



ANNUAL REPORT 2024

ABELL
FOUNDATION



ABELL
FOUNDATION

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Cover photo: Goucher Prison Education Partnership

Inside cover photo: Chesapeake Bay Outward Bound School

*Photos taken by Wide Angle Productions, a social enterprise of Wide Angle Youth Media.

All other photos courtesy of grantee organizations.



The extraordinary leadership of Bob Embry, a true son of Baltimore

I first recall seeing Bob as the man who took the time to pick up trash along Roland Avenue, near his home, on weekends. I later came to know him as a friend, a leader, and public servant who chose to use his political capital in Baltimore for efforts large and small.

Bob Embry already had a legendary career of dedication to Baltimore before he became president of the Abell Foundation in 1987. As the city's first housing commissioner, he had his hand in every major advance in the city for a decade, from dollar houses to the rebirth of the Inner Harbor. As a member of the Carter administration, he highlighted Baltimore and other post-industrial cities as places to invest. In his spare time, he chaired the Baltimore City School Board.

But what he has done in the nearly 40 years since the Abell trustees chose him as the foundation's first full-time president has been simply extraordinary. Through his vision, tenacity, and unwavering focus on improving the lives of his fellow Baltimoreans, he has made Abell into something much more than a funder, more even than a catalyst for good. For decades now, he and the foundation he shaped have been a driving force for positive changes, large and small, in this city.



He was the earliest supporter of any number of organizations that have gone on to become mainstays of our community—Center for Urban Families, Thread, Turnaround Tuesday, Health Care for All, and the Rose Street Community Center, to name a few. He has lured successful organizations to Baltimore—Teach for America, ROCA—and when he saw a need, he has rallied others to create an organization to address it, such as the Ingenuity Project and CollegeBound Foundation. He has helped countless individuals—myself included—to realize their potential in service to our community. He has been fearless in supporting causes others would not touch and in taking on injustices others were unwilling to see. Sometimes he has made things happen with a phone call or a pointed email. Sometimes he has sued—as in the fight for fair funding of city schools and the effort to help housing voucher recipients escape concentrated poverty.

There isn't a city in America that doesn't wish it had a Bob Embry, but he is one of a kind.

This spring, Bob announced his plan to retire from the Abell Foundation. On behalf of all those who have served on the foundation's board of trustees, I cannot begin to thank him enough for all he has done, or to express how much his decades of dedication have meant to Baltimore. He leaves a legacy that will be impossible to match. His actions, including his weekend rituals beautifying the city, serve as a model for what being a true citizen can be.

That legacy was at the top of our minds as we looked to bring on new leadership for the first time since the foundation's modern inception. This month, we announced that Fagan Harris, Gov. Wes Moore's chief of staff and the founder of Baltimore Corps, would be our new president and CEO. The transition will doubtless bring changes, but Bob's core vision for the Abell Foundation as an organization dedicated to fostering a healthier, safer, more just, more equitable, and more prosperous Baltimore will always remain.

Christy Wyskiel Chair, Board of Trustees





Our Commitment

Baltimore is brimming with potential, but because of historic segregation, disinvestment, and persistent racial discrimination, we have yet to fully realize all we can be. The Abell Foundation is committed to improving health, economic, and educational outcomes in Baltimore City so that all people can thrive.

Foreword

Ten years ago this spring, police chased a young man through the streets of West Baltimore, detained and searched him, and arrested him for carrying a pocketknife. They placed him face down, shackled and handcuffed, on the floor of a transport van. By the time Freddie Gray arrived at the Western District police station, he was unconscious and unbreathing, his spinal cord severely injured. He died a week later.

Protests erupted onto Baltimore's streets, culminating in a night of violent unrest on the day of Gray's funeral, not because the community was shocked at what happened to him but because it was all too familiar. Not just his treatment by police but nearly everything about his short life was colored by the stark inequalities and injustices of Baltimore—the huge gaps in wealth, health, and opportunity from one neighborhood to another that are the direct consequence of decades of racist policies and practices.

Gray was a beloved member of a close family and grew up in a community where Thurgood Marshall was raised, a place where many have dedicated their lives to working for change. His death was a personal tragedy for those who knew him, but it also came to symbolize broader injustices inflicted on countless Baltimoreans. And for once, it seemed, the broader community could no longer gloss over those truths or pretend it didn't have a responsibility to address them.

A decade later, that moment feels fleeting. A high-profile effort to channel resources into Baltimore's disinvested neighborhoods fizzled.

The most tangible outcome, a federal consent decree to root out the unconstitutional practices of the Baltimore Police Department, is still with us, but as University of Maryland researchers documented in a 2024 Abell report, that has done little to erase the mistrust of the police within the city's Black community. If Baltimore has taken a tangible lesson from the reckoning surrounding Gray's death, it took years to get there. Beginning in the summer of 2015, violence in Baltimore spiked to some of the highest levels the city has ever seen, and it was only recently that we found an answer: a shift to a more holistic public safety strategy, rather than one rooted solely in arrest and incarceration, has accompanied a remarkable turnaround, leading to some of the lowest levels of homicides and shootings ever recorded here.

The Abell Foundation has long focused its efforts on alleviating poverty and in recent years has more consciously framed its work in terms of addressing the effects of Baltimore's historic segregation, disinvestment, and persistent racial discrimination. Like many, we have been prompted by the anniversary of Gray's death to assess what has changed in the last 10 years. Rather than using our annual report as we typically do to highlight a few organizations and projects we have supported in the previous year, we have sought to take a longer view. The essays that follow are by no means a comprehensive assessment of the work the Abell Foundation has supported during that period, much less of all the efforts Baltimoreans have undertaken to address inequality in our city. Rather, they

aim to highlight promising new approaches and new resources that have been brought to bear in the last decade. There is much to tell.

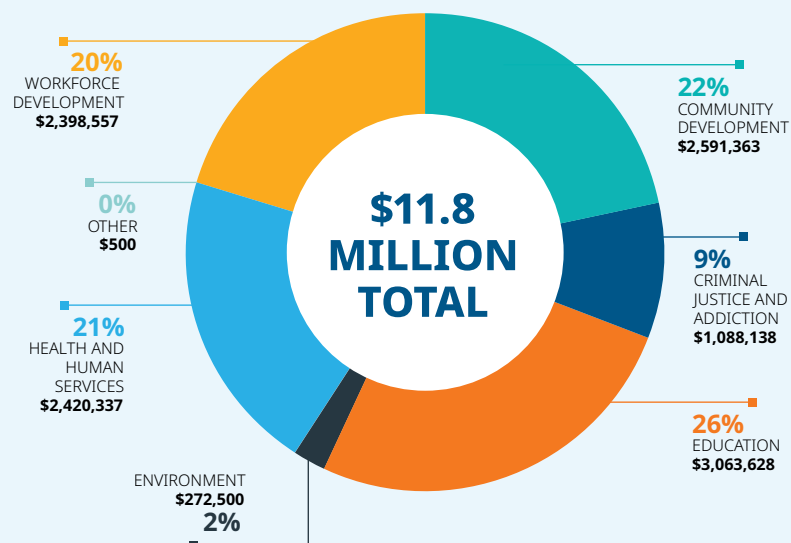
Today, the city and state and the business and faith communities are united around a plan to eliminate vacancy and blight by reinvesting in and repopulating our neighborhoods. Volunteers and advocates have kept people in their homes by helping them navigate eviction notices and tax sales. Youth organizations have focused on providing positive childhood experiences, rather than the adverse ones that have for so long carried trauma from one generation to the next. After Freddie Gray's death, a daughter of West Baltimore left a corporate career to come home and train young

people in entrepreneurship and leadership. New community-based, holistic responses to juvenile crime have taken hold. Service organizations are bringing new resources and approaches to bear in addressing youth homelessness, and others are focused on realizing the promise of education to provide young people with a better life.

Centuries of injustice have not been erased in a decade, but thousands of people in this city remain dedicated to making a difference, bit by bit and day by day, through service and advocacy. We have been privileged to support many of their efforts and stand committed to helping them foster a Baltimore where everyone has the chance to thrive.

Amount of funding awarded in 2024 by program area

Reflects reduction for cancellations, refunds, and grant-related expenditures, and excludes grants with unmet conditions.





HEALTH AND HUMAN SERVICES

ISSUE BRIEF

Providing Positive Childhood Experiences

In 2019, the Abell Foundation published a report on Adverse Childhood Experiences (ACEs) in Baltimore City. ACEs are compounded by growing up in Adverse Community Environments with persistent poverty and violence. Together, these negative experiences contribute to an individual's "toxic stress," which can lead to negative health behaviors and physical and mental health outcomes. In 2015, the year that Freddie Gray died, 80% of Baltimore City adults reported experiencing one or more ACEs, and 40% reported experiencing three or more ACEs—well above the state's average.

ACEs, however, do not tell the full story. Children's positive experiences also matter. In 2019, a team of researchers, led by Dr. Christina Bethell and Dr. Robert Sege, published the results of a population-based study that included questions about Positive Childhood Experiences (PCEs), which are based on validated resilience measures.

ADVERSE CHILDHOOD EXPERIENCES

1. Abuse

- a. Physical abuse
- b. Emotional abuse
- c. Sexual abuse

2. Neglect

- a. Physical neglect
- b. Emotional neglect

3. Household dysfunction

- a. Domestic violence
- b. Substance-abusing household member
- c. Mentally ill household member
- d. Incarcerated household member
- e. Parental separation or divorce

POSITIVE CHILDHOOD EXPERIENCES (PCEs)

Felt able to talk to their family about feelings

Felt their family stood by them during difficult times

Enjoyed participating in community traditions

Felt a sense of belonging

Felt supported by friends

Had at least two non-parent adults who took a genuine interest in them

Felt safe and protected by an adult in their home

The study found that like ACEs, PCEs have a dose-response relationship with adult mental health outcomes and can even counteract the effect of ACEs. Among adults who had some exposure to ACEs, those who reported 3–5 PCEs had 50% lower odds of poor adult mental health compared to those with 0–2 PCEs. Those who experienced 6–7 PCEs had 72% lower odds of poor adult mental health.

As the American Academy of Pediatrics noted in a 2021 policy statement, the relational health PCEs contribute to can be developed through interventions or formal programs, but it is also organically nurtured through “trusted safe, stable, and nurturing relationships with others in the community through ... schools, recreation leagues, faith-based and civic organizations, community improvement efforts, and employment opportunities.” Dr. Ann Masten of the University of Minnesota’s Institute of Child Development calls these resources “ordinary magic” and describes them through an ecological metaphor. These protective factors act as marshlands; they are not dams keeping out tidal waves, but they help buffer violent storms.

The Abell Foundation invests in leaders and organizations that serve as the marshlands of their neighborhoods. Some leaders and their collaborators have volunteered their time for years, even decades, before receiving any grant funding. They make their neighborhoods safer and more connected, and they give kids that vital nurturing and sense of belonging. The difference they make can be difficult to measure but is easily felt. Baltimore’s resilience depends on many such leaders and organizations, just a few of which are featured below.



Agoge Project

The Agoge Project uses boxing and martial arts to cultivate discipline, commitment to excellence, and a sense of community for Baltimore youth. Based in Belair-Edison, the Agoge Project serves 50 youth (with a long waiting list due to space constraints) between the ages of 10 and 24. Many of the participants live right around the corner.

The Agoge Project offers boxing and grappling (wrestling and Jiu Jitsu), strength and conditioning, dinner, academic support, Spanish class, sewing, and culinary arts training. Its participants and their parents say that the Agoge Project has helped them with problem-solving skills, dealing with setbacks, and maintaining discipline. It also makes them feel more connected and part of a caring community.

“The patience they exude ... It shows they genuinely care about my son and not only about him being a part of their program.”

