

2018

ANNUAL REPORT



HOWARD ECO WORKS

Solutions for healthy streams and communities

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MESSAGE FROM THE DIRECTOR

◆
Lori Lilly



Dear Friends,

We are so excited to have successfully completed our first full year of operation, and with so much accomplished! We ended 2018 with a stellar staff and Board of Directors leading the organization, 38 participants in our workforce development programming, a new Chesapeake Bay Landscape Professional-Associate program piloted with certificates awarded to 33 individuals, 24 projects in the ground, launch of a new innovative biochar research project, continued leadership for building resiliency in Ellicott City, and so much more.

We are thankful for all of our partners and supporters that have enabled us to achieve so much in such a short amount of time and who have empowered us to be a leader in Howard County for social and environmental advancements. With a changing climate and an uncertain future, it's time to put our axes to the grindstone and get to work building community, empowering individuals, restoring ecosystems and adapting to increasing intensities and frequencies of storms. We have a lot of work to do but together we can build a brighter future! We hope you will join us!

See you out there!

Lori Lilly
Executive Director

OUR MISSION

To empower an under-served workforce to respect and restore our natural systems for future generations

OUR VISION

To lead in developing innovative solutions, a skilled workforce, and partnerships for resilient communities



HOWARD ECOWORKS ACCOMPLISHMENTS AT A GLANCE

WORKFORCE DEVELOPMENT

- Employed 38 participants in our workforce program, including Restoring the Environment and Developing Youth (READY; see page 4!)
- Trained and provided 16 Howard County Department of Corrections inmates with Landscapes for Life certificates, including installation and enhancement of an on-site food garden (see page 7!)

ENVIRONMENT

- Constructed 24 stormwater remediation and habitat enhancement projects that treated 220,000 sf of land that is 30% impervious
- Installed 120 rain barrels
- Conducted 55 site consultations for homeowners, homeowner associations and non-profits
- Conducted channel maintenance for debris removal on 1.5 miles of the Hudson Branch prior to the May, 2018 flood and conducted flood recovery debris and bulk trash removal after the flood, removing 2500+ lbs of material (see page 8!)
- Maintained dozens of County Students Branching Out tree planting sites, stream restoration, bioretention projects and habitat sites

LEADERSHIP AND OUTREACH

- Reached more than 2,000 Howard County residents with messaging and demonstration on stormwater, stewardship and natural resource protection
- Became a Partner in Education with the Howard County Public School System
- Received a Green Community Leadership award from former County Executive Allan Kittleman and the Dept. of Public Works
- Led local Alternative Spring Break with 60 hours of service committed by young adult volunteers



HOWARD ECOWORKS SUMMER READY PROGRAM



Though Summer READY has been a popular program for Howard County Youth since 2012, 2018 was the second year that the program was facilitated by Howard EcoWorks. Young people from all around Howard County were recruited through high schools, job fairs, academic enrichment programs, and more.

We had 61 applicants apply for 28 crew member and leadership positions, making for a daunting selection process. The 28 selected candidates included a scholar athlete with DC United Academy, two University of Pennsylvania students, students for whom English was their second language, and a myriad of diverse, bright, talented and intelligent young people who consistently showed up on time and ready to work.

One student who did not make the “28” because of his schedule wrote a letter so compelling based on his participation in Alternative Spring Break that he came on as an on-call worker, working whenever we needed additional staffing due to vacation scheduling.

Over the course of the summer, READY participants performed maintenance at several sites, received Chesapeake Bay Landscape Professional-Associate (CBLP-A) certificates and installed numerous practices, in spite of an unprecedented number of rain events where crews were unable to work.

“

“It gave me a new perspective on our natural resources and a personal sense of responsibility toward them. The passion that the READY program instilled in me made me return each summer until I graduated from college and worked my way up to become a Crew Leader.”

Afua Boateng, current HEW
Board Member and READY
Participant 2012-2015

“

“Out in the field, READY demanded professionalism in a way that taught me to take responsibility for the projects we were assigned and to make virtuous workplace connections.”

Aaron Johnson, 2018 READY
Participant

READY 2018 INSTALLATIONS:

- 21 Rain Barrels
- 8 Rain Gardens
- 4 Conservation Landscapes
- 1 Dry Well
- 1 Infiltration Berm





NETWORK FOR GREEN WORK

On December 14, 2018, Howard EcoWorks hosted its First Annual Network for Green Work Event. Over 40 people attended the event, including current staff and crew, returning 2018 Summer READY crew members, employer partners, board members, County Council Members and representatives from Howard County Government.

