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**ABOVE:** Team Humanim at Humanim's first annual Dinner at the Brewery fundraiser.

# MANY PATHS, ONE MISSION

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

We do this through the areas of Human Services, Youth Services, Workforce Development, and Social Enterprise, serving over 4,000 individuals a year throughout Maryland and parts of Delaware.

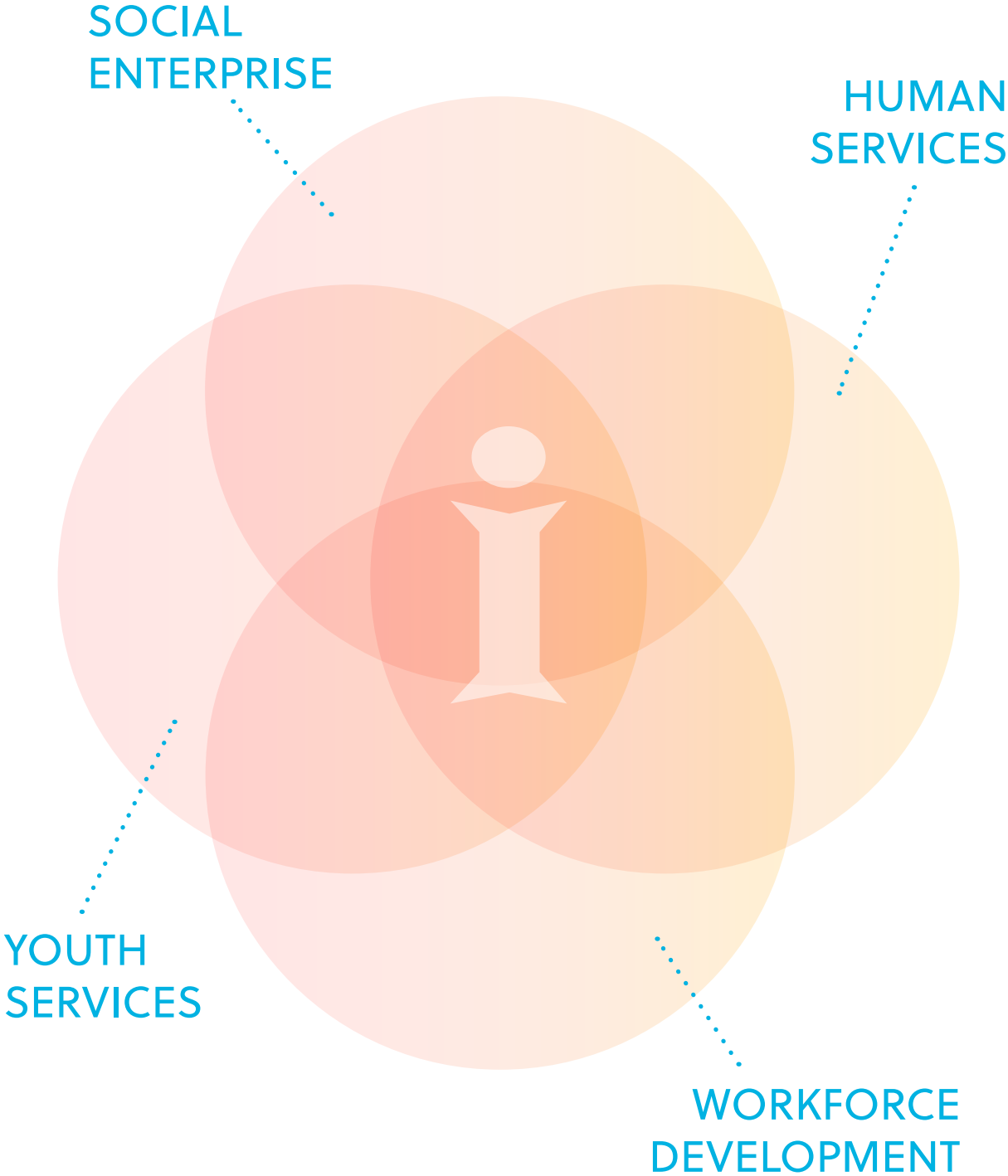
At Humanim, we realize there are many different paths to success in life, some more challenging than others. Sometimes the path is straightforward, but more often than not, it takes turns. And sometimes, it has to be created. We celebrate this diversity, and we work to build pathways to opportunity in dynamic and innovative ways that serve the individual, and their unique circumstances.

Our 35+ programs operate in areas and geographies that strategically overlap. 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.



# OUR IMPACT

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



**RIGHT:** Staff serve all the traditional fixings to their colleagues at Humanim's annual Thanksgiving luncheon.



# 01

## Human Services

In 2019, Humanim's Behavioral Health and Developmental Disability Services divisions continued to provide uncompromising human services for 1,268 individuals through meaningful day programming, customized job development and supports, individual and family supports, and community integration – while embarking on intensive training initiatives to enhance each department's programming and services.

Beginning in January, our behavioral health management team embarked on a year-long training initiative in the advanced clinical practice of Motivational Interviewing – a person-centered counseling method for exploring and eliciting behavioral change.

Made possible by a \$150,000 grant from the Stulman Foundation, the MI initiative will be embedded into the department's culture, practice and philosophy of service.