Triana F., participant’s mother

Family Survivor Network

Family Survivor Network (FSN) is a grassroots organization devoted to providing support to Baltimore families impacted by gun violence. FSN helps people dealing with a recent death to meet their immediate needs, like obtaining a death certificate or making funeral arrangements. It also provides holistic individual and group therapy and healing activities, including aromatherapy, art, and yoga.

FSN operates out of a cheerful rowhome on Laurens Street in Sandtown-Winchester. The “Family House” has an open-door policy Monday through Saturday. Neighbors can use its computers and free internet, check out the free clothing “store,” and grab a snack or make themselves a cup of tea in the kitchen. Children from nearby New Song Academy attend free afterschool and summer programs at the Family House.

Along with community members, FSN also revamped the neighboring pocket park, clearing trash and debris, planting flowers and reseeding grass, creating a walking path through the park, and putting up a stage for community events.

With the continued closure of the neighborhood’s rec center, the Family House serves as an important site of community connection.

.....

“At Family Survivor Network Inc., we believe healing is a collective journey—and here in Sandtown-Winchester, we’re walking that path together. Survivors, community members, and our team stand united, turning pain into purpose and trauma into transformation. This work isn’t just about service—it’s about partnership, resilience, and building a future where healing and justice belong to all of us.”

Dorian Walker, Executive Director of Family Survivor Network

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10:12 Sports

10:12 Sports uses athletics to provide mentoring and job training opportunities for youth. Its founder, Jeff Thompson, moved to Baltimore in 2012, and he and his family intentionally chose to live in West Baltimore, in the neighborhoods of the youth that they serve.

10:12 Sports currently serves 210 male youth ages 13–19 plus many program alumni each year. Its oldest program is a youth sports program that welcomes all. Twenty-five volunteer coaches, many of whom are former participants, run basketball and flag football programs at the field on North Stricker Street. For youth who want to go deeper, 10:12 Sports helps them get their first job, their driver's license, and, hopefully in the future, housing. Most importantly, 10:12 helps build long-term relationships between boys and adults.

“I have volunteered with 10:12 for 10 years. I do it because it is healing for the kids, and because it is also healing for me.”

Mr. Kenny

Victorine Q. Adams Garden

The Victorine Q. Adams (VQA) Garden is a vegetable garden and community gathering space located in Hanlon Park. In 2008, Warren “Johnny” Shaw enlisted 40 neighbors to clean the lot behind the 3200 block of Carlisle Avenue, where he was born and raised. The vacant, city-owned lot was covered in trash and weeds.

Today, it is a vibrant, protected green space that has organic vegetable plots, a perennial pollinator garden, a rainwater cistern, and spaces for neighborhood gatherings and barbeques. Mr. Shaw is focused on using the garden to get neighbors interacting again.

He is also passing along his skills and passion to the next generation through the Project Green Earth Youth Corps program. Youth Corps members meet every Saturday to remove trash, care for newly-planted trees, clear storm drains, and tend the garden. In the summer, the VQA Garden hosts Youth Works interns teaching them tree planting and maintenance, how to use tools, and gardening using Baltimore City Public Schools’ curriculum.

“Our community garden is a nurturing space that cultivates responsibility, patience, and a love for growth. It instills values that enrich both our children and the broader community. Additionally, it offers a hands-on opportunity to connect with nature while fostering pride, ownership, and a deep sense of belonging among participants and those who benefit from its harvest.”

Karenn Irving, community member



ISSUE BRIEF

Supporting Youth Experiencing Homelessness

Far too many young people in Baltimore struggle with homelessness and housing insecurity. While exact numbers of youth experiencing homelessness are hard to come by, a 2019 report by the Baltimore Mayor's Office of Homeless Services estimated that approximately 1,700 young adults ages 18 to 24 and 228 youth under the age of 18 experience homelessness each year in Baltimore, and another 6,700 young adults and 532 youth under age 18 live in unstable housing situations. As documented in that report, these young people face extraordinary risks, with 26% of youth surveyed having stayed with a stranger, 25% having stayed outdoors, and 22% having stayed in an abandoned building in the two months prior to being surveyed.

While many homeless youth exhibit incredible resilience, the experience of homelessness is deeply traumatic for young people, and their lack of stable housing places them at increased risk for school dropout, unemployment, abuse, and physical and mental health disorders, among other challenges. Moreover, many unaccompanied homeless youth are disconnected from homeless service providers, which have traditionally focused on serving adults or families with young children.

In an effort to better understand the factors driving youth homelessness in Baltimore, in 2016 the Abell Foundation commissioned a report, "No Place to Call Home," which documented the needs, experiences, and critical service gaps facing unaccompanied homeless youth in the city. The report noted that youth homelessness is a longstanding but largely hidden problem, and that many service providers and policymakers were unaware that large numbers of young people in Baltimore were homeless. Drawing on the knowledge and expertise of young people who had experienced homelessness, as well as service providers focused on this population, along with research on best practices for serving homeless youth, the report laid out a framework for improving outcomes for homeless youth in Baltimore.



In response to the report and recommendations, the Abell Foundation has supported a number of programs and initiatives aimed at expanding and strengthening the system of care for homeless youth in Baltimore, including:

- **The YES Center**, Baltimore's first drop-in center focused on the needs of homeless youth, which provides case management, peer support and other services designed in consultation with youth who have experienced homelessness.
- **The Homeless Youth Initiative at Homeless Persons Representation Project**, which provided legal services and youth-centered advocacy for policy solutions to address the needs of homeless youth.
- **The Nest**, a shelter for homeless youth operated by Historic East Baltimore Community Action Coalition, which provides emergency shelter, food, case management and related services to homeless young adults to help them achieve stability and move into permanent housing.
- **Baltimore Safe Haven's Genesis Project**, which provides seven transitional apartments for young adults who are homeless or at risk of homelessness, with a focus on youth who identify as TLGBQIA.
- **Springboard Community Services Youth Resource Center**, which provides intensive case management, counseling, flexible financial assistance, housing navigation, and rent subsidies for homeless and unstably housed youth.
- **St. Vincent de Paul's Promise Housing program**, which includes 25 units of rapid rehousing and 23 units of permanent supportive housing, coupled with case management, for formerly homeless youth.

This work is far from over, and young people experiencing homelessness in Baltimore deserve more support and opportunities to achieve their full potential. Unfortunately, a lack of consistent data gathering on youth homelessness in Baltimore and statewide make it difficult to know if the problem is getting better or worse, but it is clear that there is still a need for services tailored to this population. The Abell Foundation will continue to support organizations and efforts that are meeting these needs, guided by the voices of young people who have experienced homelessness and housing instability.

2024 HEALTH AND HUMAN SERVICES GRANTS

4MYCITY INC. • BALTIMORE, MD

\$50,000

In support of general operations for 4MyCiTy's Baltimore site.

ASYLEE WOMEN ENTERPRISE • BALTIMORE, MD

\$80,000

In support of immigration legal services for asylum speakers and immigrant trafficking survivors.

AZIZA PE&CE • BALTIMORE, MD

\$25,000

In support of general operations.

BALTIMORE HEALTHY START INC. • BALTIMORE, MD

\$60,000

In support of housing grants for participants in the Baltimore Healthy Start Housing University Program.

BALTIMORE URBAN BASEBALL ASSOCIATION (BUBA) • BALTIMORE, MD

\$25,000

In support of general operations.

BALTIMORE URBAN LEADERSHIP FOUNDATION AKA THE DOOR • BALTIMORE, MD

\$25,000

In support of general operations for The Door Community Center.

BOYS & GIRLS CLUBS OF METROPOLITAN BALTIMORE • BALTIMORE, MD

\$100,000

In support of the Baltimore Ravens Boys & Girls Club at Hilton Recreation Center.

CHERRY HILL EAGLES FOUNDATION • BALTIMORE, MD

\$25,000

In support of the Cherry Hill Eagles Youth Development and Family Resource Center.

DENT EDUCATION • BALTIMORE, MD

\$40,000

In support of general operations.

DRINK AT THE WELL INC. • BALTIMORE, MD

\$40,000

In support of general operating costs of Hon's Honey Social Enterprise.

FOOD RESEARCH & ACTION CENTER DBA MARYLAND HUNGER SOLUTIONS • BALTIMORE, MD

\$50,000

In support of initiatives to reduce hunger, stimulate economic growth, and advance equity in Baltimore City.

FRANCISCAN CENTER INC. • BALTIMORE, MD

\$50,000

In support of general operations.

GOOD TROUBLE CHURCH, FISCALLY SPONSORED BY DELAWARE-MARYLAND SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA • BALTIMORE, MD

\$32,000

In support of Good Trouble Church's general operations.

GROW HOME INC. • BALTIMORE, MD

\$75,000

In support of Grow Home's Neighborhood Sports Initiative and direct financial support to the initiative's five community-based member organizations.

HISTORIC EAST BALTIMORE COMMUNITY ACTION COALITION INC. • BALTIMORE, MD

\$50,000

In support of The NEST, a 10-bed emergency shelter for homeless young adults.

**HOMELESS PERSONS REPRESENTATION
PROJECT INC. • BALTIMORE, MD**

\$90,000

In support of the Economic Justice Program.

**HOMELESS PERSONS REPRESENTATION
PROJECT INC. • BALTIMORE, MD**

\$120,000

In support of the Homeless Youth Initiative.

**INTERCULTURAL COUNSELING CONNECTION,
FISCALLY SPONSORED BY FUSION
PARTNERSHIPS INC. • BALTIMORE, MD**

\$30,000

In support of Intercultural Counseling
Connection's general operations.

JOHNS HOPKINS UNIVERSITY • BALTIMORE, MD

\$208,424

In support of general operations for the
HEAL Refugee Health & Asylum Collaborative.

JOHNS HOPKINS UNIVERSITY • BALTIMORE, MD

\$60,522

In support of Active and Healthy Families, a
Spanish-language weight management program
for overweight and obese Latino children 5–12
years old and their families.

KEYS EMPOWERS INC. • GWYNN OAK, MD

\$50,000

In support of general operations.

MANNA HOUSE INC. • BALTIMORE, MD

\$25,000

In support of general operations.

**MARYLAND ACCESS TO JUSTICE COMMISSION,
FISCALLY SPONSORED BY MARYLAND BAR
FOUNDATION • BALTIMORE, MD**

\$15,000

In support of the Non-Lawyer Assistance
within the Civil Justice System Audit.

**MARYLAND CITIZENS' HEALTH INITIATIVE
EDUCATION FUND INC. DBA HEALTH CARE
FOR ALL • BALTIMORE, MD**

\$75,000

In support of Health Care for All's
general operations.

MARYLAND FOOD BANK • BALTIMORE, MD

\$100,000

In support of the Food First Capacity Grants and
Hunger Hotspot programs in Baltimore City.

**MARYLAND PHILANTHROPY NETWORK •
BALTIMORE, MD**

\$20,000

In support of the Funders Together to End
Homelessness Baltimore Group.

MOVEABLE FEAST INC. • BALTIMORE, MD

\$80,000

In support of food preparation and delivery
services in Baltimore City and research to support
Medicaid reimbursement for its services.

**NEXT GENERATION LANGUAGE ACCESS,
FISCALLY SPONSORED BY FUSION
PARTNERSHIPS INC. • BALTIMORE, MD**

\$34,235

In support of Next Generation Language
Access's general operations.

PARENTCHILD+ • BALTIMORE, MD

\$25,000

In support of ParentChild+ expansion with
Catholic Charities' Esperanza Center.

PAUL'S PLACE INC. • BALTIMORE, MD

\$100,000

In support of general operations.

PRO BONO COUNSELING PROJECT • BALTIMORE, MD

\$30,000

In support of general operations.

PUBLIC JUSTICE CENTER INC. • BALTIMORE, MD

\$75,000

In support of the Health and Benefits Equity project.

