

**From:** [Bill Barnes](#)  
**To:** [Jen Robinson](#)  
**Subject:** Fw: [External] Fw: Howard County & Ravens Girls Flag Football  
**Date:** Tuesday, April 1, 2025 2:27:54 PM  
**Attachments:** [image001.png](#)

---

Can you have your eyes on this initiative? I can bring you up to speed on what I am hoping we do... But lots of contingencies.

Bill

Bill Barnes (he/him/his)  
Superintendent  
Howard County Public School System

---

**From:** Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>  
**Sent:** Monday, March 31, 2025 9:06 PM  
**To:** Bill Barnes <[Bill\\_Barnes@hcpss.org](mailto:Bill_Barnes@hcpss.org)>  
**Subject:** [External] Fw: Howard County & Ravens Girls Flag Football

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FYI

Get [Outlook for iOS](#)

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**From:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>  
**Sent:** Monday, March 31, 2025 9:04:10 PM  
**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org) <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>  
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out to the students as soon as possible. We would like to receive the results back sometime in April.

### [FCPS HS Girls Flag Interest Form](#)

#### **Draft:**

*The school system is considering running a pilot **Girls Flag Football** program at each of our high schools. We are excited to reach out to our young women students with this unique opportunity to see who are interested in learning about and playing flag football. Whether you've played before or are new to the sport, we welcome all skill levels and would love for you to be part of our team. We are sending out a survey to see how many girls are interested in participating in this pilot program. This pilot program will be in partnership with the Baltimore Ravens.*

#### **Why Join?**

1. **Fun and Exciting:** Flag football is a fast-paced and enjoyable sport that promotes teamwork, athleticism, and strategic thinking.
2. **Great Fitness:** Playing flag football is a fantastic way to stay active, improve your fitness, and develop new skills.
3. **Empowerment and Friendship:** Be part of a strong community of girls who support and motivate each other both on and off the field.
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*If you're curious or excited about the idea of playing flag football, we'd love to hear from you! Please fill out the interest survey to let us know if you're interested.*

*Feel free to reach out to your school athletic department if you have any questions, and we look forward to hearing from you.*

Thank you in advanced for your review. I am looking forward to receiving your feedback and sending this survey out to the Students.

Thanks,

Raul

*A. Raúl Delerme*

Deputy Chief Administrative Officer

Howard County Government

Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Kim Ferguson <Kim.Ferguson@ravens.nfl.net>  
**Sent:** Monday, March 24, 2025 12:50 PM  
**To:** Jack\_Davis@hcpss.org; Delerme, Raul <rdelerme@howardcountymd.gov>; bill\_barnes@hcpss.org  
**Cc:** Brad Downs <Brad.Downs@ravens.nfl.net>; Brandon Etheridge <Brandon.Etheridge@ravens.nfl.net>; Adam Rudel <Adam.Rudel@ravens.nfl.net>; Verdi, Luke <lverdi@howardcountymd.gov>  
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Hi,

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Kim

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subsequent years as we talk sustainability.

#### Year 1

- \$5,000 grant for Girls Flag (provide one check to the central office for them to disseminate)
- 30 uniforms that include each a home top, away top and bottoms, provided by Under Armour
- USA Flag Football Kit (see attachment)
- Clinics for coaches, officials, and students
  - Ravens to provide facilitator for each of these clinics
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  - Student Clinics – in county at a location of your choosing
    - Can do either 1 or 2 clinics depending on the number of schools
  - All clinics would happen prior to the school year ending and we can host additional coaches or officials' clinics as needed
- Additional flag belts and footballs (if needed)

We know the timeframe for when this could be played was brought up. We are open to having those conversations and if a 6-week timeframe works better in Nov. – Dec., we can make it work. We could always have a Howard County only Championship in Howard County or somewhere else and plus it up with mascot, Cheerleaders, etc. Since it is still a pilot program there isn't the restriction on everyone having to play at the same time.

Please let us know if you have any other questions or need anything else.

Thanks!

Kim

---

**Kim Ferguson | Sr. Director, Fan Development & Activation**

Under Armour Performance Center

1 Winning Drive, Owings Mills, MD 21117

(p) 410.701.4047

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**From:** [Jen Robinson](#)  
**To:** [Bill Barnes](#)  
**Subject:** Re: [External] Fw: Howard County & Ravens Girls Flag Football  
**Date:** Tuesday, April 1, 2025 3:31:39 PM  
**Attachments:** [image001.png](#)

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Sure.. JD has been keeping me in the loop a bit but I would love to hear your perspective  
Sent from my iPhone

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<image001.png>

**From:** [Kim Ferguson](#)  
**To:** [Bill Barnes](#)  
**Subject:** [External] Hello!  
**Date:** Friday, April 4, 2025 3:49:06 PM  
**Attachments:** [image001.png](#)

---

You don't often get email from kim.ferguson@ravens.nfl.net. [Learn why this is important](#)

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Hi Bill,

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From speaking with Raul and John, it sounds like John is sending out a survey to the high schools to gauge the interest in Girls Flag Football. We look forward to hearing the response. We told them as well but if you need anything else from us, please let us know. We are here to assist in any way possible and as mentioned during the meeting, would love to have Girls Flag in Howard County.

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**From:** [Bill Barnes](#)  
**To:** [Kim Ferguson](#)  
**Cc:** [Jen Robinson](#)  
**Subject:** Re: [External] Hello!  
**Date:** Sunday, April 6, 2025 1:42:33 PM  
**Attachments:** [image001.png](#)

---

Thanks for connecting Klm. It was a great event. I am connecting you with our Chief of Schools, Jen Robinson, who is supervises Mr. Davis and is monitoring our feasibility study for moving forward with girls flag football in HCPSS>. Appreciate ethe outreach and offer of support.

Bill

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**Sent:** Friday, April 4, 2025 3:48 PM  
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**From:** [Kim Ferguson](#)  
**To:** [Bill Barnes](#)  
**Cc:** [Jen Robinson](#)  
**Subject:** RE: [External] Hello!  
**Date:** Monday, April 7, 2025 4:11:53 PM  
**Attachments:** [image001.png](#)

---

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Hi Bill,

Thanks for information and connecting us.

Hi Jen – nice to virtually meet you! As mentioned below if you need anything from us, please let us know. We are here to assist in any way possible.

Thanks!

Kim

---

**From:** Bill Barnes <Bill\_Barnes@hcpss.org>  
**Sent:** Sunday, April 6, 2025 1:43 PM  
**To:** Kim Ferguson <Kim.Ferguson@ravens.nfl.net>  
**Cc:** Jen Robinson <Jen\_Robinson@hcpss.org>  
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**From:** [Howard County Public School System](#)  
**To:** [Bill Barnes](#)  
**Subject:** HCPSS News - April 9, 2025  
**Date:** Wednesday, April 9, 2025 3:36:58 PM

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Howard County Public School System News

April 9, 2025



## Happy Spring!

Reminder that schools are closed April 14-21 for spring break. Offices are closed April 18 and 21. During the break, there will not be an HCPSS News email and we will resume sending April 23.

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[More News](#) | [Events](#) | [Reminders](#)

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## More News

### HCPSS Students Selected for All-Eastern Honor Ensembles

Seven HCPSS students [have been selected to participate](#) in the National Association for Music Education's (NAfME) bi-annual Eastern Division Conference All-Eastern Honor Ensembles. To be considered, students had

to meet several criteria, including having participated in the Maryland All State Ensembles the previous year as 10th or 11th graders. Congratulations to our students and to their musical directors on this outstanding achievement!

## **HCPSS & HCEA Reach a Tentative Agreement**

The Howard County Board of Education and Howard County Education Association (HCEA) [announced a tentative agreement](#) for the 2025-2026 school year that addresses pressing needs including employee compensation, healthcare, and retention. It also improves compensation for Special Educators and Related Service Providers to address the ongoing crisis in recruiting and retaining Special Educators.

## **HCPSS Academy of Finance Earns National Recognition as a Distinguished Program**

HCPSS' Academy of Finance has been selected as a 2025 Katherine Blasik Distinguished Program, the [highest level of achievement awarded](#) by NAF, a national education non-profit. This designation reflects the academy's performance on NAF's annual assessment, which evaluates the academy's strengths and challenges in implementing NAF's career-focused curricula and work-based learning design.

## **Seeking Judges for Simulated Congressional Hearings**

HCPSS [seeks community members to serve as judges](#) in the 2025 Simulated Congressional Hearings (SCH), being held at elementary schools across the county from May 1-June 11. The annual program, which focuses on issues related to the Constitution, is the culmination of fifth-grade students' social studies instruction.

## **Girls Flag Football Student Interest Survey**

HCPSS is exploring adding Girls Flag Football to its high school athletic program and is asking students in grades 8-11 to share their interest. An [online interest survey](#) has been shared with students, and parents/guardians can encourage completion of the form by Friday, April 18. The survey will only be used to assess interest and is not a commitment or registration to play on a team.

## **Get to Know Monica Pringle, HCPSS Coordinator of Transportation, Specialized Service and Training**

“Over the years, I’ve learned the critical value of practicing effective time

management, addressing problems holistically, and finding innovative solutions to unexpected issues. Most importantly, I've embraced the mantra that it's always better to arrive early than late—understanding how even small delays can ripple through schedules and cause larger complications,” says Monica Pringle, HCPSS’ coordinator of Transportation, Specialized Service and Training. [Learn more about this HCPSS leader](#) online.

---

## Events

### **HCPSS Food and Nutrition Services to Host Second Taste Test Event**

*Friday, May 2, 6-7 p.m., Wilde Lake High School cafeteria (5460 Trumpeter Rd, Columbia)*

HCPSS students, staff, and families are invited to [try school meal items and provide feedback](#) on the taste and quality of the offerings to help make improvements to food service. Capacity is limited; register by April 25.

### **CANCELED: Wellness Workshop: Teens – Vaping & Cannabis**

This [free, virtual program](#), scheduled for April 9, has been canceled. Additional sessions are not impacted.

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## Reminders

### **JumpStart Registration Event**

During this event, being held April 10 at the HPVA building at Howard Community College, students who have applied to and been accepted by HCC can receive [in-person assistance to finalize their Fall course registration](#). Family members will have the option to attend a session about the authentic college experiences their student can expect to have at HCC.

### **Survey on Student Personal Devices Policy Adjustments, Open Through April 16**

HCPSS students, staff, parents/guardians and family members are

encouraged to [provide input the implementation and impact](#) of recent adjustments made to Board of Education Policy 8080 Responsible Use of Technology, Digital Tools, and Social Media, as it pertains to student use of personal devices during the school day.

## **Wellness Workshop: Grief and Loss**

HCPSS parents/guardians are invited to take part in this [free, virtual workshop](#), being held April 24 from 6–7 p.m. The event is part of a monthly workshop series that will delve into the challenges of parenthood and offer techniques to help navigate those challenges.

## **Volunteers Needed for Battle of the Books**

Volunteers are needed for the Battle of the Books, an annual event for 5th grade students hosted by HCPSS and Howard County Library System. This year's event is scheduled for Friday, April 25 at Merriweather Post Pavilion. Adult volunteers can [sign up online](#). High school students can volunteer and earn service hours by emailing [winifred.lafrancechambers@hclibrary.org](mailto:winifred.lafrancechambers@hclibrary.org).

## **Board Seeks Members of Operating Budget Review Committee**

The Board of Education [seeks members](#) to join its Operating Budget Review Committee (OBRC). The OBRC provides input and recommendations to the Board regarding the school system's operating budget, including funding priorities, new initiatives, and other budget-related matters.

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## **Important Health & Safety Message**

All HCPSS students and staff [must stay home](#) if they are experiencing symptom(s) associated with any communicable disease. Families, students and staff should perform daily health checks and stay home if they have symptoms of a communicable disease, including the seasonal flu, COVID-19 and Respiratory Syncytial Virus (RSV). Families are encouraged to consider taking advantage of flu and COVID vaccines and boosters.

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**HCPSS Is Hiring!**

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**To:** [Jennifer Mallo](#)  
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Howard County Public School System News

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**From:** [Howard County Public School System](#)  
**To:** [Meg Ricks](#)  
**Subject:** HCPSS News - April 9, 2025  
**Date:** Wednesday, April 9, 2025 3:39:55 PM

---

Howard County Public School System News

**April 9, 2025**



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---

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---

## Events

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HCPSS students, staff, and families are invited to [try school meal items and provide feedback](#) on the taste and quality of the offerings to help make improvements to food service. Capacity is limited; register by April 25.

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SchoolMessenger is a notification service used by the nation's leading school systems to connect with parents, students and staff through voice, SMS text, email, and social media.

**From:** [Howard County Public School System](#)  
**To:** [April Harrison](#)  
**Subject:** HCPSS News - April 9, 2025  
**Date:** Wednesday, April 9, 2025 4:03:46 PM

---

Howard County Public School System News

**April 9, 2025**



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**From:** [Shawn Mansfield](#)  
**To:** [Jack Davis](#); [Kim Masters](#)  
**Cc:** [Diane Morris](#)  
**Subject:** RE: Girls Flag Football - Budget and Cost projections  
**Date:** Friday, April 25, 2025 3:15:43 PM  
**Attachments:** [Cost Analysis for Flag Football-update SMM.xlsx](#)

---

Good Afternoon,

I made a copy of your spreadsheet and updated it with my formatting and made some changes to the estimates in yellow. Also added comments for areas that still need to be addressed or clarified.

I'm likely going to be getting wrapped up in the FY26 budget process next week so won't have much time to do much more with this so feel free to edit or change as you all see fit.

Diane: This is the draft but I'm going to defer to JD and Kim on submitting the final version for addressing the requirements and funding sources if they don't agree with the estimates I have in the attached. They have a better handle on what is going to be involved with starting up this program.

Have a great weekend!

Shawn

---

**From:** Shawn Mansfield  
**Sent:** Wednesday, April 23, 2025 1:46 PM  
**To:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>; Kim Masters <[Kim\\_Masters@hcpss.org](mailto:Kim_Masters@hcpss.org)>  
**Subject:** RE: Girls Flag Football - Budget and Cost projections

Good afternoon,

Just following up with you both on the questions and comments below. I think the document you drafted will be sufficient for addressing the items we were tasked with from Diane. We just need to see if we can tighten up and clarify the areas mentioned in my email below to give clear picture of the funding source(s) and recurring expenses.

Thanks,  
Shawn

---

**From:** Shawn Mansfield  
**Sent:** Wednesday, April 9, 2025 8:57 AM  
**To:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>; Kim Masters <[Kim\\_Masters@hcpss.org](mailto:Kim_Masters@hcpss.org)>

**Subject:** RE: Girls Flag Football - Budget and Cost projections

Jack/Kim,

Took my first look at this. I think this should be sufficient for what Diane wants to present to the Board. Maybe we can add some notes with assumptions being made for additional information.

A few questions from my initial review:

Is this 5 v 5 flag football or 7 v 7 flag football

Stipend – have we confirmed the coach stipend will be the same as varsity football? Or would this varsity sport be more in line with Lacrosse or Soccer? Not sure how the stipends are determined but would think a lot less players for a coach to manage in this sport.

Transportation - If it is 3 buses shouldn't the per school amount be \$2,325 instead of \$3,100?

Security –any wages for event security that need to be considered in the costs?

Budget: Do you have a contact with Ravens to find out any restrictions on the use of the funds they would provide?

Recurring costs \$201,104 – could a portion of the recurring costs, the \$70,200 for equipment, uniforms and supplies be spread out over a 3 or 4 year replacement cycle? If so, maybe we could display the future recurring costs as \$2K per high school (\$26K per year would be about a 3 year replacement cycle).

Thanks again for all the initial work on this, I think you have pretty much everything captured for our part of the submission to the Board. Maybe we can meet at some point next week or the week after to finalize what you have drafted.

Take care,  
Shawn

---

**From:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>

**Sent:** Tuesday, April 8, 2025 11:47 AM

**To:** Shawn Mansfield <[Shawn\\_Mansfield@hcpss.org](mailto:Shawn_Mansfield@hcpss.org)>; Kim Masters <[Kim\\_Masters@hcpss.org](mailto:Kim_Masters@hcpss.org)>

**Subject:** Re: Girls Flag Football - Budget and Cost projections

Attached is a rough markup of costs without the County's possible \$65,000. Six

game schedules with transportation based on the average trip cost of our contractors.

John Davis, CAA  
Director of Athletics and Activities  
Division of Schools  
Howard County Public School System  
410-313-6631



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**From:** Shawn Mansfield <[Shawn\\_Mansfield@hcpss.org](mailto:Shawn_Mansfield@hcpss.org)>  
**Sent:** Tuesday, April 8, 2025 10:41 AM  
**To:** Kim Masters <[Kim\\_Masters@hcpss.org](mailto:Kim_Masters@hcpss.org)>; Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Subject:** Girls Flag Football - Budget and Cost projections

Kim/Jack,

Hoping to have some time later this week to work up a template on costing and budgeting for the Girls Flag Football start-up.

Here are my initial thoughts:

1. Ravens contribution \$65K. Are there restrictions on what we use these funds for? I'll confirm with Accounting that we could do as a grant or if we have to collect these funds as a donation.
2. Howard County \$65K – Was there an indication that this was going to be provided as one-time funds? Maybe we will get more of an indication when Calvin releases the County budget on April 14<sup>th</sup>
3. HCPSS funding - Since we have submitted the budget to the County we will need to see how we can fund any remaining costs this Fall from our existing request unless we are allowed to increase the FY26 request as a technical adjustment, in combination with the cuts that we will be making in other areas.
4. Potential Athletic Booster funding?

**Costs:**

Transportation  
Officials

Security

Coaches Stipends (add to negotiated agreement)

Equipment & Supplies (recurring cost)

Equipment (startup cost)

Anything else to consider???

I'll reach back out later this week but send me any other thoughts you have on the above or additional considerations so I can incorporate into our budget/cost template.

Thanks,

Shawn

**From:** [Delerme, Raul](#)  
**To:** [Jack Davis](#); [Brian W. Bassett](#)  
**Cc:** [Verdi, Luke](#); [Cabellon, Angela](#); [Hira, Safa](#); [Bill Barnes](#)  
**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football  
**Date:** Sunday, April 27, 2025 10:23:15 AM

---

Hello Jack,

Just following up on my e-mail from last week regarding the Girls Flag Football survey results. It would be greatly appreciated if you can provide us with an update this week.

Thanks,  
Raul

Sent from my iPhone

On Apr 23, 2025, at 2:00 PM, Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)> wrote:

Hello Jack,

Please let us know when you anticipate receiving the High School Girls Flag Football interest survey results. We hope to see the results soon so we can determine our next steps.

Thanks,  
Raul

*A. Raúl Delerme*  
Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Sent:** Thursday, April 10, 2025 10:58 AM  
**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>  
**Subject:** Fw: [External] RE: Howard County & Ravens Girls Flag Football

[Note: This email originated from outside of the organization. Please only click

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Here it is.

John Davis, CAA  
Director of Athletics and Activities  
Division of Schools  
Howard County Public School System  
410-313-6631

|  
<~WRD0001.jpg>

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**From:** Brian W. Bassett <Brian\_Bassett@hcpss.org>  
**Sent:** Thursday, April 10, 2025 10:49 AM  
**To:** Jack Davis <Jack\_Davis@hcpss.org>  
**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

Here's the survey

[https://docs.google.com/forms/d/e/1FAIpQLSfSOxQFdAaAN-5Ylo7SDxMF\\_zhI1p4mUtIRPTIZbhBsxtISaw/viewform?usp=header](https://docs.google.com/forms/d/e/1FAIpQLSfSOxQFdAaAN-5Ylo7SDxMF_zhI1p4mUtIRPTIZbhBsxtISaw/viewform?usp=header)

**Brian Bassett**

Director of Communications & Engagement  
Howard County Public School System

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**From:** Jack Davis <Jack\_Davis@hcpss.org>  
**Sent:** Thursday, April 10, 2025 10:46 AM  
**To:** Brian W. Bassett <Brian\_Bassett@hcpss.org>  
**Subject:** Fw: [External] RE: Howard County & Ravens Girls Flag Football

FYI

John Davis, CAA  
Director of Athletics and Activities  
Division of Schools  
Howard County Public School System  
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**From:** Delerme, Raul <rdelerme@howardcountymd.gov>

**Sent:** Thursday, April 10, 2025 10:01 AM

**To:** Jack Davis <Jack\_Davis@hcpss.org>

**Subject:** RE: [External] RE: Howard County & Ravens Girls Flag Football

Hello Jack,

This is great news. Can you please send a copy of the survey. Please let me know when you plan to receive the survey feedback .

Thanks,

Raul

*A. Raúl Delerme*

Deputy Chief Administrative Officer

Howard County Government

Phone: 410-313-4689

[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

**From:** Jack Davis <Jack\_Davis@hcpss.org>  
**Sent:** Thursday, April 10, 2025 8:57 AM  
**To:** Delerme, Raul <rdelerme@howardcountymd.gov>  
**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

The survey is out today

Sent from my iPhone

On Apr 9, 2025, at 10:01 PM, Delerme, Raul <rdelerme@howardcountymd.gov> wrote:

Hello Jack,

We heard that the survey was sent out. Can you please confirm this?

Thanks,

Raul

Sent from my iPhone

On Apr 4, 2025, at 7:54 AM, Jack Davis <Jack\_Davis@hcpss.org> wrote:

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All,

Our survey is in the final approval process and should be out very soon.

JD

John Davis, CAA

Director of Athletics and Activities

Division of Schools  
Howard County Public School System  
410-313-6631

<~WRD0001.jpg>

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---

**From:** Kim Ferguson <Kim.Ferguson@ravens.nfl.net>

**Sent:** Thursday, April 3, 2025 10:15 PM

**To:** Delerme, Raul <rdelerme@howardcountymd.gov>; Jack Davis <Jack\_Davis@hcpss.org>

**Cc:** Verdi, Luke <lverdi@howardcountymd.gov>; Cabellon, Angela <acabellon@howardcountymd.gov>; Mooneyhan, Nicholas <nmooneyhan@howardcountymd.gov>; Milani, Michael <mamilani@howardcountymd.gov>; Brian W. Bassett <Brian\_Bassett@hcpss.org>; Hira, Safa <shira@howardcountymd.gov>; Brad Downs <Brad.Downs@ravens.nfl.net>; Adam Rudel <Adam.Rudel@ravens.nfl.net>

**Subject:** [External] RE: Howard County & Ravens Girls Flag Football

You don't often get email from  
kim.ferguson@ravens.nfl.net. [Learn why this is  
important](#)

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and know the content is safe.**

Hi,

Let us know if we can assist in any way or if you have any questions on the surveys other counties sent out previously. We heard from Be You Sports, who are running some Girls Flag programming in the county and sounds like it is going well. We would love to make it work in Howard County! Here to help in any way possible, just let us know what we can do!

