

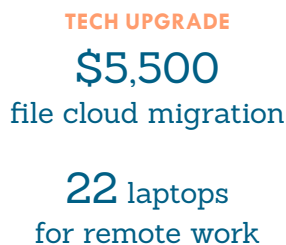
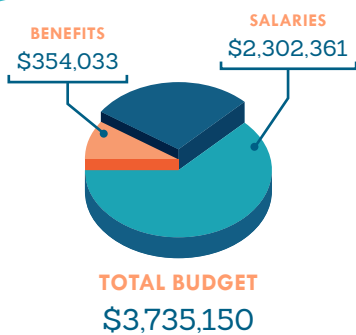


ANNUAL REPORT 2021

*Empowering Adults on the Autism Spectrum
to Live Meaningful Lives, Throughout Their Lifespan.*

Your Support...

ALLOWS US TO BUILD THE BEST TEAM
SO THAT OUR CLIENTS CAN LIVE
THEIR BEST LIVES



Letter from the Director

REBUILD...REENGAGE...RETHINK...

REIMAGINE... These are just some of the words that come to mind when we think of 2021. Add in vaccination clinics and PPE and that sums up our time since COVID-19 first began! The pandemic has caused all of Itineris to Rebuild, Reengage, Rethink and Reimagine what service delivery for our clients looks like going forward. Facing an unprecedented workforce shortage, the desire for more people to work from home, and an increase in mental health challenges, there were new challenges to overcome and confront head-on.

In typical Itineris fashion, we made a plan. A plan to Rebuild, Reengage, Rethink and Reimagine. We continued to work toward the goals we set out in our three-year strategic plan. Itineris Excellence remains our number one priority and I cannot say enough wonderful things about our amazing staff, from our front-line Direct Support Professionals to our Coordinators, Associates, Supervisors, Managers, and Directors. We were dedicated to creating high-quality hybrid programs for our clients, continuing to support our staff by increasing starting salaries and offering Mental Health Days, and instilling safety measures to provide a protective environment

for all. Itineris also opened a Community Living Department which provides the 360° support that so many of our clients and their families need. We started Itineris 12 years ago with the question, “What will happen to my child when I’m gone?” Our Community Living Department, hand-in-hand with our Meaningful Day Program will at long last provide that reassurance.

We cannot express our gratitude to our families for their continued assistance and understanding, our loyal and generous donors, and the philanthropic community who have come together to provide the much-needed financial relief to support us.

All of this has given Itineris the ability to Rebuild, Reengage, Rethink and Reimagine how we will move forward in the future and strengthened our Mission, Vision, Core Values and Guiding Principles. We know we will continue to grow and thrive thanks to supporters like you who believe in what we do.

Gratefully,



Ami Taubenfeld, Mom, Co-Founder
and Executive Director

Coming Back

“NOTHING IS CONSTANT BUT CHANGE”



While flexibility and change have always been a part of our motto and philosophy, Rebuild, Reimagine, Rethink and Reengage became extended versions of this.

A GREEK PHILOSOPHER ONCE STATED THAT WE CANNOT STEP IN THE SAME RIVER TWICE BECAUSE THE FLOW OF THE CURRENT CHANGES THE RIVER FROM ONE MOMENT TO THE NEXT.

This reminds us of Itineris and where this year left us.

While flexibility and change have always been a part of our motto and philosophy, Rebuild, Reimagine, Rethink and Reengage became extended versions of this. We spent the year rebuilding our supports, reimagining what the word hybrid service delivery meant, rethinking how we could best support our adults without the hands on supports they had come to know and reengaging our adults without physically being with them.



Growing, Learning, Inspiring, and Achieving

We recognized that hybrid supports would greatly benefit our clients, so we transitioned from full time virtual classes to incorporate a variety of in-person supports. This reimagined plan included learning pods, community-based supports, in home supports, increasing Personal Supports and brought small groups of clients back in our hub, The Pointe at Rockrose. Clients were telling us they missed seeing their friends, getting out in the community and working. This hybrid model helped our clients to reengage.

We kicked off Project H.I.R.E. (Help Itineris Recruit Employers) to rebuild our employment opportunities. Many of our prior employers were still closed, working virtually only or laying off staff, which greatly impacted our clients. Our workforce team got to work to rethink opportunities as other employers were looking to rebuild their staff and had started hiring again. We had 55 employers prior to the pandemic and had to rebuild most of our partnerships all over again. By proactively looking at opportunities rather than barriers, we were able to build new relationships

with new employment partners and, thanks to our Project H.I.R.E initiative, we are back to 33.

Despite the pandemic forcing us to reimagine how we deal with change, Itineris remains a person-centered, client-centric organization, even with our diminished workforce. Our mission has not changed.

