



2022 Greenspring Grant Impact Report

How far does the Greenspring Grant go?

Almost one year after our 2022 Greenspring Grant recipients have been awarded their grants, we are evaluating the long-term impact of our support for these programs. Voluntary impact reports were submitted by the 2022 Greenspring Grant recipients that detailed everything from statistics showing the number of lives impacted to the stories behind those they provide services to. It was an incredibly heartwarming experience to see just how far the Greenspring Grant Program goes, so we want to share with you the amazing things these organizations have been able to accomplish.

Lighthouse Vocational Services

Lighthouse Vocational Services' mission is to provide vocational services, educational enrichment, and community integration experiences for persons with developmental disabilities to promote personal growth, opportunity, and hope for their future.

With these funds, more individuals gained access to their services and received job coaching and on-the-job support that has helped them gain economic freedom, grow in leadership, and ultimately increase their quality of life. The Employment Services program continues to positively impact the lives of adults with disabilities as they seek work in integrated settings in the marketplace. Participants receive customized support from Lighthouse staff that is specific to their needs and vocational goals. Through partnerships with local businesses, Lighthouse offers participants a variety of meaningful work opportunities that launch them into greater independence and economic self-sufficiency.

Lighthouse extended program access to many more individuals than expected since receiving their grant.

They exceeded their fiscal year goal, with a total of 115 individuals served. In total:

- 77** individuals were placed in direct hire positions
- 23** have completed the program and no longer need job coaching support
- 38** individuals earned a competitive wage through small-group employment
- 115** individuals in Lancaster, Lebanon, Berks, & Chester counties learned the skills needed for long-term employment success

Unified Community Connections

Unified Community Connections' mission is to support people with disabilities in achieving independence, productivity, and the quality of life they seek.

The funding received through the Greenspring Grant Program is being used to help renew their employment program that will improve the quality of life for the individuals with disabilities enrolled in the program now and in the future. To help them rebuild their employment program they used \$3,000 of the funding to apply for a yearly Provider Network membership within Maryland Works. They continue to use the rest of the funding received on enrolling staff in the Maryland Works training and workshop sessions.

Bancroft NeuroRehab Vocational Program

Bancroft's mission is to impact children and adults living with disabilities by delivering high-quality services to empower them to realize their best life.

The Bancroft NeuroRehab Vocational Program helps individuals who are recovering from brain injuries and other neurological conditions rediscover their vocational passion and find meaningful volunteer and work positions in their communities. Thanks in part to the Greenspring Grant, individuals supported in the Vocational Program are able to receive both group and one-on-one support from this team.

So far this year, the team has connected with 69 employers and organizations to find vocational placements. Three individuals are qualified for services through the New Jersey Division of Vocational Rehabilitation Services, which provides supported employment and long-term follow-along to individuals with disabilities who are ready for employment. Two individuals are beginning paid positions at local Wawas, and one individual, Jennifer, started a new job at a local law firm.

NPower

NPower's mission is to move people from poverty to the middle class through tech skills training and quality job placement.

The Greenspring Grant supported their tech training program in Baltimore which offers life-changing, in-demand tech skills to young adults (ages 18 to 26) as well as veterans, reservists, active-duty military, and their spouses. The grant has provided their graduates with the opportunity to move from lives of surviving to thriving through training, wraparound social support, job placement, professional development, and a range of alumni supports.

For unemployed veterans and young adults as well as for those who could not previously find meaningful work at a financial level to support themselves and their families, the NPower Program has been transformative.

Tech Fundamentals	Fall 2022	Spring 2023
Official Enrollment	87	80
# of Alumni Graduates (98% receive IT certification)	73	65
% Increase in Wages	163%	TBD

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The Arc Baltimore

The mission of The Arc Baltimore's Career Catalyst is to secure individual, competitive employment in the community for adults with developmental disabilities.

The program provides individualized workplace education and employment training through four components: vocational evaluation, skill development/education, paid work experience in the community, and job development. Career Catalyst targets two primary groups of participants: young adults just leaving school and entering adult services, and individuals already receiving employment-related services from The Arc who work on crews/teams or in day centers. These "candidates" want to learn more skills and better their work opportunities. Small intern classes and daily classroom instruction provide a more intensive and focused environment where issues can be addressed immediately, and solutions can be addressed as a group.

