

Wind Powered.
Mission Driven.

**COURAGEOUS SAILING
ANNUAL REPORT 2023**



COURAGEOUS SAILING

01 Who We Are

Leadership Staff

Dave DiLorenzo,
Executive Director

Jennifer Bodde,
Education Director

Russ Ronalds,
Operations Manager

Caitlyn Ridgely,
*Events & Membership
Director*

Alexe Taylor,
*Youth Program &
Outreach Director*

Francis Bone,
Fleet & Facilities Manager

Jesse Hamilton,
*Assistant Fleet &
Facilities Manager*

Will Culver,
*Membership
Engagement Manager*

Abbie Doane-Simon,
STEM Coordinator

Hannah Hatch,
*Outreach & Education
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Tom Martel

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Zach Mitchell

R. Gregg Nourjian

Harry Ostrander

Melissa Partridge

Michael Silvia

Ladd Thorne, Sr.

Richard Tubman

Leadership Council

Marjory Bravard

Simon Colley

Alison Simons

Martin St. John

Stewart Solomon

Courageous Sailing: Who We Are

Since 1987, Courageous Sailing has made it possible for people of all ages, backgrounds, and abilities to access and enjoy the water, the sport of sailing, and meaningful learning opportunities. We serve the community through lessons and memberships for adults, sailing for those with special needs, corporate teambuilding, and a thriving youth program utilizing sailing, the marine environment, and science education as platforms for social-emotional growth. **Our mission: to transform lives through sailing programs that inspire learning, personal growth, and leadership.**

Our work continues to be inspired by the words of Mark Lindsay, a beloved member of the Courageous community who died in 2019. In Mark's words:

Courageous will be a national model for innovation and best practices in youth development. We will increase opportunity and reduce achievement gaps for youth from marginalized and low-income households. We will grow a diverse and inclusive community of youth from all backgrounds. We will extend this commitment to diversity, equity, and inclusion to all levels of our organization, working to ensure that our leadership better reflects the communities we serve.* We will nurture and inspire our students' academic achievement and social-emotional growth. We will build this on a foundation of sailing excellence, in which the acquisition of hard skills is tied necessarily and intentionally to broader outcomes. We will remain deeply rooted in a community of sailors, educators and supporters who embrace our mission, and whom we engage through year-round programming, memberships and courses. We will develop the leadership, infrastructure and financial capabilities to sustain this model long into the future.

**added by Governance Committee in 2023*



Dear Friends of Courageous,

When I joined Courageous Sailing as the youth program’s racing coach back in 2007, it already had been 20 years since our inimitable founder Harry McDonough had launched what quickly became a life-changing and in some cases life-saving home away from home for a generation of Boston kids. Back then, the goal was to not mess with the model that had worked so well over the years. But we soon realized that too many kids couldn’t get into the program. And the needs of the city, neighborhoods, families, and kids we served were changing fast — we needed to keep up.

As powerful as the “magic” of sailing is, it wasn’t enough. We needed social workers and academic teachers on staff to support kids’ social emotional and academic needs. Kids needed transportation, meals, and help learning how to swim. Families, especially those for whom English was not a first language, needed a hand navigating the complexities of planning for summer. We needed more and better boats. And as amazing and dedicated as our staff and volunteers have always been, we needed way, way more of them.

In the following pages, we’ll tell the story of how we’ve made all these things and more happen over the past decade and a half. Like all good stories, it’s had some twists and turns. The Courageous model has endured the challenges of a global pandemic and proven to be more necessary than ever; we’ve been a critical part of helping our kids get back on their feet and recover. And in the chapters of the last two years, even in the face of the temporary closure of our home base on Pier 4 for repairs, we’ve been able to deliver some of our strongest seasons of programming for hundreds of Boston kids.

But the story behind all of it, the secret to making it all happen, has been you — our incredible community of dedicated supporters, passionately invested in our mission and always ready to lend a hand, come together, and go above and beyond to support Courageous kids. With you by our side, I’m looking forward to what the next 36 years bring.

With Gratitude,

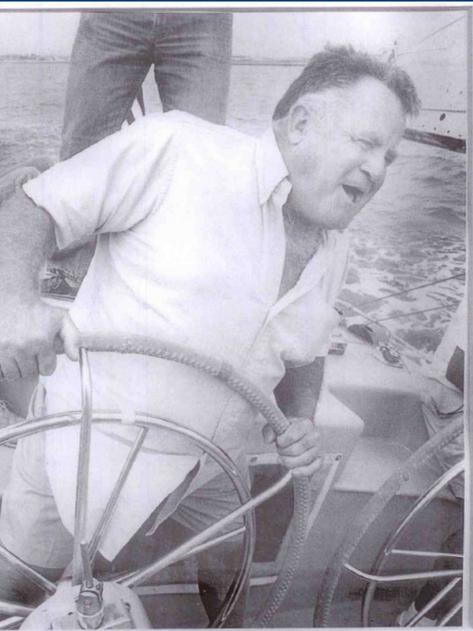
Dave DiLorenzo,
Executive Director

02 Celebrating 36 Years

TRANSFORMING LIVES THROUGH SAILING

We have given ourselves a mighty and important mission ... to help the next generation of Boston boys and girls. Boys and girls who are locked into ethnic neighborhoods and often do not know or trust those who are different from themselves. Learning sailing on the harbor, which touches all the neighborhoods, can bring them together.

—Harry McDonough, *Courageous* founder, 1986



Thirty six years ago, a salty and determined South Boston sailor named Harry McDonough had a vision: to bring Boston kids from different neighborhoods and backgrounds together to learn how to sail—an opportunity that few of them would have had otherwise. In a city torn apart by racism and still reeling from the busing crisis, he believed that learning how to control a sailboat together would foster friendship and collaboration

among a diverse group of young people. He — like any lover of the sport — understood sailing's unique power to build leadership and life skills.