Our staff continue to focus on the needs of each client and how we can best advocate for their support. Everyone has taken on multiple roles, whether that's by jumping in and teaching classes, taking notes, helping with the curriculum, stepping into rotation as Direct Support Professionals and covering shifts at work sites- we're still doing our best to keep moving forward.

Yet, with change comes hope and insights. Hope that things will improve and insights into lessons learned. We are optimistic that we learned a lot and that these lessons will help us to rebuild, rethink, reimagine and reengage even better than before.

Philanthropy

The Power of Giving

Nonprofits, by nature, are organizations with missions of helping others and giving back. But, during the pandemic, we saw the power of collaboration, kindness, support and caring in a way that we had never seen before. The philanthropic community recognized that COVID-19 was a major threat to many organizations and, consequently, pulled together to create some of the most effective COVID-19 rapid response teams, who managed to pull resources toward a common cause. New lingo such as PPE, and products such as face shields, gowns, hand sanitizer, HEPA filters and isolation rooms, which were all known emergency products in hospitals and health care facilities, became the new norm for all workplaces.

Realizing that these products were now essential and needed to be purchased for businesses to function, our philanthropic community, donors, supporters, and families rallied around us and, without missing a heartbeat, provided the much needed financial support. COVID-relief packages and grants came from foundations, The State of Maryland, The City of Baltimore, and donors and

supporters who asked how they could best help. With revenues affected and staff shortages, this community of supporters proactively addressed problems and came up with solutions all on their own. They recognized our needs and filled them without our asking.

The Harry and Jeanette Weinberg Foundation, through Baltimore's Promise Grant, helped us transform to an effective virtual operation with our switch to cloud-based technology, enabling everyone to communicate from anywhere with access to the same information. This was truly transformative for us and has helped us to modernize and streamline our operations. The France-Merrick Foundation funded a new HVAC system moving us to green technology and a HEPA filtration system. The Baltimore Civic Fund's Nonprofit Relief Fund supported the purchase of Blueair filtration machines for our building, extra HEPA support for classrooms, home bases, and community areas, as well as additional PPE, which we were using at a rapid pace and needed replenishing. The Civitan Foundation funded a



vaccine clinic for clients, staff and families to provide much needed protection from this highly transmissible virus. This clinic also enabled us to assist four other agencies in getting their staff and clients vaccinated. The Community Health Resources Commission (CHRC) provided us with funds for an employee retention grant, which was critical at a time when we were rebuilding our staff after our massive layoffs. This allowed us to thank the staff that returned to work and help us retain these valuable team members. The Bearman Foundation funded a new software system, which again provided much needed updates to the way we functioned as a business. Prior to the pandemic, we mostly used paper and pen but this system revolutionized our record storage and modernized all of our paper to an electronic system that not only saved time and money but gave immediate access to everyone who needed it.

And it wasn't just COVID-relief. Many philanthropic organizations recognized the need for operational support as well. There are not enough words to thank The Harry and Jeanette Weinberg Foundation, Maryland's Nonprofit Recovery Initiative (NORI), The Kenneth S. Batty Charitable Foundation, The Helen Clay Frick Family Foundation, The Venable Foundation, The Teplitzky Foundation and so many of our supporters, families, and donors for their support during these unstable times. It was a big mountain to climb and without this support, the top would have been unattainable. While we normally faced an annual financial gap during good times due to our extensive levels of support, the pandemic made this gap dramatically increase due to the loss in revenue. The support we received helped to fill this gap and made our situation sustainable.



Our Forever Home

When Itineris leased part of 2050 Rockrose Ave in September 2014, we had big plans in mind: to continue our expansion and purchase the whole building, allowing us to double the number of clients we were able to support. We started a capital campaign to raise the needed \$3,400,000 to purchase the building, modernize the space, create a sensory-friendly environment and of course, pay off the mortgage. Our Capital Campaign Committee, led by dedicated and talented Itineris parents, Michael Myers and Tim Watkins, got to work. They built a committee, developed a plan, and used their connections in the community to share our story. A very generous contribution from The Harry and Jeanette Weinberg Foundation, after whom the building is named, paved the way for us to reach out to others in the philanthropic

community. From there, the support and belief in what we were doing began to pour in. And because of Baltimore's philanthropic community, our Board, our committee and our families and friends – we did it! And now, The Pointe at Rockrose is our forever home.

We now have a 27,000-square-foot state-of-the-art facility where we can provide a safe hub for our clients to come and feel at home. The Pointe at Rockrose is a homebase for our clients so they can work with their staff on needed skills and engage with their friends. With this new space, we built a Workforce Technology Center where we could provide prevocational and vocational training,



career exploration, and job discovery and preparation support. We have built our classrooms and meeting spaces with technology that allows us to take advantage of the virtual platforms that have become so popular. Owning the building and paying off the mortgage has also greatly decreased our overhead, allowing us to focus more resources on supporting our clients and staff.