Our developmental disability services management team also embarked on a 6-month training in 2019 to incorporate MANDT – a behavioral support strategy that focuses on building healthy relationships, and promoting a person-centered, values-based process that encourages positive interactions – into its programming. The department's Behavioral Support Services then converted hundreds of behavior plans for Central Maryland Region providers and families to this new methodology.



**ABOVE:** A client and staff member in Humanim's Developmental Disability Services Day Program in Baltimore take a moment to pose for a picture together.



# 01

Additional training initiatives were employed in July, when Humanim launched the first and only Direct Support Professional Apprenticeship Program in Maryland, for both adults and high schools students. As a registered Maryland Apprenticeship Training Program, each apprentice in the program receives on-the-job training within a variety of community based settings, while earning professional certification through the National Alliance for Direct Support Professionals. In addition to career advancement opportunities for our vital DSP workforce, the program enhances quality of services for the individuals we serve through enhanced training and certifications.

Community integration continues to play a fundamental role throughout all of Humanim's Human Service programs, and 2019 brought a wealth of opportunities to engage with the community for our behavioral health and developmental disability clients ranging from visits to museums, festivals, concerts, animal rescues, Camden Yards, Club 1111, Pets on Wheels, and Humanim's inaugural Community Summer Fun Fest.

In October, Humanim President and CEO Henry Posko was honored with the Maryland Division of Rehabilitation Services award for Humanim's years of collaboration and partnership with DORS, as well as for leadership in services and employment of individuals with disabilities in Maryland.



**ABOVE:** Behavioral Health staff volunteer to be water balloon targets at Humanim's first annual Client Summer Fun Fest.  
**BELOW:** Humanim's Behavioral Health management team participates in a training on Motivational Interviewing.  
**LEFT:** A client and staff member cap off the summer with a visit to the Maryland State Fair.



# Human Impact

## DEVELOPMENTAL DISABILITY SERVICES

In 2005, Kelvin moved from New York to Maryland and was looking for organizations to help him get out and get to know his new community. Shortly after moving, he joined Humanim's Day Program and began vocational services where he started working with his Employment Consultant and Job Coach, Maureen Howley. From the beginning, Kelvin was very involved in his employment services and willing to try out various types of employment to find his expertise. Some of these jobs included warehouse recycling, courtesy clerk, janitorial, and working at Sims Warehouse, Harris Teeter, and a rehabilitation facility.

However, it wasn't until he began at Heartlands Senior Living Village that he found a job he enjoyed. Kelvin takes pride in his role as a kitchen staff member, where he has been employed for two years. He enjoys "getting a head start and staying ahead of the system," always thinking of more effective ways to do things, such as double-gloving so that he can easily change gloves, and double-bagging the garbage to keep things clean. "Once you already know what you're doing, you can put it into operation and turn it into a skill," he says.

In addition to the innovation and dedication he puts into his role, Kelvin has also learned how to better communicate with his co-workers and supervisors. Being involved in Humanim's programs has helped Kelvin acclimate to Maryland and meet people in the community, and being employed he says has "helped me financially, pay the bills, and save some money."

Kelvin's hard work and dedication were recently recognized as he was named Employee of the Month in June! The award included a \$100 bonus - and residents voted for him to be a recipient of their Gratuity Fund, matching Heartlands Employee of the Month bonus. His job coach Maureen says the role is a perfect fit for both Kelvin and the residents:

**"Kelvin's eccentric personality has made him a true asset to the Heartlands community. He's always willing to go above and beyond to help his peers and entertain the residents, leaving everyone he encounters with a smile and a laugh!"**

# KELVIN







# Direct Support Professional Apprenticeship Program

## PROGRAM SPOTLIGHT

This year, Humanim partnered with the Maryland Department of Labor to offer a brand new Direct Support Professional (DSP) Apprenticeship program, for both adults and youth, the first of its kind in Maryland. As a registered Maryland Apprenticeship Training Programs, each apprentice in Humanim's DSP Apprenticeship Program receives on-the-job training within a variety of community based settings, allowing them to "earn while they learn," while also earning professional certification through the National Alliance for Direct Support Professionals. In addition to training, professional development, and certification, Humanim's adult apprenticeship program offers career advancement opportunities and pay incentives for employees who participate in the program.

While the adult apprenticeship program focuses on professional development and career advancement, Humanim's youth apprenticeship program serves as a graduation pathway for high school seniors who are interested in employment and further education in the Human Services sector. The program is a paid opportunity, allowing students to participate in 450 hours of supervised, structured, on-the-job training for a full year, while earning the DSP I Certification through the National Alliance of Direct Support Professionals.



**TOP:** Direct Support Professional Apprentices gather to celebrate National Apprenticeship Week.  
**MIDDLE:** A staff member works one-on-one with a client in Humanim's Baltimore City Developmental Disability Services Day Program.  
**BOTTOM:** Howard County Public School students sign their letters of intent to participate in Humanim's Youth DSP Apprenticeship program for the school year.