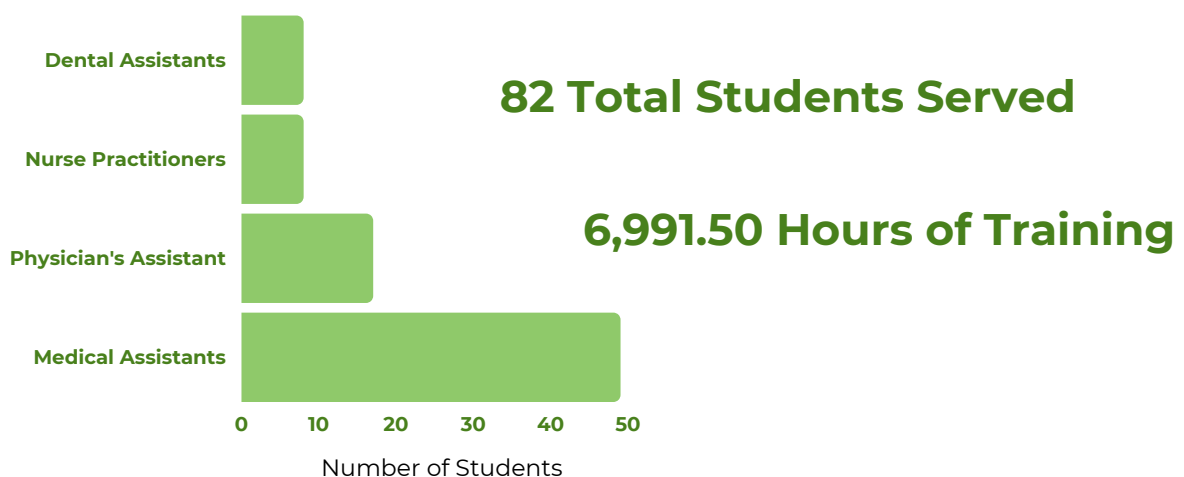
As a result of the Greenspring Grant, a total of 12 interns with developmental disabilities (autism, cerebral palsy, epilepsy, and Down Syndrome) participated in Career Catalyst split across three sessions. Their placement rate has been on average 70% within each group. In addition, those hired have solid benefits and their average hourly starting wage is at least the minimum wage and some as much as \$15. Retention is also high, and overall, nearly 40% of the current 200+ people in their independent employment programs have been with their companies for more than five years.

Good Samaritan Health Centers of Gwinnett

Good Samaritan's mission is to demonstrate the love of Christ through providing quality, affordable, and accessible health and dental services to the poor and uninsured.

Good Samaritan Health Centers of Gwinnett recognizes the need for bilingual medical providers, hands-on experience opportunities in the medical field for students to learn how to be culturally competent when serving disadvantaged populations, and most importantly, recognize the need for professional mentoring opportunities for minority/low-income students.

The Greenspring Grant, along with partners like it, helped to provide personnel costs for licensed preceptor Laura Martino, MSN, APRN, NP-C. Laura manages all medical operations, works collaboratively with local healthcare providers, and serves as the medical preceptor for our students.



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ArtStream

Through collaborative performance and lifelong learning opportunities, people with intellectual and developmental disabilities gain the skills and confidence to engage with the world.

The Greenspring Grant helped ArtStreamers learn new skills, make new friends, prepare for the workforce, and engage in the community. They had 50 new students in their programs in FY23, opening up opportunities to build resilience to more and more people with intellectual and developmental disabilities and autism in their region. ArtStream's performance attendance skyrocketed by over 40% this past year.

ArtStreamers with Intellectual and Developmental Disabilities are currently employed by organizations including the National Institute of Health, the Smithsonian, The Kennedy Center, Main Street Residences, Top Golf, Safeway, Wegmans, Home Depot, Walmart, and many more

2022 Greenspring Grant Impact Stories

Within the impact reports from the 2022 Greenspring Grant Recipients, there were also some individual stories we'd like to share:

Good Samaritan Health Centers of Gwinnett

Arturo Reyes dreamed of becoming a famous soccer player when he found out he was undocumented and would not receive the full college scholarship he had hoped for. Reyes began to experience depression and wondered if God had plans for his life. One night, he discovered a new passion for patient care while interpreting for his grandmother at the hospital. Reyes enrolled in a community college to pursue his new dream.