And he knew the perfect flagship for his new endeavor: the *Courageous*. Harry's enthusiasm swept up city leaders, the racers and owners of the America's Cup-winning 12-Meter yacht, and a legion of other supporters. With the collaboration of the Boston Redevelopment Authority (now the Boston Planning and Development Agency) and the City of Boston Parks and Recreation Department, the *Courageous* Sailing Center was incorporated in 1987.

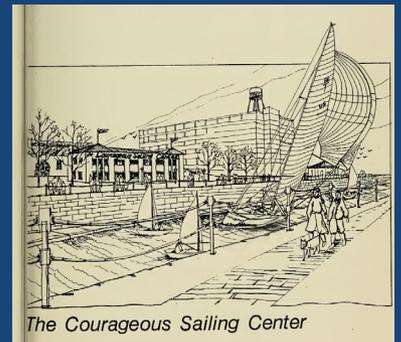


The sailing school is being designed for the youth of Boston - to take this long neglected city resource, our beautiful harbor, and use it to build the skills and character of our children. It has always seemed to me, and I've taught thousands of children to sail, that the things sailing can give to boys and girls are those that build them to men and women. It teaches responsibility, self-reliance, confidence in learned skills, incentive to do better, the ability to work together, and an appreciation of the beauty, indeed the forces, of nature.

—Harry McDonough

Harry and his team of instructors got to work, getting anybody who was interested out on the water: children and teens from Charlestown and Roxbury, people living with visual impairments or intellectual disabilities, young people involved with the juvenile

justice system, passersby, and eventually neighborhood sailors. While the concept of sailing the *Courageous* in the drydock (pictured at right) didn't come to pass, *Courageous's* base on Pier 4 became a home away from home for many.



The Courageous Sailing Center

ALUM PROFILE RICH ODELL



Rich (right) on a *Courageous* Rhodes 19 in 1987

As a troubled young teenager dealing with some challenging situations in 1987, Rich Odell came to *Courageous* every day for three summers as part of the SAIL (Summer Alternatives in Living) program. Still a sailor today, he has vivid memories of how it felt to be a kid trusted to dock a boat, take blind people out sailing, and work aboard the tall ship *Spirit of Massachusetts* as it sailed to Maine. In 2020, Rich came back to *Courageous* to take his daughter out sailing (below), and says that it was “the biggest thing, to be able to teach her in the same place on the same boat.”

“Courageous saved my life in so many ways. I was headed in a bad direction. But even when things were the toughest, I still got to go sailing. And to be trusted like that — it meant a lot. I’ll never forget it. And I’ll never forget how to sail.”



Over the years, Courageous evolved. The Courageous was replaced by a larger fleet of Rhodes 19s, later joined by dinghies and cruising boats. The center expanded to a few sites throughout Boston. Not surprisingly, the Youth Program — which was absolutely free for all, regardless of family income, up through 2010 — grew in reputation and popularity. As Charlestown and other neighborhoods gentrified, the leadership of Courageous realized that they needed to be proactive in making access to our programs — and our sport — more equitable. In 2012, Courageous launched the Reach Initiative, dedicated to identifying and removing the barriers that could prevent kids from marginalized communities from getting and staying involved. The work and impact of the Reach Initiative is described in detail on page 13, but in summary: it has had a profound and positive effect on our identity and the students we serve.

The many supports put in place as part of the Initiative — ranging from summer academic programming to on-site social workers — proved even more vital when COVID struck. When most in-person youth activities were shut down, our students came together online to connect, learn, and laugh. As youth grapple with the ongoing mental health impacts and learning losses of the pandemic, the relationships forged at Courageous, the integration of even more social workers, and our year-round science programming continue to be critical in helping young people regain their academic and emotional footing.

We're grateful that we've been able to support our kids and community through the ups and downs of the past thirty-five years. Together, we've come a long way since 1987...but we've always held true to Harry's belief:

“Every child's perspective is improved fifty yards offshore.”



Our Pier 4 Home: Benefits and Challenges

Since 1987, Courageous boats have been sailing the harbor from Pier 4, and in so many ways it has been the perfect location for us. We are a short walk from Boston Housing Authority's largest housing development for low- and moderate-income families, and our position on the harbor provides easy access to three distinct sailing areas, enabling us to get far more boats on and off the water quickly and safely.

It's hard to imagine Courageous without Pier 4, and vice versa. But in the spring of 2022, we had to do exactly that: the pier was shut down abruptly for emergency repairs, threatening Courageous's very existence. Thanks to the efforts of the City, our elected officials, the Boston Planning and Development Agency, and our staff, we were able to move most of our docks and boats to the neighboring Pier 3 without affecting programming. Unfortunately, our budget continues to be substantially impacted by the lost venue rental revenue and added costs of two seasons of splitting operations between two locations. We are looking forward to returning to our reinforced home pier by the end of 2023.

But much as we love Pier 4—our welcoming tents, historic boathouse, and unbeatable view—it leaves many of our needs unmet. Our boathouse and tents can't provide enough space for our summer staff and maintenance team, much less shelter students from sweltering heat or thunderstorms; when the weather is really bad, we either have to cancel entirely — upending the schedules of working families — or cram kids into nearby lobbies or offices until storms pass. We've become accustomed to operating without indoor bathrooms, on-site classroom space, or a source of drinking water. And great as the demand is to serve more kids by adding to our fleet, we have nowhere to put more boats.

As we prepare to return to Pier 4, we are also looking ahead, dreaming of how we might grow beyond Pier 4 and establish a facility fit for Courageous and those we serve.

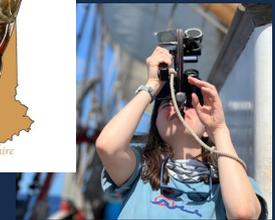
ALUM PROFILE ISABELLE CADENE



Isabelle (right) as an Instructor-in-Training, 2015

Isabelle Cadene’s dream is to start a program combining traditional tall ship sailing with rigorous research in coastal ecology and marine biology. Currently, she’s working as a deck hand on an 1882 wooden schooner, leading our Instructor-in-Training program, and creating detailed illustrations of marine wildlife. Isabelle’s passions for sailing and science date back to when she first got involved with Courageous at the age of 8. Since then, as a high school racer, head sailing instructor, marine biology instructor, and member of the maintenance staff, Isabelle has always been an integral part of the Courageous community.

