

# ANNUAL REPORT



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**WE ENVISION A  
COMMUNITY WHERE  
EVERYONE IS  
EMPOWERED TO  
BUILD A MEANINGFUL  
AND INDEPENDENT  
LIFE - REGARDLESS  
OF THEIR SOCIAL OR  
ECONOMIC POSITION.**

## Dear Supporters,

We understand that building the communities we want to see in the world involves both partnership and innovation. As the charitable world continues to evolve, progress depends on finding new models of non-profit work. From expanding our service offerings through non-traditional venues to building new sources of funding, Humanim's entrepreneurial organizational philosophy has led us to take on risky projects and difficult challenges in partnership with other NPO's, communities, the State of Maryland and the City of Baltimore in order to achieve our mission. The result has forged new models of service, partnership, and economic development.

Since expanding our services to Baltimore almost 10 years ago, we have provided workforce development and career training services to over 5,000 people in Baltimore City/County, while creating over 300 new jobs primarily filled by community members and residents of Baltimore. In 2018, one of those job creation vehicles grabbed headlines from across the country.

The Baltimore Deconstruction Project represents a new vision for non-profit, government, and private sector partnership, as well as for community revitalization. This new model, now being explored by other cities such as Detroit and St. Louis, is a win-win for all stakeholders, while producing multiple positive outcomes that include skilled job creation for returning citizens, blight removal, safer neighborhoods, waste reduction, and the preservation of our city's historical materials for reuse and recycling.

As we continue to explore new models of impact, we remain committed to the tried and true model of uncompromising human services for those in need. In 2018, our developmental disability services, behavioral health services, and youth service programs served over 3,000 individuals in support, vocational, and transitional capacities, while enhancing critical wraparound supports that produce better outcomes, such as our Health Homes and community integration initiatives.

We know that vision requires fortitude in self-examination and growth. To that end, we closed 2018 by embarking on a year-long strategic planning initiative that will culminate in a rigorous assessment of how the nonprofit landscape is evolving, and how Humanim must evolve with it - as well as a roadmap for the future of building the community we envision.

Without your partnership, we could not do the work that we do. Thank you for sharing our vision. And thank you for your support.

**- Henry Posko**  
President & Chief Executive Officer

# What We Do

HUMANIM HAS ALMOST A 50 YEAR HISTORY OF SUPPORTING AND ECONOMICALLY EMPOWERING INDIVIDUALS.

Humanim's mission is to support and empower individuals who face social or economic challenges — by building pathways to economic equity, opportunity, and independence.

What started as a Howard County vocational day program in 1971 has evolved into an organization with 40+ programs in the areas of Human Services, Youth Services, Workforce Development and Social Enterprise, serving individuals throughout the state of Maryland and parts of Delaware. Over the years, Humanim has innovated to deliver workforce development and support services to over 4,500 people a year.

Though the avenues to achieving our mission are diverse, the common thread throughout all of our work remains our belief that all human beings have potential and that work is transformative, with the goal of creating economic equity and opportunity for all.



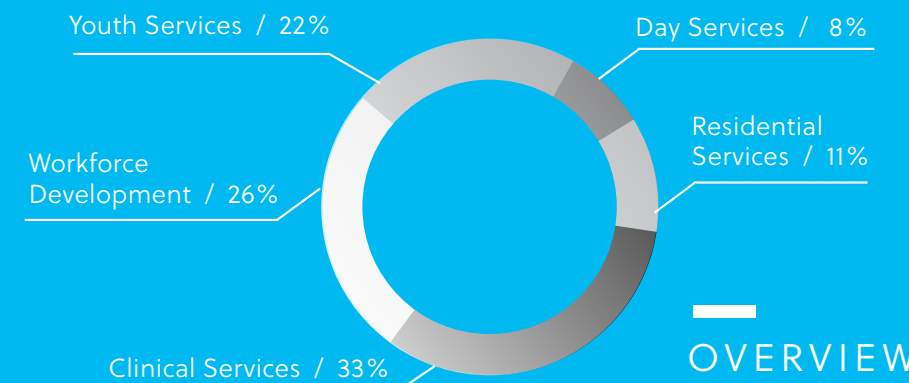
INDIVIDUALS SERVED  
**4,697**

INDIVIDUALS SERVED BY POPULATION

**33 %** BEHAVIORAL HEALTH  
**26 %** DEVELOPMENTAL DISABILITIES

**22 %** YOUTH & FAMILIES  
**19 %** (NON-DISABLED) BARRIERS TO EMPLOYMENT

INDIVIDUALS SERVED BY SERVICE TYPE



OVERVIEW  
**BY THE NUMBERS**

TOP TO BOTTOM:

1. A Details Deconstruction employee stacks bricks onto a pallet for resale.
2. A client and staff member at Humanim's Developmental Disabilities Day Program in Columbia take a moment to pose for a picture together.
3. An individual in Humanim's Supported Living Program meets with his counselor to go over progress and medication needs.

# Human Services

DEVELOPMENTAL DISABILITY SERVICES |  
BEHAVIORAL HEALTH



Humanim's Developmental Disabilities Day Program.

## DEVELOPMENTAL DISABILITY SERVICES



INDIVIDUALS SERVED

1,214

{90}

INDIVIDUALS  
EMPLOYED

91%

RETAINED  
EMPLOYMENT  
FOR 12+ MONTHS

DAY PROGRAM

PARTICIPANTS IN

96%

COMMUNITY INTEGRATION ACTIVITIES

55%

PARTICIPATED IN  
VOLUNTEER WORK

Humanim continued to excel at providing uncompromising human services for individuals with disabilities and behavioral health challenges in 2018. Our Human Services division not only helped clients achieve independence through transitions to employment, independent housing, and college – but also helped them stay out of the hospital, use fewer emergency services, and become more stable in their communities.

This year our developmental disabilities department completed a department-wide restructuring, resulting in a single point of entry for our clients. This means clients and families are not only able to better navigate and explore service options, but each individual is assigned an individual advocate to coordinate all aspects of a client's services, ensuring each individual receives the highest quality of personalized and holistic care. Also this year, our Baltimore Day Services program moved into a beautiful new space at Humanim's American Brewery building, allowing for growth and expanded program opportunities.