Now a permanent resident, Reyes began volunteering at Good Samaritan Gwinnett in 2016 as part of an internship course through their Workforce Development program. Later, he was hired as a medical assistant, and in 2022, he entered Physician Assistant School to further his medical training.

Bancroft

Mike is a participant in the BNR Vocational Program. In August 2021, Mike was hit by a dump truck while on his way to work and suffered injuries that would leave him in a coma for nearly a month and hospitalized for more than six weeks.

In March 2023, Mike began volunteering at the Bancroft Employee Center in Moorestown, NJ. Michael was trained by Bancroft's Regulatory Compliance Manager Jennifer on data entry, and he quickly learned the skills needed to succeed. Mike is ready for placement with the New Jersey DVRS, and has also recently begun working one day a week in a clerical position at a local senior center.



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The Arc Baltimore

Yolanda, a woman in her 20s with an intellectual disability, was hired at the end of her internship at Martin Boulevard Elementary as a Lunchroom Assistant. She earns \$18 per hour!

Kenneth, a man in his 20s with an intellectual disability, secured employment as a Fulfillment Associate at Maryland Brand Management. He picks merchandise to fulfill online orders.

Riley, a woman in her 20s with Down syndrome, joined the team at Giant Foods Hunt Valley as a Produce Clerk. During the week she stocks produce. On the weekend she sets up and works at a food sample station for customers to sample various items on sale in the store.

Shawn, a man in his 30s with an intellectual disability, applied the skills he gained during his participation in the Career Catalyst Program to his new position as a Customer Service Associate at Royal Farms. He pulls trash at the pumps, cleans the pumps, and polices the area. Inside he stocks the cooler and helps with making sandwiches and packing the chicken.

Jake, a man in his 20s with autism, was hired at Wicklein's Native Plants as a Greenhouse Associate.

Phillip, a man in his 40s with an intellectual disability, transferred from our Contract Services Division, completed his internship at Maryland Brand, and is now in job development with our business services team. He plans to return for the next session.

Ashley, a woman in her 30s with an intellectual disability, completed the classroom portion and just recently started her internship in August 2023 at Best Assisted Living in Reisterstown. If she does well, they will consider her for hire. Her delay in starting the internship was due to her DORS funding being delayed.

Ryan, a man in his 40s with Down syndrome, completed the classroom portion and is now in job development with our business services team. Now, he volunteers at a local senior center.

ArtStream

Saron, ArtStream Scholarship Recipient:

"I am so grateful for the scholarship because I don't have to stress if I have a financial problem. ArtStream is always beside me, happy to help when I need them. ArtStream to me means I can meet my friends and be safe with the teachers. Every time I attend ArtStream I learn a new thing, gain self-confidence, get a chance to express myself, and learn how to follow directions.

ArtStream is like my family, they understand me and what I need so I am free when I am in class. Thank you ArtStream, you are my rock."

NPower

Rebecca Hedding interned with the NPower Community Help Desk team from February to April of 2023. She excelled in her role, and her time with the Community Help Desk gave her valuable work experience to add to her resume. Following her internship, she gained full-time employment with Shenandoah Technology Systems as an IT help desk technician.

Mikenzhie Smith interned with the NPower Community Help Desk team from February to April of 2023. She was excited for the opportunity to give back to the community while honing her skills at the Community Help Desk. She left such a strong impression on the Help Desk team that she was recently hired by NPower in a full-time role as a Help Desk Coordinator for the Baltimore region.

Josiah Lynch now works at Associated Administrators as a Tier 1 IT Helpdesk Specialist earning more than double what he made pre-program.



Conclusion

The Greenspring Grant Program was established in 2012 to support the mission of local non-profits. This program is completely employee-run, and each year allows a new team of individuals the rewarding task of selecting and awarding monies to organizations doing great work.

Applicants may apply for a Greenspring Grant to support the general operations of their organization or a specific program or initiative. In either case, Greenspring requires that organizations complete the online application to apply for funding. The 2023 application window is closed, but visit our website to join our mailing list for updates: <https://greenspringadvisors.com/about/giving/grant-program/>

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