“Courageous opened up my love for the ocean. I always wanted to be in and around the water, looking at the plant growth on the pilings and the animals in the lobster traps. I knew at a young age that I wanted to study marine biology.”



ALUM PROFILE FOSTER GRAHAM & EDDIE SULLIVAN



Foster and Eddie as IITs



Foster and Eddie today

Fast friends Foster Graham and Eddie Sullivan rose through the Courageous ranks together to lead Swim Sail Science sailing, but their shared experience inspired two very different career paths. Foster attended the Coast Guard Academy — sailing the barque *Eagle* across the Atlantic was a highlight — and is now an Ensign on a Coast Guard cutter. Eddie stayed close to his Charlestown roots; he’s a paraprofessional at one of our Boston partner schools, the On-the-Water Site Director of our summer youth program through 2022, and an aspiring teacher or child psychologist.

“Working at Courageous gave me the drive to work with kids in Boston, especially seeing how excited kids were to be in the Swim Sail Science classrooms.” —Eddie Sullivan

“I loved the feeling of being free, in control of my environment, and totally focused on what was going on around the harbor. The Coast Guard and the Constitution were right there. It definitely sparked my interest in working on the ocean.” —Foster Graham

03 Our Next 36 Years...and Beyond

As we look ahead to the future, we are setting a course towards a Courageous that connects even more people with their waterfront, that reflects the diversity of Boston at all levels of the organization, and that welcomes kids and the community to a well-equipped facility.



Diversity, Equity, and Inclusion

Diversity, equity, and inclusion have always been core beliefs of who we are as an organization, and we are renewing this commitment by taking concrete steps to ensure that voices from the communities we work with are better represented in Courageous leadership. In the upcoming year, we will be nominating a cohort of 3–5 BIPOC to the Board and implementing a DEI plan, including metrics for progress and long term success. We welcome the feedback and involvement of all.

Improved Facilities, Expanded Offerings

To truly meet the needs of our kids and community requires a spacious, well-equipped facility, a place where Courageous programs could run rain or shine, summer or winter, thunderstorm or heatwave. Imagine what we could do with indoor classroom space, changing rooms, onsite swimming instruction and bathrooms! Being able to rotate indoor and

outdoor activities would increase enrollment capacity and expand offerings, so that we wouldn't need to turn away families who want to join Courageous programs. And a proper building would allow an array of year-round activities — after school programs, sailing education classes for adults, fleet maintenance projects, and revenue-generating events — that would both increase the impact of the Courageous mission and make Courageous more financially self-sufficient and less reliant on philanthropy.

And we're dreaming even bigger than that, of a world-class facility that would serve as a resource not just for us, but for residents of Charlestown, Boston, and beyond — a vibrant destination that brings people together and connects them with their harbor. We are hopeful that a solution may be within reach within the next 5–10 years — both on Pier 4 and potentially as part of the City's redevelopment on neighboring Pier 5. We are exploring a variety of approaches and collaborations; as you can see from these design ideas, envisioned by Studio Troika, the possibilities are truly inspiring.

With the encouragement of stakeholders and community members, and in partnership with waterfront development experts Zapalac Advisors and Studio Troika, we are developing an exciting concept that would:

- + Address critical Courageous needs: space for emergency shelter, classrooms, maintenance, and events.
- + Ensure more families can engage with Courageous programming, seasonal sailing, and year-round STEM education.
- + Serve as a waterfront community center: a gathering space and resource for neighborhood schools, community groups, and organizations focused on Boston Harbor's future.

- + Support our community's need for fun, inclusive, family-friendly activities, waterfront access, and swimming options.
- + Increase Courageous's financial sustainability through space rental.

While this vision is still extremely fluid, developing in collaboration with various stakeholders, one thing is certain: the kids and community of such a treasured and impactful resource deserve more (starting with indoor bathrooms!), and we must come together to make it happen.

If you are interested in learning more, getting involved, and helping equip Courageous for the next 36 years and beyond...please contact our Executive Director, Dave DiLorenzo, at dave@courageoussailing.org.



COURAGEOUS SAILING

TROIKA



ZAPALAC ADVISORS

Renderings of Potential Design Ideas



04 Youth Program Report

THE COURAGEOUS APPROACH

On any given day at Courageous, you might see students practicing capsizing recoveries, testing water quality, competing in races, examining the organisms in the lobster traps, playing an intense game of foursquare, practicing math skills by budgeting for their dream boats, celebrating their strengths by drawing themselves as superheroes, building swimming skills, engineering amazing structures, or delving into the physics of how sailboats work.

Clearly, at Courageous, it's about much more than sailing — although any sailor knows how powerful learning to sail can be in terms of inspiring teamwork and confidence in one's abilities to overcome challenges. The Courageous model builds on this “magic” by deliberately incorporating opportunities to learn and develop social-emotional and academic skills. Our programs allow students to take risks,

solve problems, and build self-reliance in a safe and supported way. Hands-on STEM, multidisciplinary academics, and environmental stewardship and advocacy are built into our programs. As a result, Courageous kids not only become excellent and knowledgeable sailors, they also gain in confidence, perseverance, cooperation, communication, relationship-building, engagement in learning, and other 21st century skills that they need to achieve their goals in school, life, and career.

The past several years have made it clear how necessary and meaningful Courageous youth programs are to the kids and families we serve. The pandemic hit our students hard, especially those from communities disproportionately affected by its impact. To heal from the stress, isolation, learning interruptions, and even trauma of the pandemic, Courageous kids needed a supportive environment in which they could reconnect with friends and mentors, have fun outside, rebuild academic skills, and re-engage with learning...and we were fortunate to be able to provide exactly that.



“This program is built around hands-on, experiential learning and real-world responsibility. Youth have lots of chances for leadership and shaping their own individual learning in an environment where it feels safe to take healthy risks that lead to real learning.”

