Thank you for supporting Civic Works

You’re building brighter futures.

For the most part, we mean that figuratively. Your contributions have helped our job trainees and high school students find jobs and enter college. We celebrated our largest REACH! Partnership School graduating class to date, our 89 seniors received over $225,000 in scholarship funds this year. Our Real Food Farm provided over 1,900 students with educational experiences and over 700 seniors received services to help them comfortably age in place through our Cities for All Ages program.

You helped us create brightness in a literal sense as well. Our Retrofit Baltimore program expanded significantly in 2015, providing home energy efficiency improvements and installing our first rooftop solar systems, so that residents can more affordably keep their lights on. Thirty-two participants went solar through our new bulk-purchasing solar co-op program – installing 201 kilowatts of solar power on their own rooftops and saving $33,388 annually on electric bills. Our Baltimore Center for Green Careers became Maryland’s first solar training program earlier this year, offering graduates the industry certifications they need to join this growing field.

We have created art installations at some of our vacant lot projects and Baltimore Orchard Project sites, so that communities can enjoy colorful amenities together with their new orchards and mini-parks. The first phase of Clifton Mansion’s renovation process is complete and we are honored to continue its legacy of service to Baltimore’s communities.

Building better futures is a key part of what we do at Civic Works, and we are so very proud that you have joined us in adding brightness and vibrancy in so many wonderful ways.

Jonathan Melnick
Chair, Board of Directors

Dana Stein
Executive Director
Provided 234 AmeriCorps members with service opportunities

Repairs or weatherized 436 homes

Engaged 3,040 volunteers in service projects

Converted 7 vacant lots into community green spaces

Placed 64 participants in green careers

Grew 39,731 pounds of fresh produce

Tutored and mentored 3,775 local students

Made 5,894 households more energy efficient
We plant and cultivate orchards, teaching neighbors to be long-term stewards and sharing the harvest among us all.

We help older adults age in place through fall prevention, safety repairs, referrals to supportive services, and occupational therapy.

We are mentoring Baltimore County and City students through AVID, a national model dedicated to closing the achievement gap by preparing all students for college and other postsecondary opportunities.

We are making Baltimore’s economy more equitable and sustainable by training residents for jobs in the emerging green sector. Our EnergyReady, Project Lightbulb and Retrofit Baltimore programs provide services that make homes safer, more comfortable, and more energy efficient.

We help high school students from Baltimore City develop job skills and learn about more about the environment through a variety of conservation projects.

We help Baltimore City residents, businesses, and nonprofits save energy by making energy efficiency installations in homes and engaging schools and communities in energy education.

We help Baltimore County and City students through AVID, a national model dedicated to closing the achievement gap by preparing all students for college and other postsecondary opportunities.
We prepare students for college and careers in healthcare and construction. Graduates leave the school with the certifications they need to start jobs or apprenticeships as nursing assistants, pharmacy technicians, carpenters, or electricians.

We partner with Baltimore communities to transform vacant and abandoned lots into neighborhood gardens and green spaces.

We grow food in Baltimore County using sustainable methods, producing high-quality vegetables at an affordable price, while prioritizing skills training for young farmers and environmental stewardship of the land.

We help older adults access housing services by providing support to community-based organizations.

We work toward a just and sustainable food system by improving neighborhood access to healthy food, providing experience-based education, and helping develop an economically viable, environmentally responsible local agriculture sector.

We build brighter futures for low-income Baltimore City youth, many of whom have dropped out of high school. We provide construction training and certifications, assistance in earning a high school diploma or GED, college preparedness and job placement services.
“I really am a good person. I’ve just been through a lot. We tend to be stereotyped; I’m trying to break that stereotype. I want better.”
Thank you for helping James prepare for his future career. Next year, 20 young adults like James will join our YouthBuild program. Your continued support will give them a chance to learn construction skills, earn a GED, and provide for their families.

“My daughter is my motivation”

By the age of sixteen James Knight was supporting himself. Now that he is twenty-two and has his own family to support, the stakes are even higher. That is why he is pursuing a career in construction and joined Civic Works’ YouthBuild program to develop the skills he needs to achieve his goal.

According to the Job Opportunities Task Force, in 2013 approximately 17,910 Baltimore City youth were neither working nor enrolled in school; that is one in five of our young people. Seventy-nine percent were African American.

