CAL RIPKEN, SR. Foundation

TRANSFORM COMMUNITIES
CHANGE KIDS' LIVES

CAL RIPKEN, SR. FOUNDATION
2025 ANNUAL REPORT



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CAL RIPKEN, SR. FOUNDATION

FROM OUR LEADERSHIP

We extend our deepest gratitude to all our valued partners and generous supporters whose unwavering commitment has empowered us to deliver exciting and innovative programs. Since our inception in 2001, we've been dedicated to uplifting underserved youth, and together, we've reached over **14 million** vulnerable young people in 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 2025, their collective efforts enabled us to impact over **1.6 million** children with the collaboration of **38,000** teachers, mentors, coaches, and law enforcement officers.

Through our National Youth Mentoring Programs, Youth Development Parks, and STEM Center Initiative, we continue to provide underserved 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 our 2025 Annual Report with you.
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.

Calvin Butler
Chairman, Board of Directors

Steve Salem
President & CEO







CAL, SR.'S LEGACY



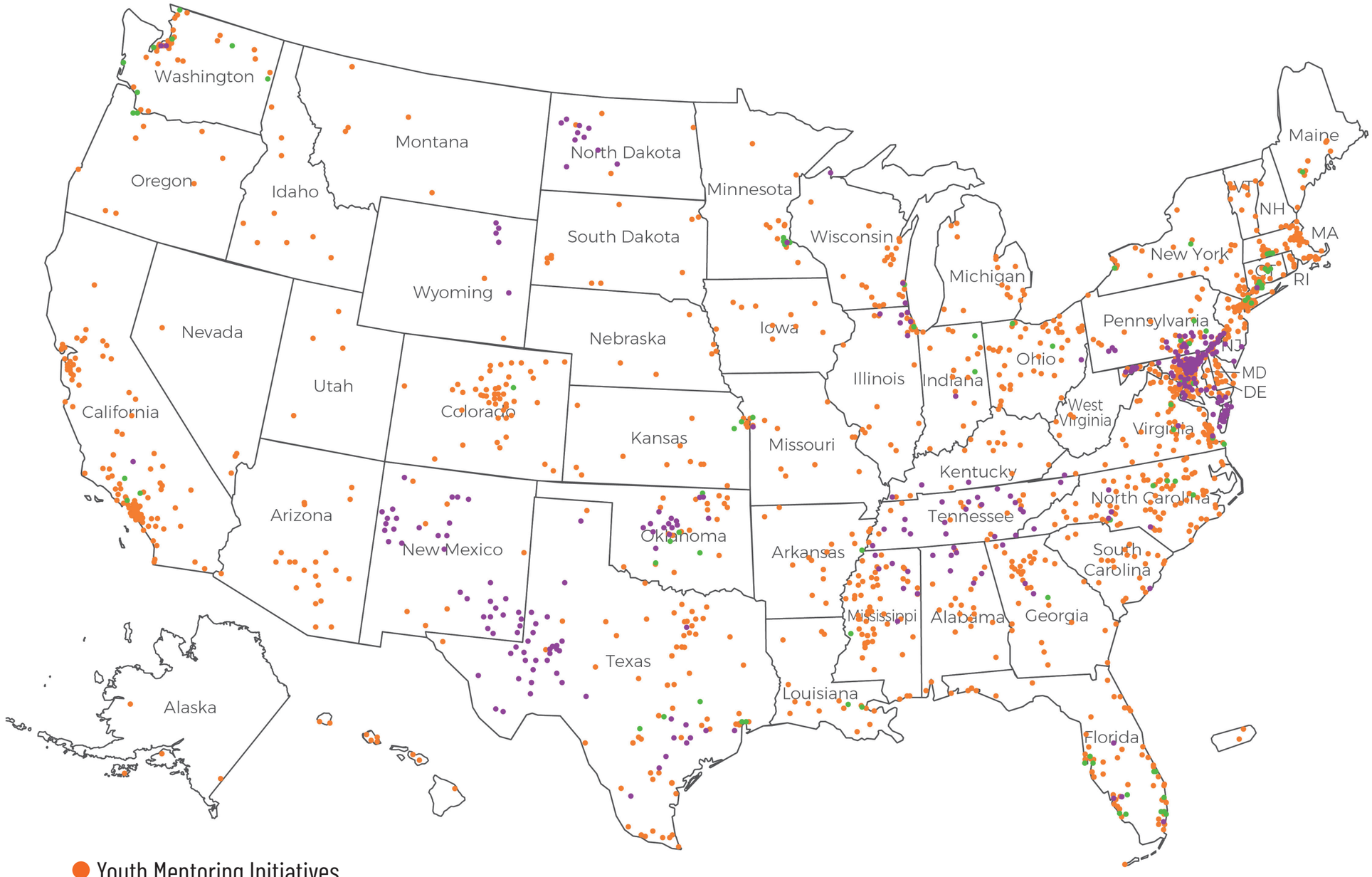
Founded to honor the legacy and life of Cal Ripken, Sr., a longtime coach and mentor, the Cal Ripken, Sr. Foundation prepares at-risk youth for life's challenges by teaching them life skills such as teamwork, communication, work ethic, and respect. Our character-building, educational, and healthy lifestyle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

> "IT'S NOT PRACTICE THAT MAKES PERFECT, BUT PERFECT PRACTICE THAT MAKES PERFECT."
>
> – CAL RIPKEN, SR.

CAL RIPKEN, SR. FOUNDATION

OUR REACH & IMPACT



1.6 million kids impacted in **45** states & Washington, D.C.

126 Youth Development Parks in **27** states and Washington, D.C.

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

1,370 youth partners and law enforcement agencies engaged in **583** cities and towns.

