



HUMANiM
HUMAN PURPOSE. HUMAN IMPACT.

2020 ANNUAL REPORT

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LETTER FROM OUR CEO



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

PIVOTING WITH A MISSION: OUR IMPACT

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.

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.

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.

2020
HIGHLIGHTS

100%
COMPLIANCE
in infection control
procedures



100%
COMPLETION
of disinfection
protocols at
Humanim
facilities

100%
COMPLETION
of COVID-19
training by
employees

ONLY 8
CLIENT CASES
OF COVID-19
(.05% of the total
client population)

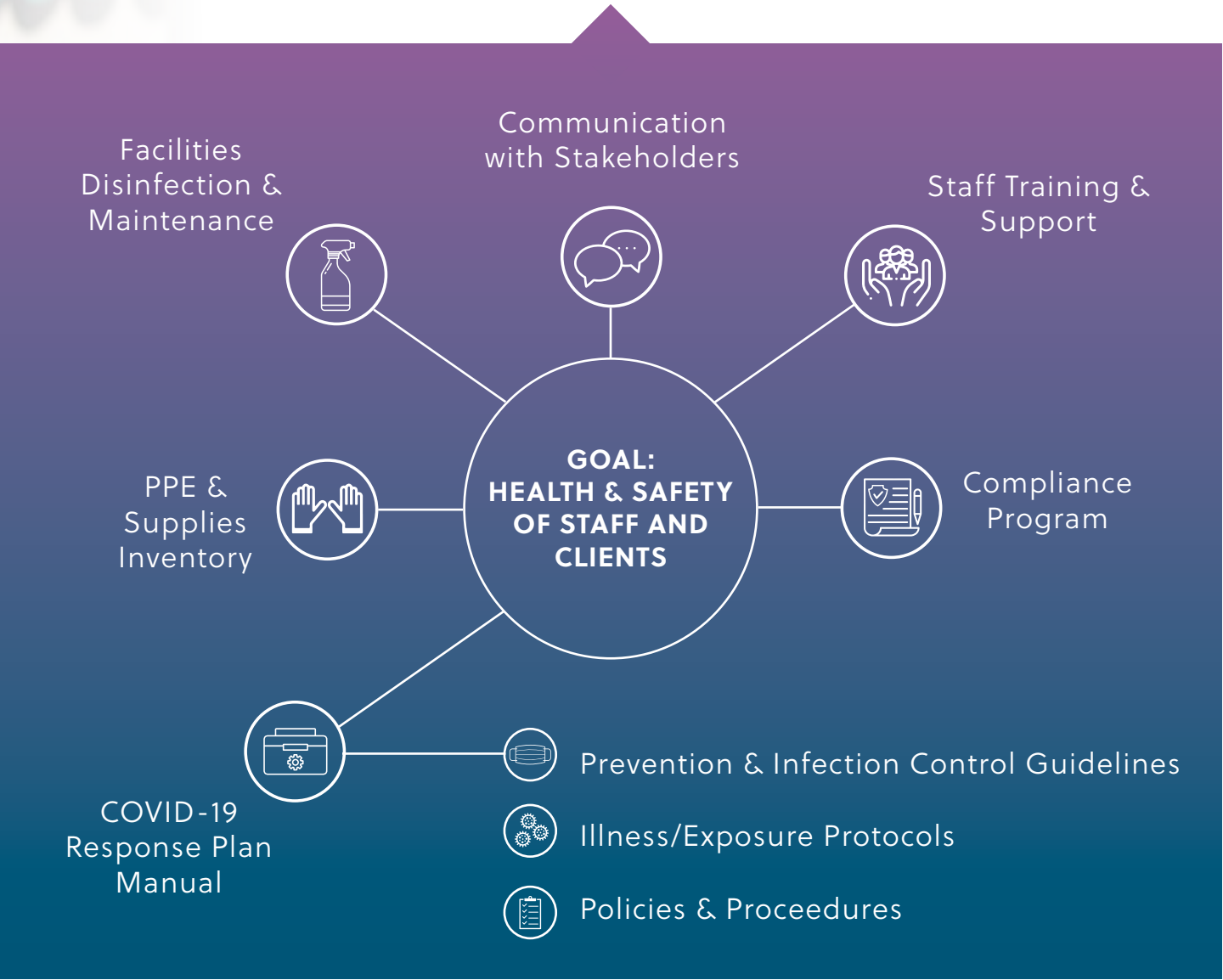


A City Seeds employee gets ready to deliver healthy meals to individuals experiencing food insecurity in East Baltimore.

PANDEMIC RESPONSE

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.



VIRTUAL PROGRAMMING

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.

