



2020 ANNUAL REPORT

Intersection of Change
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410.728.2227

intersectionofchange.org

Our mission: *Providing programs that enrich the economic, social, and spiritual lives of those dealing with poverty-related issues in our Sandtown-Winchester and surrounding communities of west Baltimore.*

FOREWARD

As we reflect on Intersection of Change (IOC) and all of the programs under its umbrella during this past year, we can truthfully say, we made it through by the grace of God. When the pandemic began and our governmental officials saw the need to shut places down and have employees stay safe in their homes, IOC forged ahead with a skeleton crew, maneuvering with masks, hygiene, distancing and most of the staff working from home. Our staff and partners were on our minds. This was important as we were constantly reminded of how dangerous the COVID-19 virus was, even as we witnessed the loss of friends and relatives. As numbers rose and with senseless people ignoring signs and science, we could only offer prayers for all



people, especially those essential personnel who did not have the luxury of staying at home and so went out each day to care for the many who had fallen ill. Zoom became a new normal and forced our older generation to learn technology at a new level. We would like to say thank you to those partners who stood with us financially, checked in and asked what support they could render, and finally to all the essential personnel of IOC who deemed it necessary to care for our neighbors, Martha's Place residents, Jubilee Arts' staff and participants and Strength to Love II employees. God bless you all!

- Elder CW and Amelia F. Harris, Founders



The past year has been an intensely challenging one for us at Intersection of Change like it has been for so many during the COVID-19 pandemic. Amid this, we have found much to be thankful for! While many have been out of work, we have been able to retain all our staff and see them stay safe and healthy. Despite the strain and extra work of operating during the pandemic, we are proud that we have been able to sustain our services. Our Strength to Love II program continued to provide workforce development for young adults and, in spite of major losses in sales due to restaurant closures, our farm was able to address emergency food needs in our west Baltimore community by donating salads biweekly from the spring to the fall. Our Jubilee Arts staff made a herculean effort to make all classes available online. This included

everything from dance, ceramics, and sewing (all involving art kits made and delivered to participants' homes), to the entrepreneurship focus of our Youth in Business classes. Even our summer Art@Work mural program still hired teen participants to remotely design, create, and install two major new mural projects! Our Martha's Place program continued to provide residential recovery for our women overcoming substance abuse and homelessness while keeping everyone COVID-free. While several of our women lost employment, we were able to secure funding to provide new tech equipment for them to do their addictions counseling and group meetings remotely. Renewed calls in 2020 for racial equity also reaffirmed our organization's 25-year efforts to address racial disparities in west Baltimore its Black neighborhoods of Sandtown-Winchester, Upton, and the surrounding community. The 2020 death of George Floyd, the 2015 death of our neighborhood's own Freddie Gray, and the deaths of countless others due to racism and racial inequity have affirmed the ongoing urgency of our work that has long followed a community development model built on racial reconciliation, redistribution of resources, and for many who want to help, relocation to our neighborhood in order to develop understanding of the dynamics and challenges of our community. Since 1996, we have made action on our values as a priority and have been fortunate to have partners and allies in this cause. As we push forward, we hope you will continue to walk alongside us in our efforts.

- Todd Marcus, Executive Director & Co-founder

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2020 OVERVIEW

3,461

Jubilee Arts participants engaged in our on-site and virtual arts programming

15

Martha's Place residents provided with residential recovery services

\$33,732

\$2L2 produce sold throughout Baltimore and Washington, D.C.