# NORMAN

## Human Impact

### BEHAVIORAL HEALTH SERVICES

Norman was introduced to Humanim through a referral to Humanim's Residential Rehabilitation program. He had recently fallen on difficult financial times, was at risk for homelessness, and in need of assistance with managing his mental illness. As part of the Residential Rehabilitation Program, Norman began working one-on-one with a counselor to outline and work toward his rehabilitation goals, and with the help of his counselor, was soon able to obtain stable housing.

To support his other individual goals, Norman participated in several of Humanim's other behavioral health programs, including the Psychiatric Day Program, where he was able to engage in social support from peers while learning ways to cope with his mental illness and work toward recovery. He also participated in services from Humanim's Evidence-Based Practice Supported Employment (EBSE), which assisted him in improving his resumé and learning interview skills. Through the help of EBSE, Norman soon secured employment at Weis grocery store.

Despite many challenges, Norman stayed committed to his goals and recovery process, and through his dedicated involvement in Humanim's programs, was able to increase his independent living skills, social skills and career development. With stable housing and employment, Norman was also able to transition from an intensive level placement to a general level placement in the program. Recently, Norman received his housing voucher, empowering him to move into independent living, and he officially moved into his new place last April. His support team at Humanim couldn't be more proud of his progress and determination.

**"I would have died had it not been for Humanim. They got me a place to stay, helped me with my medication, and helped me get a job. I had communal support."**



# 02

## Workforce Development

Humanim's Workforce Development division continued to build and provide pathways to employment for over 1,250 under and unemployed individuals throughout Baltimore and Baltimore County in 2019. The division's services range from free career training, job development and job supports, to critical support services that help individuals facing barriers to employment build independence and get back on their feet, including benefits counseling, financial coaching, family support and social services. Through Humanim's career training and job development programming, 173 unemployed individuals were placed into jobs, and 73 individuals graduated from our career training programs in the Administrative, Multi-Skilled Medical Technician, Pre-Construction and Culinary fields, 71 of whom earned professional certifications.

Due to the success of Humanim's Administrative Assistant Career Training program, Humanim received the Older Worker grant from the Maryland Department of Labor to expand the program to Baltimore County residents 55-65 years of age, in partnership with the Baltimore County Department of Economic and Workforce Development.



**ABOVE:** A representative from a partnering anchor institution shares words of encouragement to Humanim's administrative trainees during the program's mentorship panel.  
**BELOW:** A Multi-Skilled Medical Technician trainee receives a Certificate of Achievement for completing the 6 month program.  
**LEFT:** Administrative trainees work on soft skills training exercises.





# Human Impact

## WORKFORCE DEVELOPMENT

Working a remote, part time job as a mother of two small children, Kahlila was looking to transition back into the workforce when she found out about Humanim's Administrative Assistant Career Training program. Although she already had 11 years of administrative experience in a small office setting, she knew she needed to update her skills to meet the current demands of the job market, and saw the program as an opportunity to advance her career and work with larger institutions.

Kahlila was eager to learn and soak up all the knowledge the training had to offer. One of the biggest opportunities the program opened up for her was the exposure she received to employment opportunities with some of the city's biggest employers. "Normally you apply and you're just sitting there twiddling your thumbs, waiting for someone to call back - and the pool is so large you don't even know if they saw your application to begin with. But with [Humanim] giving us the opportunity to interview with the anchors directly, I was able to learn more about the company."

Kahlila's biggest challenge entering the program was finding quality, reliable and affordable childcare for her children, but thanks to Humanim's assistance, she was able to secure a comfortable arrangement with a childcare provider nearby. With this barrier alleviated, Kahlila went on to receive recognition for her perfect attendance record throughout the 9 weeks of training. Described as bright, creative and supportive by her peers and trainers, Kahlila's hard work and dedication throughout the training paid off. Shortly after graduation, she was hired as Scheduler and Pre-Authorization Coordinator at the University of Maryland Medical Center, a full time position with benefits.

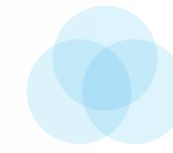
When asked what advice she would give to others interested in joining the program, she said,

**"You might come here thinking you know what this program is about, but you have to be prepared to be open. You are going to wear your heart on your sleeve. An opportunity like this is not going to present itself often. Humanim works hard to give us the keys to success, and they exhaust every avenue and option to prepare us."**

# KAHLILA







# Administrative Career Training

## PROGRAM SPOTLIGHT:

In October, Maryland Department of Labor Secretary Tiffany Robinson and USDA Deputy Secretary Stephen Censky visited Humanim's Workforce Development division and senior leadership to learn more about its innovative Administrative Career Training Program.

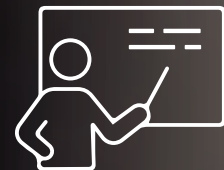
The round-table discussion centered on the anchor strategy that Humanim's Administrative Career Training Program employs with local anchor institutions, to address economic disparities among Baltimore residents, as well as the soft skills training model that has made the program so successful. Seven anchor institutions have committed to mentoring and considering graduates of the program to fill administrative vacancies at their institution, and remain involved throughout the course of the program by facilitating job shadowing, mock interviews, and job development support. Several of the Fall 2019 program graduates joined the discussion to share their stories of how the program has helped change their lives.


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 participants face tough challenges while attending the training, including un/underemployment, homelessness, or lack of transportation or childcare. 94% of program participants who complete the training find employment after graduation.