Itineris officially completed our capital campaign in June 2021 but we had to put our celebration on hold due to the pandemic. While our staff and clients were utilizing

virtual supports, we worked with our employer partner and local maker, Words with Boards, to create a beautiful donor wall that we proudly display in our conference room. In the fall of 2021, we hosted a small gathering held primarily outside to unveil our donor wall and celebrate and thank the community that made it all possible.

Meaningful employment, community engagement and dignity of choice for adults on the autism spectrum.

COVID Can't Stop Hot Night for Autism

Hot Night for Autism 2021 was once again completely virtual. Itineris supporters, like many in the world, were getting the hang of virtual celebrations and many hosted small gatherings where they could participate in our livestreaming virtual event together. Despite the pandemic preventing us from hosting our much loved in-person event, the outpouring of support we received from our community was incredibly humbling.

Hot Night for Autism is not only a fun night for our community to get together, it is also Itineris' only fundraising event. This single event covers nearly half of our annual deficit each year and allows us to continue providing low client-to-staff ratios, individualized programming, a Community Living Program, and customized employment support. We surpassed our Fill the Gap goal by raising over \$56,000, and we also saw record generosity from our sponsors, whose sponsorships accounted for over \$157,000 of the funds raised through the event.



360° SUPPORT FOR CLIENTS

Richard is our first Supported Living client here at Itineris and through the Community Living Program, he has been able to live his best life: choosing where he wants to live and gaining independence and confidence in his own abilities while receiving assistance.

Under this service delivery model, Itineris is able to integrate into a client-owned or rented space and act as a residential provider, without uprooting the person from the comforts of their home. We provide care up to 24 hours per day, 7 days a week, assisting in several areas of independent living such as nursing supports, money management, health care management, and daily living activities. The services we provide are customized to the individual we support, closing the gap of care with 360-degree service delivery.



HEALTH AND WELLNESS ARE OUR TOP PRIORITIES

Itineris has worked diligently to keep our clients and staff safe and healthy. In March of 2021 when COVID-19 vaccinations were still hard to come by, Itineris partnered with The Department of Developmental Disabilities to host a pop-up COVID-19 vaccine clinic. With the support of GBMC SAFE nurses, Dimensional Health and Giant Pharmacy, over 350 clients, family members, and staff and four additional agencies received their vaccines. We also heightened our focus on mental health and wellness by offering staff Mental Health Days, hosting a wellness fair and offering staff massages, meditation, acupuncture and office yoga classes to help navigate the stresses of the pandemic. Staff learned how to cope effectively and used these same techniques with our clients.

Our Donors

\$50,000+

The Kenneth S. Batty Charitable Trust
The France-Merrick Foundation, Inc.
The Samuel G. & Margaret A. Gorn Foundation, Inc.
Maryland Nonprofit Recovery Initiative
The Orkawa Foundation
P.J. and Helen Shafer
The Harry and Jeanette Weinberg Foundation, Inc.

\$25,000 – 49,999

Anonymous
The Bearman Foundation
Renegade Communications
Sandy and Karen Teplitzky

\$10,000 – 24,999

Anonymous
Baltimore Nonprofit Relief Fund
Stuart and Hinda Dankner
The Dodson Foundation, Inc.
Facebook Payments Inc.
Chris and Ellen Feifarek
Josh and Genine Fidler
Jill Fox Memorial Fund, Inc.
Greenspring Advisors
Richard and Kathy Lilley
Frank E. & Miriam Loveman Foundation
The Israel and Mollie Myers Foundation
Tim and Susan Watkins
Mary Zaks

\$5,000 – 9,999

Anonymous
The Helen Clay Frick Foundation
The Fulton Bank
Bernie Halle and Sherri Linkoff
Benno and Elayne Hurwitz Family Foundation
George Jones and Monica Brandes
Robert and Ginnie Kass
Kramer Family Foundation, Inc.
Richard and Janet Livingston
Robert and Susan Locke
Louise D. and Morton J. Macks Family Foundation
Diane Maistros
Yehuda and Anne Nueberger
The David & Lucile Packard Foundation
Mark and Paige Pape

Shafer Center
James and Judith Smith
Michael and Jodi Stappler
The Edwin J. & Jeanne C. Trexler Foundation, Inc.
The Aber D. Unger Foundation, Inc.
United Health Group
V&S Foundation
Venable, LLP

\$2,500 – 4,999

Anonymous
Baltimore Floor Works
Bloomberg Philanthropies
Frona Brown
CareFirst BlueCross BlueShield
David and Bridget Cole
Linda DiNenno
Foundation for Children with Intellectual and Developmental Disabilities
John and Jeanne Furman
Boh and Laurie Hatter
Peter Kirchgraber and Lisa Logan
Richard Lulie
Aaron and Allison Magat
Denise Markoff
Michael and Jennifer Myers
Rick Opfer
Steven Potter and Terri Kollman
Jim Wade and Alisa Rock
Martha Schlenger and Katherine Tvaronias
Rick and Amy Sussman
Martin Taubenfeld
Mark and Ami Taubenfeld
Sam and Gayle Weingram
Gerry Willse and Patty Mochel
The Arthur B. Wilner Foundation Inc.