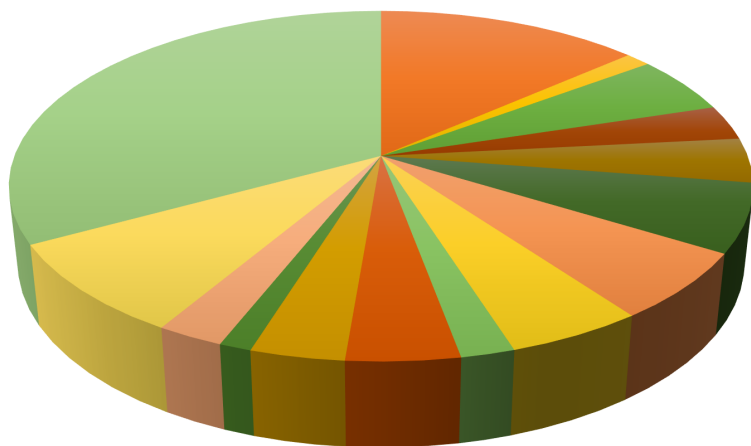
875

total volunteer hours in support of our programs

\$110,415

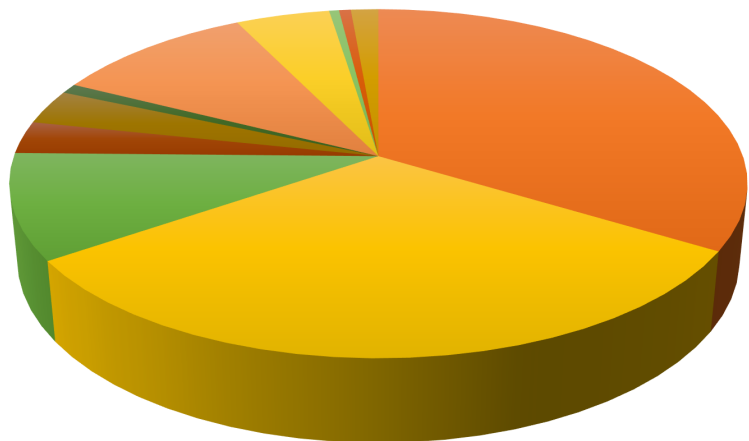
raised from donations/fundraisers to support our community work

EXPENSES



- Program Directors (13.5%)
- Executive Director (5.3%)
- Art@Work (4.1%)
- Supplies (6.2%)
- MP Staff (2.0%)
- Jubilee Teachers (3.5%)
- WFD (2.5%)
- Other (32.9%)
- Maintenance (1.3%)
- Farm Manager (3.2%)
- Jubilee Staff (6.3%)
- Farm Workers (5.1%)
- Employer Taxes (4.2%)
- Young Adult Farm Workers (1.2%)
- IOC Staff (8.5%)

INCOME



- Local/State Contributions (33.6%)
- Individual Contributions (9.8%)
- Produce Sales (3.2%)
- Special Projects (10.3%)
- Art@Work (0.5%)
- Other (1.4%)
- Foundation Contributions (31.9%)
- Corporation Contributions (3.0%)
- YiB (0.9%)
- Facility Fees (4.8%)
- Church Contributions (0.6%)

THE PEOPLE OF IOC* (2020)



TODD MARCUS
Executive Director & Co-founder



KELSEY BRYNER
Resource Developer



AMELIA F. HARRIS & ELDER CW HARRIS
Co-founders



BARBARA BUTLER
Administrative Assistant



REV. DR. KAREN BROWN
Senior Resource Developer



GRACE REN
Assistant to the Executive Director & Volunteer Coordinator

*For a list of individual program staff, see pages 6-11

FOUNDATIONS

Baltimore Community Foundation
Baltimore Children and Youth Fund
The Annie E. Casey Foundation
Fund for Educational Excellence
Open Society Institute Foundation
Rauch Foundation
Kaiser Permanente & CommonHealth Action
COVID-19 Evolving Community Needs Fund
J.C. Crothers Foundation
T. Rowe Price Foundation
The Abell Foundation
Gutierrez Memorial Fund
Farm Alliance of Baltimore
The Urban Children Foundation

2020 LEAD DONORS

LOCAL & STATE

Mayor and City Council of Baltimore
Baltimore Children and Youth Fund
Maryland State Department of Housing and Community Development
Emergency Food and Shelter Program
Maryland State Treasurer's Office
Baltimore Office of Promotion & The Arts

2020 LEAD DONORS *(continued)*

INDIVIDUALS

Alice Marcus
Todd & Emily Marcus
Tape Ministry
Baltimore Community Foundation
Romauli Sianipar
Jane Brown
United Way
Phoebe Gilchrist
James & Cynthia Soltys
Lei Zong
John Wessner
Silberstein Family Foundation
Janice Pope
George & Irene Maunz
Patrick Jones

