

2023

ANNUAL REPORT





TABLE OF CONTENTS

| | |
|------------------------------------|-----------|
| LETTER FROM OUR CEO | 3 |
| 2023 HIGHLIGHTS | 4 |
| Youth Transition Services | 5 |
| Thriving Infinity Centers | 6 |
| iHomes | 7 |
| HUMAN IMPACT | 8 |
| MEETING THE NEEDS OF PEOPLE | 10 |
| FINANCIALS | 11 |
| LEADERSHIP | 12 |

LETTER FROM OUR CEO

Dear Friends,

As we reflect on the accomplishments and growth of Humanim throughout the fiscal year 2023, I am filled with immense pride and gratitude. It has been a year of expansion, deepened impact, and renewed commitment to our mission of serving individuals and communities.

Amidst this growth, our commitment to empowering individuals through our core services has never been stronger.

In 2023, we also took time to look back, during a 50th-anniversary event to celebrate a half-century of service to the community. Friends, supporters, and funders joined us, but most importantly, we heard directly from some of the individuals we serve and their families who offered touching testimonials about the power of our work. It was a vivid reminder of the impact our programs have, and it helps reaffirm our commitment to continue expanding to serve more people. As we look ahead, I am filled with optimism and gratitude for the continued support of our partners, funders, individuals served, and team members. Together, we are building a bright future for all those we support.

With heartfelt gratitude,

Cindy Plavier-Truitt

Humanim President & CEO



2023 HIGHLIGHTS



YOUTH TRANSITION SERVICES

EMPOWERING FUTURES



THRIVING INFINITY CENTERS

NURTURING POTENTIAL



iHOMES

BUILDING FUTURES,
BUILDING HOMES



ABOVE: A Humanim's Workforce Development staff member presenting our youth services to employer partners.



YOUTH TRANSITION SERVICES

EMPOWERING FUTURES

One of the highlights of our year was the growth and impact of our Youth Transition Services program. This vital initiative, aimed at empowering young people with disabilities to prepare for meaningful employment and careers, has expanded its footprint significantly. We are excited to share that we are now providing services in Cecil, Prince George's, and Montgomery Counties, in addition to the Baltimore region. This expansion underscores our dedication to ensuring that every young person, regardless of their circumstances, has access to the resources and support they need to thrive in the workforce and beyond.

The Youth Transition Services program's success is due to the deep partnerships we have formed with employers throughout the state who provide work-based learning experiences. Thanks to these employers, our students get a taste of the world of work, explore career opportunities and broaden their networks. As we expand, we're also touching the lives of more individuals and families and fostering a more inclusive and equitable society.





THRIVING INFINITY CENTERS

NURTURING POTENTIAL

The launch of the Infinity Center for Behavior Services marks a significant milestone for Humanim. These centers serve as indispensable hubs for early intervention services tailored specifically for children diagnosed with autism spectrum disorder. Through individualized support frameworks crafted in close collaboration with families and educational institutions, we're helping transform the lives of these children and their families.

By nurturing potential from the earliest stages, we're helping them be ready to thrive in kindergarten and paving the way for enhanced independence and success, creating a brighter future for the communities we serve. The impact of these centers extends far beyond mere therapy sessions; they serve as beacons of hope and progress for families navigating the complexities of autism spectrum disorder, instilling confidence and resilience every step of the way.



iHOMES

BUILDING FUTURES, BUILDING HOMES

Our iHomes program, designed to offer affordable housing to individuals with developmental or psychiatric disabilities, has seen considerable expansion and innovation. With the acquisition of new properties in Howard County and the development of modular housing options through strategic partnerships, we are not only providing safe and stable housing but also pioneering innovative solutions to address the growing demand for supportive housing options.

By leveraging advanced technologies and forging collaborative alliances, we're transforming the landscape of supportive housing, ensuring that individuals with disabilities have access to housing options that not only cater to their needs but also foster a sense of belonging and dignity. With each new home and progressive solution, we're not just constructing physical structures; we're building futures filled with promise, opportunity, and inclusivity.





