

# 2024

## IMPACT REPORT



**OUTWARD BOUND**  
CALIFORNIA





**New  
Executive  
Director**



**Two Staff Members  
Received OBUSA  
National Awards**



*Photo Credit: Irene Yee*

**60 People Went Over  
the Edge at the City  
Skyline Challenge**



**Joshua Tree  
Basecamp  
Purchase**

# MAJOR MILESTONES



*Photo Credit: Katie Sugarman*

**More Ropes  
Challenge Course  
Students for the  
Fourth Year in a Row**



# LEADERSHIP LETTER

## Dear Friends,

This year, more than 3,000 students came to our bases in California to get outside. They climbed granite, hiked along cholla cactus lined trails, licked their bowls clean, and leapt off logs at our Ropes Challenge Course. Their end-of-course reflection letters tell the stories of how their uncertainty at their beginning turned into confidence as they started—and completed—new things.

In post-course surveys, students shared that they felt more prepared to face their worlds: 77% said they gained confidence to try new things, and 86% said they gained the courage to take on new challenges.

**77%**

*gained confidence  
to try new things*

**86%**

*gained the courage to  
take on new challenges*

I'm newly returning to Outward Bound, so I can't take credit. But I'm just as inspired to be part of this journey—where students discover courage, confidence, and connection. Outward Bound was a pivotal experience for me too—where I honed leadership skills and built lasting relationships on the rocks, rivers and trails of the Appalachians.

Stepping into the unknown, as those 3,000 students did in 2024, brought them together. They made deep connections forged by shared adventure and reflection. I'm told we say this every year—and I believe we always will—but the spark of connection ignited on an Outward Bound course has never been more vital than it is today.

Thanks for being alongside us in this journey. I hope you enjoy reading this Impact Report with a snapshot of what we've done together this past year. If you're inspired by what these students are doing outside, let's talk. I'd love to share more of their stories and what's ahead.

With gratitude,



Stephen Streufert  
Executive Director  
Outward Bound California

*Stephen and his daughter,  
all smiles at the Seattle Half Marathon.*

# ALUMNI STORY

## Paul & Levi Ruddick: A Father-Son Outward Bound Legacy

In July, Levi joined a crew of seven to hike through Sequoia Kings Canyon, a place John Muir called Yosemite's rival for its spectacular beauty.

It was Levi's third Outward Bound expedition. He had seen pictures of the Sierra and wanted to experience the "absolutely gorgeous California mountains" for himself.

As he got older, his first Outward Bound experience stuck with him. He wanted a bigger challenge, and the beauty of the Sierra made OBCA his next step. The course was much harder, he said, but it was the kind of hard that's doable and finite—totally different from school, where the deadlines keep coming and the pressure never lets up.

Levi loved not having his phone. When it's always within reach, it's hard to step away. He said he doesn't want to scroll endlessly, but it's easy to get pulled in. The expedition gave him the space to fully unplug, be away from that option, and then not miss the screen at all.

His dad, Paul, also an Outward Bound alum, said it was detoxing for Levi. And even if it doesn't end all the mindless scrolling forever, "It's a reference point—an experience of a totally different way of living where you don't need any of it. Now he knows that it's possible to reset, and that will last his whole lifetime."

This most recent expedition was exactly that—a reset before college. Levi felt like it was a microcosm of what was coming: a new place, new sleeping arrangements, meeting new people.

Now, as Levi takes steps toward becoming an emergency room doctor, Paul sees the connection. These experiences gave him the confidence to know he's capable of doing really difficult things.

"The physical challenges I faced give me the resilience I need to face other challenges in the 'real world.'"