\$500 – 2,499

A & G Management
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AmazonSmile
Peter and Dawn Andresen
Sophia Angelos and Stephanie Eckhardt
Anonymous
Atlas Concrete Paving and Asphalt Corp.
Azalea Drive LLC
Bank of America
Matching Gifts Program
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Thomas Berge
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Mark and Amy Bond
Whitney and Nancy Burrows
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Edith Chang
Penny Chang
Paul and Dorothea Chiamulera
Kathleen Cocks
Debra Coleman
Coon and Cole, LLC
Kevin Courtney
Randi Delone
Deus Ex Machina Family Fund
Dugan, Babij, Tolley and Kohler LLC
John and Jean Eikenberg
Robert Fehr
Nicholas and Rosezella Feldaverd
Fidelity Brokerage Services LLC
Stuart and Pam Forchheimer
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Homebody's Inc.
John and Lois Hyson
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The Kass Sisters
Kelly Integral Solutions
Kennedy Krieger Schools Program
Norval King
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Paul Kirchgraber
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Lauren Mirkin
Sidney and Jill Molofsky
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Nature's Care and Wellness, LLC
Pathfinders for Autism
Nancy Patz
Ron and Joy Paul
Victoria Pilipchenko
Alicia Pizza
Arthur and Diane Putzel
Mary Lee Richardson
Oliver Schein and Nadine Fontan
Carol Sevel
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Eric Siegel
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J G and A S Zimmerman Foundation

Our Staff

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 Jennifer Blum, M.S., CCP,
 Human Resources Director
 Lauren Eaton, M.A., BCBA, LBA,
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 Emily Grant, Development Director
 Katie Klatko, CESP, Program Director
 Carrie Hubbard Pineau, M.A., MSW,
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 Zosia Zaks

Financial Statement

	FY 2021	FY 2020
	\$2,535,698.00	\$1,557,424.00
	\$1,210,961.00	\$1,109,459.00
CASH AND EQUIVALENTS	\$3,746,659.00	\$2,666,883.00
ACCOUNTS RECEIVABLE	\$173,463.00	\$110,351.00
	\$254,549.00	\$219,938.00
	\$10,699.00	\$128,251.00
PLEDGE RECEIVABLE	\$265,248.00	\$348,189.00
OTHER ASSETS	\$18,501.00	\$57,684.00
FIXED ASSETS	\$2,841,269.00	\$2,916,402.00
TOTAL ASSETS	\$7,045,140.00	\$6,099,509.00
	\$74,542.00	\$7,658.00
	\$273,710.00	\$180,287.00
		\$987.00
ACCOUNTS PAYABLE AND ACCRUED EXPENSES	\$348,252.00	\$188,932.00
DEFERRED RENT	\$859,265.00	\$427,136.00
REFUNDABLE ADVANCE PPP LOAN	\$529,175.00	\$529,175.00
	\$82,812.00	\$46,910.00
	\$373,072.00	\$852,958.00
LONG TERM DEBT	\$455,884.00	\$899,868.00
TOTAL LIABILITIES	\$2,192,576.00	\$2,045,111.00
CONTRIBUTIONS	\$389,446.98	\$426,008.00
GRANTS	\$487,306.02	\$117,117.00
	\$326,285.00	
	\$2,089,640.00	
PROGRAM SERVICES	\$2,415,925.00	\$2,663,083.00
FUNDRAISING	\$239,095.00	\$309,360.00
	-\$1,881.00	
	-\$2,133.00	
RENTAL LOSS	-\$4,014.00	-\$544.00
INVESTMENT INCOME	\$6,564.00	\$20,586.00
PPP FORGIVENESS	\$529,175.00	
OTHER	\$2,284.00	\$15,222.00
TOTAL REVENUE	\$4,065,782.00	\$3,550,832.00
PROGRAM SERVICES	\$2,208,960.00	\$2,764,495.00
GENERAL AND ADMINISTRATIVE	\$672,039.00	\$463,185.00
FUNDRAISING	\$263,215.00	\$142,076.00
TOTAL EXPENSES	\$3,144,214.00	\$3,369,756.00
CHANGE IN ASSETS	\$921,568.00	\$181,076.00