THE SAMARITAN COMMUNITY • BALTIMORE, MD

\$38,000

In support of general operations.

SO WHAT ELSE INC. • BETHESDA, MD

\$30,000

In support of hunger relief programs in Baltimore City.

SOCCER WITHOUT BORDERS BALTIMORE • BALTIMORE, MD

\$50,000

In support of Soccer Without Borders-Maryland's Baltimore City high school programs.

ST. VINCENT DE PAUL OF BALTIMORE INC. • BALTIMORE, MD

\$25,000

In support of the Promise Housing program, which provides rapid re-housing and permanent supportive housing for young adults experiencing homelessness.

TAHIRIH JUSTICE CENTER • BALTIMORE, MD

\$30,000

In support of hunger relief programs in Baltimore City.

VISION TO LEARN • LOS ANGELES, CA

\$100,000

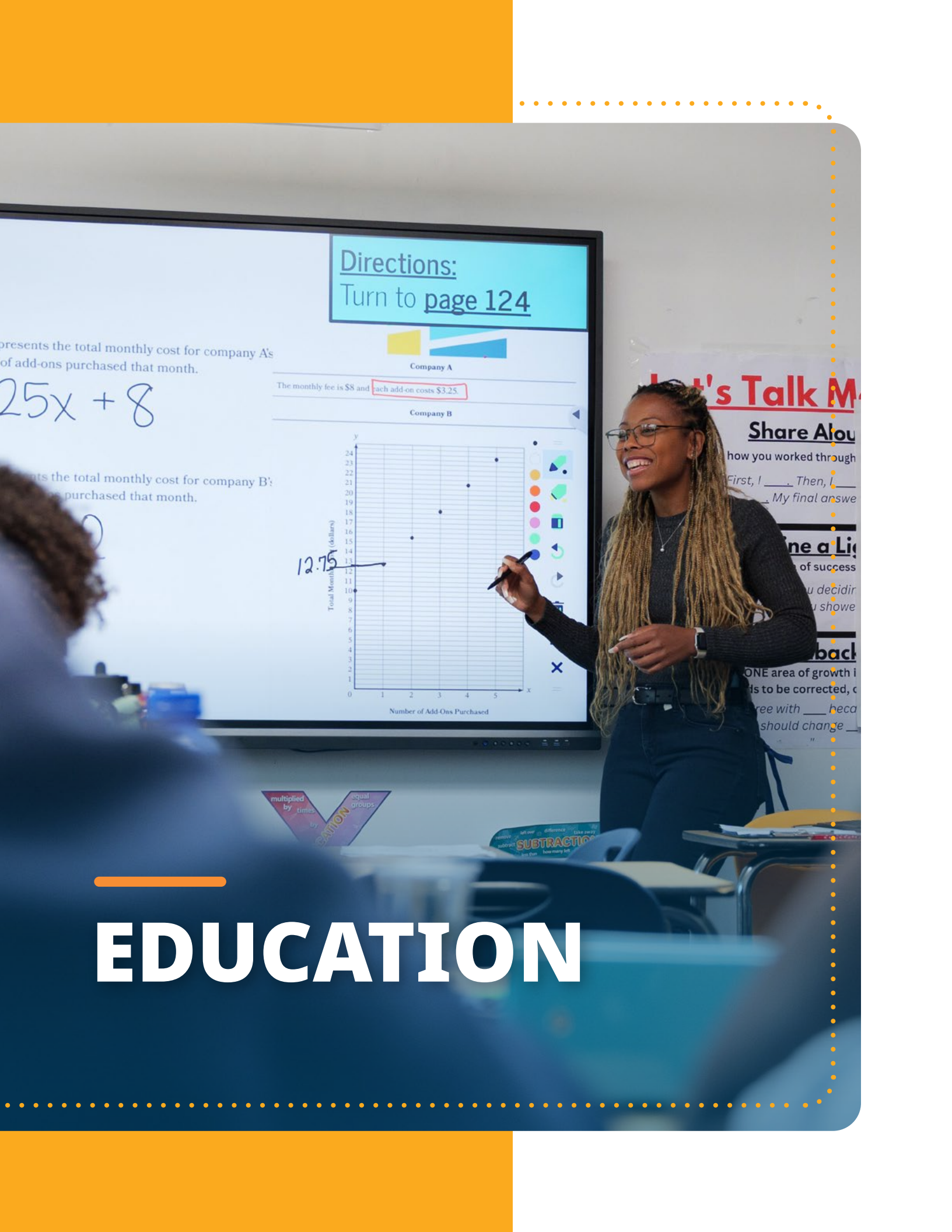
In support of providing free eye exams and glasses for Baltimore City public school students through Vision for Baltimore.

YOUTH EMPOWERED SOCIETY • BALTIMORE, MD

\$67,000

In support of the YES Drop-In Center.





Directions:
Turn to page 124

presents the total monthly cost for company A's
of add-ons purchased that month.

$$25x + 8$$

presents the total monthly cost for company B's
purchased that month.



Company A

The monthly fee is \$8 and each add-on costs \$3.25

Company B



Let's Talk Math

Share About

how you worked through

First, I _____. Then, I _____

My final answer

One a Lie

of success

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EDUCATION

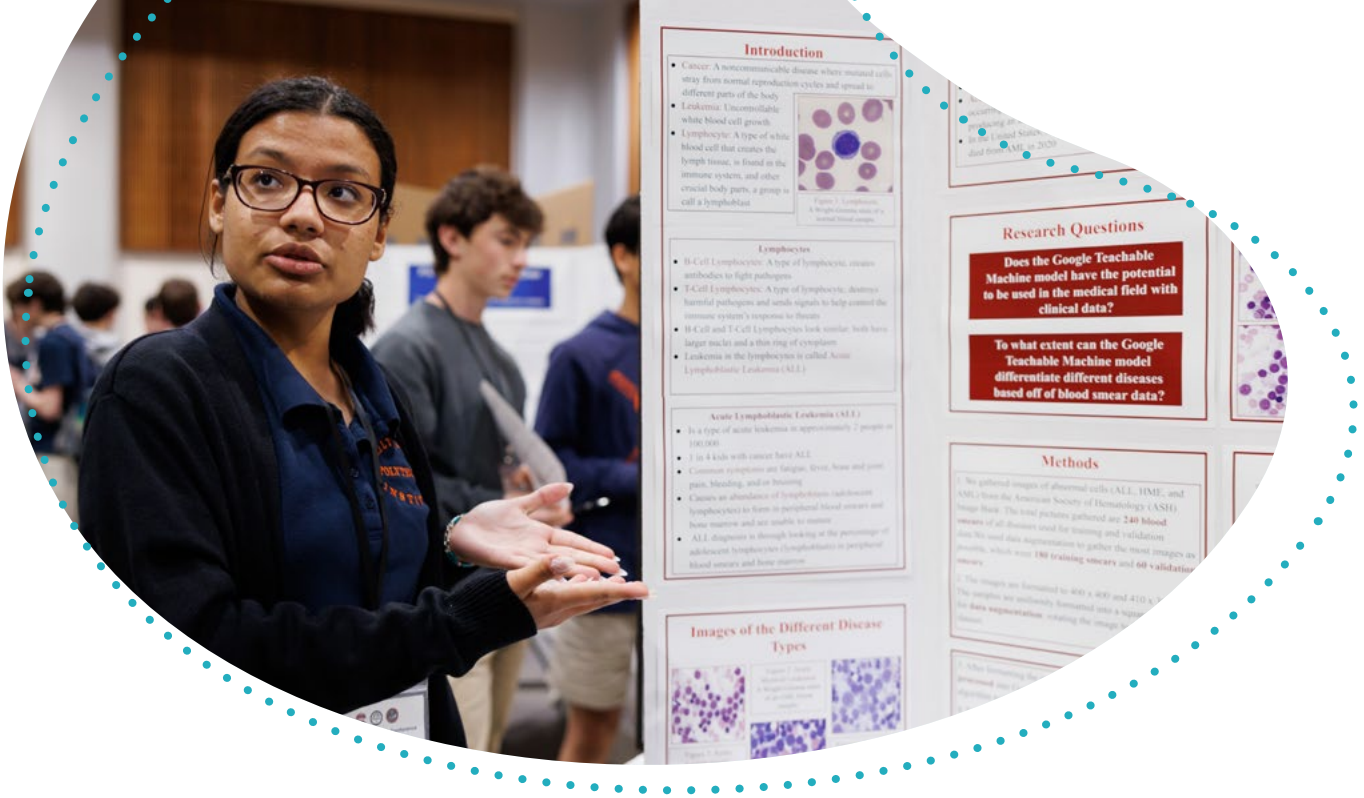
CASE STUDY

The Ingenuity Project

[A landmark 2015 study by economists Raj Chetty and Nathaniel Hendren](#) contained a sobering finding: Out of the 100 metropolitan areas they examined, Baltimore ranked dead last in terms of how likely it is for a child born into poverty there to achieve upward economic mobility in his or her life. Every year spent here in childhood, they found, reduced potential future earnings by 0.7%, with the outcomes even worse for boys. Chetty and Hendren estimated that if a boy grew up poor in Bucks County, PA, rather than Baltimore, he could expect to earn nearly 45% more as an adult. Quite simply, other places were providing young people with the opportunity to escape generational poverty, but Baltimore was not.

Long before Chetty and Hendren quantified the problem, expanding social and economic mobility was a central concern that prompted the Abell Foundation to help launch **The Ingenuity Project** in the fall of 1994. The Ingenuity Project's staff identify, recruit, and support academically talented students who reside in Baltimore City and attend public schools and provide them with rigorous math and science courses and experiences that prepare and inspire the pursuit of advanced STEM learning. In the past 10 years, Ingenuity has redoubled this commitment to ensure those benefits are available as broadly as possible by expanding and diversifying its student body, while continuing to maintain the same high standards for program quality.

- Since 2017, the Ingenuity Project has grown from serving 547 to 885 students.
- It has more than doubled the percentage of students entering the program from low-income households (from 20% to 44%), the highest enrollment of students from low-income households in the program's history.
- It modified its recruitment and admissions process to ensure diverse representation from various Baltimore City communities.
- Roughly 47% of Ingenuity students are now girls, resulting from an internal three-year analysis demonstrating that high-achieving girls were consistently under-identified in its admissions model.
- In the 2024–2025 school year, 62% of Ingenuity students came from underrepresented populations (44% Black, 12% multi-racial, 6% Latino).
- Once fully matriculated through the program, an estimated 24% of Ingenuity students will be first-generation college students.



Ingenuity's middle school programming currently occurs at four locations throughout the city: Roland Park Elementary/Middle School, Mount Royal Elementary/Middle School, Hamilton Elementary/Middle School, and James McHenry Elementary/Middle School. The high school program at Baltimore Polytechnic High School aligns with the highest standards in math and science to enable students to participate in a STEM research practicum experience and ultimately to succeed in selective colleges and STEM careers.

The Ingenuity Project carefully curates a seven-year advanced curriculum in mathematics that cultivates strong problem-solving and abstract reasoning skills. This research is coupled with a content-rich, experiential science curriculum that prepares students for college-level science courses in high school. Ingenuity's high school research and innovation practicum empowers students to conduct independent investigations into topics of their interests, utilizing the support of mentors to guide scientific and technological discoveries. The Ingenuity Project staff partners closely with

Baltimore City Public Schools, its teachers, and the STEM research community to deliver their curriculum and connect students and families to out-of-school opportunities in STEM.

Some notable metrics from the Ingenuity Project's graduating class of 2023 include:

- 100% of Ingenuity graduates enrolled in college, with 78% enrolling in schools deemed "highly competitive" according to Barron's Selectivity Index.
- Over 72% of students maintain a weighted GPA of at least 4.2.
- 92% passed math and science Advanced Placement courses.
- 65% conducted research or participated in out-of-class STEM experiences.
- The average college scholarship for female Ingenuity Project graduates was \$144,000.
- Over \$14 million in college scholarships were awarded to Ingenuity Project students.

