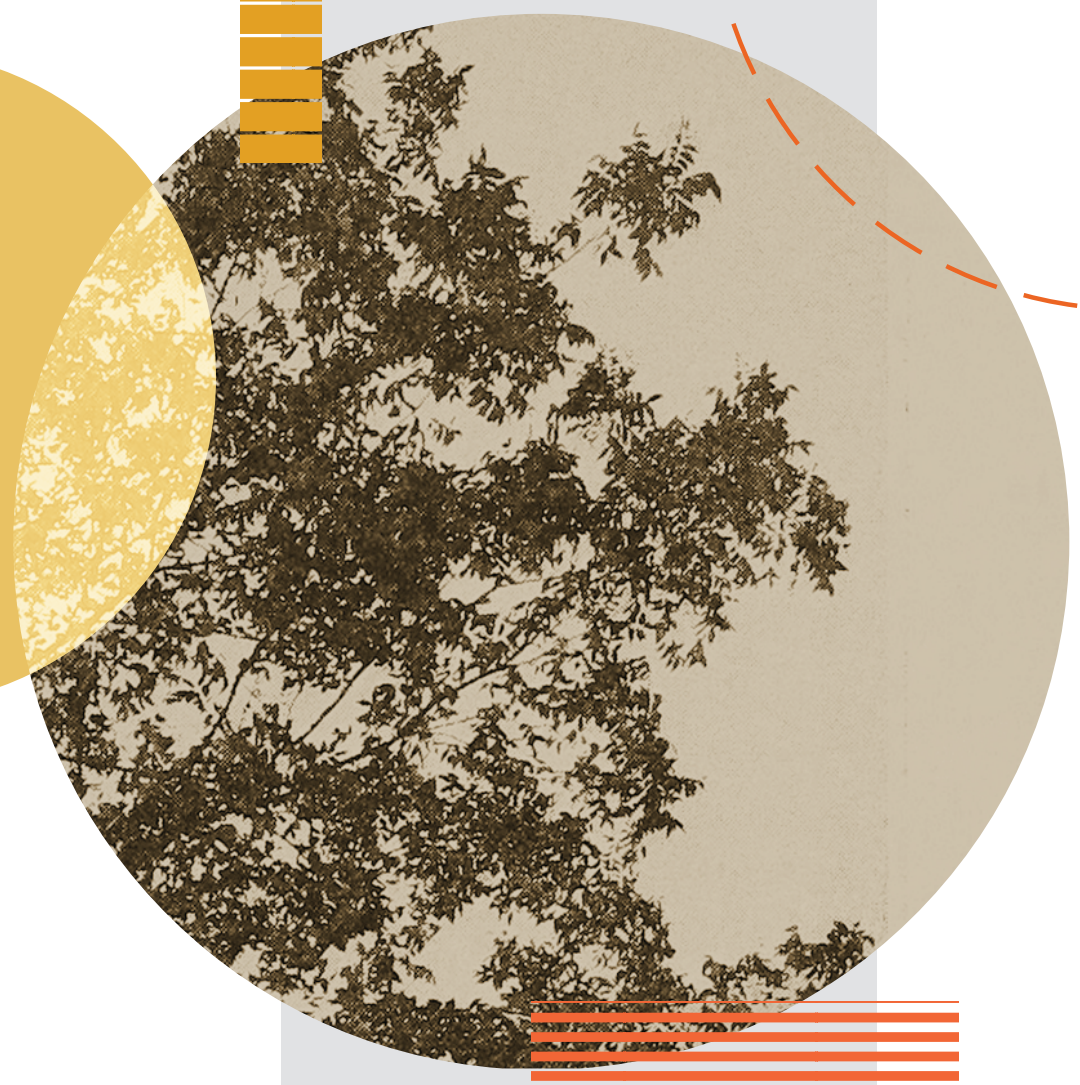
2025 ANNUAL REPORT

Rooted in Mission, Growing in Impact



The Marion I. & Henry J.
KNOTT FOUNDATION



2025
AT-A-GLANCE

48
Years of giving back to the community.

38
Family members serving on the Board of Trustees.

4
Generations of family engagement.

3
Grant cycles held in February, June, and October.

10
Maryland counties and jurisdictions in giving area.

4
Executive Team members on staff.

$93 MILLION
Assets as of December 2025

$4,235,224
Awarded in grants in 2025

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Message from Board President