Patricia Prasada-Rao
Andrew & Mary Kathryn Barnet
George A. Lambert
Karen V. Brown
Schwab Charitable
John Renner
Maurice Smith & Amanda Yarnell
Christina Dickerson
BNY Mellon
Sarah Tupper
Beverly Ann Sloan
Therese & Daniel
Staudenmaier
Michael J. Gorman
Patricia Rath

Ben Hoffman
Monica C. Maggiano
One Project Closer
Shannon E. Snow
Anthony Morgan
Marcia Morris
Barbara J. Francisco
J. Paul Rieger
Kathryn Tifford
Mary Smallman
Morgan Stanley
Sarah McCann
Roya Golpira
Barty Carr

SPONSORS & CHURCHES

Emmanuel Episcopal Church
L&H Business Consulting, LLC
Michael & Jane Glick
Family Philanthropy
Christ Our King
Presbyterian Church
James Beadles
Chestnut Grove
Presbyterian Church
Blessed Trinity Church
of Deliverance

CORPORATIONS

Friendly Inn
Fidelity Charitable Grant
Caputy Brothers Creamery LLC
Charitable Foundation
Ameriprise Financial
Gift Matching Program
MECU

Network for Good
United Way
United Way's CRB
InterVarsity Christian Fellowship
Chris M. Cabanillas
Aetna Foundation
Baltimore Theater Project

***Thank you to our
supporters for making
the work we do possible!***



Staff participate in Blue Thursday at the office!

2020 BOARD OF DIRECTORS

Sarah McCann, *Chair*
Fusion Partnership

Mitzi E. Dailey
The Dailey Law Group, LLC

Gloria Byrd, *Vice-Chair*
Board of Dental Examiners (retired)

Rev. Dr. Derrick DeWitt
First Mount Cavalry Baptist Church

John Renner, *Secretary*
Cross Street Partners

Elder C.W. Harris
Newborn Community of Faith Church
Intersection of Change (founder)

Jerrel Duffy, *Treasurer*
Marcus & Millichap

Marcia Morris
Community resident

Patty Prasada-Rao, *Treasurer*
Community development consultant

Wendall Holmes

Charles Johnson Park Development
Corporation

Greg Arbogast
Gebhardt & Smith LLP

Xanthe Key

Greater Baltimore Urban League

Marian Amoa
Annie E. Casey Foundation

Antoine Bennett
Community resident

Cheryl Harris
Maryland Department of Transportation

Joseph Carter

Shannon Snow

Al Stokes
Euler Hermes Insurance

Episcopal Housing Coporation



VOLUNTEERS

Jubilee Arts end-of-session celebration, winter 2020



As an organization that benefits immensely from our in-person volunteer base, it was challenging for us to either cease or adapt our volunteer operations to a virtual capacity in 2020. Fortunately, our dedicated volunteers were hardworking, patient, and innovative - without them, we could not have had the quick turnaround we did in adjusting our programming to fit with the recommended safety guidelines from the Centers for Disease Control.

We are especially thankful for our Jubilee Arts volunteers for doing phone outreach and assisting with virtual Zoom classes, as well as our Strength to Love II volunteers who continued to show up at the farm with masks and six feet apart! We are deeply grateful and lucky to have such flexibility and commitment in our community even during difficult times.

Thank you to all of our great volunteers!

Volunteer of the Year: Verlister DeShields

Verlister DeShields, an alumnae of our Martha's Place program, spent the summer of 2020 cleaning up the green spaces around our intersection. She spent time connecting and engaging with those who were struggling in that area and provided them with water and sodas. Thank you, Ms. DeShields, for being an outstanding community and dedicating your time during the pandemic!



Verlister DeShields



Strength to Love II volunteers harvesting produce



A volunteer helps a Jubilee Arts student (pre-pandemic)

MARTHA'S PLACE

Martha's Place is a residential recovery program for women overcoming substance abuse and homelessness, helping women achieve sobriety while maintaining a job and housing. The program offers housing with supportive care services such as addictions counseling, money-management training, case management, wellness classes, and community meals for long-term support. The goal of Martha's Place is to develop independent living skills so residents can regain their autonomy.