— National Institute on Out-of-School Time program observer

“I have a home here.”

—Step 3 student

“Being involved with Courageous has increased my daughter’s independent spirit, openness to working with new kids, and confidence in her abilities.”

—Courageous parent, Step 5



YOUTH PROGRAMS OVERVIEW

Reach Initiative

- + Program-wide strategy to engage and support marginalized youth year round
- + Summer: Swim Sail Science (SSS) and full scholarships for SSS graduates and low-income households
- + Free summer bus transportation, meals, full-day schedule, ongoing swimming lessons, and access to social workers
- + In-school and after school STEM

Swim Sail Science

- + Intensive, two-summer program for 90 rising 4th and 5th grade BPS students
- + Expanded to Jamaica Pond in 2023, serving up to 30 students
- + Proven to reverse summer learning loss and help youth build social-emotional skills through a combination of sailing, swimming, and academics

Steps To Lead Summer Program

- + Students build confidence and independence as they progress over seven years from sailing stable keelboats with two peers and one instructor to sailing independently; racing smaller, faster, capsizable dinghies; and navigating the harbor islands.
- + Focus on team building, life skills, environmental stewardship, and science
- + Serves 250-300 metro Boston youth aged 8-18 at Charlestown and Jamaica Pond

Instructors-in-Training

- + Two-summer paid job training program, in which 20-35 teens transition from student to instructor while building transferable career skills, like public speaking, self-advocacy, and collaboration

School-Day Programming

- + Weekly in-class STEM lessons for 240 upper elementary students at two partner schools
- + Fall and spring sailing field trips

After School Offerings

- + Spring varsity/JV sailing for 30-45 Boston Latin School & Boston Public School students
- + Fall High School Sailing (open to all teens)
- + STEMSail after school program for 6th-8th graders
- + Spring sailing for elementary school students

EVOLVING TO MEET COMMUNITY NEED

More Long-Duration Programming for More Students

Fulfilling the Courageous mission of “transforming lives” means building relationships with young people that go far beyond a single field trip or week of programming. With this in mind, we have:



- + Tripled the capacity of Step 2 (our 3-week advanced beginner course) since 2011
- + Added Swim Sail Science (2023) and a 2-week intermediate/advanced course (2017) at Jamaica Pond
- + Implemented a school-year STEM and sailing program serving 230+ students (2021)
- + Expanded the Instructor-in-Training program from 17 IITs in 2017 to 24 in 2022 (to over 34 in 2023) — meaning more jobs for teens and more much-needed instructors to lead future program growth
- + Invested in our Jamaica Pond satellite site, which can support long-duration, high-impact programming, and left other sites that could not

Triple the number
of students in
programs lasting
3 weeks or more

2009
164

2016
307

2023
492

Fleet Upgrades

We're thrilled that our youth sailors can now utilize:

- + 6 RS Ventures, versatile and fun boats perfect for learning the fundamentals on Jamaica Pond
- + 4 J80 sportboats (2 added since 2017), on which our intermediate and advanced sailors hone their big-boat skills and navigate among the Boston Harbor Islands
- + 28 Rhodes 19s (4 added over the past decade), 12 420s (8 new to us), 12 Lasers, and 12 RS Quests (6 in Charlestown, 6 at the Pond)
- + 2 Beneteau Figaro 2s on loan through Collegiate Offshore Sailing Circuit—our kids and young staff members loved this taste of distance over the past two summers

“[Delivering the Figaros to Maine] was one of the most incredible sailing and life experiences I've had yet.”

—Urvi Gipstein (left), Step 3 Head Instructor and former Courageous student



New School-Year Programming and Summer Opportunities

In the wake of the pandemic, supporting students as they recover emotionally and academically requires year-round collaboration. In 2021, we were thrilled that two high-needs Boston Public schools invited Courageous into their classrooms to provide ongoing STEM programming. Upper elementary students at the Harvard-Kent, our longstanding partner in Charlestown, and the Russell in Dorchester participate



in weekly lessons with Courageous educators, with field trips to Courageous for sailing lessons in the fall and spring. Taught by two experienced STEM educators, hired in the past few years to make this program possible, these hands-on, engaging lessons feature ecosystems, marine biology, physical earth and ocean science, engineering, and physics, with a separate curriculum for each grade level. Serving between 210 and 250 students each year, our school-year programming allows us to maintain strong relationships with kids all year long and reach increasing numbers of youth.

Just as exciting, in 2023, we were able to expand our signature Swim Sail Science program (described on the following page) to Jamaica Pond. Parents, students, teachers, and school and community leaders are thrilled about this inspiring, rigorous summer learning program, and we're glad to report that Year 1 was a huge success.

Enhanced STEM Focus

Understanding the harbor ecosystem, learning about the plants and animals with which we share the ocean, and using sailing as a springboard to exploring weather, physics, math, and engineering are fundamental to the Courageous experience. STEM (Science, Technology, Engineering, and Math) has always been incorporated into our summer program, and over the past decade, we've built out a robust curriculum, taught by expert instructors. Swim Sail Science students spend three hours per day engaging with a dynamic, multidisciplinary curriculum with a focus on environmental science and justice. Favorite activities include designing water filtration systems, writing books and advocacy letters about

environmental issues, and building wind turbines. In Steps To Lead, school-day, and after school programs, young people continue their hands-on investigations of marine biology and the science of wind, water, and boats—becoming critical thinkers and informed environmental stewards.



