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Dear Partners and Supporters,

At the beginning of 2020, Humanim was embarking on an ambitious strategic plan, while preparing for the retirement of our President and CEO of almost 40 years, Henry Posko. We were ready to enter a new cycle in the organization’s history and optimistic about the future our strategic plan would guide us into.

Then, along with the rest of the world, our plans changed. As an organization that provides essential supports to over 3,000 individuals a year, many of whom are especially vulnerable to the health risks, economic and isolating effects of the pandemic, it was critical that we find ways to quickly and effectively transition our services, while ensuring the health and safety of our staff and individuals served.

At the same time, we were grappling to make sense of the racial injustice and violence that continues to plague our communities. As Marylanders who witnessed firsthand the death of Freddie Gray just a few years before, this was not a new conversation for us, but it became more urgent than ever that we join in solidarity and renew our commitment to being a force for equity and inclusion for our employees, our communities, and those we serve.

Although the past year brought unprecedented challenges and fundamentally changed the way we worked and lived our lives, it also brought us together more strongly than ever around our common purpose – to help those in our community who face barriers to opportunity, equity and inclusion. We sought to fill the gaps in service generated by the pandemic, and we partnered with other mission-aligned organizations to fulfill those needs – proving that we are all stronger and more resilient together.

Our ability to pivot with agility and stay connected to our purpose was a testament to the commitment we have to our mission, and to the resilience of those we serve. We recognize there are challenges and hardship that individuals, businesses, and our community still face as a result of the pandemic. And it’s with greater understanding and resolve that we continue to strengthen our support for those in need in 2021.

Our work would not be possible without the fearless and generous contributions of our board of directors, staff, supporters, and community. Thank you for your continued partnership.

Cindy Plavier-Truitt
President & CEO
Both Humanim’s Strategic Plan and programming evolved to meet the challenges of the COVID-19 pandemic.

The rapid suspension and closure of in-person programs resulting from the Governor’s State of Emergency in March led to a disheartening turn of events at the height of the pandemic, most significantly the suspension of services during a time when people needed them most, and a reduction in Humanim’s workforce.

Despite the many challenges that 2020 brought, Humanim continued to fulfill its mission to support and empower individuals facing social and economic challenges by building pathways to economic equity, opportunity, and independence.

PIVOTING WITH A MISSION: OUR IMPACT

The organization’s focus quickly turned to assisting our employees with resources to navigate or mitigate their loss of employment, while aggressively pursuing funding to sustain our losses and bring employees back in the near future.

Strategic initiatives and goals pivoted in Spring 2020 to focus on emergency response protocols, organizational safety, pandemic related needs, and the development of virtual programming and staff engagement vehicles.

By the summer, the organization had stabilized, enacted a comprehensive pandemic response plan, and created an infrastructure for the safe continuation of programming and services. In addition to these measures, Humanim continued to provide essential care and frontline supports to individuals most vulnerable to COVID-19 while addressing head on the emergent community needs that were brought on by the pandemic.

3,449 INDIVIDUALS SERVED IN 2020

A Humanim employee assists a client with playing a game of cards during the pandemic.
In March, Humanim’s Pandemic Response Team (PRT) was formed to guide the organization’s pandemic response, with the goal of maintaining the health and safety of all staff and individuals served. The team composition was designed to address the agency’s needs in 5 key areas, including personnel policies, safety and infection control in the workplace, environmental modifications and controls, staff training, and communications.

By the summer, the PRT had released a comprehensive Pandemic Response Plan governing Humanim’s safe continuation of services, aligned with CDC guidance, as well as a compliance plan and road map for navigating COVID-19 challenges. In addition, safety protocols were put in place at all Humanim facilities, including environmental controls, electronic symptom screenings, and a centralized storage and fulfillment unit for PPE supplies.
During the spring of 2020, Humanim began pivoting its programs to provide telehealth and virtual services for adults and youth with disabilities, and barriers to employment. By quickly adapting service delivery to a virtual environment, our Behavioral Support Services stayed on schedule to begin providing clinical behavioral supports to the Arc of Baltimore in April, while also streamlining service delivery components within all hospital settings, family homes, and provider residential settings, allowing families and providers to remain connected to much needed clinical services on a daily to weekly basis throughout the pandemic.