2020 HIGHLIGHTS



OVER
1,300
VIRTUAL CLASSES
held for program participants

85,000
VIRTUAL SUPPORTS PROVIDED

64 YOUTH WITH
DISABILITIES SERVED



"Humanim's SOS Program has empowered me by making myself more confident that I can achieve my goals in life and persevere through challenges."

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."

**HUMAN
IMPACT**

FRONTLINE SUPPORTS

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.



2020 HIGHLIGHTS



86%
of Humanim
employees are
**ESSENTIAL
FRONTLINE
EMPLOYEES**

993
individuals
received
**ESSENTIAL
SERVICES &
PERSONAL
SUPPORTS**
through the
pandemic



256
**TABLETS &
COMPUTERS**
were provided to
individuals to stay
connected through
the pandemic

A direct support professional prepares lunch for a resident in Humanim's residential program.

"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.

ASA 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."

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



FOOD & SHELTER

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.



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

City Seeds employees pack and deliver healthy meals to individuals experiencing homelessness in Howard County.

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)

COMBATTING FOOD INSECURITY

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.

Volunteers including Mayor Young and his team, Councilman Stokes, the Broadway East and Oliver Community Associations come together at City Seeds HQ to distribute food to community members experiencing food insecurity, in partnership with Maryland Food Bank.



OVER
300,000
HEALTHY & NUTRITIOUS MEALS
prepared and delivered to community members
affected by the pandemic



“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.”