Humanim's Administrative Career Training Program is funded by the Maryland Department of Labor's EARN grant.

IN 2019, AVERAGE WAGE WAS (FT WITH BENEFITS) **\$16.18**

**114** SUCCESSFULLY TRAINED PARTICIPANTS



**94%** 

EMPLOYMENT RATE AFTER COMPLETION OF TRAINING

**93%** 

EMPLOYED BY AN ANCHOR INSTITUTION EMPLOYER PARTNER

**75%** 

EARN EMPLOYMENT WITHIN AVERAGE OF 33 DAYS POST COMPLETION



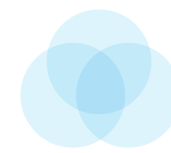


**ABOVE:** An SOS student learns about different kitchen duties as an intern at Humanim's culinary social enterprise City Seeds.  
**RIGHT:** Two SOS students engage in a weekly classroom session, where they learn appropriate work behavior and job readiness skills.

## 03 Youth Services

Humanim served 593 young people in 2019 through youth transition programming, including behavioral health, educational and vocational services throughout Maryland and parts of Delaware. 386 of our young clients were placed into paid, work-based learning internships with employer partners including CVS Pharmacy, University of Maryland Medical System, Johns Hopkins Hospital, Towson University, YMCA, R. House, MedStar Harbor Hospital, and Humanim's own culinary social enterprise City Seeds.

Humanim's vocational youth transition programs include the award winning Start on Success (SOS) program, as well as Students to Employment (STEP), Work Based Learning Experience (WBLE), Pre-Employment Transition Services (Pre-ETS), and its newest program Student Career Choices (SCC). Each program employs a work-based learning experience model with vocational skills training and other educational or social supports, to ensure youth transition successfully into employment after graduation.



## Student Career Choices

### PROGRAM SPOTLIGHT:

Started as a pilot in Fall 2018 with the Howard County Public School System and Department of Rehabilitation Services (DORS), Humanim's Student Career Choices (SCC) program utilizes both a classroom component and contextual training model to equip certificate bound high school students (juniors and seniors) with a wide range of disabilities and learning styles, with the skills and knowledge necessary to prepare for employment. Through the program, students participate in job exploration and workplace readiness training, including social and soft skills development, and paid, work-based learning experiences outside of the traditional school setting. Internship placements geared toward certificate bound students were highly sought after by students and their parents, and ranged from custodial tasks, child daycare education, and working at a Senior center.

Overall, students enjoyed the program and showed growth in multiple areas, an outcome that correlated with the program's strong emphasis on classroom sessions to guide them through their work experiences. Due to the success of the program, which included increased knowledge, skill sets, self-advocacy skills, and improved post-test scores, as well as continued participation in the program, the Howard County Public School System has proposed a countywide initiative to expand the program to all 14 schools in their jurisdiction.





# LINDSAY

## Human Impact

### YOUTH SERVICES

A 2019 graduate of the Homewood Center School, Lindsay was introduced to Humanim's Work Experience – Student to Employment Program (WE STEP) in October of 2017, which provides work based learning experiences, mentoring, and job support services to high school aged students and young adults with disabilities. At the time, Lindsay's transition counselor encouraged her to join the program to further explore her career interest in working with children.

Lindsay began her internship in the Stay and Play area of the YMCA but through the program was able to explore other departments, including mastering new skills as a Front Desk Attendant. Although she started off in the program shy and disconnected from her peers, over time she was able to step out of her shell, become more social, and pursue other work experience opportunities. In fact, she showed so much growth over her junior school year, that she was offered a part-time position working directly with kids at Veterans Elementary School for her senior year.

Lindsay's exemplar work in the program led her to become the student representative to accept Howard County Public Schools' partnership award with the YMCA of Ellicott City, and upon graduation she was offered employment with Abrakadoodle as an After School Staff for the upcoming school year. She plans to attend Howard Community College this Fall, and will continue to receive job support services with Humanim through the next three years or her employment.

**"My experience with Humanim helped me to come out of my shell and become more independent. [They] helped me reach my goals by being involved in teamwork activities, which has helped me to become more social, improve my communication skills, and be more of a self-advocate."**



# 04

## Social Enterprise

Humanim's Social Enterprise division continued to make news in 2019 in *The Wall Street Journal*, *Forest Proud*, and other news outlets, through its pioneering collaboration The Baltimore Wood Project, which brings together public, private and non-profit partners to salvage urban wood from abandoned Baltimore rowhomes, through the labor-intensive and environmentally friendly practice of deconstruction. Through Humanim's deconstruction process, wood is salvaged and repurposed into buildings, interiors, and reclaimed furniture lines, while saving materials from the landfill and creating up to six times as many jobs as demolition. This year 40,000 board feet of material was salvaged to be used in Room & Board's reclaimed furniture line, a partner in the Baltimore Wood Project, and over 240,000 board feet of lumber was salvaged in total, some of which has been repurposed in local offices and commercial spaces, including Union Craft Brewing, Legg Mason, Under Armour, and Charm City Meadworks.

