Historically renowned Maryland abolitionist activist Frederick Douglass once said, “It is easier to build strong children than to repair broken men.” With this thought in mind, Family League of Baltimore works relentlessly to invest in the lives of the children, youth, and families we serve. Because of an incredible network of supporters, we were able to grant $14 million in Fiscal Year 2019 to over 90 community partners, all devoted to bending the arch of inequitable outcomes closer to an improved reality.

Family League started the year on a path toward intentionally transitioning from being well-intended and multicultural to becoming an anti-racist organization committed dismantling practices that oppress, exploit, exclude, marginalize, and underserve poor people and communities of color. In March, this journey was initiated with the Peoples’ Institute for Survival and Beyond (New Orleans, LA) which served as a valuable partner in our journey toward Undoing Racism. Since then, we have adopted Racial Equity as a core value and are setting the course for operationalizing and engraining it into our organizational culture. This starts with removing barriers to access in deployment of the funds with which we have been entrusted. Our ability to increase the diversity of partners in our network surged by 30 percent with the addition of many first-time recipients of Family League grants.

With a mission to serve as architects of change, promoting data-driven collaborative initiatives is relevant. In FY19, 87% of our team has been trained in Results Based Accountability (RBA). We have also been successful in using the RBA framework to train partners and support them in better articulating impact by analyzing performance measures.

Lastly, we launched Family League’s Transformation 2020: A Strategic Plan for Organizational Success this year. The starting point of this critical work – a comprehensive community needs assessment – marked the inauguration of a partnership with Morgan State University, Maryland’s largest urban research institution and Historically Black College University, for the first time in Family League’s 29-year history. The university’s School of Community Health and Policy began a series of structured dialogues with community considered through the lens of social determinants. This critical feedback from youth, parents, educators and other community leaders will serve as the foundation for Transformation 2020.

While we are proud of this year’s accomplishments, we are even more keenly optimistic and excited about what the future holds as we stay committed to the work of building strong children, families, and communities. We thank you for your past and continued support.

Dear Friends,

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B’more for Healthy Babies

I am a facilitator of Circle of Security. I really love this workshop because I teach the parents or people taking care of a child how to understand the baby’s needs throughout childhood.

GUADALUPE FRANCO-SANABRIA B’more fit Coordinator & Active Member of BHB Communities - Patterson Park North & East

Determining family needs and associated referrals to best support the family is a key piece of home visiting work.

B’more for Healthy Babies community events held in Patterson Park North & East

5 home visiting organizations

5,527 home visits conducted

518 families served

78% of primary caregivers served by The Family Tree maintained continuous health care coverage for federal FY19.
I’ve been participating in the Family Child Care Program for six years. I’m pretty sure everyone is familiar with the quote, “it takes a village to raise a child.” In this case, it’s not a child being raised but awareness for nutrition deficiencies and a blessing for a long-needed community resource. Family League of Baltimore has contributed to my program by boosting child attendance and giving children the opportunity to become better learners through avoiding hunger and enhancing their cognitive abilities.

CHANTAE SELDON
Family Child Care Provider

Food Access
CHRISTINA PAGANO
Kindergarten & Pre-K OST Teacher
Dorothy I. Height Elementary School
Lead Agency: Child First Authority

Our Pre-K Program provides our children with the additional opportunity to practice the routines of school, as many of them have never been in a school setting before. It allows them to reinforce what has been taught throughout the day, as well as offers them new enrichment experiences they may not have access to outside of the program and day school. The children are there all day and still don’t want to leave at 6:30!

RAISING A READER

| Percentage | 59% children served | 4% public housing sites |

PRE-K OUT-OF-SCHOOL TIME (OST)

| Statistics | 56 students served | 91% of parents believed the OST program helped their child with reading | 83% of parents believed the OST program helped their child with math | 3 program sites | 100% of parents believed the OST program helped prepare their child for Kindergarten | 100% of parents believed the OST program helped prepare their child for Kindergarten |

CHRISTINA PAGANO
Kindergarten & Pre-K OST Teacher
Dorothy I. Height Elementary School
Lead Agency: Child First Authority
Community Schools & Out-of-School Time

**COMMUNITY SCHOOLS**
- **50** community schools
- **25k+** students served
- **1k+** partnerships exist across the Community School network supporting students and families.