Our behavioral health staff also facilitated a quick transition to virtual and telehealth services, which meant programming could continue uninterrupted for individuals in our Behavioral Health division. Due to the seamlessness of the transition, there were no gaps in service for individuals served, including medical and psychiatric services.

The temporary suspension of Humanim’s day programming for individuals with intellectual and developmental disabilities not only led to a quick pivot to virtual services, but also a rethinking of service provision, particularly how to use technology to create greater access to services for the disabilities community as a whole. Humanim partnered with the Arc of Howard County to develop a virtual learning campus, focused on providing meaningful learning opportunities, virtual experiences, and social supports for I/DD community members isolated at home.

Through the partnership, Humanim and The Arc were able to provide greater access to services and social supports, while increasing the scope of virtual services available. Offered multiple times each day, the virtual campus classes and events range from games and dance parties to DIY projects, cooking classes, and virtual animal encounters with the Maryland Zoo.

Our award winning vocational program for youth with disabilities Start on Success (SOS) also adopted a virtual programming model, allowing participants to continue their vocational supports and education at home. While youth could not participate in their typical internship activities, they were able to meet with employers and business leaders to present on important career development topics such as communication, workplace expectations, and time management.

In the past year, Humanim held over 1,300 virtual learning classes, provided over 85,000 virtual supports, and engaged 64 youth with disabilities in virtual learning and workplace readiness training. City Seeds’ Chef Aharon hosts virtual healthy meal preparation classes for participants in Humanim and the Arc of Howard County’s Virtual Learning Campus, wearing clear masks donated by ClearMask.
Abigail enrolled in Humanim’s Start on Success program in the fall of 2020, after hearing about the opportunity from her mother who told her the program could increase her chances of finding a job after graduation. Though the program had switched to a virtual classroom setting in 2020, Abigail was open and prepared to participate virtually.

"Abigail has shown tremendous leadership abilities while in the virtual classes," said her counselor and Youth Transition Services Manager, Doris Jacobs. "She is very knowledgeable about the material, as well as about herself. She enjoys sharing examples from her life lessons with peers so they can relate to the topics being presented.”

The overall goal of the SOS virtual Program is to equip youth with the skills to succeed in the 21st century workforce, while obtaining knowledge and experiences necessary to become competitively employed as productive members of the workforce.

Though the traditional model incorporates paid internships with partner employers, this year the program focused on a combination of career and workplace readiness training, along with independent living and self-advocacy skills, including guest speakers such as employers and business leaders.

“The program motivated me to set up a budget for myself and prepared me for future interviews,” she said. “For example, I learned about the different questions interviewers might ask me so I will know how to answer them.”

Abigail’s SOS classes not only taught her about money management and prepared her for her future job search, it also kept her engaged in learning through the pandemic. When asked about her favorite part of the program, she said, “[My favorite part was] learning different skills that will help me in life, and to get a job. I would like to thank the program for helping me on the road to achieving a better future.”

“Humanim’s SOS Program has empowered me by making myself more confident that I can achieve my goals in life and persevere through challenges.”
Humanim continued to provide essential care and services to 993 individuals with psychiatric, intellectual, and developmental disabilities throughout the pandemic, most of whom are dependent on daily and/or in-person supports, including medical care and coordination, daily living, and residential/group home supports. Humanim’s direct care staff ensured individuals continued to receive the care they needed, while going the extra mile to maintain a sense of consistency, connection, and security for those served. Strict safety and disinfection protocols ensured both our staff and clients stayed safe, and program participants were supplied with tablets and other engagement tools to stay connected with their friends and family.
“I was raised in a household where family is always number one. Humanim’s like a family, so this is like a home away from home. This is the longest program I’ve ever been in because they make you feel like family. They treat us like human beings. Without Humanim I don’t know where I would be. They have my back.”

Defu first came to Humanim’s day program in 2009, after being referred by the Howard County Public School System. Defu’s sunny disposition and great social skills quickly endeared her to her peers and staff.

In 2014, Humanim introduced Defu to Athletes Serving Athletes (ASA), a Baltimore organization that empowers individuals with limited mobility to train for and compete in mainstream running events. Defu signed on to participate, and competing with ASA quickly became a passion for her. “It helped me with my confidence and talking to people more. I’m more outgoing now than I was before,” she said. Defu went on to compete in the Iron Girl competition for the next 3 years, and became a 2-time Baltimore Marathon runner, as well as ASA’s very first female triathlete.