**"As part of [Baltimore's] effort to fight blight, it is paying a nonprofit that deconstructs buildings in some neighborhoods and then salvages and ships old bricks and lumber across the U.S. Baltimore's program is being trumpeted as a model and officials from other cities have come to look at how it works....beyond helping reduce blight and landfill waste, the labor-intensive process yields six to eight times as many jobs as demolition does, often for people with criminal records."** -*The Wall Street Journal*



# 04

The project's success has garnered attention from cities across the U.S. who are interested in replicating the model, with St. Louis extending a contract to pilot the model in Spring of 2020. Further interest in the project has led to the fruition of The Urban Wood Academy, drawing researchers, agency heads, practitioners, and purchasers with an interest in the capture and reutilization of the wood coming out of our cities. In partnership with the USDA Forest Service, Humanim hosted two Urban Wood Academies in 2019, with attendees from New York to California.



Also in 2019, Humanim's legacy social enterprise iScan scanned all Maryland Birth Certificates from 1925 to 1939 for the Maryland Division of Vital Records, while beginning a 3 year contract with the Maryland Department of Health to scan and store over 2 million medical claims annually. City Seeds, Humanim's culinary social enterprise, partnered in house with the organization's Start on Success program to host 20 paid youth internships during the year, where three of the students went on to part-time employment for the school year.



**6-8 X**  
MORE JOBS  
CREATED THAN  
DEMOLITION

DIVERTS UP TO  
**90%**  
OF BUILDING  
WASTE FROM  
LANDFILLS

MARKET FOR  
RECLAIMED  
MATERIALS =  
ECONOMIC  
GROWTH

**ABOVE L:** A sous chef at City Seeds walks through a cookie recipe with an SOS intern.

**ABOVE R:** An iScan employee loads an x-ray into his scanner.

**RIGHT:** Details Deconstruction crew members disassemble joists in a vacant rowhome in West Baltimore.



# Human Impact

## SOCIAL ENTERPRISE

Rochester LeArtis – known as Lee - started at City Seeds in November of 2016 as a Driver. A loving father of six children, Lee found out about City Seeds through Humanim's Workforce Solutions program, which assists TCA recipients with finding employment. After being in and out of prison for several years, Lee had found it difficult to find consistent employment that would support his family.

Lee was a key member in the beginnings of the City Seeds team! He helped form operating procedures that are now standards for the company, including reviewing the order with the client upon delivery and making sure everyone is satisfied before getting back on the road.

Since helping launch City Seeds' catering services almost three years ago, Lee's role has expanded to Service Delivery Driver, increasing his responsibilities to include elaborate setups for full service events, such as cocktail parties and plated dinners. He has also grown to become City Seeds' go-to trainer for newly hired team members, showing them the ropes and making them feel like part of the team immediately upon their start.

Lee truly enjoys his job at City Seeds, and the connections he has made through his work.

**"My life changed in many ways. For one, I got a stable job that allows me to support my family. For two, I get to meet a lot of interesting people – literally, every day. Which can lead to other connections that help you personally or on the job. I'm not stuck in one thing all the time. It's an adventure."**