On the behavioral health side, wraparound services were enhanced through a new community integration initiative, providing individuals the opportunity to select and participate in new and exciting types of community activities, from visiting horse farms to attending the symphony. Additionally, our Health Homes program launched several new health initiatives to support individuals' healthcare and health education.

In 2018, Humanim's Human Services division was awarded a \$100,000 grant from CareFirst Foundation to purchase and implement an Electronic Health Records (EHR) system in addition to a \$150,000 grant from the Leonard and Helen R. Stulman Foundation to implement the evidence-based practice of Motivational Interviewing (MI) into programs serving individuals with serious mental illness.

Additionally, Humanim's iHomes program - a private non-profit community housing development organization (CHDO) providing long term, affordable housing options to low-income individuals who have been diagnosed with a developmental and/or psychiatric disability - was awarded a \$400,000 grant from the Harry and Jeannette Weinberg Foundation for the construction and acquisition of 17 units of affordable housing. iHomes has raised \$2 million in total towards this project, including funding from a DHMH bond and the Howard County Department of Housing and Community Development.

A behavioral health client stands in front of his iHomes residence in Ellicott City, MD.



## DID YOU KNOW?

iHomes is creating sustainable housing through new innovative affordable housing models. New iHomes properties are zero energy homes, designed and built to reduce household energy needs to a minimum and include on site renewable energy systems, so that the house may produce as much energy as it consumes on a yearly basis.

## BEHAVIORAL HEALTH



INDIVIDUALS SERVED

1,558

REMAINED  
STABLE  
WITHIN THEIR  
COMMUNITIES

89%

99%

REMAINED  
ACTIVELY HOUSED  
NOT HOMELESS AT ANY TIME

SATISFACTION RATE  
AMONG CLIENTS 91%



Day Program clients and staff visit the Ravens training camp and meet Ravens kicker Justin Tucker.

# HEALTH HOMES



*Our Health Homes RN Case Manager explains how diabetes can impact the heart and other organs during a one-on-one session with an individual.*

Humanim's Health Homes program addresses healthcare and lifespan disparities for those who experience mental health challenges or disabilities. Health Homes is provided as a wraparound support for individuals in our Human Services division, and is designed to increase individuals' health, wellness, and life expectancy through health education, intensive clinical coordination, and medical case management.

**Our Health Homes team empowers individuals with knowledge about their physical health and health management, while ensuring they utilize the health and wellness resources that are available to them.**

They also work closely with client families and providers to plan and coordinate medical care, and reduce unnecessary hospitalizations.

In 2018, our Health Homes program launched several new client health initiatives including its first Annual Consumer Health Fair, and the Living Well Workshop series which teaches individuals and caregivers how to engage in healthy lifestyle practices. They also partnered with the Horizon Foundation's *Speak(easy) Howard* program to provide critical end-of-life healthcare education and resources for individuals and their families.

# PROGRAM SPOTLIGHT

**"HUMANIM HAS HELPED ME FIND A JOB THAT I LIKE. THEY HAVE ALSO HELPED ME MAINTAIN THE JOB, BECOME MORE INDEPENDENT, AND GET THE HOURS THAT I LIKE."**

Daniel was first referred to Humanim's Developmental Disability Services in 2005 through his stepfather who was a former employee. With his outgoing personality, Daniel was quick to make friends in the day program, and eventually began participating in Humanim's vocational services as well. With the help of his job coach and vocational coordinator, he became a treasured Customer Service Representative at Harris Teeter in 2014.

When Daniel first started working at Harris Teeter he had challenges getting enough hours due to seasonal hiring during the holidays, but with the help of his job coach he was able to talk to his manager about the issue and acquire more hours. During this time he also pursued his driver's license, an achievement that allowed him to have his own transportation to work and increased independence.

Daniel enjoys his job and helping customers with any issues that come up. Recently, he received a letter from the President of Harris Teeter, Rod Antolock, congratulating him and expressing appreciation for his work. The letter informed him that one of Daniel's customers wrote to the president, praising Daniel's excellent customer service. Harris Teeter is not only proud to have Daniel as an employee, but his motivation to help out with any and all needs has gained him the appreciation and respect of his colleagues as well.

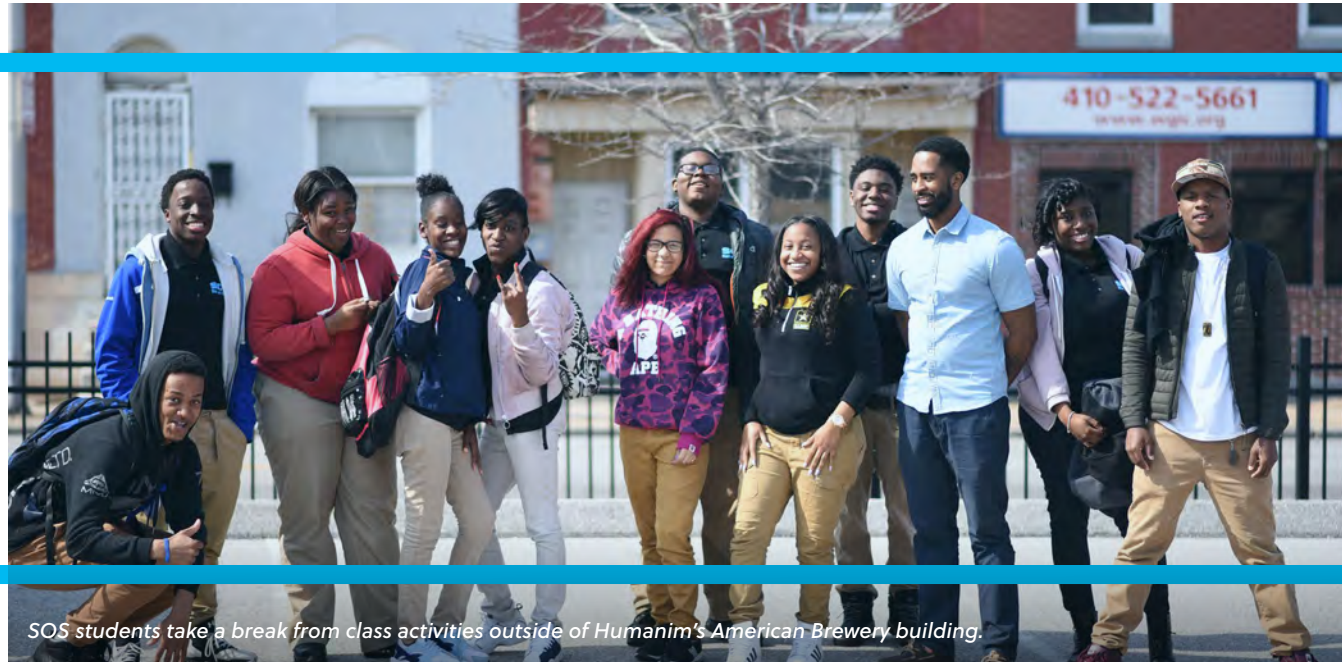
In addition to Humanim's day program and his job at Harris Teeter, Daniel is a member of the GUILD Society and the astronomy league of Towson. Recently, he started living independently through the Arc of Howard County and is very diligent with the responsibilities that come with living alone. Daniel credits Humanim with helping him to gain more independence in his life, and his friends and staff at Humanim could not be more proud of the success he has achieved over the last few years.