Dear Friends and Colleagues,

In 2025, in order to keep the legacy of the Foundation true to its mission and to honor the wishes of our founders, the Board of the Knott Foundation has embarked on a succession plan. The purpose is to set the stage for the next 50 years and adjust our internal organization. The current board has embraced this review and is committed to maintaining the wishes of my parents, our founders. For 48 years, the Foundation upheld the values they cherished and passed down through generations: understanding and responding to the needs of our community, respecting the values of the Roman Catholic faith, engaging in the ongoing education of trustees and staff, ensuring good stewardship, encouraging open communication, and being a place where the family gathers and continues assisting not-for profits in the Archdiocese of Baltimore.

Two years ago, we launched our strategic grantmaking initiatives which concentrate on: Youth Empowerment, Catholic Schools, and Workforce Development. These multi-year funding commitments are making a huge difference to the organizations involved and have allowed them to focus more on their programmatic work and less time seeking funding. All the while, our General Fund remains a vital source of support for a broad range of grantees, continuing our tradition of responsive and flexible grantmaking.

We are now guided by our Executive Director, Kathleen McCarthy, and her team. Kathleen has been with the Foundation for almost 20 years and has a wealth of knowledge about our community and the trustees. Her commitment to the Foundation has been and continues to be invaluable. We are extremely grateful to her for assuming her new role.

As we look to the years ahead, we carry with us deep gratitude — for our grantee partners, for our Catholic faith, and for the opportunity to serve. I trust that together, we will continue to nurture the legacy of generosity, stewardship, and love for our community that my parents began.

Have a wonderful year,



Martin G. Knott
President, Board of Trustees

Mission, Values, Donor Intent



MISSION

The Marion I. & Henry J. Knott Foundation is a Catholic family foundation committed to honoring our founders' legacy of generosity to strengthen our community.

VALUES

Working as a family, we are guided by the following shared beliefs and values:

UNDERSTANDING AND RESPONDING to the needs of our community through informed grantmaking.

RESPECTING the values of the Roman Catholic faith.

ENGAGING in the ongoing education of trustees and staff in the field of philanthropy and the nonprofit community.

ENSURING good stewardship of the resources entrusted to our use.

ENCOURAGING open communication, compassion, respect and trust among community, staff and family.



DONOR INTENT

To accomplish our goals and honor the legacy of our founders, the Foundation is guided by the following core principles:

FAITH FIRST – align giving with the values of the Catholic faith and prioritize the Catholic community.

OPPORTUNITY OPENS DOORS AND HEARTS – provide people opportunities to be successful and get ahead as a means to engender a spirit of gratitude & generosity.

CHARACTER COUNTS – look at character and give to leaders and organizations that exude integrity and have a high standard of accountability.

USE BUSINESS SENSE – make charitable giving decisions much like in business (look at financial soundness, impact, etc.), and don't fund a sinking ship.

STRENGTHEN THE COMMUNITY – give locally, in Baltimore, and in ways that both meet needs, and that grow and strengthen the local community.

Meet Some of Our 2025 Grantees

This year's grantees exemplify the mission and core values of our foundation. They consistently embody the shared principles that serve to fortify our community. Here are some of their stories.











IGNATIAN VOLUNTEER CORPS:
A Lifetime of Faith in Action

For adults age 55 and older, the Ignatian Volunteer Corps (IVC) transforms retirement into an opportunity for renewed purpose. By pairing a lifetime of professional experience with nonprofit organizations accompanying those on the margins and working for justice, IVC builds the capacity of its partners while ensuring that decades of wisdom, expertise, and compassion continue to strengthen communities.

Grounded in the Ignatian tradition, IVC invites volunteers to become contemplatives in action. Alongside their service, they participate in ongoing prayer, reflection, and spiritual formation, recognizing that discipleship is a lifelong journey. Even after distinguished careers, volunteers continue to discern, learn, and grow in faith while accompanying others with humility and hope.

The Foundation is proud to support IVC Baltimore's recruitment and spiritual formation efforts, helping ensure that a lifetime of experience is not set aside in retirement but shared generously for the common good. By investing in both volunteers and the organizations they serve, the Foundation is helping build stronger nonprofits, deepen faith-filled service, and remind us that God's call to grow and serve endures throughout every stage of life.