THE REACH INITIATIVE

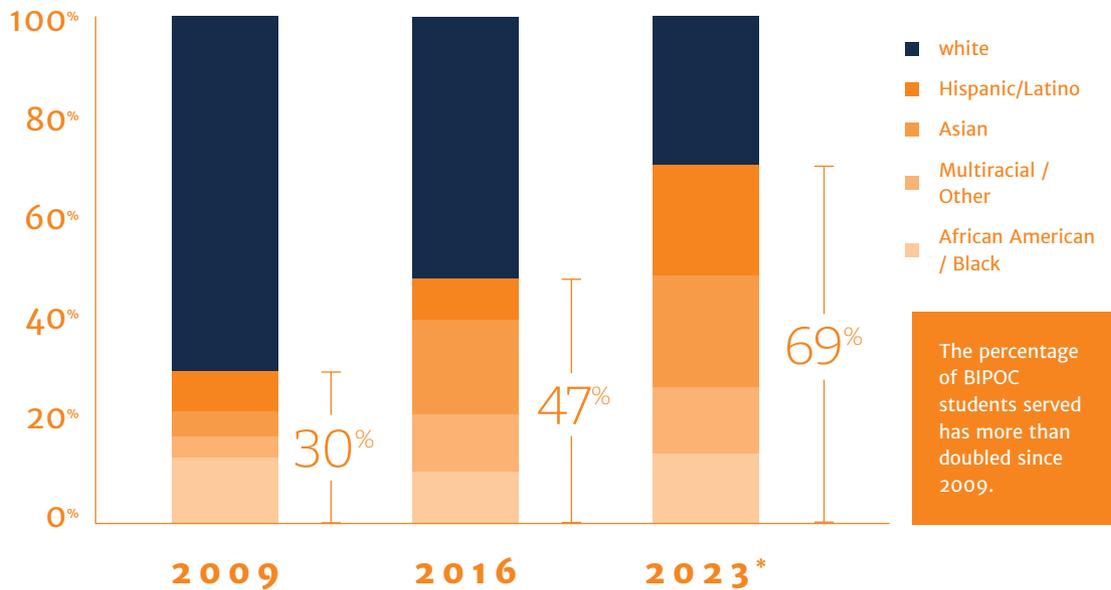
The inception of the Reach Initiative — focused on supporting the needs of marginalized young people — marked a pivotal phase in Youth Program history. We launched the Initiative in 2012 to ensure that youth in underserved communities have equitable access to high-caliber, multi-year learning experiences, the sport of sailing, and their neighborhood waterways. We were, and continue to be, committed to a youth program that reflects the ethnic and economic diversity of our city.

As part of Boston's effort to address the academic and social-emotional impact of the gap in summer opportunities between students from low-income households and their more affluent peers, Courageous developed a new program: Swim Sail Science. Swim Sail Science is a two-summer program blending academics, hands-on science, sailing and swimming lessons, and activities designed to foster teamwork and life skills. The program is thriving, serving 90

Boston Public School students per year (60 at our Charlestown site, and starting in 2023, 30 at Jamaica Pond). Typically, approximately 85% of SSS students live in households earning less than \$50,000, and a similar percentage identify as youth of color.

Swim Sail Science has evolved to include school bus transportation, meals, winter swimming lessons, and access to on-site social workers in program

Race/Ethnicity of Courageous Summer Students



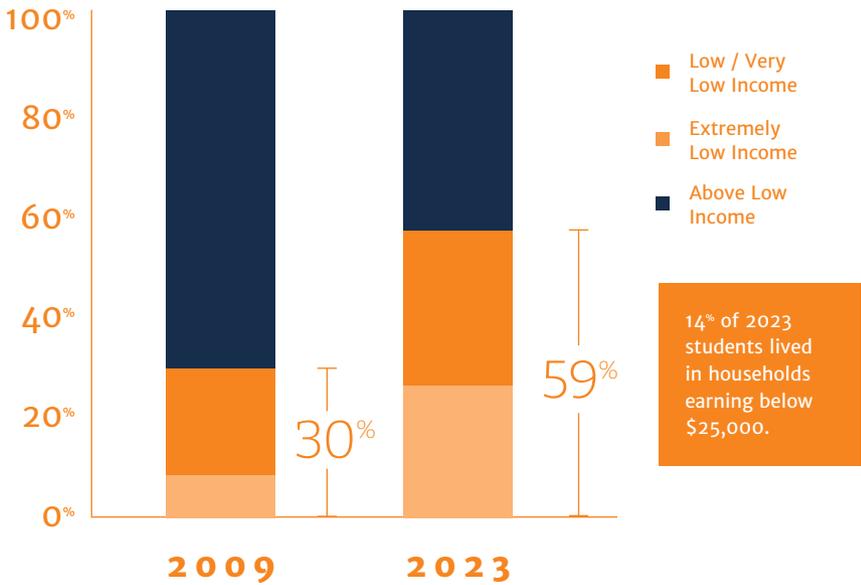
The percentage of BIPOC students served has more than doubled since 2009.

*of the 70% who chose to share this information

leadership positions. Importantly, the Reach Initiative encompasses free Steps To Lead tuition and continued supports for Swim Sail Science graduates, who are now progressing through all levels of the program. One-third of our 2023 Charlestown students were Swim Sail Science alumni, and we are looking forward to increasing numbers of Reach Initiative participants becoming Instructors-in-Training and staff members in the next few years. We are proud that the vision that inspired the Reach Initiative is coming to fruition.

SINCE 2012,
918
STUDENTS
 have participated in
 Swim Sail Science

Household Income of Courageous Summer Students



2 out of 3 summer sailors receive scholarship support

2016
38% participated for free
17% received partial scholarships

2023
56% participated for free
7% received partial scholarships

IMPACT

A visit to the Pier, Pond, or a partner school is all it takes to understand intuitively that the Courageous approach works. And the data backs it up: Courageous provides a supportive, engaging, and challenging environment in which young people build confidence, become more engaged in learning, and develop critical life skills.