— Levi



*Lots of snow on Paul's course!*



*Through Paul's eyes  
Sierra Nevada 1990s*



*Wildflowers and views*



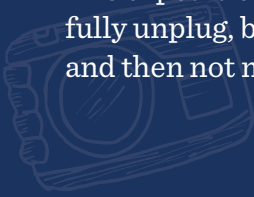
*Levi taking it all in*



*Levi on Alta Ridgerun to  
Moose Lake*



*Paul (right)  
and crewmate*



# FINANCIAL OVERVIEW

In 2024, OBCA ended the year with a \$248K deficit. While expenses remained aligned with our budget, revenue came in below projections. This was largely due to staffing transitions in the Development team and challenges in filling both Open Enrollment and Group courses. Despite these hurdles, OBCA continued to deliver high-quality programming and invest in our long-term goals. We are actively addressing these challenges and are optimistic about the year ahead, with new strategies in place to strengthen both contributed and earned income.

## Total Revenue

### Contributed Revenue

**A** \$2,609,019 - 61%

### Employee Retention

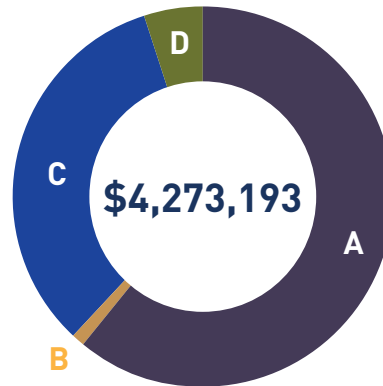
**B** \$39,106 - 1%

### Earned Revenue

**C** \$1,408,643 - 33%

### Other Income

**D** \$216,426 - 5%



## Total Expenses

### Program

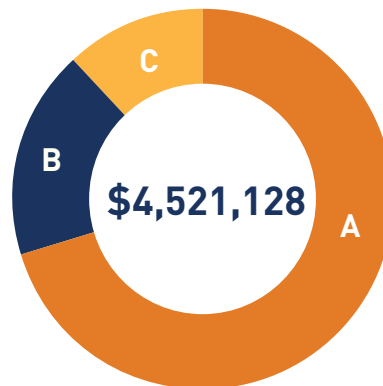
**A** \$3,207,847 - 71%

### Fundraising

**B** \$807,582 - 18%

### Administration

**C** \$505,700 - 11%



Unaudited financials



Photo Credit: Katie Sugarman

"Thank you for this incredibly memorable experience + opportunity for growth. Spending time with other women veterans brought back memories, gave me a safe space to look inward, and helped me remember what is important."

After a difficult couple of years, I really needed some time to focus on myself and think about what I want out of the next chapters of my life. Outward Bound gave me this sanctuary to really consider what my needs are. It also gave me a chance to challenge myself and remember that I can accomplish the goals I set for myself."



- Michelle H.

Joshua Tree Backpacking for Women Veterans

# CITY SKYLINE CHALLENGE

During our epic fundraiser, City Skyline Challenge, we took the plunge from the 36th floor of the Grand Hyatt in San Francisco's Union Square! With spectacular views of the full skyline and the energy of the city below, it was an adventure like no other—all to support scholarships for summer programs!

