We are Humanim.
We work tirelessly to build pathways to employment, personal autonomy, and economic opportunity for those who need it most.

Our work is representative of our belief in the potential of every human being, and our commitment to see this through is uncompromising. It’s what makes us Humanim.
Humanim’s mission has always been to support and empower individuals who face social and economic challenges by building pathways to economic equity, opportunity, and independence. Our approach? A mix of strategic risk taking and intentional synergy.

In 2016, our programming and services continued to grow and diversify in ways which reinforced the efficacy of our services and strengthened our ability to advance our mission.

Last year Humanim saw significant expansion in its workforce development, social enterprise, and human services divisions through its programming, community partnerships, and business opportunities. In addition to welcoming new leadership on board to support our goal of advancing social entrepreneurship, economic development and job growth for low income Baltimore City residents, our programming expanded to meet additional needs for individuals with barriers to employment throughout Baltimore, Howard and Anne Arundel Counties.

While 2016 was an impactful year for Humanim, it was a tumultuous chapter in our nation’s history. The current events of last year underlined the continued importance of our work around inclusiveness and racial equity. In December, Humanim’s Inclusiveness Committee hosted Baltimore Police Commissioner, Kevin Davis and Baltimore DOJ Chief of Compliance, Accountability/External Relations, Ganesha Martin for its first Conversation Series event around racial equity. The round-table discussion allowed staff to engage with Baltimore Police Department leadership around issues of race and policing in America. In addition to the conversation series event, Humanim increased its staff programming and educational opportunities around racial equity, and renewed its commitment to hiring through an inclusive lens.

Social progress isn’t simple or easy. And there is no more important time than now to recognize the potential in each and every human being, and to engage our community in ways that empower individuals who are striving for an equitable pathway to opportunity and prosperity. We remain steadfastly committed to our work, and to the individuals and communities we serve — and hope you will continue to join us in our mission.

Thank you for your support.
What We Do

We are self-starters, hard workers, risk takers, and do-besters.

Humanim has 40+ programs in service areas and geographies that strategically overlap. This diverse but connected network of services is testament to the dynamic approach we take to achieving our mission. Whether we are approaching a 5 star hotel to be their community hiring arm, or choosing to build our Baltimore headquarters in a disinvested community — the scope of our projects is based on building economic opportunity, individual empowerment, and providing support for those in need.
New Horizons, New Leadership

After 46 years of supporting our operations primarily through generated revenue (80% in FY 16), we recognized the potential of outside funding to kick start our growing initiatives around social enterprise and economic development within Baltimore City. In 2016, Humanim hired its very first VP of Advancement, Diana Ellis to lead fund development and launch a Social Innovation Fund which will allow us to seed new social enterprises, fund iterations of existing lines of business, and continue to elevate our communities and the individuals we serve through our rapidly growing social enterprise division.

We also welcomed a new member to our executive leadership team — Chief Financial Officer Eric Booth. Eric has been a part of Humanim’s leadership since 2015, and brings with him over 23 years of experience in public accounting, business administration, consulting, membership services and real estate. Eric’s strategic financial leadership will remain pivotal to Humanim’s continued growth in both services and revenue.
Workforce Development

Our strategic business partnerships, job training and social enterprises strengthen and grow the workforce by building skills, placing people in good jobs and forging opportunities in exciting industries.

In 2016, Humanim’s Family Support Services (FSS) launched a Match Savings Program in partnership with BB&T. The innovative program works with participants to create financial goals and set up savings accounts that are matched up to $500. The FSS was awarded several grants to expand its financial education and supports to more Baltimore City residents, including parents and caregivers at Henderson Hopkins School, residents at Fells Point Station residential apartment complex, and to employees at Humanim social enterprise Details Deconstruction. Our workforce development team also participated in its 2nd year as a VITA tax preparation site, preparing 438 taxes for low-income community members, over 100 more than those served the prior year.

Humanim’s workforce development division continues to provide culinary customer service training, administrative career training, job placement and job screening services to under and unemployed Baltimore City residents in partnership with the DLLR’s EARN grant and the MOED’s 1B4J program, as well as local anchor institutions. The success of our community hiring partnership with Johns Hopkins was highlighted in the 2016 annual report for their HopkinsLocal Initiative.