"IVC gave my retirement purpose. I'm part of a compassionate community, growing spiritually while making a real difference."

—Jane, IVC Member

SISTERS ACADEMY:
A Whole-Child Approach in Action

For more than two decades, Sisters Academy has provided a tuition-free independent middle school education for girls in southwest Baltimore, nurturing each student's academic, emotional, and spiritual growth. Rooted in faith, dignity, and opportunity, the school embraces a whole-child approach that recognizes learning flourishes when students feel healthy, supported, and known.



That philosophy came to life during the school's 2025 Health Day Fair. Led by staff member Niya Williams, the event brought together educators and community partners to help students explore physical, mental, and spiritual wellness through hands-on learning. Students visited Ascension Saint Agnes' mobile clinic, prepared healthy smoothies, participated in nutrition and mindfulness activities, and built confidence through experiences that encouraged self-awareness, self-advocacy, and healthy decision-making. As President Kaliq Hunter Simms explains, "We can't deny how basically every element of our school has a bearing on student mental health or social and emotional development."



The Foundation is proud to support Sisters Academy's restorative and trauma-responsive programming, expanding counseling services, strengthening wellness education, and equipping educators with practices that help students feel seen, supported, and ready to learn. Together, these investments help ensure the school's commitment to whole-child education extends far beyond a single event, creating a learning environment where every student has the opportunity to thrive.



