



**We are
Humanim.**

HUMANIM
HUMAN PURPOSE. HUMAN IMPACT

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Henry Posko, CEO

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.**

Want to know more about what we do? Watch [this video](#) to see Humanim's CEO Henry Posko talk about our mission.



American Brewery Building in East Baltimore, home to Humanim's Workforce Development and Social Enterprise Divisions.

2016

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.



YOUTH SERVICES



HUMAN SERVICES



WORKFORCE
DEVELOPMENT



SOCIAL
ENTERPRISE



Eric Booth, CFO
Cindy Plavier-Truitt, CBO
Henry Posko, CEO
Lori Somerville, COO

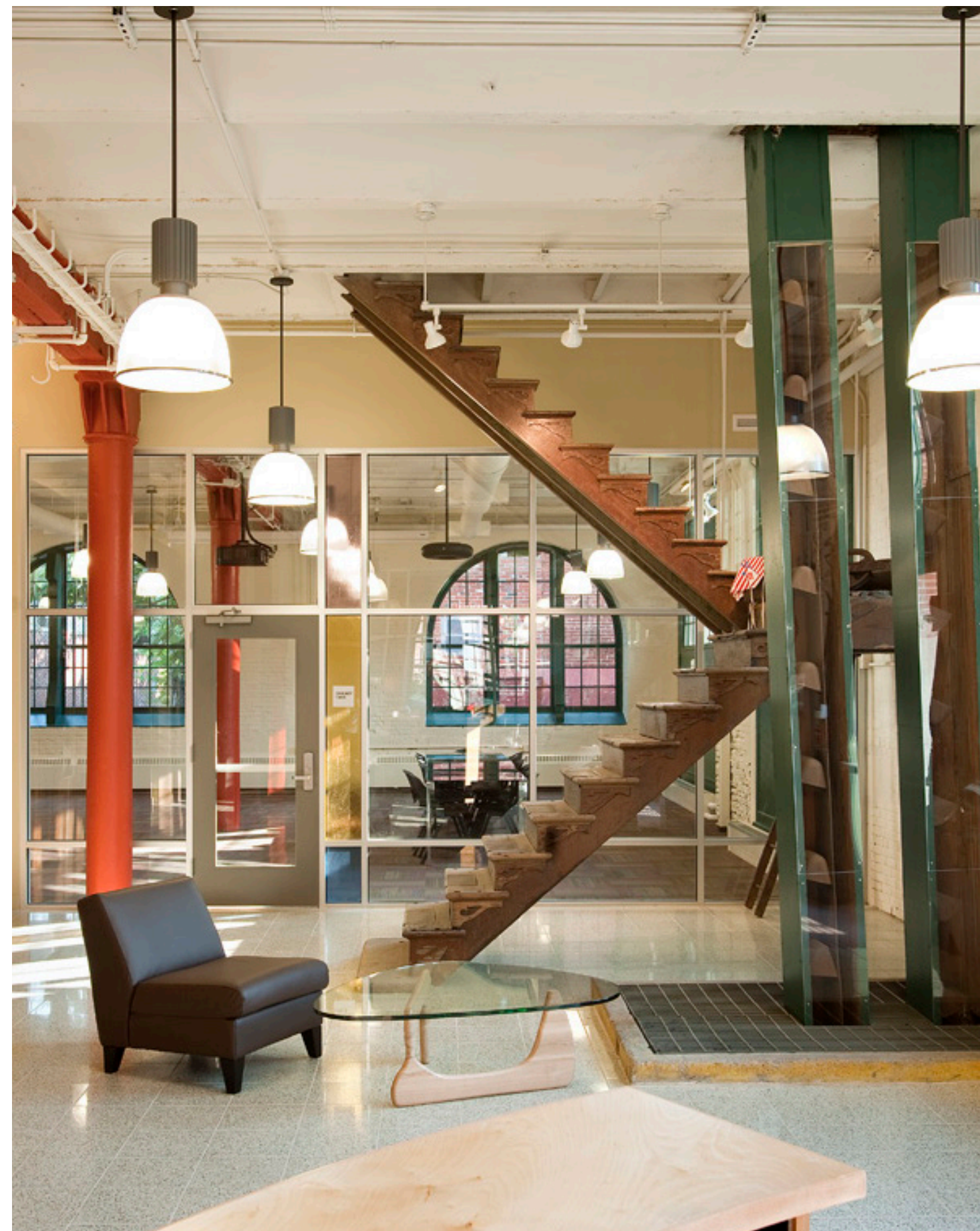


Humanim's first conversation series event around racial equity with Baltimore Police Commissioner, Kevin Davis and Baltimore DOJ Chief of Compliance, Accountability/External Relations, Ganesha Martin.