On Humanim’s Administrative Training Program

“Caroline Mallard, 25, says the program was rigorous and prepared her to interview for positions. She was hired as a patient services coordinator at the Johns Hopkins Hospital, a role she says is a perfect fit.”

— HopkinsLocal One Year Progress Report

Top: A certified volunteer helps an East Baltimore community member prepare taxes, during Humanim’s 2nd year as a VITA Tax Preparation Site.

Left: A graduate from Humanim’s administrative training program at the Johns Hopkins Booth at Humanim’s Career Fair.

Right: EARN culinary trainees receive customer service training at the American Brewery.

View the entire report
EMPLOYMENT OPPORTUNITY

Carnell Burrows learned about Humanim while he was residing in a half-way house and attending the Jericho Program, a housing and employment program for homeless individuals. After several challenges obtaining and maintaining employment, Carnell’s dedication to finding a career path led the Jericho Program to refer him to Details, where he was hired and trained as an Equipment Operator.

As part of his employment with Details, Carnell received access to Humanim’s Family Support Services which provides goal-oriented financial coaching, education and case management services, as well as a Match Savings program that matches participant savings up to $500. Carnell’s goals included paying off his debts and improving his credit profile. Through the help of his case manager Patricia Brunt and the Match Savings program, Carnell not only accomplished his financial goals, receiving $500 in matched savings, but was able to start down the path of home ownership. Humanim assisted Carnell in enrolling in the Southeast CDC’s housing program, where he successfully completed their home ownership workshops by the end of the year.

According to Carnell, Humanim’s Family Support Services allowed him to accomplish financial goals that he never imagined were possible, and became a launch pad for him to pursue other important life goals. Today, Carnell is married and continuously working on moving forward and navigating through life’s challenges with the assistance of Humanim’s Family Support Services.

“There’s a lot of great opportunity here.”

— Carnell on the support services offered to all Humanim social enterprise employees

Check out Carnell’s interview with NPR’s On the Record

The System in Action

Carnell Burrows

An employee of our social enterprise, Details Deconstruction, Carnell Burrows learned about Humanim while he was residing in a half-way house and attending the Jericho Program, a housing and employment program for homeless individuals. After several challenges obtaining and maintaining employment, Carnell’s dedication to finding a career path led the Jericho Program to refer him to Details, where he was hired and trained as an Equipment Operator.

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Check out Carnell’s interview with NPR’s On the Record
We provide services for self-empowerment to individuals with special needs, and have for over forty years.

Humanim began as an employment-focused human services organization for those with developmental disabilities. 46 years later, our human services division continues to provide uncompromising services to those in need.

In 2016, Humanim’s Behavioral Health division was awarded a grant to provide Community Support Services in Howard County. Formerly called targeted case management, Humanim’s Community Support Services connect individuals struggling with severe or persistent mental illness with necessary mental health, medical, vocational, and entitlement services in their community. Services are designed to prevent hospitalizations, improve access to healthcare, and connect people with state and federal benefits, by focusing on prevention through community resource connection and utilization.

Humanim’s Developmental Disabilities division was also awarded a grant for the third year in a row, to continue its successful Work Inclusiveness Program (WIP). Funded by the Howard County Department of Citizen Services, the WIP is an intensive 3 month program for young adults with intellectual disabilities to assist them in obtaining competitive employment. The WIP utilizes the Employment Customization and Discovery process to help find customized employment opportunities based on a comprehensive discovery process.

Also in 2016, Humanim opened a new Anne Arundel County site for its Evidence-Based Supported Employment (EBSE) Services, as well as two additional residences for its Supported Living Program.

Since his high school graduation in 2005, Nick has participated in Humanim’s vocational and support services. Nick initially faced challenging barriers to employment which included a learning disability and complications from a shunt due to Hydrocephalus, which caused frequent dizzy spells and time off work. Because of this, he was unsure of his career path and future success at work.

Nick’s vocational coordinator, Maureen Howley, helped place him in a position at Harris Teeter that fit his strengths and work style, and thanks to the encouragement of his case manager, Nicole Magin and job coach, Tish Yates, Nick started taking more initiative at work and found he could be successful in his role as a Courtesy Clerk. After a year in his position, Nick is now considered one of Harris Teeter’s best employees, and is currently pursuing a department change that will allow him to take on more challenging tasks and move up within the company. He was also able to obtain his driver’s license which has greatly increased his independence.