38,000 coaches, mentors, law enforcement, and volunteers working to implement Ripken Foundation programs.

492,440 hours of mentoring.

405,000 youth impacted by our Resource Portal

OUR THREE PILLARS OF IMPACT

Since 2001, the Cal Ripken, Sr. Foundation has been dedicated to addressing opportunity gaps that impact youth in underserved communities across the country.

Our three core program pillars, Youth Mentoring Programs, 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

YOUTH MENTORING PROGRAMS

By connecting youth with positive adult mentors, including coaches, teachers, and law enforcement officers, we foster character development, leadership skills, and resilience. In 2025 alone, more than **38,000** trained mentors impacted over **1.6 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 **126** Parks, including **23** designed for children with special needs, benefiting more than **743,000** youth.





PILLAR #3

STEM CENTER INITIATIVE

Recognizing the importance of STEM education for future success, we have installed **801** STEM Centers across the country. These innovative learning spaces provide underserved youth with access to hands-on learning and critical skills, impacting over **340,000** children.







“THE BADGES FOR BASEBALL PROGRAM GIVES OUR OFFICERS A MEANINGFUL WAY TO CONNECT WITH YOUNG PEOPLE BEYOND THE UNIFORM. OUR PARTNERSHIP WITH THE FOUNDATION HAS ALLOWED US TO CREATE SAFE, CONSISTENT SPACES WHERE KIDS FEEL SUPPORTED, EMPOWERED, AND VALUED, BUILDING TRUST, CONFIDENCE, AND COMMUNITY.”

– SGT. NICOLE MORDASIEWICZ
HARTFORD POLICE DEPARTMENT

PILLAR #1

YOUTH MENTORING PROGRAMS







Badges for Baseball

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

Instructional 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 underserved 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 leadership 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.



PILLAR #1 - YOUTH MENTORING PROGRAMS

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 2025, the *Badges for Baseball* program reached over **35,000** youth across **31** states and D.C. with the help of over **1,800** 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
- Rising Above Bullying
- Civics & Leadership
- Financial Literacy
- Fitness
- Nutrition
- Adaptive Sports

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 program 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 ripkenfoundation.org/resource-portal. In 2025, over **405,000** youth had access to Ripken Foundation youth development programs through the Resource Portal.

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.



2025 SNAPSHOT OF OUR MOST SUCCESSFUL PARTNERSHIPS

In **California, 4,950** kids participated in Ripken Foundation programs through four organizations, thanks to the support of **MLB, and the Office of Juvenile Justice and Delinquency Prevention (OJJDP).**

In **Connecticut, 6,849** kids participated in Ripken Foundation programs through four organizations, thanks to the support of **Group1001, MLB, and the OJJDP.**

In **Maryland, 3,789** 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; MLB, OJJDP; South Baltimore Gateway Partnership; University of Maryland Medical System; and Washington/Baltimore High Intensity Drug Trafficking Area Task Force (HIDTA).**

In **North Carolina, 5,366** kids participated in Ripken Foundation programs through eight youth organizations, thanks to the support of the **OJJDP.**

In **Virginia, 10,868** kids participated in Ripken Foundation programs through eight youth organizations, thanks to the support of **Group1001, MLB, the OJJDP, and Washington/Baltimore HIDTA.**

1,139 youth across eight different states participated in adaptive programming, thanks to the support of the **OJJDP.**

Ripken Summer Camp was attended by more than **200** kids and their chaperones thanks to the support of partners including: **Brooke & Joshua Wagner, M&T Bank, Naples Children Foundation, OJJDP, Patty & Jay Baker Foundation, PNC, South Baltimore Gateway Partnership, Southwest, University of Maryland Medical System, Under Armour, Washington/Baltimore HIDTA,** and many additional donors.

PILLAR #1 - YOUTH MENTORING PROGRAMS

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 **21,286** youth with the help of **890** mentors in 2025.







PILLAR #1 - YOUTH MENTORING PROGRAMS

I'M GREAT

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 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 2025, I'm GREAT impacted over **10,667** girls with the help of **300** dedicated female mentors.



"BEING PART OF THE I'M GREAT PROGRAM HELPED ME GAIN CONFIDENCE AND BELIEVE IN MYSELF. I DIDN'T HAVE MUCH MOTIVATION BEFORE, BUT I'M GREAT HELPED ME FIND WHAT I CARE ABOUT AND WHAT DRIVES ME. IT TAUGHT ME TO WORK HARD, BELIEVE IN MYSELF, AND GROW INTO A LEADER WHO CAN HELP AND SUPPORT OTHERS."

– MASHAYLA DUCKETT
I'M GREAT PARTICIPANT
BOYS & GIRLS CLUBS OF KERN COUNTY

PILLAR #1 - YOUTH MENTORING PROGRAMS

CAMPS & CLINICS



Summer Camp

In 2025, we hosted *Badges for Baseball* program participants from **22** states and Washington, D.C. to the Ripken overnight Summer Camp and provided them with baseball equipment and apparel donated by corporate sponsors, including: **Baltimore City Police Department, James Mosher Baseball League, Cherry Hill Eagles Foundation, Prince George's County PAL, Seat Pleasant PAL, YMCA of Central Maryland, Baltimore City Department of Recreation and Parks, the Boys and Girls Club of Metro Baltimore, Charles County Sheriff's Department, Boys & Girls Clubs of Harford & Cecil Counties, Baltimore County Police Department, Kennard Elementary School, and Boys & Girls Club of Annapolis & Anne Arundel County.** 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 learn at their local *Badges for Baseball* programs, like the importance of teamwork, personal responsibility, and communication.