Thanks,

Kim

---

**From:** Delerme, Raul <rdeleme@howardcountymd.gov>  
**Sent:** Thursday, April 3, 2025 7:21 PM  
**To:** Jack\_Davis@hcpss.org  
**Cc:** Verdi, Luke <lverdi@howardcountymd.gov>; Cabellon, Angela <acabellon@howardcountymd.gov>; Mooneyhan, Nicholas <nmooneyhan@howardcountymd.gov>; Milani, Michael <mamilani@howardcountymd.gov>; Brian W. Bassett <Brian\_Bassett@hcpss.org>; Hira, Safa <shira@howardcountymd.gov>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

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Hello Jack,

I am following up to see if you had a chance to review the request to send out an interest survey to the girl students to see if they would be interested in playing Girls Flag Football.

I spoke with the Ravens today and they are excited to move forward with this program in Howard County.

For us to receive the survey results by mid/end of April, we should do our best to send the survey out to the students next week.

Your review is greatly appreciated and I look forward to hearing from your team soon.

Thanks,

Raul

*A. Raúl Delerme*

Deputy Chief Administrative Officer

Howard County Government

Phone: 410-313-4689

[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

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**From:** Delerme, Raul  
**Sent:** Monday, March 31, 2025 9:04 PM  
**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Safa Hira <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

Hello Jack,

As we discussed, below is draft survey wording that would be sent out to the young women students to gather data to see how many girls are interested in playing Girls Flag Football in their school. The final survey should be sent out by the School system. The County could help with developing the survey if needed. We will need to add a few check off boxes to gather this data. If you have any additional information that you would like to add to this survey document, please do not hesitate to do so. I have added the link below that shows a sample survey that Frederick County used. I am in the process of getting Montgomery County's survey as well. We would like to get this survey out to the students as soon as possible. We would like to receive the results back sometime in April.

[FCPS HS Girls Flag Interest Form](#)

*Draft:*

*The school system is considering running a pilot **Girls Flag Football** program at each of our high schools. We are excited to reach out to our young women students with this unique opportunity to see who are interested in learning about and playing flag football. Whether*

*you've played before or are new to the sport, we welcome all skill levels and would love for you to be part of our team. We are sending out a survey to see how many girls are interested in participating in this pilot program. This pilot program will be **in partnership with the Baltimore Ravens.***

### ***Why Join?***

- 1. Fun and Exciting:*** Flag football is a fast-paced and enjoyable sport that promotes teamwork, athleticism, and strategic thinking.
- 2. Great Fitness:*** Playing flag football is a fantastic way to stay active, improve your fitness, and develop new skills.
- 3. Empowerment and Friendship:*** Be part of a strong community of girls who support and motivate each other both on and off the field.
- 4. All Levels Welcome:*** No previous experience? No problem! We'll teach you the game and help you develop your skills.
- 5. Introductory Clinic:*** Learn the Game of Girls Flag Football through a clinic held this spring. Just bring yourself. No equipment needed!
- 6. Playing on the Big Stage:*** The Howard County Girls Flag Football Team Champion will play in the playoffs against other participating counties and could play at M&T Bank Stadium for the Championship.

*If you're curious or excited about the idea of playing flag football, we'd love to hear from you! Please fill out the interest survey to let us know if you're interested.*

*Feel free to reach out to your school athletic department if you have any questions, and we look forward to hearing from you.*

Thank you in advanced for your review. I am looking forward to receiving your feedback and sending this survey out to the Students.

Thanks,

Raul

*A. Raúl Delerme*

Deputy Chief Administrative Officer

Howard County Government

Phone: 410-313-4689

[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>  
**Sent:** Monday, March 24, 2025 12:50 PM  
**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org); Delerme, Raul  
<[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; [bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)  
**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon  
Etheridge <[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel  
<[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Verdi, Luke  
<[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Hi,

Hope everyone had a nice weekend! Following back up to see if you had any questions or feedback. We can also jump on a call, if easier.

Thanks,

Kim

---

**From:** Kim Ferguson  
**Sent:** Tuesday, March 11, 2025 6:47 PM  
**To:** 'Jack\_Davis@hcpss.org' <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>;  
'rdelerme@howardcountymd.gov'  
<[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; 'bill\_barnes@hcpss.org'  
<[bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)>  
**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon  
Etheridge <[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel  
<[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>;  
'lverdi@howardcountymd.gov'  
<[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>  
**Subject:** Howard County & Ravens Girls Flag Football

Hi John, Bill & Raul,

Great meeting you yesterday and appreciate you taking the time to speak with us regarding Girls Flag and the potential of it in Howard County. Thanks for discussing the challenges and being open to the conversation. Following up on our discussion, attached is the Girls Flag deck with information that we spoke on throughout the meeting and here is what each school receives in year 1. As mentioned, we are still working through what funding could look like in subsequent years as we talk sustainability.

Year 1

- \$5,000 grant for Girls Flag (provide one check to the central office for them to disseminate)
- 30 uniforms that include each a home top, away top and bottoms, provided by Under Armour
- USA Flag Football Kit (see attachment)
- Clinics for coaches, officials, and students
  - Ravens to provide facilitator for each of these clinics
  - Coaches & Officials clinics – virtual and in-person at the Under Armour Performance

Center

- Student Clinics – in county at a location of your choosing
  - Can do either 1 or 2 clinics depending on the number of schools
- All clinics would happen prior to the school year ending and we can host additional coaches or officials' clinics as needed
- Additional flag belts and footballs (if needed)

We know the timeframe for when this could be played was brought up. We are open to having those conversations and if a 6-week timeframe works better in Nov. – Dec., we can make it work. We could always have a Howard County only Championship in Howard County or somewhere else and plus it up with mascot, Cheerleaders, etc. Since it is still a pilot program there isn't the restriction on everyone having to play at the same time.

Please let us know if you have any other questions or need anything else.

Thanks!

Kim

---

**Kim Ferguson | Sr. Director, Fan Development & Activation**

Under Armour Performance Center

1 Winning Drive, Owings Mills, MD 21117

(p) 410.701.4047

[BaltimoreRavens.com](http://BaltimoreRavens.com) | [Facebook](#) | [Twitter](#) | [Instagram](#)

[<image001.png>](#)

<image001.png>

**From:** [Jack Davis](#)  
**To:** [Delerme, Raul](#); [Brian W. Bassett](#)  
**Cc:** [Verdi, Luke](#); [Cabellon, Angela](#); [Hira, Safa](#); [Bill Barnes](#)  
**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football  
**Date:** Monday, April 28, 2025 6:49:32 PM

---

Raul,

Thank you for reaching out regarding the survey data. The survey results are currently being compiled. Once we have had an opportunity to review and analyze the data, we will be sure to share the information with you.

We appreciate your patience and will keep you updated on the timeline.

JD

John Davis, CAA  
Director of Athletics and Activities  
Division of Schools  
Howard County Public School System  
410-313-6631

Schools Div Logo.png



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---

**From:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>  
**Sent:** Sunday, April 27, 2025 10:23 AM  
**To:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Bill Barnes <[Bill\\_Barnes@hcpss.org](mailto:Bill_Barnes@hcpss.org)>  
**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

Hello Jack,

Just following up on my e-mail from last week regarding the Girls Flag Football survey results. It would be greatly appreciated if you can provide us with an update this week.

Thanks,  
Raul

Sent from my iPhone

On Apr 23, 2025, at 2:00 PM, Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)> wrote:

Hello Jack,

Please let us know when you anticipate receiving the High School Girls Flag Football interest survey results. We hope to see the results soon so we can determine our next steps.

Thanks,

Raul

*A. Raúl Delerme*  
Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Sent:** Thursday, April 10, 2025 10:58 AM  
**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>  
**Subject:** Fw: [External] RE: Howard County & Ravens Girls Flag Football

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Here it is.

John Davis, CAA  
Director of Athletics and Activities  
Division of Schools  
Howard County Public School System  
410-313-6631

|  
<~WRD0001.jpg>

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---

**From:** Brian W. Bassett <Brian\_Bassett@hcpss.org>  
**Sent:** Thursday, April 10, 2025 10:49 AM  
**To:** Jack Davis <Jack\_Davis@hcpss.org>  
**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

Here's the survey

[https://docs.google.com/forms/d/e/1FAIpQLSfSOxQFdAaAN-5Ylo7SDxMF\\_zhl1p4mUtRPTIZbhBsxtlSaw/viewform?usp=header](https://docs.google.com/forms/d/e/1FAIpQLSfSOxQFdAaAN-5Ylo7SDxMF_zhl1p4mUtRPTIZbhBsxtlSaw/viewform?usp=header)

**Brian Bassett**  
Director of Communications & Engagement  
Howard County Public School System

---

**From:** Jack Davis <Jack\_Davis@hcpss.org>  
**Sent:** Thursday, April 10, 2025 10:46 AM  
**To:** Brian W. Bassett <Brian\_Bassett@hcpss.org>  
**Subject:** Fw: [External] RE: Howard County & Ravens Girls Flag Football

FYI

John Davis, CAA  
Director of Athletics and Activities  
Division of Schools  
Howard County Public School System  
410-313-6631

|  
<~WRD0001.jpg>

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---

**From:** Delerme, Raul <rdelerme@howardcountymd.gov>  
**Sent:** Thursday, April 10, 2025 10:01 AM  
**To:** Jack Davis <Jack\_Davis@hcpss.org>  
**Subject:** RE: [External] RE: Howard County & Ravens Girls Flag Football

Hello Jack,

This is great news. Can you please send a copy of the survey. Please let me know when you plan to receive the survey feedback .

Thanks,  
Raul

*A. Raúl Delerme*

Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Jack Davis <Jack\_Davis@hcpss.org>  
**Sent:** Thursday, April 10, 2025 8:57 AM  
**To:** Delerme, Raul <rdelerme@howardcountymd.gov>  
**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

The survey is out today

Sent from my iPhone

On Apr 9, 2025, at 10:01 PM, Delerme, Raul  
<rdelerme@howardcountymd.gov> wrote:

Hello Jack,

We heard that the survey was sent out. Can you please confirm this?

Thanks,  
Raul

Sent from my iPhone

On Apr 4, 2025, at 7:54 AM, Jack Davis  
<Jack\_Davis@hcpss.org> wrote:

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

All,

Our survey is in the final approval process and should be out very soon.

JD

John Davis, CAA  
Director of Athletics and Activities  
Division of Schools  
Howard County Public School System  
410-313-6631

<~WRD0001.jpg>

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---

**From:** Kim Ferguson <Kim.Ferguson@ravens.nfl.net>  
**Sent:** Thursday, April 3, 2025 10:15 PM  
**To:** Delerme, Raul <rdelerme@howardcountymd.gov>; Jack Davis <Jack\_Davis@hcpss.org>  
**Cc:** Verdi, Luke <lverdi@howardcountymd.gov>; Cabellon, Angela <acabellon@howardcountymd.gov>; Mooneyhan, Nicholas <nmooneyhan@howardcountymd.gov>; Milani, Michael <mmilani@howardcountymd.gov>; Brian W. Bassett <Brian\_Bassett@hcpss.org>; Hira, Safa <shira@howardcountymd.gov>; Brad Downs <Brad.Downs@ravens.nfl.net>; Adam Rudel <Adam.Rudel@ravens.nfl.net>  
**Subject:** [External] RE: Howard County & Ravens Girls Flag Football

You don't often get email from  
kim.ferguson@ravens.nfl.net. [Learn why this is important](#)

**! CAUTION: This email originated from outside of HCPSS. Do not click links or open attachments, unless you recognize the sender and know the content is safe.**

Hi,

Let us know if we can assist in any way or if you have any questions on the surveys other counties sent out previously. We heard from Be You Sports, who are running some Girls Flag programming in the county and sounds like it is going well. We would love to make it work in Howard County! Here to help in any way possible, just let us know what we can do!

Thanks,

Kim

---

**From:** Delerme, Raul <rdelerme@howardcountymd.gov>  
**Sent:** Thursday, April 3, 2025 7:21 PM  
**To:** Jack\_Davis@hcpss.org  
**Cc:** Verdi, Luke <lverdi@howardcountymd.gov>; Cabellon, Angela <acabellon@howardcountymd.gov>; Mooneyhan, Nicholas <nmooneyhan@howardcountymd.gov>; Milani, Michael <mmilani@howardcountymd.gov>; Brian W. Bassett <Brian\_Bassett@hcpss.org>; Hira, Safa <shira@howardcountymd.gov>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

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Hello Jack,

I am following up to see if you had a chance to review the request to send out an interest survey to the girl students to see if they would be interested in playing Girls Flag Football.

I spoke with the Ravens today and they are excited to move forward with this program in Howard County.

For us to receive the survey results by mid/end of April, we should do our best to send the survey out to the students next week.

Your review is greatly appreciated and I look forward to hearing from your team soon.

Thanks,  
Raul

*A. Raúl Delerme*  
Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

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**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Safa Hira <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

Hello Jack,

As we discussed, below is draft survey wording that would be sent out to the young women students to gather data to see how many girls are interested in playing Girls Flag Football in their school. The final survey should be sent out by the School system. The County could help with developing the survey if needed. We will need to add a few check off boxes to gather this data. If you have any additional information that you would like to add to this survey document, please do not hesitate to do so. I have added the link below that shows a sample survey that Frederick County used. I am in the process of getting Montgomery County's survey as well. We would like to get this survey out to the students as soon as possible. We would like to receive the results back sometime in April.

[FCPS HS Girls Flag Interest Form](#)

*Draft:*

*The school system is considering running a pilot **Girls Flag Football** program at each of our high schools. We are excited to reach out to our young women students with this unique opportunity to see who are interested in*

*learning about and playing flag football. Whether you've played before or are new to the sport, we welcome all skill levels and would love for you to be part of our team. We are sending out a survey to see how many girls are interested in participating in this pilot program. This pilot program will be **in partnership with the Baltimore Ravens.***

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*If you're curious or excited about the idea of playing flag football, we'd love to hear from you! Please fill out the interest survey to let us know if you're interested. Feel free to reach out to your school athletic department if you have any questions, and we look forward to hearing from you.*

Thank you in advanced for your review. I am looking forward to receiving your feedback and sending this survey out to the Students.

Thanks,  
Raul

*A. Raúl Delerme*

Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689

[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

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**Sent:** Monday, March 24, 2025 12:50 PM  
**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org); Delerme, Raul  
<[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; [bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)  
**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon  
Etheridge <[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel  
<[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Verdi, Luke  
<[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Hi,

Hope everyone had a nice weekend! Following back up to see if you had any questions or feedback. We can also jump on a call, if easier.

Thanks,

Kim

---

**From:** Kim Ferguson  
**Sent:** Tuesday, March 11, 2025 6:47 PM  
**To:** 'Jack\_Davis@hcpss.org' <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>;  
'rdelerme@howardcountymd.gov'  
<[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; 'bill\_barnes@hcpss.org'  
<[bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)>  
**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon  
Etheridge <[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel  
<[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>;  
'lverdi@howardcountymd.gov'  
<[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>  
**Subject:** Howard County & Ravens Girls Flag Football

Hi John, Bill & Raul,

Great meeting you yesterday and appreciate you taking the time to speak with us regarding Girls Flag and the potential of it in Howard County. Thanks for discussing the challenges and being open to the conversation. Following up

on our discussion, attached is the Girls Flag deck with information that we spoke on throughout the meeting and here is what each school receives in year 1. As mentioned, we are still working through what funding could look like in subsequent years as we talk sustainability.

#### Year 1

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    - Can do either 1 or 2 clinics depending on the number of schools
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- Additional flag belts and footballs (if needed)

We know the timeframe for when this could be played was brought up. We are open to having those conversations and if a 6-week timeframe works better in Nov. – Dec., we can make it work. We could always have a Howard County only Championship in Howard County or somewhere else and plus it up with mascot, Cheerleaders, etc. Since it is still a pilot program there isn't the restriction on everyone having to play at the same time.

Please let us know if you have any other questions or need anything else.

Thanks!

Kim

---

**Kim Ferguson | Sr. Director, Fan Development & Activation**  
Under Armour Performance Center

1 Winning Drive, Owings Mills, MD 21117  
(p) 410.701.4047  
[BaltimoreRavens.com](http://BaltimoreRavens.com) | [Facebook](#) | [Twitter](#) | [Instagram](#)  
[<image001.png>](#)

<image001.png>

**From:** [Matt Lawrence](#)  
**To:** [Superintendent](#)  
**Subject:** [External] Girls Flag Football in HoCo.  
**Date:** Thursday, May 1, 2025 10:23:34 AM

---

You don't often get email from matt@lawrenceintl.org. [Learn why this is important](#)

**! CAUTION: This email originated from outside of HCPSS. Do not click links or open attachments, unless you recognize the sender and know the content is safe.**

Good Morning, Superintendent Barnes and Team,

My name is Matt Lawrence, former NFL running back with the Baltimore Ravens and founder of 32 Sports. I currently serve the Howard County community by running both girls and boys flag football leagues through my nonprofit 32 Sports. I'm reaching out with great enthusiasm about the opportunity to partner on school-based programming that promotes physical activity and mental well-being, particularly through girls flag football.

Our mission is bridging the gap between pro athletes and the youth. I would love to explore ways to activate programming in your schools that supports confidence, teamwork, and leadership among female students.

Here are a few examples of what we've done in other communities:

1st High School Girls League in CT: [Girls Flag](#) – This clip captures the energy and impact when we launched a league in Wallingford.

NFL Girls Draft: [Girls Draft](#) We hosted an NFL-style Draft experience, where girls walked the red carpet and were selected just like the pros—highlighting their talent and making them feel seen.

White House Internships: [Internship](#) . 32 Sports was invited to serve at the White House to intern at the easter egg roll.

College Pathways: [Scholarships for girls](#) Hanna Solis made history as the first girl in Connecticut to earn a college scholarship through flag football—a testament to what's possible when we provide the right platform.

I'd love the opportunity to meet and explore how we can collaborate with Howard County Schools. One idea I'm excited about is hosting a one-day girls flag football clinic open to girls of all skill levels—even those who've never played before. We'd cover the fundamentals of the game, encourage teamwork and confidence, and give them a

chance to meet a former Raven—all in a fun, supportive environment. Thank you for your time and consideration..

Attached are pictures of girls already playing in Howard County.

Warmly,  
Matt Lawrence  
Founder, 32 Sports  
Former NFL Player – Baltimore Ravens

**From:** [Delerme, Raul](#)  
**To:** [Jack Davis](#); [Brian W. Bassett](#)  
**Cc:** [Verdi, Luke](#); [Cabellon, Angela](#); [Hira, Safa](#); [Bill Barnes](#)  
**Subject:** RE: [External] RE: Howard County & Ravens Girls Flag Football  
**Date:** Tuesday, May 6, 2025 10:25:45 AM

---

Hello Jack,

Is it possible to get the results for the Girls Flag Football survey as soon as possible? If you need any help compiling the survey results, please let me know. Time is of the essence to start this process and program.

Any information that you can provide us is greatly appreciated.

Thanks,  
Raul

*A. Raúl Delerme*  
Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Sent:** Monday, April 28, 2025 6:49 PM  
**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Bill Barnes <[Bill\\_Barnes@hcpss.org](mailto:Bill_Barnes@hcpss.org)>  
**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Raul,

Thank you for reaching out regarding the survey data. The survey results are currently being compiled. Once we have had an opportunity to review and analyze the

data, we will be sure to share the information with you.

We appreciate your patience and will keep you updated on the timeline.

JD

John Davis, CAA  
Director of Athletics and Activities  
Division of Schools  
Howard County Public School System  
410-313-6631



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---

**From:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>

**Sent:** Sunday, April 27, 2025 10:23 AM

**To:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>

**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Bill Barnes <[Bill\\_Barnes@hcpss.org](mailto:Bill_Barnes@hcpss.org)>

**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

Hello Jack,

Just following up on my e-mail from last week regarding the Girls Flag Football survey results. It would be greatly appreciated if you can provide us with an update this week.

Thanks,  
Raul

Sent from my iPhone

On Apr 23, 2025, at 2:00 PM, Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)> wrote:

Hello Jack,

Please let us know when you anticipate receiving the High School Girls Flag Football interest survey results. We hope to see the results soon so we can determine our next steps.

Thanks,

Raul

*A. Raúl Delerme*

Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Sent:** Thursday, April 10, 2025 10:58 AM  
**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>  
**Subject:** Fw: [External] RE: Howard County & Ravens Girls Flag Football

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Here it is.

John Davis, CAA  
Director of Athletics and Activities  
Division of Schools  
Howard County Public School System  
410-313-6631

<~WRD0001.jpg>

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---

**From:** Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>

**Sent:** Thursday, April 10, 2025 10:49 AM  
**To:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

Here's the survey

[https://docs.google.com/forms/d/e/1FAIpQLSfSOxQFdAaAN-5Ylo7SDxMF\\_zhI1p4mUtIRPTIZbhBsxtlSaw/viewform?usp=header](https://docs.google.com/forms/d/e/1FAIpQLSfSOxQFdAaAN-5Ylo7SDxMF_zhI1p4mUtIRPTIZbhBsxtlSaw/viewform?usp=header)

**Brian Bassett**

Director of Communications & Engagement  
Howard County Public School System

---

**From:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Sent:** Thursday, April 10, 2025 10:46 AM  
**To:** Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>  
**Subject:** Fw: [External] RE: Howard County & Ravens Girls Flag Football

FYI

John Davis, CAA  
Director of Athletics and Activities  
Division of Schools  
Howard County Public School System  
410-313-6631

<~WRD0001.jpg>

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---

**From:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>  
**Sent:** Thursday, April 10, 2025 10:01 AM  
**To:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Subject:** RE: [External] RE: Howard County & Ravens Girls Flag Football

Hello Jack,

This is great news. Can you please send a copy of the survey. Please let me know when you plan to receive the survey feedback .

Thanks,

Raul

*A. Raúl Delerme*

Deputy Chief Administrative Officer

Howard County Government

Phone: 410-313-4689

[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>

**Sent:** Thursday, April 10, 2025 8:57 AM

**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>

**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

The survey is out today

Sent from my iPhone

On Apr 9, 2025, at 10:01 PM, Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)> wrote:

Hello Jack,

We heard that the survey was sent out. Can you please confirm this?

Thanks,

Raul

Sent from my iPhone

On Apr 4, 2025, at 7:54 AM, Jack Davis  
<[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)> wrote:

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

All,

Our survey is in the final approval process and should be out very soon.

JD

John Davis, CAA

Director of Athletics and Activities

Division of Schools  
Howard County Public School System  
410-313-6631

<~WRD0001.jpg>

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---

**From:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>  
**Sent:** Thursday, April 3, 2025 10:15 PM  
**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>  
**Subject:** [External] RE: Howard County & Ravens Girls Flag Football

You don't often get email from [kim.ferguson@ravens.nfl.net](mailto:kim.ferguson@ravens.nfl.net). [Learn why this is important](#)

**! CAUTION: This email originated from outside of HCPSS. Do not click links or open attachments, unless you recognize the sender and know the content is safe.**

Hi,

Let us know if we can assist in any way or if you have any questions on the surveys other counties sent out previously. We heard from Be You Sports, who are running some Girls Flag programming in the county and sounds like it is going well. We would love to make it work in Howard County! Here to help in any way possible, just let us know what we can do!