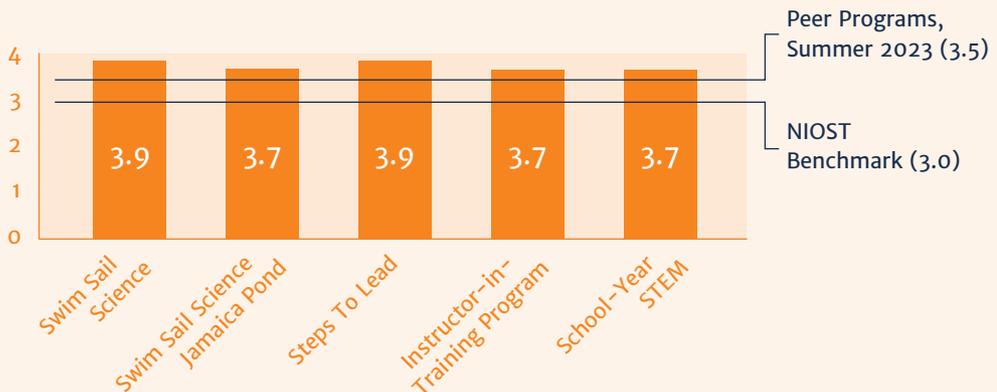


Evaluation Tools

Courageous uses a variety of methods to evaluate the impact of our programs, including a suite of assessment tools developed by Wellesley College's National Institute on Out-of-School Time (NIOST). These encompass a full-day program observation by a NIOST evaluator, a survey reflecting young people's perspectives on their experience, and a teacher assessment of student academic and social-emotional growth. We also collect qualitative and quantitative data through surveys completed by parents, students, and sailing instructors. Taken holistically, these tools give us insight into program quality and student growth.

Consistent High Scores on Key Program Quality Metrics

Organization and Structure, Supportive Relationships, and Student Engagement



Average of scores across 12-14 domains, as assessed by NIOST program observers in 2022/2023

Meaningful Social-Emotional and Academic Gains for Swim Sail Science Students

OVER
3/4

achieved meaningful growth* in communication, perseverance, critical thinking, relationship building, and regulating emotions

OVER
2/3

achieved meaningful growth* in reading, writing, and math

**defined as an improvement as one point or more on a five-point scale*

“Courageous has given my daughter confidence in her own decisions — she is more willing to take charge. Courageous has given her a chance to prove that she can adapt and make good choices in a changing environment.”

—Courageous parent

ALUM PROFILE ELIHOENAI YISRAEL



Elihoenai (left) in 2016, sailing as a young boy

In 2016, Elihoenai Yisrael was a Swim Sail Science student who loved to sail. After moving out of Boston, 15-year old Eli applied to rejoin Courageous as a student, but was hired as a Swim Sail Science Team Leader instead. After three years in the position, he is beloved by his students and fellow staff for his caring, dedication, and sense of fun. The first to sign up anytime there’s an opportunity to sail, whether it’s on a Figaro or a dinghy, Elihoenai is always excited to build on the sailing skills he learned as a kid.

“I enjoyed it myself, so I wanted to help other people enjoy it, to make other kids happy...I want to give back. I want to put smiles on kids’ faces who are feeling sad at home.”



05 Adult & Community



While the Courageous mission centers around serving youth, we are also dedicated to providing opportunities for the whole community. We are a welcoming, affordable, and inclusive sailing community for people of all ages.

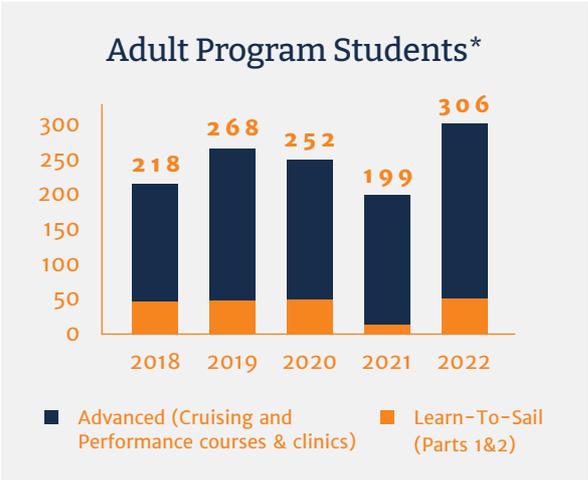
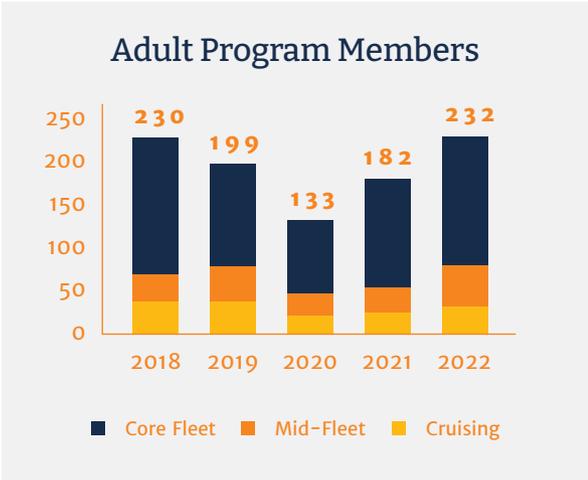
Our Adult and Community Program provides high-quality, reasonably priced sailing instruction at all levels, access to Boston Harbor and Jamaica Pond aboard our fleet of 84 sailboats, sailing for those with special needs, and year-round racing opportunities. With a year-round staff of two and a seasonal staff of close to 60, the program is open for sailing 180 days per year (plus winter Frostbite racing every Saturday!). Membership, lessons, racing, and corporate events generate between 15% and 25% of our gross revenue, directly supporting the Courageous mission.

At Courageous, sailors at any level can build upon their skills. Our US Sailing-certified Learn To Sail course makes it easy to get started, and our array of courses and clinics offers opportunities to master harbor navigation, hone performance sailing skills aboard J80s and even Beneteau Figaro IIs, get comfortable with cruising the Massachusetts coast (and, in the winter, the Caribbean), learn racing basics, and more. Two-hour private cruises or lessons allow hundreds

of Boston residents and visitors to get out on the water for an experience tailored just for them. For our members, sailing with Courageous means convenient access to a variety of boats without the headaches or costs of ownership. Our Charlestown members enjoy a fleet of 28 Rhodes 19s, 4 J80s, a mid-sized cruiser, and 5 30–35 foot cruising boats. Our Laser and Rhodes 19 racing series, ranging from Beginner/Intermediate summer racing to a Frostbiting season that draws some of the area's top racers, provide spirited competition.