HUMAN IMPACT: Ana

Ana is a high school senior who participates in our Youth Employment Services through an internship in nursing at University of Maryland St. Joseph Medical Center. Since 1997, Humanim has partnered with the Division of Rehabilitation Services (DORS), school systems, and employers to prepare high school students with disabilities to enter the workforce.

Over the last ten years, Humanim's partnership with St. Joe's has grown and thrived with 640 students coming through the program, which includes positions in dietary, patient transport, nursing and administration.

"My experience with this internship has been very pleasant," Ana said. "Everyone here is so nice. I've made a ton of work friends already."

In addition to mentoring and job readiness training, students can find a sense of belonging and purpose among their peers in the workplace. Program director Deborah Brown said, "Students report they feel 'safe and supported' with their tasks and are allowed to grow in this environment. They become more confident to either find employment or to volunteer and give back to their communities."

Working in healthcare allows Ana to make a positive impact on patients and their families. So far, she enjoys assisting with patient discharge most. Ana appreciates this experience for showing her what it's like to be a professional in the workforce, as well as the opportunity to earn an income while in school. After graduation, Ana plans to participate in another internship before starting at the Community College of Baltimore County.

“ My experience with this internship has been very pleasant. Everyone here is so nice. I've made a ton of work friends already.

HUMAN IMPACT: Zachary

From age thirteen, Zachary aspired to become a computer animator, designing video games and movies. But he also was facing a chronic mental health condition, which led to him dropping out in 10th grade and eventually obtaining his GED. Despite Zachary's hard work, his condition did not improve. A turbulent combination of medication, street drugs, and alcohol led him into the criminal justice system at 25. Deemed not criminally responsible, he spent 14 years in Maryland's state hospital system.

Finally, in February 2021, he was released to a community-based hospital program, an opportunity for Zachary to restart his life. As he made progress, his treatment team referred him to Humanim's Residential Rehabilitation Program, and Zachary moved into the residential program.

A key goal was to start working, and he got help from Humanim's Supported

Employment Program. His determination paid off, and he quickly secured a position at a movie theatre. The job delighted him, as it allowed him to immerse himself in films aligned with his passion for computer animation. Adjusting to his new routine, Zachary's next goal was to save enough to buy a car. With a steady job, he achieved this milestone within two months, crossing it off his bucket list.

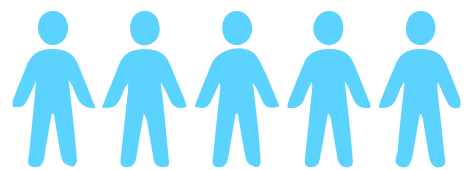
In 2023, Zachary enrolled in classes at Howard Community College and found a new home in one of the newly renovated properties at iHomes. With each passing day, he forges ahead, steadfast in his pursuit of a fulfilling existence. Through resilience and perseverance, he discovered the power to shape his destiny, one step at a time, as he charted a course towards realizing his lifelong dreams.



