

# 2024 ANNUAL REPORT

THE POWER OF PARTNERSHIPS





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# LETTER FROM OUR CEO

Dear Friends,

As we reflect on another year of partnerships and progress, I am filled with pride and gratitude for the work we've accomplished together. This has been a year of tremendous growth, deepened impact, and strengthened relationships, all of which have propelled us closer to our mission of empowering individuals and communities.

A defining moment of our year was Humanim being honored with the Non-Profit of the Year award by the Harford County Chamber of Commerce. This recognition is not only a testament to the incredible work we've done, but it also reflects the power of collaboration. Our Vice President of Strategic Partnerships and Development, Diana Ellis, beautifully captured this sentiment when she shared, "We are dedicated to making a difference in the lives of the people we serve, and we couldn't have achieved this without the support of our remarkable partners here in Harford County."

Throughout the year, we have expanded our programs and services. We continue to uplift individuals and families through workforce training, education, and health services, striving to create lasting change in the lives of those we serve.

I want to take this opportunity to thank each one of our partners for their unwavering support. Your commitment to our mission is truly invaluable, and together we've created meaningful changes in our communities and beyond. As we look ahead, I am excited about what we can achieve together and deeply grateful for your continued dedication to our shared vision.

With heartfelt gratitude,

*Cindy Plavier-Truitt*

**Humanim President & CEO**



# 2024 HIGHLIGHTS



**COMMUNITY  
DEVELOPMENT SERVICES**



**iHOMES COMMUNITY  
LIVING PROJECT**



**EMPLOYMENT  
& WORKFORCE  
DEVELOPMENT**



# COMMUNITY DEVELOPMENT SERVICES

Humanim's community development services embrace the power of connection by collaborating with local partners to create meaningful, exciting opportunities for individuals to thrive. Through these collaborations, we've expanded our reach and brought a wide range of fun, engaging activities to life. From trips to museums and Orioles baseball games, to cooking classes, go-kart racing, zoo visits, and theatre shows, participants are experiencing new adventures and creating lasting memories.

These activities not only bring joy and excitement but also help foster a deep sense of community and belonging. It's truly inspiring to see individuals of all backgrounds engage more fully with the world around them, celebrating together and discovering new passions. Our community partners make these enriching experiences accessible to all, promoting inclusion and personal growth.

It's incredible to witness the impact of these events—whether it's a lively community party or a thrilling new adventure. As we continue to strengthen our partnerships, we're excited to offer even more opportunities that help enhance the lives of those we serve, opening doorways for them to fully engage with their communities.





# iHOMES COMMUNITY LIVING PROJECT

The Greenfields Community Living Project unites local partners with a shared passion for building accessible and sustainable housing. This ongoing initiative provides long-term, stable housing for low-income individuals diagnosed with psychiatric or developmental disabilities. With the support of dedicated community partners, we continue to make strides in offering individuals the opportunity to live independently with dignity and connection.

Located in Jessup, Maryland, the project features three modular homes built on a  $\frac{3}{4}$ -acre parcel donated by the Howard County Department of Housing & Community Development. These homes offer residents easy access to public transportation, parks, shopping, and employment opportunities, helping them fully engage with their community.

As Patrick Lloyd, iHomes' Director of Community Operations, shared, "The modular model of building is a method we look forward to continuing." With a waitlist for rooms, there's much more to be done, and we are excited to expand this initiative, creating brighter futures and lasting change, we remain committed to our vision of accessible and sustainable housing.

# EMPLOYMENT AND WORKFORCE DEVELOPMENT

We are honored to share that Humanim was named “Provider of the Year” at Maryland Works’ 15th Annual Employment Awards! This recognition highlights our ongoing efforts to create employment opportunities for individuals with disabilities and provide high-quality services across Maryland. We are proud of this achievement and remain committed to breaking barriers and changing perceptions of ability.

Our Employment and Workforce Development programs continue to grow and make a real impact. Through our Youth Transition Services (YTS), we help young people build critical job skills, explore career paths, and gain meaningful work experience, preparing them for future success. Our Evidence-Based Supported Employment (EBSE) program is expanding as we provide personalized job placement and ongoing support for individuals with developmental disabilities and mental health diagnoses, ensuring long-term success in competitive employment.

Humanim’s social enterprises, iScan and City Seeds, continue to create job opportunities while addressing social and environmental challenges. As we move into the new year, we are excited to keep helping individuals achieve fulfilling careers, financial independence, and contribute to stronger, more vibrant communities.