Growing up in Baltimore can be tough and it’s even more difficult alone. James lost his mother in 2000 and his father in 2009. Since then he has worked hard to keep his family together. James says this struggle to survive helped him form a strong mindset and become very self-aware at an early age. It has also made him determined to find a career that can support his family. “I always wanted to do construction work”, he says, “I’m living my dream. To me, it’s more than an occupation.”

After only two months with us, James was excelling. He gained hands-on construction experience by renovating a house in a low-income community - he installed doors, painted walls and ceilings, waterproofed a basement, and installed a new bathroom sink, vanity and toilet. James became a Sherman Williams Certified Painter and earned his OSHA 10-hour Construction certification and Home Builders Institute (HBI) Pre-Apprenticeship Certificate Training (PACT) Certification upon completion of the program.

James knows what he wants to do with his life and how he can make his dreams of a career in construction a reality. The skills and certifications he gained through YouthBuild will be invaluable assets. James knows the road ahead won’t be easy but he is enthusiastic about his future. As he puts it, “It’s about how bad you want it.”
Jordan was looking for a job but faced a major roadblock on his road to success: a criminal record. At 27, Jordan found himself on parole after eight years of incarceration. “My criminal record had a profound effect on my ability to get a job. I would apply, get interviewed and then the background check would reveal my past. My record was a big issue.”

He shared his dreams of a brighter future with his case manager who encouraged him to apply to Civic Works’ Baltimore Center for Green Careers’ training program (BCGC), he did just that and got an interview on the spot. BCGC trains unemployed and underemployed Baltimore residents, including those with a criminal record, for green jobs. Participants earn industry-recognized certifications and receive job placement assistance upon successful completion of the program.

At BCGC Jordan learned how to make houses more energy efficient through comprehensive courses in building science and developed the skills necessary to properly air seal and insulate homes. He started his training in a classroom setting, which was followed by a hands-on practicum and on-the-job training with our EnergyReady program. “It was really helpful to have the on-the-job training”, he says, “we got to get our feet wet in the warehouse, then utilized our skills in the field. It was a good process.” He received his US Department of Energy 35-hour Weatherization Tactics, OSHA 30 Construction Safety, and EPA Lead Renovation Repair and Painting certifications. “It was a seamless transition from the on-the-job training to being employed with Elsian Energy (the region’s leading energy efficiency firm). The day after completing my program at BCGC, I stared working, I didn’t skip a beat. I had interviewed with nine companies so I had a lot of options, which I really appreciated.”

Trainees like Jordan also improve upon their soft skills at BCGC though mock interviews, resume building and workplace communication. Jordan found these courses to be very valuable. They have helped him navigate the terrain of his new career and deal with the situations one experiences on a daily basis in the field. “The staff at BCGC were selfless and outgoing, and they went the extra mile to make sure that we were in the best position possible. I am most grateful for that: working with genuine people who want the best for you, from beginning to end, including the training and the job placement. They made sure that every last one of us was successful, they definitely made a difference and their commitment was incredible.”

“I’m so glad I made the decision to complete the Energy Retrofit program at BCGC. Without the training, the certification, the interviews I wouldn’t be where I am today.”

Thank you for helping Jordan find a permanent job that he loves. Next year, 100 Baltimore residents will enter the Baltimore Center for Green Careers. Many of them, like Jordan, have been arrested or spent time in jail. Your continued support will give them a new start in the green economy.
“Getting the training and certifications was exactly what I needed.”
“I’m going to pursue my dreams and become what I want to be.”
Joey Payne and Tykiera Simmons both have big plans for the future. The recent REACH! Partnership School graduates were at the top of their class of 89 students. Joey was the class Valedictorian and graduated with a 4.09 GPA, Tykiera was Salutatorian with a 3.06 GPA. Both students achieved so much during their time at REACH! and will accomplish a lot more in the years to come.

“At REACH!, I improved my skills and I grew into myself.”

Joey started at REACH! Partnership School as a sixth grader and immediately felt a connection to the school. The teachers and staff encouraged him to step outside of his comfort zone and pushed him to improve academically. He did well in school and participated in extracurricular activities, which he says enriched his educational experience. He even spent time tutoring his fellow students as an AmeriCorps member.