**OUT-OF-SCHOOL TIME (OST)**
- **55k+** parent volunteer hours logged across all community schools
- **520k+** pounds of food distributed to families and community members across all community schools
- **45** OST program sites
- **4k+** students served one or more days
- **80%** were the average attendance rate across all OST programs.
- **75%** of students surveyed reported that their OST program helped them get better grades in school.
Expanded Youth Programs

Catherine’s Family and Youth Services’ Expanded Youth Program offers daily snack and dinner, implemented daily mindfulness and meditation; small group tutoring and mentorship; daily academic-based curriculum, homework help, a variety of enrichment and STEM activities; and character, life and social skill development. The program also offers quarterly exposure field trips to incentivize those with good behavior and good grades in reading and math.

KODON LEARY
CFO
Catherine’s Family and Youth Services

EXPANDED YOUTH PROGRAMS

30 program sites
1k+ students served
84% of the high school students surveyed across all Expanded Youth Program sites believe they will go to college.
90% of all young people surveyed across all sites believe their Expanded Youth Program helped them to become a better leader.

BALTIMORE SUMMER SKILL BUILDERS

17 work sites
298 students served
105 hours worked on average by each youth
82% of participants said the program made them feel more ready for a job.
Interagency Initiatives

YES, founded by young people experiencing homelessness and their allies, seeks to provide youth with the resources needed to not only build a safe, physical home, but the safety of a supportive community. Our compassion-led approach meets youth where they are, getting to the roots of barriers like obtaining identification, a place to get mail, enrolling in school, advocacy in legal proceedings, accessing public benefits and childcare, and connecting to employment and housing, by acknowledging lived experiences and shared narratives. Our peer-led and progressive engagement model has helped us build trust with youth and young adults quickly — and we know it counts. As youth strengthen their support systems, engage in restorative conversations with peers and ally staff, and develop sustainable solutions, they begin to feel powerful, continue to challenge systems, and take authorship of their lives.

BLAIR FRANKLIN
Executive Director
Youth Empowered Society (YES)

LOCAL CARE TEAM
Family League oversees the work of the Local Care Team (LCT) for Baltimore City. LCTs serve as forums to help families of children with intensive needs and facilitate interagency discussions and problem solving.

124 referrals received
54 cases reviewed
47 trainings provided to the community about the work of the LCT

YOUTH SERVICES BUREAUS
Youth Services Bureaus (YSBs) are community-based, non-residential organizations that provide formal and informal counseling, case management, and crisis management services to youth. In FY19, our partners were East Baltimore Community Corporation and Treatment Resources for Youth.

142 distinct young people served
Through formal and informal services
The Family Stability Program has clinicians who partner with families to assess strengths and needs in an effort to increase protective factors and decrease risk factors. Standardized instruments and assessments inform outcome-driven service plans, in collaboration with families, to focus on child and family safety, child and family well-being, and family permanency and stability. 

59 families served 94% of those who completed the program exhibited increased stability in family functioning.

The Parent and Youth Empowerment Program (PYEP) was designed to strategically respond to the issue of unnecessary contact with the juvenile justice system among youth who are in need of community-based services and do not pose a public safety risk. PYEP worked with youth to create service plans and connect youth and their families to community-based services. The East Baltimore Community Corporation ran PYEP out of the Baltimore City Juvenile Justice Center.

93 youth served 100% were assessed 74% were referred out for community-based services such as mental health counseling, mentorship, and educational supports.

The Boys and Girls Club of Metropolitan Baltimore’s “Boys Club” Gang Prevention Program was a youth development and prevention program operating in the Baltimore City Juvenile Justice Center. The Gang Prevention Program served incarcerated youth with life skills, self-esteem building, empowerment training, social skills development, and workforce/career development. This program sought to increase youth protective factors by providing strength-, needs- and interest-based programs and supports. The goals of this program model were to prevent and deter unhealthy behavior while helping youth to become successful citizens.

463 participants 65% of youth surveyed reported that they learned skills that would make it less likely they would get arrested or detained again.

90% of youth surveyed reported that they learned to make good decisions in the program.

The Mayor’s Office of Employment Development’s Youth Opportunity (YO) centers and the Youth Empowered Society (YES) partner to deliver rapid re-housing and employment barrier removal supports, including paid internships, to older teens and young adults who are homeless, out of school, and out of work.

21 youth served 19 youth housed 17 youth enrolled in workforce services

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AFRICAN AMERICAN MALE ENGAGEMENT

The Mayor’s Office of Family and Children Success African American Male Engagement division creates a community collaborative of network partners and support structure to identify and address the needs impacting Baltimore’s male youth and adults. The Connect 2 Success program provides job/work readiness, life skills, mental health and substance use support, health and wellness, and mentorship.