Thanks,

Kim

---

**From:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>  
**Sent:** Thursday, April 3, 2025 7:21 PM  
**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello Jack,

I am following up to see if you had a chance to review the request to send out an interest survey to the girl students to see if they would be interested in playing Girls Flag Football.

I spoke with the Ravens today and they are excited to move forward with this program in Howard County.

For us to receive the survey results by mid/end of April, we should do our best to send the survey out to the students next week.

Your review is greatly appreciated and I look forward to hearing from your team soon.

Thanks,

Raul

*A. Raúl Delerme*

Deputy Chief Administrative Officer

Howard County Government

Phone: 410-313-4689

[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Delerme, Raul  
**Sent:** Monday, March 31, 2025 9:04 PM  
**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Safa Hira <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

Hello Jack,

As we discussed, below is draft survey wording that would be sent out to the young women students to gather

data to see how many girls are interested in playing Girls Flag Football in their school. The final survey should be sent out by the School system. The County could help with developing the survey if needed. We will need to add a few check off boxes to gather this data. If you have any additional information that you would like to add to this survey document, please do not hesitate to do so. I have added the link below that shows a sample survey that Frederick County used. I am in the process of getting Montgomery County's survey as well. We would like to get this survey out to the students as soon as possible. We would like to receive the results back sometime in April.

### FCPS HS Girls Flag Interest Form

#### *Draft:*

*The school system is considering running a pilot **Girls Flag Football** program at each of our high schools. We are excited to reach out to our young women students with this unique opportunity to see who are interested in learning about and playing flag football. Whether you've played before or are new to the sport, we welcome all skill levels and would love for you to be part of our team. We are sending out a survey to see how many girls are interested in participating in this pilot program. This pilot program will be **in partnership with the Baltimore Ravens.***

#### *Why Join?*

1. **Fun and Exciting:** Flag football is a fast-paced and enjoyable sport that promotes teamwork, athleticism, and strategic thinking.
2. **Great Fitness:** Playing flag football is a fantastic way to stay active, improve your fitness, and develop new skills.
3. **Empowerment and Friendship:** Be part of a strong community of girls who support and motivate each other both on and off the field.
4. **All Levels Welcome:** No previous experience? No problem! We'll teach you the game and help you develop your skills.

5. **Introductory Clinic:** Learn the Game of Girls Flag Football through a clinic held this spring. Just bring yourself. No equipment needed!
6. **Playing on the Big Stage:** The Howard County Girls Flag Football Team Champion will play in the playoffs against other participating counties and could play at M&T Bank Stadium for the Championship.

*If you're curious or excited about the idea of playing flag football, we'd love to hear from you! Please fill out the interest survey to let us know if you're interested.*

*Feel free to reach out to your school athletic department if you have any questions, and we look forward to hearing from you.*

Thank you in advanced for your review. I am looking forward to receiving your feedback and sending this survey out to the Students.

Thanks,

Raul

*A. Raúl Delerme*

Deputy Chief Administrative Officer

Howard County Government

Phone: 410-313-4689

[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>

**Sent:** Monday, March 24, 2025 12:50 PM

**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org); Delerme, Raul

<[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; [bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)  
**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon Etheridge <[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Hi,

Hope everyone had a nice weekend! Following back up to see if you had any questions or feedback. We can also jump on a call, if easier.

Thanks,

Kim

---

**From:** Kim Ferguson  
**Sent:** Tuesday, March 11, 2025 6:47 PM  
**To:** 'Jack\_Davis@hcpss.org' <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>;  
'rdelerme@howardcountymd.gov'  
<[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; 'bill\_barnes@hcpss.org'  
<[bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)>  
**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon Etheridge <[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>;  
'lverdi@howardcountymd.gov'  
<[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>  
**Subject:** Howard County & Ravens Girls Flag Football

Hi John, Bill & Raul,

Great meeting you yesterday and appreciate you taking the time to speak with us regarding Girls Flag and the potential of it in Howard County. Thanks for discussing the challenges and being open to the conversation. Following up on our discussion, attached is the Girls Flag deck with information that we spoke on throughout the meeting and here is what each school receives in year 1. As mentioned, we are still working through what funding could look like in subsequent years as we talk sustainability.

#### Year 1

- \$5,000 grant for Girls Flag (provide one check to the central office for them to disseminate)
- 30 uniforms that include each a home top, away top and bottoms, provided by Under Armour
- USA Flag Football Kit (see attachment)
- Clinics for coaches, officials, and students
  - Ravens to provide facilitator for each of these clinics
  - Coaches & Officials clinics – virtual and in-person at the Under Armour Performance Center
  - Student Clinics – in county at a location of your choosing
    - Can do either 1 or 2 clinics depending on the number of schools
  - All clinics would happen prior to the school year ending and we can host additional coaches or officials' clinics as needed
- Additional flag belts and footballs (if needed)

We know the timeframe for when this could be played was brought up. We are open to having those conversations and if a 6-week timeframe works better in Nov. – Dec., we can make it work. We could always have a Howard County only Championship in Howard County or somewhere else and plus it up with mascot, Cheerleaders, etc. Since it is still a pilot program there isn't the restriction on everyone having to play at the same time.

Please let us know if you have any other questions or need anything else.

Thanks!

Kim

---

---

**Kim Ferguson | Sr. Director, Fan Development & Activation**

Under Armour Performance Center

1 Winning Drive, Owings Mills, MD 21117

(p) 410.701.4047

[BaltimoreRavens.com](http://BaltimoreRavens.com) | [Facebook](#) | [Twitter](#) | [Instagram](#)

[<image001.png>](#)

<image001.png>

**From:** [Bill Barnes](#)  
**To:** [Jen Robinson](#)  
**Subject:** Fw: [External] RE: Howard County & Ravens Girls Flag Football  
**Date:** Tuesday, May 6, 2025 10:33:33 AM

---

FYI...second request

Bill Barnes (he/him/his)  
Superintendent  
Howard County Public School System

---

**From:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>  
**Sent:** Tuesday, May 6, 2025 10:25 AM  
**To:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Bill Barnes <[Bill\\_Barnes@hcpss.org](mailto:Bill_Barnes@hcpss.org)>  
**Subject:** RE: [External] RE: Howard County & Ravens Girls Flag Football

Hello Jack,

Is it possible to get the results for the Girls Flag Football survey as soon as possible? If you need any help compiling the survey results, please let me know. Time is of the essence to start this process and program.

Any information that you can provide us is greatly appreciated.

Thanks,  
Raul

*A. Raúl Delerme*  
Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Sent:** Monday, April 28, 2025 6:49 PM

**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Bill Barnes <[Bill\\_Barnes@hcpss.org](mailto:Bill_Barnes@hcpss.org)>  
**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Raul,

Thank you for reaching out regarding the survey data. The survey results are currently being compiled. Once we have had an opportunity to review and analyze the data, we will be sure to share the information with you.

We appreciate your patience and will keep you updated on the timeline.

JD

John Davis, CAA  
Director of Athletics and Activities  
Division of Schools  
Howard County Public School System  
410-313-6631



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---

**From:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>  
**Sent:** Sunday, April 27, 2025 10:23 AM  
**To:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Bill Barnes <[Bill\\_Barnes@hcpss.org](mailto:Bill_Barnes@hcpss.org)>  
**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

Hello Jack,

Just following up on my e-mail from last week regarding the Girls Flag Football survey

results. It would be greatly appreciated if you can provide us with an update this week.

Thanks,  
Raul

Sent from my iPhone

On Apr 23, 2025, at 2:00 PM, Delerme, Raul  
<[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)> wrote:

Hello Jack,

Please let us know when you anticipate receiving the High School Girls Flag Football interest survey results. We hope to see the results soon so we can determine our next steps.

Thanks,  
Raul

*A. Raúl Delerme*  
Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Sent:** Thursday, April 10, 2025 10:58 AM  
**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>  
**Subject:** Fw: [External] RE: Howard County & Ravens Girls Flag Football

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Here it is.

John Davis, CAA  
Director of Athletics and Activities

Division of Schools  
Howard County Public School System  
410-313-6631

<~WRD0001.jpg>

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---

**From:** Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>  
**Sent:** Thursday, April 10, 2025 10:49 AM  
**To:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

Here's the survey

[https://docs.google.com/forms/d/e/1FAIpQLSfSOxQFdAaAN-5Ylo7SDxMF\\_zhI1p4mUtIRPTIZbhBsxtlSaw/viewform?usp=header](https://docs.google.com/forms/d/e/1FAIpQLSfSOxQFdAaAN-5Ylo7SDxMF_zhI1p4mUtIRPTIZbhBsxtlSaw/viewform?usp=header)

**Brian Bassett**  
Director of Communications & Engagement  
Howard County Public School System

---

**From:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Sent:** Thursday, April 10, 2025 10:46 AM  
**To:** Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>  
**Subject:** Fw: [External] RE: Howard County & Ravens Girls Flag Football

FYI

John Davis, CAA  
Director of Athletics and Activities  
Division of Schools  
Howard County Public School System  
410-313-6631

<~WRD0001.jpg>

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of this message and any attachments. Thank you.

---

**From:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>  
**Sent:** Thursday, April 10, 2025 10:01 AM  
**To:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Subject:** RE: [External] RE: Howard County & Ravens Girls Flag Football

Hello Jack,

This is great news. Can you please send a copy of the survey. Please let me know when you plan to receive the survey feedback .

Thanks,  
Raul

*A. Raúl Delerme*  
Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Sent:** Thursday, April 10, 2025 8:57 AM  
**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>  
**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

The survey is out today

Sent from my iPhone

On Apr 9, 2025, at 10:01 PM, Delerme, Raul  
<[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)> wrote:

Hello Jack,

We heard that the survey was sent out. Can you please confirm this?

Thanks,  
Raul

Sent from my iPhone

On Apr 4, 2025, at 7:54 AM, Jack Davis  
<[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)> wrote:

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

All,

Our survey is in the final approval process and should be out very soon.

JD

John Davis, CAA  
Director of Athletics and Activities  
Division of Schools  
Howard County Public School System  
410-313-6631

<~WRD0001.jpg>

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---

**From:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>  
**Sent:** Thursday, April 3, 2025 10:15 PM  
**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>

**Subject:** [External] RE: Howard County & Ravens Girls Flag Football

You don't often get email from [kim.ferguson@ravens.nfl.net](mailto:kim.ferguson@ravens.nfl.net). [Learn why this is important](#)

**! CAUTION: This email originated from outside of HCPSS. Do not click links or open attachments, unless you recognize the sender and know the content is safe.**

Hi,

Let us know if we can assist in any way or if you have any questions on the surveys other counties sent out previously. We heard from Be You Sports, who are running some Girls Flag programming in the county and sounds like it is going well. We would love to make it work in Howard County! Here to help in any way possible, just let us know what we can do!

Thanks,

Kim

---

**From:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>  
**Sent:** Thursday, April 3, 2025 7:21 PM  
**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello Jack,

I am following up to see if you had a chance to review the request to send out an interest survey to the girl students to see if they would be interested in playing Girls Flag Football.

I spoke with the Ravens today and they are excited to move

forward with this program in Howard County.

For us to receive the survey results by mid/end of April, we should do our best to send the survey out to the students next week.

Your review is greatly appreciated and I look forward to hearing from your team soon.

Thanks,  
Raul

*A. Raúl Delerme*  
Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Delerme, Raul  
**Sent:** Monday, March 31, 2025 9:04 PM  
**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Safa Hira <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

Hello Jack,

As we discussed, below is draft survey wording that would be sent out to the young women students to gather data to see how many girls are interested in playing Girls Flag Football in their school. The final survey should be sent out by the School system. The County could help with developing the survey if needed. We will need to add a few check off boxes to gather this data. If you have any additional information that you would like to add to this survey document, please do not hesitate to do so. I have added the link below that shows a sample survey that Frederick County used. I am in the process of getting Montgomery County's survey as well. We would like to get this survey out to the students as soon as possible. We would like to receive the results back

sometime in April.

[FCPS HS Girls Flag Interest Form](#)

***Draft:***

*The school system is considering running a pilot **Girls Flag Football** program at each of our high schools. We are excited to reach out to our young women students with this unique opportunity to see who are interested in learning about and playing flag football. Whether you've played before or are new to the sport, we welcome all skill levels and would love for you to be part of our team. We are sending out a survey to see how many girls are interested in participating in this pilot program. This pilot program will be **in partnership with the Baltimore Ravens.***

***Why Join?***

1. ***Fun and Exciting:*** Flag football is a fast-paced and enjoyable sport that promotes teamwork, athleticism, and strategic thinking.
2. ***Great Fitness:*** Playing flag football is a fantastic way to stay active, improve your fitness, and develop new skills.
3. ***Empowerment and Friendship:*** Be part of a strong community of girls who support and motivate each other both on and off the field.
4. ***All Levels Welcome:*** No previous experience? No problem! We'll teach you the game and help you develop your skills.
5. ***Introductory Clinic:*** Learn the Game of Girls Flag Football through a clinic held this spring. Just bring yourself. No equipment needed!
6. ***Playing on the Big Stage:*** The Howard County Girls Flag Football Team Champion will play in the playoffs against other participating counties and could play at M&T Bank Stadium for the Championship.

*If you're curious or excited about the idea of playing flag football, we'd love to hear from you! Please fill out the interest survey to let us know if you're interested.*

*Feel free to reach out to your school athletic department if you have any questions, and we look forward to hearing from you.*

Thank you in advanced for your review. I am looking

forward to receiving your feedback and sending this survey out to the Students.

Thanks,  
Raul

*A. Raúl Delerme*

Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>

**Sent:** Monday, March 24, 2025 12:50 PM

**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org); Delerme, Raul  
<[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; [bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)  
**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon  
Etheridge <[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel  
<[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Verdi, Luke  
<[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>

**Subject:** RE: Howard County & Ravens Girls Flag Football

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Hi,

Hope everyone had a nice weekend! Following back up to see if you had any questions or feedback. We can also jump on a call, if easier.

Thanks,

Kim

---

**From:** Kim Ferguson

**Sent:** Tuesday, March 11, 2025 6:47 PM

**To:** 'Jack\_Davis@hcpss.org' <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>;  
'rdelerme@howardcountymd.gov'  
<[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; 'bill\_barnes@hcpss.org'  
<[bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)>  
**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon  
Etheridge <[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel  
<[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>;  
'lverdi@howardcountymd.gov'

<[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>

**Subject:** Howard County & Ravens Girls Flag Football

Hi John, Bill & Raul,

Great meeting you yesterday and appreciate you taking the time to speak with us regarding Girls Flag and the potential of it in Howard County. Thanks for discussing the challenges and being open to the conversation. Following up on our discussion, attached is the Girls Flag deck with information that we spoke on throughout the meeting and here is what each school receives in year 1. As mentioned, we are still working through what funding could look like in subsequent years as we talk sustainability.

Year 1

- \$5,000 grant for Girls Flag (provide one check to the central office for them to disseminate)
- 30 uniforms that include each a home top, away top and bottoms, provided by Under Armour
- USA Flag Football Kit (see attachment)
- Clinics for coaches, officials, and students
  - Ravens to provide facilitator for each of these clinics
  - Coaches & Officials clinics – virtual and in-person at the Under Armour Performance Center
  - Student Clinics – in county at a location of your choosing
    - Can do either 1 or 2 clinics depending on the number of schools
  - All clinics would happen prior to the school year ending and we can host additional coaches or officials' clinics as needed
- Additional flag belts and footballs (if needed)

We know the timeframe for when this could be played was brought up. We are open to having those conversations and if a 6-week timeframe works better in Nov. – Dec., we can make it work. We could always have a Howard County only Championship in Howard County or somewhere else and plus it up with mascot, Cheerleaders, etc. Since it is still a pilot program there isn't the restriction on everyone having to play at the same time.

Please let us know if you have any other questions or need

anything else.

Thanks!

Kim

---

**Kim Ferguson | Sr. Director, Fan Development  
& Activation**

Under Armour Performance Center  
1 Winning Drive, Owings Mills, MD 21117  
(p) 410.701.4047  
[BaltimoreRavens.com](http://BaltimoreRavens.com) | [Facebook](#) | [Twitter](#) | [Instagram](#)

[<image001.png>](#)

<image001.png>

**From:** [Brian W. Bassett](#)  
**To:** [Delerme, Raul](#); [Jack Davis](#)  
**Cc:** [Verdi, Luke](#); [Cabellon, Angela](#); [Hira, Safa](#); [Bill Barnes](#)  
**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football  
**Date:** Tuesday, May 6, 2025 6:01:43 PM

---

Hi Raul,

Thanks so much for following up and for coordinating this opportunity. We have had several internal conversations and unfortunately, we're not going to be able to move forward with implementing girls flag football in our high schools at this time.

Our conversations with school administrators and Athletics and Activities Managers elevated several issues that we would need to explore further, including the impact on other sports at smaller schools and with lower participation that could struggle to field certain teams.

Additionally, while we are grateful for the commitment of many upfront costs, we must consider the long-term funding associated with maintaining a new athletic team in all our high schools. Particularly at a time when we are likely facing having to make cuts to existing programs, services and positions, and a potential class size raise. It is also a possibility that we will not be able to add full-time athletic trainers to our high schools. I would not want the Superintendent or County Executive to be in a position of having to explain the priority-setting process that led to bigger class sizes, eliminated positions in schools, no new athletic trainers, and a new flag football program.

Let's keep this conversation going as we know there is interest among our students, and we have seen the success the program has had in other districts. We will continue to explore and plan for any impacts in our schools so when we find ourselves in an improved fiscal landscape, we can reconsider this opportunity for students.

Thanks for all your efforts on this and let me know if you have any questions.

**Brian Bassett**

Director of Communications & Engagement  
Howard County Public School System

---

**From:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>  
**Sent:** Tuesday, May 6, 2025 10:25 AM  
**To:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Bill Barnes

<Bill\_Barnes@hcpss.org>

**Subject:** RE: [External] RE: Howard County & Ravens Girls Flag Football

Hello Jack,

Is it possible to get the results for the Girls Flag Football survey as soon as possible? If you need any help compiling the survey results, please let me know. Time is of the essence to start this process and program.

Any information that you can provide us is greatly appreciated.

Thanks,

Raul

*A. Raúl Delerme*

Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Jack Davis <Jack\_Davis@hcpss.org>

**Sent:** Monday, April 28, 2025 6:49 PM

**To:** Delerme, Raul <rdelerme@howardcountymd.gov>; Brian W. Bassett <Brian\_Bassett@hcpss.org>

**Cc:** Verdi, Luke <lverdi@howardcountymd.gov>; Cabellon, Angela

<acabellon@howardcountymd.gov>; Hira, Safa <shira@howardcountymd.gov>; Bill Barnes <Bill\_Barnes@hcpss.org>

**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Raul,

Thank you for reaching out regarding the survey data. The survey results are currently being compiled. Once we have had an opportunity to review and analyze the data, we will be sure to share the information with you.

We appreciate your patience and will keep you updated on the timeline.

JD

John Davis, CAA  
Director of Athletics and Activities  
Division of Schools  
Howard County Public School System  
410-313-6631



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---

**From:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>

**Sent:** Sunday, April 27, 2025 10:23 AM

**To:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>

**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Bill Barnes <[Bill\\_Barnes@hcpss.org](mailto:Bill_Barnes@hcpss.org)>

**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

Hello Jack,

Just following up on my e-mail from last week regarding the Girls Flag Football survey results. It would be greatly appreciated if you can provide us with an update this week.

Thanks,

Raul

Sent from my iPhone

On Apr 23, 2025, at 2:00 PM, Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)> wrote:

Hello Jack,

Please let us know when you anticipate receiving the High School Girls Flag Football interest survey results. We hope to see the results soon so we can determine our next steps.

Thanks,  
Raul

*A. Raúl Delerme*  
Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Sent:** Thursday, April 10, 2025 10:58 AM  
**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>  
**Subject:** Fw: [External] RE: Howard County & Ravens Girls Flag Football

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Here it is.

John Davis, CAA  
Director of Athletics and Activities  
Division of Schools  
Howard County Public School System  
410-313-6631

<~WRD0001.jpg>

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---

**From:** Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>  
**Sent:** Thursday, April 10, 2025 10:49 AM

**To:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>

**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

Here's the survey

[https://docs.google.com/forms/d/e/1FAIpQLSfSOxQFdAaAN-5Ylo7SDxMF\\_zhI1p4mUtIRPTIZbhBsxtLSaw/viewform?usp=header](https://docs.google.com/forms/d/e/1FAIpQLSfSOxQFdAaAN-5Ylo7SDxMF_zhI1p4mUtIRPTIZbhBsxtLSaw/viewform?usp=header)

**Brian Bassett**

Director of Communications & Engagement  
Howard County Public School System

---

**From:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>

**Sent:** Thursday, April 10, 2025 10:46 AM

**To:** Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>

**Subject:** Fw: [External] RE: Howard County & Ravens Girls Flag Football

FYI

John Davis, CAA  
Director of Athletics and Activities  
Division of Schools  
Howard County Public School System  
410-313-6631

<~WRD0001.jpg>

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---

**From:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>

**Sent:** Thursday, April 10, 2025 10:01 AM

**To:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>

**Subject:** RE: [External] RE: Howard County & Ravens Girls Flag Football

Hello Jack,

This is great news. Can you please send a copy of the survey. Please let me know when you plan to receive the survey feedback .

Thanks,  
Raul

A. Raúl Delerme  
Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Sent:** Thursday, April 10, 2025 8:57 AM  
**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>  
**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

The survey is out today

Sent from my iPhone

On Apr 9, 2025, at 10:01 PM, Delerme, Raul  
<[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)> wrote:

Hello Jack,

We heard that the survey was sent out. Can you please confirm this?

Thanks,  
Raul

Sent from my iPhone

On Apr 4, 2025, at 7:54 AM, Jack Davis  
<[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)> wrote:

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

All,

Our survey is in the final approval process and should be out very soon.

JD

John Davis, CAA  
Director of Athletics and Activities  
Division of Schools  
Howard County Public School System  
410-313-6631

<~WRD0001.jpg>

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---

**From:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>  
**Sent:** Thursday, April 3, 2025 10:15 PM  
**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>  
**Subject:** [External] RE: Howard County & Ravens Girls Flag Football

You don't often get email from [kim.ferguson@ravens.nfl.net](mailto:kim.ferguson@ravens.nfl.net). [Learn why this is important](#)

**!CAUTION: This email originated from outside of HCPSS. Do not click links or open attachments, unless you recognize the sender and know the content is safe.**

Hi,

Let us know if we can assist in any way or if you have any

questions on the surveys other counties sent out previously. We heard from Be You Sports, who are running some Girls Flag programming in the county and sounds like it is going well. We would love to make it work in Howard County! Here to help in any way possible, just let us know what we can do!

Thanks,

Kim

---

**From:** Delerme, Raul <[rdeleme@howardcountymd.gov](mailto:rdeleme@howardcountymd.gov)>  
**Sent:** Thursday, April 3, 2025 7:21 PM  
**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

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Hello Jack,

I am following up to see if you had a chance to review the request to send out an interest survey to the girl students to see if they would be interested in playing Girls Flag Football.