By the time he graduated, Joey had already become a Certified Nursing Assistant (CNA), earned 18 college credits through REACH!’s Early College Program, received CPR and first aid training, was a three-time Ben Carson Scholar and joined the National Honor Society. Joey will attend Stevenson University, where he plans on pursuing a degree in biology and a career as a dentist. He says it’s a solid career that will enable him to help those in need.

“The teachers are super supportive. If you need help with homework, even on weekends, they are always within reach.”

Tykiera knows she wants to become a Registered Nurse and now has the tools she needs to make that happen. The tutoring, mentoring and college readiness training she received at REACH! helped her form this focused and attainable goal. Like Joey, she became a Certified Nursing Assistant, which will bring her one step closer to her dream.

REACH’s Early College Program had a huge impact on her. She joined her sophomore year and got to experience “living the college lifestyle while still in high school”. She says it was overwhelming at first – signing up for classes, handling the coursework, interacting with new people – but professors, REACH! staff and AmeriCorps members worked closely with her to navigate this new terrain. As a high school student, Tykiera earned 12 college credits that she will use to continue her academic journey at Baltimore City Community College.

Thank you for helping Joey and Tykiera prepare for college. This year, nearly 500 students will attend REACH! Partnership School. Your continued support will allow students like Joey and Tykiera to finish high school in a supportive atmosphere where they learn that college and careers are goals they can achieve.
In 2015, 3,040 Civic Works volunteers served over 11,700 hours in our communities. These dedicated and enthusiastic individuals transformed vacant lots, harvested produce from our urban farms and orchards, made repairs to seniors’ homes, helped restore our historic headquarters, Clifton Mansion, and so much more. At our annual Dr. Martin Luther King, Jr. and Ricky Myers Day of Service events, hundreds of volunteers join us to make a major impact through one day city-wide improvement projects.

Thank you, Civic Works volunteers, for all of your hard work! Together we are making Baltimore a better place.
“Life before AmeriCorps was a bit of a struggle for me. It was hard to get into college and I worried about taking out loans. I always talk about how great AmeriCorps is to many different people. I try to encourage the ones that I know need help with college and job readiness to just try one term. Once you do one, you’re going to want to do another.” - Jamaal

In 2015, 234 Civic Works AmeriCorps members served their communities. They tutored students, grew food, created community gardens, repaired homes, and helped homeowners and businesses save energy. They received a stipend, training, and an education award that can be used for college, trade school, or to repay qualified student loans.
Thank You to Our 2015 Supporters
$100,000+
The Abell Foundation
Baltimore City Public Schools
Baltimore Community Foundation
Baltimore County Public Schools
Baltimore Department of Housing and Community Development
Baltimore Office of Sustainability
The Bunting Family Foundation
Corporation for National and Community Service
The Corps Network
Environmental Protection Agency
France-Merrick Foundation
Governor’s Office on Service and Volunteerism
Housing Authority of Baltimore City
Johns Hopkins School of Nursing
Maryland Department of Natural Resources
Maryland Energy Administration
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Morton and Sophia Macht Foundation
National Fish and Wildlife Foundation
Leonard and Helen R. Stulman Charitable Foundation
United States Conference of Mayors
United States Department of Labor
The Harry and Jeannette Weinberg Foundation
Wells Fargo Bank
Maryland Department of Labor, Licensing and Regulation
The Joseph and Harvey Meyerhoff Family Charitable Foundation
Open Society Institute - Baltimore
PNC Foundation
Marjorie Roswell
Southeast Community Development Corporation
The Aaron and Lillie Straus Foundation
The Alvin & Fanny B. Thalheimer Foundation
Town Creek Foundation
United States Department of Agriculture
YouthBuild USA

$5,000 - $9,999
AM Conservation
Bank of America
Blue Water Baltimore
CareFirst BlueCross BlueShield
Chesapeake Employers Insurance Company
CSX Transportation
Diana Digges
DTLR
The Home Depot Foundation
Maryland Affordable Housing Trust
New Belgium Brewing Company
People to People International
Carol and Dan Schwartz
Timberland, LLC
Venable Foundation
Waverly Main Street

$10,000 - $99,000
Associated Black Charities
Association of Baltimore Area Grantmakers
BGE, An Exelon Company
Marc G. Bunting
Mary Catherine Bunting
Chesapeake Bay Trust
Clayton Baker Trust
The Columbia Association
Community of Curtis Bay Association
Betty Lee and Dudley P. Digges Memorial Fund
Dundalk Renaissance Corporation
Family League of Baltimore City
Harford County Department of Social Services
The Hoffberger Foundation
The Institute for Integrative Health
The Zanvyl and Isabelle Krieger Fund
Lockhart Vaughan Foundation
Lowes Charitable and Educational Foundation