Martha's Place residents on the front steps of their rowhome

In 2020, Martha's Place safely welcomed a total of three new women to the program - a major feat given the extra precautions group housing facilities had to take in response to COVID-19. Intakes and interviews were done by phone, first with the Program Director and then with the Addictions Counselor to determine eligibility for Martha's Place. The resident was then responsible for showing proof of a negative COVID-19 test result before moving in.

Martha's Place staff also implemented the following:

- Infrared thermometers and temperature logs in each house
- Cleaning supplies, such as disinfectant sprays and wipes
- Mandatory COVID-19 testing after any trips outside of the city
- Virtual case management sessions for all residents to enforce social distancing
- 15 laptops for residents to do remote counseling

Despite the uncertainty of 2020, Martha's Place was fortunate enough to transition into almost entirely remote programming. This could not have been possible without the flexibility and patience of our staff and residents; for more information, read about the support services we developed in 2020 on the next page.

Visit marthasplace.org to learn more

Our Staff



JAMON MCLEAN

Program Director
(January - November)



COREY JACKSON

Interim Program Director
(November - December)



SHERRIE TODD

Addictions Counselor



GRACE REN

Peer Support Coordinator

2020 Highlights

In November, Corey Jackson joined Martha's Place as our Interim Program Director. His focus and expertise are in holistic wellness and in 2020, he introduced mindful journaling and self-care practices to the Martha's Place women; he also successfully moved in two new residents. Despite being limited to virtual meetings, Mr. Jackson continued community outreach and connected with a wide variety of institutions, such as Total Health Care and Johns Hopkins University.

Resource Newsletters

Starting from June 2020, Grace Ren, the Peer Support Coordinator at Martha's Place, sent out biweekly Resident Resource Newsletters in order to keep our residents constantly connected with necessities. These newsletters included information on:



Information on coronavirus



Online classes and activities



Job search tools



Financial relief in Baltimore City



Mental health support



One of our Martha's Place residential units

Grant Support

In 2020, Martha's Place was fortunate to receive financial support from the **Maryland Nonprofit Recovery Initiative (NORI)** through the Department of Housing and Community Development and the **Open Society Institute (OSI)** to provide relief from the impacts of COVID-19.

Both grants provided a total of five months of rent relief for Martha's Place residents, allowing them to focus on their health and safety amidst a pandemic that cost many of them their jobs. The OSI grant was also used to purchase 15 laptops to ensure residents could attend virtual recovery meetings, apply to jobs online, and work on getting their GED.



\$18,000 from the OSI Grant

\$400/month for three months (for 15 women)

\$12,000 from the NORI Grant

\$400/month for two months (for 15 women)



Our Martha's Place residents are anchors of our community

JUBILEE ARTS

Jubilee Arts is a community program providing arts classes to the residents of the Sandtown-Winchester, Upton, and surrounding neighborhoods in west Baltimore. The program is located on Pennsylvania Avenue, an area with a rich history of African-American culture. Jubilee Arts uses art as a tool to build community, learn about our history, and change our future. We offer programming in dance, visual arts, business, and ceramics in partnership with the Maryland Institute College of Art, area artists, and dancers.

A Jubilee student receives her Joy Kit



Because of COVID-19 restrictions, classes went entirely virtual starting in March. To address the main obstacle of supply distribution, Jubilee Arts created the Jubilee Joy Kit, a packaged set of art supplies needed for each class that could be picked up from our building on set days. In addition, Jubilee Arts started its first ever series of

“How to Take Care” classes in order to address the widespread mental health struggles during this time. Activities, which included aromatherapy, meditation, and journaling, will also be sustained post-pandemic to continue providing emotional support to the surrounding community. The pandemic emphasized the true importance of community arts in bringing people together.



“All That Jazz” showcase in January



A virtual Recycle Art Lesson



Pick-up cart for the Jubilee Joy Kits

Our Staff



NORA HOWELL

Program Director



DARIA BAYLIS

Program Coordinator



DOMINIQUE BUTLER

Artist-in-Residence (until August)



ALEXA OLIVEIRA

Artist-in-Residence (after August)



CHERYL HARRIS

YiB Administrative Assistant

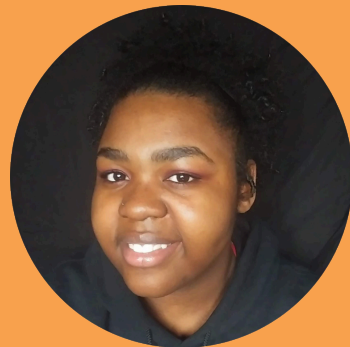
Visit arts.jubileeartsbaltimore.org to learn more