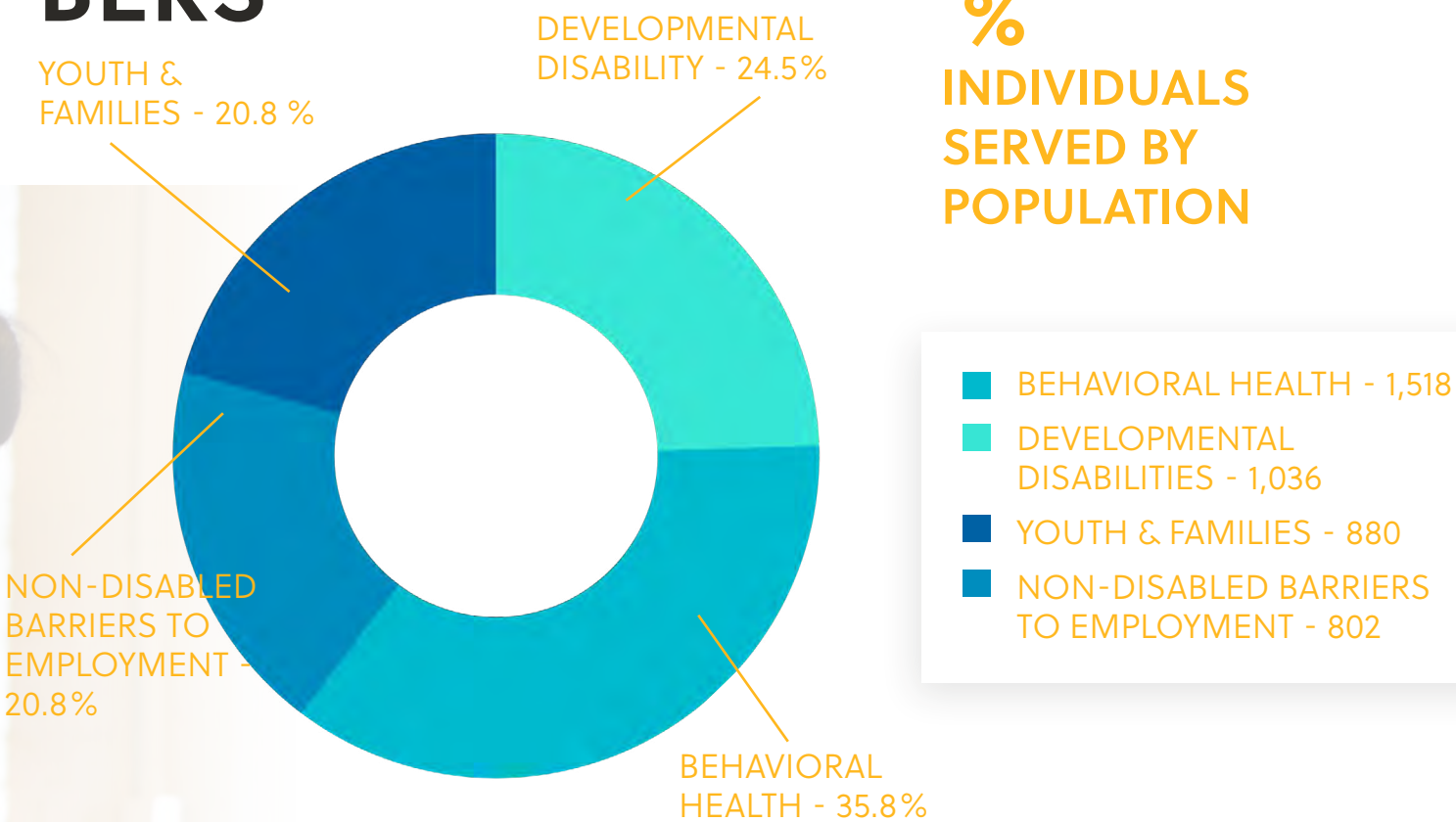




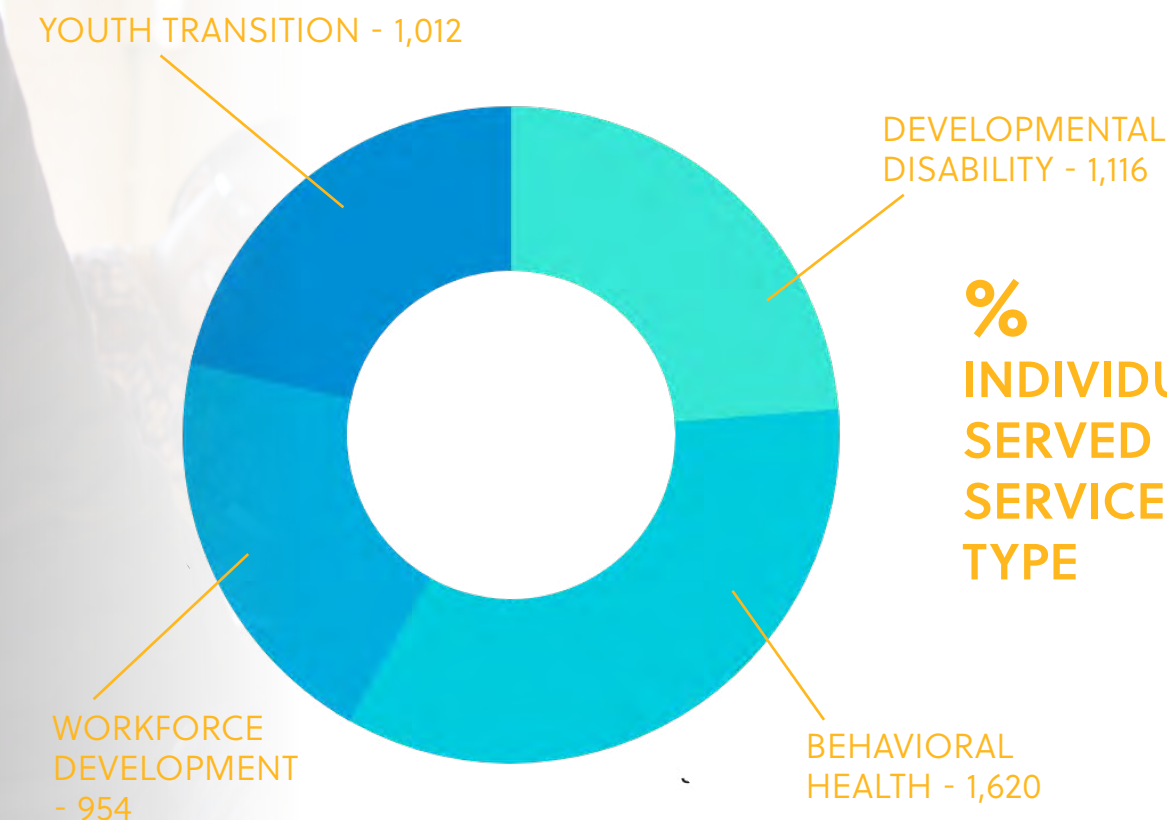
# MEASURING SUCCESS

## BY THE NUM- # 4,236 INDIVIDUALS SERVED BERS

### % INDIVIDUALS SERVED BY POPULATION



### % INDIVIDUALS SERVED BY SERVICE TYPE



A Humanim administrative trainee and anchor institution hiring manager shake hands during the program's mock interview session.