After becoming a decorated ASA athlete, Defu decided she wanted to pursue employment, and entered Humanim’s employment services in 2018. Due to her limited physical abilities, she found it difficult to find employment that fit her goals and skill set. After a year of job searching, her staff at Humanim got together to brainstorm other avenues of employment and decided to reach out to places with whom Defu already had a strong relationship.

As ASA’s spokeswoman, Defu speaks with potential sponsors and donors, as well as at ASA events to share her experiences and recruit volunteers. The role is a perfect fit for Defu’s determination, outgoing personality, and ability to motivate others. Despite the initial challenges in finding employment, she is glad that she and her team at Humanim kept at it, and grateful to have found a position that is not only a natural extension of her passion for ASA, but one that she finds incredibly rewarding.

“ASU was a natural place to start, and soon after approaching the organization, they brought Defu on to become their paid spokesperson and share her story with others.

“I was excited and at a loss for words. I was very shocked they responded so quickly. It is a great opportunity, speaking from the heart about what we go through on a daily basis,” Defu said.

“As ASA’s spokeswoman, Defu speaks with potential sponsors and donors, as well as at ASA events to share her experiences and recruit volunteers. The role is a perfect fit for Defu’s determination, outgoing personality, and ability to motivate others. Despite the initial challenges in finding employment, she is glad that she and her team at Humanim kept at it, and grateful to have found a position that is not only a natural extension of her passion for ASA, but one that she finds incredibly rewarding.

“The most exciting part of ASA is when I see the families and other consumers have a smile on their face. When they see their child go through the finish line, there’s nothing like it. Absolutely nothing like it.”
The scope of Humanim’s Community Support Services expanded to meet emergent community needs caused by the pandemic, including an increased focus on street outreach and critical response services for individuals experiencing homelessness in Howard County. Humanim led the Non Congregant Shelter (NCS) hotel initiative to house 56 homeless individuals and families who were at high risk for COVID-19 mortality, with the goal of reducing the risk of COVID-19 and transitioning them from the streets to long term shelter. Through the initiative, individuals were provided housing, staffing, security, and food, as well as supports, social services, and healthcare.

**FOOD & SHELTER**

**The NCS Hotel Initiative was a successful multi-agency collaboration between:**
- Humanim
- Grassroots
- Bridges to Housing Stability
- Continuum of Care of Homelessness Services of Howard County (CoC)
- Department of Corrections
- The Watchmen
- City Seeds

**2020 HIGHLIGHTS**

- **56** homeless individuals & families at high risk for COVID-19 received HOUSING & SOCIAL SERVICES
- **88%** of individuals served SUCCESSFULLY TRANSITIONED from homelessness TO PERMANENT HOUSING OR LONG TERM SHELTER
- **0** POSITIVE CASES of COVID-19 FOR individuals served

*City Seeds employees pack and deliver healthy meals to individuals experiencing homelessness in Howard County.*
As the pandemic increased food insecurity, especially for low-income and at-risk individuals, Humanim’s culinary social enterprise City Seeds did some pivoting of its own, transitioning from its catering business line to provide high-volume food production and delivery for individuals and communities experiencing food insecurity.

In 2020, City Seeds prepared and delivered over 300,000 healthy and nutritious meals to community members affected by the pandemic, including medical workers and first responders, Baltimore City School students and families, individuals with disabilities and experiencing homelessness, senior citizens, and at-risk, low-income individuals experiencing food insecurity.

Planted in East Baltimore, the City Seeds headquarters also became a central hub for food distribution, connecting neighbors and community members with fresh food through the pandemic.

2020 HIGHLIGHTS

20,000 MEALS TO OVER 350 BALTIMORE CITY SCHOOL STUDENTS facing food shortages amid school closures (in partnership with Baltimore City Schools)

8,800 MEALS TO SENIOR CITIZENS IN EAST BALTIMORE (in partnership with the New Broadway East Community Association and the COVID-19 Food Stability Fund/Fund for Educational Excellence)

44,000 MEALS TO AT-RISK, LOW-INCOME INDIVIDUALS AND FAMILIES EXPERIENCING FOOD INSECURITY IN EAST BALTIMORE (in partnership with Build and ReBuild Metro)
“City Seeds offers help – when you ask, they can teach you a lot, which can go a long way.”