JUBILEE ARTS

Our Staff



BRENNA O'GRADY
Interim YiB Program
Manager



KEYARRA JOHNSON
YiB Program Assistant



CATHERINE LEBERG
Sales Coordinator



AJAH DOSWELL
Youth & Family Engagement
Specialist

Youth in Business (YiB)

Begun in 2014, Youth in Business (YiB) is a Jubilee Arts program that cultivates the entrepreneurial leadership skills of high school aged youth by providing hands on experience operating an art-based business. Through the Youth in Business design collective, youth learn how to run a successful business as a team by creating and selling high quality art products that cooperatively generate income for youth participants. Youth are supported in leadership development within the program in addition to career and higher education planning support to foster long term economic independence. YiB participants take classes on business skills, graphic design, and ceramics.

In 2020, YiB accomplishments included:

- A **five-week virtual business intensive** in the summer with classes including photography, creative writing, financial literacy, and public speaking.
- **Production of a virtual fashion** show unveiling two new T-shirt designs
- Client work including **original design by participants** for 9 different brands, companies and local organizations

28



Youth
Members

82%



Daily
Attendance

100%



Live within two
miles of Jubilee

\$10,500
Total 2020 Revenue



8
Mosaic tile signs

25
Masks

136
Shirts

100%
of Profits
to the youth

JUBILEE ARTS

Art@Work

The Art@Work program was launched in the summer of 2015 through a partnership between Jubilee Arts and The Baltimore Office of Promotion & The Arts. Art@Work is a five-week artist apprenticeship program employing Baltimore City youth enrolled in the YouthWorks program to create murals in their communities. By weaving together design thinking, workforce development, economic development, community organizing, and creative expression, Art@Work has empowered hundreds of youth ages 14-21 to contribute to their neighborhoods through art.



In 2020, due to COVID-19, the Art@Work program operated virtually. Staff delivered supplies and a wood panel to each youth participant. The lead artist designed the murals to be made of individual panels painted independently at home and become a part of a larger image once installed. Art@Work aims to introduce youth to career opportunities in the arts, offer employment in a positive learning environment, and provide youth with the tools to express themselves while engaging and creating public art in their communities. In addition, youth participate in daily professional development workshops, such as financial literacy, professional development, physical fitness, and leadership development.

In 2020, Art@Work: Druid Heights employed **20 youth, two professional artists and two artist assistants**, and engaged local, state, and national partners while generating **two new artworks**.



A Promising Future

Lead Artist: McKinley Wallace III

Artist Intern: Dominique Butler

Artist Apprentices: Sanaa Jackson Aija, Kennedy Thomas, Anthony Bessick Jr., Jania Woods, Ranisha Muhammad, Kamren Lewis, Niya Carroll



Together Apart

Lead Artist: Landry Randriamandroso

Artist Intern: Chloe Parsons Desiree Thaniel

Artist Apprentices: Brearah Sedacy, Davon Cole, E'Nijah White, Janiya Ceo, Kendall Robertson, Le'a Stanton, Tatiyana Stokes, Tyrek Bullock Chyna, Smith Anija Barnes

STRENGTH TO LOVE II

Our Staff



AMELIA HARRIS

Interim Program Director



DOUGLAS FULLER

Farm Manager



CARLOS MOBLEY

Farm Staff



ADA SCOTT

Farm Staff

Strength to Love II is a program that operates an urban farm, serves citizens returning to the community from incarceration, and provides young adult workforce development. The farm entails 14 greenhouses totaling 1.5 acres, addresses community food apartheid issues, and offers employment to returning citizens.

COVID-19 further highlighted the lack of local fresh produce available in west Baltimore. As an essential service, Strength to Love II was able to stay open and participate in the Helping Hands Food Program: working with Clergy United for the Transformation of Sandtown (CUTS) and Ascension Lutheran Church, S2L2 staff produced salads that were given out with bagged lunches across different areas of the city; in total, over 1,000 people in the community were served.