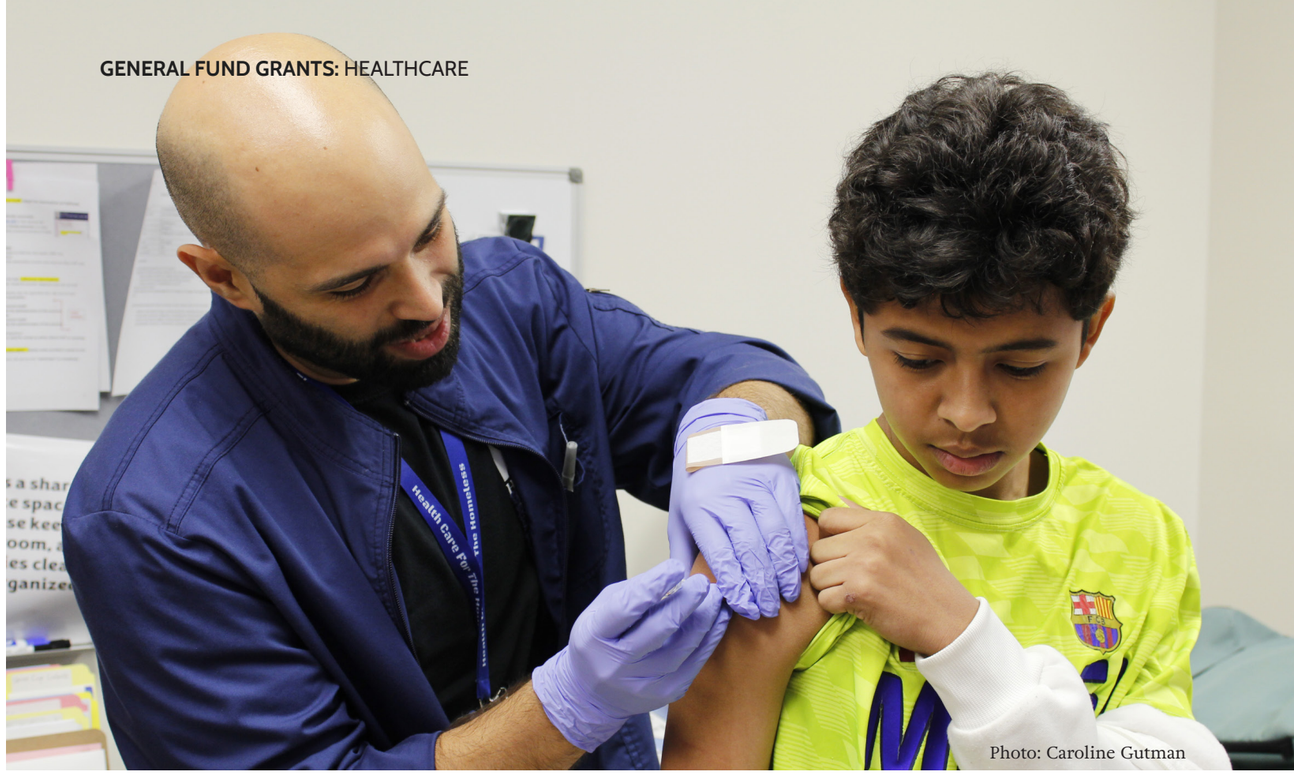


Photo: Caroline Gutman

HEALTHCARE FOR THE HOMELESS:
Healthy Beginnings, Hopeful Futures

Every child deserves the chance to grow up healthy, safe, and cared for. At Health Care for the Homeless, children and families experiencing homelessness receive comprehensive medical, dental, behavioral health, and supportive services—all under one roof and regardless of insurance status or first language.



For a child, a visit might mean a wellness check, a vaccine, or help recovering from an illness. For a parent, it can also mean access to diapers, food, a warm coat, a children's book, or support navigating the next step toward stable housing. By caring for the health and well-being of the entire family, Health Care for the Homeless provides more than healthcare; it creates moments of stability that allow families to focus less on crisis and more on childhood.

In 2025, the Foundation was proud to support Health Care for the Homeless' pediatric clinic, helping ensure that approximately 2,000 children and young people experiencing homelessness who visit the clinic each year have access to compassionate, high-quality care. Nearly one in five patients is five years old or younger, making early intervention, preventive care, and family-centered support especially critical.

BEYOND SHELTER:
A Place to Put Down Roots

For more than 40 years, Beyond Shelter Frederick has responded to one of its community's most urgent needs: ensuring that families experiencing homelessness have somewhere to turn. Founded by a coalition of local faith communities, the organization began by opening church doors to families who otherwise had nowhere to stay. Today, it operates Frederick County's only emergency shelter for families with children, offering the stability of one permanent location where families can remain together under one roof.

Beyond Shelter pairs safe housing with individualized case management, financial coaching, employment support, and connections to community resources, recognizing that lasting housing stability requires more than emergency shelter alone. By surrounding families with practical support while preserving the dignity of staying together, the organization helps parents build toward permanent housing while giving children the consistency every family deserves.

The Foundation is proud to support Beyond Shelter's Emergency Family Shelter Program, recognizing that addressing homelessness also means addressing the broader challenges that accompany poverty. By pairing emergency shelter with individualized case management, housing navigation, and connections to essential resources, Beyond Shelter helps families overcome immediate crises while preparing them to navigate future challenges. The organization's work is rooted not only in helping families leave homelessness, but in helping ensure they never have to return.



WHERE HOPE FINDS ITS HIVE:
Drink at The Well







Drink at The Well, often referred to simply as "The Well," is a faith-inspired, not faith-required community organization rooted in the belief that healing happens in community. For more than two decades, The Well has created spaces where women can find belonging, practical support, meaningful work, and the opportunity to begin again.

Founded by Mandy Memmel, The Well grew out of relationships formed through community outreach in Baltimore's Curtis Bay neighborhood. What began as walking alongside women navigating trauma, exploitation, addiction, abuse, and chronic instability, has grown into a community built on trust, dignity, and the conviction that lasting transformation happens through long-term relationships.

Today, The Well offers workforce development, mentorship, behavioral health services, family support, and resource navigation - but its work extends far beyond any single program. At its heart, The Well is a community built on long-term relationships, where women are seen not for the hardships they have endured, but for the futures they are working toward.

"There is no limit. Every return is another opportunity to communicate a simple but powerful truth — that a woman's worth is never diminished by the circumstances she has endured.

—Founder Mandy Memmel's response when asked how many chances are too many for a woman who is struggling,

WORKFORCE DEVELOPMENT THROUGH HON'S HONEY

As part of our inaugural Workforce Development Strategic Grant Initiative, the Knott Foundation is supporting The Well's efforts to expand pathways to economic mobility through Hon's Honey, a growing social enterprise creating all-natural honey and body care products. Launched in 2018 and inspired by Thistle Farms in Nashville, Hon's Honey has grown from nine handmade products produced by four employees into a vibrant workforce, crafting more than 30 products.