**Meet Daniel**

# Youth Services

WORK READINESS | VOCATIONAL TRAINING | MENTORING | MENTAL HEALTH



SOS students take a break from class activities outside of Humanim's American Brewery building.

Humanim's Youth Services division provides young people with special needs the opportunity to participate in paid work experiences while in school, build a support network, and develop the skills necessary to successfully transition into college or the world of work. Our youth transition strategy is built on strong partnerships with both schools and employers, as well as wraparound services like social, educational, vocational, and on-the-job supports that ensure students can make a smooth and successful transition into adulthood.

In 2018, Humanim placed 321 youth into paid internships throughout Baltimore City, Howard, Anne Arundel, Harford and Baltimore Counties, and Wilmington, DE. Our on-going employer partnerships include Johns Hopkins Hospital, YMCA, University of Maryland Medical Center, MICA, Howard County General Hospital, Howard Community College, and Humanim's own culinary social enterprise City Seeds, to

name a few. Many students graduate with an employment offer at the end of their internships.

Riding the wave of an award winning year in 2017, Humanim's youth behavioral health program Healthy Transitions (HT) was once again honored with a prestigious community award in 2018 – this time, the Association of Community Services' Audrey Robbins Humanitarian Award for Employee Team of the Year, honoring Howard County community services that go above and beyond all expectations. Because of the HT program this year, ten Howard County youth were prevented from dropping out of school and went on to receive their high school diploma, five youth were accepted into college, and more than half of the young individuals served have developed a support network which has allowed them to successfully integrate into the community.

## Meet Montrey



As part of Humanim's Start on Success (SOS) program, Montrey was hired by MedStar Harbor Hospital's Morrison Food Services department in 2018, where he spent time learning just about every position that Food Services has to offer. He began his internship as a utility worker - assisting in the back of the kitchen with preparing utensils, cleaning equipment, and stocking materials. It wasn't long until management recognized Montrey's potential, as he always finished his work early and sought out additional responsibilities.

**SINCE ITS INCEPTION, SOS HAS ASSISTED OVER 700 YOUNG ADULTS WITH DISABILITIES THROUGHOUT MARYLAND AND PARTS OF DELAWARE MAKE A SUCCESSFUL TRANSITION FROM SCHOOL TO WORK.**

Within two weeks Montrey transferred to the main cafeteria where he served food to guests and provided upkeep to the eating area. When his daily duties were completed, he finished the day in dish processing, where he efficiently sanitized high volumes of kitchen materials used throughout the day. Montrey never complained about the ever-expanding scope of his responsibilities; he approached each new undertaking as a chance for him to gain a new skill – which left an impression on every staff member in the department. Throughout the internship, Montrey stayed focused on his academic obligations as well, and completed his senior year of high school with high honors, receiving over ten awards for academic achievement.

Because of his dedication and work ethic, MedStar Harbor offered Montrey an employment opportunity upon completing the internship, and happily invited the SOS program back into their kitchen for future sessions, while offering additional placements in new areas of the department. While considering his job offer, Montrey is exploring his options for post-secondary education. He keeps in touch regularly with his SOS coordinator and team, who will continue to provide support. The SOS program is proud of his success and looks forward to working with the next generation of students at MedStar Harbor, for which Montrey has paved the way.

INDIVIDUALS SERVED  
**394**

**98%** INDIVIDUALS COMPLETED INTERNSHIP

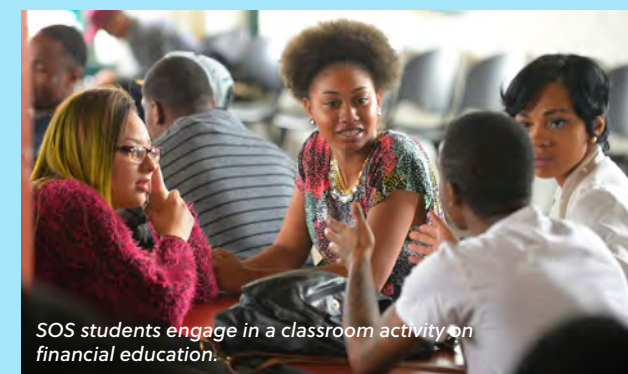


INDIVIDUALS SATISFIED WITH SERVICES

**99%**

**100%**

INCREASE IN POST-TEST KNOWLEDGE



SOS students engage in a classroom activity on financial education.

# Meet Allen



**HEALTHY TRANSITIONS IS MY FAVORITE PROGRAM TO HELP YOU CHANGE YOURSELF. IT HAS HELPED ME A LOT WITH MY PERSONAL HEALTH AND IN TAKING CARE OF MYSELF.**

Allen was referred to Humanim's Healthy Transitions program in April 2018. An accomplished pianist, Allen had recently been accepted to Towson University's music program, but found the prospect of transitioning to life after high school daunting. Socializing and being separated from his family was very difficult for him, and he didn't feel like he could make the transition. "I felt like I worried a lot about it, and was very nervous."