106 youth served

60 youth connected with mental health and/or substance use supports

20 engaged in vocational training

15 enrolled in driving school to obtain a driver’s license

Providing as a behavioral health provider for The Mayor’s Office of Family and Children Success - African American Male Engagement has been a rejuvenating experience. As a clinician who stepped away from direct service for some years, this experience has shown me that the youth and families of Baltimore are in need and are WILLING to seek and accept help. As a behavioral health provider, this program allowed a vulnerable population to explore cultural norms, family dynamics, the impacts of adverse childhood experiences on primary and secondary trauma, and how the current view of this has shaped the development and success of men of color. Being a part of this project has allowed KEYS Development to transform the youth of Baltimore City and provide them with opportunities of success, hope, and the ability to thrive.

AJAH DOGWELL, LICSW, MA
Clinical Program Strategist
KEYS Development, TA LLC.
KEYS Empowers, Inc.
The Family Recovery Program, Inc. helps parents whose children are removed from their custody due to substance use by helping those parents break free from addiction, demonstrate responsibility, and ultimately reunite with their children. This nationally recognized program provides parents with the substance use treatment they need and a full range of supportive services, including mental health care, transportation, housing assistance, and case management support. Services are tailored to meet the needs of parents who are in crisis and unable to move forward without intensive, ongoing help.

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Since 2014, 65% of children were reunited with their parent(s) or placed in a permanent housing situation within two years (of removal from the home).

When a family has a child removed there is an opportunity to work through the pain and create a new life free from the disease of addiction. The staff of The Family Recovery Program, Inc. works tirelessly to reunify and strengthen families in Baltimore City. Through our efforts, our partnerships, and the hard work that is required, our families get another chance. We believe in the power of the human spirit and in each of the families we have the opportunity to serve.

JOCELYN GAINERS, ED.D., CAC-AD, AS, CEBL
Executive Director
The Family Recovery Program, Inc.
### Maternal Mortality Review Program - Establishment of Local Teams - SB0602/HB 796
Sponsors: Senator Shirley Nathan Pulliam, Delegate Pam Queen

This bill supports the work of the statewide Maternal Mortality Review Program by creating mechanisms for local health offices to assemble a more focused, regionally-responsive review team.

### Summer SNAP for Children - SB0218/HB 338
Sponsors: Senator Cory McCray, Delegate Pam Queen

This bill supports families of school-aged children by providing $30 per month, per child, directly onto their EBT, or SNAP, cards (formerly known as Food Stamps). While we had to compromise on the appropriations for this bill, funds are allocated to get a Summer SNAP program off the ground. We were also able to work in some useful provisions that will support Maryland’s Department of Human Services in applying for potential federal funds when available.

### Thrive by Three - SB0406/HB 520
Sponsors: Senator Bill Ferguson, Delegate Brooke Lierman

This bill provides additional annual funding to the state’s “Thrive by Three” Grant Program, establishes a task force to support this work, and sets a strong foundation to build on in future years as we continue advocating for funding of early childhood public health work.

### Community Schools – Established - SB 661/HB 733
Sponsors: Senator Mary Washington, Delegate Eric Ebersole

This bill establishes a standard, best practices-informed definition of the Community School strategy for Maryland, setting us at the forefront of the national education landscape. The timing is incredibly pertinent, as the Kirwan Commission legislation included a significant investment in Community Schools in areas of concentrated poverty across the state, including in Baltimore City.

### Maternal Mortality Review Program - Reporting Requirement - SB 356/HB 0583
Sponsors: Senator Shirley Nathan Pulliam, Delegate Jheanelle Wilkins

This bill strengthens the annual report from the Maternal Mortality Review Program by including a comprehensive section on racial disparities that includes a comparison of maternal mortality rates across race and ethnicity.

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Our Public Policy Work

Each of Family League’s five priority bills passed during the 2019 Maryland General Assembly. These are big wins, but each represent only a single step forward in a longer journey toward real equity and opportunity. During the legislative process, we must work with advocates and lawmakers on both sides of each issue and often reach compromises on bills. Our bills passed looking differently than they did when originally drafted, sometimes in small ways, other times with significant changes. This means that we continue monitoring their implementation and working with our coalition partners to determine what we need to do to make sure the work continues to move forward.

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---

**MARGIE HATCH**
Community School Coordinator
John Ruhrah Elementary/Middle School
Lead Agency: Southeast Community Development Corporation
Professional Development

Family League of Baltimore offers a range of professional development workshops throughout the year. All workshops are free of charge to participants and open to anyone who wishes to attend. In FY19, Family League supported 631 unique registrants by offering 58 workshops that covered youth development, equity, program quality, serving specialized populations, self-care, and engaging youth.