NEARLY  
**\$200K**  
RAISED FOR  
SCHOLARSHIPS

**THOUSANDS**  
OF ONLOOKERS AT THE  
BEST LANDING ZONE

**60**  
RAPPELLERS STEPPED  
OVER THE EDGE

**36**  
FLOORS—OUR  
LONGEST RAPPEL YET!

## 2024 Event Sponsors

### Summit

BLACK DOG DONOR ADVISED ACCOUNT

### Peak



Fort Point  
Capital Partners



### Expedition



**Thank you to our  
incredible sponsors!**

*GoPro staff, Andrew,  
(pictured) rappels for the  
second time*

Photo Credit: Irene Yee



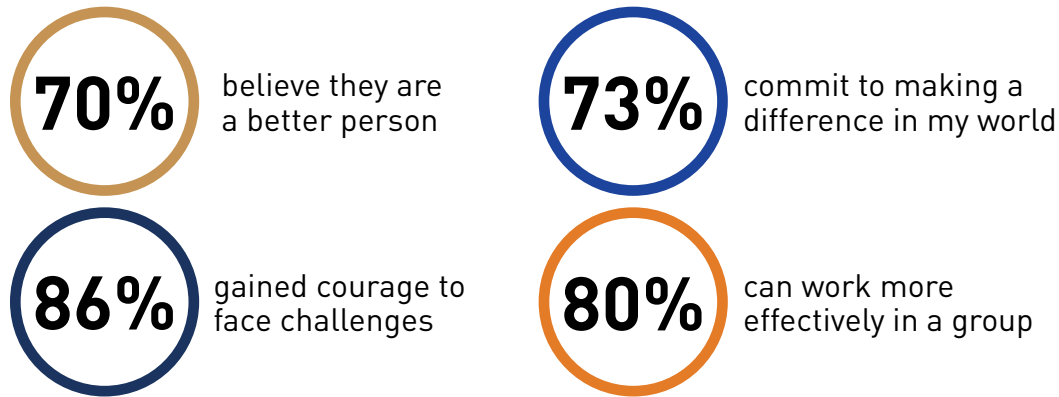
# IMPACTFUL OUTCOMES

*Outward Bound California expeditions leave a lasting impact.*

Participants return with fresh perspectives, greater resilience, and stronger leadership skills. Time in the wilderness builds confidence, communication, and a sense of responsibility that carries into daily life.

In post-course surveys, students shared how the experience shaped them:

## EXPEDITIONS PARTICIPANTS



## ROPES CHALLENGE COURSE PARTICIPANTS

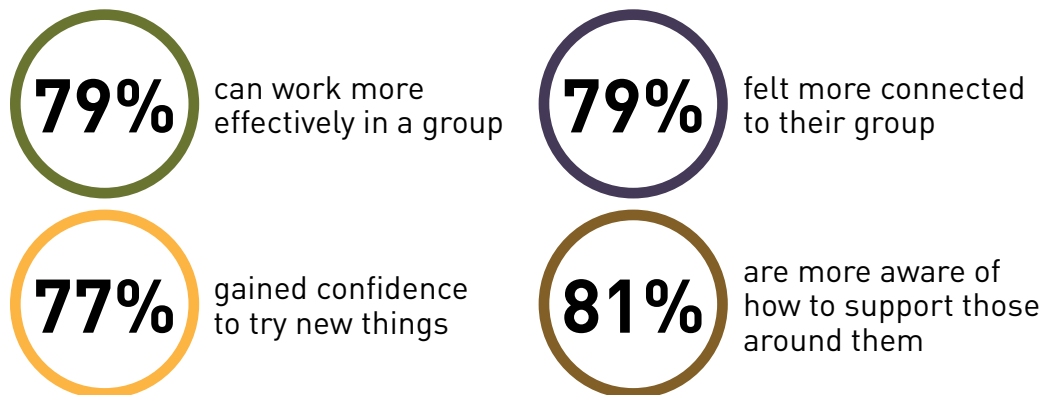


Photo Credit: Katie Sugarman

## BY THE NUMBERS



# ROPES CHALLENGE COURSE

## Community Days at the Ropes Challenge Course

Most programs at the Ropes Challenge Course are booked by intact professional and community groups, but one Saturday a month, February through October, we open up the course to the community for free! In 2024, we had 10 community days, and 236 participants showed up!

