset - operating, net	969,124	1,149,612
Right-of-use asset - finance, net	42,866	17,407
Total Assets	\$28,355,145	\$26,077,499
Liabilities and Net Assets		
Liabilities		
Accounts payable and accrued expenses	\$ 3,085,770	\$ 3,470,212
Deferred revenue and other liabilities	1,529,887	1,005,290
Lease liability - operating	1,022,238	1,194,661
Lease liability - finance	44,131	17,352
Total Liabilities	5,682,026	5,687,515
Commitments and Contingencies (Note 5)		
Net Assets		
Without donor restrictions - board designated	2,280,202	1,468,591
Without donor restrictions - undesignated	2,424,369	3,110,540
With donor restrictions	17,968,548	15,810,853
Total Net Assets	22,673,119	20,389,984
Total Liabilities and Net Assets	\$ 28,355,145	\$ 26,077,499

The complete financial statement for year ended December 31, 2024 including the notes are available upon request.

FINANCIAL INFORMATION

Statements of Activities

	For the Year Ended December 31, 2024 (with Comparative Totals for 2023)			
	Without Donor Restrictions	With Donor Restrictions	2024 Total	2023 Total
Revenues				
Federal grants	\$ 1,249,871	\$ -	\$ 1,249,871	\$ 2,132,286
Contributions	458,012	21,875,842	23,333,854	28,651,360
Special events, net of direct benefit (\$1,547,319 and \$1,360,230, respectively)	1,889,464	-	1,889,464	2,388,811
In-kind contributions	2,007,994	-	2,007,994	1,098,812
Field rental and other income	401,382	-	401,382	270,768
Investment income, net of management fees	610,914	143,509	754,423	721,978
Net assets released from restriction	19,161,385	(19,161,385)	-	-
Net Revenues	25,779,022	2,857,966	28,636,988	35,264,015
Expenses				
Federal grants	1,249,871	-	1,249,871	2,132,286
Youth development parks	8,488,605	-	8,488,605	19,750,448
Other program expenses	6,984,152	-	6,984,152	3,713,814
STEM program and equipment	4,147,787	-	4,147,787	5,301,507
Management and general	3,245,491	-	3,245,491	3,501,230
Fundraising	1,527,030	-	1,527,030	1,322,158
Interest expense	3,294	-	3,294	482
Bad debt expense	7,352	700,271	707,623	54,262
Total Expenses	25,653,582	700,271	26,353,853	35,776,187
Change in Net Assets	125,440	2,157,695	2,283,135	(512,172)
Net Assets, beginning of year	4,579,131	15,810,853	20,389,984	20,902,156
Net Assets, end of year	\$ 4,704,571	\$ 13,323,108	\$ 22,673,119	\$ 20,389,984

FINANCIAL INFORMATION

Statement of Activities

For the Year Ended December 31, 2023			
	<i>Without Donor Restrictions</i>	<i>With Donor Restrictions</i>	<i>Total</i>
Revenues			
Federal grants	\$ 2,132,286	\$ -	\$ 2,132,286
Contributions	550,020	28,101,340	28,651,360
Special events, net of direct benefit (\$1,360,230)	2,388,811	-	2,388,811
In-kind contributions	1,098,812	-	1,098,812
Field rental and other income	270,768	-	270,768
Investment income, net of management fees	508,880	213,098	721,978
Net assets released from restriction	25,826,693	(25,826,693)	-
Net Revenues	32,776,270	2,487,745	35,264,015
Expenses			
Federal grants	2,132,286	-	2,132,286
Youth development parks	19,750,448	-	19,750,448
Other program expense	3,713,814	-	3,713,814
STEM program and equipment	5,301,507	-	5,301,507
Management and general	3,501,230	-	3,501,230
Fundraising	1,322,158	-	1,322,158
Interest expense	482	-	482
Bad debt expense	54,262	-	54,262
Total Expenses	35,776,187	-	35,776,187
Change in Net Assets	(2,999,917)	2,487,745	(512,172)
Net Assets, beginning of year	7,579,048	13,232,108	20,902,156
Net Assets, end of year	\$ 4,579,131	\$ 15,810,853	\$ 20,389,984