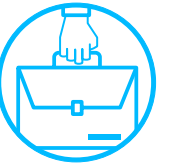
New Horizons, New Leadership

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.



American Brewery Building



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

[View the entire 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.



Human Impact

Carnell Burrows

"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](#)

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.

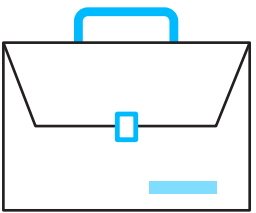
As part of his employment with Details, Carnell received access to Humanim's Family Support Services which provides goal-oriented financial coaching, education and case management services, as well as a Match Savings program that matches participant savings up to \$500. Carnell's goals included paying 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.



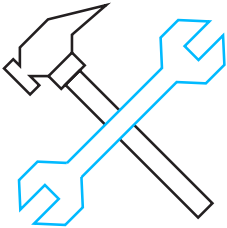
Carnell at the NPR studio, during his interview for NPR's On the Record.

The System in Action



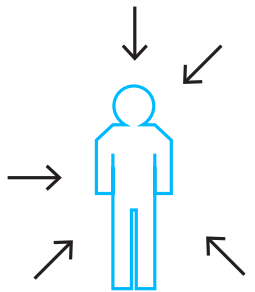
EMPLOYMENT OPPORTUNITY

Became employed at Details Deconstruction, a Humanim social enterprise dedicated to training and hiring individuals with barriers to employment.



JOB TRAINING

Received job training and certification as part of his employment.



WRAP-AROUND SUPPORT

Case Management, Family Support Services, and Match Savings Program provided the additional resources and support Carnell needed to build savings, eliminate debt, and begin the process of buying a house.

Human Services



Top: Humanim Day Program Coordinator Charles Hicklyn reads with a client.
Bottom: Humanim clients deliver Meals on Wheels during a community outing.

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.

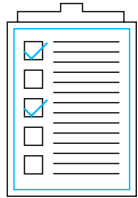


Nick smiling on the job, at Harris Teeter grocery store.

Human Impact

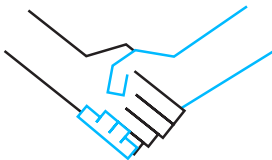
Nick Boswell

The System in Action



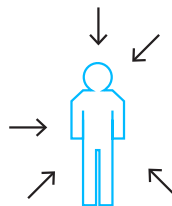
JOB PLACEMENT

After thorough assessment of his strengths and goals, Nick was placed into a job position at Harris Teeter that fit his abilities.



JOB SUPPORT

Nick is so successful in his current position that he requires minimal support, but Humanim continues to provide employer and employee advocacy supports to ensure continued success.



WRAPAROUND SUPPORT

Nick has taken advantage of Humanim’s Day Program and PRP supports, which have helped him manage his learning disability and become more independent.

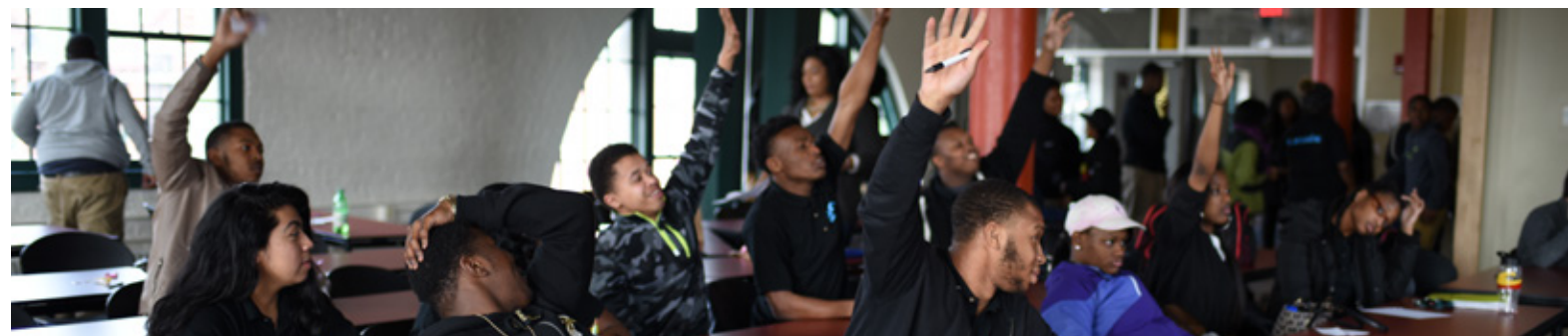
Since his high school graduation in 2005, Nick has participated in Humanim’s vocational and support services. Nick initially faced challenging barriers to employment which included a shunt due to Hydrocephalus, which caused frequent dizzy spells and time off work. Because of this, he was unsure of his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