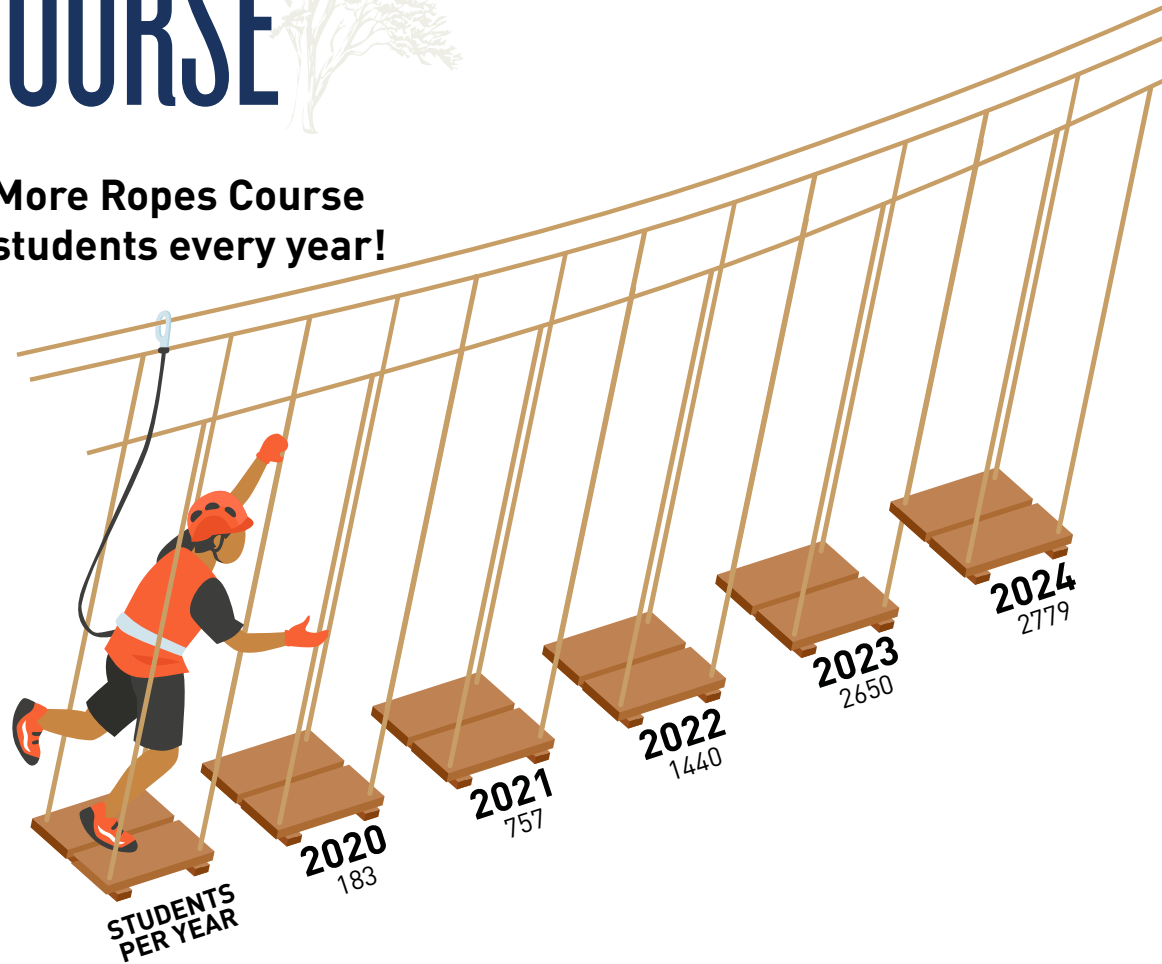
"Aside from dangling in the air I enjoyed the activities prior to the start of the course. It's a helpful way to get people to slowly open up and step out of their comfort zone. The activities were a fun way to promote team building and strategizing with our peers."

*- Mariah J.*  
Community Day Participant



Photo Credit: Katie Sugarman

## More Ropes Course students every year!



"This was the first field trip where students overcame fears, genuinely supported each other, and for once race was not an issue or barrier. It was possibly the best field trip I have ever been on. The program is set up for students to take risks and change their minds if they are over their heads but it's all based on encouragement and support. I saw leaders emerge from students who are not leaders at school. I saw people encouraging and supporting students they don't even talk to at school on campus. It was an amazing experience."

*- Tamar S.*  
Peer Resources Coordinator and Teacher,  
SFUSD Martin Luther King Middle School

# JOSHUA TREE



## Rooted in the Desert: A New Chapter in Joshua Tree

We officially purchased a basecamp in Joshua Tree at the end of 2024! Just a five-minute walk from the northern boundary of Joshua Tree National Park, the site is a multi-function property with three buildings and nearly five acres of land.