David was first introduced to Humanim through its Start on Success (SOS) program, which provides vocational training and supports for high school students with disabilities, while facilitating paid internships with employer partners.

David’s team at SOS decided to place him in an internship with Humanim’s culinary social enterprise City Seeds, knowing the workplace was especially welcoming and could provide additional supports. After losing both of his parents at the age of 7, David had faced many challenges growing up, including spending several years in a group home, before being adopted by a family. As a high school student soon to enter adulthood, he had been struggling to find stability.

“When he first began his internship, David was pretty quiet,” said City Seeds Director, Jason Sandoval. It wasn’t long however before he “began to blossom in the kitchen.” David felt comfortable in the dynamic but structured atmosphere of the kitchen, and not only began to take initiative in leading other interns, but also began making lunch for the entire staff, and even coming in on his day off to be in a space where he felt safe.

By the end of his internship, David had become a part of the City Seeds family and was interested in continuing his work there. He had not only found a job, but a home away from home. City Seeds brought David on as a part-time Prep Cook, and even adapted the usual prep work hours to accommodate his class schedule. And when the company pivoted its catering services to large scale food production and delivery during the pandemic, he was able to play a critical role in the preparation of thousands of healthy meals for community members facing food insecurity.

In his Prep Cook role, David says he has learned a lot and become a harder worker. “If I say I need help with finding a recipe, they’ll show me and help me out. They made me aim to work harder at what I do. Even if sometimes I fall behind, I try to do things right.”
For individuals who were already facing economic disparities and barriers to employment, the pandemic hit especially hard.

Humanim’s award-winning Administrative Assistant Career Training program remained committed to providing career training and employment services to individuals with barriers to employment through a hybrid model of virtual and socially distanced classroom instruction, completing all scheduled cohorts for the year. 32 individuals graduated from the training in 2020, 78% of whom gained employment after graduation. Individuals in our vocational programs continued to receive a combination of virtual and frontline job supports and advocacy, many of whom rely on steady employment to maintain their independence. Through these efforts, 118 individuals were able to maintain their employment through the pandemic.
A graduate of Humanim’s Fall 2020 Administrative Assistant Career Training program, Kieshawn first heard of the program through her daughter who was a graduate of the 2016 cohort.

“I decided to attend Humanim’s Administrative Assistant Training because I saw what a difference it made for my daughter. She spoke so highly of the class and staff. After graduating from the program, she became more outgoing and confident. She is now in her second year of Nursing School. I am so proud of her and I wanted to have that same pride for myself.”

While the training had switched to a combination of virtual and socially distanced in-person training, Kieshawn was apprehensive about starting the class during the COVID-19 pandemic, as she and a family member have health issues. However, once she saw the precautions in place for the classroom activities and at the facility, she decided that she would still benefit from the training despite some of the limitations.

Though the training was challenging, her experience turned out to be the same as her daughter’s.

“I still find it amazing how this training has impacted not only my life, but my family’s life. I have blossomed into a confident woman with drive, who knows where she wants to go in life, not just in a career, and the path I need to take to get there.”

Kieshawn graduated from the program in November, earning her Microsoft Office and Professional Administrative Certificate of Excellence (P.A.C.E.) certifications, and employment with All Staffing, Inc. as their Front Office Coordinator. Through the program, Kieshawn says she was able to grow her self-confidence and public speaking skills, as well as learn new skills that will help her grow in her career.

“My family has noticed the change, and to hear them tell me that I make them proud, is the best feeling I could ever ask for. Humanim supplied me with the tools to achieve that.”

“I would definitely recommend others attend the training. Together, with the staff at Humanim and the anchors, this training is a life changer! And I am very thankful for the experience.”
Humanim embarked on an ambitious 5-year strategic plan; despite pandemic related setbacks, 10 strategic goals were met, and 28 goals were put into action.

Humanim’s community housing development organization iHomes broke ground on 3 new net zero homes and purchased an additional town home in 2020, expanding its capacity to house 12 additional community members with psychiatric or developmental disabilities.

A new Business Intelligence & Data Analysis Department was created, as part of the strategic plan.

“Humanim Connect,” an organization-wide employee communication platform was launched.

Humanim completed the implementation of several key systems, including a new HR and Payroll system, Electronic Health Record system, and online bill pay.