$2,500 - $4,999
Annie E. Casey Foundation
Brown Advisory
Constellation, An Exelon Company
Harkins Builders
Historic East Baltimore Community Action Coalition
Shapiro Sher Guinot & Sandler
Share our Strength
SunTrust Bank
United Way of Central Maryland
WBC Community Development Corporation
$1,000 - $2,499
Alliance for Community Trees
Armstrong Fluid Technology
Rhonda Anderson and Brian Helme
BMC Services
John and Carolyn Boitnott
George and Anne Bunting
Charles A. Klein & Sons
Cherry Hill Development Corporation
Dawna Cobb
Mark Counselman
DaiKin Applied
Dixie Construction Company
Ellin & Tucker
entreQuest
Howard Feldman
The Fruit Guys
Victoria Hanna
Joyce Hassan
Martha Holleman
Deborah Howard
Johns Hopkins University
Karin Hurt
Kevin Jordan
Keswick Multi-Care Center
Kinsley Construction
Koinonia Foundation
Ligon & Ligon, Inc.
Manekin Construction, LLC
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RCI Heating & Air Conditioning
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Laura Sahm
Kathy Shapiro Foundation
Dana Stein
T. Rowe Price
Under Armour
United Products Distributors, Inc.
Whiteford, Taylor & Preston
Whirlpool

$1 - $999
AARP
Advance Business Systems
All-American Environmental Services
Bonnie Allan
Alliance of Nonprofits for Insurance
Marcia Amaimo
Amazon Smile Foundation
Jim Angelone
The Ashmon Group
Ned Atwater
Paul Babikow
Frank Babusci
Baltimore Office of Promotion and the Arts
Martha Barss
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Bernard Berkowitz
Cindy and Howard Bernstein
Beth Am Synagogue
LuAnn and Jay Blackman
Stephen Bolton
Victor Bonaparte
Amanda Bourgeois
Jacqueline Bowie
Michael Braverman
Elizabeth and Phil Briscoe
Justin Brodie-Kommit
Drew Brown
Bradley and Kathleen Brown
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Bonita Bush
Mary Bushel
Callaway Garrison Improvement Association
Alexzine Campbell
Sanford Cardin
Nina Beth Cardin
The Charmery
David Chapin
Alvin Cherry
Chizuk Amuno Congregation
Ann Ciekot
John Ciekot
Andrew Cohen
Fronda Cohen-Ottenheimer
Community Solutions, LLC
Pamela Connolly
ConTech Engineered Solutions, LLC
Whitney Cooper
Jason Lewish
Jody Libit
Brooke Lierman and Eben Hansel
Gail Lipsitz
Dominique Long
Dave Love
Luther Place Memorial Church
Ganesha Martin
Julie Mazzola
Robert McAulay
Iantha McCallum
Andrea McCants
Casey McKeel
Norman Meadow
MECU
Michelle's Granola
Anthony Milando
David Milton
Louis Miserendino
Millennial Media
Stephanie Miller
Alexa Molloy
Justine Moreau
Shelley Morhaim
Vanessa Morris
Eileen Murphy
Naturally Leavened, LLC
David Nelson
Network for Good
Linda Nevaldine
Northern Pharmacy & Medical Equipment, Inc.
Oheb Shalom Congregation
Jo-Ann Orlinsky
Christy Page
Anne Palmer
Constance Parker
Park School of Baltimore
John Pate
Adrenne Peres
Louis Perkins
Sherretta Peterson
Samira Phillips
Hugh Pocock
Tina Porter-Hill
Lori Potts
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James Pyatt

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Karl Sanzenbacher
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Kent Saunders
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Darlene Schumacher
SECU
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Beth Wecht
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Sherry Weeks
Dianne Wheaton
Terrell Williams
Paul Wolman
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William and Nancy Wommack
World Trade Center Institute
Michael Worthington
WPG Financial Group
Dion Wright
Wyman Park Community Association
Fan Yang
Bridget Young
Mary Zajac
Bernard Zanchettin
Robert Zdenek
Jodie Zisow