Through the program, Allen began to socialize with peers through movies and workshops, as well as learn stress management and coping skills such as using imagery, taking a walk, and listening to music. His family and support team at Healthy Transitions, including his HT coordinator Dean with whom he is very close, encouraged him to try living on campus, and eventually Allen agreed.

When he first moved on campus, Allen felt anxious and angry and didn't want to leave his room. However, with the support of his HT team, he eventually began to adjust to living on his own. Although he still sometimes gets homesick, Allen is now enjoying his newfound independence and the perks of living on campus, such as the cafeteria food and his piano classes. He is also excited about his future, in which he hopes to one day become part of a symphony.

Allen credits his HT coordinator Dean for helping him build confidence through positive feedback and encouragement, and for allowing him to talk about his feelings. The HT program has given him the support to adjust to and enjoy his newly independent life, which he says is "pretty good."

# HEALTHY TRANSITIONS

Humanim's Healthy Transitions is an award winning, youth-driven, strengths-based, and non-stigmatizing program that empowers young people aged 16 to 25 years who are struggling with mental illness to manage their mental health symptoms effectively and successfully transition into adulthood.

In partnership with the state of Maryland, the HT program employs developmentally appropriate, evidence-based practices to assist youth in effectively managing their mental health symptoms, while obtaining employment, enrolling into college or trade schools, strengthening their social supports, and transitioning into housing and residential services. By providing individualized services that are unique to the needs of young adults with mental illness, youth are able to become more independent and self-sufficient, and be successful adults in the community.

The Healthy Transitions program was awarded the Casey and Pebble Willis Making a Difference award by the Community Foundation of Howard County in 2017 for its positive impact and crucial work in addressing mental health issues in Howard County. The prestigious award recognizes programs that have directly impacted and made quantifiable differences in the lives of Howard County residents. In 2018, Healthy Transitions was recognized once again by the Association of Community Services with their Audrey Robbins Humanitarian Award for Employee Team of the Year. To date, Humanim's HT program has helped 150 youth in Howard County successfully transition into adulthood.

Watch the ACS video highlight here:  
▶ <http://bit.ly/healthy-transitions>

**150**  
YOUTH  
SUCCESSFULLY  
TRANSITIONED  
INTO  
ADULthood



Humanim's Healthy Transitions team at the Association of Community Services award ceremony.

# OUR Workforce Development

CAREER TRAINING | EMPLOYMENT SERVICES | JOB SUPPORT | FAMILY SUPPORT SERVICES

In partnership with the Maryland Department of Labor, Baltimore Integration Partnership, local anchor institutions, community colleges, and other nonprofits, Humanim’s Workforce Development division continued to provide free career training, job development, and job support services to under and unemployed Baltimore area residents in 2018. This year over 350 individuals participated in our career training programs which were provided in the Customer Service, Multi-Skilled Medical Technician, Warehouse Inventory, Fiber Optic Cabling, Culinary, and Administrative Assistant career fields.

## BUILDING COMMUNITY PARTNERSHIPS TO STRENGTHEN LOCAL HIRING

Through this partnership, Humanim has challenged Towson University (and all participating anchors) to look at hiring practices, by reviewing administrative entry-level positions, and re-evaluating skills that are labeled “entry level” but are really more advanced. In working with other anchors and their HR teams, we can determine how to best evolve to accommodate more diverse and inclusive hiring practices, in support of the “local hiring” goals we have committed to.

-Towson University Press

Through these career training programs as well as our Workforce Solutions program, which provides customized workforce development services to recipients of Temporary Cash Assistance, 135 individuals earned professional certifications and 320 individuals were placed into employment. The success of our community hiring strategy in partnership with local anchor institutions was also highlighted by two of our anchor partners, Towson University and University of Maryland, Baltimore.

In 2018, Humanim’s Workforce Development division was awarded a \$250,000 grant by The Harry and Jeannette Weinberg Foundation, to support employment/training of low income Baltimore residents with barriers to employment in the culinary industry, and to support the provision of vocational out of school time programming for Baltimore City youth. This funding will be critical to expanding Humanim’s employment footprint in the Baltimore area over the next two years.



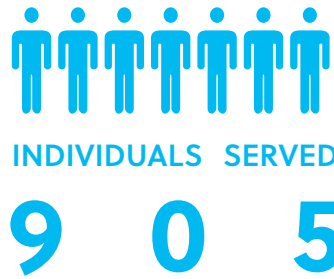
Administrative trainees take notes at a Q&A session with participating anchor institution hiring managers.



Multi-Skilled Medical Technician trainees pose together on graduation day.



Administrative trainees work on soft skills in the classroom.



INCLUDES: MATCH SAVINGS, LINKAGE TO TRAINING AND JOBS, FINANCIAL STABILITY COACHING, BARRIER REMOVAL, ENTITLEMENT SERVICES

## BARRIERS :

HOUSING	65%
HEALTH/DISABILITY	23%
CHILD CARE NEEDS	56%
TRANSPORTATION	58%
FORMERLY INCARCERATED	28%
LACK JOB SKILLS/CERTIFICATIONS	33%

# ADMINISTRATIVE ASSISTANT CAREER TRAINING

*An administrative trainee and anchor representative participate in mock interviews.*

Humanim created the Administrative Assistant Career Training program in 2015, in response to the civil unrest after the death of Freddie Gray. Funded through the Maryland Department of Labor's EARN Maryland grant, the program employs a strategy that leverages the economic power of "Anchor Institutions" through local hiring, local purchasing and anchor-led community development, to address economic disparities among Baltimore residents. Key program collaborators include the Baltimore Integration Partnership (BIP) and many of the Baltimore area's largest anchor institutions.

Humanim's Administrative Assistant Career Training program offers a free 9-week course of instruction for Baltimore City and County residents to prepare them for careers as administrative assistants. Participants are provided soft skills and professional development training, and graduates receive two nationally-recognized certifications – the Microsoft Office Specialist certification and the Professional Administrative Certificate of Excellence.

Many of our participants face tough challenges while attending, such as un/underemployment, homelessness, or mental and emotional abuse. The program incorporates individualized support services to assist with the removal of barriers that have prevented individuals from achieving professional goals, while also addressing their larger generational barriers, and replacing them with trust and confidence.