The purpose of the event was give our crew members an opportunity to network with our employer partners in the green industry to discuss potential career opportunities with their companies. The event began with a welcome address and a presentation from EcoWorks staff as well as acknowledgements from new County Council Chair (and former EcoWorks Board Member!) Christiana Rigby. Employer partners spoke to attendees about their organizations and the types of careers they offered.

After the employer partner introductions, twelve crew members met with eight of our employer partners in a "speed interview" session where they had five minutes to meet with each employer partner to promote their skills one-on-one. According to both crew members and employers, the interviews were intense and fun.

Lunch and informal networking followed where conversations initiated during the interviews continued. An unanticipated outcome of the event was that professionals, who rarely get the opportunity to gather together in one setting, got to talk "shop."

Many attendees remarked how well the event went and provided valuable feedback to continue to grow the event in future years. The event paved the way for creating a pipeline of workers into the Green Infrastructure industry.





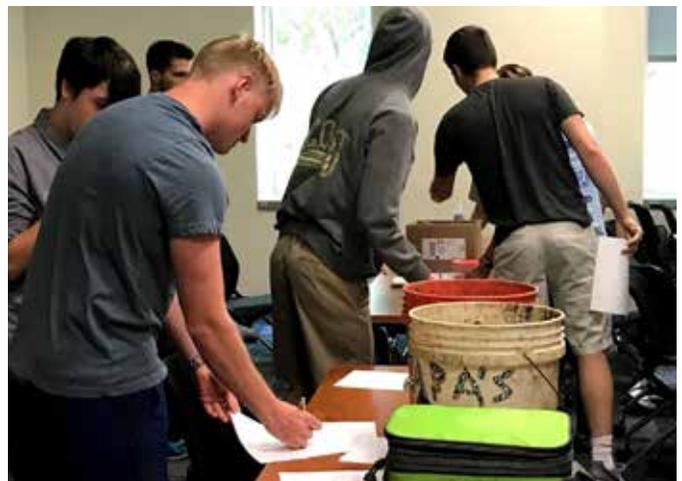
CHESAPEAKE BAY LANDSCAPE PROFESSIONAL ASSOCIATE PROGRAM

Howard EcoWorks collaborated with the Chesapeake Conservation Landscaping Council and Hirschman Water & Environment to pilot an Associate level certificate based on its regionally renowned Chesapeake Bay Landscaping Professional (CBLP) Level I and Level II certifications.

The CBLP-A course is an introduction to “a system of materials and consistent instruction across the region” designed to create “a community of certified professionals to be better stormwater partners and environmental stewards.” Participants learned about invasive species and native plants, different types of soils and rocks used for landscaping, and different types of best management practices (BMPs) for stormwater management.

READY participants took part in two full-day, hands on workshops with lectures, videos and a walking tour of various practices at Howard Community College during their initial training and orientation. They then attended 2-3 additional webinars during the course of the Summer READY program. Altogether in 2018, 33 staff and crew members were awarded CBLP-A certificates.

The CBLP-A Certificate program has been incorporated into Howard EcoWorks workforce development program and will be a part of our Summer READY and HEWmanpower cohort programs moving forward. This pilot program is already being adapted for various programs around the Chesapeake Bay Watershed in Maryland, Virginia, Delaware and Pennsylvania.





SEEDS OF CHANGE NURSERY

In 2018, EcoWorks continued its partnership with the Department of Corrections to provide education and training to the inmate population on sustainable landscaping and gardening. Sixteen inmates completed the Landscapes for Life training delivered by EcoWorks staff and received certificates. During the fall session, two inmates participated in a “hands-on” portion of the class that included the design and installation of a 25’ low tunnel in the Corrections vegetable garden to help overwinter produce for the spring.

The vegetable garden has been tended for multiple years by Corrections guards and inmates with mixed success. EcoWorks received a small grant from the Chesapeake Bay Trust to help increase the sustainability of the plot through soil amendments, establishing some perennial crops, including pollinator species, and developing maintenance guidelines. The 1300 sq. ft. dedicated space produced 68 pounds of fresh food for the Corrections Department kitchen.



Inmates also contributed a total of 139 hours of manpower toward the Seeds of Change native plant nursery that is located on-site. Seeds of Change grows and maintains the plants necessary for EcoWorks’ stormwater and habitat projects located in communities around the County. Inmates provided an essential labor force for EcoWorks while receiving not only occupational, educational, and physical benefits of the working in the nursery but also reduced time on their sentences.