I spoke with the Ravens today and they are excited to move forward with this program in Howard County.

For us to receive the survey results by mid/end of April, we should do our best to send the survey out to the students next week.

Your review is greatly appreciated and I look forward to hearing from your team soon.

Thanks,  
Raul

*A. Raúl Delerme*  
Deputy Chief Administrative Officer  
Howard County Government

Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Delerme, Raul  
**Sent:** Monday, March 31, 2025 9:04 PM  
**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Safa Hira <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

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#### [FCPS HS Girls Flag Interest Form](#)

***Draft:***

*The school system is considering running a pilot **Girls Flag Football** program at each of our high schools. We are excited to reach out to our young women students with this unique opportunity to see who are interested in learning about and playing flag football. Whether you've played before or are new to the sport, we welcome all skill levels and would love for you to be part of our team. We are sending out a survey to see how many girls are interested in participating in this pilot program. This pilot program will be **in partnership with the Baltimore Ravens**.*

## **Why Join?**

1. **Fun and Exciting:** Flag football is a fast-paced and enjoyable sport that promotes teamwork, athleticism, and strategic thinking.
2. **Great Fitness:** Playing flag football is a fantastic way to stay active, improve your fitness, and develop new skills.
3. **Empowerment and Friendship:** Be part of a strong community of girls who support and motivate each other both on and off the field.
4. **All Levels Welcome:** No previous experience? No problem! We'll teach you the game and help you develop your skills.
5. **Introductory Clinic:** Learn the Game of Girls Flag Football through a clinic held this spring. Just bring yourself. No equipment needed!
6. **Playing on the Big Stage:** The Howard County Girls Flag Football Team Champion will play in the playoffs against other participating counties and could play at M&T Bank Stadium for the Championship.

*If you're curious or excited about the idea of playing flag football, we'd love to hear from you! Please fill out the interest survey to let us know if you're interested. Feel free to reach out to your school athletic department if you have any questions, and we look forward to hearing from you.*

Thank you in advanced for your review. I am looking forward to receiving your feedback and sending this survey out to the Students.

Thanks,  
Raul

*A. Raúl Delerme*  
Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

**Sent:** Monday, March 24, 2025 12:50 PM  
**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org); Delerme, Raul  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov); [bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)  
**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon Etheridge <[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Hi,

Hope everyone had a nice weekend! Following back up to see if you had any questions or feedback. We can also jump on a call, if easier.

Thanks,

Kim

---

**From:** Kim Ferguson  
**Sent:** Tuesday, March 11, 2025 6:47 PM  
**To:** 'Jack\_Davis@hcpss.org' <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>;  
'rdelerme@howardcountymd.gov'  
<[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; 'bill\_barnes@hcpss.org'  
<[bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)>  
**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon Etheridge <[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>;  
'lverdi@howardcountymd.gov'  
<[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>  
**Subject:** Howard County & Ravens Girls Flag Football

Hi John, Bill & Raul,

Great meeting you yesterday and appreciate you taking the time to speak with us regarding Girls Flag and the potential of it in Howard County. Thanks for discussing the challenges and being open to the conversation. Following up on our discussion, attached is the Girls Flag deck with information that we spoke on throughout the meeting and here is what each school receives in year 1. As mentioned, we are still working through what funding could look like in subsequent years as we talk sustainability.

Year 1

- \$5,000 grant for Girls Flag (provide one check to the central office for them to disseminate)
- 30 uniforms that include each a home top, away top and bottoms, provided by Under Armour
- USA Flag Football Kit (see attachment)
- Clinics for coaches, officials, and students
  - Ravens to provide facilitator for each of these clinics
  - Coaches & Officials clinics – virtual and in-person at the Under Armour Performance Center
  - Student Clinics – in county at a location of your choosing
    - Can do either 1 or 2 clinics depending on the number of schools
  - All clinics would happen prior to the school year ending and we can host additional coaches or officials' clinics as needed
- Additional flag belts and footballs (if needed)

We know the timeframe for when this could be played was brought up. We are open to having those conversations and if a 6-week timeframe works better in Nov. – Dec., we can make it work. We could always have a Howard County only Championship in Howard County or somewhere else and plus it up with mascot, Cheerleaders, etc. Since it is still a pilot program there isn't the restriction on everyone having to play at the same time.

Please let us know if you have any other questions or need anything else.

Thanks!

Kim

---

**Kim Ferguson | Sr. Director, Fan Development & Activation**

Under Armour Performance Center  
1 Winning Drive, Owings Mills, MD 21117  
(p) 410.701.4047

[BaltimoreRavens.com](http://BaltimoreRavens.com) | [Facebook](#) | [Twitter](#) | [Instagram](#)

[<image001.png>](#)

<image001.png>

**From:** [Kim Ferguson](#)  
**To:** [Delerme, Raul](#); [Jack Davis](#)  
**Cc:** [Verdi, Luke](#); [Cabellon, Angela](#); [Mooneyhan, Nicholas](#); [Milani, Michael](#); [Brian W. Bassett](#); [Hira, Safa](#); [Brad Downs](#); [Adam Rudel](#); [Bill Barnes](#); [Jen Robinson](#)  
**Subject:** [External] RE: Howard County & Ravens Girls Flag Football  
**Date:** Wednesday, May 7, 2025 11:57:16 AM  
**Attachments:** [image001.png](#)  
**Importance:** High

---

You don't often get email from kim.ferguson@ravens.nfl.net. [Learn why this is important](#)

**! CAUTION: This email originated from outside of HCPSS. Do not click links or open attachments, unless you recognize the sender and know the content is safe.**

Hi,

Following up on the below. Please confirm receipt. Additionally, an update is needed on where this is at in the process. We have uniforms deadlines approaching and if we're committed to developing coaches, student-athletes, and officials, we should do so before the end of the '24-'25 school year. Meeting these deadlines are imperative to successful program development and launch.

We also know in the meeting Athletic Trainers were discussed and big piece needed. We have an opportunity to provide an Athletic Trainer grant annually from the NFL. The annual amount is \$25,000, but contingent on Girls Flag being implemented.

Thanks,

Kim

---

**From:** Kim Ferguson  
**Sent:** Monday, May 5, 2025 10:03 AM  
**To:** 'Delerme, Raul' <rdelerme@howardcountymd.gov>; 'Jack\_Davis@hcpss.org'  
<Jack\_Davis@hcpss.org>  
**Cc:** 'Verdi, Luke' <lverdi@howardcountymd.gov>; 'Cabellon, Angela'  
<acabellon@howardcountymd.gov>; 'Mooneyhan, Nicholas'  
<nmooneyhan@howardcountymd.gov>; 'Milani, Michael' <mmilani@howardcountymd.gov>; 'Brian W. Bassett' <Brian\_Bassett@hcpss.org>; 'Hira, Safa' <shira@howardcountymd.gov>; Brad Downs  
<Brad.Downs@ravens.nfl.net>; Adam Rudel <Adam.Rudel@ravens.nfl.net>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

Hi,

Following back up on the Girls Flag survey. Are there any updates on the results? Wanted to let you know after internal conversations we can provide \$5,000 per school in year one for all schools who participate and an additional \$5,000 per school in year two to help with costs and sustainability. We heard the concerns during the meeting and wanted to make some

additional funding available. We are here to help as best we can.

If best to jump on a call and discuss, please let us know.

Thanks,

Kim

---

**From:** Kim Ferguson

**Sent:** Thursday, April 3, 2025 10:16 PM

**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)

**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>

**Subject:** RE: Howard County & Ravens Girls Flag Football

Hi,

Let us know if we can assist in any way or if you have any questions on the surveys other counties sent out previously. We heard from Be You Sports, who are running some Girls Flag programming in the county and sounds like it is going well. We would love to make it work in Howard County! Here to help in any way possible, just let us know what we can do!

Thanks,

Kim

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**Sent:** Thursday, April 3, 2025 7:21 PM

**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)

**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>

**Subject:** RE: Howard County & Ravens Girls Flag Football

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I spoke with the Ravens today and they are excited to move forward with this program in Howard County.

For us to receive the survey results by mid/end of April, we should do our best to send the survey out to the students next week.

Your review is greatly appreciated and I look forward to hearing from your team soon.

Thanks,  
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*A. Raúl Delerme*

Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

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**From:** Delerme, Raul  
**Sent:** Monday, March 31, 2025 9:04 PM  
**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Safa Hira <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>  
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*A. Raúl Delerme*

Deputy Chief Administrative Officer

Howard County Government

Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

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**From:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>  
**Sent:** Monday, March 24, 2025 12:50 PM  
**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org); Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>;  
[bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)  
**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon Etheridge  
<[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Verdi, Luke  
<[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

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**From:** Kim Ferguson  
**Sent:** Tuesday, March 11, 2025 6:47 PM  
**To:** 'Jack\_Davis@hcpss.org' <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>; 'rdelerme@howardcountymd.gov'  
<[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; 'bill\_barnes@hcpss.org' <[bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)>  
**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon Etheridge  
<[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>;  
'lverdi@howardcountymd.gov' <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>  
**Subject:** Howard County & Ravens Girls Flag Football

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Please let us know if you have any other questions or need anything else.

Thanks!

Kim

---

**Kim Ferguson | Sr. Director, Fan Development & Activation**

Under Armour Performance Center

1 Winning Drive, Owings Mills, MD 21117

(p) 410.701.4047

[BaltimoreRavens.com](http://BaltimoreRavens.com) | [Facebook](#) | [Twitter](#) | [Instagram](#)



**From:** [Brian W. Bassett](#)  
**To:** [Kim Ferguson](#); [Delerme, Raul](#); [Jack Davis](#)  
**Cc:** [Verdi, Luke](#); [Cabello, Angela](#); [Mooneyhan, Nicholas](#); [Milani, Michael](#); [Hira, Safa](#); [Brad Downs](#); [Adam Rudel](#); [Bill Barnes](#); [Jen Robinson](#)  
**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football  
**Date:** Wednesday, May 7, 2025 1:27:25 PM  
**Attachments:** [image001.png](#)

---

Hello Kim,

Thanks for following up. I sent an email to Raul last night and will summarize it here.

We have had several internal conversations and unfortunately, we're not going to be able to move forward with implementing girls flag football in our high schools at this time.

Our conversations with school administrators and Athletics and Activities Managers elevated several issues that we would need to explore further, including the impact on other sports at smaller schools and with lower participation that could struggle to field certain teams.

Additionally, while we are grateful for the commitment of many upfront costs, we must consider our additional costs and the long-term funding associated with maintaining a new athletic team in all our high schools. Particularly at a time when we are likely facing having to make cuts to existing programs, services and positions, and a potential class size raise. Even with the possibility of an NFL grant, it is also a possibility that we will not be able to add full-time athletic trainers to our high schools. I would not want the Superintendent or County Executive to be in a position of having to explain the priority-setting process that led to bigger class sizes, eliminated positions in schools, no new athletic trainers, and a new flag football program.

We want to keep this conversation going as we know there is interest among our students, and we have seen the success the program has had in other districts. The Girls Flag Football program is terrific and we want to participate, but the timing at this moment is not conducive to adding this program when we may be eliminating others that directly impact the classroom. We will continue to explore and plan for any impacts in our schools so when we find ourselves in an improved fiscal landscape, we can reconsider this opportunity for students.

Is there an opportunity for this to be a Rec & Parks program until such time we can get it up and running in our high schools?

Thank you.

**Brian Bassett**

Director of Communications & Engagement  
Howard County Public School System

---

**From:** Kim Ferguson <Kim.Ferguson@ravens.nfl.net>  
**Sent:** Wednesday, May 7, 2025 11:56 AM  
**To:** Delerme, Raul <rdelerme@howardcountymd.gov>; Jack Davis <Jack\_Davis@hcpss.org>  
**Cc:** Verdi, Luke <lverdi@howardcountymd.gov>; Cabellon, Angela <acabellon@howardcountymd.gov>; Mooneyhan, Nicholas <nmooneyhan@howardcountymd.gov>; Milani, Michael <mmilani@howardcountymd.gov>; Brian W. Bassett <Brian\_Bassett@hcpss.org>; Hira, Safa <shira@howardcountymd.gov>; Brad Downs <Brad.Downs@ravens.nfl.net>; Adam Rudel <Adam.Rudel@ravens.nfl.net>; Bill Barnes <Bill\_Barnes@hcpss.org>; Jen Robinson <Jen\_Robinson@hcpss.org>  
**Subject:** [External] RE: Howard County & Ravens Girls Flag Football

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Hi,

Following up on the below. Please confirm receipt. Additionally, an update is needed on where this is at in the process. We have uniforms deadlines approaching and if we're committed to developing coaches, student-athletes, and officials, we should do so before the end of the '24-'25 school year. Meeting these deadlines are imperative to successful program development and launch.

We also know in the meeting Athletic Trainers were discussed and big piece needed. We have an opportunity to provide an Athletic Trainer grant annually from the NFL. The annual amount is \$25,000, but contingent on Girls Flag being implemented.

Thanks,

Kim

---

**From:** Kim Ferguson  
**Sent:** Monday, May 5, 2025 10:03 AM  
**To:** 'Delerme, Raul' <rdelerme@howardcountymd.gov>; 'Jack\_Davis@hcpss.org'  
<Jack\_Davis@hcpss.org>  
**Cc:** 'Verdi, Luke' <lverdi@howardcountymd.gov>; 'Cabellon, Angela'  
<acabellon@howardcountymd.gov>; 'Mooneyhan, Nicholas'  
<nmooneyhan@howardcountymd.gov>; 'Milani, Michael' <mmilani@howardcountymd.gov>; 'Brian  
W. Bassett' <Brian\_Bassett@hcpss.org>; 'Hira, Safa' <shira@howardcountymd.gov>; Brad Downs

<Brad.Downs@ravens.nfl.net>; Adam Rudel <Adam.Rudel@ravens.nfl.net>

**Subject:** RE: Howard County & Ravens Girls Flag Football

Hi,

Following back up on the Girls Flag survey. Are there any updates on the results? Wanted to let you know after internal conversations we can provide \$5,000 per school in year one for all schools who participate and an additional \$5,000 per school in year two to help with costs and sustainability. We heard the concerns during the meeting and wanted to make some additional funding available. We are here to help as best we can.

If best to jump on a call and discuss, please let us know.

Thanks,

Kim

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**From:** Kim Ferguson

**Sent:** Thursday, April 3, 2025 10:16 PM

**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)

**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>

**Subject:** RE: Howard County & Ravens Girls Flag Football

Hi,

Let us know if we can assist in any way or if you have any questions on the surveys other counties sent out previously. We heard from Be You Sports, who are running some Girls Flag programming in the county and sounds like it is going well. We would love to make it work in Howard County! Here to help in any way possible, just let us know what we can do!

Thanks,

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**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela

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**Subject:** RE: Howard County & Ravens Girls Flag Football

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Hello Jack,

I am following up to see if you had a chance to review the request to send out an interest survey to the girl students to see if they would be interested in playing Girls Flag Football.

I spoke with the Ravens today and they are excited to move forward with this program in Howard County.

For us to receive the survey results by mid/end of April, we should do our best to send the survey out to the students next week.

Your review is greatly appreciated and I look forward to hearing from your team soon.

Thanks,  
Raul

*A. Raúl Delerme*  
Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Delerme, Raul  
**Sent:** Monday, March 31, 2025 9:04 PM  
**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Safa Hira <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

Hello Jack,

As we discussed, below is draft survey wording that would be sent out to the young women students to gather data to see how many girls are interested in playing Girls Flag Football in their school. The final survey should be sent out by the School system. The County could help with developing the survey if needed. We will need to add a few check off boxes to gather this data. If you have any additional information that you would like to add to this survey document, please do not hesitate to do so. I have added the link below that shows a sample survey that Frederick County used. I am in the process of getting Montgomery County's survey as well. We would like to get this survey out to the students as soon as possible. We would like to receive the results back sometime in April.

### FCPS HS Girls Flag Interest Form

#### *Draft:*

*The school system is considering running a pilot **Girls Flag Football** program at each of our high schools. We are excited to reach out to our young women students with this unique opportunity to see who are interested in learning about and playing flag football. Whether you've played before or are new to the sport, we welcome all skill levels and would love for you to be part of our team. We are sending out a survey to see how many girls are interested in participating in this pilot program. This pilot program will be in partnership with the Baltimore Ravens.*

#### **Why Join?**

1. **Fun and Exciting:** Flag football is a fast-paced and enjoyable sport that promotes teamwork, athleticism, and strategic thinking.
2. **Great Fitness:** Playing flag football is a fantastic way to stay active, improve your fitness, and develop new skills.
3. **Empowerment and Friendship:** Be part of a strong community of girls who support and motivate each other both on and off the field.
4. **All Levels Welcome:** No previous experience? No problem! We'll teach you the game and help you develop your skills.
5. **Introductory Clinic:** Learn the Game of Girls Flag Football through a clinic held this spring. Just bring yourself. No equipment needed!
6. **Playing on the Big Stage:** The Howard County Girls Flag Football Team Champion will play in the playoffs against other participating counties and could play at M&T Bank Stadium for the Championship.

*If you're curious or excited about the idea of playing flag football, we'd love to hear from you! Please fill out the interest survey to let us know if you're interested.*

*Feel free to reach out to your school athletic department if you have any questions, and we look forward to hearing from you.*

Thank you in advanced for your review. I am looking forward to receiving your feedback and sending this survey out to the Students.

Thanks,

Raul

*A. Raúl Delerme*

Deputy Chief Administrative Officer

Howard County Government

Phone: 410-313-4689

[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>

**Sent:** Monday, March 24, 2025 12:50 PM

**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org); Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; [bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)

**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon Etheridge <[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>

**Subject:** RE: Howard County & Ravens Girls Flag Football

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Hi,

Hope everyone had a nice weekend! Following back up to see if you had any questions or feedback. We can also jump on a call, if easier.

Thanks,

Kim

---

**From:** Kim Ferguson

**Sent:** Tuesday, March 11, 2025 6:47 PM

**To:** 'Jack\_Davis@hcpss.org' <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>; 'rdelerme@howardcountymd.gov' <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; 'bill\_barnes@hcpss.org' <[bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)>

**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon Etheridge

<[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>;

'lverdi@howardcountymd.gov' <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>

**Subject:** Howard County & Ravens Girls Flag Football

Hi John, Bill & Raul,

Great meeting you yesterday and appreciate you taking the time to speak with us regarding Girls Flag and the potential of it in Howard County. Thanks for discussing the challenges and being open to the conversation. Following up on our discussion, attached is the Girls Flag deck with information that we spoke on throughout the meeting and here is what each school receives in year 1. As mentioned, we are still working through what funding could look like in subsequent years as we talk sustainability.

Year 1

- \$5,000 grant for Girls Flag (provide one check to the central office for them to disseminate)
- 30 uniforms that include each a home top, away top and bottoms, provided by Under Armour
- USA Flag Football Kit (see attachment)
- Clinics for coaches, officials, and students
  - Ravens to provide facilitator for each of these clinics
  - Coaches & Officials clinics – virtual and in-person at the Under Armour Performance Center
  - Student Clinics – in county at a location of your choosing
    - Can do either 1 or 2 clinics depending on the number of schools
  - All clinics would happen prior to the school year ending and we can host additional coaches or officials' clinics as needed
- Additional flag belts and footballs (if needed)

We know the timeframe for when this could be played was brought up. We are open to having those conversations and if a 6-week timeframe works better in Nov. – Dec., we can make it work. We could always have a Howard County only Championship in Howard County or somewhere else and plus it up with mascot, Cheerleaders, etc. Since it is still a pilot program there isn't the restriction on everyone having to play at the same time.

Please let us know if you have any other questions or need anything else.

Thanks!

Kim

---

**Kim Ferguson | Sr. Director, Fan Development & Activation**

Under Armour Performance Center  
1 Winning Drive, Owings Mills, MD 21117  
(p) 410.701.4047  
[BaltimoreRavens.com](http://BaltimoreRavens.com) | [Facebook](#) | [Twitter](#) | [Instagram](#)



**From:** [Kim Ferguson](#)  
**To:** [Brian W. Bassett](#); [Delerme, Raul](#); [Jack Davis](#)  
**Cc:** [Verdi, Luke](#); [Cabellon, Angela](#); [Mooneyhan, Nicholas](#); [Milani, Michael](#); [Hira, Safa](#); [Brad Downs](#); [Adam Rudel](#); [Bill Barnes](#); [Jen Robinson](#)  
**Subject:** RE: [External] RE: Howard County & Ravens Girls Flag Football  
**Date:** Thursday, May 8, 2025 4:52:40 PM  
**Attachments:** [image001.png](#)

---

Hi Brian,

Thanks for the response. We are obviously disappointed Howard County will not be on the field this fall but appreciate the context. Can you provide a little more information on what you are asking about with the Recs & Parks program?

Thanks,

Kim

---

**From:** Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>  
**Sent:** Wednesday, May 7, 2025 1:27 PM  
**To:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>; Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
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**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

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Hello Kim,

Thanks for following up. I sent an email to Raul last night and will summarize it here.

We have had several internal conversations and unfortunately, we're not going to be able to move forward with implementing girls flag football in our high schools at this time.

Our conversations with school administrators and Athletics and Activities Managers elevated several issues that we would need to explore further, including the impact on other sports at smaller schools and with lower participation that could struggle to field certain teams.

Additionally, while we are grateful for the commitment of many upfront costs, we must consider our additional costs and the long-term funding associated with maintaining a new athletic team in all our high schools. Particularly at a time when we are likely facing having to make cuts to existing programs, services and positions, and a potential class size raise. Even with the possibility of an NFL grant, it is also a possibility that we will not be able to add full-time athletic trainers to our high schools. I would not want the Superintendent or County Executive to be in a position of having to explain the priority-setting process that led to bigger class sizes, eliminated positions in schools, no new athletic trainers, and a new flag football program.

We want to keep this conversation going as we know there is interest among our students, and we have seen the success the program has had in other districts. The Girls Flag Football program is terrific and we want to participate, but the timing at this moment is not conducive to adding this program when we may be eliminating others that directly impact the classroom. We will continue to explore and plan for any impacts in our schools so when we find ourselves in an improved fiscal landscape, we can reconsider this opportunity for students.

Is there an opportunity for this to be a Rec & Parks program until such time we can get it up and running in our high schools?

Thank you.

**Brian Bassett**

Director of Communications & Engagement  
Howard County Public School System

---

**From:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>

**Sent:** Wednesday, May 7, 2025 11:56 AM

**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>

**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Bill Barnes <[Bill\\_Barnes@hcpss.org](mailto:Bill_Barnes@hcpss.org)>; Jen Robinson <[Jen\\_Robinson@hcpss.org](mailto:Jen_Robinson@hcpss.org)>

**Subject:** [External] RE: Howard County & Ravens Girls Flag Football

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**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)  
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*A. Raúl Delerme*  
Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

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**Subject:** RE: Howard County & Ravens Girls Flag Football

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*Draft:*

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2. **Great Fitness:** Playing flag football is a fantastic way to stay active, improve your fitness, and develop new skills.
3. **Empowerment and Friendship:** Be part of a strong community of girls who support and motivate each other both on and off the field.
4. **All Levels Welcome:** No previous experience? No problem! We'll teach you the game and help you develop your skills.
5. **Introductory Clinic:** Learn the Game of Girls Flag Football through a clinic held this spring. Just bring yourself. No equipment needed!
6. **Playing on the Big Stage:** The Howard County Girls Flag Football Team Champion will play in the playoffs against other participating counties and could play at M&T Bank Stadium for the Championship.