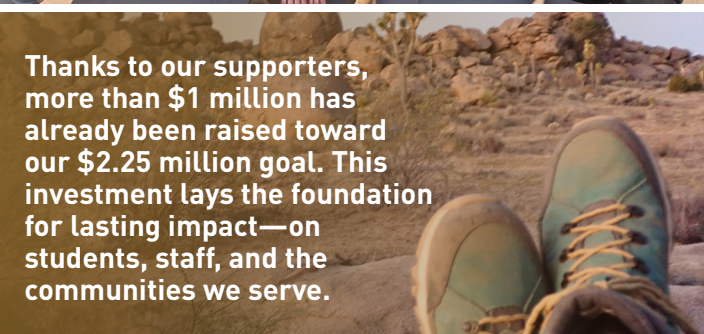
The investment in a permanent Outward Bound home provides immediate savings in temporary rental accommodations for our staff, and seasonal transportation and storage of our expedition gear. Having climate-controlled accommodations, ample storage and close proximity to the park tremendously improves our staff recruitment and retention capabilities.

This new space is already serving as a home base for staff and programming—and its potential is just beginning to unfold. With this permanent basecamp, we're poised to:

- Expand our program offerings to students with limited access to outdoor education
- Provide a safe and welcoming environment for outdoor education for more young people
- Ensure the best staff to lead our programs with permanent and secure housing
- Protect the natural beauty of Joshua Tree through sustainable practices
- Join the Mojave Desert community to bring enrichment and team building opportunities to participants of all ages



*Photo Credit: Jonathan Dasani*



Thanks to our supporters, more than \$1 million has already been raised toward our \$2.25 million goal. This investment lays the foundation for lasting impact—on students, staff, and the communities we serve.



## From Point Reyes to Joshua Tree: A Decade of Discovery with Mission High

In 2011, we began our partnership with San Francisco's Mission High School, bringing nine students on a three-day backpacking trip in Point Reyes. Over the years, our collaboration has expanded to include one-day urban programs, backpacking and rock climbing adventures, and ropes course challenges.

In 2024, students from the Fire/Emergency Medical School program participated in Wilderness First Aid (WFA) training in Joshua Tree National Park, marking an exciting new chapter in our work together.

Through this long-standing partnership, we've had the privilege of watching students build confidence, resilience, and gain real-world experience through outdoor challenges.



"The OBCA crew has been incredible. My students went in hesitant and nervous—most had never been camping, and some had never spent a night away from their families.

Watching their transformation has been a true highlight of my 20 years teaching. Seeing them deepen relationships, build confidence, learn new skills, step into leadership, and practice following was amazing. I loved watching their excitement for and connection to nature grow."

*- Elena Hillard*

Fire Sciences Instructor, Mission High School

"I didn't know how beautiful the night sky was—it was filled with so many stories. I learned a lot about constellations. It's easy for people to forget how much they have when they're so accustomed to it.

This trip away from technology and everyday struggles was a real deep breath—like when you've been holding your breath underwater for a long time, and that first breath when you come up is so refreshing.

Every day on this trip made me appreciate so many little things. Every day felt like that deep breath out of the water."

*- Giselle J.*

Student, Mission High School



# MIDPINES



## Minarets Return: High Sierra Course Area Update

We paused using the Minarets for expedition after the 2020 Creek Fire. But this year, students and staff returned to this stunning alpine zone to find granite peaks, clear alpine lakes, and signs of land recovery all around. It's been moving to witness the landscape's return—and to explore it once again.

This course area stretches from Lillian Lake to Fernandez Pass, up to Isberg Lakes and the North Fork of the San Joaquin River. It's full of options for solos, horsepacker resupplies, and backcountry climbing.



# 2024 AWARD RECIPIENTS



*Han Bourne*



*Jason Schmidt*

Each year, Outward Bound USA selects just four outstanding staff from hundreds for their impact on Outward Bound and the communities we serve. This year, Outward Bound California staff earned two of those top honors!

Han Bourne, Staffing Manager and Instructor, received the *Marina Ewald Award* for advancing and improving the student experience.

Jason Schmidt, Director of Programs and Safety, received the *John McGrory Award* for his significant contributions to program safety.

**“There is more in us than we know if we could be made to see it; perhaps, for the rest of our lives we will be unwilling to settle for less.”**

*- Kurt Hahn*

# SCHOLARSHIPS

We are guided by the belief that every person, regardless of means, should have the opportunity to discover more within themselves through the challenge and adventure of an Outward Bound course.