ELLICOTT CITY CHANNEL MAINTENANCE AND DEBRIS MANAGEMENT

Debris blockages in waterways are known contributing factors to flooding. READY has been providing regular stream channel maintenance in downtown Ellicott City since the summer of 2015. Howard EcoWorks and the READY program have also provided emergency assistance after both the 2016 and 2018 flood events.

This work was recently expanded in geography and scope due to an extended effort by the County Administration through the Safe & Sound Plan for Ellicott City. Through this new program, Howard EcoWorks will begin performing stream inspections and debris removals in nine flood prone streams after each qualifying weather event. Stream inspections will occur within three working days after any rain event of 2" or greater accumulation in a 24-hour period, or after an hour of sustained winds over 30mph. Afterwards, identified debris will be removed by Howard EcoWorks and the County within 14 working days of inspection.

In conjunction with our existing channel maintenance, Howard EcoWorks will continue to play a vital role in mitigating the impact of flooding and protecting the infrastructure of Old Ellicott City.



ELLICOTT CITY SOAK IT UP

Launched in the summer of 2017 and funded by a grant through the National Fish and Wildlife Foundation, the Ellicott City Soak it Up Campaign is a community engagement campaign that encourages individual action for stormwater reduction on private property in the Tiber Hudson watershed, which drains to Historic Ellicott City. Our long term goal is to convert 700 acres of turf grass into native landscapes that infiltrate stormwater while providing workforce development opportunities to our HEWmanpower cohort and young adults in our READY program.

Throughout 2018 we installed eleven best management practices on private property including rain gardens, conservation landscapes, contour swales, and stream buffer plantings. For 2019 we have more interest than ever with 18 best management practices planned!

The Soak It Up campaign also includes an innovative research project in partnership with the University of Delaware (UD) to assess the benefit of biochar amendment to soils for runoff reduction - UD has seen almost an 85% reduction in runoff based on research conducted in Delaware.



BOARD OF DIRECTORS

- **Richard Hesse**, Retired, formerly COO/CFO The Maryland Science Center - Co-Chair
- **Bill Withers**, Organizational Development Consultant - Co-Chair
- **Kevin McAliley**, Bike HoCo - Vice Chair
- **Kris Althouse**, HMS Insurance Associates - Secretary
- **Ishani Gandhi**, CPA, CFE, PwC - Treasurer
- **Afua Boateng**, Former READY employee / nursing student
- **Josh Feldmark**, Bike Maryland
- **Bob Marietta**, Howard Community College
- **Don Mohanlal**, Nand & Jeet Khemka Foundation
- **Elizabeth Moss**, Esq., CPPO, University of Maryland, Baltimore County
- **Hina Naseem**, Howard County Public School System
- **Misty Sexton**, Solutions Advocate
- **Rizwan Siddiqi**, P.E., EBA Engineering

Ex-officio

- **Bill Mahoney**, Howard County Government

HOWARD ECOWORKS STAFF

- **Lori Lilly**, Executive Director
- **Brooke Abercrombie**, Deputy Director
- **Ted Wolfe**, Operations Director
- **Virginia Gambrill**, Nursery Manager
- **Jenny Wienckowski**, Landscape Design Manager
- **Leah Iannuzzi**, Office Assistant



HOWARD ECOWORKS PARTNERS

We are extremely grateful to the following partners that supported our work in 2018 through grants, contracts, donations, in-kind resources, employment opportunities and environmental stewardship.

American Native Plants
Association of Community Services
BA Auto
Barnside Condominium Association
Beechen Hills Homeowner Association
BGE
Biohabitats
Chesapeake Bay Trust
Clean Water Fund
Cross Fox Homeowner Association
Davey Tree Expert Company
Deering Woods Condominium Association
Ecosystem Services, LLC
Elkhorn Landing Community Association
Ellicott City Partnership
Empire Landscaping
First Presbyterian Church
Franciscan Friars
Greenleaf Community Association
Howard Community College
Howard County Department of Corrections
Howard County Department of Recreation & Parks
Howard County Department of Public Works
Howard County Office of Community Sustainability
Howard Hughes Corporation
Howard County Watershed Stewards Academy
Kind Earth Grower
Kingsgate Condominium Association
Lubavitch Center
Maryland Nonprofits
Murray Hill Homeowner Association
National Fish and Wildlife Foundation
Neighborhood Design Center
New Moon Nursery
Nonprofit Collaborative
North Creek Nursery
North St. John's Swim Club
Pikes Peak Nursery
Octoraro Nursery
Partridge Court Homeowner Association
Ridge to Reefs
Running Brook Homeowner Association

Sewells Orchard Homeowner Association
Sierra Villas Homeowner Association
Stormwater Maintenance LLC
Temple Isaiah
Watermark Condominium Association

HOWARD ECOWORKS DONORS

Thank you to all who made individual contributions to Howard EcoWorks during the 2018 fiscal year. We truly appreciate your support!