**What sets the Administrative Assistant Career Training program apart is the crucial component of anchor support and investment throughout the course of the program.**

Human Resources representatives help design the curriculum and facilitate job shadowing, mock interviews, and job development support. Our partnering anchors have also committed to consider graduates of the training program to fill administrative vacancies at their institutions. Through their partnership, 45 of our 70 placements have been by an anchor institution.

*Humanim's career training team, participating anchor representatives, and trainees on graduation day.*



*Trainees gather for "Circle" at the end of the day to share personal experiences and takeaways from the day's training.*



**45** JOB PLACEMENTS WITH ANCHOR INSTITUTIONS

# Meet Christina



**"At Humanim, I learned how to write business emails and letters and how to speak and write professionally – my co-workers notice the difference. They also appreciate that I'm on time or early because a lot of employers have that issue with employees. At Humanim they made sure we were on time and that's the same thing here at BACH. That's with every job – everyone wants you to show up and be reliable."**

Christina signed up for Humanim's Administrative Assistant Career Training program after a google search for free administrative training led her to the organization's website. At the time, she was unemployed, having pursued a career as a pharmacy technician. While looking for work, she realized that administration was a great way to add to her skill set while gaining transferable skills that could apply to many career paths.

As someone who struggled with confidence and self-efficacy, Christina not only learned a lot in the program, but says the staff and partners helped her gain confidence in professional settings. "The main change that I saw in myself was actually speaking to people. I was the type of person that would sit in the corner and try to be invisible. I learned to interact with people that are my age and my peers, and how to interact with people at the executive level and people who were customers or clients. It helped me with my social skills. That was something I was lacking before."

It didn't take long for Christina to realize the return on her investment. Less than two months after graduating from the training, she was hired by Baltimore Careers in Healthcare (BACH) – a nonprofit that partners with local agencies, healthcare institutions and other organizations to create opportunities for residents to pursue careers in healthcare. Due to Christina's dedicated work ethic and the skills she learned through her training, she was promoted within a year to a full-time salaried position with benefits.

Christina says that her job satisfaction, the support she receives from her co-workers, and the financial opportunities it has afforded her, have allowed her to expand her horizons – from becoming more involved in her community to buying a new car and becoming a first time homeowner.

"I'm so glad I got to be a part of the administrative training program at Humanim. For me, that kick started all of this. In fact, just a few days ago, a friend asked how I got to this point, because she feels stuck and wants to be like me. I recommended that she start with Humanim's admin training program."

# Social Enterprise

CULINARY | CONSTRUCTION | TECHNOLOGY



A City Seeds corporate event at their teaching kitchen and event space, featuring a "Create Your Own Pasta" station.

2018 was a big year for our deconstruction social enterprises Details Deconstruction and Brick + Board, which saw the fruition of The Baltimore Deconstruction Project, a partnership between Humanim Social Enterprise, the U.S. Forest Service, national furniture retailer Room & Board, the city of Baltimore, and the state of Maryland through Project C.O.R.E.

The pioneering collaboration grabbed headlines across the country, from *NBC Nightly News* to the front page of *USA Today*. It also served as the basis for Mutual of America's 2018 National Governor Hugh L. Carey Community Partnership Award, awarded to Humanim in November for "outstanding contributions of nonprofit organizations who are delivering solutions to critical challenges facing our country."

Our culinary social enterprises City Seeds and School of Food also made headlines this year for opening their teaching kitchen and corporate team building workshops, while creating culinary job opportunities for community members with barriers to employment. 2018 marks their first year as the anchor tenants at the Baltimore Food Hub, an economic development initiative in East Baltimore driving culinary job creation and training.

Also in 2018, our legacy social enterprise iScan launched a new service line digitizing X-Rays, landing its first large scale contract with a West Coast energy company to scan approximately 1 million industrial X-Rays. iScan secured several other contracts this year that allowed them to expand and create more positions for employees with disabilities, including projects to scan over 2 million medical claims, as well as original copies of Maryland city and county Birth Certificates dating back to 1925.



City Seeds and School of Food move to their new home at the Baltimore Food Hub, where their teaching kitchen features refurbished wood from sister social enterprise Brick + Board.

AVERAGE WAGE INCREASE 67 % | 83 % SUCCESSFULLY TRANSITIONED TO ANOTHER JOB

2.5 YEARS = AVG LENGTH OF EMPLOYMENT

## BARRIERS

FORMERLY INCARCERATED	56%
DISABILITY	19%
SOCIO-ECONOMIC / ADDICTIONS / CHRONICALLY UNEMPLOYED	17%
NO BARRIER / TRAINING STAFF	8%

In combination with financial stability and case management services (provided by Humanim's Workforce Development division), social enterprise employees are able to build personal assets, decrease reliance on government benefits and services, receive healthcare, move into permanent long-term employment, and improve their overall quality of life. This pathway of employment, training, and supports creates an environment for individuals to rise economically while alleviating other barriers that might otherwise prevent them from obtaining or maintaining employment.

Humanim's business strategy employs a methodology that is supported by both economic and social pillars. Each of our social impact businesses operate within an ecosystem of corporate, government and community partners that are committed to economic development and participate in the ecosystem through local hiring, procurement, purchasing, and large scale contracts. This ecosystem approach creates a sustainable environment for workforce training, job creation, and business development, while strengthening the local economy and creating opportunities for small, minority businesses and community members.

Because the social enterprise model reinvests "profits" back into the business and its social mission, it is a more sustainable business model than traditional models. As the non-profit world continues to evolve, Humanim's social enterprise division also provides an effective vehicle to explore new models of impact and funding.

## OUR STRATEGY:

It's an Ecosystem

Humanim's social enterprise model not only creates skilled jobs, but provides paid, on-the-job training with a full suite of benefits and concrete pathways to increased income and career advancement through its network of strategic partnerships. The rapid attachment to wages and benefits provides an immediate income stream for individuals with barriers to employment and ensures a commitment to the training.

CURRENTLY, HUMANIM OPERATES FIVE SOCIAL ENTERPRISES IN THE DECONSTRUCTION, REUSE, CULINARY, AND DOCUMENT IMAGING INDUSTRIES - ALL OF WHICH ARE COMMITTED TO OUR MISSION OF TRAINING AND HIRING INDIVIDUALS WITH BARRIERS TO EMPLOYMENT.