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 2025, we hosted four College Day Experiences at **U.S. Naval Academy**, **UMBC**, **IU Indianapolis**, and **East Carolina University**. The kids watched a presentation from the Admissions Department giving insight on how to apply and get into college. Youth also got to experience a tour of campus, college planning session, and participate in a question-and-answer panel with student-athletes to learn what it is like to balance academics and athletics.



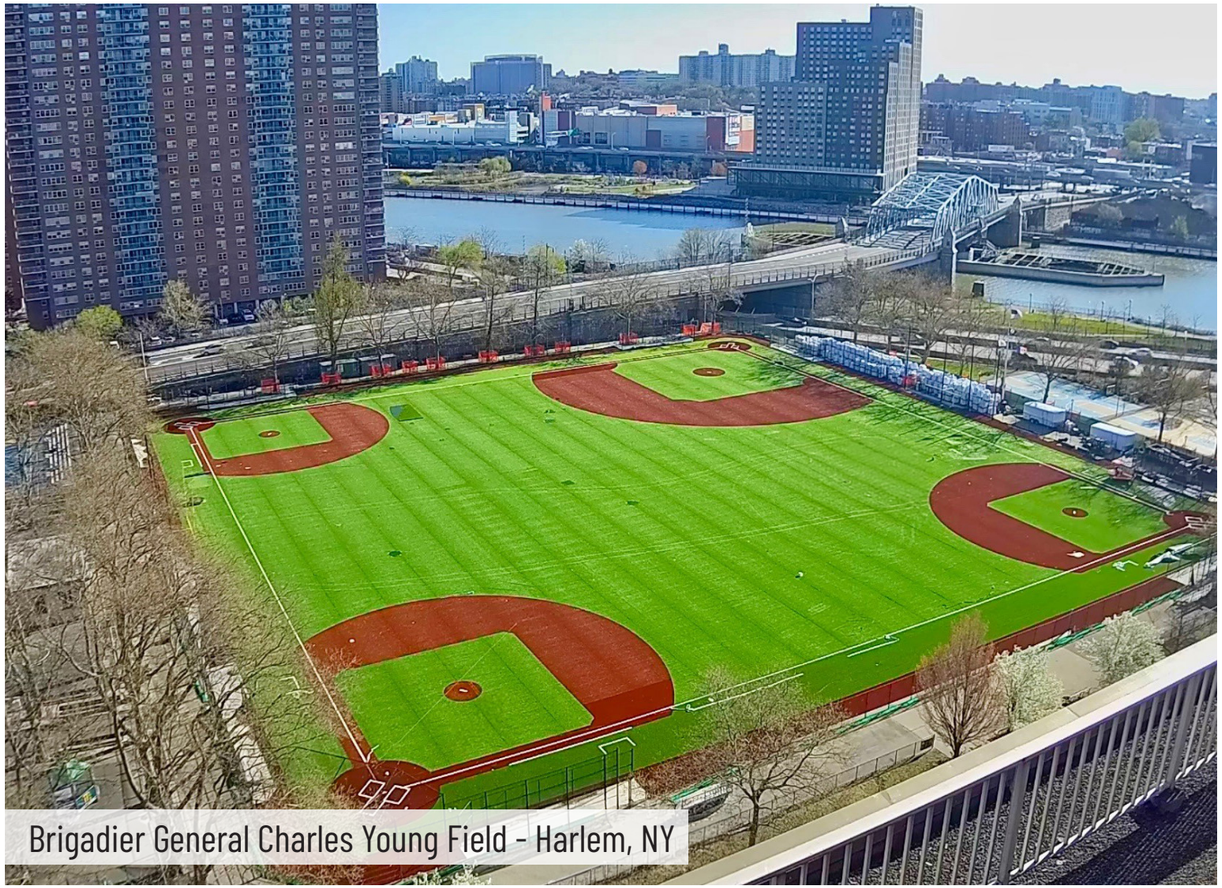
PILLAR #2

YOUTH DEVELOPMENT PARKS

One of the primary initiatives over the last 16 years has been 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 2025, we completed six new Youth Development Parks in **Green, OH**; **University Place, WA**; and four Parks in **Harlem, NY**, bringing our grand total to **126**, including **23** Adaptive fields for kids with special needs. Currently, we have Parks operating in **27** states and Washington, D.C., giving over **743,000** kids access to a Ripken Foundation Youth Development Park.