If you're curious or excited about the idea of playing flag football, we'd love to hear from you! Please fill out the interest survey to let us know if you're interested.

Feel free to reach out to your school athletic department if you have any questions, and we look forward to hearing from you.

Thank you in advanced for your review. I am looking forward to receiving your feedback and sending this survey out to the Students.

Thanks,

Raul

*A. Raúl Delerme*

Deputy Chief Administrative Officer

Howard County Government

Phone: 410-313-4689

[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>

**Sent:** Monday, March 24, 2025 12:50 PM

**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org); Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; [bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)  
**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon Etheridge <[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Hi,

Hope everyone had a nice weekend! Following back up to see if you had any questions or feedback. We can also jump on a call, if easier.

Thanks,

Kim

---

**From:** Kim Ferguson  
**Sent:** Tuesday, March 11, 2025 6:47 PM  
**To:** 'Jack\_Davis@hcpss.org' <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>; 'rdelerme@howardcountymd.gov' <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; 'bill\_barnes@hcpss.org' <[bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)>  
**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon Etheridge <[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; 'lverdi@howardcountymd.gov' <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>  
**Subject:** Howard County & Ravens Girls Flag Football

Hi John, Bill & Raul,

Great meeting you yesterday and appreciate you taking the time to speak with us regarding Girls Flag and the potential of it in Howard County. Thanks for discussing the challenges and being open to the conversation. Following up on our discussion, attached is the Girls Flag deck with information that we spoke on throughout the meeting and here is what each school receives in year 1. As mentioned, we are still working through what funding could look like in subsequent years as we talk sustainability.

Year 1

- \$5,000 grant for Girls Flag (provide one check to the central office for them to disseminate)
- 30 uniforms that include each a home top, away top and bottoms, provided by Under Armour
- USA Flag Football Kit (see attachment)

Clinics for coaches, officials, and students

- Ravens to provide facilitator for each of these clinics
- Coaches & Officials clinics – virtual and in-person at the Under Armour Performance Center
- Student Clinics – in county at a location of your choosing
  - Can do either 1 or 2 clinics depending on the number of schools
- All clinics would happen prior to the school year ending and we can host additional coaches or officials' clinics as needed
- Additional flag belts and footballs (if needed)

We know the timeframe for when this could be played was brought up. We are open to having those conversations and if a 6-week timeframe works better in Nov. – Dec., we can make it work. We could always have a Howard County only Championship in Howard County or somewhere else and plus it up with mascot, Cheerleaders, etc. Since it is still a pilot program there isn't the restriction on everyone having to play at the same time.

Please let us know if you have any other questions or need anything else.

Thanks!

Kim

---

**Kim Ferguson | Sr. Director, Fan Development & Activation**

Under Armour Performance Center

1 Winning Drive, Owings Mills, MD 21117

(p) 410.701.4047

[BaltimoreRavens.com](http://BaltimoreRavens.com) | [Facebook](#) | [Twitter](#) | [Instagram](#)



**From:** [Matt Lawrence](#)  
**To:** [Superintendent](#)  
**Subject:** [External] Fw: Girls Flag Football in HoCo.  
**Date:** Monday, May 12, 2025 6:49:08 AM

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You don't often get email from matt@lawrenceintl.org. [Learn why this is important](#)

**! CAUTION: This email originated from outside of HCPSS. Do not click links or open attachments, unless you recognize the sender and know the content is safe.**

Good Morning,

Just following up on the message I sent regarding girl's flag football in HoCo. I was wondering if you had any thoughts moving forward.

Best,

Matt Lawrence

---

**From:** Matt Lawrence <matt@lawrenceintl.org>  
**Sent:** Thursday, May 1, 2025 10:21:51 AM  
**To:** Superintendent@hcpss.org <Superintendent@hcpss.org>  
**Subject:** Girls Flag Football in HoCo.

Good Morning, Superintendent Barnes and Team,

My name is Matt Lawrence, former NFL running back with the Baltimore Ravens and founder of 32 Sports. I currently serve the Howard County community by running both girls and boys flag football leagues through my nonprofit 32 Sports. I'm reaching out with great enthusiasm about the opportunity to partner on school-based programming that promotes physical activity and mental well-being, particularly through girls flag football.

Our mission is bridging the gap between pro athletes and the youth. I would love to explore ways to activate programming in your schools that supports confidence, teamwork, and leadership among female students.

Here are a few examples of what we've done in other communities:

1st High School Girls League in CT: [Girls Flag](#) – This clip captures the energy and impact when we launched a league in Wallingford.

NFL Girls Draft: [Girls Draft](#) We hosted an NFL-style Draft experience, where girls walked the red carpet and were selected just like the pros—highlighting their talent and making

them feel seen.

White House Internships: [Internship](#) . 32 Sports was invited to serve at the White House to intern at the easter egg roll.

College Pathways: [Scholarships for girls](#) Hanna Solis made history as the first girl in Connecticut to earn a college scholarship through flag football—a testament to what's possible when we provide the right platform.

I'd love the opportunity to meet and explore how we can collaborate with Howard County Schools. One idea I'm excited about is hosting a one-day girls flag football clinic open to girls of all skill levels—even those who've never played before. We'd cover the fundamentals of the game, encourage teamwork and confidence, and give them a chance to meet a former Raven—all in a fun, supportive environment. Thank you for your time and consideration..

Attached are pictures of girls already playing in Howard County.

Warmly,  
Matt Lawrence  
Founder, 32 Sports  
Former NFL Player – Baltimore Ravens

**From:** [Adam Rudel](#)  
**To:** [Kim Ferguson](#); [Brian W. Bassett](#); [Delerme, Raul](#); [Jack Davis](#)  
**Cc:** [Verdi, Luke](#); [Cabellon, Angela](#); [Mooneyhan, Nicholas](#); [Milani, Michael](#); [Hira, Safa](#); [Brad Downs](#); [Bill Barnes](#); [Jen Robinson](#)  
**Subject:** RE: [External] RE: Howard County & Ravens Girls Flag Football  
**Date:** Monday, May 12, 2025 4:09:15 PM  
**Attachments:** [image001.png](#)

---

You don't often get email from adam.rudel@ravens.nfl.net. [Learn why this is important](#)

Good afternoon,

Just wanted to follow up and share that each high school in Howard County should have received a Girls Flag HS starter kit (flag belts, footballs, cones, etc.) from USA Football, as we ordered these under the assumption there would be some semblance of a program this fall. We were up against the ordering deadline and didn't want to omit HCPSS.

Given the program will not happen this fall, these should be used for next year or once the high school programs do launch, fingers crossed.

If possible, [@Jack Davis](#), could you share this with your athletic directors?

Thanks in advance!

**Adam Rudel**

---

**From:** Kim Ferguson <Kim.Ferguson@ravens.nfl.net>  
**Sent:** Thursday, May 8, 2025 4:52 PM  
**To:** Brian W. Bassett <Brian\_Bassett@hcpss.org>; Delerme, Raul <rdelerme@howardcountymd.gov>; Jack Davis <Jack\_Davis@hcpss.org>  
**Cc:** Verdi, Luke <lverdi@howardcountymd.gov>; Cabellon, Angela <acabellon@howardcountymd.gov>; Mooneyhan, Nicholas <nmooneyhan@howardcountymd.gov>; Milani, Michael <mmilani@howardcountymd.gov>; Hira, Safa <shira@howardcountymd.gov>; Brad Downs <Brad.Downs@ravens.nfl.net>; Adam Rudel <Adam.Rudel@ravens.nfl.net>; Bill Barnes <Bill\_Barnes@hcpss.org>; Jen Robinson <Jen\_Robinson@hcpss.org>  
**Subject:** RE: [External] RE: Howard County & Ravens Girls Flag Football

Hi Brian,

Thanks for the response. We are obviously disappointed Howard County will not be on the field this fall but appreciate the context. Can you provide a little more information on what you are asking about with the Recs & Parks program?

Thanks,

Kim

---

**From:** Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>  
**Sent:** Wednesday, May 7, 2025 1:27 PM  
**To:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>; Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Bill Barnes <[Bill\\_Barnes@hcpss.org](mailto:Bill_Barnes@hcpss.org)>; Jen Robinson <[Jen\\_Robinson@hcpss.org](mailto:Jen_Robinson@hcpss.org)>  
**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello Kim,

Thanks for following up. I sent an email to Raul last night and will summarize it here.

We have had several internal conversations and unfortunately, we're not going to be able to move forward with implementing girls flag football in our high schools at this time.

Our conversations with school administrators and Athletics and Activities Managers elevated several issues that we would need to explore further, including the impact on other sports at smaller schools and with lower participation that could struggle to field certain teams.

Additionally, while we are grateful for the commitment of many upfront costs, we must consider our additional costs and the long-term funding associated with maintaining a new athletic team in all our high schools. Particularly at a time when we are likely facing having to make cuts to existing programs, services and positions, and a potential class size raise. Even with the possibility of an NFL grant, it is also a possibility that we will not be able to add full-time athletic trainers to our high schools. I would not want the Superintendent or County Executive to be in a position of having to explain the priority-setting process that led to bigger class sizes, eliminated positions in schools, no new athletic trainers, and a new flag football program.

We want to keep this conversation going as we know there is interest among our students, and we have seen the success the program has had in other districts. The Girls Flag Football program is terrific and we want to participate, but the timing at this moment is not conducive to adding this program when we may be eliminating others

that directly impact the classroom. We will continue to explore and plan for any impacts in our schools so when we find ourselves in an improved fiscal landscape, we can reconsider this opportunity for students.

Is there an opportunity for this to be a Rec & Parks program until such time we can get it up and running in our high schools?

Thank you.

**Brian Bassett**

Director of Communications & Engagement  
Howard County Public School System

---

**From:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>  
**Sent:** Wednesday, May 7, 2025 11:56 AM  
**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Bill Barnes <[Bill\\_Barnes@hcpss.org](mailto:Bill_Barnes@hcpss.org)>; Jen Robinson <[Jen\\_Robinson@hcpss.org](mailto:Jen_Robinson@hcpss.org)>  
**Subject:** [External] RE: Howard County & Ravens Girls Flag Football

You don't often get email from [kim.ferguson@ravens.nfl.net](mailto:kim.ferguson@ravens.nfl.net). [Learn why this is important](#)

**! CAUTION: This email originated from outside of HCPSS. Do not click links or open attachments, unless you recognize the sender and know the content is safe.**

Hi,

Following up on the below. Please confirm receipt. Additionally, an update is needed on where this is at in the process. We have uniforms deadlines approaching and if we're committed to developing coaches, student-athletes, and officials, we should do so before the end of the '24-'25 school year. Meeting these deadlines are imperative to successful program development and launch.

We also know in the meeting Athletic Trainers were discussed and big piece needed. We have an opportunity to provide an Athletic Trainer grant annually from the NFL. The annual amount is \$25,000, but contingent on Girls Flag being implemented.

Thanks,

Kim

---

**From:** Kim Ferguson  
**Sent:** Monday, May 5, 2025 10:03 AM  
**To:** 'Delerme, Raul' <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; 'Jack\_Davis@hcpss.org' <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Cc:** 'Verdi, Luke' <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; 'Cabellon, Angela' <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; 'Mooneyhan, Nicholas' <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; 'Milani, Michael' <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; 'Brian W. Bassett' <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; 'Hira, Safa' <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

Hi,

Following back up on the Girls Flag survey. Are there any updates on the results? Wanted to let you know after internal conversations we can provide \$5,000 per school in year one for all schools who participate and an additional \$5,000 per school in year two to help with costs and sustainability. We heard the concerns during the meeting and wanted to make some additional funding available. We are here to help as best we can.

If best to jump on a call and discuss, please let us know.

Thanks,

Kim

---

**From:** Kim Ferguson  
**Sent:** Thursday, April 3, 2025 10:16 PM  
**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; 'Jack\_Davis@hcpss.org'  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

Hi,

Let us know if we can assist in any way or if you have any questions on the surveys other counties sent out previously. We heard from Be You Sports, who are running some Girls Flag

programming in the county and sounds like it is going well. We would love to make it work in Howard County! Here to help in any way possible, just let us know what we can do!

Thanks,

Kim

---

**From:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>  
**Sent:** Thursday, April 3, 2025 7:21 PM  
**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello Jack,

I am following up to see if you had a chance to review the request to send out an interest survey to the girl students to see if they would be interested in playing Girls Flag Football.

I spoke with the Ravens today and they are excited to move forward with this program in Howard County.

For us to receive the survey results by mid/end of April, we should do our best to send the survey out to the students next week.

Your review is greatly appreciated and I look forward to hearing from your team soon.

Thanks,  
Raul

*A. Raúl Delerme*  
Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Delerme, Raul  
**Sent:** Monday, March 31, 2025 9:04 PM  
**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Safa Hira <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

Hello Jack,

As we discussed, below is draft survey wording that would be sent out to the young women students to gather data to see how many girls are interested in playing Girls Flag Football in their school. The final survey should be sent out by the School system. The County could help with developing the survey if needed. We will need to add a few check off boxes to gather this data. If you have any additional information that you would like to add to this survey document, please do not hesitate to do so. I have added the link below that shows a sample survey that Frederick County used. I am in the process of getting Montgomery County's survey as well. We would like to get this survey out to the students as soon as possible. We would like to receive the results back sometime in April.

#### [FCPS HS Girls Flag Interest Form](#)

#### *Draft:*

*The school system is considering running a pilot **Girls Flag Football** program at each of our high schools. We are excited to reach out to our young women students with this unique opportunity to see who are interested in learning about and playing flag football. Whether you've played before or are new to the sport, we welcome all skill levels and would love for you to be part of our team. We are sending out a survey to see how many girls are interested in participating in this pilot program. This pilot program will be in partnership with the Baltimore Ravens.*

#### *Why Join?*

1. **Fun and Exciting:** Flag football is a fast-paced and enjoyable sport that promotes teamwork, athleticism, and strategic thinking.
2. **Great Fitness:** Playing flag football is a fantastic way to stay active, improve your fitness, and develop new skills.
3. **Empowerment and Friendship:** Be part of a strong community of girls who support and motivate each other both on and off the field.
4. **All Levels Welcome:** No previous experience? No problem! We'll teach you the

game and help you develop your skills.

5. **Introductory Clinic:** Learn the Game of Girls Flag Football through a clinic held this spring. Just bring yourself. No equipment needed!
6. **Playing on the Big Stage:** The Howard County Girls Flag Football Team Champion will play in the playoffs against other participating counties and could play at M&T Bank Stadium for the Championship.

If you're curious or excited about the idea of playing flag football, we'd love to hear from you! Please fill out the interest survey to let us know if you're interested.

Feel free to reach out to your school athletic department if you have any questions, and we look forward to hearing from you.

Thank you in advanced for your review. I am looking forward to receiving your feedback and sending this survey out to the Students.

Thanks,

Raul

*A. Raúl Delerme*

Deputy Chief Administrative Officer

Howard County Government

Phone: 410-313-4689

[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>

**Sent:** Monday, March 24, 2025 12:50 PM

**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org); Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; [bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)

**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon Etheridge <[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>

**Subject:** RE: Howard County & Ravens Girls Flag Football

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Hi,

Hope everyone had a nice weekend! Following back up to see if you had any questions or feedback. We can also jump on a call, if easier.

Thanks,

Kim

---

**From:** Kim Ferguson

**Sent:** Tuesday, March 11, 2025 6:47 PM

**To:** 'Jack\_Davis@hcpss.org' <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>; 'rdelerme@howardcountymd.gov' <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; 'bill\_barnes@hcpss.org' <[bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)>

**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon Etheridge <[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; 'lverdi@howardcountymd.gov' <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>

**Subject:** Howard County & Ravens Girls Flag Football

Hi John, Bill & Raul,

Great meeting you yesterday and appreciate you taking the time to speak with us regarding Girls Flag and the potential of it in Howard County. Thanks for discussing the challenges and being open to the conversation. Following up on our discussion, attached is the Girls Flag deck with information that we spoke on throughout the meeting and here is what each school receives in year 1. As mentioned, we are still working through what funding could look like in subsequent years as we talk sustainability.

Year 1

- \$5,000 grant for Girls Flag (provide one check to the central office for them to disseminate)
- 30 uniforms that include each a home top, away top and bottoms, provided by Under Armour
- USA Flag Football Kit (see attachment)
- Clinics for coaches, officials, and students
  - Ravens to provide facilitator for each of these clinics
  - Coaches & Officials clinics – virtual and in-person at the Under Armour Performance Center
  - Student Clinics – in county at a location of your choosing
    - Can do either 1 or 2 clinics depending on the number of schools
  - All clinics would happen prior to the school year ending and we can host additional coaches or officials' clinics as needed
- Additional flag belts and footballs (if needed)

We know the timeframe for when this could be played was brought up. We are open to having those conversations and if a 6-week timeframe works better in Nov. – Dec., we can make it work. We could always have a Howard County only Championship in Howard County or somewhere else and plus it up with mascot, Cheerleaders, etc. Since it is still a pilot program there isn't the restriction on everyone having to play at the same time.

Please let us know if you have any other questions or need anything else.

Thanks!

Kim

---

**Kim Ferguson | Sr. Director, Fan Development & Activation**

Under Armour Performance Center

1 Winning Drive, Owings Mills, MD 21117

(p) 410.701.4047

[BaltimoreRavens.com](http://BaltimoreRavens.com) | [Facebook](#) | [Twitter](#) | [Instagram](#)



**From:** [Jack Davis](#)  
**To:** [Adam Rudel](#); [Kim Ferguson](#); [Brian W. Bassett](#); [Delerme, Raul](#)  
**Cc:** [Verdi, Luke](#); [Cabellon, Angela](#); [Mooneyhan, Nicholas](#); [Milani, Michael](#); [Hira, Safa](#); [Brad Downs](#); [Bill Barnes](#); [Jen Robinson](#)  
**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football  
**Date:** Tuesday, May 13, 2025 10:21:57 AM  
**Attachments:** [image001.png](#)

---

I will let them know.

Thank you,

JD

John Davis, CAA  
Director of Athletics and Activities  
Division of Schools  
Howard County Public School System  
410-313-6631

Schools Div Logo.png



This email, including any attachments, is CONFIDENTIAL and may be legally privileged. If you are not an intended recipient or an authorized representative of an intended recipient, you are prohibited from using, copying or distributing the information in this e-mail or its attachments. If you have received this e-mail in error, please notify the sender immediately by return e-mail and delete all copies of this message and any attachments. Thank you.

---

**From:** Adam Rudel <Adam.Rudel@ravens.nfl.net>  
**Sent:** Monday, May 12, 2025 4:09 PM  
**To:** Kim Ferguson <Kim.Ferguson@ravens.nfl.net>; Brian W. Bassett <Brian\_Bassett@hcpss.org>; Delerme, Raul <rdelerme@howardcountymd.gov>; Jack Davis <Jack\_Davis@hcpss.org>  
**Cc:** Verdi, Luke <lverdi@howardcountymd.gov>; Cabellon, Angela <acabellon@howardcountymd.gov>; Mooneyhan, Nicholas <nmooneyhan@howardcountymd.gov>; Milani, Michael <mmilani@howardcountymd.gov>; Hira, Safa <shira@howardcountymd.gov>; Brad Downs <Brad.Downs@ravens.nfl.net>; Bill Barnes <Bill\_Barnes@hcpss.org>; Jen Robinson <Jen\_Robinson@hcpss.org>  
**Subject:** RE: [External] RE: Howard County & Ravens Girls Flag Football

Good afternoon,

Just wanted to follow up and share that each high school in Howard County should have received a Girls Flag HS starter kit (flag belts, footballs, cones, etc.) from USA Football, as we ordered these under the assumption there would be some semblance of a program this fall. We were up against the ordering deadline and didn't want to omit HCPSS.

Given the program will not happen this fall, these should be used for next year or once the high

school programs do launch, fingers crossed.

If possible, [@Jack Davis](#), could you share this with your athletic directors?

Thanks in advance!

**Adam Rudel**

---

**From:** Kim Ferguson <Kim.Ferguson@ravens.nfl.net>

**Sent:** Thursday, May 8, 2025 4:52 PM

**To:** Brian W. Bassett <Brian\_Bassett@hcpss.org>; Delerme, Raul <rdelerme@howardcountymd.gov>; Jack Davis <Jack\_Davis@hcpss.org>

**Cc:** Verdi, Luke <lverdi@howardcountymd.gov>; Cabellon, Angela <acabellon@howardcountymd.gov>; Mooneyhan, Nicholas <nmooneyhan@howardcountymd.gov>; Milani, Michael <mmilani@howardcountymd.gov>; Hira, Safa <shira@howardcountymd.gov>; Brad Downs <Brad.Downs@ravens.nfl.net>; Adam Rudel <Adam.Rudel@ravens.nfl.net>; Bill Barnes <Bill\_Barnes@hcpss.org>; Jen Robinson <Jen\_Robinson@hcpss.org>

**Subject:** RE: [External] RE: Howard County & Ravens Girls Flag Football

Hi Brian,

Thanks for the response. We are obviously disappointed Howard County will not be on the field this fall but appreciate the context. Can you provide a little more information on what you are asking about with the Recs & Parks program?

Thanks,

Kim

---

**From:** Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>

**Sent:** Wednesday, May 7, 2025 1:27 PM

**To:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>; Delerme, Raul <rdelerme@howardcountymd.gov>; Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>

**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <acabellon@howardcountymd.gov>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Bill Barnes <[Bill\\_Barnes@hcpss.org](mailto:Bill_Barnes@hcpss.org)>; Jen Robinson <[Jen\\_Robinson@hcpss.org](mailto:Jen_Robinson@hcpss.org)>

**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello Kim,

Thanks for following up. I sent an email to Raul last night and will summarize it here.

We have had several internal conversations and unfortunately, we're not going to be able to move forward with implementing girls flag football in our high schools at this time.

Our conversations with school administrators and Athletics and Activities Managers elevated several issues that we would need to explore further, including the impact on other sports at smaller schools and with lower participation that could struggle to field certain teams.

Additionally, while we are grateful for the commitment of many upfront costs, we must consider our additional costs and the long-term funding associated with maintaining a new athletic team in all our high schools. Particularly at a time when we are likely facing having to make cuts to existing programs, services and positions, and a potential class size raise. Even with the possibility of an NFL grant, it is also a possibility that we will not be able to add full-time athletic trainers to our high schools. I would not want the Superintendent or County Executive to be in a position of having to explain the priority-setting process that led to bigger class sizes, eliminated positions in schools, no new athletic trainers, and a new flag football program.