Human Impact

Youth Services

We equip youth with knowledge and skills to support their success at school, in the community, and at work.



Image: Elev8 youth participate in the National Youth Summit at Howard University and tour the White House in Washington DC.

In 2016, Humanim's community schools program strategy Elev8 Baltimore expanded wrap around services to school communities at Cherry Hill Elementary/Middle School, and was included in a SAMSHA grant awarded to Baltimore City Health Department to expand work in West Baltimore to include neighborhood development, trauma informed services, mental health, and expanded youth development opportunities, as well as provide additional supports to more students, and their families.

Humanim's Start on Success program continues to receive statewide recognition across Maryland and parts of Delaware. In 2016, SOS had assisted over 700 youth in making a successful transition from school to work, and maintains a job placement rate of nearly 90%. Due to successes like this, Humanim was awarded a \$10,000 technical assistance grant from the MD Works/Developmental Disabilities Council for its innovative approach to transitional youth services. Humanim was also awarded additional grants to continue its Students to Employment Program (STEP), and begin providing paid summer work-based learning experiences to high school students with disabilities.



Rasheed walks the UMBC campus with his SOS Coordinator Byron Reed, after a group educational session.

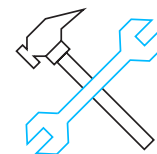
Rasheed Beatty

Raised in West Baltimore by a single-parent mother - Rasheed was diagnosed with a learning disability as a young child and struggled with channeling his energy in a positive way, which led to struggles with authority and in school.

After enrolling in Humanim's Start on Success (SOS) program, Rasheed received educational, vocational and peer supports which helped him to realize a career path, and obtain a paid internship at Johns Hopkins Hospital. Rasheed has stated that SOS helped him learn how to speak and interact with employers, and exposed him to opportunities he would otherwise not have had.

In 2016, Rasheed graduated from M.A.T.H.S (Maryland Academy of Technology and Health Sciences) after making honor roll several years in a row, and leading his school basketball team to many victories. He is now enrolled at the University of Maryland Eastern Shore (UMES), and hopes to own his own business in the health care field one day.

The System in Action



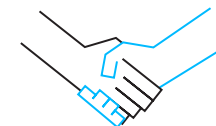
JOB TRAINING

Rasheed received career readiness and job skills training, which prepared him for the workforce.



JOB PLACEMENT

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.



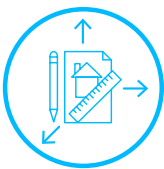
JOB SUPPORT

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.](#)

Social Enterprise



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



Top Left: The City Seeds team opens their first cafe at Exelon's Harbor East headquarters in Baltimore.

Bottom Left: Brick+Board Operations Manager Robert Rinker cleans tiles reclaimed from a Baltimore rowhome.

Right: An iScan employee examines an X-ray before scanning.