Humanim’s first social enterprise, iScan is a document conversion and management service that provides scanning, indexing, processing and other digital imaging technology services. Primarily serving government and the commercial sector, iScan trains and employs individuals with disabilities and other barriers to employment.



Details Deconstruction does what demolition can’t – create jobs and reduce environmental waste. A labor intensive, green alternative to demolition, Details adheres to a triple bottom line business model that considers social, environmental, and financial impact. Every Details project diverts salvageable materials from overflowing landfills, and creates jobs for skilled crew members who have faced barriers to employment.



Brick + Board gives new life to reclaimed building materials, while harnessing the salvage industry toward meaningful social impact. Born as a sister company to Details Deconstruction, they salvage the materials taken from Details’ deconstruction projects, and process them for resale, while creating skilled, living-wage, green-collar jobs for Baltimoreans with barriers to employment.



## CITY SEEDS

City Seeds delivers great taste with great impact through corporate and event catering, and wholesale food production. Passionate about food and driven to transform lives, City Seeds is committed to training and hiring individuals with barriers to employment, while growing Baltimore’s local food economy through its culinary partnerships, purchasing, and local business support.



School of Food fosters a food learning environment that empowers people with the skills, knowledge and experience to make their mark in the kitchen — and on the world. School of Food is committed to growing Baltimore’s local food economy through training, job creation and food business technical assistance, offering both business training and culinary classes.

# THE BALTIMORE DECONSTRUCTION PROJECT



1. Details Deconstruction team members salvage joists from a rowhome on McKean Street, Baltimore.



2. The wood is cut and processed at the Brick + Board warehouse.

The Baltimore Deconstruction Project, a collaboration between Humanim social enterprise, the U.S. Forest Service, Parks and People, the city of Baltimore, and the state of Maryland through Project C.O.R.E. – exemplifies Humanim’s ecosystem approach to social enterprise: leveraging government, community and corporate partnerships to maximize social and environmental returns along the supply chain.

**“EVERYBODY IS SO PASSIONATE ABOUT THIS PROJECT. IT HAS THE MOST HEART OF ANYTHING I’VE EVER WORKED ON.”**

–Michael Brotman, Merchandise Manager at Room & Board

Also known as the Baltimore Wood Project or Urban Wood Project, the collaboration brings together public, private, and non-profit partners to repurpose urban wood from abandoned Baltimore rowhomes into reclaimed furniture lines, while saving materials from the landfill and creating jobs through the labor-intensive and environmentally friendly practice of deconstruction. By rethinking Baltimore’s wood waste streams, the project saves money, creates jobs, provides green materials and beautifully reclaimed products, and helps the city achieve its vision of a sustainable future.



3. Room & Board’s “McKean” furniture line features the reclaimed wood.

## FROM ROOM & BOARD:

Details Deconstruction and Brick + Board employ people who have barriers to employment, from incarceration to a lack of education. Rather than simply demolishing vacant row homes, Details crew members carefully remove salvageable materials within the walls, including century-old floor joists, ceiling panels and wall lath. In fact, Humanim estimates that for every one job created by a demolition project, deconstruction creates six to eight positions while keeping thousands of pounds of materials out of landfills. With more than 17,000 homes currently identified as vacant in Baltimore, there is plenty of work to sustain the program.

The materials harvested from row homes are brought to Brick + Board to be sorted and prepped for use. That’s where Room & Board comes in. We take the wood that’s prepped at Brick + Board and send it to our American manufacturers to be made into furniture, like our McKean media cabinets and Etting bookcases. Specifically designed to showcase the beauty of reclaimed wood, these pieces close the loop on the deconstruction process: what was once in a home comes full circle to be re-used in another home.

– Room & Board

Watch The Baltimore Deconstruction video highlight here:  
▶ <http://bit.ly/Baltimore-Deconstruction-Project>

# Meet Shira



Unemployed at the time, Tyshira (“Shira”) signed up to participate in Humanim’s Administrative Assistant Career Training program in 2016, graduating that same year with two professional certifications including her Microsoft Office Specialist and Professional Administrative Assistant Certificate of Excellence. With the support of her career training team, Shira was hired by Humanim’s social enterprise Details Deconstruction upon graduation as their Administrative Coordinator, starting at \$11.46/hour with full benefits.

During her first year at Details, Shira adeptly put her training into practice, proving to be an essential team member who consistently went above and beyond expectations. The team’s morale became a high priority for her as well; Shira regularly brought snacks for crew members to enjoy after a long day at the construction site, cheerfully noting that a popsicle was an easy way to put a smile on someone’s face.

When Humanim’s culinary social enterprise City Seeds needed an administrator with accounting capabilities, Shira rose to the challenge and made a move. Just as easily as she melded with the construction team at Details, Shira quickly became a valued member of City Seeds’ culinary and hospitality team. At her new position, she thrived on learning new skills – from graphic design to event execution – and always with a smile. Her work ethic and ability to quickly master new responsibilities not only elevated her to the role of Catering & Events Coordinator, where she was earning \$15/hour – it opened up new opportunities.

Shira was recently hired as Administrative Coordinator at Johns Hopkins University Krieger School of Arts, where she is earning almost twice as much as when she first started, with increased benefits including free and reduced education reimbursement, which she plans to take full advantage of. When asked what advice she would give to others who want to follow her path, Shira said:

**“I encourage anyone to take advantage of the opportunities offered by Humanim. When I visit the administrative training classes now at Humanim, I encourage the trainees to hang in there when it gets tough because there is a reward at the end of the tunnel. My mindset 10 years ago would have been to not stay in that class, but I changed my mindset and got my head in the game. I wanted to gain the skills and was willing to take on any task and gain the experience. When Johns Hopkins saw my resumé, they saw that I have so many transferable skills. I can do it, I’m here. I like the challenge.”**



# Awards & Recognition

Humanim is honored in NYC with Mutual of America's 2018 Governor Hugh L. Carey Community Partnership Award.