In September, Humanim’s President & CEO of almost 40 years, Henry Posko, retired, handing the baton to Cindy Plavier-Truitt, who became Humanim’s new President & CEO.

In early 2020, Humanim launched the “Stoop Stories,” a quarterly, organization-wide employee discussion forum on equity and inclusion was launched in summer 2020.

Humanim received a statewide initiative grant, one of 7 in the state, to expand its Direct Support Professional Apprenticeship program statewide.

In November, Humanim held its first ever Virtual Career Fair focused on recruiting Direct Support Professionals; 12 new employees were hired.

Humanim was asked to lead the charge of Howard County’s “Move On” initiative, which aims to move people out of permanent supportive housing into their own homes, while creating more housing for individuals experiencing homelessness in Howard County.

Two key positions were filled in 2020 establishing new leadership at Humanim, including Vice President of Human Resources, and Vice President of Business Intelligence, Data Analytics, and Information Systems.

In early 2020, Humanim launched the Impact Leaders Network, a supporting board and network for impact-oriented young professional leaders.

Humanim completed a 6 month executive search for its new President & CEO.

Creating Sustainable Housing through Innovative, Affordable Housing Models

The Greenfields Community Living Project is a partnership between Humanim’s iHomes and The Harry and Jeannette Weinberg Foundation, Howard County Housing & Community Development, Maryland General Assembly (Howard County Delegation), Standard Energy Solutions, and U.S. Department of Housing & Urban Development to provide sustainable and affordable housing for low-income adults with disabilities, allowing them to live independently in their community while receiving residential supports.

iHomes’ target population served is ADULTS AT OR BELOW 30% OF MEDIAN INCOME who have been diagnosed with a DEVELOPMENTAL and/or PSYCHIATRIC DISABILITY.

The majority of the tenants leasing units from iHomes are Medicaid recipients with an average income of $12,552 PER YEAR.

A ZERO ENERGY HOUSE IS DESIGNED to reduce household energy needs to a minimum and includes ONSITE RENEWABLE ENERGY SYSTEMS, so that the house may produce as much energy as it consumes on a yearly basis.

Humanim’s Inclusiveness Committee and senior leadership completed the first phase of a comprehensive, four-part racial equity training.

“Stoop Stories,” a quarterly, organization-wide employee discussion forum on equity and inclusion was launched in summer 2020.

Humanim’s Inclusiveness Committee and senior leadership completed the first phase of a comprehensive, four-part racial equity training.

Building a Skilled Direct Support Professional Workforce

Humanim’s DSP Apprenticeship Program is an initiative that includes partnerships with various organizations and public schools to provide paid, on-the-job apprenticeship training while building a skilled direct care workforce in Maryland. As a registered apprenticeship with the Maryland Department of Labor, the program is designed to both elevate the DSP position into a long-term career path and address the state’s critical talent gap in direct client care. The only one of its kind in Maryland, Humanim’s DSP Apprenticeship Program expands the breadth of the apprenticeship model beyond traditional trades, while fulfilling its key objectives of increased employment through targeted job training and career development.

5 MORE APPRENTICES ENROLLED IN 2020

33 APPRENTICES SINCE PROGRAM LAUNCH

Background Image: Partners in the Greenfields Community Living Project officially break ground on 3 new net zero homes for community members.
## AWARDS

- **2020 MEDA Honorable Mention Award**
  - Project C.O.R.E.
  - Nominated by Maryland Department of Housing and Community Development

- **Towson University 2020 BTU Partnership Award**
  - Humanim’s Administrative Assistant Career Training Program

- **2020 Chamber of Commerce Maryland Business Hall of Fame Award**
  - Henry Posko, CEO