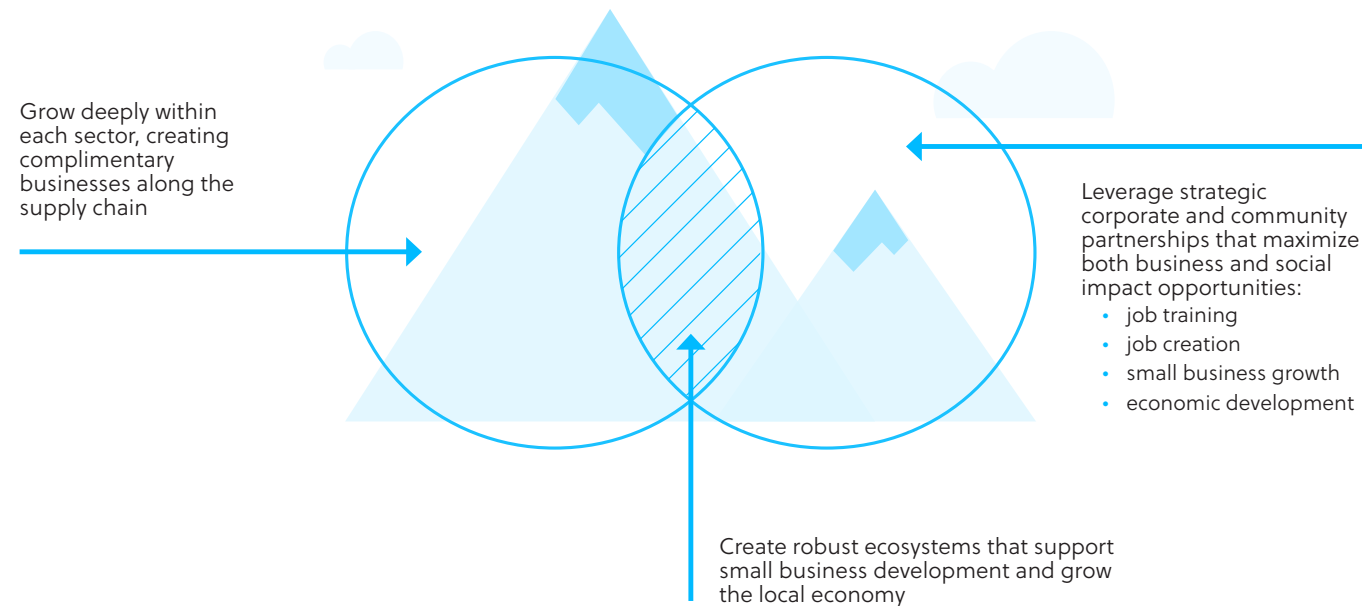
CITY SEEDS

Details
DECONSTRUCTION



iScan

30,000 FOOT VIEW



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.





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.

WHAT IS DECONSTRUCTION?

Deconstruction is a labor intensive, green alternative to demolition. We take buildings apart board by board, so that the pieces can be used again.

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.

**Rethink
Recycle
Rebuild**



Sheba serves lunch at the City Seeds cafe at the Annie E. Casey Foundation Baltimore headquarters.

Human Impact

Sheba Brown

“Humanim 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.

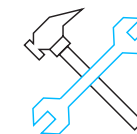
After successfully completing her training, Humanim’s culinary social enterprise City Seeds hired Sheba to work in their new cafe at the Annie E. Casey Foundation office headquarters in Baltimore. Sheba’s food and customer service skills have been described by customers as friendly, welcoming, helpful, 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

Sheba attended a financial stability workshop as a parent of an Elev8 youth and became an FSS client.



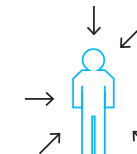
JOB TRAINING

Through FSS, Sheba learned about Humanim’s culinary training program, through which she received customer service training and industry standard certifications.



EMPLOYMENT OPPORTUNITY

Sheba 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 1B4J 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 \$10,000 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 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 residents at Fells Point Station residential apartment complex.
- 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 FY'17 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."

—The Baltimore Sun

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."

—The Baltimore Sun

By the Numbers

Director of Gerwig Career Center Kim McClearn and client Defu.