Ingenuity stands apart as a rigorous, data-driven program, reporting strong academic outcomes for students while taking dramatic steps over the past 10 years to diversify its student population along racial, gender, and socio-economic lines. Through the intensive support of the Ingenuity Project, a larger and more diverse group of Baltimore City students are participating in rigorous STEM programming, engaging in regionally and nationally recognized STEM research, gaining admission into top tier universities with significant scholarship funding, and challenging the standards around social and economic immobility elevated in Chetty and Hendren's research.

"Through an equitable admissions policy and targeted recruitment, the Ingenuity Project is empowering talented students from every ZIP code, especially students from historically untapped communities," said Ingenuity Executive Director Lisette Morris. "Our staff and board leadership are committed to increasing access to STEM leadership opportunities where students' curiosity, innovation, and collaboration can flourish. We are proud to see our mission fulfilled as alumni report the impact that our culture, expectations and opportunities had on their trajectory in STEM."



2024 EDUCATION GRANTS

ARTS FOR LEARNING MARYLAND • BALTIMORE, MD

\$80,000

In support of renovating the lower level of Arts for Learning's headquarters, providing 5,300 square feet of programming space for the Bloomberg Arts Internship (BAI) and other arts activities.

BALTIMORE CITY PUBLIC SCHOOLS RE- ENGAGEMENT CENTER, FISCALLY SPONSORED BY FUND FOR EDUCATIONAL EXCELLENCE • COCKEYSVILLE, MD

\$65,000

In support of the 2024–2025 after-school chess program for nearly 1,700 K–12th grade students in over 50 city schools.

BE. ORG INC. • BALTIMORE, MD

\$30,000

In support of general operating expenses for Be. Org, a mentoring, workforce development, and STEM improvement program.

CHAPTER ONE NFP • ODESSA, FL

\$50,000

In support of Chapter One's short-burst tutoring program for 4,000 students across 19 Baltimore City schools.

COMMUNITY COLLEGE OF BALTIMORE COUNTY • BALTIMORE, MD

\$100,000

In support of the Community College of Baltimore County's pilot expansion of the CollegeBound College Completion Program to 20 Baltimore City students a year.

THE COMMUNITY SCHOOL • BALTIMORE, MD

\$25,000

In support of the academic and mentoring program at the Community School.

FUND FOR EDUCATIONAL EXCELLENCE • BALTIMORE, MD

\$50,000

In support of general operations.

GOUCHER COLLEGE • BALTIMORE, MD

\$60,000

In support of general operations and expansion of the GPEP program.

HIGHER ACHIEVEMENT BALTIMORE • BALTIMORE, MD

\$50,000

In support of general operating expenses for Higher Achievement, an afterschool initiative taking place at three Baltimore City schools and serving 150–200 students during the 2023–2024 school year.

HOLISTIC LIFE FOUNDATION INC. •

BALTIMORE, MD

\$40,000

In support of implementing the Mindful Moments Program in three partner schools across Baltimore City.

iMENTOR BALTIMORE • BALTIMORE, MD

\$80,000

In support of iMentor programming for a projected 400 students during the 2024–2025 school year across three partner schools.

IMPROVING EDUCATION • BALTIMORE, MD

\$100,000

In support of expanding the All Children Ready initiative at 15 Baltimore Head Start centers and providing teacher supports in pre-kindergarten classrooms at four Baltimore City schools.

JOHNS HOPKINS UNIVERSITY • BALTIMORE, MD
\$30,000

In support of Project BioEYES.

**JOHNS HOPKINS UNIVERSITY SCHOOL OF
EDUCATION • BALTIMORE, MD**
\$85,000

In support of TeachingWell, a 39-credit alternative certification pathway with a focus on secondary STEM for an inaugural cohort of 15 educators.

THE MARYLAND BOOK BANK INC. • BALTIMORE, MD
\$60,000

In support of general operating costs and books for the home library project and high-dosage tutoring partnerships.

MARYLAND READS INC. • KENSINGTON, MD
\$60,000

In support of general operating expenses for Maryland Reads and the facilitation of three local convenings to rebuild and restore a reading ecosystem in Baltimore City.

**MODERN CLASSROOMS PROJECT •
WASHINGTON, DC**
\$75,000

In support of continued growth of the Modern Classrooms Project pilot in Baltimore, targeting an estimated 500 classrooms during the 2024–2025 school year.

**PARKS & PEOPLE FOUNDATION •
BALTIMORE, MD**
\$35,000

In support of a newly reimagined Branches program focused on workforce development and green STEM career exploration for up to 70 high school students in Baltimore City.

**SAGA INNOVATIONS DBA SAGA EDUCATION •
PHILADELPHIA, PA**
\$75,000

In support of general operating expenses for Saga's high-impacting tutoring program, launching in three high schools and serving around 435 students.

SAINT LUKE'S YOUTH CENTER • BALTIMORE, MD
\$36,000

In support of general operations for educational and enrichment programming serving 45 families and 100 children in the Franklin Square and Poppleton communities.

**SPRINGBOARD COLLABORATIVE •
PHILADELPHIA, PA**
\$175,000

In support of a five-week summer program and two 10-week after-school literacy programs for Pre-K–3rd grade students operating in at least 30 Baltimore City public schools and serving an estimated 7,875 total students over the grant period.

**STEM CENTER OF EXCELLENCE INC. •
OWINGS MILLS, MD**
\$60,000

In support of the new Fibonacci Center at Reveille Grounds in Pigtown.

**STEM CHAMPIONS OF BALTIMORE, FISCALLY
SPONSORED BY FUND FOR EDUCATIONAL
EXCELLENCE • BALTIMORE, MD**
\$55,000

In support of the STEM Champions Competition Clubs, which will engage 600 students in 50 middle and high schools in preparation for the National Science Olympiad.



TEACH FOR AMERICA-BALTIMORE • BALTIMORE, MD

\$110,000

In support of general operating expenses.

THREAD INC. • BALTIMORE, MD

\$400,000

In support of general operating expenses for Thread, which will serve 1,296 young people during the 2024–2025 academic year.

UMBC FOUNDATION • ADELPHI, MD

\$60,000

In support of the UMBC Reach Together Tutoring Program, which will provide high-dosage math tutoring for 570 students across eight schools in Baltimore during the 2024–2025 school year.

THE URBAN ALLIANCE FOUNDATION INC. • WASHINGTON, DC

\$60,000

In support of the Urban Alliance High School Internship Program for up to 90 Baltimore City youth during the 2023–2024 school year.

URBAN TEACHER CENTER DBA CITY TEACHING ALLIANCE • BALTIMORE, MD

\$60,000

In support of general operating expenses for City Teaching Alliance educator training that recruits and onboards 140 program participants and 160 alumni working across 80 schools.

Y OF CENTRAL MARYLAND • BALTIMORE, MD

\$75,000

In support of New Horizons II year-round programming for 40 Baltimore City participants.



COMMUNITY DEVELOPMENT

ISSUE BRIEF

New lives for vacant buildings and lots

At the start of 2015, the year of Freddie Gray's killing and the protests and uprising that followed, Baltimore City had 16,636 vacant and abandoned buildings and approximately 20,000 vacant lots, the cumulative effect of decades of job and population loss, the profound historic legacy of racial discrimination and segregation, waves of foreclosures, absentee ownership, and strained public resources. Vacant houses and buildings cause unsafe and unhealthy conditions for residents living nearby, damaging adjacent homes, reducing property values and forcing the cancellation of insurance. Demolition of unsafe structures leaves vacant lots, most of which lack a plan or market demand for immediate reuse. The toll of persistently vacant properties is highly inequitable as it is largely borne by residents in majority Black neighborhoods in East and West Baltimore and Park Heights where high concentrations are found. The fiscal impact of remaining stubbornly vacant properties to Baltimore City's budget is conservatively \$200 million in expenses and foregone tax revenue each year, according to a 2022 Abell-sponsored study, "Cost of Baltimore's Vacant Housing."

In the past year, addressing Baltimore's vacant housing has climbed to the top of the public agenda, thanks to a partnership between Baltimoreans United for Leadership Development, city government, and the Greater Baltimore Committee, later joined by the state government. The effort has a goal of abating 5,000 vacant properties in five years and effectively eliminating the problem in 15 years. But even before then, ambitious efforts by dedicated neighbors, com-

munity associations, nonprofits and developers, in large and small footprints, were making progress in turning vacant shells into livable and lovable homes and vacant lots into community gathering spaces, urban farms, and memorial gardens, often in remarkable transformations. The impact has been significant—by the end of 2024, the number of vacant homes had dropped to less than 13,000, a decline of nearly a quarter in a decade.

Reinvestment in and renovation of vacant houses and structures offers opportunities for families, breathing new life into neighborhoods and returning properties to the tax rolls. The Abell Foundation has been fortunate to support many of those doing that work, including:

- **Black Women Build** – offers opportunity for Black women to build carpentry and housing rehabilitation skills and enables wealth-building through reinvesting in vacant housing in communities that have historically been underinvested and undervalued.
- **Parity** – fosters newly renovated ownership units for Black low- to moderate-income households in Harlem Park. Rebuilt to meet historic preservation standards, the houses qualify for the city's 10-year historic property tax credit, creating greater affordability.
- **HEBCAC** – with the Baltimore City Department of Housing and Community Development's careful planning and selective demolition of half of the vacant houses in a small neighborhood, the remaining 43 vacant houses were renovated and sold to new homeowners.
- **ReBUILD Metro** – reinvestment in reducing vacancies in a 10-square block area of Johnston Square provides high-quality homes and environments for new and legacy residents, increasing home sales, homeownership, and housing values, and lowering crime rates.

Vacant parcels resulting from demolition are being carefully reclaimed and stewarded into productive reuse, supported through the city's Adopt-A-Lot program or through purchase or donation. A sample of these community-led projects that activate and manage open space supplemented through the foundation's small grants program includes:

- **Your Baltimore Community Development Corporation** – small farming operation increasing food production and access on the site of formerly demolished alley houses in Oliver, linking greening efforts along the north-south corridor.
- **Make Space** – corner lot intended for greening and community gathering space to complement new for-sale housing construction and vacant house renovation in Mount Clare.
- **GeN'xt Ministries** – in partnership with the New Broadway East Community Association and Eastern District Police Department, a permanent memorial honoring the life and volunteer contributions of a young community member.
- **Bolton Hill Community Association** – engaging community residents in a corner park visioning process and securing agreement from building owners, a pair of murals was painted by Baltimore-based mural artist Ernest Shaw along a highly visible stretch of West North Avenue.

These types of initiatives happening throughout the city to turn vacant buildings and lots into productive and adaptive reuse yield multiple benefits to residents, neighbors, the city and the state. And the pace of that reinvestment is set to increase. The city-state Baltimore Vacants Reinvestment Initiative dedicates significant new public funding and leverages private investment to address the high up-front costs to reclaim, reinvest, and reverse the cycle of disinvestment in targeted blocks and neighborhoods at an accelerated scale.

As we look to the future, in five years we hope to be able to point back to this time as a pivotal moment of greater investment and productivity that injects new investment into neighborhoods and benefits thousands of residents.

Make Space founder Patricia Ofori says her organization works in communities that have been historically disinvested in and provide live-work opportunities for creatives in Baltimore, with a focus on creating residential, housing alongside commercial spaces, green spaces, and industrial hubs that are collectively owned by the residents who purchase our properties. "We use the vacancy problem as fuel to imagine possibilities of how housing and communities look in the years to come," she said.