Nick has taken advantage of other support services at Humanim that have helped him manage his learning disability, including the Gerwig Day Program and the Psychiatric Rehabilitation Program (PRP). These supports have contributed to his confidence and sense of well-being, and continue to assist Nick in building a path toward greater personal and economic independence.

“Nick has come a long way since the beginning of his employment journey. He attributes his current job satisfaction and success to the vocational and social supports he’s received at Humanim.”

— Maureen Howley, Vocational Coordinator
Rasheed received career readiness and job skills training, which prepared him for the workforce.

Rasheed was placed with SOS anchor partner Johns Hopkins Hospital in a paid internship, which gave him real world work experience and helped him find a career path.

SOS provided additional job coaching, life skills training, and peer educational workshops to support Rasheed’s success at both work and school.

“Humanim’s SOS program has helped me a great deal by preparing me for the real world.”

Watch Rasheed’s story here.
We create social impact businesses that put people first.

Social entrepreneurialism is a cornerstone of our corporate values, and a guiding strategic principal. The Humanim Social Enterprise Division not only creates jobs, but creates economic opportunity for ancillary business development for community members.

The Social Enterprise Division has the goals of:

- Wealth building for low-income Baltimore City residents
- Small business development;
- Skill building and workforce placement for those with barriers to employment;
- Job creation; and
- Supply chain connections to empower small business owners and grow the local economy.

The individuals we target for employment/training experience barriers such as:

- Former incarceration
- Chronic unemployment or underemployment
- Long term poverty
- Limited education or certified skills
- Disabilities
Our Approach

Humanim’s business strategy has been to operate within industry clusters and to grow deeply within each sector, maximizing both business and social impact opportunities along the supply chain. Each of our social impact businesses operate within an ecosystem of corporate, government and community partners that strengthen the local economy while creating opportunities for small, minority businesses and community members, through workforce training and job creation. This ecosystem approach yields high financial and social returns by leveraging market forces to lift up communities.

Today, Humanim runs four Baltimore-based social impact businesses in the culinary, construction, reuse and document imaging industries — all of which are committed to our mission of training and hiring individuals with barriers to employment.

Growth

Humanim’s social enterprise division saw significant growth in both its services and business lines in 2016, bringing in $8 million of the agency’s $36 million budget.

City Seeds

In 2016, our culinary social enterprise City Seeds launched its catering arm, as well as 3 corporate cafés at Exelon, the Annie E. Casey Foundation, and Kaiser Permanente headquarters. City Seeds’ School of Food, a business training program for local food and beverage entrepreneurs, completed its first school year with 20 graduates, culminating in the #MadeinBaltimore Vendor Fair at Lexington Market (watch our video to learn more) as well as several contracts and growth opportunities for graduates, including procurement through City Seeds’ corporate cafés. The 2nd School of Food cohort began in September of 2016, with over 100 additional business owners participating, 75% of whom were MBE and 57% WBE.

Top: A City Seeds employee prepares a catering order in the kitchen.
Bottom: School of Food graduates and food entrepreneurs meet buyers from local anchor institutions at the 2016 #MadeinBaltimore Vendor Fair at Lexington Market.
WHAT IS DECONSTRUCTION?
Deconstruction is a labor intensive, green alternative to demolition. We take buildings apart piece by piece, so that the pieces can be reused. Deconstruction diverts up to 90% of waste from landfills by salvaging materials for repurposing or donation, all while creating up to 8x more jobs than demolition, contributing to the creation of a skilled workforce.

Details Deconstruction
After successfully completing its contract with Baltimore City to deconstruct vacant properties as part of its Vacants to Values program, our social enterprise Details Deconstruction won a 3 year master service contract worth nearly $4 million to continue deconstructing vacant houses for the city. Due to the economic benefits demonstrated during the original contract, both the City of Baltimore and State of Maryland changed its policy toward demolition, adopting deconstruction as a primary means of building removal.