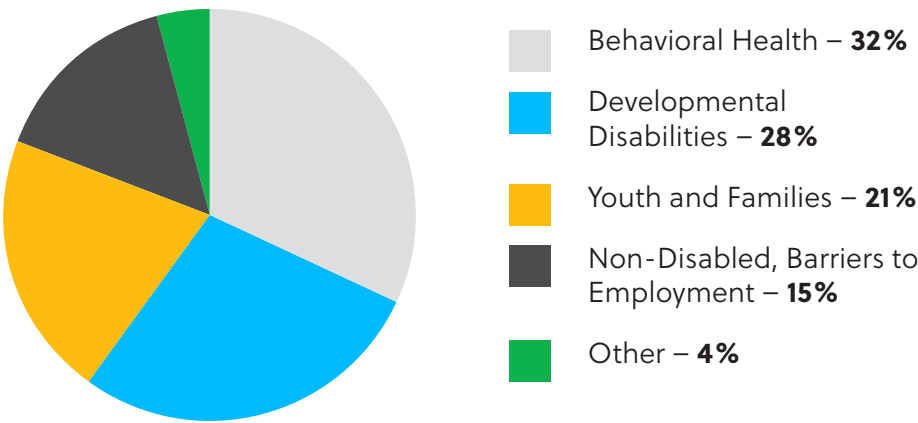
Services Overview

Individuals served in FY 2016

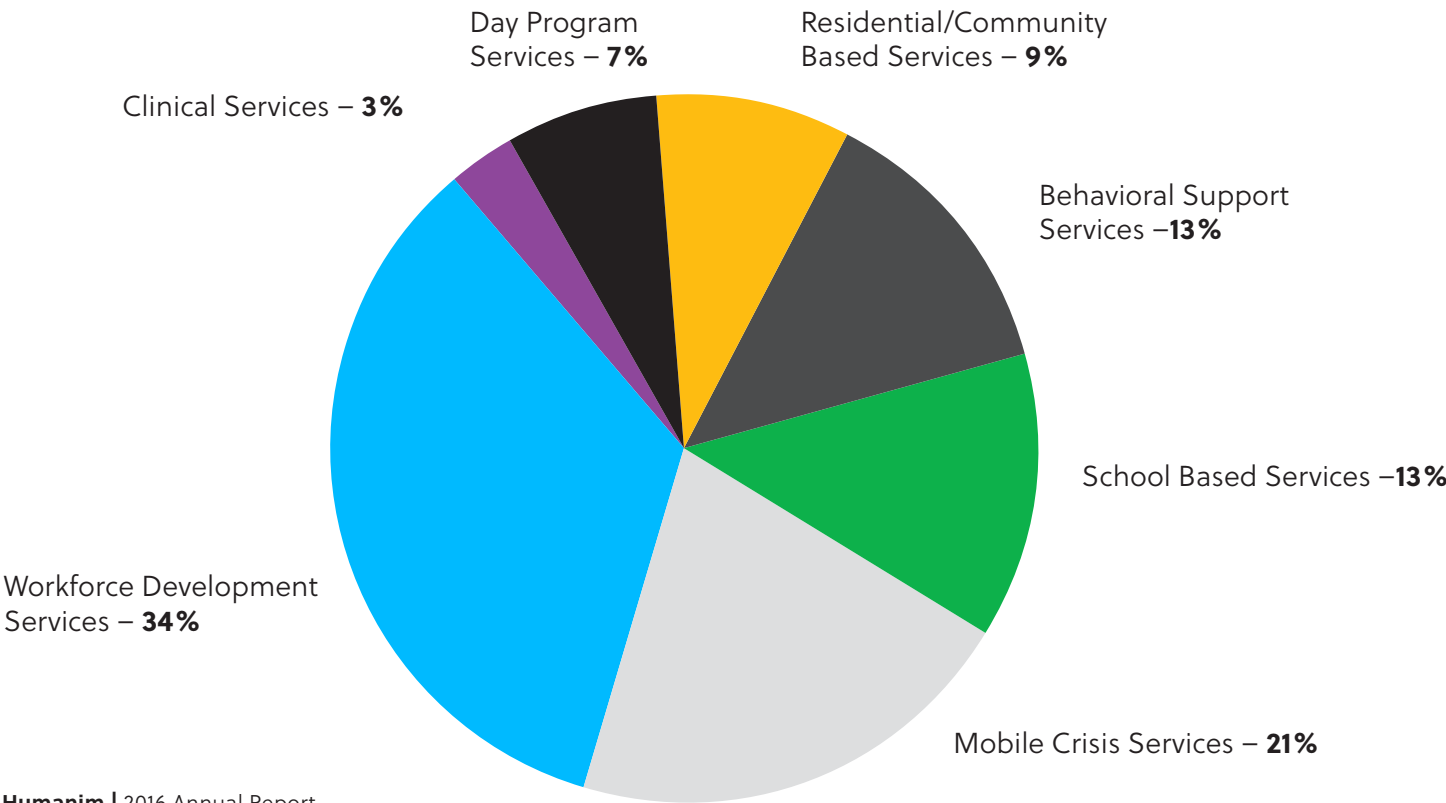
4,821*

*Duplicated count includes individuals served by multiple programs

Individuals Served, by Population



Individuals Served, by Service Type



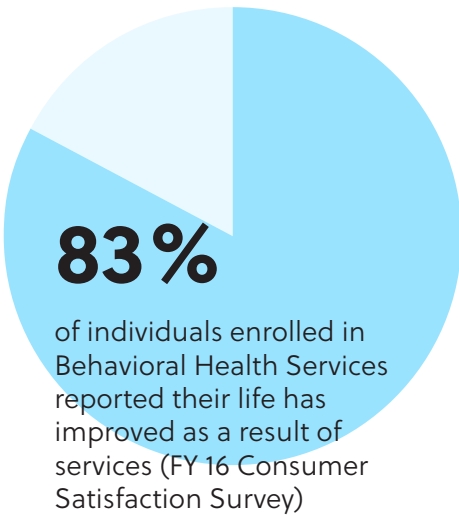
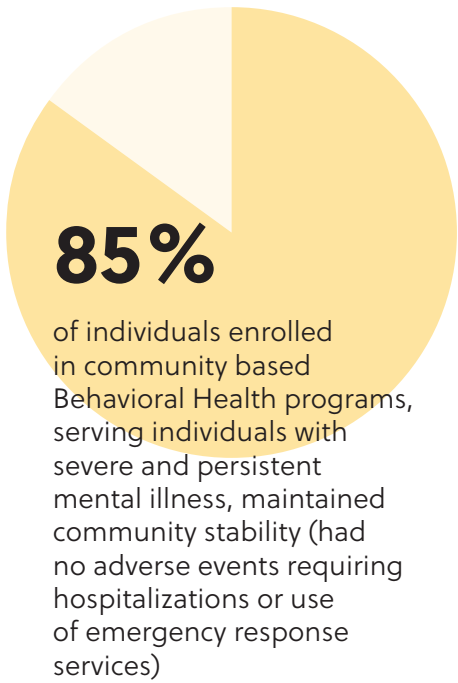
Behavioral Health