## GRANTS

<table>
<thead>
<tr>
<th>Grant Description</th>
<th>Amount</th>
<th>Funding Purpose</th>
</tr>
</thead>
<tbody>
<tr>
<td>Howard County Government - Innovation Fund</td>
<td>$80,000</td>
<td>A planning grant to examine the feasibility of establishing a Direct Support Professional Cooperative.</td>
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<tr>
<td>Baltimore Women’s Giving Circle</td>
<td>$25,000</td>
<td>Funding to help support Baltimore’s Administrative Assistant Career Training Program.</td>
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<tr>
<td>Howard County Community Services Partnership Program (CSP) - One Time Grant</td>
<td>$15,000</td>
<td>Funding to help support the Genwig renovation project.</td>
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<tr>
<td>Howard County Community Services Partnership Program (CSP) - Operating Grant</td>
<td>$240,542</td>
<td>Funding for the Student to Employment Program (STEP) job readiness and placement program for Howard County youth with I/DD.</td>
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<tr>
<td>Enterprise Holdings Foundation</td>
<td>$64,000</td>
<td>Funding to support the Impact Leaders Network.</td>
</tr>
<tr>
<td>Howard County – Department of Housing and Community Development – Community Development Block Grant</td>
<td>$60,000</td>
<td>Funding to help support the Genwig renovation project.</td>
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<tr>
<td>Howard County – Department of Housing and Community Development HOME grant</td>
<td>$722,000</td>
<td>Funding to support the expansion efforts of Humanim’s community housing development organization, iHomes.</td>
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<tr>
<td>McCormick</td>
<td>$1,000</td>
<td>Continued support of the City Seeds / SOS internship program.</td>
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<tr>
<td>BGEO Green Grant</td>
<td>$7,000</td>
<td>Funding to support a horticultural education and integration initiative at Genwig.</td>
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<tr>
<td>Community Foundation of Howard County</td>
<td>$7,000</td>
<td>Funding to support culinary classes—a partnership between City Seeds and Humanim’s Developmental Disability Services.</td>
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<tr>
<td>Howard County RISE TO THE CHALLENGE Innovation Grant (CARES funding)</td>
<td>$50,000</td>
<td>Funding to support the acquisition of technology and vehicle barriers to support all Howard County programs.</td>
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<tr>
<td>Enterprise Holdings Foundation</td>
<td>$64,000</td>
<td>Funding to support the Impact Leaders Network.</td>
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<tr>
<td>Maryland Developmental Disabilities Council, managed by The Arc Maryland</td>
<td>$1,600</td>
<td>Funding to acquire tablets, board games, beanbag chairs, playing cards, and coloring/painting supplies, in order to decrease isolation during the height of COVID-19 pandemic.</td>
</tr>
<tr>
<td>HoCo Respond Fund</td>
<td>$25,000</td>
<td>Funding to support the acquisition of PPE, shelter and food for individuals experiencing homelessness in Howard County at the onset of the COVID-19 crisis.</td>
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<tr>
<td>Horizon Foundation</td>
<td>$50,000</td>
<td>Funding to address issues of food insecurity, access to technology, PPE needs and staff hazard pay— in response to the COVID-19 crisis.</td>
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<td>COVID-19 Response Funding Collaborative of Greater Baltimore</td>
<td>$75,000</td>
<td>Funding for City Seeds, in partnership with BUILD and ReBUILD Metro, to provide food boxes and PPE to at-risk, low-income individuals and families in East Baltimore during the height of the COVID-19 pandemic.</td>
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<td>Howard County Government - Homelessness Solutions Program</td>
<td>$52,200</td>
<td>Funding for street outreach and case management services for up to 168 individuals in Howard County experiencing homelessness.</td>
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<tr>
<td>Baltimore Rotary</td>
<td>$10,000</td>
<td>Funding to support City Seeds’ COVID-19 response food distribution program in East Baltimore, in partnership with BUILD.</td>
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</tbody>
</table>

**Background Image:** Howard County Executive Calvin Ball presents Humanim with a $50,000 Rise to the Challenge Innovation Grant.
**Abell Foundation**  
$5,000  
A discretionary grant to assist City Seeds with its culinary training at the onset of the pandemic.

**Fund for Educational Excellence**  
$15,000  
Funding to support City Seeds collaboration with the New Broadway East Community Association. A partnership to provide food boxes to East Baltimore food insecure senior citizens sheltering in place to avoid the risk of COVID-19.

**Capital One**  
$50,000  
General Operating Grant intended to assist Humanim with the operational bandwidth necessary to re-engineer its services – secondary to COVID-19.

**Emergency Food and Shelter Program**  
Baltimore County (CARES)  
$7,209  
Funding to support off-site shelter stays, acquisition of backpacks, hygiene supplies, Meals Ready to Eat, and shelf-stable food items for Howard County individuals experiencing homelessness in Howard County.

**Mayor’s Office of Employment Development (WIOA) Workforce Development (Youth) Program Grant:**  
Higher Education Administrative Employment Project  
$96,000  
Funding to train and support low-skilled unemployed youth in Administrative Assistant occupations.