# BY THE NUM- BERS



## YOUTH SERVICES

**880 INDIVIDUALS SERVED**

**96%**

COMPLETED  
INTERNSHIP

**79%**

INCREASE IN  
POST-TEST  
KNOWLEDGE

**55**

JOB  
PLACEMENTS

## WORKFORCE DEVELOPMENT

**802  
INDIVIDUALS  
SERVED**

**40.75** AVG DAYS  
TO PLACE

**83%** PLACEMENT RATE FOR  
CAREER TRAINING GRADS

**54** JOB  
PLACEMENTS

**65** PROFESSIONAL  
CERTIFICATIONS EARNED



**LEFT:** An SOS intern at City Seeds learns administrative skills while manning the office front desk.

**RIGHT:** A Humanim administrative trainee participates in mock interviews with a representative from an anchor institution.



BY THE  
NUM-  
BERS



DEVELOPMENTAL  
DISABILITY SERVICES

1,036 INDIVIDUALS SERVED

93% % DAY PROGRAM PARTICIPANTS  
IN VOLUNTEER WORK

19 DIRECT SUPPORT PROFESSIONAL  
APPRENTICES

33% INDIVIDUALS RETAINED  
EMPLOYMENT FOR 12+ MONTHS  
DAY PROGRAM PARTICIPANTS  
IN COMMUNITY INTEGRATION



BEHAVIORAL  
HEALTH

1,518 INDIVIDUALS  
SERVED

82% REMAINED STABLE WITHIN  
THEIR COMMUNITIES



87% REMAINED ACTIVELY  
HOUSED  
(NOT HOMELESS)

89% SATISFACTION RATE  
AMONG CLIENTS



LEFT: A client and staff member pose together at Humanim's Developmental Disability Services Day Program.  
RIGHT: A staff member and client prepare to help revitalize the garden at the Robinson Nature Center during a community volunteer outing.



## Awards

- ▶ **2019 Healthiest Employer for Mid-Sized Company**  
– *Baltimore Business Journal*
- ▶ **2019 Division of Rehabilitation Services Award**  
Awarded to Humanim President & CEO Henry Posko for years of collaboration with DORS, leadership in the employment of individuals with disabilities, and outstanding services to the citizens of Maryland  
– *Maryland Division of Rehabilitation Services*
- ▶ **Galaxy Sustainability Impact Award**  
Awarded to Humanim Social Enterprise and the U.S. Forest Service  
– *The University of Michigan*
- ▶ Humanim is selected for the 2019 Stand Together Foundation and Inner City Capital Connections Cohort

## Grants

- ▶ \$50,000 grant to fund Humanim's Direct Support Professional Apprenticeship program.  
– *Maryland Department of Labor*
- ▶ \$6,000 BGE Green Grant awarded to Humanim's Developmental Disability Services to incorporate horticulture education into their programming.  
– *BGE*
- ▶ \$5,950 Community Grant awarded to Humanim's Developmental Disability Services division to support its Healthy Lifestyles Program.  
– *Community Foundation of Howard County (CFHoCo)*
- ▶ \$5,000 to Humanim social enterprise City Seeds to support culinary job training.  
– *McCormick & Co*
- ▶ \$20,000 grant awarded to Humanim social enterprise City Seeds, to support culinary training and hiring for veterans with barriers to employment.  
– *Wells Fargo*
- ▶ \$5,500 three-year Research Grant awarded to Humanim's Workforce Development division to advance careers in retail.  
– *The Association of Baltimore Area Grantmakers (ABAG) (now the Maryland Philanthropy Network – MPN)*

- ▶ \$200,000 Older Worker grant awarded to Humanim's Workforce Development division to provide Administrative Assistant career training to Baltimore County residents, 55-65 years of age, in partnership with the Baltimore County Department of Economic and Workforce Development.  
– *Maryland Department of Labor*
- ▶ \$149,000 EARN Grant renewed for third grant cycle to Humanim's Workforce Development division to support workforce development in Maryland.  
– *Maryland Department of Labor*
- ▶ \$100,000 grant awarded to support Humanim's social impact evaluation initiative (implementation phase).  
– *Capital One*
- ▶ \$50,000 in Community Investment Tax Credits awarded to Humanim's Social Enterprise Division.  
– *Maryland Department of Housing and Community Development*
- ▶ \$250,000 pledge to support Humanim's work as part of its 50th anniversary "5 by 50" campaign.  
– *Howard Bank*
- ▶ \$25,000 pledge to support Humanim's work as part of its 50th anniversary "5 by 50" campaign.  
– *Ellin & Tucker*
- ▶ \$400,00 grant awarded to Humanim's iHomes program to support 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.  
– *The Harry and Jeanette Weinberg Foundation*

- ▶ Humanim's iHomes program receives their first Legislative Bond Initiative for \$100,000 to construct 3 Net Zero Homes (9 units of affordable housing) in Howard County for individuals with developmental and/or psychiatric disabilities.
- ▶ \$30,000 grant awarded to Humanim to support the organization's participation in the 2019 Catalyst Program.  
– *Stand Together*
- ▶ \$177,000 grant awarded to Humanim's transportation department for the purchase of 4 new wheelchair accessible vehicles to enhance mobility of seniors and individuals with disabilities.  
– *Maryland Department of Transportation*



**LEFT:** The Brick + Board crew explain how reclaimed wood is processed during Baltimore Homecoming's "Revitalizing East Baltimore" tour.