# Donovan

## HUMAN IMPACT



Donovan's journey from a participant in Humanim's Work-Based Learning Experience (WBLE) program to an accepted student at the University of Maryland, College Park, highlights the power of community partnerships and dedication to youth with disabilities. Donovan joined the WBLE program in 2022, determined to maximize the opportunity, and credits the guidance of Humanim's Youth Transition Services staff for helping him find the right internship. Through hands-on work experiences, including his impactful role at City Seeds Kitchen, Donovan developed critical career skills, such as teamwork, independence, and perseverance.

Thanks to the collaborative efforts of Humanim, City Seeds Kitchen, and other community partners, Donovan has built a strong foundation for his future. His acceptance into the University of Maryland's TerpsEXCEED program represents a new chapter, where he will gain further skills and knowledge while immersing himself in college life. Donovan's story is a testament to the impact of early intervention, mentorship, and community support in empowering young people to achieve their goals. With his self-motivation and resilience, Donovan continues to inspire others, demonstrating that with focus and determination, any barrier can be overcome.

# Jessica

## HUMAN IMPACT

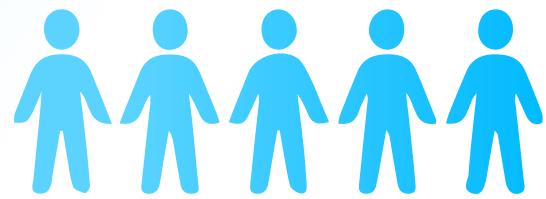
Jessica's path to independence highlights how iHomes and Humanim's Meaningful Day Program work together to spark personal growth and empower the individuals they support. With the guidance of her Direct Support Professionals (DSP) and dedicated staff, Jessica has made remarkable strides in her ability to walk independently. Over time, she has gained confidence and comfort navigating the hallways of our building, and according to staff, Jessica now gets excited about being independent and is thrilled when she's not confined to her wheelchair. This progress is a testament to Jessica's determination and the support system surrounding her.

Jessica's newfound mobility has allowed her to enjoy activities like visiting the park, where she confidently moves from bench to bench with enthusiasm. Her DSP shares that Jessica's radiant smile when completing a walk is truly heartwarming, a moment of accomplishment that brings joy to everyone around her. Jessica's story reflects the limitless potential that comes from a supportive community and the opportunity for personal growth. With each step, Jessica continues to show that with encouragement and the right resources, independence is within reach for everyone.



# MEETING THE NEEDS OF PEOPLE

In 2024, Humanim's strong partnerships opened the door to meaningful experiences that inspired joy, connection, and lasting memories for people of all ages.



**3,290**  
INDIVIDUALS  
SERVED

**1,831**

DEVELOPMENTAL  
DISABILITIES

**1,127**

WORKFORCE  
DEVELOPMENT &  
YOUTH TRANSITION  
SERVICES

**332**

BEHAVIORAL  
HEALTH



# FINANCIAL STATEMENT

## REVENUES

|                              |                     |
|------------------------------|---------------------|
| Grants & Fees for Service    | \$28,969,695        |
| Contributions & Pledges      | \$205,088           |
| Investment & Interest Income | \$107,909           |
| Other                        | \$572,289           |
| <b>TOTAL REVENUE</b>         | <b>\$29,854,981</b> |

## EXPENSES\*

|   |                     |
|---|---------------------|
| Program Services Employee Wages, Benefits & Payroll Taxes | \$17,839,706        |
| Other Program Service Expenses                            | \$5,880,618         |
| <b>TOTAL PROGRAM SERVICE EXPENSES</b>                     | <b>\$23,720,324</b> |
| Management, General, & Funding                            | \$5,605,942         |
| <b>TOTAL EXPENSES</b>                                     | <b>\$29,326,266</b> |

## STATEMENT OF FINANCIAL POSITION

|   |                     |
|---|---------------------|
| Total Assets                              | \$26,434,961        |
| Liabilities                               | \$13,170,357        |
| Net Assets                                | \$13,264,604        |
| <b>TOTAL LIABILITIES &amp; NET ASSETS</b> | <b>\$26,434,961</b> |

\* Excluding depreciation expense





# LEADERSHIP

## OFFICERS

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**Cindy Plavier-Truitt**  
President and Chief Executive Officer

**Danny Frasco**  
Chief Financial Officer

## BOARD OF DIRECTORS

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*Retired Senior Vice President and  
Chief Accounting Officer  
Corporate Office Properties Trust*



# HUMANIM

HUMAN PURPOSE. HUMAN IMPACT.

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