In 2024, more than half of our students received a scholarship or financial assistance to attend a program. Thanks to the generous support of our donors, we were able to provide full tuition, gear, and travel for participants in programs like the Youth Leadership Corps, the Pinnacle Scholarship Program, and Outward Bound for Veterans.

We also offered scholarships to youth-serving organizations on our Ropes Challenge Course, expanding access to day-long experiences that build confidence and connection. For our open enrollment expeditions, we worked with individuals through case-by-case tuition reductions and offered sliding scale options to make our courses more accessible.

While financial barriers still exist, we are continually working to reduce them—because we believe the outdoors should be a place where everyone belongs.

**\$543,836**  
IN SCHOLARSHIPS AWARDED

"I am so grateful for this opportunity — it makes me so happy to say I have accomplished so much and learned so much about myself through the expedition. I learned that I am stronger than I think. I am ready for any change that may occur in my everyday life just as I am getting ready for the next big step: college. I will never forget the friendships, the lessons, the views and the night skies. I have embraced Outward Bound and grown from it. I am ever so grateful."

*-Princess H.*  
Pinnacle Scholar 2024



# LEADERSHIP & SUPPORTERS

## 2024 BOARD LIST

Ed Colloton  
(Co-Chair)

Winn Ellis  
(Co-Chair)

Abraham Simmons

Alan Nguyen

Alicia Light

Claudia Lewis

Emily Ketchen

Fernando Sucre

Glen Tripp

Greg Yap

Jonathan Schmidt

Kendra Frisbie

Myriah Jaworski

Paul Danielsen

Ron Will

Steve Hagler

Topher Solmssen

Tris Brown

"Outward Bound was founded more than 80 years ago, but it's as if it was designed perfectly for this moment in time. We all need to connect deeply with ourselves, with other people, and with nature. Outward Bound does all three while also helping us see what we are capable of."

- Glen T.

### Introducing Glen Tripp

Glen joined our board in 2024 - he brings decades of experience in experiential education and a deep belief in the power of nature-based learning. He founded Galileo Learning in 2002, where more than 10,000 staff have since served over 600,000 students across 75 cities. As a Scoutmaster he led 80 backpacking and camping trips with his beloved Troop 15 over the past eight years. Now retired as CEO, Glen continues to advise education startups and serves on the boards of Galileo and Scouting America's local region.

At Outward Bound California, Glen is a member of the Sustainability Committee, helping to develop a multi-year vision that develops stronger structural economics while also increasing impact. Additionally he is working with the group partnership team to forge new collaborations with schools, non-profit groups, and corporations that bring Outward Bound's leadership development expertise to more people.



Photo Credit: Irene Yee

# 2024 PARTNERS

## Bay Area

- Abraham Lincoln High School
- AIM High
- Balboa High School
- Bayview Hunters Point YMCA
- Boys & Girls Club of San Francisco
- Branson School
- Buena Vista Horace Mann School
- California Academy of Sciences
- Carlmont High School
- Chinatown Community Development Center
- Chinatown YMCA
- City College of San Francisco Women's Basketball
- City of Richmond- Youth Outdoors Richmond
- Corte Madera School
- Creative Arts Charter School
- CYC Community Youth Center of San Francisco
- De Marillac Academy
- Dr. Martin Luther King Jr Academic Middle School
- Drew School
- Encinal High School
- Environmental Travel Companions
- Forest and Tree
- Fresh Lifelines for Youth
- Friends of the Urban Forest
- Golden Bridges School
- Hayward High School
- HealthPATH
- James Logan High School
- John O'Connell High School
- Kaiser Permanente Launch Program
- Kingmakers of Oakland
- Kipp Esperanza High School
- La Scuola International School
- Marin Search & Rescue
- Mentoring for Success
- Mission Bay Hub
- Mission High School
- Mountain View High School
- Oakland International High School
- Oakland Unified School District
- Parkside Intermediate School
- Peer Resources
- Peninsula Bridge
- Pittsburg High School
- Presidio Hill School
- Presidio Knolls School
- Project Avary
- Richmond Neighborhood Center
- Rosie the Riveter Trust
- Saint Raphael School
- San Francisco Fire Youth Academy
- San Lorenzo High School
- Schools of the Sacred Heart
- SF Brightworks
- Skyline College
- Sunrise Middle School
- Tennyson High School
- United for Success Academy
- United Way Bay Area
- Urban Ed Academy
- Visitacion Valley Middle School
- Westborough Middle School
- YES Nature to Neighborhoods
- East Yard Communities for Environmental Justice
- Escalamos
- Los Angeles College Prep Academy
- Mission High School
- Nature Nexus Institute
- Pittsburg High School
- Sunrise Middle School