Washed and packaged salads from the Helping Hands Program



Delivering bagged lunches to Harvey Johnson Towers

In 2020, Strength to Love II also made headway on several critical capital improvements to our farm that included:

- Weathering our packing shed to enable winter work
- Replacing old high tunnels with new sturdier structures
- Leveling uneven ground across the farm and removing overgrown trees and brush
- Reassembling and repairing produce hoop houses
- Starting the foundation for a new greenhouse



Volunteers help deconstruct a hoop house

Visit [S2L2.com](https://www.s2l2.com) to learn more

STRENGTH TO LOVE II

THRIVE Program

THRIVE is a workforce development program for young adults that was first offered in 2019. In 2020, eight young adults ages 18-24 participated in this 12-week program during the fall. Due to COVID-19 restrictions, only one cohort was offered in 2020, but the program still saw success in helping our participants to build skills and achieve career employment opportunities.

2020 THRIVE WORKFORCE DEVELOPMENT



Paid job-readiness program that includes:

- Adult education and soft-skills training
- Job shadowing with paid internships
- Case management
- 24 months of post-program employment support

THRIVE offers certification classes in:



Customer service



Construction Infrastructure



Warehouse Logistics

Program Outcomes*



7 out of 8 participants completed the program



6 out of 8 participants were placed in full-time employment



4 out of 8 participants will enroll in a post-secondary program

*Because the program was delayed to November 2020, program results are only as of December 2020 - full outcomes will be reported in the 20201 annual report

Our Staff



REV. DR. KAREN BROWN
Program Manager



TERRAINE DUBERRY
Educator
(Soft Skills, Retail Sales Certification)

Partner Organizations (2021)

University of Maryland Extension (UME)

Youth Opportunity (YO) Westside Skills Center

Baltimore City Community College (BCCC)

Youth Employers (2021)

Division Street Landscaping

P. Flanigan & Sons Construction

Eyes on the Plaza

Strive Workforce Development

Strength to Love II

Current Intersection of Change Directory

CONTACT US

Intersection of Change

Todd Marcus (<i>Executive Director</i>)	(410) 728-2227 *204	toddmarcus@intersectionofchange.org
Grace Ren (<i>Volunteer Coordinator</i> & <i>Assistant to the Executive Director</i>)	(410) 728-8402 *201	volunteercoordinator@intersectionofchange.org graceren@intersectionofchange.org

Martha's Place

Jasper Nance (<i>Program Director</i>)	(410) 728-8402	jaspernance@marthasplace.org
Grace Ren (<i>Peer Support Coordinator</i>)	(410) 728-8402	graceren@marthasplace.org
Sherrie Todd (<i>Addictions Counselor</i>)	(410) 807-0591	sctodd1059@gmail.com

Jubilee Arts

Nora Howell-Morgan (<i>Program Director</i>)	(410) 728-1199	nhowell@jubileeartsbaltimore.org
Catherine Leberg (<i>YiB Sales Coordinator</i>)	(410) 728-1199	yib@jubileeartsbaltimore.org
Keyarra Johnson (<i>YiB assistant</i>)	(410) 728-1199	kloper@jubileeartsbaltimore.org
Ajah Doswell (<i>YiB Youth & Family</i> <i>Outreach Coordinator</i>)	(410) 728-1199	adoswell@jubileeartsbaltimore.org
Alexa Oliveria (<i>Artist in Residence</i>)	(410) 728-1199	artist@jubileeartsbaltimore.org
Edward Griffin (<i>Driver</i>)	(410) 728-1199	

Strength to Love II

Bryan Wright (<i>Program Director</i>)	(731) 613-4949	bryanwright@s2l2.com
Jade Hall (<i>Assistant Farm Manager</i>)		jadehall@s2l2.com
Karen Brown (<i>Workforce Development</i> <i>Program Manager</i>)	(410) 336-6246	karenbrown@intersectionofchange.org
Nirvana Green (<i>Interim Program</i> <i>Coordinator</i>)		ngreen@s2l2.com
Nhiaya Williams (<i>Administrative Assistant</i>)		nwilliams@s2l2.com
Amelia Harris (<i>Admin</i>)	(410) 728-2227	ameliaharris@intersectionofchange.org