Data & Evaluation

In FY2019, Family League's Impact team, focusing on our core values of performance and innovation, streamlined data collection and reporting by developing processes by which Funded Partners utilize existing systems to reduce data entry efforts. The Data & Evaluation team continued to support Funded Partners with shifting to a Results Based Accountability framework in an effort to better tell the story of their work. The team offered training, technical assistance, and one-on-one coaching and supports related to data quality, data collection, developing and calculating performance measures, implementing the RBA framework, and using data to make decisions that help turn the curve on performance.
As the designated Local Management Board (LMB) for Baltimore City, Family League is entrusted with leveraging funds from local and state government, braiding them with philanthropic dollars to support quality, community-based organizations as they implement strategies addressing shared priorities. We also connect and convene private and public funders, local community leaders, educators, health professionals and businesses to develop a shared agenda for action.

Funded Partners provide the foundation for our work to make lasting change for children, youth, and families in the City of Baltimore. This fiscal year, we invested approximately $14 million in 89 organizations to help children and families in Baltimore reach their full potential. In addition to financial support, we provided structure and guidance with required reporting, administrative policies, and compliance documentation.

Photos are courtesy of Play On Purpose (P.O.P.), Inc.

**Funded Partners**

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**Our Funded Partners**

A Revolutionary Summer
AARP Foundation, Inc.
Access Art, Inc.
Alya Baltimore, Inc.
At The House, Inc.
Baltimore Brothers Inc.
Baltimore City Mayor’s Office of Children & Family Success
Baltimore City Mayor’s Office of Employment Development
Baltimore Curriculum Project, Inc.
Baltimore Healthy Start, Inc.
Baltimore MedClinic System, Inc.
Baltimore Squashwire
Baltimore Teacher Network
Baltimore Youth Leadership Foundation, Inc. aka The Door
Baltimore Youth Arts
Baltimore, Inc.
Blackbird Institute
The Bar Seccess of Maryland Foundation DMB Bar Seccess Community Works
Boy & Girl Clubs of Metropolitan Baltimore, Inc.
Brookings Instiute
By Peaceful Means
BYKE Collective, Inc.
CASE de Maryland, Inc.

Calhoun’s Family and Youth Services, Inc.
Challenge a Change
Child First Authority, Inc.
Civil Works, Inc.
Creative Alliance
Diamonds On The Rise, Inc.
Downtown Sailing Center
Drive Now Educational Funding Corp.
DUI Monitors
East Baltimore Community Corporation
Education Based Latin Outreach
Excellence & Ambition Inc.
The Family Recovery Program, Inc.
The Family Tree
Form Prison Cells to PhD, Inc.
Full Gospel Fellowship Church of Deliverance, Inc.
Greater Baltimore Urban League
Harlem Lacrosse - Baltimore
Higher Achievement Program, Inc.
Humanum, Inc.
The Intersection, Inc.
Johns Hopkins Centro SDSL
Johns Hopkins University Center for Adolescent Health
Johns Hopkins University Center for Communication Programs
KV's Empowerers, Inc.
Korena Baptist Church
Lakeland Justice Center
Let’s Go Boys and Girls, Inc.
Liberty Village Project
Liberty's Promise, Inc.
Living Classrooms Foundation
Medical Education Resources Initiative For Teens
MM Foundation, Inc.
National Center on Institutions and Alternatives
NEWH
Park Heights Renaissance
Parks and People Foundation
Paterson Park Public Charter School, Inc.
Play on Purpose, Inc.
Playing With A Purpose LLC
Project Pneuma, Inc.
Roberta’s House Inc.
Sinai Hospital of Baltimore, Inc.
Sisters Saving the City, Inc.
Smart Steps Youth Services, Inc.
Southeast Community Development Corporation

St Veronica Roman Catholic Congregation, Inc.
St Vincent de Paul of Baltimore, Inc.
St. Francis Neighborhood Center Corporation
Strong City Baltimore, Inc.
TIME ORGANIZATION
Treatement Resources For Youth Inc.
U.S. Dream Academy
United Way of Central Maryland
University of Maryland
Extermion-Baltimore City
University of Maryland, Baltimore
University of Maryland, Baltimore - Sponsored Programs
University of Maryland, Baltimore
The Y in Central Maryland, Inc.
Youth Empowered Society

Photos are courtesy of Play On Purpose (P.O.P.), Inc.
Our Financials

Statement of Activities & Changes in Net Assets for the Year Ended June 30, 2019

### Revenue & Support

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount (in $)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>$22,153,246</td>
</tr>
</tbody>
</table>