The market for salvaged materials, specifically reclaimed brick and board, became quickly apparent and Details branched into a sister company in 2016 focused on material sales, called Brick and Board. In its first year, B+B grew to a team of 4 people and became the supplier for all reclaimed wood in the new Exelon headquarters at Harbor East, supplying approximately 25,000 square feet of material.

In 2016, Details collaborated with our Workforce Development division to provide case management and barrier removal assistance to Details employees, resulting in 0% recidivism among staff.

Left: Details Deconstruction employees take a house apart piece by piece in Pikesville, MD.
Top Right: Brick+Board employees stack wood on a platform to be denailed and processed for resale.
Sheba Brown

“Shebam gave me the motivation and skills I needed to become efficient at my worksite, to keep pushing forward, and to provide the best customer service there is. I can accomplish anything with ambition and confidence.”

Sheba was first introduced to Humanim through attending a parent engagement financial workshop at Tench Tilghman elementary school, where her daughter attends and is enrolled in Humanim’s Elev8 after school program.

Unemployed at the time, Sheba was interested in returning to work but faced several barriers, including lack of transportation, health issues, and debt. With the help of her Family Support Services case manager Ayesha Monger, Sheba enrolled in Humanim’s EARN culinary training program, where she received hands-on culinary training and earned her ServSafe and NRF Customer Service certifications.

After successfully completing her training, Humanim’s culinary social enterprise City Seeds hired Sheba to work in their new cafe at the Annie E. Casey Foundation office headquarters in Baltimore. Sheba’s food and customer service skills have been described by customers as friendly, welcoming, helpful, and professional. Sheba continues to work towards her financial goals of budgeting, eliminating debt, and building her savings through Humanim’s Family Support Services and Match Savings program.

The System in Action

- **FAMILY & COMMUNITY ENGAGEMENT**
  - Shoba attended a financial stability workshop as a parent of an Elev8 youth and became an FSS client.

- **JOB TRAINING**
  - Through FSS, Sheba learned about Humanim’s culinary training program, through which she received customer service training and earned her ServSafe and NRF Customer Service certifications.

- **EMPLOYMENT OPPORTUNITY**
  - Shoba was then hired to work at City Seeds, a Humanim social enterprise.

- **WRAPAROUND SUPPORT**
  - She continues to take advantage of other wraparound supports, including the Match Savings Program, which have helped her build savings and eliminate debt.
Social Impact

Awards, Grants, & Big Contracts

• Awarded Top Workplace Award for the 5th time from The Baltimore Sun.
• Awarded Fit Friendly Workplace Award from the American Heart Association.
• Awarded IB41 grant to provide administrative training in partnership with anchor institutions.
• Awarded ReCast grant from SAMSHA; Elev8 Baltimore will receive $100,000 annually (renewable for 5 years) and will include funding for Humanim’s Match Savings program for parents/caregivers who have students at William Pinderhughes.
• Humanim social enterprise Details Deconstruction wins 3 year master service contract with Baltimore City to deconstruct vacant houses. Contract value is nearly $4 million.
• Behavioral Health Department is awarded grant to provide Community Support Services in Howard County.
• Howard County Department of Citizen Services grant is awarded to Developmental Disabilities employment services for a third year to continue its Work Incentive Program (WIP).
• Brick and Board becomes the supplier for all reclaimed wood in the Exelon Tower, supplying approximately 25,000 square feet of material.
• MD Works/Developmental Disabilities Council awards Humanim a $30,000 technical assistance grant for innovative transitioning youth services.
• Partnered with Johns Hopkins Urban Health Institute to support services to parents/caregivers at the Harriett Lane Clinic. Humanim was written into the grant proposal, which was awarded.
• Humanim social enterprise Details Deconstruction is awarded grant from The Rales Foundation for its employee health initiatives.
• Awarded Wells Fargo and Capital One grants to assist in supporting Hopkins School.
• Awarded grant to provide financial supports, education, and workforce development services to parents and caregivers at Henderson Hopkins School.
• Awarded grant to provide financial supports, education, and workforce development services to parents and caregivers at Henderson Hopkins School.
• Awarded grant in support of Baltimore City’s Targeted Entry Level (TEL) Program.
• Contracted with Johns Hopkins to develop and assist with screening Baltimore City residents for TEL (Targeted Entry Level) jobs with Hopkins Health Systems and Hopkins University, as part of the HopkinsLocal initiative.
• Awarded Wells Fargo and Capital One grants to assist in supporting financial case management and the Match Savings program for Details Deconstruction employees.
• Received rate increases with DORS and DE DVR; received 2 additional fees for services for the Start on Success (SOS) program in Baltimore City.
• Received grant renewal from the DLLR’s Employment Advancement Right Now (EARN) grant, to continue providing culinary customer service career training services.