\$50-149
Afua Boateng
Mary Catherine Cochran
Ted Cochran
Mandy Elder
Ishani Gandhi
Maggie Knipps
Harriet Lilly
Bob Marietta
Bill Mahoney
Christiana Mercer Rigby
Scribner Messenger
Hina Naseem
Ron Peters
Regina Schauer
Rizwan Siddiqi
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Jon Weinstein

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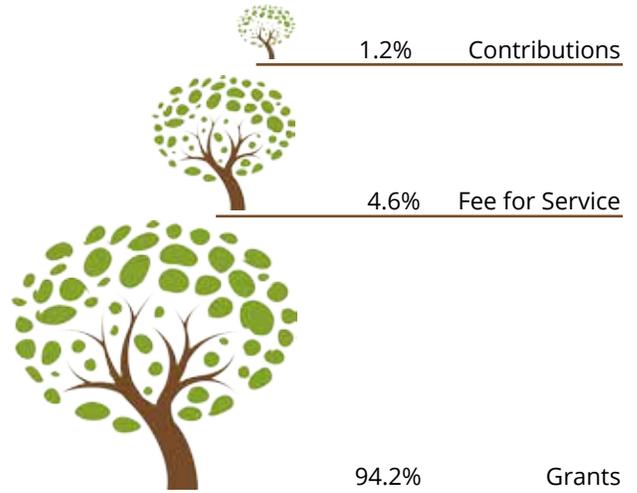
\$500-999
Josh Feldmark
Richard M. Hesse
Kevin McAliley

FINANCIAL REPORT

STATEMENT OF ACTIVITIES 2018

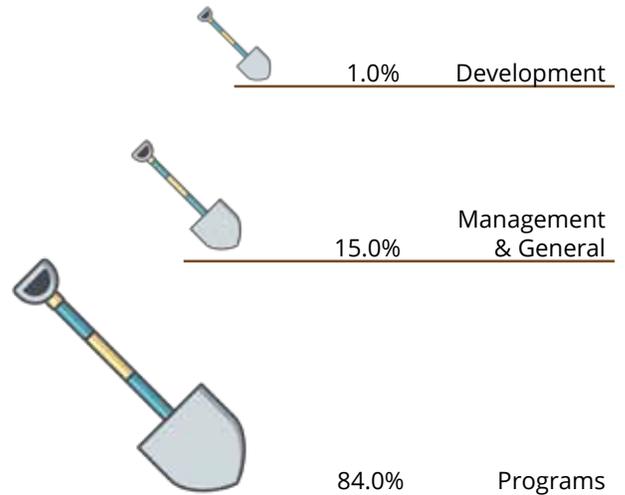
SUPPORT & REVENUE

Grants	\$602,763.00
Fee for Service	\$29,405.00
Contributions	\$7,690.00
Total Revenue	\$639,858.00



EXPENDITURES

Program Services	\$511,696.00
Supporting Services	
Management & General	\$91,415.00
Development	\$6,281.00
Total Expenditures	\$609,392.00
Change in Net Assets	\$30,466.00



HOWARD ECOWORKS

LOOKING AHEAD TO 2019

2019 is full of promise for EcoWorks. We are looking forward to accomplishing the following in the coming year!

- Employing at least 33 individuals in our workforce development program and providing Chesapeake Bay Landscaping Professional-Associate certificates to all;
- Training and providing 16+ Department of Corrections inmates with Landscapes for Life certificates;
- Convening the first Green Infrastructure Strategic Industry Partnership stakeholder meeting with our Employer Partners, Howard Community College, and the Howard County Public School system;
- Leading debris inspections and removal for Howard County's Safe and Sound Plan for Ellicott City;
- Enhancing and restoring ecosystem services on 10,000 sf of Howard County watersheds and provide treatment to 45,000 sf of Howard County impervious surfaces;
- Launching the Tree HoCo tree planting campaign in and adjacent to the County's Green Infrastructure Network; and
- Leading initiatives such as Alternative Spring Break, Ellicott City Soak It Up, a Community Resiliency Education series of workshops, lectures, tours and activities plus give away 500 trees at community events!



Ways to give:

Mail your gift

9770 Patuxent Woods Drive, Suite 309
Columbia, Maryland 21046

Donate online

<http://www.howardecoworks.org/>

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Howard EcoWorks

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