### Expenses

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount (in $)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>$21,158,577</td>
</tr>
<tr>
<td>Contributions</td>
<td>$4,307,287</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>$22,414,716</td>
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</tbody>
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### Program Services

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount (in $)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other Governmental Grants</td>
<td>$4,694,099</td>
</tr>
<tr>
<td>Federal Direct &amp; Passed-Through Grants</td>
<td>$13,930,765</td>
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<tr>
<td>Early Childhood Programs</td>
<td>$1,191,423</td>
</tr>
<tr>
<td>Food Access Programs</td>
<td>$64,716</td>
</tr>
<tr>
<td>Total Program Services</td>
<td>$470,246</td>
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</tbody>
</table>

### Other Income

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount (in $)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fundraising</td>
<td>$126,183</td>
</tr>
<tr>
<td>Other Income</td>
<td>$5,470</td>
</tr>
<tr>
<td>Total Other Income</td>
<td>$131,653</td>
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</tbody>
</table>

### CHANGE IN NET ASSETS WITHOUT DONOR RESTRICTIONS

<table>
<thead>
<tr>
<th>Component</th>
<th>Amount (in $)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue &amp; Support</td>
<td>$22,153,246</td>
</tr>
<tr>
<td>Expenses</td>
<td>($22,414,716)</td>
</tr>
<tr>
<td>Change in net assets without donor restrictions</td>
<td>($259,154)</td>
</tr>
</tbody>
</table>

### CHANGE IN NET ASSETS WITH DONOR RESTRICTIONS

<table>
<thead>
<tr>
<th>Component</th>
<th>Amount (in $)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>$4,307,287</td>
</tr>
<tr>
<td>Change in net assets with donor restrictions</td>
<td>($126,183)</td>
</tr>
<tr>
<td>Net assets, end of year</td>
<td>$3,275,591</td>
</tr>
</tbody>
</table>

### ASSETS

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount (in $)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash &amp; cash equivalents</td>
<td>$1,594,571</td>
</tr>
<tr>
<td>Accounts receivable, net</td>
<td>$2,999,304</td>
</tr>
<tr>
<td>Unbilled accounts receivable</td>
<td>$182,024</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>$30,193</td>
</tr>
<tr>
<td>Total current assets</td>
<td>$4,046,064</td>
</tr>
<tr>
<td>Property &amp; equipment, net</td>
<td>$1,584,571</td>
</tr>
<tr>
<td>Total assets</td>
<td>$5,630,635</td>
</tr>
</tbody>
</table>

### LIABILITIES & NET ASSETS

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount (in $)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable</td>
<td>$2,996,247</td>
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<tr>
<td>Accrued compensation</td>
<td>$327,622</td>
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<tr>
<td>Accrued expenses</td>
<td>$72,666</td>
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<tr>
<td>Deferred revenue</td>
<td>$4,046,064</td>
</tr>
<tr>
<td>Total liabilities</td>
<td>$4,212,706</td>
</tr>
<tr>
<td>Net assets, without donor restrictions</td>
<td>$2,599,299</td>
</tr>
<tr>
<td>Net assets, beginning of year, as restated</td>
<td>$3,404,090</td>
</tr>
<tr>
<td>Change in net assets with donor restrictions</td>
<td>$132,971</td>
</tr>
<tr>
<td>Net assets, end of year</td>
<td>$3,275,591</td>
</tr>
</tbody>
</table>

Our Funders

Greater than $5,000,000

- The Mayor and City Council of Baltimore City
- Baltimore City Health Department
- Maryland Governor’s Office for Children
- Maryland State Department of Education
- Maryland State Department of Social Services

$1,000,000 to $4,999,999

- Baltimore City Mayor’s Office of Criminal Justice
- Baltimore City Public Schools
- Maryland State Department of Juvenile Services
- Open Society Institute Baltimore

$25,000 to $499,999

- Maryland State Department of Housing and Community Development
- Maryland State Department of Human Services

$5,000 - $499,999

- The Annie E. Casey Foundation
- Baltimore City Mayor’s Office of Human Services
- Maryland State Department of Housing and Community Development
- Maryland State Department of Human Services

Less than $5,000

- Comcast
- The Earle & Annette Shawe Family Foundation
- Family Foundation
- PNC
- T. Rowe Price
- Wright, Constable, and Skeen

$999 and under

- Justin Bowers
- Howard Tech Advisors
- Stevenson University Online
- Sue Ann’s Office Supply, Inc.