Accomplishments

• Humanim’s 2nd year as a VITA tax preparation site; 438 taxes are prepared for community members.
• Match Savings Program is launched in partnership with BB&T.
• Elev8 Baltimore expands into Cherry Hill Elementary/Middle School.
• Details Deconstruction collaborates with Humanim Workforce Development department to provide case management and barrier removal assistance to Details employees, resulting in 0% recidivism rate among staff.
• Details residential division sets revenue record for first six months of FY17 with approximately $1 million in revenue in six months.
• Details Deconstruction expands to a sister company called Brick and Board to handle reclaimed material sales.
• Max Pollock, Materials Manager at Details Deconstruction, is named Director of Brick and Board. Brick and Board grows to a team of 4 people in its first year.
• Details and Brick and Board move operations to a new, expanded office and warehouse at 2507 N. Howard Street.
• Behavioral Health department opens a new Anne Arundel County Site for its Evidence Based Supported Employment (EBSE) Services.
• Behavioral Health department expands its Supported Living program; purchases 2 bedroom condos.
• Humanim hires first VP of Advancement, Diana Ellis.
• Humanim Controller Eric Booth is named Chief Financial Officer.

Hot off the Press!

Food entrepreneurs build business savvy with Humanim’s School of Food

“School of Food is just one of the channels through which Humanim uses the food industry to break down barriers to employment in Baltimore.

“It’s one of those things that it doesn’t matter your age, race, gender, socioeconomic status — you can come from all backgrounds and start a food business if it’s something that you’re passionate about and you have a quality product.”

—The Baltimore Sun

Saving the best of abandoned Baltimore rowhouses

“The idea is to save the best of the material for another use, to recycle pieces of left-for-dead Baltimore for something new — maybe an addition on a rowhouse somewhere else, a set of wooden tables for a $4-a-cup coffee shop, walls of rough-sawn pine in a suite of offices.”

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Deconstructing Houses, Rebuilding Lives

“Deconstructing houses is a path to rebuilding lives — as well as salvaging valuable bricks and lumber.”

—On the Point, WYPR

Savvy social entrepreneurs work inside and outside the system to shape Baltimore for the better

“Each of the four social enterprises housed under Humanim — Details Deconstruction, City Seeds, iScan and Brick and Board — operates as a nonprofit 501C3 organization, but boasts a detailed business plan outlining how and when they ramp up to become self-sustaining. ’Our goal,’ says Humanim’s Plavier-Truitt, ’is to self-fund the training we provide.’”

—Baltimore Style Magazine

Reborn (with help) in Baltimore

“Ms.Coples’ story illustrates the synergy that has to take place between Maryland’s government agencies and nonprofits if we truly are to reach residents who have it within them to succeed with the right help, but are too often disregarded. Their success is our city’s success — and we need to take that seriously.”

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—The Baltimore Sun
By the Numbers

Services Overview

Individuals served in FY 2016

4,821*

*Duplicated count includes individuals served by multiple programs

Individuals Served, by Population

- Behavioral Health – 32%
- Developmental Disabilities – 28%
- Youth and Families – 21%
- Non-Disabled, Barriers to Employment – 15%
- Other – 4%

Individuals Served, by Service Type

- Workforce Development Services – 34%
- Clinical Services – 3%
- Day Program Services – 7%
- Residential/Community Based Services – 9%
- Behavioral Support Services – 13%
- School Based Services – 13%
- Mobile Crisis Services – 21%
- Other – 4%

Director of Gerwig Career Center Kim McLean and client Defu.
### Behavioral Health

**Behavioral Health Programs Include:**
- Supported Living and Housing
- Evidence Based Supported Employment
- Psychiatric Rehabilitation Program (PRP)
- Residential Rehabilitation Program
- Healthy Transitions
- Health Homes
- Mobile Crisis Team