We want to keep this conversation going as we know there is interest among our students, and we have seen the success the program has had in other districts. The Girls Flag Football program is terrific and we want to participate, but the timing at this moment is not conducive to adding this program when we may be eliminating others that directly impact the classroom. We will continue to explore and plan for any impacts in our schools so when we find ourselves in an improved fiscal landscape, we can reconsider this opportunity for students.

Is there an opportunity for this to be a Rec & Parks program until such time we can get it up and running in our high schools?

Thank you.

**Brian Bassett**

Director of Communications & Engagement  
Howard County Public School System

---

**From:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>

**Sent:** Wednesday, May 7, 2025 11:56 AM  
**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Bill Barnes <[Bill\\_Barnes@hcpss.org](mailto:Bill_Barnes@hcpss.org)>; Jen Robinson <[Jen\\_Robinson@hcpss.org](mailto:Jen_Robinson@hcpss.org)>  
**Subject:** [External] RE: Howard County & Ravens Girls Flag Football

You don't often get email from [kim.ferguson@ravens.nfl.net](mailto:kim.ferguson@ravens.nfl.net). [Learn why this is important](#)

**! CAUTION: This email originated from outside of HCPSS. Do not click links or open attachments, unless you recognize the sender and know the content is safe.**

Hi,

Following up on the below. Please confirm receipt. Additionally, an update is needed on where this is at in the process. We have uniforms deadlines approaching and if we're committed to developing coaches, student-athletes, and officials, we should do so before the end of the '24-'25 school year. Meeting these deadlines are imperative to successful program development and launch.

We also know in the meeting Athletic Trainers were discussed and big piece needed. We have an opportunity to provide an Athletic Trainer grant annually from the NFL. The annual amount is \$25,000, but contingent on Girls Flag being implemented.

Thanks,

Kim

---

**From:** Kim Ferguson  
**Sent:** Monday, May 5, 2025 10:03 AM  
**To:** 'Delerme, Raul' <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; 'Jack\_Davis@hcpss.org' <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Cc:** 'Verdi, Luke' <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; 'Cabellon, Angela' <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; 'Mooneyhan, Nicholas' <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; 'Milani, Michael' <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; 'Brian W. Bassett' <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; 'Hira, Safa' <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

Hi,

Following back up on the Girls Flag survey. Are there any updates on the results? Wanted to let you know after internal conversations we can provide \$5,000 per school in year one for all schools who participate and an additional \$5,000 per school in year two to help with costs and sustainability. We heard the concerns during the meeting and wanted to make some additional funding available. We are here to help as best we can.

If best to jump on a call and discuss, please let us know.

Thanks,

Kim

---

**From:** Kim Ferguson  
**Sent:** Thursday, April 3, 2025 10:16 PM  
**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

Hi,

Let us know if we can assist in any way or if you have any questions on the surveys other counties sent out previously. We heard from Be You Sports, who are running some Girls Flag programming in the county and sounds like it is going well. We would love to make it work in Howard County! Here to help in any way possible, just let us know what we can do!

Thanks,

Kim

---

**From:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>  
**Sent:** Thursday, April 3, 2025 7:21 PM  
**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello Jack,

I am following up to see if you had a chance to review the request to send out an interest survey to the girl students to see if they would be interested in playing Girls Flag Football.

I spoke with the Ravens today and they are excited to move forward with this program in Howard County.

For us to receive the survey results by mid/end of April, we should do our best to send the survey out to the students next week.

Your review is greatly appreciated and I look forward to hearing from your team soon.

Thanks,  
Raul

*A. Raúl Delerme*  
Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Delerme, Raul  
**Sent:** Monday, March 31, 2025 9:04 PM  
**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Safa Hira <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

Hello Jack,

As we discussed, below is draft survey wording that would be sent out to the young

women students to gather data to see how many girls are interested in playing Girls Flag Football in their school. The final survey should be sent out by the School system. The County could help with developing the survey if needed. We will need to add a few check off boxes to gather this data. If you have any additional information that you would like to add to this survey document, please do not hesitate to do so. I have added the link below that shows a sample survey that Frederick County used. I am in the process of getting Montgomery County's survey as well. We would like to get this survey out to the students as soon as possible. We would like to receive the results back sometime in April.

### FCPS HS Girls Flag Interest Form

#### *Draft:*

*The school system is considering running a pilot **Girls Flag Football** program at each of our high schools. We are excited to reach out to our young women students with this unique opportunity to see who are interested in learning about and playing flag football. Whether you've played before or are new to the sport, we welcome all skill levels and would love for you to be part of our team. We are sending out a survey to see how many girls are interested in participating in this pilot program. This pilot program will be **in partnership with the Baltimore Ravens.***

#### **Why Join?**

1. **Fun and Exciting:** Flag football is a fast-paced and enjoyable sport that promotes teamwork, athleticism, and strategic thinking.
2. **Great Fitness:** Playing flag football is a fantastic way to stay active, improve your fitness, and develop new skills.
3. **Empowerment and Friendship:** Be part of a strong community of girls who support and motivate each other both on and off the field.
4. **All Levels Welcome:** No previous experience? No problem! We'll teach you the game and help you develop your skills.
5. **Introductory Clinic:** Learn the Game of Girls Flag Football through a clinic held this spring. Just bring yourself. No equipment needed!
6. **Playing on the Big Stage:** The Howard County Girls Flag Football Team Champion will play in the playoffs against other participating counties and could play at M&T Bank Stadium for the Championship.

*If you're curious or excited about the idea of playing flag football, we'd love to hear from you! Please fill out the interest survey to let us know if you're interested.*

*Feel free to reach out to your school athletic department if you have any questions, and we look forward to hearing from you.*

Thank you in advanced for your review. I am looking forward to receiving your feedback and sending this survey out to the Students.

Thanks,

Raul

*A. Raúl Delerme*

Deputy Chief Administrative Officer

Howard County Government

Phone: 410-313-4689

[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>

**Sent:** Monday, March 24, 2025 12:50 PM

**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org); Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; [bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)

**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon Etheridge <[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>

**Subject:** RE: Howard County & Ravens Girls Flag Football

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Hi,

Hope everyone had a nice weekend! Following back up to see if you had any questions or feedback. We can also jump on a call, if easier.

Thanks,

Kim

---

**From:** Kim Ferguson

**Sent:** Tuesday, March 11, 2025 6:47 PM

**To:** 'Jack\_Davis@hcpss.org' <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>; 'rdelerme@howardcountymd.gov' <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; 'bill\_barnes@hcpss.org' <[bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)>

**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon Etheridge <[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; 'lverdi@howardcountymd.gov' <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>

**Subject:** Howard County & Ravens Girls Flag Football

Hi John, Bill & Raul,

Great meeting you yesterday and appreciate you taking the time to speak with us regarding Girls Flag and the potential of it in Howard County. Thanks for discussing the challenges and being open to the conversation. Following up on our discussion, attached is the Girls Flag deck with information that we spoke on throughout the meeting and here is what each school receives in year 1. As mentioned, we are still working through what funding could look like in subsequent years as we talk sustainability.

Year 1

- \$5,000 grant for Girls Flag (provide one check to the central office for them to disseminate)
- 30 uniforms that include each a home top, away top and bottoms, provided by Under Armour
- USA Flag Football Kit (see attachment)
- Clinics for coaches, officials, and students
  - Ravens to provide facilitator for each of these clinics
  - Coaches & Officials clinics – virtual and in-person at the Under Armour Performance Center
  - Student Clinics – in county at a location of your choosing
    - Can do either 1 or 2 clinics depending on the number of schools
  - All clinics would happen prior to the school year ending and we can host additional coaches or officials' clinics as needed
- Additional flag belts and footballs (if needed)

We know the timeframe for when this could be played was brought up. We are open to having those conversations and if a 6-week timeframe works better in Nov. – Dec., we can make it work. We could always have a Howard County only Championship in Howard County or somewhere else and plus it up with mascot, Cheerleaders, etc. Since it is still a pilot program there isn't the restriction on everyone having to play at the same time.

Please let us know if you have any other questions or need anything else.

Thanks!

Kim

---

**Kim Ferguson | Sr. Director, Fan Development & Activation**

Under Armour Performance Center

1 Winning Drive, Owings Mills, MD 21117

(p) 410.701.4047

[BaltimoreRavens.com](http://BaltimoreRavens.com) | [Facebook](#) | [Twitter](#) | [Instagram](#)



**From:** [Delerme, Raul](#)  
**To:** [Brian W. Bassett](#); [Jack Davis](#)  
**Cc:** [Verdi, Luke](#); [Cabellon, Angela](#); [Mooneyhan, Nicholas](#); [Milani, Michael](#); [Hira, Safa](#); [Bill Barnes](#); [Jen Robinson](#)  
**Subject:** RE: [External] RE: Howard County & Ravens Girls Flag Football  
**Date:** Friday, May 23, 2025 1:52:16 PM  
**Attachments:** [image001.png](#)

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Hello Jack and Brian,

With the decision of the school system not being able to implement the girls flag football program at this time, Nick Mooneyhan, Director of the Department of Recreation and Parks (DRP) and I would like to set up a meeting with both of you on Tuesday, May 27, between 9am and 11:30am or Wednesday, May 28 between 11am and 12pm, to discuss the opportunity of DRP providing Girls Flag Football this fall.

Since it has been over a month since the school system should have received the Girls Flag Football interest survey results. Could you please provide us with the final results. These results will help us gage the interest for this coming fall.

Your assistance in this effort is greatly appreciated and hope to hear from you soon.

Thanks,  
Raul

*A. Raúl Delerme*  
Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>  
**Sent:** Wednesday, May 7, 2025 1:27 PM  
**To:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>; Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Hira, Safa <[sshira@howardcountymd.gov](mailto:sshira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Bill Barnes <[Bill\\_Barnes@hcpss.org](mailto:Bill_Barnes@hcpss.org)>; Jen Robinson <[Jen\\_Robinson@hcpss.org](mailto:Jen_Robinson@hcpss.org)>

**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Hello Kim,

Thanks for following up. I sent an email to Raul last night and will summarize it here.

We have had several internal conversations and unfortunately, we're not going to be able to move forward with implementing girls flag football in our high schools at this time.

Our conversations with school administrators and Athletics and Activities Managers elevated several issues that we would need to explore further, including the impact on other sports at smaller schools and with lower participation that could struggle to field certain teams.

Additionally, while we are grateful for the commitment of many upfront costs, we must consider our additional costs and the long-term funding associated with maintaining a new athletic team in all our high schools. Particularly at a time when we are likely facing having to make cuts to existing programs, services and positions, and a potential class size raise. Even with the possibility of an NFL grant, it is also a possibility that we will not be able to add full-time athletic trainers to our high schools. I would not want the Superintendent or County Executive to be in a position of having to explain the priority-setting process that led to bigger class sizes, eliminated positions in schools, no new athletic trainers, and a new flag football program.

We want to keep this conversation going as we know there is interest among our students, and we have seen the success the program has had in other districts. The Girls Flag Football program is terrific and we want to participate, but the timing at this moment is not conducive to adding this program when we may be eliminating others that directly impact the classroom. We will continue to explore and plan for any impacts in our schools so when we find ourselves in an improved fiscal landscape, we can reconsider this opportunity for students.

Is there an opportunity for this to be a Rec & Parks program until such time we can get it up and running in our high schools?

Thank you.

**Brian Bassett**

Director of Communications & Engagement  
Howard County Public School System

---

**From:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>  
**Sent:** Wednesday, May 7, 2025 11:56 AM  
**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Bill Barnes <[Bill\\_Barnes@hcpss.org](mailto:Bill_Barnes@hcpss.org)>; Jen Robinson <[Jen\\_Robinson@hcpss.org](mailto:Jen_Robinson@hcpss.org)>  
**Subject:** [External] RE: Howard County & Ravens Girls Flag Football

You don't often get email from [kim.ferguson@ravens.nfl.net](mailto:kim.ferguson@ravens.nfl.net). [Learn why this is important](#)

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Hi,

Following up on the below. Please confirm receipt. Additionally, an update is needed on where this is at in the process. We have uniforms deadlines approaching and if we're committed to developing coaches, student-athletes, and officials, we should do so before the end of the '24-'25 school year. Meeting these deadlines are imperative to successful program development and launch.

We also know in the meeting Athletic Trainers were discussed and a big piece needed. We have an opportunity to provide an Athletic Trainer grant annually from the NFL. The annual amount is \$25,000, but contingent on Girls Flag being implemented.

Thanks,

Kim

---

**From:** Kim Ferguson  
**Sent:** Monday, May 5, 2025 10:03 AM  
**To:** 'Delerme, Raul' <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; 'Jack\_Davis@hcpss.org'  
<[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Cc:** 'Verdi, Luke' <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; 'Cabellon, Angela'  
<[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; 'Mooneyhan, Nicholas'

<[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; 'Milani, Michael' <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; 'Brian W. Bassett' <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; 'Hira, Safa' <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>

**Subject:** RE: Howard County & Ravens Girls Flag Football

Hi,

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If best to jump on a call and discuss, please let us know.

Thanks,

Kim

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**From:** Kim Ferguson

**Sent:** Thursday, April 3, 2025 10:16 PM

**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)

**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>

**Subject:** RE: Howard County & Ravens Girls Flag Football

Hi,

Let us know if we can assist in any way or if you have any questions on the surveys other counties sent out previously. We heard from Be You Sports, who are running some Girls Flag programming in the county and sounds like it is going well. We would love to make it work in Howard County! Here to help in any way possible, just let us know what we can do!

Thanks,

Kim

---

**From:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>

**Sent:** Thursday, April 3, 2025 7:21 PM

**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)

**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello Jack,

I am following up to see if you had a chance to review the request to send out an interest survey to the girl students to see if they would be interested in playing Girls Flag Football.

I spoke with the Ravens today and they are excited to move forward with this program in Howard County.

For us to receive the survey results by mid/end of April, we should do our best to send the survey out to the students next week.

Your review is greatly appreciated and I look forward to hearing from your team soon.

Thanks,  
Raul

*A. Raúl Delerme*  
Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Delerme, Raul  
**Sent:** Monday, March 31, 2025 9:04 PM  
**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Safa Hira <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

Hello Jack,

As we discussed, below is draft survey wording that would be sent out to the young women students to gather data to see how many girls are interested in playing Girls Flag Football in their school. The final survey should be sent out by the School system. The County could help with developing the survey if needed. We will need to add a few check off boxes to gather this data. If you have any additional information that you would like to add to this survey document, please do not hesitate to do so. I have added the link below that shows a sample survey that Frederick County used. I am in the process of getting Montgomery County's survey as well. We would like to get this survey out to the students as soon as possible. We would like to receive the results back sometime in April.

#### [FCPS HS Girls Flag Interest Form](#)

##### **Draft:**

*The school system is considering running a pilot **Girls Flag Football** program at each of our high schools. We are excited to reach out to our young women students with this unique opportunity to see who are interested in learning about and playing flag football. Whether you've played before or are new to the sport, we welcome all skill levels and would love for you to be part of our team. We are sending out a survey to see how many girls are interested in participating in this pilot program. This pilot program will be in partnership with the Baltimore Ravens.*

##### **Why Join?**

1. **Fun and Exciting:** Flag football is a fast-paced and enjoyable sport that promotes teamwork, athleticism, and strategic thinking.
2. **Great Fitness:** Playing flag football is a fantastic way to stay active, improve your fitness, and develop new skills.
3. **Empowerment and Friendship:** Be part of a strong community of girls who support and motivate each other both on and off the field.
4. **All Levels Welcome:** No previous experience? No problem! We'll teach you the game and help you develop your skills.
5. **Introductory Clinic:** Learn the Game of Girls Flag Football through a clinic held this spring. Just bring yourself. No equipment needed!
6. **Playing on the Big Stage:** The Howard County Girls Flag Football Team Champion will play in the playoffs against other participating counties and could play at M&T Bank Stadium for the Championship.

*If you're curious or excited about the idea of playing flag football, we'd love to hear from you! Please fill out the interest survey to let us know if you're interested.*

*Feel free to reach out to your school athletic department if you have any questions, and*

*we look forward to hearing from you.*

Thank you in advanced for your review. I am looking forward to receiving your feedback and sending this survey out to the Students.

Thanks,

Raul

*A. Raúl Delerme*

Deputy Chief Administrative Officer

Howard County Government

Phone: 410-313-4689

[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>

**Sent:** Monday, March 24, 2025 12:50 PM

**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org); Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; [bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)

**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon Etheridge <[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>

**Subject:** RE: Howard County & Ravens Girls Flag Football

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Hi,

Hope everyone had a nice weekend! Following back up to see if you had any questions or feedback. We can also jump on a call, if easier.

Thanks,

Kim

---

**From:** Kim Ferguson

**Sent:** Tuesday, March 11, 2025 6:47 PM

**To:** 'Jack\_Davis@hcpss.org' <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>; 'rdelerme@howardcountymd.gov' <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; 'bill\_barnes@hcpss.org' <[bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)>

**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon Etheridge <[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; 'lverdi@howardcountymd.gov' <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>

**Subject:** Howard County & Ravens Girls Flag Football

Hi John, Bill & Raul,

Great meeting you yesterday and appreciate you taking the time to speak with us regarding Girls Flag and the potential of it in Howard County. Thanks for discussing the challenges and being open to the conversation. Following up on our discussion, attached is the Girls Flag deck with information that we spoke on throughout the meeting and here is what each school receives in year 1. As mentioned, we are still working through what funding could look like in subsequent years as we talk sustainability.

Year 1

- \$5,000 grant for Girls Flag (provide one check to the central office for them to disseminate)
- 30 uniforms that include each a home top, away top and bottoms, provided by Under Armour
- USA Flag Football Kit (see attachment)
- Clinics for coaches, officials, and students
  - Ravens to provide facilitator for each of these clinics
  - Coaches & Officials clinics – virtual and in-person at the Under Armour Performance Center
  - Student Clinics – in county at a location of your choosing
    - Can do either 1 or 2 clinics depending on the number of schools
  - All clinics would happen prior to the school year ending and we can host additional coaches or officials' clinics as needed
- Additional flag belts and footballs (if needed)

We know the timeframe for when this could be played was brought up. We are open to having those conversations and if a 6-week timeframe works better in Nov. – Dec., we can make it work. We could always have a Howard County only Championship in Howard County or somewhere else and plus it up with mascot, Cheerleaders, etc. Since it is still a pilot program there isn't the restriction on everyone having to play at the same time.

Please let us know if you have any other questions or need anything else.

Thanks!

Kim

---

**Kim Ferguson | Sr. Director, Fan Development & Activation**

Under Armour Performance Center

1 Winning Drive, Owings Mills, MD 21117

(p) 410.701.4047

[BaltimoreRavens.com](http://BaltimoreRavens.com) | [Facebook](#) | [Twitter](#) | [Instagram](#)



**From:** [Brian W. Bassett](#)  
**To:** [Delerme, Raul](#); [Jack Davis](#)  
**Cc:** [Verdi, Luke](#); [Cabellon, Angela](#); [Mooneyhan, Nicholas](#); [Milani, Michael](#); [Hira, Safa](#); [Bill Barnes](#); [Jen Robinson](#)  
**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football  
**Date:** Tuesday, May 27, 2025 4:03:10 PM  
**Attachments:** [image001.png](#)  
[Flag Football Survey Results.pdf](#)

---

Hi Raul,

Sorry for the delay. The survey results are attached. All my best.

**Brian Bassett**

Director of Communications & Engagement  
Howard County Public School System

---

**From:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>  
**Sent:** Friday, May 23, 2025 1:52 PM  
**To:** Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Hira, Safa <[sshira@howardcountymd.gov](mailto:sshira@howardcountymd.gov)>; Bill Barnes <[Bill\\_Barnes@hcpss.org](mailto:Bill_Barnes@hcpss.org)>; Jen Robinson <[Jen\\_Robinson@hcpss.org](mailto:Jen_Robinson@hcpss.org)>  
**Subject:** RE: [External] RE: Howard County & Ravens Girls Flag Football

Hello Jack and Brian,

With the decision of the school system not being able to implement the girls flag football program at this time, Nick Mooneyhan, Director of the Department of Recreation and Parks (DRP) and I would like to set up a meeting with both of you on Tuesday, May 27, between 9am and 11:30am or Wednesday, May 28 between 11am and 12pm, to discuss the opportunity of DRP providing Girls Flag Football this fall.

Since it has been over a month since the school system should have received the Girls Flag Football interest survey results. Could you please provide us with the final results. These results will help us gage the interest for this coming fall.

Your assistance in this effort is greatly appreciated and hope to hear from you soon.

Thanks,  
Raul

*A. Raúl Delerme*

Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

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**Sent:** Wednesday, May 7, 2025 1:27 PM  
**To:** Kim Ferguson <Kim.Ferguson@ravens.nfl.net>; Delerme, Raul <rdelerme@howardcountymd.gov>; Jack Davis <Jack\_Davis@hcpss.org>  
**Cc:** Verdi, Luke <lverdi@howardcountymd.gov>; Cabellon, Angela <acabellon@howardcountymd.gov>; Mooneyhan, Nicholas <nmooneyhan@howardcountymd.gov>; Milani, Michael <mmilani@howardcountymd.gov>; Hira, Safa <shira@howardcountymd.gov>; Brad Downs <Brad.Downs@ravens.nfl.net>; Adam Rudel <Adam.Rudel@ravens.nfl.net>; Bill Barnes <Bill\_Barnes@hcpss.org>; Jen Robinson <Jen\_Robinson@hcpss.org>  
**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

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Hello Kim,

Thanks for following up. I sent an email to Raul last night and will summarize it here.

We have had several internal conversations and unfortunately, we're not going to be able to move forward with implementing girls flag football in our high schools at this time.

Our conversations with school administrators and Athletics and Activities Managers elevated several issues that we would need to explore further, including the impact on other sports at smaller schools and with lower participation that could struggle to field certain teams.

Additionally, while we are grateful for the commitment of many upfront costs, we must consider our additional costs and the long-term funding associated with maintaining a new athletic team in all our high schools. Particularly at a time when we are likely facing having to make cuts to existing programs, services and positions, and a potential class size raise. Even with the possibility of an NFL grant, it is also a possibility that we will not be able to add full-time athletic trainers to our high schools. I would not want the Superintendent or County Executive to be in a position of having to explain the priority-

setting process that led to bigger class sizes, eliminated positions in schools, no new athletic trainers, and a new flag football program.

We want to keep this conversation going as we know there is interest among our students, and we have seen the success the program has had in other districts. The Girls Flag Football program is terrific and we want to participate, but the timing at this moment is not conducive to adding this program when we may be eliminating others that directly impact the classroom. We will continue to explore and plan for any impacts in our schools so when we find ourselves in an improved fiscal landscape, we can reconsider this opportunity for students.

Is there an opportunity for this to be a Rec & Parks program until such time we can get it up and running in our high schools?

Thank you.