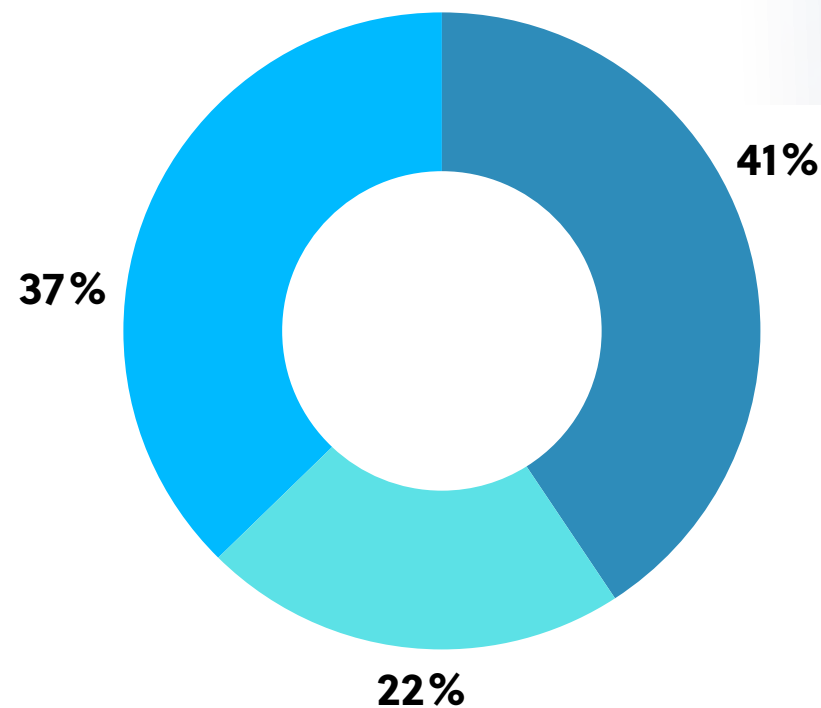
“ I’m so grateful for Humanim. I truly wouldn’t trade this journey for the world. The process was intense, but so worth it.

MEETING THE NEEDS OF PEOPLE

In 2023, Humanim touched the lives of many people – from young children to seniors – meeting their needs as they make their journey through life.



MORE THAN
3,640
INDIVIDUALS
SERVED



1,490 DEVELOPMENTAL
DISABILITIES SERVICES



1,373 YOUTH SERVICES AND
WORKFORCE DEVELOPMENT



782 BEHAVIORAL HEALTH
SERVICES



ABOVE: Humanim team members at the annual Do-Bester's Fest.

FINANCIAL STATEMENT

REVENUES

| | |
|------------------------------|---------------------|
| Grants & Fees for service | \$25,599,482 |
| Contributions & Pledges | \$249,774 |
| Investment & interest income | \$160,179 |
| Other | \$180,921 |
| TOTAL REVENUE | \$26,190,356 |

EXPENSES*

| | |
|--|---------------------|
| Program Services Employee Wages, Benefits & payroll taxes | \$15,770,641 |
| Other Program Service expenses | \$6,332,167 |
| TOTAL PROGRAM SERVICE EXPENSES | \$22,102,808 |
| Management, General, & Funding | \$4,438,270 |
| TOTAL EXPENSES | \$26,541,078 |

STATEMENT OF FINANCIAL POSITION

| | |
|---|---------------------|
| Total assets | \$29,337,615 |
| Liabilities | \$15,698,673 |
| Net Assets | \$13,638,942 |
| TOTAL LIABILITIES & NET ASSETS | \$29,337,615 |

* Excluding depreciation expense



LEADERSHIP

OFFICERS

Cindy Plavier-Truitt
President and Chief Executive Officer

Danny Frasco
Chief Financial Officer

BOARD OF DIRECTORS

Melanie Lundquist, Chair
*Chief Financial Officer
Southway Builders, Inc.*

Debbie Dorsch, First Vice Chair
*Principal and Owner
Parallel Risk Advisors*

Jacqueline Brooks, Second Vice Chair
*Partner
Duane Morris LLP*

Jennifer Herwig, Secretary
*Vice President of Human Resources
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Greg Thor, Treasurer
*Retired Senior Vice President and
Chief Accounting Officer
Corporate Office Properties Trust*

Alfred Carroll
*Principal and Owner
Soft Solutions Group Inc.*

Diane Devaney
*Founder & CEO
Devaney & Associates, Inc.*

Sally Hebner
*Chief Financial Officer
Greenberg Gibbons*

Blair Johnson
*Independent Consultant | C-Level
Advisor and Executive Coach
Blair Johnson Consulting*

Robert Strunge
*Store Associate
Walgreens*

April Taylor
*Vice President of Quality
Johns Hopkins Hospital*

Shelly Tumbach
*Vice President Operations Accounting
& Asst. Controller
COPT Defense Properties*



HUMANIM

HUMAN PURPOSE. HUMAN IMPACT.

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