Statements of Cash Flows

For the Years Ended December 31,	2024	2023
Cash Flows From Operating Activities		
Change in net assets	\$ 2,283,135	\$ (512,172)
Adjustments to reconcile change in net assets to net cash flows provided by operating activities:		
Net unrealized gain on investments	(190,478)	(364,408)
Depreciation	310,387	324,211
Increase (decrease) in discount on pledges receivable	(91,828)	93,333
Amortization of right-of-use assets - operating	180,488	176,599
Amortization of right-of-use assets - finance	9,023	6,330
Provision for uncollectible pledges receivable	157,704	-
Provision for uncollectible grants receivable	549,919	54,262
Changes in assets and liabilities:		
Grants receivable	(846,893)	(592,459)
Pledges receivable	2,315,868	(431,292)
Accounts receivable	(260,851)	(63,349)
Due from affiliates, net	(2,803)	(502)
Prepaid expenses and other assets	(365,589)	(263,073)
Inventory	(699,941)	(41,269)
Accounts payable and accrued expenses	(384,442)	1,782,173
Deferred revenue and other liabilities	524,597	401,054
Lease liability - operating	(172,423)	(162,944)
Net Cash Provided in Operating Activities	3,324,873	424,494
Cash Flows From Investing Activities		
Acquisition of property and equipment	(20,302)	(34,958)
Net purchases of investments	(764,642)	(526,844)
Net Cash Used in Investing Activities	(784,944)	(561,802)
Cash Flows From Financing Activities		
Repayment of lease liabilities - finance	(7,703)	(6,235)
Net Cash Used in Financing Activities	(7,703)	(6,235)
Net Increase (Decrease) in Cash	2,532,226	(143,543)
Cash, beginning of year	8,584,580	8,728,123
Cash, end of year	\$ 11,116,806	\$ 8,584,580
Supplemental Cash Flow Information:		
Cash paid for interest	\$ 3,294	\$ 482
Supplemental Disclosure of Non-Cash Investing and Financing Activities:		
Recognition of right-of-use asset - finance	\$ 51,834	\$ -
Recognition of lease liability - finance	\$ 51,834	\$ -
Derecognition of right-of-use asset - finance, net	\$ 17,352	\$ -
Derecognition of lease liability - finance	\$ 17,352	\$ -

2024 DONORS

Cal Ripken, Sr. Society (\$250,000+)

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Patty & Jay Baker Foundation

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(L to R): Irv Bisnov and Jim Hall

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(L to R): Steve Salem, Calvin Butler, Harold Himmelman, and Senator Frank Kelley.

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(L to R): Barbara Whalen and Pat Whalen

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(L to R): Kenny Mercado, Brooke Butler Wagner, Mike Murchie, and Mohan Suntha

James Walls
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HOW YOU CAN HELP

There are many ways you can help the Cal Ripken, Sr. Foundation. Your financial support will allow us to continue to offer important programs for underserved youth across the country.

Donate Online

It's easy! Make a tax-deductible donation online at www.ripkenfoundation.org.

Match Your Gift

Contact your company's human resources department to find out if your employer matches charitable donations to double your investment.

Event Sponsorship

Sponsor one of our many special events throughout the year.

Gifts of Stock

If you use publicly traded stocks, bonds, or mutual fund shares to make your gift, you will receive an additional tax benefit: the IRS allows you to make your transfer to the Cal Ripken, Sr. Foundation without recognizing capital gains on the appreciation. You can make a larger donation than you could make with cash and receive a larger tax deduction.

Planned Giving

Regardless of your age or the size of your estate, there are many vehicles that allow you to balance your own income needs, the needs of your family, and your philanthropic interests.

Follow Us on Social Media

Support the Cal Ripken, Sr. Foundation by starting a fundraiser on your Facebook page for your birthday or other important milestone.

You can also contact Elise Lee at elee@ripkenfoundation.org about gift opportunities.

THANK YOU!



(L to R): Amy and Warren Bischoff



TRANSFORM COMMUNITIES
CHANGE KIDS' LIVES