ISSUE BRIEF

Preserving Homeownership

In 2014, the Abell report “The Steep Price of Paying to Stay” documented a system in which thousands of Baltimore homeowners—disproportionately Black, elderly, and poor—risked losing their houses and all of their equity in them every year through the city’s tax sale process. For as little as \$250 in unpaid tax debt or \$350 in unpaid water bills, the city auctioned the liens on more than 5,000 properties a year, about a third of them owner-occupied homes, giving investors the right to attempt to collect the debts plus punishing fees and interest or, if that went unpaid, to foreclose on the property. It was a city-sanctioned system that unjustly enriched lien purchasers at the expense of the most vulnerable.

Thanks to the work of advocates, many of them supported by Abell, the system today is better in some meaningful ways than it was a decade ago. Water bills have been excluded for owner-occupied properties since 2020, and the threshold for inclusion in the tax sale is now \$750 in unpaid municipal taxes, fines, or fees for homeowners (though the level remains at \$250 for non-owner-occupied properties). The interest rate investors are allowed to charge on debts subject to tax sale has been reduced to 12% for owner occupants, though it remains at 18% for other properties. And for five consecutive years, Mayor Brandon Scott has removed from the tax sale owner occupied properties with appraised values at or below \$250,000.

But further progress has been limited by a city government that insists on tax sales as a necessary tool to collect the revenue it is owed—and by a small group of investors with a financial interest in the status quo. A [2023 Baltimore Banner investigation](#) found that the city typically collects \$10 million to \$20 million a year by selling tax certificates, and that investors reaped at least \$10 million in interest and fees and another \$27 million from buying and flipping properties from 2016–2023. Advocates have succeeded in lobbying for several procedural reforms, but a more ambitious restructuring of the system, such as limiting or eliminating the role of third-party investors from the process, as some jurisdictions have done, has been a non-starter. Even the protection for unpaid water bills was nearly wiped out by the General Assembly in 2024.

The damage caused by the tax sale system extends beyond individuals to entire communities and has played a major role in exacerbating Baltimore’s vacant housing crisis. In many cases that go to foreclosure, the investor does not complete the deed transfer, leading to confusion as to who actually owns the property and potentially leaving it in limbo for years. Properties subject to tax sale are disproportionately found in majority-Black neighborhoods, exacerbating decades of disinvestment in and exploitation of these communities. The 2023 Banner analysis found that a staggering 46% of buildings in Southwest Baltimore and 42% in Sandtown-Winchester had gone through the tax sale process in the previous seven years, and that every single property in Baltimore that had changed hands as a result of the tax sale during that period had been in a majority-Black neighborhood.

In addition to highlighting the issue through research and support for advocacy, Abell has invested in direct services to help residents avoid or navigate the tax sale foreclosure system. Grantees include:

- Economic Action Maryland's Supporting Older Adult Resources (SOAR) program that helps low-income Senior-led households access Maryland Homeowners Property Tax Credits, which lower their tax burden.
- Pro Bono Resource Center's Tax Sale Prevention Project offers homeowners facing tax sale foreclosure civil legal assistance, information and education, and it trains pro bono attorneys who work with troubled homeowners and provide them with critical advice as they navigate these complex systems.
- Maryland Volunteer Lawyers Service provides civil legal assistance, dispute resolution, life estate planning, deed disentanglement, and connection to services, benefits, and tax credits for low income homeowners.
- Neighborhood Housing Services' advocacy and research efforts helped lead to changes to laws related to the state and Baltimore City tax sale foreclosure systems.
- SOS Fund redistributed funds raised from donations from small donors and contributors to help low-income and/or disabled homeowners who are at risk of losing their homes to tax sale. Their on-the-ground work protects legacy residents from displacement and preserves affordable housing, primarily in West Baltimore communities.



SOS Fund Executive Director Nneka N'namdi pointed to several positive steps in recent years, including the mayor's decision to pull most owner-occupied homes from the tax sale and several bills enacted in the General Assembly extending eligibility for the Homeowners Protection Program to heirs, capping excessive interest rates on tax sale redemptions, and offering new safeguards to homeowners beyond Baltimore City. But she said the broader system still lacks the equity, transparency and payment plans needed to protect residents from losing their homes.

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“These policy shifts show momentum, but more comprehensive reform is still needed to end the harm caused by tax sale and preserve generational access to housing.”

Nneka N'namdi, SOS Fund Executive Director

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2024 COMMUNITY DEVELOPMENT GRANTS

BALTIMORE COMMUNITY TOOLBANK • BALTIMORE, MD

\$40,000

In support of general operations.

BALTIMORE CORPS • BALTIMORE, MD

\$125,000

In support of general operations.

BALTIMORE DIGITAL EQUITY COALITION, FISCALLY SPONSORED BY UPLIFT ALLIANCE INC. • BALTIMORE, MD

\$25,000

In support of general operations.

BALTIMORE GREEN SPACE • BALTIMORE, MD

\$25,000

In support of preserving and sustaining
Baltimore community green spaces.

BANNER NEIGHBORHOODS COMMUNITY CORPORATION • BALTIMORE, MD

\$80,000

In support of general operations.

CIVIC WORKS INC. • BALTIMORE, MD

\$150,000

In support of strengthening the financial
resilience of low-income Baltimore households
through energy efficiency, health and
safety improvements, and government
benefits enrollment.

CIVIL JUSTICE INC. • BALTIMORE, MD

\$100,000

In support of the Economic Justice Program:
Tenant Debt Collection Defense.

CLIMATE ACCESS FUND CORPORATION • BALTIMORE, MD

\$80,000

In support of reducing energy burdens
through community solar.

COMMUNITY LAW CENTER INC. • BALTIMORE, MD

\$40,000

In support of legal staff and advocacy for
community economic redevelopment of
vacant houses across Baltimore City.

COMMUNITY WEALTH BUILDERS, FISCALLY SPONSORED BY MARYLAND PHILANTHROPY NETWORK • BALTIMORE, MD

\$27,851

In support of expanding the MD Neighborhood
Exchange and Crowdfund Baltimore to grow
community investing; local, minority-owned
businesses; and healthy, vibrant neighborhood
economies in Baltimore.

FARM ALLIANCE OF BALTIMORE INC. • BALTIMORE, MD

\$60,000

In support of the Black Butterfly Urban
Farmer Academy to train and incubate urban
farmers, boost farm production, and address
food insecurity.

FOOD & WATER WATCH • WASHINGTON, DC

\$30,000

In support of implementing Water4All and
advocacy to preserve low-income water
customer affordability in proposals for
regional governance and statewide tax sale.

GREATER BALTIMORE COMMITTEE • BALTIMORE, MD

\$15,000

In support of 2024 membership dues.

GREATER BAYBROOK ALLIANCE • BALTIMORE, MD

\$25,000

In support of Baybrook commercial
corridor activation.

HEALTHY NEIGHBORHOODS INC. • BALTIMORE, MD
\$180,000

In support of Healthy Neighborhoods' core services.

THE HERITAGE CROSSING RESIDENT ASSOCIATION, FISCALLY SPONSORED BY FUSION PARTNERSHIPS INC. • BALTIMORE, MD
\$30,000

In support of legal costs associated with efforts to engage the Housing Authority of Baltimore City.

INNOVATION WORKS INC. • BALTIMORE, MD
\$37,500

In support of strengthening social enterprises to create sustainable, livable wage jobs.

JEWS UNITED FOR JUSTICE • WASHINGTON, DC
\$30,000

In support of organizing for Baltimore renters' rights to prevent eviction.

JOHNS HOPKINS UNIVERSITY WHITING SCHOOL OF ENGINEERING • BALTIMORE, MD
\$150,000

In support of the Baltimore Healthcare Innovator Talent Retention Program.

LATINO ECONOMIC DEVELOPMENT CENTER • WASHINGTON, DC
\$25,000

In support of the Baltimore City Small Business Services and Lending Program.

MARYLAND CONSUMER RIGHTS COALITION INC. DBA ECONOMIC ACTION MARYLAND FUND • BALTIMORE, MD
\$125,160

In support of SOAR and Tenant Advocacy.

MARYLAND PHILANTHROPY NETWORK • BALTIMORE, MD
\$19,170

In support of 2024 membership dues.

MARYLAND VOLUNTEER LAWYERS SERVICE • BALTIMORE, MD
\$75,000

In support of preserving Black legacy homeownership in Baltimore City.

NEIGHBORHOOD HOUSING SERVICES OF BALTIMORE INC. • BALTIMORE, MD
\$50,000

In support of creating and preserving affordable homeownership.

NEIGHBORHOOD TRUST FINANCIAL PARTNERS • NEW YORK, NY
\$35,000

In support of TrustPlus Financial Health Solution.

NEW AMERICAN COMMUNITY LENDING CORPORATION • BALTIMORE, MD
\$50,000

In support of promoting New American Lending in Baltimore City.

NO BOUNDARIES COALITION INC. • BALTIMORE, MD
\$30,000

In support of the food justice initiative to increase healthy food access through the Fresh at the Avenue stall and participation in a resident buying club.

OPEN WORKS • BALTIMORE, MD
\$125,000

In support of Westside Open Works.



**PENNSYLVANIA AVENUE BLACK ARTS AND
ENTERTAINMENT DISTRICT • BALTIMORE, MD**
\$25,000

In support of general operations.

**PRO BONO RESOURCE CENTER OF
MARYLAND INC. • BALTIMORE, MD**
\$95,473

In support of the Tax Sale Prevention Project.

PUBLIC JUSTICE CENTER INC. • BALTIMORE, MD
\$75,000

In support of advocacy to reduce evictions and advance tenants' rights to safe, habitable, and affordable housing.

REBUILD METRO • BALTIMORE, MD
\$135,000

In support of "Johnston Square: A Blueprint for Baltimore" and implementation of the "Build One Baltimore Now" campaign.

**SOS FUND, FISCALLY SPONSORED BY PARITY
BALTIMORE INC. • BALTIMORE, MD**
\$65,000

In support of operational capacity.

**SOUTHEAST COMMUNITY DEVELOPMENT
CORPORATION • BALTIMORE, MD**
\$20,000

In support of family stability client assistance funds.

**TECHNOLOGY GROWTH INITIATIVE INC.
DBA FEARLESS INSTITUTE • BALTIMORE, MD**
\$200,000

In support of unlocking the economic potential of historically marginalized digital service founders in Baltimore through government contracting.

**UPSURGE BALTIMORE COMMUNITY INC. •
BALTIMORE, MD**
\$300,000

In support of catapulting Baltimore into its next phase of equitable economic growth.

**WHITELOCK COMMUNITY FARM, FISCALLY
SPONSORED BY FUSION PARTNERSHIPS INC. •
BALTIMORE, MD**
\$25,000

In support of launching Community Food Justice.

A man with a beard, wearing a black vest over a white long-sleeved shirt and red safety gloves, is focused on using a yellow and black DeWalt circular saw to cut a piece of wood on a workbench. The background shows a workshop environment with various tools and equipment. The image is framed by orange borders at the top and bottom, and a dotted orange line on the right side.

WORKFORCE DEVELOPMENT



CASE STUDIES

Connecting Untapped Talent to the Labor Market

In Baltimore, there are dramatic differences in labor force participation between communities, with higher income areas posting nearly 90% of residents ages 16 to 64 years of age either working or seeking employment, compared to low-income, African-American communities, which have the lowest percentage of people not in the labor force. Last year, in Sandtown-Winchester, where Freddie Gray lived and died, only 50% of adults ages 16 to 64 were in the workforce; that's lower than in 2015, when 58% of adults in Sandtown-Winchester were either employed or seeking employment.