Most importantly, Courageous provides its students and members with a welcoming and enthusiastic community. Through moonlight sails, camping trips, trivia nights, outer harbor cruises, “Meet the Members” evenings, volunteer opportunities, and navigation and docking clinics — we held 47 events over the 2022 season, and even more in 2023! — our sailors build strong relationships that keep them coming back.

While the pandemic and the temporary closure of Pier 4 had an understandable impact on Adult Program participation and revenue — most notably, we had to postpone all advanced courses sold in 2020 to 2021 — we’re excited to be back on a trajectory of steady growth.



*Courses (6–30 hours) and Clinics (not including 2-hour lessons/cruises) sold each year

ADAPTIVE SAILING

Making sailing accessible to people with a wide range of abilities and adaptive needs has been an integral part of Courageous from the very beginning; Harry McDonough himself regularly took sailors with visual impairments or cognitive disabilities out on the harbor. Today, blind sailors participate as racers and members at Courageous, and we host regular sailing opportunities for kids and adults with physical, intellectual, and/or sensory challenges.



Special Olympics

For three decades, Special Olympics of Massachusetts (SOMA) sailors, racers, and volunteers have practiced weekly at Courageous and are a vital part of our community. SOMA teams regularly race in (and win!) state and national regattas and the Special Olympics World Games.

“SOMA sailors make new friends, learn new skills, and develop self confidence and self esteem, which is priceless.”

—Jeff Nothnagle, Special Olympics coach

Charlestown Adaptive Sailing Days

Each spring and fall, we host Charlestown Adaptive Sailing Days, opportunities for people of all ages, living with any kind of disability, to go for a free one-hour sail with friends, family, and a skipper from Courageous or Piers Park Sailing Center. Over the past 10+ years, these events have grown to draw well over 100 people from all over the state. We’re grateful to be working with the Friends of the Charlestown Navy Yard, Spaulding Rehab, and many community volunteers to make these days possible.



JAMAICA POND

Fifty-three feet deep at its center and the largest body of fresh water in Boston, Jamaica Pond — a gem in the Emerald Necklace — is Courageous's second location. Since 2006, Courageous has managed boating on the Pond on behalf of Boston's Parks and Recreation Department. As of the 2022 season, a new, longer-term contract has allowed us to take on more leadership and investment in programming and equipment. From May to October, we offer access to sailboats (our fleet has grown to six RS Quests and six RS Ventures), kayaks, rowboats, and new stand-up paddleboards, and provide instruction basics to the public. These past few seasons have been exciting, with the addition of free neighborhood sailing events, stand-up paddleboard yoga classes, boathouse revitalization projects, and weekly summer sailing for community youth organizations. Including Youth Program participants, 2314 people got out on the Pond in 2022, up from 1466 in 2021.

In the summer, the Jamaica Pond branch of the Youth Program offers its own unique culture, and makes Courageous more easily accessible to Boston families in surrounding neighborhoods. Thirty new students were able to participate in 2023, when our dream of rolling out Swim Sail Science at the Pond was realized, in partnership with the Curtis Hall community center. Our teachers, social workers, team leaders and sailing instructors provided an unparalleled summer of academic and social-emotional learning for their students — many of whom had never been on a boat before — at this vibrant site.



COURAGEOUS EVENTS



Courageous Corporate Challenge

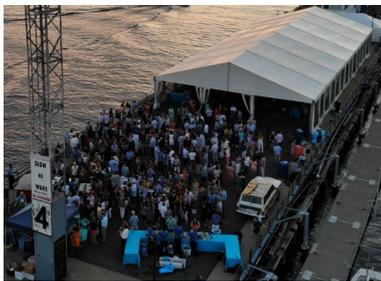
Co-workers by day, sailboat racers by night

The Corporate Challenge offers companies and their employees four May/June evenings of fast-paced, short-course keelboat racing, followed by networking and relaxing over food and drinks. A fun opportunity for veteran racers and newbies alike, the Challenge brings Boston's top companies together in support of Courageous kids.

Flip Flop Regatta

Round-the-Islands Pursuit Race

Racers and cruisers from all around look forward to this laid-back regatta every year. With 50 boats and counting joining in, this pursuit race and afterparty raises funds for Courageous youth programs.



Make-A-Mark and Courageous36

Courageous's signature gala events

The Courageous community loves to gather to celebrate and support our mission. Whether guests are enjoying a night under the tent at Make-A-Mark, or celebrating indoors at the fall Courageous35 and Courageous36 galas, it's sure to be a good time for a great cause.

Richard B. Ross College Bowl

Collegiate regatta with a cause

A fixture in the New England sailing circuit since 2009, the Richard B. Ross Memorial College Bowl draws some of the area's top college sailing teams. This fall regatta honors Richard Ross, who tragically lost his life on September 11, 2001. His family commemorates his belief in the transformative power of sailing and education through their generous support of Courageous youth programs.

Corporate Teambuilding Events and Pier Rental

Private events and corporate outings

In typical years, Pier 4 is a highly sought-after venue for weddings, charity fundraisers, and corporate celebrations, and this rental revenue is an important part of our income stream. Even when Pier 4 is unavailable, many companies turn to Courageous for unique corporate outings. From lighthearted racing for 50 to a relaxed cruise for 4, sailing is the perfect context for strengthening team bonds. Our preferred caterers are available to provide post-sailing refreshments.