HUMAN
IMPACT

2020 HIGHLIGHTS



100%

of graduates earned
**PROFESSIONAL
CERTIFICATION**

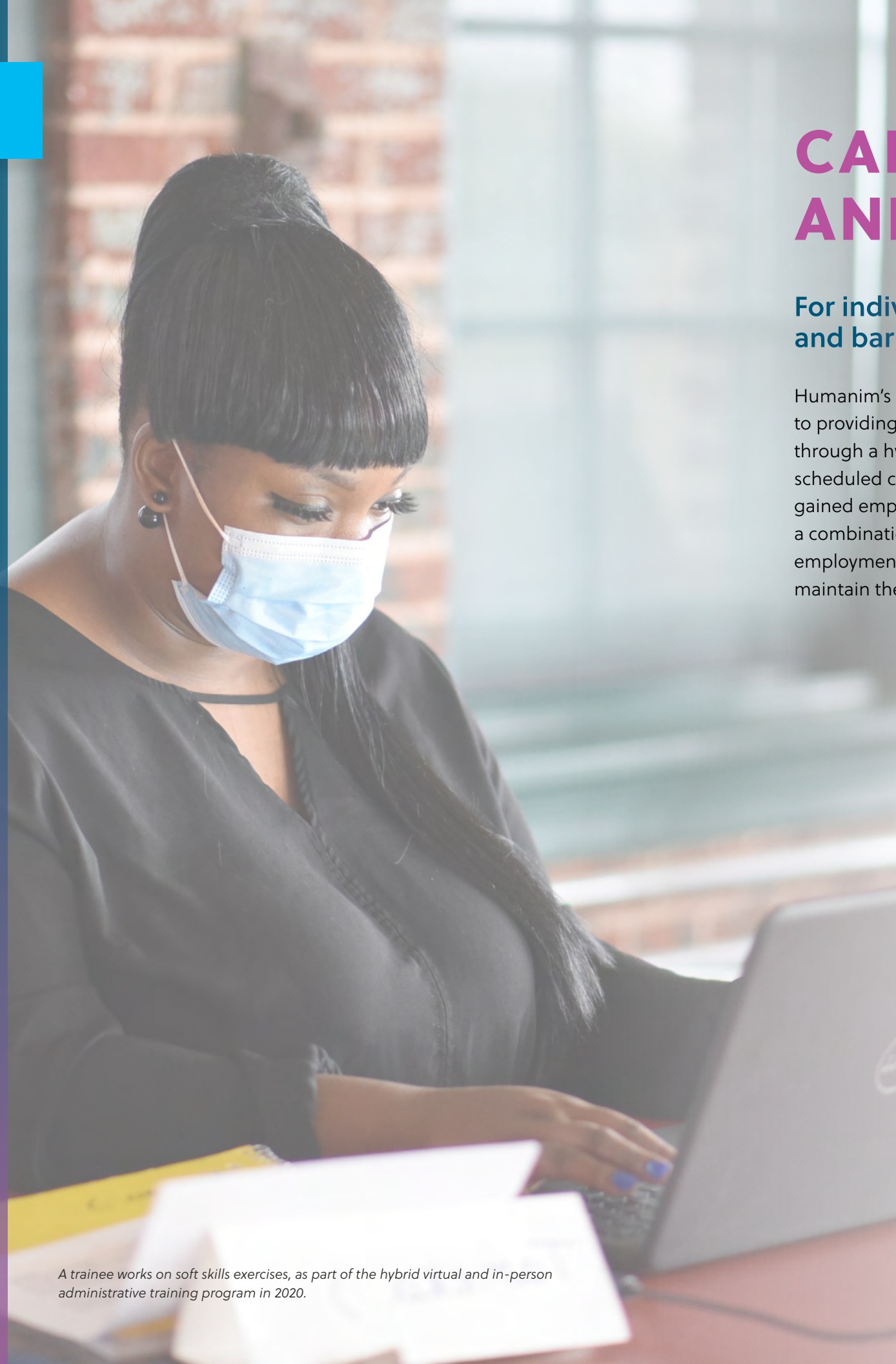
78%

of graduates gained
**EMPLOYMENT
AFTER GRADUATION**



\$17.79

**AVERAGE WAGE
AFTER COMPLETING
THE PROGRAM**



A trainee works on soft skills exercises, as part of the hybrid virtual and in-person administrative training program in 2020.

CAREER TRAINING AND EMPLOYMENT

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.



An Administrative Career Training graduate shows off the professional certifications she earned through the program.

"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."

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."



**HUMAN
IMPACT**

MILESTONES AND ACHIEVEMENTS:

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 houses 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 2021.

A robust Inclusiveness Committee Charter & Playbook was created to guide the organization’s equity and inclusiveness initiatives.

Creating Sustainable Housing through Innovative, Affordable Housing Models

The Greenfields Community Living Project is a partnership between Humanim’s iHomes and The Harry and Jeanette 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 received a statewide initiative grant, one of 7 in the state, to expand our 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.

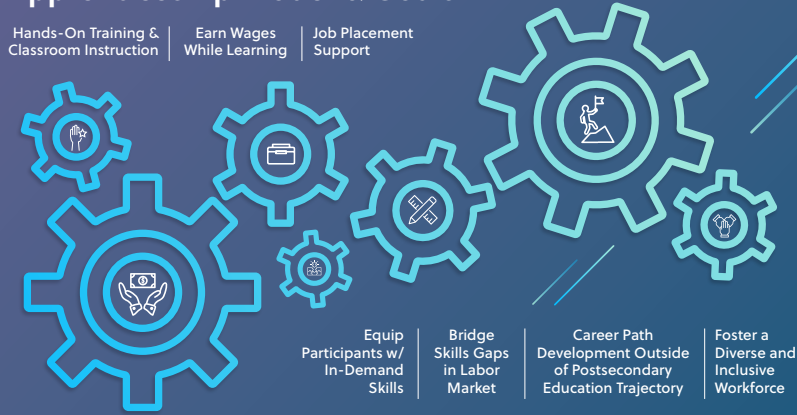
In early 2020, Humanim launched the Impact Leaders Network, a supporting board and network for impact-oriented young professional leaders.

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

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.

Apprenticeship Model & Goals



5 MORE APPRENTICES
ENROLLED IN 2020

33 APPRENTICES
SINCE PROGRAM LAUNCH

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

AWARDS AND GRANTS

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

Towson University & Humanim
2020 BTU PARTNERSHIP Awardee



Kanika Feaster-Gordon
VICE PRESIDENT OF WORKFORCE DEVELOPMENT, HUMANIM

GRANTS

Howard County Government - Innovation Fund

\$50,000

A planning grant to examine the
feasibility of establishing a Direct
Support Professional Cooperative.

Baltimore Women's Giving Circle

\$25,000

Funding to help support Baltimore's
Administrative Assistant Career
Training Program.

Howard County Community Services Partnership Program (CSP) - One Time Grant

\$15,000

Funding to help support the
Gerwig renovation project.

Howard County Community Services Partnership Program (CSP) - Operating Grant

\$210,542

Funding for the Student to
Employment Program (STEP) job
readiness and placement program
for Howard County youth with I/DD.

Enterprise Holdings Foundation

\$1,500

Funding to support the Impact
Leaders Network.

Howard County – Department of Housing and Community Development – Community Development Block Grant

\$223,501

Funding to help support the
Gerwig renovation project.

Howard County – Department of Housing and Community Development HOME grant

\$172,000

Funding to support the expansion efforts of
Humanim's community housing development
organization, iHomes.

McCormick

\$5,000

Continued support of the City Seeds / SOS
internship program.

BGE Green Grant

\$6,000

Funding to support a horticultural education
and integration initiative at Gerwig.

Community Foundation of Howard County

\$7,000

Funding to support culinary classes—a
partnership between City Seeds and
Humanim's Developmental Disability
Services.