Following Gray's death and the uprising in 2015, the U.S. Department of Labor awarded \$5 million in demonstration funds to the Mayor's Office of Employment Development in partnership with Maryland's Department of Labor to explore innovative strategies in reengaging out-of-school and out-of-work youth and young adults, providing

them with skills training for careers in high-growth industry sectors and critical support services. The One Baltimore for Jobs (1B4J) initiative awarded funds to a number of Abell grantees, including the BioTechnical Institute of Maryland, Civic Works' Center for Sustainable Careers, the Jane Addams Resource Corporation, Maryland New Directions, and Vehicles for Change. Roughly 84% of the 1,355 enrolled in 1B4J training programs completed training; among participants who completed the program, three-fourths were placed in jobs. The 1B4J initiative also demonstrated how providing support services across training programs could help to boost employment outcomes.

Two additional innovative initiatives were launched in response to Freddie Gray's death, both of which received grants from the Abell Foundation last year.

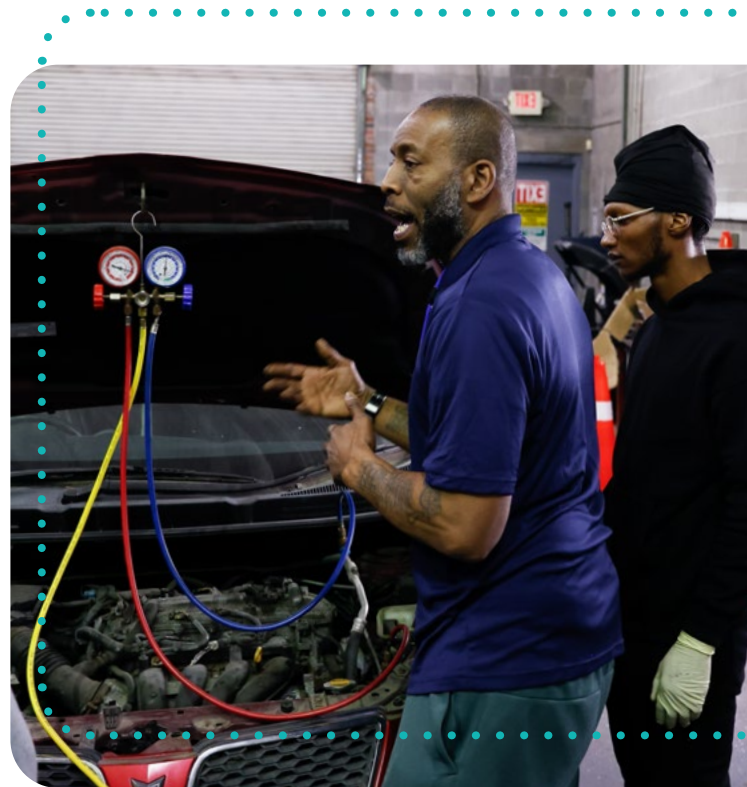
National Center for Institutions and Alternatives

In 2017, in response to Gray's death, the National Center on Institutions and Alternatives (NCIA) opened a vocational training center at 301 S. Central Avenue. The center's training programs include:

- **Automotive Repair.** NCIA trains students in basic automotive repair through a 12-week, 192-hour program, taught by an Automotive Service Excellence (ASE) certified automotive technician. Employers who have hired program graduates include Jiffy Lube, Advance Auto, NTB Tire & Service, and Bridgestone/Firestone.
- **Commercial Driver's License (CDL) Class B training.** Participants complete a 12-week, 330-hour course required to earn a CDL. The instructor is a program graduate. Trainees obtain a permit and test for a CDL license at the end of the program. They learn the skills required to pass the CDL exam by driving a 16-seater bus. Employers who have hired program graduates include Baltimore City Department of Public Works, FedEx, and Amazon.
- **Heating, Ventilation, and A/C Refrigeration Technician (HVAC) training.** Participants complete a 13-week, 130-hour preparatory course, which involves 65 hours of classroom time plus 65 hours of hands-on training. The instructor is an NCIA graduate. Students completing the program receive a Maryland apprentice license and Environmental Protection Agency Universal Certification.

NCIA's comprehensive employment case management services focus on employment barrier removal, addressing the social, emotional, and economic barriers to employment that participants face. The amount of case management provided varies per student, ranging from two to eight additional hours per week.

In 2024, with \$120,000 in funding from the Abell Foundation, NCIA enrolled 291 participants at VTC Baltimore; 150 (or 52%) were justice-involved. Of those who enrolled into training, 232 (or 80%) graduated with industry-recognized credentials. Of those who graduated, 164 succeeded in securing employment, resulting in an impressive 70% employment rate. Their starting hourly wages ranged from \$17 to \$50 per hour.



HeartSmiles

Joni Holifield grew up in West Baltimore and learned what it meant to be self-sufficient because her family was greatly impacted by the crack epidemic and systematic poverty. Although Ms. Holifield stopped going to school in the 9th grade, she eventually secured an entry level position at Comcast, where she rose through the company, serving in senior positions in Pennsylvania and Maryland. After Gray died, not far from where she grew up, she returned to Baltimore to launch the nonprofit organization HeartSmiles. Ms. Holifield wanted to cultivate and motivate young leaders, providing them with a safe place to learn “leadership and entrepreneurship, in the sense of owning your life, owning your situation.” HeartSmiles connects young people with opportunities to put those skills into action and has grown quickly since 2015.

More than 2,000 young people are in the HeartSmiles youth network, participating in both in-person and online sessions, after school and during the summer. During the in-person and online sessions, they learn about what it takes to operate their own business, hearing from business leaders and other HeartSmiles participants who have launched their own small businesses. Once a young person has an idea of what they would like to pursue (e.g., cleaning homes, mowing lawns, selling t-shirts), they talk to Ms. Holifield about their ideas, and she connects them with other youth so that they can create a small business.



These young people, who come from all corners of Baltimore City, are between the ages of 13 and 24. Approximately 98% are Black, and more than 60% are between the ages of 16 and 18. For the many younger participants who have caregivers fighting addiction, poverty, and the school-to-prison-pipeline, HeartSmiles offers a safe place to gather after school and during the summer. Older siblings who are engaged in the street life often refer their younger siblings to HeartSmiles to help them avoid the pathway to the streets and street violence.

In 2024, HeartSmiles served 1,500 youth through 2,000 hours of mentoring, career advancement and leadership programs tailored to their interests. It served 20,500 meals during its programming and provided 5,500 rides to and from HeartSmiles programs at a cost of \$126,000. Most importantly, HeartSmiles provided its youth leaders with \$732,000 of paid work experience, empowering them to take active roles in their communities. Every Friday evening, HeartSmiles connects with youth through its Focused Friday Instagram sessions. In 2024, these sessions reached over 2,450 accounts, with 924 young people actively engaging during the sessions.

In 2020, HeartSmiles began working steadily with 10 youth between the ages of 14 and 21 to guide them into being student leaders, responsible for designing and implementing programming for the HeartSmiles youth network. In 2024, with \$100,000 in support from Abell, HeartSmiles nearly doubled the number of youth leaders from 23 to 45, offering the youth part-time employment, weekly mentoring sessions, and bimonthly professional development workshops as they led sessions for the 1,500 youth served.

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“Work opportunities like the ones we have with HeartSmiles are important because we get to earn money while building connections and have a family.”

Baby J, an 18-year-old youth leader

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2024 WORKFORCE DEVELOPMENT GRANTS

BALTIMORE ALLIANCE FOR CAREERS IN HEALTHCARE INC. • BALTIMORE, MD

\$90,121

In support of expanding the Certified Medical Assistant and Licensed Practical Nurse career tracks for Federally Qualified Healthcare Centers through the BACH Apprenticeship program.

BALTIMORE POLICE DEPARTMENT • BALTIMORE, MD

\$15,000

In support of the Cadet Driving License Pilot Program.

BIOTECHNICAL INSTITUTE OF MARYLAND INC. • BALTIMORE, MD

\$80,000

In support of the BioSTART to Laboratory Associates program.

CASH CAMPAIGN OF MARYLAND • BALTIMORE, MD

\$100,000

In support of providing low-income individuals and families in Baltimore City with free tax preparation and asset-building services that increase financial security and promote economic mobility.

CENTER FOR URBAN FAMILIES, INC. • BALTIMORE, MD

\$300,000

In support of CFUF's economic success programming for Baltimore residents to access and retain meaningful employment and create intergenerational wealth and family achievement.

CODE IN THE SCHOOLS • BALTIMORE, MD

\$60,000

In support of data science job training and career mentoring for Baltimore's opportunity youth.

FAITH AND WORK ENTERPRISES INC. • BALTIMORE, MD

\$68,000

In support of expanding the individualized workforce development process.

FRIENDLY LOVING OPPORTUNITIES • BALTIMORE, MD

\$100,000

In support of FLO's apprenticeship program.

GROW HOME INC. • BALTIMORE, MD

\$60,000

In support of senior housing, generational wealth transfer, and workforce development in Baltimore.

JANE ADDAMS RESOURCE CORPORATION • BALTIMORE, MD

\$100,000

In support of creating pathways out of poverty for low-income communities.

JEREMIAH PROGRAM BALTIMORE • BALTIMORE, MD

\$58,500

In support of the Mental Health Outreach for Mothers (MOMS) Partnership.

JOB OPPORTUNITIES TASK FORCE • BALTIMORE, MD

\$50,000

In support of general operations.

JULIE COMMUNITY CENTER • BALTIMORE, MD

\$36,821

In support of the Child Care Training Program.

LYDIA'S HOUSE IN SOUTHEAST • BALTIMORE, MD

\$75,000

In support of empowering individuals with special needs through employment development training and inclusivity.

MARYLAND NEW DIRECTIONS • BALTIMORE, MD
\$120,000

In support of employment training programs.

**NATIONAL CENTER ON INSTITUTIONS AND
ALTERNATIVES • BALTIMORE, MD**
\$120,000

In support of workforce development and student assistance at the Baltimore Vocational Training Center.

NPOWER INC. • BROOKLYN, NY
\$125,000

In support of NPower Maryland's Tech Fundamentals Workforce Development Training Program for underserved young adults and veterans.

PROJECT JUMPSTART INC. • BALTIMORE, MD
\$50,000

In support of pre-apprenticeship training in Baltimore.

**ROSE STREET COMMUNITY CENTER, FISCALLY
SPONSORED BY SOUTHEAST COMMUNITY
DEVELOPMENT CORPORATION • BALTIMORE, MD**
\$300,000

In support of expanding community cleanups to additional neighborhoods while continuing to provide transitional housing, emergency shelter, and gang mediation.

**SOUTHEAST COMMUNITY DEVELOPMENT
CORPORATION • BALTIMORE, MD**
\$153,800

In support of the Community Streets Clean Up Initiative.

TURNAROUND TUESDAY INC. • BALTIMORE, MD
\$125,000

In support of the Turnaround Tuesday Job Placement Movement.

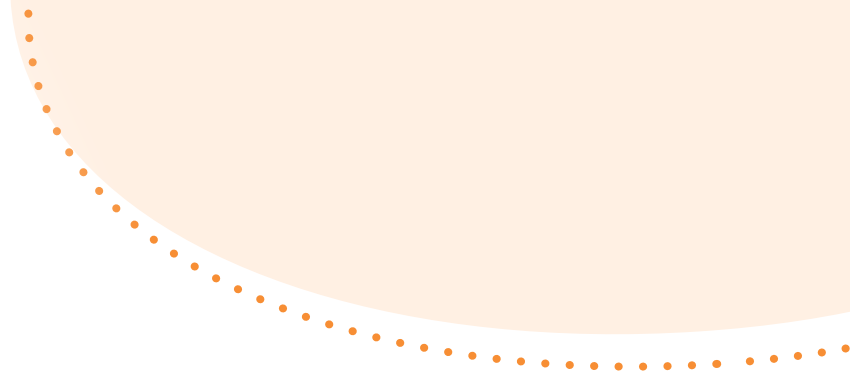
VEHICLES FOR CHANGE INC. • HALETHORPE, MD
\$200,000

In support of the Full Circle Auto Repair & Training Center.