**Brian Bassett**

Director of Communications & Engagement  
Howard County Public School System

---

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**Sent:** Wednesday, May 7, 2025 11:56 AM

**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>

**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Bill Barnes <[Bill\\_Barnes@hcpss.org](mailto:Bill_Barnes@hcpss.org)>; Jen Robinson <[Jen\\_Robinson@hcpss.org](mailto:Jen_Robinson@hcpss.org)>

**Subject:** [External] RE: Howard County & Ravens Girls Flag Football

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**Sent:** Monday, May 5, 2025 10:03 AM  
**To:** 'Delerme, Raul' <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; 'Jack\_Davis@hcpss.org' <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
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**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Adam Rudel

<Adam.Rudel@ravens.nfl.net>

**Subject:** RE: Howard County & Ravens Girls Flag Football

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Thanks,

Kim

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**Sent:** Thursday, April 3, 2025 7:21 PM

**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)

**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>

**Subject:** RE: Howard County & Ravens Girls Flag Football

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Hello Jack,

I am following up to see if you had a chance to review the request to send out an interest survey to the girl students to see if they would be interested in playing Girls Flag Football.

I spoke with the Ravens today and they are excited to move forward with this program in Howard County.

For us to receive the survey results by mid/end of April, we should do our best to send the survey out to the students next week.

Your review is greatly appreciated and I look forward to hearing from your team soon.

Thanks,

Raul

*A. Raúl Delerme*

Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Delerme, Raul  
**Sent:** Monday, March 31, 2025 9:04 PM  
**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Safa Hira <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

Hello Jack,

As we discussed, below is draft survey wording that would be sent out to the young women students to gather data to see how many girls are interested in playing Girls Flag Football in their school. The final survey should be sent out by the School system. The County could help with developing the survey if needed. We will need to add a few check off boxes to gather this data. If you have any additional information that you would like to add to this survey document, please do not hesitate to do so. I have added the link below that shows a sample survey that Frederick County used. I am in the process of getting Montgomery County's survey as well. We would like to get this survey out to the students as soon as possible. We would like to receive the results back sometime in April.

[FCPS HS Girls Flag Interest Form](#)

*Draft:*

*The school system is considering running a pilot **Girls Flag Football** program at each of our high schools. We are excited to reach out to our young women students with this unique opportunity to see who are interested in learning about and playing flag football. Whether you've played before or are new to the sport, we welcome all skill levels and would love for you to be part of our team. We are sending out a survey to see how many girls are interested in participating in this pilot program. This pilot program will be in*

**partnership with the Baltimore Ravens.**

**Why Join?**

1. **Fun and Exciting:** Flag football is a fast-paced and enjoyable sport that promotes teamwork, athleticism, and strategic thinking.
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3. **Empowerment and Friendship:** Be part of a strong community of girls who support and motivate each other both on and off the field.
4. **All Levels Welcome:** No previous experience? No problem! We'll teach you the game and help you develop your skills.
5. **Introductory Clinic:** Learn the Game of Girls Flag Football through a clinic held this spring. Just bring yourself. No equipment needed!
6. **Playing on the Big Stage:** The Howard County Girls Flag Football Team Champion will play in the playoffs against other participating counties and could play at M&T Bank Stadium for the Championship.

*If you're curious or excited about the idea of playing flag football, we'd love to hear from you! Please fill out the interest survey to let us know if you're interested.*

*Feel free to reach out to your school athletic department if you have any questions, and we look forward to hearing from you.*

Thank you in advanced for your review. I am looking forward to receiving your feedback and sending this survey out to the Students.

Thanks,

Raul

*A. Raúl Delerme*

Deputy Chief Administrative Officer

Howard County Government

Phone: 410-313-4689

[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>

**Sent:** Monday, March 24, 2025 12:50 PM

**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org); Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; [bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)

**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon Etheridge <[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>

**Subject:** RE: Howard County & Ravens Girls Flag Football

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Hi,

Hope everyone had a nice weekend! Following back up to see if you had any questions or feedback. We can also jump on a call, if easier.

Thanks,

Kim

---

**From:** Kim Ferguson

**Sent:** Tuesday, March 11, 2025 6:47 PM

**To:** 'Jack\_Davis@hcpss.org' <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>; 'rdelerme@howardcountymd.gov' <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; 'bill\_barnes@hcpss.org' <[bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)>

**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon Etheridge <[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; 'lverdi@howardcountymd.gov' <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>

**Subject:** Howard County & Ravens Girls Flag Football

Hi John, Bill & Raul,

Great meeting you yesterday and appreciate you taking the time to speak with us regarding Girls Flag and the potential of it in Howard County. Thanks for discussing the challenges and being open to the conversation. Following up on our discussion, attached is the Girls Flag deck with information that we spoke on throughout the meeting and here is what each school receives in year 1. As mentioned, we are still working through what funding could look like in subsequent years as we talk sustainability.

Year 1

- \$5,000 grant for Girls Flag (provide one check to the central office for them to disseminate)
- 30 uniforms that include each a home top, away top and bottoms, provided by Under Armour
- USA Flag Football Kit (see attachment)
- Clinics for coaches, officials, and students
  - Ravens to provide facilitator for each of these clinics
  - Coaches & Officials clinics – virtual and in-person at the Under Armour Performance Center
  - Student Clinics – in county at a location of your choosing

- Can do either 1 or 2 clinics depending on the number of schools
- All clinics would happen prior to the school year ending and we can host additional coaches or officials' clinics as needed
- Additional flag belts and footballs (if needed)

We know the timeframe for when this could be played was brought up. We are open to having those conversations and if a 6-week timeframe works better in Nov. – Dec., we can make it work. We could always have a Howard County only Championship in Howard County or somewhere else and plus it up with mascot, Cheerleaders, etc. Since it is still a pilot program there isn't the restriction on everyone having to play at the same time.

Please let us know if you have any other questions or need anything else.

Thanks!

Kim

---

**Kim Ferguson | Sr. Director, Fan Development & Activation**

Under Armour Performance Center  
1 Winning Drive, Owings Mills, MD 21117  
(p) 410.701.4047  
[BaltimoreRavens.com](http://BaltimoreRavens.com) | [Facebook](#) | [Twitter](#) | [Instagram](#)



**From:** [Delerme, Raul](#)  
**To:** [Brian W. Bassett](#); [Jack Davis](#)  
**Cc:** [Verdi, Luke](#); [Cabellon, Angela](#); [Mooneyhan, Nicholas](#); [Milani, Michael](#); [Hira, Safa](#); [Bill Barnes](#); [Jen Robinson](#)  
**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football  
**Date:** Tuesday, May 27, 2025 4:47:30 PM  
**Attachments:** [image001.png](#)

---

Hello Brian,

Thank you for providing the results of the survey. This information will be very helpful.

Thanks,  
Raul

Get [Outlook for iOS](#)

---

**From:** Brian W. Bassett <Brian\_Bassett@hcpss.org>  
**Sent:** Tuesday, May 27, 2025 4:03:05 PM  
**To:** Delerme, Raul <rdelerme@howardcountymd.gov>; Jack Davis <Jack\_Davis@hcpss.org>  
**Cc:** Verdi, Luke <lverdi@howardcountymd.gov>; Cabellon, Angela <acabellon@howardcountymd.gov>; Mooneyhan, Nicholas <nmooneyhan@howardcountymd.gov>; Milani, Michael <mmilani@howardcountymd.gov>; Hira, Safa <shira@howardcountymd.gov>; Bill Barnes <Bill\_Barnes@hcpss.org>; Jen Robinson <Jen\_Robinson@hcpss.org>  
**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Hi Raul,

Sorry for the delay. The survey results are attached. All my best.

**Brian Bassett**  
Director of Communications & Engagement  
Howard County Public School System

---

**From:** Delerme, Raul <rdelerme@howardcountymd.gov>  
**Sent:** Friday, May 23, 2025 1:52 PM  
**To:** Brian W. Bassett <Brian\_Bassett@hcpss.org>; Jack Davis <Jack\_Davis@hcpss.org>  
**Cc:** Verdi, Luke <lverdi@howardcountymd.gov>; Cabellon, Angela <acabellon@howardcountymd.gov>; Mooneyhan, Nicholas <nmooneyhan@howardcountymd.gov>; Milani, Michael <mmilani@howardcountymd.gov>; Hira, Safa <shira@howardcountymd.gov>; Bill Barnes <Bill\_Barnes@hcpss.org>; Jen Robinson <Jen\_Robinson@hcpss.org>  
**Subject:** RE: [External] RE: Howard County & Ravens Girls Flag Football

Hello Jack and Brian,

With the decision of the school system not being able to implement the girls flag football program at this time, Nick Mooneyhan, Director of the Department of Recreation and Parks (DRP) and I would like to set up a meeting with both of you on Tuesday, May 27, between 9am and 11:30am or Wednesday, May 28 between 11am and 12pm, to discuss the opportunity of DRP providing Girls Flag Football this fall.

Since it has been over a month since the school system should have received the Girls Flag Football interest survey results. Could you please provide us with the final results. These results will help us gage the interest for this coming fall.

Your assistance in this effort is greatly appreciated and hope to hear from you soon.

Thanks,  
Raul

*A. Raúl Delerme*  
Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Brian W. Bassett <Brian\_Bassett@hcpss.org>  
**Sent:** Wednesday, May 7, 2025 1:27 PM  
**To:** Kim Ferguson <Kim.Ferguson@ravens.nfl.net>; Delerme, Raul <rdelerme@howardcountymd.gov>; Jack Davis <Jack\_Davis@hcpss.org>  
**Cc:** Verdi, Luke <lverdi@howardcountymd.gov>; Cabellon, Angela <acabellon@howardcountymd.gov>; Mooneyhan, Nicholas <nmooneyhan@howardcountymd.gov>; Milani, Michael <mmilani@howardcountymd.gov>; Hira, Safa <shira@howardcountymd.gov>; Brad Downs <Brad.Downs@ravens.nfl.net>; Adam Rudel <Adam.Rudel@ravens.nfl.net>; Bill Barnes <Bill\_Barnes@hcpss.org>; Jen Robinson <Jen\_Robinson@hcpss.org>  
**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

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Hello Kim,

Thanks for following up. I sent an email to Raul last night and will summarize it here.

We have had several internal conversations and unfortunately, we're not going to be able to move forward with implementing girls flag football in our high schools at this time.

Our conversations with school administrators and Athletics and Activities Managers elevated several issues that we would need to explore further, including the impact on other sports at smaller schools and with lower participation that could struggle to field certain teams.

Additionally, while we are grateful for the commitment of many upfront costs, we must consider our additional costs and the long-term funding associated with maintaining a new athletic team in all our high schools. Particularly at a time when we are likely facing having to make cuts to existing programs, services and positions, and a potential class size raise. Even with the possibility of an NFL grant, it is also a possibility that we will not be able to add full-time athletic trainers to our high schools. I would not want the Superintendent or County Executive to be in a position of having to explain the priority-setting process that led to bigger class sizes, eliminated positions in schools, no new athletic trainers, and a new flag football program.

We want to keep this conversation going as we know there is interest among our students, and we have seen the success the program has had in other districts. The Girls Flag Football program is terrific and we want to participate, but the timing at this moment is not conducive to adding this program when we may be eliminating others that directly impact the classroom. We will continue to explore and plan for any impacts in our schools so when we find ourselves in an improved fiscal landscape, we can reconsider this opportunity for students.

Is there an opportunity for this to be a Rec & Parks program until such time we can get it up and running in our high schools?

Thank you.

**Brian Bassett**

Director of Communications & Engagement  
Howard County Public School System

---

**From:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>

**Sent:** Wednesday, May 7, 2025 11:56 AM

**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>

**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela

<[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Bill Barnes <[Bill\\_Barnes@hcpss.org](mailto:Bill_Barnes@hcpss.org)>; Jen Robinson <[Jen\\_Robinson@hcpss.org](mailto:Jen_Robinson@hcpss.org)>

**Subject:** [External] RE: Howard County & Ravens Girls Flag Football

You don't often get email from [kim.ferguson@ravens.nfl.net](mailto:kim.ferguson@ravens.nfl.net). [Learn why this is important](#)

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Hi,

Following up on the below. Please confirm receipt. Additionally, an update is needed on where this is at in the process. We have uniforms deadlines approaching and if we're committed to developing coaches, student-athletes, and officials, we should do so before the end of the '24-'25 school year. Meeting these deadlines are imperative to successful program development and launch.

We also know in the meeting Athletic Trainers were discussed and big piece needed. We have an opportunity to provide an Athletic Trainer grant annually from the NFL. The annual amount is \$25,000, but contingent on Girls Flag being implemented.

Thanks,

Kim

---

**From:** Kim Ferguson  
**Sent:** Monday, May 5, 2025 10:03 AM  
**To:** 'Delerme, Raul' <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; 'Jack\_Davis@hcpss.org'  
<[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Cc:** 'Verdi, Luke' <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; 'Cabellon, Angela'  
<[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; 'Mooneyhan, Nicholas'  
<[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; 'Milani, Michael' <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; 'Brian W. Bassett' <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; 'Hira, Safa' <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

Hi,

Following back up on the Girls Flag survey. Are there any updates on the results? Wanted to let you know after internal conversations we can provide \$5,000 per school in year one for all

schools who participate and an additional \$5,000 per school in year two to help with costs and sustainability. We heard the concerns during the meeting and wanted to make some additional funding available. We are here to help as best we can.

If best to jump on a call and discuss, please let us know.

Thanks,

Kim

---

**From:** Kim Ferguson  
**Sent:** Thursday, April 3, 2025 10:16 PM  
**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

Hi,

Let us know if we can assist in any way or if you have any questions on the surveys other counties sent out previously. We heard from Be You Sports, who are running some Girls Flag programming in the county and sounds like it is going well. We would love to make it work in Howard County! Here to help in any way possible, just let us know what we can do!

Thanks,

Kim

---

**From:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>  
**Sent:** Thursday, April 3, 2025 7:21 PM  
**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

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---

Hello Jack,

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I spoke with the Ravens today and they are excited to move forward with this program in Howard County.

For us to receive the survey results by mid/end of April, we should do our best to send the survey out to the students next week.

Your review is greatly appreciated and I look forward to hearing from your team soon.

Thanks,  
Raul

*A. Raúl Delerme*  
Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

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**Sent:** Monday, March 31, 2025 9:04 PM  
**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Safa Hira <[safahira@howardcountymd.gov](mailto:safahira@howardcountymd.gov)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

Hello Jack,

As we discussed, below is draft survey wording that would be sent out to the young women students to gather data to see how many girls are interested in playing Girls Flag Football in their school. The final survey should be sent out by the School system. The County could help with developing the survey if needed. We will need to add a few

check off boxes to gather this data. If you have any additional information that you would like to add to this survey document, please do not hesitate to do so. I have added the link below that shows a sample survey that Frederick County used. I am in the process of getting Montgomery County's survey as well. We would like to get this survey out to the students as soon as possible. We would like to receive the results back sometime in April.

### FCPS HS Girls Flag Interest Form

#### *Draft:*

*The school system is considering running a pilot **Girls Flag Football** program at each of our high schools. We are excited to reach out to our young women students with this unique opportunity to see who are interested in learning about and playing flag football. Whether you've played before or are new to the sport, we welcome all skill levels and would love for you to be part of our team. We are sending out a survey to see how many girls are interested in participating in this pilot program. This pilot program will be in partnership with the Baltimore Ravens.*

#### *Why Join?*

1. **Fun and Exciting:** Flag football is a fast-paced and enjoyable sport that promotes teamwork, athleticism, and strategic thinking.
2. **Great Fitness:** Playing flag football is a fantastic way to stay active, improve your fitness, and develop new skills.
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*If you're curious or excited about the idea of playing flag football, we'd love to hear from you! Please fill out the interest survey to let us know if you're interested.*

*Feel free to reach out to your school athletic department if you have any questions, and we look forward to hearing from you.*

Thank you in advanced for your review. I am looking forward to receiving your feedback and sending this survey out to the Students.

Thanks,  
Raul

*A. Raúl Delerme*  
Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>  
**Sent:** Monday, March 24, 2025 12:50 PM  
**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org); Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; [bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)  
**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon Etheridge <[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

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Hi,

Hope everyone had a nice weekend! Following back up to see if you had any questions or feedback. We can also jump on a call, if easier.

Thanks,

Kim

---

**From:** Kim Ferguson  
**Sent:** Tuesday, March 11, 2025 6:47 PM  
**To:** 'Jack\_Davis@hcpss.org' <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>; 'rdelerme@howardcountymd.gov' <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; 'bill\_barnes@hcpss.org' <[bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)>  
**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon Etheridge <[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; 'lverdi@howardcountymd.gov' <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>  
**Subject:** Howard County & Ravens Girls Flag Football

Hi John, Bill & Raul,

Great meeting you yesterday and appreciate you taking the time to speak with us regarding

Girls Flag and the potential of it in Howard County. Thanks for discussing the challenges and being open to the conversation. Following up on our discussion, attached is the Girls Flag deck with information that we spoke on throughout the meeting and here is what each school receives in year 1. As mentioned, we are still working through what funding could look like in subsequent years as we talk sustainability.

#### Year 1

- \$5,000 grant for Girls Flag (provide one check to the central office for them to disseminate)
- 30 uniforms that include each a home top, away top and bottoms, provided by Under Armour
- USA Flag Football Kit (see attachment)
- Clinics for coaches, officials, and students
  - Ravens to provide facilitator for each of these clinics
  - Coaches & Officials clinics – virtual and in-person at the Under Armour Performance Center
  - Student Clinics – in county at a location of your choosing
    - Can do either 1 or 2 clinics depending on the number of schools
  - All clinics would happen prior to the school year ending and we can host additional coaches or officials' clinics as needed
- Additional flag belts and footballs (if needed)

We know the timeframe for when this could be played was brought up. We are open to having those conversations and if a 6-week timeframe works better in Nov. – Dec., we can make it work. We could always have a Howard County only Championship in Howard County or somewhere else and plus it up with mascot, Cheerleaders, etc. Since it is still a pilot program there isn't the restriction on everyone having to play at the same time.

Please let us know if you have any other questions or need anything else.

Thanks!

Kim

---

**Kim Ferguson | Sr. Director, Fan Development & Activation**

Under Armour Performance Center

1 Winning Drive, Owings Mills, MD 21117

(p) 410.701.4047

[BaltimoreRavens.com](http://BaltimoreRavens.com) | [Facebook](#) | [Twitter](#) | [Instagram](#)





**From:** [Delerme, Raul](#)  
**To:** [Brian W. Bassett](#); [Jack Davis](#)  
**Cc:** [Verdi, Luke](#); [Cabellon, Angela](#); [Mooneyhan, Nicholas](#); [Milani, Michael](#); [Hira, Safa](#); [Bill Barnes](#); [Jen Robinson](#); [Kim Masters](#)  
**Subject:** RE: [External] RE: Howard County & Ravens Girls Flag Football  
**Date:** Tuesday, May 27, 2025 5:29:27 PM  
**Attachments:** [image001.png](#)

---

Hello Brian and Jack,

We would like to meet with you this week to discuss Recreation and Parks proposal for Girls Flag Football. Would either of you be available on Thursday morning before 10:30am? Please let me know your availability.

Thanks,  
Raul

*A. Raúl Delerme*  
Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>  
**Sent:** Tuesday, May 27, 2025 4:03 PM  
**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Hira, Safa <[sshira@howardcountymd.gov](mailto:sshira@howardcountymd.gov)>; Bill Barnes <[Bill\\_Barnes@hcpss.org](mailto:Bill_Barnes@hcpss.org)>; Jen Robinson <[Jen\\_Robinson@hcpss.org](mailto:Jen_Robinson@hcpss.org)>  
**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Hi Raul,

Sorry for the delay. The survey results are attached. All my best.

**Brian Bassett**

Director of Communications & Engagement  
Howard County Public School System

---

**From:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>

**Sent:** Friday, May 23, 2025 1:52 PM

**To:** Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>

**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Bill Barnes <[Bill\\_Barnes@hcpss.org](mailto:Bill_Barnes@hcpss.org)>; Jen Robinson <[Jen\\_Robinson@hcpss.org](mailto:Jen_Robinson@hcpss.org)>

**Subject:** RE: [External] RE: Howard County & Ravens Girls Flag Football

Hello Jack and Brian,

With the decision of the school system not being able to implement the girls flag football program at this time, Nick Mooneyhan, Director of the Department of Recreation and Parks (DRP) and I would like to set up a meeting with both of you on Tuesday, May 27, between 9am and 11:30am or Wednesday, May 28 between 11am and 12pm, to discuss the opportunity of DRP providing Girls Flag Football this fall.

Since it has been over a month since the school system should have received the Girls Flag Football interest survey results. Could you please provide us with the final results. These results will help us gage the interest for this coming fall.

Your assistance in this effort is greatly appreciated and hope to hear from you soon.

Thanks,

Raul

*A. Raúl Delerme*

Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>  
**Sent:** Wednesday, May 7, 2025 1:27 PM  
**To:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>; Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Bill Barnes <[Bill\\_Barnes@hcpss.org](mailto:Bill_Barnes@hcpss.org)>; Jen Robinson <[Jen\\_Robinson@hcpss.org](mailto:Jen_Robinson@hcpss.org)>  
**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Hello Kim,

Thanks for following up. I sent an email to Raul last night and will summarize it here.

We have had several internal conversations and unfortunately, we're not going to be able to move forward with implementing girls flag football in our high schools at this time.

Our conversations with school administrators and Athletics and Activities Managers elevated several issues that we would need to explore further, including the impact on other sports at smaller schools and with lower participation that could struggle to field certain teams.

Additionally, while we are grateful for the commitment of many upfront costs, we must consider our additional costs and the long-term funding associated with maintaining a new athletic team in all our high schools. Particularly at a time when we are likely facing having to make cuts to existing programs, services and positions, and a potential class size raise. Even with the possibility of an NFL grant, it is also a possibility that we will not be able to add full-time athletic trainers to our high schools. I would not want the Superintendent or County Executive to be in a position of having to explain the priority-setting process that led to bigger class sizes, eliminated positions in schools, no new athletic trainers, and a new flag football program.

We want to keep this conversation going as we know there is interest among our students, and we have seen the success the program has had in other districts. The Girls Flag Football program is terrific and we want to participate, but the timing at this moment is not conducive to adding this program when we may be eliminating others that directly impact the classroom. We will continue to explore and plan for any impacts

in our schools so when we find ourselves in an improved fiscal landscape, we can reconsider this opportunity for students.

Is there an opportunity for this to be a Rec & Parks program until such time we can get it up and running in our high schools?

Thank you.