**GOLD LEVEL HEALTHIEST MARYLAND BUSINESS WELLNESS AT WORK AWARD, FROM HEALTHIEST MARYLAND BUSINESSES**

**AUDREY ROBBINS HUMANITARIAN AWARD FOR EMPLOYEE TEAM OF THE YEAR, FROM THE ASSOCIATION OF COMMUNITY SERVICES OF HOWARD COUNTY**

**2018 GOVERNOR HUGH L. CAREY COMMUNITY PARTNERSHIP AWARD, FROM MUTUAL OF AMERICA**

## Grants & Contracts

- ▶ \$360,000 in capital investment for multiple systems, equipment purchases and implementation - by The Harry and Jeanette Weinberg Foundation
- ▶ \$300,000 in capital investments awarded to Humanim social enterprises Details Deconstruction and City Seeds - by France-Merrick Foundation
- ▶ \$50,000 in capital investment to fund a social impact evaluation system (Humanim's Social Enterprise division) - by Capital One
- ▶ \$20,000 grant to assist in the provision of culinary job training and small business development/entrepreneurial training (Humanim social enterprise City Seeds) - by Baltimore Women's Giving Circle
- ▶ \$10,000 grant to provide additional training opportunities for employees (Humanim social enterprise Details Deconstruction) - by Wells Fargo Foundation

- ▶ Food Supplement Employment and Training grant re-awarded to provide workforce training to participants receiving Supplemental Nutrition Assistance Program (SNAP) benefits (Workforce Development)
- ▶ \$250,000 grant over two years to support employment/training of low income Baltimore residents with barriers to employment in the culinary industry, and the provision of out of school time vocational programming for Baltimore City youth (Workforce Development) - by The Harry and Jeannette Weinberg Foundation
- ▶ \$100,000 grant to purchase and implement an Electronic Health Records (EHR) system (Human Services) - by CareFirst Foundation
- ▶ \$150,000 grant to implement/integrate the evidence based practice of Motivational Interviewing (MI) into programs serving individuals with serious mental illness (Behavioral Health) - by the Leonard and Helen R. Stulman Foundation
- ▶ \$5,000 grant to establish environmental stewardship among the behavioral health population (Behavioral Health) - by BGE
- ▶ \$7,500 grant to implement the Healthy Lifestyles program, a partnership with the Rehabilitation Research Training Center on Development Disabilities Health (Developmental Disabilities) - by Community Foundation of Howard County
- ▶ \$400,000 grant for the construction and acquisition of 17 units of affordable housing for extremely low income adults who have been diagnosed with a developmental and/or psychiatric disability (Humanim's iHomes program) - by The Harry and Jeannette Weinberg Foundation
- ▶ \$25,000 grant to support employment/training of low income Baltimore residents with barriers to employment in the culinary industry - by the Helen Pumphrey Denit Charitable Trust
- ▶ \$15,000 grant to support employment/training of low income Baltimore residents with barriers to employment in the culinary industry - by PNC Charitable Trust
- ▶ \$10,000 grant to support employment/training of low income Baltimore residents with barriers to employment - by Venable Foundation
- ▶ \$10,000 grant to support the Elev8 Baltimore After School Program - by Johns Hopkins Neighborhood Fund
- ▶ \$5,000 grant to support Humanim social enterprise School of Food - by McCormick & Company
- ▶ \$2,500 grant to support the Match Savings program - by BB&T
- ▶ \$2,000 grant to provide career training for youth through Humanim's Workforce Development division - by Visit Baltimore
- ▶ \$30,000 contract to scan Order Packets for Centric Business Systems, a major local commercial business, as well as a new one year contract with Maryland Department of Health to scan and store over 2 million medical claims (Humanim social enterprise iScan)
- ▶ Extension of existing contract with Maryland State Archives to continue scanning critical historical documents for the Maryland Division of Vital Records (Humanim social enterprise iScan)
- ▶ \$400,000 contract with NanoArk to scan approximately 1 million industrial X-Rays for Southern California Gas Co. (Humanim social enterprise iScan)
- ▶ 5-year scanning contract with its oldest customer, Maryland Motor Vehicle Administration, worth approximately \$6 million (Humanim social enterprise iScan)

# Milestones & Accomplishments

## HUMANIM RAISES OVER \$20K AT THE BALTIMORE RUNNING FESTIVAL.

HUMANIM'S BALTIMORE DAY PROGRAM AND SERVICES MOVE TO THE AMERICAN BREWERY BUILDING.

HUMANIM'S HEALTH HOMES PROGRAM LAUNCHES ITS FIRST ANNUAL CONSUMER HEALTH FAIR FOR CLIENTS, AND PARTNERS WITH SPEAK(EASY) HOWARD AND THE HORIZON FOUNDATION TO PROVIDE CRITICAL HEALTHCARE EDUCATIONAL WORKSHOPS AND RESOURCES FOR CLIENTS.

## HUMANIM LAUNCHES NEW YOUTH TRANSITIONAL CAREER PROGRAM: STUDENT CAREER CHOICES.

HUMANIM'S DEVELOPMENTAL DISABILITIES DIVISION COMPLETES A DEPARTMENT-WIDE RESTRUCTURING, WHICH IMPROVES INDIVIDUAL ADVOCACY AND RESULTS IN A SINGLE POINT OF ENTRY FOR CLIENTS, ENABLING CLIENTS AND FAMILIES TO BETTER NAVIGATE AND EXPLORE SERVICE OPTIONS.

## HUMANIM CULINARY SOCIAL ENTERPRISES CITY SEEDS AND SCHOOL OF FOOD OPEN AT THE BALTIMORE FOOD HUB.

HUMANIM SOCIAL ENTERPRISE SCHOOL OF FOOD LAUNCHES CULINARY CLASSES AND TEAM BUILDING WORKSHOPS.

HUMANIM SOCIAL ENTERPRISE ISCAN LAUNCHES A NEW SERVICE LINE DIGITIZING X-RAYS, LANDING ITS FIRST LARGE SCALE CONTRACT WITH A WEST COAST ENERGY COMPANY.

## HUMANIM DEVELOPMENTAL DISABILITIES DAY SERVICES COORDINATOR JEFF TSURUOKA RECEIVES ATHLETES SERVING ATHLETES (ASA) VOLUNTEER OF THE YEAR AWARD.

NANCY MCCARTHY IS HIRED AS CONTROLLER AND VICE PRESIDENT OF FINANCE.