Brigadier General Charles Young Field - Harlem, NY







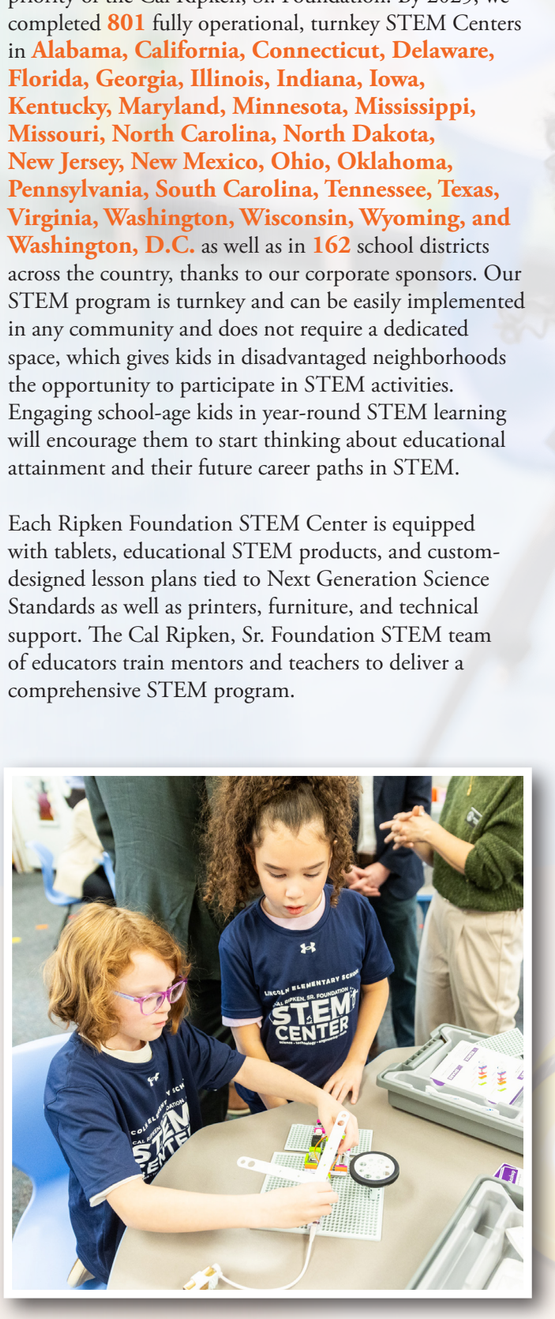
Kleckner Park - Green, OH

PILLAR #3

STEM CENTERS

Giving underserved kids access to STEM (Science, Technology, Engineering, and Math) learning is a priority of the Cal Ripken, Sr. Foundation. By 2025, we completed **801** fully operational, turnkey STEM Centers in **Alabama, California, Connecticut, Delaware, Florida, Georgia, Illinois, Indiana, Iowa, Kentucky, Maryland, Minnesota, Mississippi, Missouri, North Carolina, North Dakota, New Jersey, New Mexico, Ohio, Oklahoma, Pennsylvania, South Carolina, Tennessee, Texas, Virginia, Washington, Wisconsin, Wyoming, and Washington, D.C.** as well as in **162** 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 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.

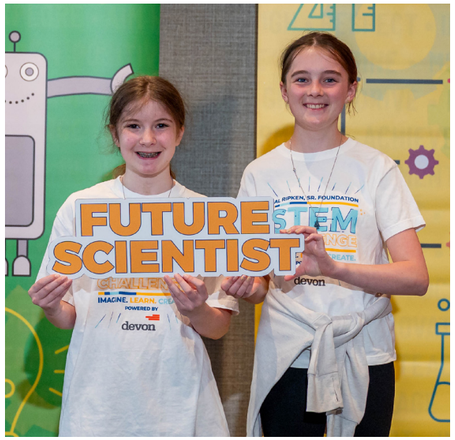












Volunteerism

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 and 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.



PILLAR #3 - STEM CENTERS

STEM CHALLENGE & STEM SUMMIT



STEM Summit

In June, we hosted the first Ripken Foundation STEM Summit at Southeast New Mexico College in Carlsbad, NM in partnership with the Permian Strategic Partnership (PSP). Over 90 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 PSP for joining us in hosting this amazing event and for donating their facilities.





Student STEM Challenge

As an important part of our STEM program, our 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 2024-25 Challenge, participants were tasked to create and develop a prototype of a device or system that addresses a specific pollution problem.

The top three finalists included:

1st Place: Thurgood Marshall School – Rockford, IL

2nd Place: Woodholme Elementary School – Pikesville, MD

3rd Place: Urban League of Greater Oklahoma City – Oklahoma City, OK

We would like to thank our 2024-25 Student STEM Challenge Sponsors: **Devon Energy**, **ExxonMobil**, and **Worthington Direct** and our panel of judges: Carl Truscott, CRSF Board Member; Courtney Wardlaw, ExxonMobil; Jordan Jackson, Devon Energy; and Marla Freeman, Devon Energy.





PILLAR #3 - STEM CENTERS

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 Cal Ripken, Sr. Foundation 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.



CAL RIPKEN, SR. FOUNDATION

2025 EVENTS

(Below, L to R): David Rubenstein, Cal Ripken, Jr., Bill Ripken, Jim Palmer, Amber Theoharis, Harold Baines, Mike Mussina, and Eddie Murray.



Aspire Gala

Co-Chairs: Tracee Bentley, Calvin Butler, and Dan Towriss

On March 22, the Cal Ripken, Sr. Foundation welcomed friends, sponsors, and honorees to the Baltimore Marriott Waterfront Hotel for a special evening celebrating our mission and impact. The night was emceed by Amber Theoharis, with Jim Palmer honored as the Cal, Sr. Award recipient. Guests also enjoyed a memorable fireside chat, led by Orioles owner David Rubenstein, featuring Bill Ripken and Orioles Hall of Famers: Jim Palmer, Eddie Murray, Cal Ripken, Jr., Harold Baines, and Mike Mussina.

















Windy City Golf Classic in Cooperstown, NY

Co-Chairs: Calvin Butler and Ron Kaminski

The Windy City Golf Classic with Cal Ripken, Jr. was held in Cooperstown, New York at the Leatherstocking Golf Course on May 14-15. 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

Ripken Golf Classic

Co-Chairs: Greg Kahlert, Senator Frank Kelly, Scott Nicholson, Paul Nolan, and Pat Whalen

On June 9, we hosted the 19th annual Ripken Golf Classic at Hayfields Country Club in Cockeysville, MD. A fun and beautiful day to benefit programming was more than par for the course.









Left (Top Row, L to R): Calvin Butler, Steve Salem, and Mohan Suntha. (Middle Row): Dan Towriss and Cassidy Towriss; Jermaine Swafford, Sara Swafford, Brooke Butler Wagner, and Josh Wagner; Janet Nolan, Paul Nolan, Tracee Bentley, and Lacee Baughman. (Bottom Row): Jay Baker, Sue Callaway, Robbie Callaway; Garrett Mills, Sinclaire Mills, Oriole Bird, Jeannette Mills, and Jacqueline Colkley; Cal Ripken, Jr., Angel Vazquez, Ellie Ripken, and Bill Ripken.