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

1,556

Individuals served by Behavioral Health Division

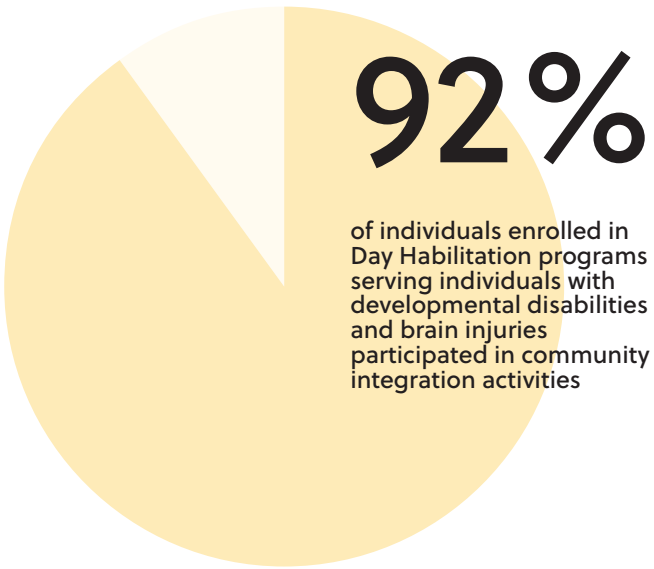


Developmental Disabilities

1,367

Individuals served by Developmental Disabilities Division

- 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



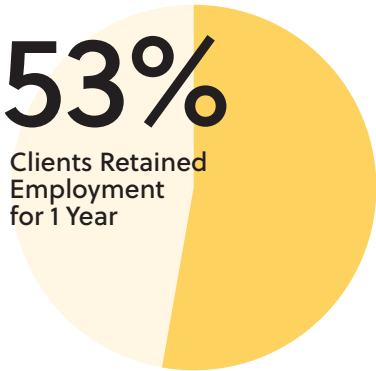
Workforce Development

1,655

Individuals served

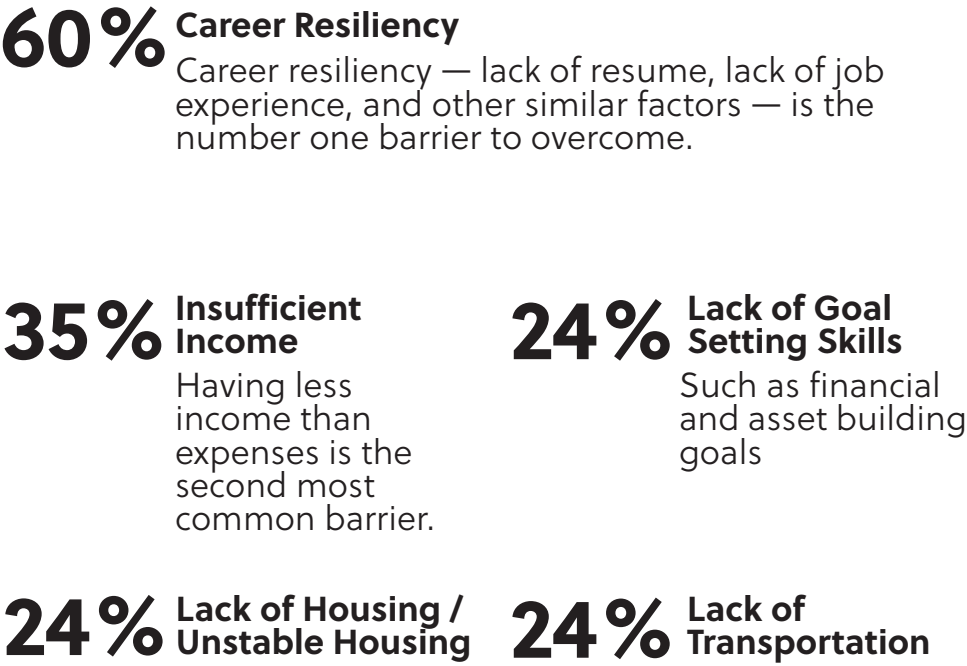
527

Job Placements

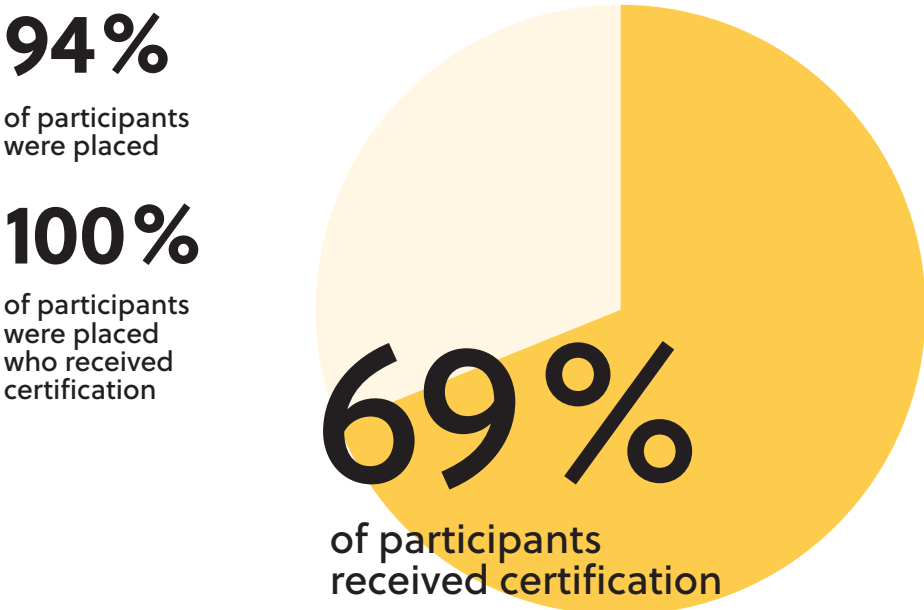


- Workforce Development programs include:
- Career Training
 - Job Placement and Support
 - Family Support Services (FSS)
 - Workforce Solutions

