

HUMANIM 2014 Annual Report

the human spirit of one...the compassion of many

The year 2014 was filled with dynamic growth in workforce development, clinical services, and education-based programs and launching Humanim's commitment to changing the way we think and operate around inclusiveness.

Humanim continued its efforts to expand our focus in the area of social enterprise. The growth of Details, our deconstruction and material repurposing business, had increased employment and revenues as a result of its expanding markets & the launching of a major initiative to reduce blight by deconstructing 50 vacant row houses in East Baltimore and re-purposing massive amounts of brick and lumber while creating new jobs. At the encouragement of local funders and partners, Humanim's Board of Director's approved the creation of another social enterprise focusing on the food industry. Humanim will operate a 15,000 square-foot kitchen and bakery in order to create jobs in this sector. In addition to working with entrepreneurs to incubate and scale their specific food product lines, Humanim will partner with one of the leading food service management companies in North America to provide specific food items for a world-renowned university.

Humanim saw significant expansion in both Rehabilitation Services and Behavioral Support Services (BSS). Our residential division continues to raise the bar regarding services to young adults. This area continues to receive both national and local attention. The BSS Program experienced its first full year of statewide operations. Its focus on working with caregivers and parents throughout all Maryland counties, including Baltimore City, has created Humanim's first statewide initiative.

Prior to 2013, Humanim enjoyed a strong partnership with Elev8 Baltimore. Since 2009, Elev8 has provided out-of-school time opportunities, school-based health services, resources, support and outreach for families in East Baltimore. In partnership with, and at the encouragement of national and local foundations, Humanim completed its due diligence and agreed to become the new home of Elev8 Baltimore. This has continued an organizational trend of increased services to youth.

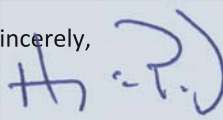
For nearly 4 years, Humanim has been involved in conversations around racial equity and inclusiveness. In 2014, we took a major step forward in our commitment to understand equity and what it truly means to be an inclusive organization. A comprehensive racial equity assessment was completed and shared with the entire organization. A 10-person Inclusiveness Committee leads this initiative, engaging with facilitators and employees at every level. Humanim's success in service delivery has been grounded in knowing as much about the populations we serve as possible: Mental health, traumatic brain injury, and developmental disabilities.

We have educated ourselves individually and collectively. The learning around structural racism is as important as our 45 years of work around disabilities. We have successfully imbedded this learning around disabilities in our culture. Knowledge around structural racism is no different. Knowledge around all kinds of equity is no different. Anything that enables us to be a premier deliverer of human services is not only something we should do, but we should demand of each other. This is why we embarked on this journey and why we will continue moving forward. *Not with doubt, but with courage.* Helping others overcome barriers is the very fiber of our organizational culture, and the reason this is the right undertaking for our organization.

As we look forward, Humanim will also continue with effort around the wellness and health of its employees, our community and persons served. In 2015, we will advance our efforts in this area through many new initiatives that deal with wellness on every level.

On behalf of our Board of Directors, we are grateful for our strong, committed and compassionate colleagues who work hard and deliver exceptional services. We thank them for again making Humanim a Top Workplace Winner (Baltimore Sun) and one of Maryland's Healthiest Businesses in 2014.

Sincerely,



Henry E. Posko, Jr.
President & Chief Executive Officer

“What counts in life is not the mere fact that we have lived.

It is what difference we have made to the lives of others that will determine the significance of the life we lead.”

• Nelson Mandela





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FINANCES

REVENUES

Grants & Fees for Service	\$28,751,285
Contributions & Pledges*	\$62,941
Investment & Interest Income	\$287,517
Other	\$148,915
Total Revenues	\$29,250,658

EXPENSES**

Program Services	
Employee Wages, Benefits	
& Payroll Taxes	\$15,413,175
Other Program Services Expenses	\$10,368,596
Total Program Services Expenses	\$25,781,771
Management, General	
& Fundraising	\$3,128,195
Total Expenses	\$28,909,966

TOTAL ASSETS	\$39,687,340
Liabilities	\$25,883,668
Net Assets	\$13,803,672
Total Liabilities & Net Assets	\$39,687,340

* Includes 3,850,000 in contributions and pledges restricted for the American Brewery Building Renovation project.
 ** Excluding depreciation expense

MISSION

Humanim’s mission is to identify those in greatest need and provide uncompromising human services.

Humanim’s vision is that all people in our community have access to the human services that they need. We believe that a diversity of human services within one company fosters expedient access to care and encourages a holistic approach to services. Diverse and complimentary programs benefit the individual served, their families, referral sources and the local community.



OFFICERS

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- Diane Bell McKoy, 1st Vice Chairman
- Shelonda Stokes, 2nd Vice Chair
- David Eberhardt, Secretary
- David Trainer, Treasurer
- Kevin Frank, Immediate Past Chair

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- David Eberhardt
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- Jeanne A. Kennedy
- Michelle Lee
- Melanie Lundquist
- Howard Miller
- Jeannette Mills

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President and Chief Executive Officer
- Lori Somerville,
Sr. Vice President and Chief Operations Officer
- Cindy Plavier-Truitt,
Sr. Vice President and Chief Business Officer

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- Jeff Carroll, Details/Business Development
- Robert Casuser, Human Resources
- Scott Dadrack, Behavioral Support Services
- Tim Dotson, Finance/Controller
- Jeffrey Edwards, iScan/Business Development
- Rayna Fautleroy, Clinical Services
- Mary Manzoni, Vocational Services
- Judi Olinger, Admissions & Quality Assurance