**The Drether Foundation**  
Workforce Development Harford County Implementation Grant  
$325,000—over the course of 3 years  
Funding to expand the Baltimore Administrative Assistant Career Training program (AACT) into Harford County.

**Department of Housing and Community Development-BHA/DDA**  
$75,000  
Funding to assist with COVID-19 related operational costs for Human Services departments, including the purchase of PPE and cleaning supplies necessary for staff to safely work with clients, in the community, within homes, and in our office buildings.

**Jesse James Hinson Jr. Memorial Trust**  
$10,000  
Operational grant to support City Seeds’ culinary training.

**Baltimore Civic Fund / Baltimore City**  
$28,594.18  
Funding to mitigate the financial impacts of COVID-19 for our Baltimore City programs and services.

**The Zanvyl and Isabelle Krieger Fund**  
$15,000  
Funding to support Humanim’s COVID-19 relief efforts around food access.

**The Drether Foundation**  
Workforce Development planning grant to create a firm foundation for implementing a new workforce training program in Harford County.

**Howard County HST Grant**  
$125,648  
Funding to meet the transportation needs of adult Howard County residents with physical, cognitive, and/or psychiatric disabilities who, because of their disability, are unable to transport themselves or use fixed route bus services and/or for whom transportation services are unavailable, inadequate, or inappropriate.

**Howard County Government PEH Grant**  
$146,638  
Community Service Partnerships Human Service Grant Program – Plan to End Homelessness Grant.

**Howard County Government Project Stability**  
$340,261  
Funding for Continuum of Care Permanent Supportive Housing Program.
LEADERSHIP

OFFICERS

Henry Posko
President & Chief Executive Officer

Lori Somerville
Chief Operations Officer

Cindy Flavier-Truitt
Chief Business Officer / Interim President & CEO

Danny Frasco
Chief Financial Officer

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Senior Director of Planning Analysis & Business Intelligence
Johns Hopkins Health System

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KPMG LLP

Rian Hargrave
Business Development Director
Mahogany, Inc.

Howard Miller
Partner
Saul Ewing Arnstein & Lehr LLP

Nicole Nesbitt
Partner and Head of U.S. Institutional Sales & Service
Brown Advisory, LLC

Darryl A. Stokes
Vice President of Transmission Operations & Planning
BGE – Exelon Utilities

Our Vice President of Strategic Partnerships and Development discusses Humanim’s mission at the Impact Leaders Network Kick-Off event in early 2020.
## FINANCIAL STATEMENT

### REVENUES

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Grants &amp; Fees for Service</td>
<td>$25,264,644</td>
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<tr>
<td>Contributions &amp; Pledges</td>
<td>$399,866</td>
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<tr>
<td>Investment &amp; Interest Income</td>
<td>$14,413</td>
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<td>Other</td>
<td>$546,531</td>
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<tr>
<td><strong>TOTAL REVENUES</strong></td>
<td><strong>$26,225,454</strong></td>
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### EXPENSES*

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<th>Type</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Program Services Employee Wages, Benefits &amp; Payroll Taxes</td>
<td>$14,752,730</td>
</tr>
<tr>
<td>Other Program Services Expenses</td>
<td>$8,575,422</td>
</tr>
<tr>
<td><strong>TOTAL PROGRAM SERVICE EXPENSES</strong></td>
<td><strong>$23,328,152</strong></td>
</tr>
<tr>
<td>Management, General &amp; Fundraising</td>
<td>$5,588,297</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td><strong>$28,916,449</strong></td>
</tr>
</tbody>
</table>

### STATEMENT OF FINANCIAL POSITION

<table>
<thead>
<tr>
<th>Type</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Assets</td>
<td>$22,338,584</td>
</tr>
<tr>
<td>Liabilities</td>
<td>$13,177,900</td>
</tr>
<tr>
<td>Net Assets</td>
<td>$9,160,684</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES &amp; NET ASSETS</strong></td>
<td><strong>$22,338,584</strong></td>
</tr>
</tbody>
</table>

*Excluding depreciation expense
We want to thank our direct care staff for continuing to fearlessly provide essential services to those we serve, and their commitment to Humanim’s mission. Our team of direct support professionals are truly frontline heroes, and their critical services have been a lifeline to our community members this year.

Thank You.