## High Sierra

- Berkeley Hall School
- Branson School
- Kingmakers of Oakland
- Menlo School
- Nature Nexus Institute

## Southern California

- Academia Anawakalmekak
- Alliance Collins
- Alliance Gertz-Ressler High School
- Archer School for Girls
- CSUN Associated Students Outdoor Adventures

## Professional Groups

- Airbnb
- CBRE
- Intuit
- Legalist
- Twilio

# INSTITUTIONAL FUNDERS

We're so grateful for our funders who make our scholarships and programs possible. Thank you for your support and generosity.

- Adams Legacy Foundation
- Alameda Compliance
- Apple
- Ares Industrial Management
- Arthur & Carlyse Ciocca Charitable Foundation
- Bernard Osher Foundation
- Black Dog Private Foundation
- Bothin Foundation
- ByteDance
- Chrysalis Fund
- Climate Ride
- Costco
- Crescent Porter Hale Foundation
- Dean and Margaret Leshner Foundation
- DeWitt Scholarship Fund
- Dodge & Cox
- Ford Motor Company
- Fort Point Capital Partners
- Goodby Silverstein & Partners
- GoPro
- Hellman Foundation
- Henry Mayo Newhall Foundation
- Hobson/Lucas Family Foundation
- Koret Foundation
- Lampert Byrd Foundation
- Lisa Stone Pritzker Family Foundation
- March Conservation Fund
- Meg O'Neill Memorial Scholarship Fund
- Meta
- Microsoft
- Netflix
- Noah Langholz Remembrance Fund
- Patterson Family Foundation
- Pisces Foundation
- PricewaterhouseCoopers LLP
- RBC Capital Markets, LLC
- Salesforce
- San Francisco Department of Children Youth and Families
- Scott McAndrews Field Staff Professional Development Fund
- Send a Kid to Camp Inc.
- Shauna M. and Kevin B. Flanigan Family Foundation
- Sky's the Limit
- The St. Louis Trust Company
- The Stanley S. Langendorf Foundation
- Virginia Adams Fund for The Ansel Adams Wilderness
- Vital Projects Fund
- Walther Foundation
- Wamuemra Charitable Trust
- Wells Fargo
- William E. Simon Foundation
- William K. Bowes, Jr. Foundation

# OUR SUPPORTERS



## \$25,000+

- Claudia Lewis and Woody Scal
- The Chrysalis Fund
- Dana and Bob Emery
- Ed and Eve Colloton
- Paul Danielsen
- Steve and Susan Chamberlin
- Black Dog Private Foundation

## \$10,000 - \$24,999

- Alicia Light
- Alpa Sheth and Rohan Palekar
- April and Peter Kelly
- Arthur and Louise Patterson
- Isabel and Donna McAndrews
- Chris Larsen
- Danielle and Brooks Walker Jr.
- Emily Ketchen
- Greg Yap and Mauria Finley
- Jeff Goodby and Jan Deming
- Laura and Greg Spivy
- Michael Whalen
- Natalie McCullough and Erik Larson
- Ron and Tina Will
- Steven Merrill
- Susan Auerbach and Bryan Langholz

## \$5,000 - \$9,999

- Anne and Perry Klebahn
- Elisabeth and Robert Fisher
- Glen Tripp and Lauren Dutton
- Katherine and Duncan Kennedy
- Katie and Spencer Fast
- Laura Kohler and Stephen Proudman
- Mary Anne Nyburg Baker and Leonard Baker, Jr.
- Meg Garlinghouse
- Peter and Nancy Copen
- Susan and David Tunnell