Women become eligible for employment after completing The Well's COR Life (Community, Opportunity, and Responsibility) program, a curriculum rooted in wellness, trauma recovery, job readiness, and financial literacy. Through weekly classes, individualized social work support, and one-on-one mentorship, women begin to build stability and confidence after years, sometimes decades, of surviving crisis.

At the Curtis Bay production site, the "worker bees" as they affectionately call themselves, handcraft all products using local honey and beeswax and gain experience in product development,

TRUSTEE CONNECTION

Knott Foundation ***Board Vice President Kelly Harris*** has been a regular volunteer at The Well for several years, supporting the organization's work firsthand and witnessing the power of its community-centered approach.



manufacturing, inventory management, and customer service. Their hands and stories are in every candle, scrub, and bar of soap. The opening of the Hon's Honey Marketplace and coffee shop on S. Hanover Street in Baltimore's Brooklyn neighborhood in 2023, added training opportunities in barista skills and retail management. The Well is now investing in additional coffee and barista training to strengthen workforce pathways and prepare women for a wider range of employment opportunities.

Today, The Well employs 39 staff members across its programs and social enterprises. At Hon's Honey, approximately 12 program participants are employed in roles spanning production, retail, and operations. Additionally, four women who first joined the organization as "worker bees" have since advanced into lead staff positions, helping oversee production while mentoring newer participants beginning their own employment journeys.

Over the past five years, Hon's Honey has achieved 15–20 percent annual sales growth, expanded to more than 90 retail partners, and been recognized as a Level 1 Maryland Recovery Friendly Workforce – a designation honoring businesses committed to creating a supportive environment for employees recovering from substance use or mental health issues. These accomplishments reflect far more than business success. They are evidence of what becomes possible when women receive the time, stability, and care needed to rise.

BUILDING AN ECOSYSTEM OF OPPORTUNITY

During a recent conversation with Mandy, she emphasized that workforce development cannot be separated from the practical conditions that shape a woman's ability to work. Reliable childcare, safe and stable housing, mental health support, and accessible transportation form the backbone of lasting employment.

To strengthen those foundations, The Well is in the process of securing key properties, including the building that houses their retail shop, The Hope Chest. The two residential units upstairs will offer women safe, affordable housing - often the missing piece in long-term stability. Additional housing opportunities nearby are also emerging, pointing to the possibility of building an entire neighborhood ecosystem of support.

Childcare remains equally critical. The Well is actively expanding its childcare space to meet growing demand from working mothers who rely on these services to stay engaged in training and employment. Their long-term goal is to create a community where safe, affordable, supportive housing sits just steps away from childcare, employment, and recovery services - a neighborhood intentionally woven around



*"While the work is not easy, **hope** remains the thread that binds these efforts together."*

women and their children.

While the work is not easy, hope remains the thread that binds these efforts together. When asked how many chances are too many for a woman who is struggling, Memmel's answer is always the same: there is no limit. Every return is another opportunity to communicate a simple but powerful truth - that a woman's worth is never diminished by the circumstances she has endured.

You can see that belief reflected throughout The Well: in the woman who once joined Hon's Honey as a worker bee and now leads its production team; in the mothers pursuing college degrees; or in the peer recovery advocates guiding others across thresholds they themselves once faced. Even in moments of grief or setback, no woman is ever turned away. By remaining a place where every woman is welcomed with dignity and unwavering care, The Well creates the conditions in which healing, belonging, and new possibilities can take root.

A SWEET WAY TO SUPPORT THEIR MISSION

If you bee-lieve in the transformative power of this work, Hon's Honey offers a wide range of handmade honey and body care products that make meaningful gifts or household staples. Items include raw local honey, beeswax candles, "Warsh Bars," sugar scrubs, curated gift boxes, and other items all crafted by women earning wages, developing skills, and building new futures.

Each candle poured, honey jar filled, and scrub blended reflects both skilled craftsmanship and the courage it takes to begin again. Every purchase directly supports wages, workforce development opportunities, and the community of care that surrounds the women of The Well.

Give hope. Give honey.







Hon's Honey offers a wide range of handmade honey and body care products that make meaningful gifts or household staples.