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



EARN Culinary Training



Financial Coaching and Family Services



100% of completers improved their financial situation

Workshops



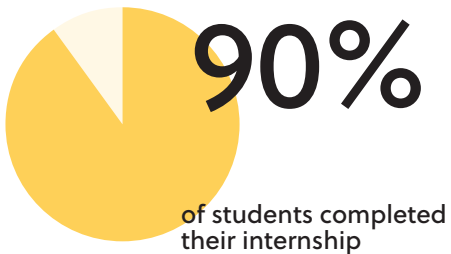
Youth Services

Youth Services programs include:

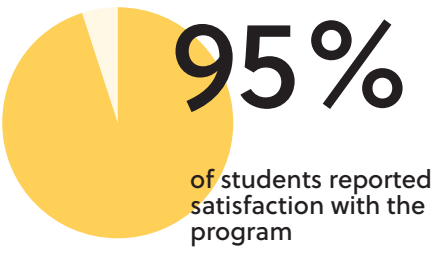
- Elev8 Baltimore
- Start on Success (SOS)
- Ready to Achieve Mentoring Program (RAMP)
- Students to Employment Program (STEP)

Start on Success (SOS)

297 Youth Served by SOS in 2016



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



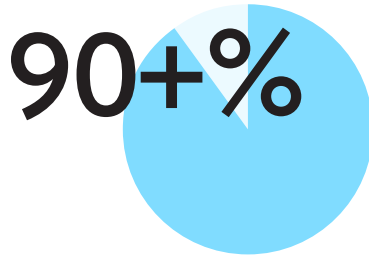
An SOS youth climbs the rope bridge at their annual field trip to Genessee Valley.