## \$1,000 - \$4,999

- Abe and Jennifer Friedman
- Abraham Simmons and Nancy Sur
- Alan Nguyen and Trish Lee
- Alan R Coar
- Alexander Sacerdote
- Allan Graves
- Andrew and Amy Lundberg
- Andrew Baumgartner
- Anne Hoffman
- Bartlett and Paulette Frisbie
- Carl Kawaja and Wendy Holcombe
- Catherine Smith and Peter Maxson
- Chace Schornstein
- Christopher Marshall and Cynthia Carroll
- Christopher Solmssen and Courtney Cooney
- Concepción and Irwin Federman
- Damon and Michelle Lewis
- David and Carla Crane
- Deirdre and Christopher Hockett
- Dennis Fisco and Pam Polite
- Diana Nelson and John Atwater
- Doug Levick
- Dr. Leila Khazaeni and Babak Khazaeni
- Eric and Jennifer Norris
- Eve Niquette and Charles Pohl
- Fernando Sucre
- Gordon Atkinson
- Ivan and Maris Meyerson
- James and Pamela Wilson
- Jamie Rosen and Jeanine Strickland
- Jennifer O'Neill
- John Dalbey
- John Sobrato
- Jonathan Schmidt
- Joseph Belanoff
- Judith and Joseph Cook
- Julie and Will Parish
- Jun Makihara
- Kelly Munson and Jonathan Clark
- Kessler Halberg
- Lauren Kinch
- Lee and Rachel Ault
- Lindsey Pearson
- Lindsey Walker
- Mary and Jerome Vascellaro
- Mary and John O'Neill
- Will Evers and Melinda Ellis Evers
- Frances Kieschnick
- Mike and Cindy Kamm
- Mindy Glass
- Mountain Camp
- Penny Tsih
- Philip and Cayley MacDonald
- Richard and Sandra Johnson
- Rick & Cindy Simons
- Sally Carlson
- Sandra Griffin
- Sascha and Michelle Mornell
- Scott Pearson and Diana Farrell
- Stephanie Brower
- Stephanie Menon
- Steve Dodd
- Steve Hagler and Julie Marcus
- Su-Moon Paik and Bob Brown
- Ted and Kristen Breck
- The Bay Ride
- Todd Locicero
- Tom and Carrie Cusack
- Tom Rapp
- Tony Conrad
- Trevor and Karen Lee Wright
- Will Clifford

*All contributions listed were made in Fiscal Year 2024 between January 1, 2024 - December 31, 2024*



OUTWARD BOUND  
CALIFORNIA

My name is Evelyn [REDACTED]. I am 16 year old from Orange County CA. I attended a 14-day backpacking and rock climbing in Yosemite. During this 2 week it felt so ~~fast~~ but throughout the journey I ~~felt~~ myself grow as a person, be a better person but also as a leader. In the journey even though there was some challenges throughout the process you overcome it with the help of the community you ~~but~~ ~~built~~ built during the 2 weeks but also ~~independently~~ independently. Which then became more valuable as you slowly grow as a person through these experience. Overall this experience was incredible it has for sure created life-long memories as well as the friends built throughout the way.

## Contact Us

For more ways to get involved with Outward Bound California, email us at [info@outwardboundcalifornia.org](mailto:info@outwardboundcalifornia.org) or call 415.933.6222

548 Market St, PMB 68876  
San Francisco, CA 94104



DONATE:  
[obca.org/donate](https://obca.org/donate)

## Get Connected



BLOG:  
[obca.org/blog](https://obca.org/blog)



INSTAGRAM:  
[@outwardboundcalifornia](https://www.instagram.com/outwardboundcalifornia)



FACEBOOK:  
[@OutwardBoundCA](https://www.facebook.com/OutwardBoundCA)



LINKEDIN:  
[@outwardboundcalifornia](https://www.linkedin.com/company/outwardboundcalifornia)