Above (Clockwise, L to R): Scott Nicholson, Paul Nolan, Cal Ripken, Jr., Greg Kahlert, Senator Frank Kelly, and Pat Whalen; Jim Geier, Brendan Winkler, Greg Palacrolla, Dickie Noles, and Bruce Howard; Jack Morris and Tippy Martinez; Nicole Schneider, Will Carter, Lynnelle Noll, Tony Saunders, and Gil Hutzler.

CAL RIPKEN, SR. FOUNDATION

2025 EVENTS

Ripkens Uncorked

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

On September 25, our friends and sponsors gathered at the Naval Academy Fluegel Alumni Center in Annapolis, MD, for an evening of signature cocktails and culinary favorites. The event featured a dynamic fireside chat hosted by David Rubenstein, with Cal Ripken Jr. and music icons, and Maryland natives, Benji Madden and Joel Madden of Good Charlotte. All proceeds went to support the work of the Foundation.



Top to Bottom (L to R): Benji Madden, Jeannette Mills, and Joel Madden; Mark Piccirilli, Mary Piccirilli, Anna Hanzsche, and TJ Hanzsche; B.J. Surhoff and Joe Carrier; Max Ralph, Roger Ralph, Pat Whalen, and Barbara Whalen; Tom Fleckenstein and Kristin Fleckenstein.



Above (L to R): Kristin Fleckenstein, Laura Pastrana, Laura Ripken, and Stacie Wollman. (Right): Joel Madden, Benji Madden, Cal Ripken, Jr., and David Rubenstein.

















College Basketball Tip-Off Luncheon

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

On October 27, we hosted our 12th annual College Basketball Tip-Off event at the Baltimore Marriott Waterfront in Baltimore, MD. The evening featured an outstanding panel of coaches, including Brenda Frese (University of Maryland), Ed Cooley (Georgetown University), Kim Mulkey (Louisiana State University), and Ryan Odom (Virginia Commonwealth University), moderated by ESPN's Jay Bilas.

(L to R): Brian Kowitz, Nick Shultz, Brooke Butler Wagner, Terry Hasseltine, Brian Wolf, Rick Faint, Ed Cooley, Brenda Frese, Kim Mulkey, Mark Rohde, Pat Tracy, Cal Ripken, Jr., Ryan Odom, Tommy Grace, George Grace, Lindsey Rickards.

Above (L to R): Jay Bilas, Ryan Odom, Kim Mulkey, Ed Cooley, and Brenda Frese. (Middle Row): Cal Ripken, Jr., Ed Cooley, and Jay Bilas; Brooke Butler Wagner, Brenda Frese, and Brian Kowitz; Joshua Scheinker, Brian Wolf, and Nick Shultz.

Mark Butler Memorial Golf Tournament

Co-Chairs: Mark DiSanto, Mike Murchie, Bryn Butler, and Brooke Butler Wagner

In October, golfers came together for our biennial tournament honoring the legacy of former Ripken Board Chairman, Mark Butler. A fun day out on the course supporting the impactful work of the Foundation.

(L to R): Cal Ripken, Jr., Mike Murchie, Brooke Butler Wagner, Jim Rice, and Mark DiSanto.







Above (L-R): Andrew Burke, Greg Bowermaster, Josh Wagner, Dan Bock; Linda Britt, Bryn Butler, and Betty Butler.

CAL RIPKEN, SR. FOUNDATION

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Weller Development Partners

Patrick Whalen
Transamerica

Stacie J. Wollman
Law Office of Stacie Wollman

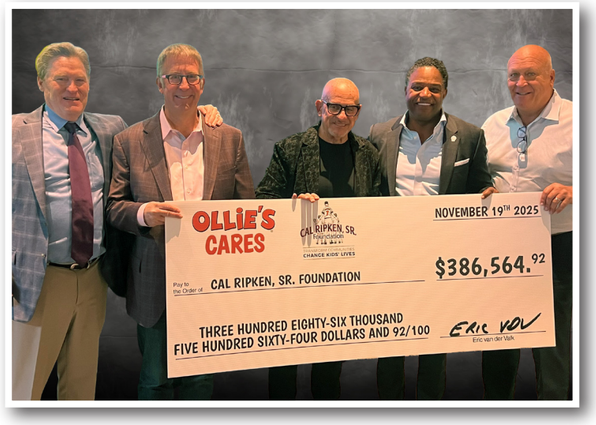
Allen Wright
The Hustings Group

CAL RIPKEN, SR. FOUNDATION

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.

Ollie's Bargain Outlet has partnered with the Ripken Foundation for 17 years, raising over $14 million through in-store customer checkout campaigns and events all to support youth nationwide.



(L to R): Steve Salem, Eric van der Valk, Bob Fisch, Calvin Butler, and Cal Ripken, Jr.

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WORTHINGTON DIRECT

CAL RIPKEN, SR. FOUNDATION

FINANCIALS

Independent Auditors' Report

To the Board of Directors of the
Cal Ripken, Sr. Foundation, Inc.:

Opinion
We have audited the accompanying financial statements of Cal Ripken, Sr. Foundation, Inc. (the Foundation), which comprise the statements of financial position as of December 31, 2025 and 2024, and 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, 2025 and 2024, 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 and the standards applicable to financial audits contained in Government Auditing Standards, issued by the Comptroller General of the United States. 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 and Government 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 and Government 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.

Supplementary Information
Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying schedule of expenditures of Federal awards, as required by Title 2 U.S. *Code of Federal Regulations Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*, is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the schedule of expenditures of Federal awards is fairly stated, in all material respects, in relation to the financial statements as a whole.