Howard County RISE TO THE CHALLENGE Innovation Grant (CARES funding)

\$50,000

Funding to support the acquisition of
technology and vehicle barriers to support all
Howard County programs.

Maryland Developmental Disabilities Council, managed by The Arc Maryland

\$1,930

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.

HoCo Respond Fund

\$25,000

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.

Horizon Foundation

\$75,000

Funding to address issues of food insecurity,
access to technology, PPE needs and staff
hazard pay—in response to the COVID-19 crisis.

COVID-19 Response Funding Collaborative of Greater Baltimore (Abell Foundation, The Bernard Family, France-Merrick Foundation, Rauch Foundation, United Way of Central Maryland, The Harry and Jeanette Weinberg Foundation, Inc.)

\$75,000

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.

Howard County Government - Homelessness Solutions Program

\$52,200

Funding for street outreach and case
management services for up to 168 individuals
in Howard County experiencing homelessness.

Baltimore Rotary

\$10,000

Funding to support City Seeds' COVID-19
response food distribution program in East
Baltimore, in partnership with BUILD.

Background Image: Howard County Executive Calvin Ball presents Humanim with a \$50,000 Rise to the Challenge Innovation Grant.

GRANTS

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.

Wells Fargo

\$10,000

Funding to support a virtual Family Financial Stability Program (FSSP) for 125 individuals.

Emergency Food and Shelter Program
Baltimore County (CARES)

\$15,000

Funding to support a partnership between City Seeds, HealthCare Access Maryland's Care Coordination Program and St. Joseph's Catholic Community Program, intended to address food insecurity during COVID-19.



Department of Labor Direct Support
Professional Apprenticeship 2.0

\$250,000

Funding for the expansion of Humanim's Direct Support Professional Registered Apprenticeship programs (youth and adult).

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 Dresher 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 Dresher Foundation

\$25,000

A Workforce Development planning grant to create a firm foundation for implementing a new workforce training program in Harford County.

Howard County HST Grant

\$129,648

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

\$148,833

Community Service Partnerships Human Service Grant Program – Plan to End Homelessness Grant.

Howard County Government Project
Stability

\$104,088

Funding for Continuum of Care Permanent Supportive Housing Program.

Howard County Government McKinney I

\$340,261

Funding for Continuum of Care Permanent Supportive Housing Program.

Howard County Government McKinney III

\$234,975

Funding for Continuum of Care Permanent Supportive Housing Program.

Howard County Government McKinney
Project Revive

\$51,048

Funding for Continuum of Care Permanent Supportive Housing Program.

THANK YOU
TO OUR
GIFT-IN-KIND
CORPORATE
PARTNERS:

Brown-Forman, Capital One,
CareFirst BlueCross BlueShield,
ClearMask, Feeser's Food
Distributors, Gotham Greens, Saval
Foods, Sysco - as well as numerous
generous individual donors.

LEADERSHIP

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Lori Somerville

Chief Operations Officer

Cindy Plavier-Truitt

Chief Business Officer / Interim President & CEO

Danny Frasco

Chief Financial Officer

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*Vice President of Transmission Operations & Planning
BGE – Exelon Utilities*

FINANCIAL STATEMENT

REVENUES

Grants & Fees for Service	\$25,264,644
Contributions & Pledges	\$399,866
Investment & Interest Income	\$14,413
Other	\$546,531
TOTAL REVENUES	\$26,225,454

EXPENSES*

Program Services Employee Wages, Benefits & Payroll Taxes	\$14,752,730
Other Program Services Expenses	\$8,575,422
TOTAL PROGRAM SERVICE EXPENSES	\$23,328,152
Management, General & Fundraising	\$5,588,297
TOTAL EXPENSES	\$28,916,449

STATEMENT OF FINANCIAL POSITION

Total Assets	\$22,338,584
Liabilities	\$13,177,900
Net Assets	\$9,160,684
TOTAL LIABILITIES & NET ASSETS	\$22,338,584

*Excluding depreciation expense





The image shows two women in an office environment, both wearing face masks and black gloves, working with cardboard boxes. The woman on the left is Black with her hair in a bun, wearing a black face mask, a grey hoodie, and a black vest. The woman on the right is white with long dark hair, wearing a light blue face mask and a beige sweater. They are both looking towards the camera. In the background, there is a clock on the wall, a map titled 'EVANGELISTON ROUTE', and a blue sign with the letter 'B'.

IN GRATITUDE

TO OUR

FRONTLINE HEROES

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.

In place of the agency's annual staff Thanksgiving luncheon, Humanim's HR team distributes City Seeds Thanksgiving to-go lunch boxes to staff.