Elev8 Baltimore

646

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

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



Students attending an Elev8 Baltimore School for four years had the highest attendance rate.

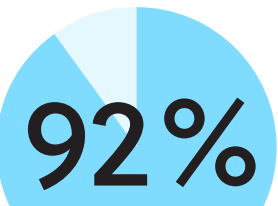
Pre-survey Post-survey

71% 84%
I have a favorite book

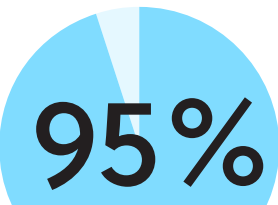
69% 76%
I like to read in school

53% 63%
I like to read at home

RAMP



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



of students who participate in RAMP youth mentoring program graduate high school on time



An Elev8 student at Collington Square Elementary School.

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

Total Program Services Expenses **\$32,271,565**

Management, General & Fundraising	\$4,148,549
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Total Expenses **\$36,420,114**

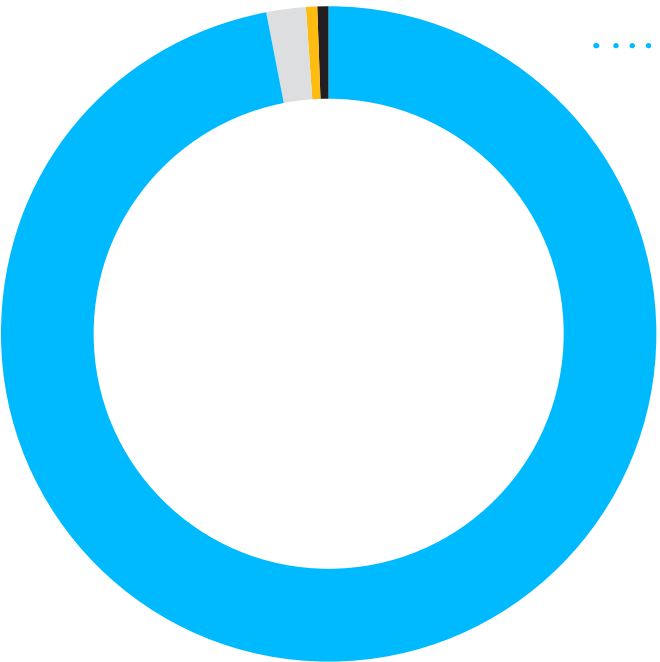
Statements of Activities

Assets

Total Assets	\$41,053,582
Liabilities	\$28,300,756
Net Assets	\$12,752,826

Total Liabilities & Net Assets **\$41,053,582**

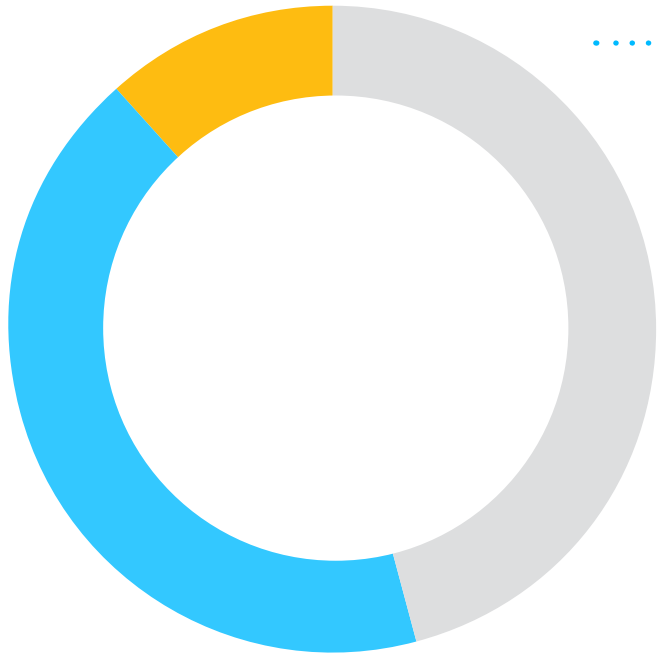
* Excluding depreciation expense



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Total Expenses
\$36,420,114



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