Other Reporting Required by Government Auditing Standards
In accordance with Government Auditing Standards, we have also issued our report dated August 11, 2026 on our consideration of the Foundation's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Foundation's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Foundation's internal control over financial reporting and compliance.

SC&H Attest Services P.C.

August 11, 2026

CAL RIPKEN, SR. FOUNDATION

FINANCIALS

Statements of Financial Position

As of December 31,	2025	2024
Assets		
Cash	$ 8,634,514	$ 11,116,806
Investments, at fair value	4,722,319	4,167,409
Grants receivable, net	2,074,985	1,606,469
Pledges receivable, net	5,314,537	6,486,681
Accounts receivable, net	182,803	564,267
Due from affiliates, net	27,891	37,258
Prepaid expenses and other assets	1,976,490	1,536,417
Inventory	787,860	741,210
Property and equipment, net	873,904	1,086,638
Right-of-use asset - operating, net	784,518	969,124
Right-of-use asset - finance, net	32,911	42,866
Total Assets	$ 25,412,732	$28,355,145
Liabilities and Net Assets		
Liabilities		
Accounts payable and accrued expenses	$ 3,354,668	$ 3,085,770
Deferred revenue and other liabilities	1,713,111	1,529,887
Lease liability - operating	839,649	1,022,238
Lease liability - finance	34,250	44,131
Total Liabilities	5,9,41,678	5,682,026
Commitments and Contingencies (Note 5)		
Net Assets		
Without donor restrictions - board designated	2,715,896	2,280,202
Without donor restrictions - undesignated	2,505,554	2,424,369
With donor restrictions	14,249,604	17,968,548
Total Net Assets	19,471,054	22,673,119
Total Liabilities and Net Assets	$ 25,412,732	$ 28,355,145

The complete financial statement for year ended December 31, 2025 including the notes are available upon request.

Statements of Activities

For the Year Ended December 31, 2025
(with Comparative Totals for 2024)

	Without Donor Restrictions	*With Donor Restrictions*	*2025 Total*	*2024 Total*
Revenues				
Federal grants	$ 1,980,630	$ -	$ 1,980,630	$ 1,249,871
Contributions	948,154	1,520,763	12,468,917	23,333,854
Special events, net of direct benefit ($1,429,331 and $1547,319, respectively)	1,790,236	-	1,790,236	1,889,464
In-kind contributions	2,073,249	-	2,073,249	2,007,994
Field rental and other income	676,249	-	676,249	401,382
Investment income, net of management fees	492,360	119,216	611,576	754,423
Net assets released from restriction	15,358,923	(15,358,923)	-	-
Net Revenues	23,319,801	(3,718,944)	19,600,857	28,636,988
Expenses				
Federal grants	1,980,630	-	1,980,630	1,249,871
Youth development parks	4,370,604	-	4,370,604	8,488,605
Other program expenses	5,635,985	-	5,635,985	6,984,152
STEM program and equipment	5,268,496	-	5,268,496	4,147,787
Management and general	3,696,221	-	3,696,221	3,245,491
Fundraising	1,543,363	-	1,543,363	1,527,030
Interest expense	2,968	-	2,968	3,294
Bad debt expense	304,655	-	304,655	707,623
Total Expenses	22,802,922	-	22,802,922	26,353,853
Change in Net Assets	516,879	(3,718,944)	(3,202,065)	2,283,135
Net Assets, beginning of year	4,704,571	17,968,548	22,673,119	20,389,984
Net Assets, end of year	$ 5,221,450	$ 14,249,604	$ 19,471,054	$ 22,673,119

CAL RIPKEN, SR. FOUNDATION

FINANCIALS

Statement of Activities

For the Year Ended December 31, 2024

	Without Donor Restrictions	*With Donor Restrictions*	*Total*
Revenues			
Federal grants	$ 1,249,871	$ -	$ 1,249,871
Contributions	458,012	21,875,842-	22,333,854
Special events, net of direct benefit ($1,547,319)	1,889,464	-	1,889,464
In-kind contributions	2,007,994	-	2,007,994
Field rental and other income	401,382	-	401,382
Investment income, net of management fees	610,914	143,509	754,423
Net assets released from restriction	19,161,385	(19,161,385)	--
Net Revenues	25,779,022	2,857,966	28,636,988
Expenses			
Federal grants	1,249,871	-	1,249,871
Youth development parks	8,488,605	-	8,488,605
Other program expense	6,984,152	-	6,984,152
STEM program and equipment	4,147,787	-	4,147,787
Management and general	3,245,491	-	3,245,491
Fundraising	1,527,030	-	1,527,030
Interest expense	3,294	-	3,294
Bad debt expense	7,352	700,271	707,623
Total Expenses	25,653,582	700,271	26,353,853
Change in Net Assets	125,440	2,157,695	2,283,135
Net Assets, beginning of year	4,579,131	15,810,853	20,389,984
Net Assets, end of year	$ 4,704,571	$ 17,968,548	$ 22,673,119