ELISABETH SAVAGE IS HIRED AS DIRECTOR OF YOUTH TRANSITION SERVICES.

Day Services Coordinator Jeff Tsuruoka participates with individuals in an Athletes Serving Athletes competition.



Team Humanim at the 2018 Baltimore Running Festival.

*"Mutual of America Announces 10 Recipients of 2018 Community Partnership Award"*

Mutual of America

*"Fixer Upper"* Governing.com

*"Chef Aharon Denrich and City Seeds Cook Up Something Good for Baltimore's Future"* JMORE

*"Baltimore Program Aims to Help Communities By Salvaging Wood From Vacant Homes"*

NBC Nightly News

*"The Baltimore Wood Project: Finding New Lives for Urban Wood and Rowhome Properties"*

Northern Research Station (USDA)

*"Major deconstruction effort afoot in Baltimore, other cities follow"* Woodworking Network

*"Plano-Coudon adds new foreman to Small Projects Division"* Plano-Coudon Construction

*"Instead of Razing Buildings, Some Cities Want to Reuse Their Bones"* Pew Trusts

*"Deconstruction a potential new source of jobs for struggling cities"* The Architects Newspaper

*"Chefs Go Beyond the Restaurant For These Outdoor Dinners"* Baltimore Magazine

*"Cultivating Confidence with City Seeds"* WYPR

*"City Seeds Sprouts an Opportunity in East Baltimore"* The Baltimore Sun

*"A War on Crime Fought with Wood"* USA Today

*"Salvaging Baltimore with the U.S. Forest Service"* Room & Board

*"Building Community Partnerships to Strengthen Local Hiring"* Towson University Press

*"Launching a career in cooking at City Seeds"* (audio) Roughly Speaking Podcast | Dan Rodericks at The Baltimore Sun

*"City Seeds Creating Opportunities"* (video) The Baltimore Sun

*"Foresters, furniture makers, city leaders create 3rd life for Baltimore's urban wood"* Tree Source

*"Shocking Developments in East Baltimore"* The Baltimore Sun

*"At groundbreaking for the historic Hoen Lithograph Building, visions of a new East Baltimore"* Baltimore Fish Bowl

*"Building Delicious Communities in Baltimore"* Travel Brilliantly

*"A New Canvas for Baltimore: Humanim Takes Innovative Approach to Rebuilding Baltimore City"* Maryland.gov

*"Rousuck's Review: 'Aubergine at Everyman Theatre'"* WYPR

*"Howard County's shortage of affordable housing for mentally ill undermines stability"* The Baltimore Sun

*"Working to Employ the Community"* UMB News

*"Making good food happen for Baltimore City"* (video) Fox Baltimore

*"Rodricks: In West Baltimore, they call it the McKean Miracle"* The Baltimore Sun

## WORKING TO EMPLOY THE COMMUNITY

"Shakiara Seals got her job as an office clerk in UMB's Department of Environmental Health and Safety after taking the administrative assistant training course through Humanim. Seals, who had been working in retail and taking college courses in the summer, wanted an administrative job, but most required four to five years' experience, she said. Her mother told her about the 9-week Humanim course, which was just the push she needed. Seals graduated with a PACE certificate (Professional Administrative Certificate of Excellence) and the connections that landed her a part-time job at Towson University and, eventually, the full-time job at UMB. **She credits Humanim for getting her where she is today, not quite a full year later.**"

-UMB NEWS

## A WAR ON CRIME, FOUGHT WITH WOOD

"The U.S. Forest Service has quietly launched a "matchmaking" effort to connect non-profits employing formerly incarcerated workers who deconstruct abandoned buildings in big metropolises such as Baltimore with private companies looking for a dependable supply of reclaimed lumber...**the partnerships could go a long way toward reducing the scourge of violent crime while decreasing the number of ex-offenders who return to prison.** The wood project also...helps keep good wood out of landfills...the Baltimore program operated by Humanim is unique for its focus on deconstruction and refurbishing reclaimed wood."

-USATODAY

## CULTIVATING CONFIDENCE WITH CITY SEEDS

"Our product is the people that come out of City Seeds. Yeah, the food is really good and that's what our focus is. **But our mission is to give people hope...** taking people who have very little culinary experience and giving them a positive career path. Something that, once they leave here, they have that step up into either a commercial bakery or a higher end catering facility or working in a hotel or restaurant."

-WYPR

**Henry Posko**  
President & Chief Executive Officer

**Lori Somerville**  
Chief Operations Officer

**Cindy Plavier-Truitt**  
Chief Business Officer

**Eric Booth**  
Chief Financial Officer

**David Eberhardt, Chairman**  
Law Office of David B Eberhardt LLC

**Douglas Hall, Vice Chair**  
Senior Director of Planning Analysis  
& Business Intelligence  
Johns Hopkins Health System

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Partner and Head of U.S. Institutional  
Relationship Management  
Brown Advisory

**Darryl A. Stokes**  
Vice President of Transmission Operations  
& Planning for Exelon's Transmission  
& Compliance Group  
BGE – Exelon

STATEMENT OF FINANCIAL POSITION

REVENUES

Grants & Fees for Service	\$30,647,556
Contributions & Pledges	\$147,593
Investment & Interest Income	\$53,511
Other	\$282,440
<b>TOTAL REVENUES</b>	<b>\$31,131,100</b>

EXPENSES\*

Program Services Employee Wages, Benefits & Payroll Taxes	\$19,715,234
Other Program Services Expenses	\$9,273,700
<b>TOTAL PROGRAM SERVICE EXPENSES</b>	<b>\$28,988,934</b>
Management, General & Fundraising	\$3,551,110
<b>TOTAL EXPENSES</b>	<b>\$32,540,044</b>

STATEMENT OF ACTIVITIES

<b>Total Assets</b>	<b>\$24,774,762</b>
Liabilities	\$11,907,779
Net Assets	\$12,866,983
<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>\$24,774,762</b>

\*Excluding depreciation expense



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6355 Woodside Court  
Columbia, MD 21046

#### Gerwig Office

Developmental Disability  
Headquarters  
9380 Gerwig Lane  
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#### American Brewery

Baltimore Headquarters  
1701 N. Gay Street  
Baltimore, MD 21213

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