06 Financial Highlights



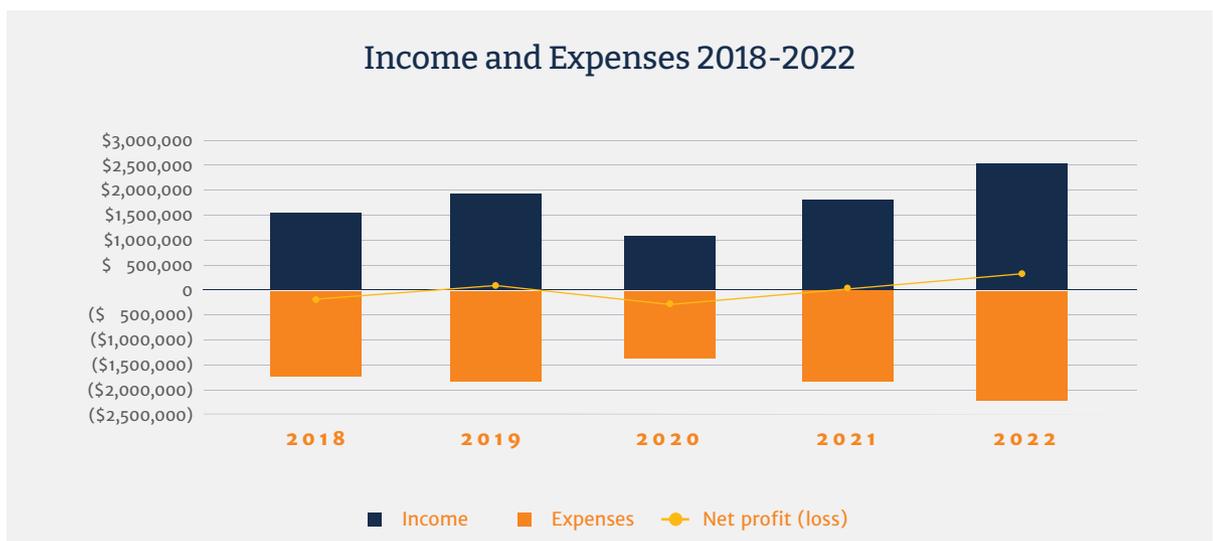
After several tumultuous years marked by the pandemic and the closure of Pier 4, both of which threatened Courageous’s continued existence, we are grateful to report that — with the help of our community of supporters — we are back on solid financial ground and were able to start 2023 with approximately \$500,000 in reserve.

In 2018, investments in program quality (competitive wages and fleet maintenance) outpaced our fundraising, but we rebounded soundly in 2019. Extreme limitations on programming and events during the pandemic resulted in a major drop in income, mitigated somewhat by federal relief, and the extra space and equipment necessary for reopening safely brought added costs. In 2022–2023, our temporary displacement from Pier 4 had an impact of approximately \$150,000 per year, due to lost pier rental revenue and the costs associated with splitting operations between two locations. In addition, staffing and other program costs have risen with inflation.

In spite of these challenges, we have been able to add more capacity in our long-duration programs of three weeks or more, replace our dinghy dock, invest in other critical deferred maintenance projects, purchase new powerboat engines, and add to our cruising fleet, we expect to close 2023 in strong financial position. While the climate continues to be uncertain, our overall growth throughout the short-term fluctuations of the past five years shows that we are able to hold our course.

Income	2018	2019	2020	2021	2022 ¹	% of Total
Adult Program	\$327,748	\$356,029	\$209,571	\$287,166	\$368,334	15%
Youth / Other Programs	\$391,681	\$346,743	\$50,575	\$236,109	\$204,475	8%
Donations	\$194,729	\$692,365	\$533,944	\$759,221	\$740,442	29%
Grants	\$193,599	\$177,808	\$233,796	\$381,746	\$756,823 ²	30%
Fundraising Events	\$362,166	\$312,506	\$30,375	\$41,122	\$432,671	17%
In-Kind	\$81,298	\$74,979	\$68,781	\$45,076	\$16,719	1%
Other Gains/Losses ³	(\$1,695)	(\$38,597)	(\$42,913)	\$52,777	\$2,662	0%
Total Income	\$1,549,525	\$1,921,833	\$1,084,129	\$1,803,217	\$2,522,125	
Expenses						
Program Services	\$1,309,677	\$1,405,301	\$1,051,562	\$1,452,721	\$1,834,168	80%
Management & General	\$110,658	\$118,282	\$134,746	\$233,577	\$266,122	11%
Fundraising	\$282,312	\$288,965	\$163,929	\$132,045	\$202,612	9%
Total Expenses	\$1,702,647	\$1,812,548	\$1,350,237	\$1,818,343	\$2,302,901	
Net profit (loss)	(\$153,122)	\$109,285	(\$266,108)	(\$15,126)	\$219,224²	
Federal COVID relief ⁴			\$10,000	\$719,486		
Net profit (loss) after COVID relief	(\$153,122)	\$109,285	(\$256,108)	\$704,360	\$219,224²	

Five-Year Growth	2018	2019	2020	2021	2022 ¹	Growth
Net PP&E (Fixed Assets)	\$455,391	\$390,727	\$353,029	\$329,918	\$481,212	6%
Net Assets	\$557,696	\$666,981	\$410,873	1,115,233	1,275,740	129%
Total Income	\$863,635	\$1,169,048	\$519,812	\$1,802,562	\$2,522,125	192%
PP&E Purchases	\$43,874	\$80,857	\$49,589	\$24,138	\$215,865	392%



¹ All audited except for 2022, which does not include depreciation. Percentages shown are for 2022.

² Includes \$462,500 in funding restricted to capital expenditures and reserves (not included here).

³ Investments and boat/equipment sales

⁴ Small Business Administration grant 2020; forgiveness of Paycheck Protection Program loan 2022

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Our supporters make it possible for Courageous to make our mission a reality — we could not do it without you!

To donate, reach out to Dave DiLorenzo (dave@courageoussailing.org, 857-452-1776) or Jen Bodde (jen@courageoussailing.org, 617-237-6916), or visit [courageoussailing.org/giving](https://www.courageoussailing.org/giving).

If we have made an error in these acknowledgments, please accept our sincere apologies and notify Jen Bodde. Giving ranges indicated highest annual gift in 2021-2022. 2023 gifts will be gratefully recognized in a future report.

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Our hearts and gratitude go out to the families and friends of:

David B. Vietor, Kieran Kelly, Peter Dougherty, Bill O’Connor, Brian Garside, Russell Robinson, Mark Lindsay, Ivey St. John, and so many others.

Thank you for choosing to honor the memory of these wonderful people by supporting Courageous.

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