2025 GRANT AWARDS LIST:

Foundation & Discretionary Grants

FOUNDATION GRANTS

General Fund Grants

$18,000	10:12 Sports
$30,000	Alzheimer's Association-Greater Maryland Chapter
$40,000	Anne Arundel County Food Bank, Inc.
$70,000	Archbishop Borders School
$45,000	Associated Catholic Charities, Inc.
$30,000	Blessings in a Backpack Inc
$50,000	Carmelite Sisters of Baltimore
$48,000	Caroline Friess Center, Inc.
$60,000	CASA of Baltimore
$66,500	Catholic High School of Baltimore
$35,000	Children's Guild
$48,000	City of Refuge Baltimore
$48,000	Cornerstone Community Housing
$25,000	Dwyer Workforce Development
$60,000	Family Tree
$50,000	Frederick Rescue Mission
$45,000	Friendly Loving Opportunities - FLO
$35,000	Gilchrist Hospice Care
$41,751	Goucher Prison Education Partnership
$50,000	Govans Ecumenical Development Corporation (GEDCO)
$48,000	Hagerstown YMCA
$15,000	Jane Addams Resource Corporation - Baltimore
$45,000	Jeremiah Program - Baltimore
$48,000	Manna House, Inc.
$50,000	Mission of Mercy
$80,000	Monsignor O'Dwyer Retreat House
$48,000	Partners In Care Maryland
$40,000	Pathfinders for Autism
$70,000	Paul's Place, Inc.
$65,000	Saint Casimir Catholic School
$55,000	School of the Incarnation
$10,000	Seton Center Inc.
$45,000	Sexual Assault/Spouse Abuse Resource Center, Inc. (SARC)
$50,000	St. Ambrose Housing Aid Center, Inc.
$42,000	St. Elizabeth School
$60,000	St. Ignatius Catholic Community
$35,000	St. John Westminster
$50,000	St. Joseph School (Cockeysville)
$11,000	Stocks in the Future
$24,000	Student Homelessness Initiative Partnership of Frederick County
$21,000	TruNorth Company
$60,000	Union Rescue Mission of Western Maryland
$40,000	United Way of Frederick County
$32,000	Washington County Commission on Aging, Inc.
$45,000	Weekend Backpacks
$50,000	Women's Housing Coalition

Strategic Grants

Grant distributed over three years

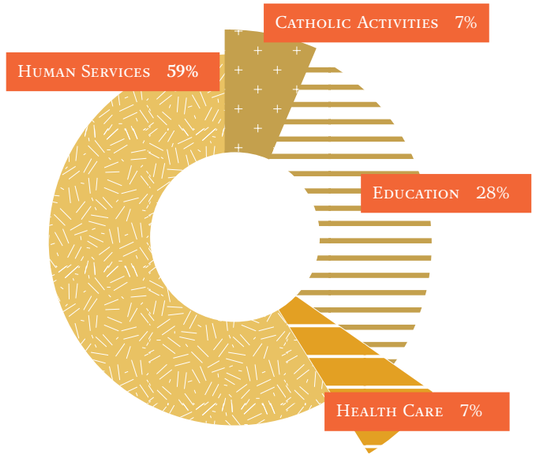
$240,000	Associated Catholic Charities, Inc.
$135,000	Baltimore SquashWise
$75,000	The Be.Org
$210,000	Bridges Baltimore
$120,000	Calvert Hall College High School
$225,000	Ed Lally Foundation
$210,000	Franciscan Center
$187,282	Friendzy
$120,000	Living Classrooms Foundation
$123,691	Mental Health Association of Frederick County
$240,000	National Center on Institutions and Alternatives
$180,000	Next One Up Foundation
$135,000	Urban Alliance - Baltimore