CRIMINAL JUSTICE AND ADDICTION





CASE STUDY

The Embrace Youth Leadership Program

In Baltimore City, where young people have long been at the center of debates around public safety and justice reform, early intervention remains critical. While youth arrests have declined significantly in recent years—dropping from over 130 per month in 2019 to just 65 per month in 2024—there has been a troubling increase in serious youth offenses, with arrests for serious crimes more than doubling from 66 in 2023 to 163 in 2024. Meanwhile, Black boys continue to make up the vast majority of Maryland’s youth held in adult jails, a pattern that underscores deep systemic disparities.

The Embrace Youth Leadership Program (EYLP) was designed and launched in 2024 in response to a shared recognition among the Abell Foundation and the Embrace Initiative of the University of Maryland, Baltimore that younger adolescents—especially those navigating poverty, trauma, or school disconnection—require developmentally appropriate interventions. Abell supported the pilot’s design, helped secure public partnerships, and continues to advise on sustainability and evaluation.

EYLP offers an innovative alternative to detention for youth ages 11–14 who are at high risk of justice involvement but can be diverted into community-based support. Youth are referred to EYLP directly by DJS. Upon intake, the program works quickly to secure parental or guardian consent, ensuring family engagement from the outset. Participants are paired with trained mentors from the Peace Team, individuals with lived experience and trauma-informed training who maintain daily contact and meet weekly in person to guide youth through crises, build trust, and help them set and reach personal goals. The Peace Team mentors also assist families in securing critical resources such as school re-enrollment, housing support, mental health counseling, and substance use treatment.

“It is important to the youth that they have mentors to keep them on the right path before they stray too far off the path,” said Steve Carter, a Peace Team mentor. “The mentors are the rails that keep EYLP youth on the right track. ... Some of the most satisfying moments I have had as a mentor has been watching some of my kids graduate from one grade to another and from high school and knowing that our program played a role in those milestones.”



A cornerstone of EYLP is its partnership with HeartSmiles, a Baltimore-based youth development organization that offers four structured sessions each week. These include academic tutoring, leadership development, entrepreneurship training, wellness coaching, and group support. HeartSmiles provides consistency, connection, and culturally responsive programming that helps youth build confidence and imagine brighter futures.

“EYLP gives young people who have made decisions based on the environment they’ve grown up in a second chance to see the world from another side by way of a collectivity of forward-thinking individuals who care about them,” said Jade, a HeartSmiles youth mentor.

The year-long program includes six months of intensive services followed by six months of step-down support to ensure continued stability. The goals are ambitious: enroll 24 youth annually,

support 70% to complete the program, and help 75% avoid further justice system involvement. To date, only four of the 24 youth have been re-arrested—a notably low figure compared to Maryland’s statewide 12-month juvenile re-arrest rate of 46.1%.

While Baltimore’s average daily youth detention population has decreased by more than 70% over the past decade, the data make clear that youth of color—particularly those experiencing serious structural barriers—are still disproportionately impacted. Through programs like EYLP, the Abell Foundation is investing in a new model of public safety: one that centers mentorship, healing, and community resilience over incarceration.

“I experience new stuff with my mentor that I wouldn’t with anyone else,” an EYLP participant said. “Mr. Ron is like a father figure to me. [Being in EYLP] gives me better chances in life. I can talk to Mr. Ron when I got no one else to talk to.”

2024 CRIMINAL JUSTICE AND ADDICTION GRANTS

AT JACOB'S WELL INC. • BALTIMORE, MD \$50,000

In support of Phase II of At Jacob Well's capital campaign.

BALTIMORE YOUTH ARTS • BALTIMORE, MD \$30,000

In support of assisting young people gain the creative, personal, and educational skills that will enable them to become leaders in their communities.

BUILD • BALTIMORE, MD \$75,000

In support of BUILD's efforts in organizing and training leaders, including returning citizens, to address systemic criminal justice barriers in Baltimore City and Maryland.

CENTER FOR HOPE • BALTIMORE, MD \$50,000

In support of enhancing the Center for Hope Community Violence Intervention Ecosystem with Safe Streets.

FREESTATE JUSTICE • BALTIMORE, MD \$25,000

In support of general operations to provide legal and social services support to Baltimore's low-income LGBTQ community.

FROM THE HEART PRODUCTIONS • OXNARD, CA \$50,000

In support of "The Last Trace," a documentary focused on a groundbreaking DNA collection initiative in the Baltimore region that has led to the solving of multiple rape cold cases.

HELPING OPPRESSED PEOPLE EXCEL, FISCALLY SPONSORED BY FUSION PARTNERSHIPS INC. • BALTIMORE, MD \$25,000

In support of general operations and to offer flexible support and incentives for clients.

HUMAN TRAFFICKING PREVENTION PROJECT, FISCALLY SPONSORED BY UPLIFT ALLIANCE INC. • BALTIMORE, MD \$68,000

In support of the Human Trafficking Prevention Project.

THE MOVEMENT TEAM • BALTIMORE, MD \$49,500

In support of the Future Leaders Ready Now DJS & Re-Entry Out-of-School-Time Student Support Program.

NCADD-MARYLAND • BALTIMORE, MD \$50,000

In support of general operations to strengthen NCADD-MD's community presence and amplify its efforts in harm reduction.

OUT FOR JUSTICE INC. • BALTIMORE, MD \$50,000

In support of operating funding to support criminal justice reform efforts.

SAFE EXIT INITIATIVE • BALTIMORE, MD \$20,000

In support of the HARBOR Baltimore Street Outreach Program for victims of human trafficking.



**UNIVERSITY OF BALTIMORE FOUNDATION •
BALTIMORE, MD**

\$50,000

In support of the Tackling Chronic Absenteeism Project helping to increase attendance and reduce recidivism in middle school age youth.

**THE UNIVERSITY OF CHICAGO (CRIME AND
EDUCATION LAB) • CHICAGO, IL**

\$150,000

In support of the Baltimore Police Department's participation in the University of Chicago's Police Leadership Academy.

**UNIVERSITY OF MARYLAND, BALTIMORE •
BALTIMORE, MD**

\$252,069

In support of the Embrace Youth Leaders Program (EYLP), providing mentoring and services through Peace Team and HeartSmiles to young people diverted from the juvenile justice system.

**VOLUNTEERS OF AMERICA CHESAPEAKE &
CAROLINAS INC. • LANHAM, MD**

\$80,779

In support of the Residential Reentry Center Shower & Lavatory Renovation Project.

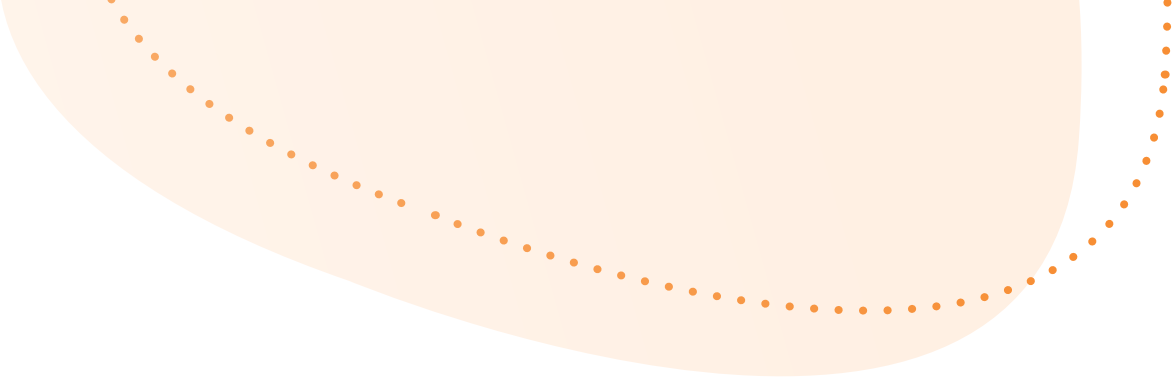
WOMEN'S HOUSING COALITION • BALTIMORE, MD

\$50,000

In support of expanding permanent, supportive housing in Baltimore City.



ENVIRONMENT



ISSUE BRIEF

Environmental Justice is Racial Justice

In Baltimore, racial injustice and environmental injustice are deeply intertwined. The same communities that have long been subjected to disinvestment and neglect also disproportionately bear the burden of pollution while being denied basic amenities like parks and tree canopies. Thanks to activism on the grassroots and community-wide levels in recent years, an increasing number of organizations and projects in Baltimore are focused on the intersection of racial and environmental justice. The projects not only seek to address the environmental challenges facing Baltimore and Maryland through advocacy for stronger city and statewide goals and requirements but also to deliver tangible benefits—such as affordable household energy and water utilities, cleaner air and lower ambient temperatures, and new skills-based economic mobility opportunities—to the residents who need them most.

Over the past decade, the Abell Foundation's attention and research have consistently focused on advancing energy efficiency and clean energy while reducing climate pollution. Campaigns to

promote weatherization, electrification and solar energy aim to lower utility costs for low-income families and nonprofit service-providers while cutting greenhouse gas emissions and improving air quality, both indoors and out. Innovative programs such as Civic Works' beneficial electrification pilot and Climate Access Fund's community solar projects help close the affordability gap and make new energy technologies accessible to historically underserved households. At the same time, initiatives like Maryland PIRG's Smart Energy Solutions campaign were designed to ensure that Maryland's energy efficiency programs deliver equitable benefits across all communities.

Another critical priority is protecting vulnerable communities from harmful air and water pollution. South Baltimore residents—particularly those in neighborhoods like Westport, Cherry Hill, Brooklyn, and Curtis Bay—live among the largest concentration of industry in Maryland and thus experience the greatest air pollution burdens in the state. Environmental Integrity Project (EIP), in partnership with local community organizations,

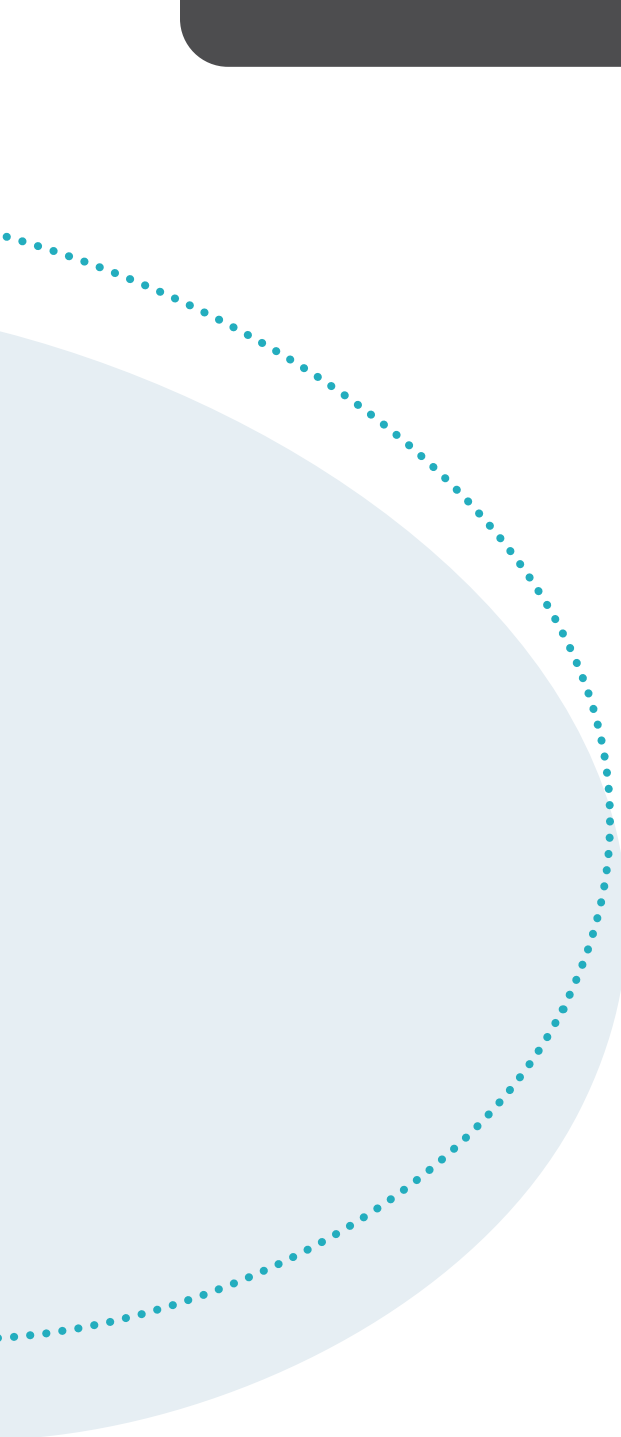


conducts rigorous research and legal advocacy to inform the public and press for the strongest possible limits and enforcement actions to protect public health. Among many organizational priorities, Blue Water Baltimore similarly advocates and engages in legal actions when necessary to protect resident health and the health of Baltimore's waterways from pollution burdens.