**Individuals served by Behavioral Health Division**

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>85%</td>
<td>of individuals enrolled in community based Behavioral Health programs, serving individuals with severe and persistent mental illness, maintained community stability (had no adverse events requiring hospitalizations or use of emergency response services)</td>
</tr>
<tr>
<td>83%</td>
<td>of individuals enrolled in Behavioral Health Services reported their life has improved as a result of services (FY’16 Consumer Satisfaction Survey)</td>
</tr>
<tr>
<td>99.7%</td>
<td>of individuals maintained stable housing (defined as not homeless at any time during the period)</td>
</tr>
<tr>
<td>100%</td>
<td>maintained financial stability (defined as having resources with which to meet basic needs of housing, food, clothing, medicine, and health care)</td>
</tr>
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</table>

### Developmental Disabilities

**Developmental Disabilities Programs Include:**
- Day Habilitation/Community Integration
- Customized and Supported Employment
- Behavioral Support Services (BSS)
- Individual Support Services (ISS)
- Deaf Services
- Residential and In-home Supports

**Individuals served by Developmental Disabilities Division**

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>92%</td>
<td>of individuals enrolled in Day Habilitation programs serving individuals with developmental disabilities and brain injuries participated in community integration activities</td>
</tr>
</tbody>
</table>
Workforce Development

1,655 Individuals served
527 Job Placements

53% Clients Retained Employment for 1 Year

Most common barriers experienced by Family Support Services (FSS) & Baltimore City Clients

60% Career Resiliency
Career resiliency — lack of resume, lack of job experience, and other similar factors — is the number one barrier to overcome.

35% Insufficient Income
Having less income than expenses is the second most common barrier.

24% Lack of Housing / Unstable Housing

24% Lack of Transportation

24% Lack of Goal Setting Skills
Such as financial and asset building goals

EARN Culinary Training

94% of participants were placed
100% of participants were placed who received certification
69% of participants received certification

Financial Coaching and Family Services

91 Clients served in financial coaching services
67% successfully completed the program
100% of completers improved their financial situation

Workshops

44 financial workshops and 8 parent advocacy workshops in 5 Baltimore schools.
10.22 average clients per workshop
100% of clients demonstrated learning something new
### Youth Services

**Start on Success (SOS)**

<table>
<thead>
<tr>
<th>Youth Served by SOS in 2016</th>
<th>297</th>
</tr>
</thead>
</table>

90% of students completed their internship
90% of participating students also became employed and/or enrolled in postsecondary training or education after graduation

95% of students reported satisfaction with the program

---

### Elev8 Baltimore

- Baltimore City middle school students have participated in Elev8 Baltimore’s out-of-school time program in 2016
- **646**

In general, students attending 60 or more days of Elev8 out-of-school programs had higher grades in math and English.

- 90+% attendance rate.
- Students attending an Elev8 Baltimore School for four years had the highest attendance rate.

---

### RAMP

<table>
<thead>
<tr>
<th>Pre-survey</th>
<th>Post-survey</th>
</tr>
</thead>
<tbody>
<tr>
<td>71%</td>
<td>84%</td>
</tr>
</tbody>
</table>

I have a favorite book

| 69%        | 76%         |

I like to read in school

| 53%        | 63%         |

I like to read at home

92% of students who participate in RAMP youth mentoring program avoid arrest / incarceration

95% of students who participate in RAMP youth mentoring program graduate high school on time
Fiscal Year 2016

Statements of Financial Position

**Revenues**
- Grants & Fees for Service: $35,462,280
- Contributions & Pledges: $717,133
- Investment & Interest Income: $139,830
- Other: $194,036

Total Revenues: $36,513,279

**Expenses**
- Program Services Employee Wages, Benefits & Payroll Taxes: $16,708,637
- Other Program Services Expenses: $15,562,928
- Management, General & Fundraising: $4,148,549

Total Expenses: $36,420,114

*Excluding depreciation expense

Statements of Activities

**Assets**
- Total Assets: $41,053,582
- Liabilities: $28,300,756
- Net Assets: $12,752,826

Total Liabilities & Net Assets: $41,053,582

*Excluding depreciation expense

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