**RIGHT:** Humanim's Health & Wellness Committee Chair receives the Healthiest Employers Award from Baltimore Business Journal on behalf of Team Humanim.



# Milestones & Achievements

- ▶ Danny Frasco is hired as Chief Financial Officer
- ▶ Humanim's Vice President of Developmental Disability Services is elected to the Maryland Association of Community Services (MACS) Board of Directors.
- ▶ Humanim completes implementation of its new Electronic Health Record system for its Behavioral Health and Developmental Disability Services divisions.
- ▶ Humanim completes its annual Consumer Satisfaction Survey, engaging 316 Individuals served to provide feedback regarding the quality of Humanim's services.
- ▶ Humanim completes its first year of a three year contract with the Department of Health Services (DHS) to provide SNAP Outreach Services (Food Supplement Outreach Program), exceeding contract goals with attendance at 125 community outreach events, 592 households pre-screened for SNAP benefits, 131 new SNAP applications submitted, and 290 SNAP re-certifications.
- ▶ Humanim's iHomes program
  - a private non-profit community

housing development organization (CHDO) providing long term, affordable housing options for low-income individuals diagnosed with a developmental or psychiatric disability - purchases a 3 bedroom townhouse, and begins the engineering and subdivision for construction of 3 additional net zero energy houses.

- ▶ Humanim's Developmental Disability Services division adopts MANDT, the DDA's newly adopted curriculum for supporting individuals with behavioral challenges, involving revision of behavior plans, training and certification.
- ▶ Humanim's Behavioral Support Services program completes the conversion of hundreds of behavior plans to the DDA's new MANDT curriculum for the Central Maryland Region's providers and families.
- ▶ Humanim social enterprise iScan is awarded and begins a \$240,000 contract with the Maryland Aids Drug Assistance Program and a 3 year contract with Maryland Department of Health to scan and store over 2 million medical claims annually.

- ▶ Humanim social enterprise Details Deconstruction hosts two Urban Wood Academies in conjunction with the USDA Forest Service, drawing researchers, agency heads, practitioners, and purchasers from across the country with an interest in the capture and reutilization of urban wood.
- ▶ Humanim social enterprise Brick and Board salvages a record 240,000 board feet of lumber.
- ▶ Humanim is selected to participate in Baltimore Homecoming, an annual gathering of Baltimore's most accomplished natives and alumni from around the U.S. and the world.

- ▶ Humanim launches the first and only Direct Support Professional Apprenticeship program for both adults and high school students in Maryland, in partnership with the Maryland Department of Labor, where participants can receive on-the-job training, certification and career advancement in the DSP field.
- ▶ Humanim hosts its first ever fundraiser Dinner at the American Brewery, raising over \$55,000 to support its workforce development programs and initiatives.
- ▶ Humanim completes a year-long strategic planning initiative involving over 75 employees and stakeholders, and resulting in over 400 strategic recommendations to guide the agency through the next 5-10 years.



Attendees applaud guest speakers at Humanim's inaugural fundraiser, Dinner at the Brewery.



# Leadership

## OFFICERS

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

**Lori Somerville**  
*Chief Operations Officer*

**Cindy Plavier-Truitt**  
*Chief Business Officer*

**Eric Booth**  
*Chief Financial Officer*

## BOARD OF DIRECTORS

**David Eberhardt**  
*Chairman*  
*President*  
*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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*Parallel Risk Advisors*

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*Strategic Management, Media and Leadership Advisor*  
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*Murthy Law Offices*

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



# Financial

## STATEMENT OF ACTIVITIES

### REVENUES

Grants & Fees for Service	\$32,782,529
Contributions & Pledges	\$515,373
Investment & Interest Income	\$11,989
Other	\$605,621
<b>TOTAL REVENUES</b>	<b>\$33,915,512</b>

### EXPENSES\*

Program Services Employee Wages, Benefits & Payroll Taxes	\$18,305,228
Other Program Services Expenses	\$9,727,829
<b>TOTAL PROGRAM SERVICE EXPENSES</b>	<b>\$28,033,057</b>
Management, General & Fundraising	\$4,493,048
<b>TOTAL EXPENSES</b>	<b>\$32,526,105</b>

## STATEMENT OF FINANCIAL POSITION

<b>Total Assets</b>	<b>\$25,594,556</b>
Liabilities	\$12,607,558
Net Assets	\$12,986,998
<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>\$25,594,556</b>

\*Excluding depreciation expense



**TOP:** A Direct Support Professional works on an activity with a client.  
**MIDDLE:** City Seeds staff members hold a cooking demo and serve snacks for participants in Baltimore Homecoming's "Revitalizing East Baltimore" tour.  
**BOTTOM:** Staff and clients dance to the music during Humanim's Annual Client Picnic.





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Corporate Headquarters  
6355 Woodside Court  
Columbia, MD 21046

#### Gerwig Office

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Headquarters  
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#### American Brewery

Baltimore Headquarters  
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