Improving the health and resilience of Baltimore's neighborhoods is another key priority. Investments in green infrastructure—such as tree planting, stormwater management, and smart surface technologies—are designed to cool urban heat islands, prevent flooding, and reduce runoff. The expansion of parks, trails, and projects like the Rails to Trails Baltimore Greenway connect communities to recreation and nature while strengthening resilience against climate impacts. Complementary projects, including Trash-Free Maryland's litter reduction campaigns and efforts to eliminate single-use plastics, work to restore cleaner, healthier public spaces.

These environmental strategies are closely linked to economic empowerment. A variety of programs focus on providing career exposure and skills-based training to residents of underserved communities in urban forestry, recycling and composting initiatives, and household energy sector improvements. By focusing on skills development and local hiring, these programs create opportunities for residents to build job readiness in emerging fields that also improve the city's environment. Initiatives like Baltimore Tree Trust's Neighborhood Forestry Initiative not only increase Baltimore's tree canopy but also train residents in wood salvage, reuse, and other specialized skills.

In supporting these initiatives, the foundation seeks to create a future where all Baltimore residents can live healthier lives in a healthier environment.



2024 ENVIRONMENT GRANTS

BALTIMORE TREE TRUST • BALTIMORE, MD

\$75,000

In support of a pilot project to train neighborhood forester crews in wood salvage and reuse from trees removed from right-of-way in partnership with the Baltimore City forestry division.

BLUE WATER BALTIMORE INC. • BALTIMORE, MD

\$40,000

In support of general operations, decreasing pollutants in Baltimore's waterways and building climate equity and resiliency among Baltimore communities.

CHESAPEAKE CLIMATE ACTION NETWORK • TAKOMA PARK, MD

\$60,000

In support of promoting clean energy, electrification, and fossil fuel accountability in Baltimore and across Maryland.

FRIENDS OF GWYNNNS FALLS - LEAKIN PARK INC. • BALTIMORE, MD

\$30,000

In support of general operations.

PARKS & PEOPLE FOUNDATION • BALTIMORE, MD

\$95,000

In support of Parks & People green space and parks implementation.



Small Grants

In 2024, the Abell Foundation also awarded small grants of \$10,000 or less to the following organizations:

COMMUNITY DEVELOPMENT

Adopt A Block Inc.

Another Life Saved Organization (ALSO)

Associated Black Charities

Charles Street Development Corporation

Downtown Partnership of Baltimore

Filbert Street Garden

Historic East Baltimore Community
Action Coalition Inc.

Ignite Capital Inc.

Latimer House, fiscally sponsored
by Uplift Alliance Inc.

Make Space

Open Works

Project Waves, fiscally sponsored by
Digital Harbor Foundation

Waterfront Partnership of Baltimore Inc.

CRIMINAL JUSTICE & ADDICTION

Baltimore Re-Entry Resources Inc.
DBA Return Home Baltimore

House of Change Inc.

Maryland Community Health
Initiatives Inc. DBA Penn North

No Turning Back Inc.

PIVOT Inc.

Restoring Ivy Collective

The Venetoulis Institute for Local Journalism

EDUCATION

Adelante Latina Inc.

Arts Education in Maryland Schools Alliance

Arts for Learning Maryland

Baltimore City Public Schools/Baltimore
City College High School

Baltimore Symphony Orchestra

The Birthday Books Project

Brown Memorial Presbyterian Church

CHARM: Voices of Baltimore Youth, fiscally
sponsored by Fund for Educational Excellence

Chesapeake Bay Outward Bound School

CollegeBound Foundation Inc.

Fund for Educational Excellence

The Gil Sandler Fund Inc.

Greater Baltimore Urban League

Little Flowers Early Learning Development Center

Mariposa Child Success Programs

Mindful Mentors Inc.

NYU Grossman School of Medicine

Start School Later

Todd Eustace and Irene Reyna Empowerment
Scholarship Corporation

We Will All Rise Inc.

Yleana Leadership Foundation

Youth As Resources

ENVIRONMENT

Friends of Gwynns Falls - Leakin Park Inc.

HEALTH & HUMAN SERVICES

American Red Cross of Central Maryland

Baltimore Doula Project, fiscally sponsored by Fusion Partnerships Inc.

Challenge 2 Change Inc., fiscally sponsored by Fusion Partnerships Inc.

Cloverdale AC/BBA

Creative Alliance Inc.

Durham St Initiative, fiscally sponsored by Temple of God Baptist Church

Esi's House Inc.

Family Survivor Network

Feeding the Flock Baltimore, fiscally sponsored by Episcopal Church of the Messiah

Food Rescue Baltimore, fiscally sponsored by 4MyCiTy Inc.

Girls Getting Better

Health Care for the Homeless Inc.

Ho Ho Ho Inc. DBA Santa's Helpers Anonymous

Leader Breeders Inc.

Leveling the Playing Field Inc.

Liberty Village Project, fiscally sponsored by Fund for Educational Excellence

Linden Community Inc.

Maryland Family Network

McElderry Park Community Association Inc., fiscally sponsored by Fusion Partnerships Inc.

The Mosaic Group Foundation

The National Coalition For Women's Athletics, fiscally sponsored by Rob's Barbershop Community Foundation

The Nolita Project

Project PLASE Inc.

Rob's Barbershop Community Foundation Inc.

Saving Me 4 Me

The United Covenant Union

The Village Incorporated

Victorine Q. Adams Gardens Inc.

OTHER

Baltimore Council on Foreign Affairs

WORKFORCE DEVELOPMENT

Baltimore Jewelry Center

Banner Neighborhoods Community Corporation

Caroline Center Inc.

Charles Village Community Benefits District, fiscally sponsored by Charles Village Community Foundation Inc.

Holy Nativity and St. John's Development Corporation

Julie Community Center

Maryland Regional Direct Services Collaborative

Mayor and City Council of Baltimore City, fiscally sponsored by Baltimore Civic Fund

Requity Foundation

Publications

Abell Reports

[Assessment of Maryland's Need for Eviction Prevention Funds](#) and the Estimated Fiscal Impact (February 2024) This report examines the costs and benefits of providing EPF to tenants who are at risk of eviction. Since the expiration of pandemic-era federal eviction prevention funds, evictions have been increasing in Maryland and are approaching pre-pandemic levels. The Public Justice Center (PJC) contracted with consulting firm Stout, Risius and Ross, which produced the 2020 Abell-supported research on the cost and benefits of providing a right to counsel for tenants facing eviction, to produce a research study on eviction prevention funding in Maryland. This study examines different scenarios to estimate the number of tenants who are likely to need EPF, the costs of providing that assistance, and the costs to the state of not providing EPF and allowing tens of thousands of tenants to face disruptive displacement. Stout estimates the return on investment to the state of providing EPF will be \$2.64 for every \$1 spent on EPF. PJC and its colleagues in the Maryland Eviction Prevention Funding Alliance will use Stout's findings to advocate for allocation of state funding for eviction prevention.

[Police-Community Relations in Baltimore](#)

(May 2024) The Arnold Foundation and the Abell Foundation supported the work of a team of researchers from the University of Maryland who sought to add to the body of work examining Baltimore residents' experiences with the BPD historically and since the advent of the consent decree. These researchers—Drs. Brooklynn Hitchens and Lauren C. Porter of UMD's Department of Criminology and Criminal Justice—focused specifically on the experiences of Black Baltimoreans, conducting interviews and focus groups with nearly 100 people about their experiences with BPD, and their views on how it and public safety in Baltimore generally can be improved.

The Arnold and Abell foundations also supported a separate group of UMD researchers—Drs. Greg Midgette, Thomas Luke Spreen, and Peter Reuter, also of the criminology department—to study other cities' experience in transferring some police responsibilities such as calls related to behavioral health crises or suicide attempts to civilians. By examining the experiences of police in Albuquerque, Atlanta, and Houston and analyzing BPD calls for service, they are able to estimate the potential



for an expansion of Baltimore's pilot diversion program to reduce staffing pressures on BPD.

[Later School Start Times for Adolescents in Baltimore City Public Schools: Opportunities and Recommendations](#) (September 2024) The science of adolescent sleep is by now well established—middle and especially high school students are healthier and perform better academically when school starts later in the morning. Yet in Baltimore City, high school start times have gotten steadily earlier in recent years. This report discusses the social justice and health equity significance of developmentally appropriate school start times for middle- and high-school-aged youth learning in City Schools. It places existing research on school start times in the context of Baltimore City, including benefits such as improved academic performance and fewer absences and late arrivals, discipline challenges, symptoms of depression and anxiety, substance abuse, and even automobile accidents. It also addresses research on public safety benefits of later school release times, which reduce unstructured socializing that is associated with delinquency, substance abuse, and aggressive behaviors.

Consolidated Statements of Financial Position

December 31, 2024 and 2023

	2024	2023
ASSETS		
Investments	\$257,005,739	\$299,098,793
Direct investments	22,778,535	20,454,097
Program-related investments and other loans, net	7,684,417	7,460,933
Other assets, net	8,965,844	7,662,985
Total Assets	\$296,434,535	\$334,676,808
LIABILITIES & NET ASSETS		
Grants scheduled for future payment	\$5,468,407	\$6,765,035
Guarantee liabilities	86,955	40,256,728
Payables and other liabilities	3,339,404	2,543,393
Total Liabilities	\$8,894,766	\$49,565,156
Commitments and contingencies		
Net assets without donor restrictions	287,539,769	285,111,652
Total Liabilities and Net Assets	\$296,434,535	\$334,676,808

Complete audited financial statements are available upon request.

Consolidated Statements of Activities

Years ended December 31, 2024 and 2023

	2024	2023
REVENUE		
Dividends, interest, partnership revenues	\$5,246,319	\$7,859,423
Realized gains (losses), net	7,243,712	9,994,022
Unrealized gains (losses), net	7,229,685	13,802,983
Other	656,562	1,365,979
Total revenue	\$20,376,278	\$33,022,407
EXPENSES		
Grants and grant related expenditures	\$12,072,349	\$16,279,733
Administrative expenses	4,192,955	4,257,560
Investment expenses	1,282,857	1,521,512
Federal excise tax provision	400,000	215,000
Total expenses	\$17,948,161	\$22,273,805
Change in net assets without donor restrictions	2,428,117	10,748,602
Net assets without donor restrictions:		
Beginning	285,111,652	274,363,050
Ending	\$287,539,769	\$285,111,652

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The Abell Foundation

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A B E L L
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F O U N D A T I O N
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