**Clifton Mansion**

T.B. Alfriend
John and Carolyn Boitnott
Nelson Bolton
Susan Brooks
John Carroll Byrnes
Elizabeth Carr-Wells
Clifton Tennis Club
James Cudlip
Robert Deford
Linda Eberhart
William Fisher
Ann Hagerty
Richard and Mary Kate Herbig
Henry Hopkins
Samuel Hopkins
Elizabeth Hynson
Masahiro and Carolyn Talbot Iwata
Johns Hopkins University
Eileen Lamasa
Robert Locke
Maryland Branch Sons and Daughters of the Pilgrims
Maryland Department of Business and Economic Development
Maryland Humanities Council
Cory McCray
Lynn Molnar
James Morrison
Dennis O’Shea
Susan Patz
Mary Louise Preis
W. Bryan Rakes
Barry Richmond
Roland Park Country School
Jared Rosen
Linwood Simpler
Frank Somerville

The Womans Club of The Johns Hopkins University
Joseph Ames and Priscilla M. Thompson
Stephanie Town

**In Kind Donations**

Babikow Greenhouses
Ben Brosius
Brett Bailey
Carma’s Cafe
Chapel Valley Landscaping
Davin Hong
Dianne Wheaton
Eaton Corporation
Mona Electrical Group
Gehrlicher Solar America Corp.
Greenleaf Construction
H&S Bakery
JHU Office of Communications
Liberty Property Trust
M+W Group
Manor View Farms
Maryland Master Gardeners
Mechanical Systems, Inc.
Media Star Promotions
MS Promotions
Peter Halstad Catering
Samuel Little
Starbucks
Tom Thieman Tree Service
Tree Baltimore
Valley View Farms
WYPR

**Farm Alliance of Baltimore**

The Abell Foundation
Baltibrew
Cherry Hill Development Corporation
Cliff Bar Family Foundation
Statement of Financial Position
September 30, 2015 and 2014

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
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</thead>
<tbody>
<tr>
<td>Assets</td>
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<tr>
<td>Cash</td>
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<td>Accounts Receivable</td>
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<td>Prepaid Expenses &amp; Other Assets</td>
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<td>Property and Equipment</td>
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<td>Pledges Receivable</td>
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<td>Long Term Assets</td>
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<td>4,429,008</td>
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<td><strong>Total Assets</strong></td>
<td><strong>$8,188,693</strong></td>
<td><strong>$7,893,710</strong></td>
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<tr>
<td>Liabilities</td>
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<tr>
<td>Accounts Payable &amp; Accrued Expenses</td>
<td>$1,801,797</td>
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<td>Notes Payable</td>
<td>2,140,058</td>
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<td>Net Assets</td>
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<td>Unrestricted</td>
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<td>Temporarily Restricted</td>
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<td><strong>Total Net Assets</strong></td>
<td><strong>$4,246,838</strong></td>
<td><strong>$3,914,301</strong></td>
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<td>Total Liabilities and Equity</td>
<td><strong>$8,188,693</strong></td>
<td><strong>$7,893,710</strong></td>
</tr>
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</table>

Statement of Activities
Years Ended September 30, 2015 and 2014

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Businesses and Individuals</td>
<td>$951,498</td>
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<td>Foundations</td>
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<td>Government Revenue</td>
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<td>Other Revenue</td>
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<td><strong>Total Revenue</strong></td>
<td><strong>$10,991,458</strong></td>
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<td>Expenses</td>
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<td>Program Services</td>
<td>$9,535,436</td>
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<td>Management and General</td>
<td>844,015</td>
<td>789,005</td>
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<td>Fundraising</td>
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<td>163,769</td>
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<td><strong>Total Expenses</strong></td>
<td><strong>$10,658,921</strong></td>
<td><strong>$8,259,752</strong></td>
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<td>Changes in Net Assets</td>
<td><strong>$332,537</strong></td>
<td><strong>$1,063,056</strong></td>
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</tbody>
</table>

In 2015, nearly $0.90 of every $1.00 we received was spent on the people and communities we serve.
Civic Works strengthens Baltimore’s communities through education, skills development, and community service.

Civic Works Board of Directors

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John Ciekot - Special Projects Director  
Eli Allen - Director, Baltimore Center for Green Careers

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Becca Bakre - Director, Baltimore Energy Challenge  
Candice Blackwell-Richardson - Dir. of Education Programs  
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Sean Thames - Director, YouthBuild