Statements of Cash Flows

For the Years Ended December 31,	2025	2024
Cash Flows From Operating Activities		
Change in net assets	$ (3,202,065)	$ 2,283,135
Adjustments to reconcile change in net assets to net cash flows provided by (used in) operating activities:		
Net unrealized gain on investments	(152,239)	(190,478)
Depreciation	234,734	310,387
Decrease in discount on pledges receivable	(126,356)	(91,828)
Amortization of right-of-use assets - operating	184,606	180,488
Amortization of right-of-use assets - finance	9,955	9,023
Credit loss expense	304,655	-
Provision for uncollectible pledges receivable	-	157,704
Provision for uncollectible grants receivable	-	549,919
Changes in assets and liabilities:		
Grants receivable	(468,516)	(846,893)
Pledges receivable	1,298,500	2,315,868
Accounts receivable	76,809	(260,851)
Due from affiliates, net	9,367	(2,803)
Prepaid expenses and other assets	(440,073)	(356,589)
Inventory	(46,650)	(699,941)
Accounts payable and accrued expenses	268,898	(384,442)
Deferred revenue and other liabilities	183,224	524,597
Lease liability - operating	(182,589)	(172,423)
Net Cash Provided by (Used in) Operating Activities	(2,047,740)	3,324,873
Cash Flows From Investing Activities		
Acquisition of property and equipment	(22,000)	(20,302)
Net purchases of investments	(402,671)	(764,642)
Net Cash Used in Investing Activities	(424,671)	(784,944)
Cash Flows From Financing Activities		
Repayment of lease liabilities - finance	(9,881)	(7,703)
Net Cash Used in Financing Activities	(9,881)	(7,703)
Net Increase (Decrease) in Cash	(2,482,292)	2,532,226
Cash, beginning of year	11,116,806	8,584,580
Cash, end of year	$ 8,634,514	$ 11,116,806
Supplemental Cash Flow Information:		
Cash paid for interest	$ 2,968	$ 3,294
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

CAL RIPKEN, SR. FOUNDATION

2025 DONORS

Cal Ripken, Sr. Society

$250,000+

Devon Energy Corporation
Exelon Foundation
Farmington Municipal Schools
The Kahlert Foundation
Major League Baseball
Maryland State Department of Education
NY-NJ HIDTA
Ollie's Bargain Outlet
Permian Strategic Partnership
Quanta Services, Inc.
Candace & Bill Ripken
Laura & Cal Ripken, Jr.
State of New Mexico
Tennessee Valley Authority
Cassidy & Dan Towriss
Group 1001
United States Department of Justice, Office of Juvenile Justice & Delinquency Prevention
Brooke & Joshua Wagner
Michael Weirsky

Hall of Fame Society

$100,000-249,999

Patty & Jay Baker
Patty & Jay Baker Foundation
The City of Green, Ohio



(L to R): Tony Reagans and Mike Murchie.

John DeMattia
Hall Neighborhood House
FIELDS
Gallup McKinley County School District
Pat & Don Kirk
Kirk Family Foundation
Local Initiative Support Corporation
Mark & Marna McNaughton
The McNaughton Foundation
David Rubenstein
Southwest Airlines
TC Energy
Under Armour
University of Maryland Medical System
The Whiting-Turner Contracting Company

Platinum Club

$50,000-99,999

Baltimore Gas and Electric
Battelle
Scott Brickman & Family
Brown Advisory
Constellation Energy
Edgewater Federal Solutions, Inc.
The Encantado Foundation
Encore
ExxonMobil
Bonnie & Harold Himmelman
Kelly Benefits
League of Dreams, Inc.
Cindy & John Lee
M&T Bank
Millennium Enterprise Corporation
Naples Children & Education Foundation
Repsol Oil & Gas USA, LLC
Richard S. Reynolds Foundation
The Roche Family Foundation
Rowan Digital Infrastructure
South Baltimore Gateway Partnership
State of Maryland Crime Prevention, Youth & Victim Services
Transamerica
VPC, Inc.
The WAY Foundation, Inc.

Gold Club

$25,000-49,999

Act Global
Ardmore Roderick
Melissa & Kenneth Baldwin
Baltimore Orioles
Sue & Robbie Callaway
ConocoPhillips
David Mason & Associates
Delaware North Companies, Inc.
DraftKings Inc.
Eugene B. Casey Foundation
Stephanie & Robert Fisch
Flogistix, LP
Rick Freedman, Nancy & Ben Remak, Penny Freedman
Eugene and Ruth Freedman Family Foundation
The Freedom Forum, Inc.
Donna M. Giordano
Harley-Davidson Foundation, Inc.
Meridith & Ron Kaminski
The Kaminski Family Impact Fund
McCormick & Company, Inc.
Jeannette Mills
MZI Group, Inc.
Otis Elevator Company
PetroQuip Foundation
Mark & Mary Piccirilli
FirstPic, Inc.
PNC Bank / PNC Foundation
Prince George's County Police Department
Pyramid Network Services, LLC
Allen Reed
Mr. & Mrs. Sargeant Reynolds
Virginia Sargeant Reynolds Foundation
The Rieder Family Foundation
Salado Isolation Mining Contractors, LLC
The Sherman Family Foundation
St. Luke's University Health Network
Still Got Game Foundation
Summit Trail Advisors LLC
Ted Williams Museum & Hitters Hall of Fame, Inc.
Mr. & Mrs. Pat Tracy

Silver Club

$10,000-24,999

Amazon
Baltimore Ravens
Baytex Energy USA, Inc.
Dana & Irv Bisnov
bpx Energy
BSN Sports
Carrier Family Foundation
Catalyst Funds Intelligent Alternatives
Community Fund Ohio
Continental Realty Corporation
CSX Corporation
Cyntech USA
Delaware Life
Espanola Public Schools
Geier Family Foundation
Pam & Jim Hall
Halligan Charitable Fund
HBK Engineering
InfraSource
John Burns Construction Company
JW Didado Electric
Kaiser Permanente
Ken's Creative Kitchen
Law Office of Stacie J. Wollman, PC
Liberty Energy Services, LLC
M.J. Electric, LLC
Carolyn & John Maroon
Maroon PR
Marshfield Associates, Inc.
Maryland Department of Housing & Community Development
Mid Penn Bank
Murtech
National Center for Missing & Exploited Children
Janet & Paul Nolan
Richard & Ellen November
Parity
Mr. & Mrs. Robert Pastrana
Pinnacle Construction Inc.
Mr. & Mrs. Andy Poulos
Quanta Infrastructure Solutions Group LLC
Elaine & Roger Ralph
Joanne & Tim Regan
Smartlink Group
Turn 2 Foundation, Inc.
Venable LLP
Vista Equity Partners
Worthington Direct



(L to R): Missy Carrier, Joe Carrier, Jeannette Mills, Will Trumm, George Grace, Mark Rohde, Cindy Rohde, Tommy Grace, and Pat Whalen.