**Brian Bassett**

Director of Communications & Engagement  
Howard County Public School System

---

**From:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>  
**Sent:** Wednesday, May 7, 2025 11:56 AM  
**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Bill Barnes <[Bill\\_Barnes@hcpss.org](mailto:Bill_Barnes@hcpss.org)>; Jen Robinson <[Jen\\_Robinson@hcpss.org](mailto:Jen_Robinson@hcpss.org)>  
**Subject:** [External] RE: Howard County & Ravens Girls Flag Football

You don't often get email from [kim.ferguson@ravens.nfl.net](mailto:kim.ferguson@ravens.nfl.net). [Learn why this is important](#)

**! CAUTION: This email originated from outside of HCPSS. Do not click links or open attachments, unless you recognize the sender and know the content is safe.**

Hi,

Following up on the below. Please confirm receipt. Additionally, an update is needed on where this is at in the process. We have uniforms deadlines approaching and if we're committed to developing coaches, student-athletes, and officials, we should do so before the end of the '24-'25 school year. Meeting these deadlines are imperative to successful program development and launch.

We also know in the meeting Athletic Trainers were discussed and big piece needed. We have an opportunity to provide an Athletic Trainer grant annually from the NFL. The annual amount is \$25,000, but contingent on Girls Flag being implemented.

Thanks,

Kim

---

**From:** Kim Ferguson  
**Sent:** Monday, May 5, 2025 10:03 AM  
**To:** 'Delerme, Raul' <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; 'Jack\_Davis@hcpss.org' <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Cc:** 'Verdi, Luke' <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; 'Cabellon, Angela' <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; 'Mooneyhan, Nicholas' <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; 'Milani, Michael' <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; 'Brian W. Bassett' <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; 'Hira, Safa' <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

Hi,

Following back up on the Girls Flag survey. Are there any updates on the results? Wanted to let you know after internal conversations we can provide \$5,000 per school in year one for all schools who participate and an additional \$5,000 per school in year two to help with costs and sustainability. We heard the concerns during the meeting and wanted to make some additional funding available. We are here to help as best we can.

If best to jump on a call and discuss, please let us know.

Thanks,

Kim

---

**From:** Kim Ferguson  
**Sent:** Thursday, April 3, 2025 10:16 PM  
**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

Hi,

Let us know if we can assist in any way or if you have any questions on the surveys other counties sent out previously. We heard from Be You Sports, who are running some Girls Flag programming in the county and sounds like it is going well. We would love to make it work in

Howard County! Here to help in any way possible, just let us know what we can do!

Thanks,

Kim

---

**From:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>

**Sent:** Thursday, April 3, 2025 7:21 PM

**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)

**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>

**Subject:** RE: Howard County & Ravens Girls Flag Football

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello Jack,

I am following up to see if you had a chance to review the request to send out an interest survey to the girl students to see if they would be interested in playing Girls Flag Football.

I spoke with the Ravens today and they are excited to move forward with this program in Howard County.

For us to receive the survey results by mid/end of April, we should do our best to send the survey out to the students next week.

Your review is greatly appreciated and I look forward to hearing from your team soon.

Thanks,

Raul

*A. Raúl Delerme*

Deputy Chief Administrative Officer

Howard County Government

Phone: 410-313-4689

[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

**From:** Delerme, Raul  
**Sent:** Monday, March 31, 2025 9:04 PM  
**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Safa Hira <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

Hello Jack,

As we discussed, below is draft survey wording that would be sent out to the young women students to gather data to see how many girls are interested in playing Girls Flag Football in their school. The final survey should be sent out by the School system. The County could help with developing the survey if needed. We will need to add a few check off boxes to gather this data. If you have any additional information that you would like to add to this survey document, please do not hesitate to do so. I have added the link below that shows a sample survey that Frederick County used. I am in the process of getting Montgomery County's survey as well. We would like to get this survey out to the students as soon as possible. We would like to receive the results back sometime in April.

### [FCPS HS Girls Flag Interest Form](#)

#### *Draft:*

*The school system is considering running a pilot **Girls Flag Football** program at each of our high schools. We are excited to reach out to our young women students with this unique opportunity to see who are interested in learning about and playing flag football. Whether you've played before or are new to the sport, we welcome all skill levels and would love for you to be part of our team. We are sending out a survey to see how many girls are interested in participating in this pilot program. This pilot program will be in partnership with the Baltimore Ravens.*

#### *Why Join?*

1. **Fun and Exciting:** Flag football is a fast-paced and enjoyable sport that promotes teamwork, athleticism, and strategic thinking.
2. **Great Fitness:** Playing flag football is a fantastic way to stay active, improve your fitness, and develop new skills.
3. **Empowerment and Friendship:** Be part of a strong community of girls who support and motivate each other both on and off the field.
4. **All Levels Welcome:** No previous experience? No problem! We'll teach you the game and help you develop your skills.

5. **Introductory Clinic:** Learn the Game of Girls Flag Football through a clinic held this spring. Just bring yourself. No equipment needed!
6. **Playing on the Big Stage:** The Howard County Girls Flag Football Team Champion will play in the playoffs against other participating counties and could play at M&T Bank Stadium for the Championship.

If you're curious or excited about the idea of playing flag football, we'd love to hear from you! Please fill out the interest survey to let us know if you're interested.

Feel free to reach out to your school athletic department if you have any questions, and we look forward to hearing from you.

Thank you in advanced for your review. I am looking forward to receiving your feedback and sending this survey out to the Students.

Thanks,

Raul

*A. Raúl Delerme*

Deputy Chief Administrative Officer

Howard County Government

Phone: 410-313-4689

[rdeleme@howardcountymd.gov](mailto:rdeleme@howardcountymd.gov)

---

**From:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>

**Sent:** Monday, March 24, 2025 12:50 PM

**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org); Delerme, Raul <[rdeleme@howardcountymd.gov](mailto:rdeleme@howardcountymd.gov)>; [bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)

**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon Etheridge <[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>

**Subject:** RE: Howard County & Ravens Girls Flag Football

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Hi,

Hope everyone had a nice weekend! Following back up to see if you had any questions or feedback. We can also jump on a call, if easier.

Thanks,

Kim

---

**From:** Kim Ferguson

**Sent:** Tuesday, March 11, 2025 6:47 PM

**To:** 'Jack\_Davis@hcpss.org' <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>; 'rdelerme@howardcountymd.gov' <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; 'bill\_barnes@hcpss.org' <[bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)>

**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon Etheridge <[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; 'lverdi@howardcountymd.gov' <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>

**Subject:** Howard County & Ravens Girls Flag Football

Hi John, Bill & Raul,

Great meeting you yesterday and appreciate you taking the time to speak with us regarding Girls Flag and the potential of it in Howard County. Thanks for discussing the challenges and being open to the conversation. Following up on our discussion, attached is the Girls Flag deck with information that we spoke on throughout the meeting and here is what each school receives in year 1. As mentioned, we are still working through what funding could look like in subsequent years as we talk sustainability.

Year 1

- \$5,000 grant for Girls Flag (provide one check to the central office for them to disseminate)
- 30 uniforms that include each a home top, away top and bottoms, provided by Under Armour
- USA Flag Football Kit (see attachment)
- Clinics for coaches, officials, and students
  - Ravens to provide facilitator for each of these clinics
  - Coaches & Officials clinics – virtual and in-person at the Under Armour Performance Center
  - Student Clinics – in county at a location of your choosing
    - Can do either 1 or 2 clinics depending on the number of schools
  - All clinics would happen prior to the school year ending and we can host additional coaches or officials' clinics as needed
- Additional flag belts and footballs (if needed)

We know the timeframe for when this could be played was brought up. We are open to having those conversations and if a 6-week timeframe works better in Nov. – Dec., we can make it work. We could always have a Howard County only Championship in Howard County or somewhere else and plus it up with mascot, Cheerleaders, etc. Since it is still a pilot program there isn't the restriction on everyone having to play at the same time.

Please let us know if you have any other questions or need anything else.

Thanks!

Kim

---

**Kim Ferguson | Sr. Director, Fan Development & Activation**

Under Armour Performance Center

1 Winning Drive, Owings Mills, MD 21117

(p) 410.701.4047

[BaltimoreRavens.com](http://BaltimoreRavens.com) | [Facebook](#) | [Twitter](#) | [Instagram](#)



**From:** [Brian W. Bassett](#)  
**To:** [Raul Delerme](#)  
**Cc:** [Jack Davis](#); [Luke Verdi](#); [Angela Cabellon](#); [Nicholas Mooneyhan](#); [Michael Milani](#); [Safa Hira](#); [Bill Barnes](#); [Jen Robinson](#); [Kim Masters](#)  
**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football  
**Date:** Tuesday, May 27, 2025 6:21:08 PM  
**Attachments:** [image001.png](#)

---

Raul,

I am not available this week with high school commencements and [REDACTED]  
so a lot of other things going on as well.

Brian Bassett  
Director of Communications and Engagement  
Howard County Public School System

On May 27, 2025, at 5:29 PM, Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>  
wrote:

Hello Brian and Jack,

We would like to meet with you this week to discuss Recreation and Parks  
proposal for Girls Flag Football. Would either of you be available on  
Thursday morning before 10:30am? Please let me know your availability.

Thanks,  
Raul

*A. Raúl Delerme*  
Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>  
**Sent:** Tuesday, May 27, 2025 4:03 PM  
**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; Jack Davis

<Jack\_Davis@hcpss.org>

**Cc:** Verdi, Luke <lverdi@howardcountymd.gov>; Cabellon, Angela <acabellon@howardcountymd.gov>; Mooneyhan, Nicholas <nmooneyhan@howardcountymd.gov>; Milani, Michael <mmilani@howardcountymd.gov>; Hira, Safa <shira@howardcountymd.gov>; Bill Barnes <Bill\_Barnes@hcpss.org>; Jen Robinson <Jen\_Robinson@hcpss.org>  
**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Hi Raul,

Sorry for the delay. The survey results are attached. All my best.

**Brian Bassett**

Director of Communications & Engagement  
Howard County Public School System

---

**From:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>  
**Sent:** Friday, May 23, 2025 1:52 PM  
**To:** Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Bill Barnes <[Bill\\_Barnes@hcpss.org](mailto:Bill_Barnes@hcpss.org)>; Jen Robinson <[Jen\\_Robinson@hcpss.org](mailto:Jen_Robinson@hcpss.org)>  
**Subject:** RE: [External] RE: Howard County & Ravens Girls Flag Football

Hello Jack and Brian,

With the decision of the school system not being able to implement the girls flag football program at this time, Nick Mooneyhan, Director of the Department of Recreation and Parks (DRP) and I would like to set up a meeting with both of you on Tuesday, May 27, between 9am and 11:30am or Wednesday, May 28 between 11am and 12pm, to discuss the opportunity of DRP providing Girls Flag Football this fall.

Since it has been over a month since the school system should have received the Girls Flag Football interest survey results. Could you please provide us with the final results. These results will help us gage the interest for this coming fall.

Your assistance in this effort is greatly appreciated and hope to hear from you soon.

Thanks,

Raul

*A. Raúl Delerme*

Deputy Chief Administrative Officer

Howard County Government

Phone: 410-313-4689

[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>

**Sent:** Wednesday, May 7, 2025 1:27 PM

**To:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>; Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>

**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad

Downs <[Brad\\_Downs@ravens.nfl.net](mailto:Brad_Downs@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Bill Barnes <[Bill\\_Barnes@hcpss.org](mailto:Bill_Barnes@hcpss.org)>; Jen Robinson <[Jen\\_Robinson@hcpss.org](mailto:Jen_Robinson@hcpss.org)>

**Subject:** Re: [External] RE: Howard County & Ravens Girls Flag Football

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Hello Kim,

Thanks for following up. I sent an email to Raul last night and will summarize it here.

We have had several internal conversations and unfortunately, we're not going to be able to move forward with implementing girls flag football in our high schools at this time.

Our conversations with school administrators and Athletics and Activities Managers elevated several issues that we would need to explore further, including the impact on other sports at smaller schools and with lower participation that could struggle to field certain teams.

Additionally, while we are grateful for the commitment of many upfront costs, we must consider our additional costs and the long-term funding associated with maintaining a new athletic team in all our high schools. Particularly at a time when we are likely facing having to make cuts to existing programs, services and positions, and a potential class size raise. Even with the possibility of an NFL grant, it is also a possibility that we will not be able to add full-time athletic trainers to our high schools. I would not want the Superintendent or County Executive to be in a position of having to explain the priority-setting process that led to bigger class sizes, eliminated positions in schools, no new athletic trainers, and a new flag football program.

We want to keep this conversation going as we know there is interest among our students, and we have seen the success the program has had in other districts. The Girls Flag Football program is terrific and we want to participate, but the timing at this moment is not conducive to adding this program when we may be eliminating others that directly impact the classroom. We will continue to explore and plan for any impacts in our schools so when we find ourselves in an improved fiscal landscape, we can reconsider this opportunity for students.

Is there an opportunity for this to be a Rec & Parks program until such time we can get it up and running in our high schools?

Thank you.

**Brian Bassett**  
Director of Communications & Engagement  
Howard County Public School System

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**From:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>  
**Sent:** Wednesday, May 7, 2025 11:56 AM  
**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; Jack Davis <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela

<[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas  
<[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael  
<[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira,  
Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>;  
Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Bill Barnes <[Bill\\_Barnes@hcpss.org](mailto:Bill_Barnes@hcpss.org)>; Jen  
Robinson <[Jen\\_Robinson@hcpss.org](mailto:Jen_Robinson@hcpss.org)>

**Subject:** [External] RE: Howard County & Ravens Girls Flag Football

You don't often get email from [kim.ferguson@ravens.nfl.net](mailto:kim.ferguson@ravens.nfl.net). [Learn why this is important](#)

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Hi,

Following up on the below. Please confirm receipt. Additionally, an update is needed on where this is at in the process. We have uniforms deadlines approaching and if we're committed to developing coaches, student-athletes, and officials, we should do so before the end of the '24-'25 school year. Meeting these deadlines are imperative to successful program development and launch.

We also know in the meeting Athletic Trainers were discussed and big piece needed. We have an opportunity to provide an Athletic Trainer grant annually from the NFL. The annual amount is \$25,000, but contingent on Girls Flag being implemented.

Thanks,

Kim

---

**From:** Kim Ferguson

**Sent:** Monday, May 5, 2025 10:03 AM

**To:** 'Delerme, Raul' <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; 'Jack\_Davis@hcpss.org'  
<[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>

**Cc:** 'Verdi, Luke' <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; 'Cabellon, Angela'  
<[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; 'Mooneyhan, Nicholas'  
<[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; 'Milani, Michael'  
<[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; 'Brian W. Bassett' <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>;  
'Hira, Safa' <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>;  
Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>

**Subject:** RE: Howard County & Ravens Girls Flag Football

Hi,

Following back up on the Girls Flag survey. Are there any updates on the results? Wanted to let you know after internal conversations we can provide \$5,000 per school in year one for all schools who participate and an additional \$5,000 per school in year two to help with costs and sustainability. We heard the concerns during the meeting and wanted to make some additional funding available. We are here to help as best we can.

If best to jump on a call and discuss, please let us know.

Thanks,

Kim

---

**From:** Kim Ferguson

**Sent:** Thursday, April 3, 2025 10:16 PM

**To:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)

**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela

<[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas

<[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael

<[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>; Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>;

Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>

**Subject:** RE: Howard County & Ravens Girls Flag Football

Hi,

Let us know if we can assist in any way or if you have any questions on the surveys other counties sent out previously. We heard from Be You Sports, who are running some Girls Flag programming in the county and sounds like it is going well. We would love to make it work in Howard County! Here to help in any way possible, just let us know what we can do!

Thanks,

Kim

---

**From:** Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>

**Sent:** Thursday, April 3, 2025 7:21 PM

**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)

**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela

<[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas  
<[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael  
<[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Hira, Safa <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>  
**Subject:** RE: Howard County & Ravens Girls Flag Football

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello Jack,

I am following up to see if you had a chance to review the request to send out an interest survey to the girl students to see if they would be interested in playing Girls Flag Football.

I spoke with the Ravens today and they are excited to move forward with this program in Howard County.

For us to receive the survey results by mid/end of April, we should do our best to send the survey out to the students next week.

Your review is greatly appreciated and I look forward to hearing from your team soon.

Thanks,  
Raul

*A. Raúl Delerme*  
Deputy Chief Administrative Officer  
Howard County Government  
Phone: 410-313-4689  
[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Delerme, Raul  
**Sent:** Monday, March 31, 2025 9:04 PM  
**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)  
**Cc:** Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>; Cabellon, Angela <[acabellon@howardcountymd.gov](mailto:acabellon@howardcountymd.gov)>; Mooneyhan, Nicholas <[nmooneyhan@howardcountymd.gov](mailto:nmooneyhan@howardcountymd.gov)>; Milani, Michael <[mmilani@howardcountymd.gov](mailto:mmilani@howardcountymd.gov)>; Brian W. Bassett <[Brian\\_Bassett@hcpss.org](mailto:Brian_Bassett@hcpss.org)>; Safa

Hira <[shira@howardcountymd.gov](mailto:shira@howardcountymd.gov)>

**Subject:** RE: Howard County & Ravens Girls Flag Football

Hello Jack,

As we discussed, below is draft survey wording that would be sent out to the young women students to gather data to see how many girls are interested in playing Girls Flag Football in their school. The final survey should be sent out by the School system. The County could help with developing the survey if needed. We will need to add a few check off boxes to gather this data. If you have any additional information that you would like to add to this survey document, please do not hesitate to do so. I have added the link below that shows a sample survey that Frederick County used. I am in the process of getting Montgomery County's survey as well. We would like to get this survey out to the students as soon as possible. We would like to receive the results back sometime in April.

#### [FCPS HS Girls Flag Interest Form](#)

##### *Draft:*

*The school system is considering running a pilot **Girls Flag Football** program at each of our high schools. We are excited to reach out to our young women students with this unique opportunity to see who are interested in learning about and playing flag football. Whether you've played before or are new to the sport, we welcome all skill levels and would love for you to be part of our team. We are sending out a survey to see how many girls are interested in participating in this pilot program. This pilot program will be **in partnership with the Baltimore Ravens.***

##### *Why Join?*

1. **Fun and Exciting:** Flag football is a fast-paced and enjoyable sport that promotes teamwork, athleticism, and strategic thinking.
2. **Great Fitness:** Playing flag football is a fantastic way to stay active, improve your fitness, and develop new skills.
3. **Empowerment and Friendship:** Be part of a strong community of girls who support and motivate each other both on and off the field.
4. **All Levels Welcome:** No previous experience? No problem! We'll teach you the game and help you develop your skills.
5. **Introductory Clinic:** Learn the Game of Girls Flag Football through a clinic held this spring. Just bring yourself. No equipment needed!
6. **Playing on the Big Stage:** The Howard County Girls Flag Football

*Team Champion will play in the playoffs against other participating counties and could play at M&T Bank Stadium for the Championship. If you're curious or excited about the idea of playing flag football, we'd love to hear from you! Please fill out the interest survey to let us know if you're interested.*

*Feel free to reach out to your school athletic department if you have any questions, and we look forward to hearing from you.*

Thank you in advanced for your review. I am looking forward to receiving your feedback and sending this survey out to the Students.

Thanks,

Raul

*A. Raúl Delerme*

Deputy Chief Administrative Officer

Howard County Government

Phone: 410-313-4689

[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)

---

**From:** Kim Ferguson <[Kim.Ferguson@ravens.nfl.net](mailto:Kim.Ferguson@ravens.nfl.net)>

**Sent:** Monday, March 24, 2025 12:50 PM

**To:** [Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org); Delerme, Raul <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>; [bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)

**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon Etheridge <[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>; Verdi, Luke <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>

**Subject:** RE: Howard County & Ravens Girls Flag Football

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Hi,

Hope everyone had a nice weekend! Following back up to see if you had any questions or feedback. We can also jump on a call, if easier.

Thanks,

Kim

---

**From:** Kim Ferguson  
**Sent:** Tuesday, March 11, 2025 6:47 PM  
**To:** 'Jack\_Davis@hcpss.org' <[Jack\\_Davis@hcpss.org](mailto:Jack_Davis@hcpss.org)>;  
'rdelerme@howardcountymd.gov' <[rdelerme@howardcountymd.gov](mailto:rdelerme@howardcountymd.gov)>;  
'bill\_barnes@hcpss.org' <[bill\\_barnes@hcpss.org](mailto:bill_barnes@hcpss.org)>  
**Cc:** Brad Downs <[Brad.Downs@ravens.nfl.net](mailto:Brad.Downs@ravens.nfl.net)>; Brandon Etheridge  
<[Brandon.Etheridge@ravens.nfl.net](mailto:Brandon.Etheridge@ravens.nfl.net)>; Adam Rudel <[Adam.Rudel@ravens.nfl.net](mailto:Adam.Rudel@ravens.nfl.net)>;  
'lverdi@howardcountymd.gov' <[lverdi@howardcountymd.gov](mailto:lverdi@howardcountymd.gov)>  
**Subject:** Howard County & Ravens Girls Flag Football

Hi John, Bill & Raul,

Great meeting you yesterday and appreciate you taking the time to speak with us regarding Girls Flag and the potential of it in Howard County. Thanks for discussing the challenges and being open to the conversation. Following up on our discussion, attached is the Girls Flag deck with information that we spoke on throughout the meeting and here is what each school receives in year 1. As mentioned, we are still working through what funding could look like in subsequent years as we talk sustainability.

#### Year 1

- \$5,000 grant for Girls Flag (provide one check to the central office for them to disseminate)
- 30 uniforms that include each a home top, away top and bottoms, provided by Under Armour
- USA Flag Football Kit (see attachment)
- Clinics for coaches, officials, and students
  - Ravens to provide facilitator for each of these clinics
  - Coaches & Officials clinics – virtual and in-person at the Under Armour Performance Center
  - Student Clinics – in county at a location of your choosing
    - Can do either 1 or 2 clinics depending on the number of schools
  - All clinics would happen prior to the school year ending and we can host additional coaches or officials' clinics as needed
- Additional flag belts and footballs (if needed)

We know the timeframe for when this could be played was brought up. We are open to having those conversations and if a 6-week timeframe works better in Nov. – Dec., we can make it work. We could always have a Howard County only Championship in Howard County or somewhere else and plus it up with mascot, Cheerleaders, etc. Since it is still a pilot program there isn't the restriction on

everyone having to play at the same time.

Please let us know if you have any other questions or need anything else.

Thanks!

Kim

---

**Kim Ferguson | Sr. Director, Fan Development & Activation**

Under Armour Performance Center

1 Winning Drive, Owings Mills, MD 21117

(p) 410.701.4047

[BaltimoreRavens.com](http://BaltimoreRavens.com) | [Facebook](#) | [Twitter](#) | [Instagram](#)

[<image001.png>](#)

Shawn Mansfield <Shawn Mansfield@hcpss.org> 4/25/2025 7:14 PM

Blind copying you all on the girls flag football estimates, was trying to wrap this up before the budget reductions stuff kicks into high gear but not getting any feedback from JD on my questions so made some assumptions and sent it back for them to do whatever they want with it. Diane Morris is leading the group that is gathering the info and wanted everything back by april 30th. Just blind copying you in case I get any pushback from them I may ask you all to redirect them, lol.

Sandra Austin Sandra Austin@hcpss.org +like 4/25/2025 7:15 PM

Darin Conforti <Darin\_Conforti@hcpss.org> +like 4/25/2025 7:16 PM