DISCRETIONARY GRANTS

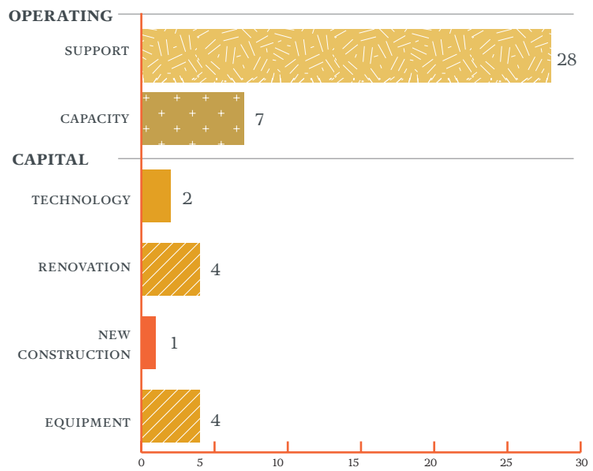
$10,500	Archdiocese of Baltimore
$2,500	Ashland Preschool Center
$1,500	Baltimore Youth Arts
$2,500	Brendan Corporation
$6,300	Blue Water Baltimore
$9,000	Calvert School
$1,000	Cathedral of Mary Our Queen
$2,500	The Catholic Community at Hopkins/Saints Philip & James University Parish
$2,500	Center for Pregnancy Concerns
$4,000	Columbia Center for Theatrical Arts
$2,475	Comfort Cases
$3,200	Drink at The Well
$2,500	FOCUS
$3,500	Gilman
$2,500	Graham Equestrian Center
$2,500	Helping Orphans Everywhere Prosper
$3,500	Helping Up Mission
$2,500	Indian Creek School
$5,000	Interfaith Service Coalition
$3,500	Loyola Blakefield
$500	Maryland Film Festival
$7,500	Maryland Philanthropy Network
$2,677	Maryvale Preparatory School
$2,323	MERIT Health Leadership Academy
$8,525	Maryland Out of School Time Network (MOST)
$1,500	The National Shrine of Saint Elizabeth Ann Seton
$600	Port Discovery
$2,000	Rise Alliance for Children
$2,500	Roland Park Country School
$1,000	The School of the Cathedral of Mary Our Queen
$900	Sheppard Pratt
$2,500	St. Paul's Schools
$9,000	Women's Housing Coalition

Grants by the Numbers

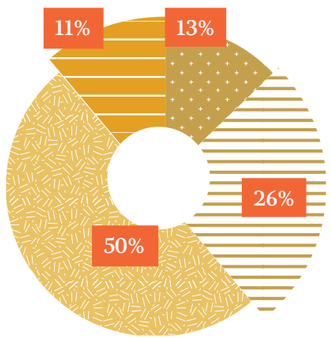
GENERAL FUND GRANT PROGRAM AREAS



GENERAL FUND - TYPES OF GRANTS
(IN NUMBERS)



GENERAL FUND GRANT SIZE



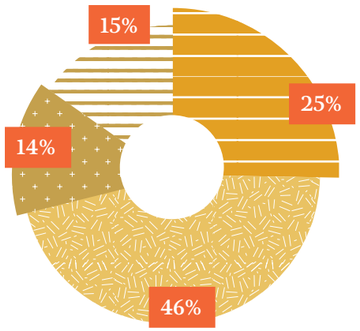
- < $25,000
- $25,000-$45,000
- $45,001-$60,000
- $60,001-$80,000

GENERAL FUND TOTAL PROJECT BUDGET



- <$100,000
- $100,000-$300,000
- $300,001-$500,000
- $500,001-$999,999
- >$1,000,000

ORGANIZATIONAL BUDGET OF GRANTEES



- < $1M
- $1-4.9 M
- $5-9.9 M
- >$10M

2025 Foundation Board & Staff Members

BOARD OF TRUSTEES:

Martin G. Knott, *President*
Kelly Harris, *Vice President*
Emmet Voelkel, *Secretary*
John Riehl, *Treasurer*

Sarah Atwood
Andrew Ellis
Dan Gallagher
David Gallagher
Lindsay Gallagher
Michael Gallagher
Timothy Gallagher
Emily Hanssen
E.B. Harris
Tom Harris
Carlisle Hashim
Marion Hashim
Colin Knott
Erin Knott
Marion Knott
Martin Knott, Jr.
Owen Knott
Teresa Knott
Brian McDonald
Meghan McDonald
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Peter McGill
David Porter
Joanna Porter
Laurel Porter
Martin Porter
Margie Riehl
Morgan Riina
Brooke Rodgers
Patrick Rodgers
Geralynn Smyth
John Smyth
Jamie Stodd
Erin Tielsch

FOUNDATION STAFF:

Kathleen McCarthy,
Executive Director

Billie Caldwell,
Communication + Board Engagement Officer

Jessica Feldt,
Grants + Database Manager

Christina McMahon,
Business Manager

The Marion I. & Henry J.
KNOTT FOUNDATION

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