Bronze Club

$5,000-9,999

16W Marketing, LLC
Advanced Productions
Allegis Group/TekSystem
Anne Arundel ENT & Facial Plastic Surgery
Bradie Barr & Tollie Miller
Boyer & Ritter, LLC
Burns McDonnell
Betty Butler
Caruth Group Holdings, LLC
CBRE
Chesapeake Corporate Advisors, LLC
City Parks Foundation
Cooperstown Distillery
Cornerstone Advisory
Donna & David Daneman
Deloitte LLP
DREAM
DRIVEN Members, LLC
Eastern Excavating & Grading, Inc.
Enders Insurance
Ernst & Young
Excelsia Injury Care
First National Bank of Pennsylvania
Kristin & Thomas Fleckenstein
Law Office of Thomas Fleckenstein P.A.
Freeplay Management Company
The Harris Gibson Group At UBS
HB Wealth Management, LLC
Heller Kowitz Insurance Advisors
Jan & David Hoffberger
J.B.A. Chevrolet
J.C. Bar Properties
Janus Henderson
Kevin Harvick Foundation
Lacey LaBarge
LaBarge Financial
Leading Authorities, Inc.
Jay LeBow & Mary Mathews
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Lewis Contractors
M&M Heating & Cooling
Joe McDevitt
McGuire Woods

CAL RIPKEN, SR. FOUNDATION

2025 DONORS

MDP Insurance
Nance Carpet & Rug Company
Orrstown Bank
Padonia Corporation
Benjamin Posen
Debbie Potter
Potter Law, LLC
RCM&D, Inc.
Dr. Scott Rifkin
Leslie & Alan Rifkin
Rifkin Weiner Livingston LLC
RKL, LLP
Nancy & Karl Roes
Mr. & Mrs. Mark Rohde
Scarborough Capital Management, Inc.
SeventySix Capital
Shapiro Sher Guinot & Sandler
Kim & Mohan Suntha
University of Maryland
Chris Vallely
Lorraine & Chris Wallace
Barbara & Patrick Whalen
Whiteford, Taylor & Preston
Wilsbach Distributors, Inc.

Copper Club

$1,000-4,999

The Alexandra & Michael Elias Charitable Fund
Ally Tax Group, Inc.
Archdiocese of Baltimore
Sara Arthur
Arthur Law Group, LLC
The Bazaar, Inc.
Barbara Bennett
Black Bear Sports Group
Anne & Jim Bolduc
Margaret & Charles Bowen
Timothy Brown
Buckey Clemson Foundation
Sharon & Calvin Butler
Thomas Carey, Jr.
Teresa Carter
CCBC / Catonsville Community College
Charles Henry Fine Woodworking
Citizens Bank
COE Insurance
Allen Cohen
Cohen & Greene, P.A.
Paula Conrad
Barbara & Paul Cooper
Coppin State University
County of Eddy
Crown Title Corporation
Cruisin Ocean City
Joseph Crumbling
The CWS Group - Morgan Stanley
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Drumcliffe LLC
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Edward St. John, Foundation, Inc.
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Epic Energy
Allyn Feinstein & Lonnie Ritzer, Esq.
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Firstrust Bank
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Frost & Associates
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Harvey Gershman
Gershman Charitable Fund
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GivingTrax Foundation
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Harvest Investment Consultants
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Holly & John Hoey
Shirley & Alvin Howes
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Hyatt & Weber, P.A.
Erika Key
Colin Lake
Daniel Lasik
Link Bank
Loyola University
Luminis Health Anne Arundel Medical Center Foundation
James Lynch
Robert Matthews
Cynthia McCabe
Members First Federal Credit Union
Merritt Construction Services
John and Marian Miller
Miller Brothers Chevrolet-Cadillac
Kimberly Missig
Nicholas Moore
Jennifer Muller



(L to R): Tom Brasuell, Marna McNaughton, and Mark McNaughton.

Karen Owen
Pamela Hobbs Charitable Fund
Vaughn Pengelly
Nicholas Piazzola
Powers Home
Raffaniello & Associates, LLC
Damon Ralph
Rawlings
Tami & Kevin Reeder
Rice Posner Mastracci Family Law Practice
Joe Ritch
Rupell Funeral Home LLC
Saint Agnes Healthcare
Scheeder Charitable Fund
Joshua Scheinker
Scheinker Legacy Wealth Advisors
Jeffrey Scott
Dale Shields
Kevin Simmons
Rita Simpson
Lisa & Chrisopher Smith
Southeast New Mexico College
Stafford Systems, Inc.
Statewide Septic Tank Service, Inc.
The Summit School
The Thorson Foundation
Mr. & Mrs. Carl Truscott
University of Long Island
University of Maryland, Baltimore County
VEX Robotics
The Walker Hall Firlie & GPS Groups of RBC Wealth Management
Walsh Engineering & Production, Inc.
Arthur Warshaw
Elizabeth Washington
Wells Fargo
Cherie Wigfield
Richard Williamson
Annie Witkus
Y in Central Maryland
Adam Zarren
Zarren Law Group, LLC

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.

- **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 donation 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!





TRANSFORM COMMUNITIES
CHANGE KIDS' LIVES