

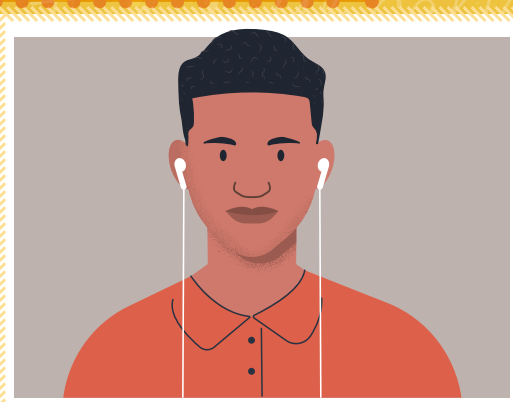
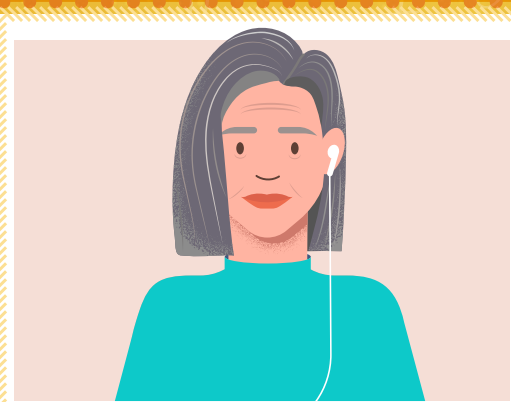


**Jubilee
Housing**



Justice Rising

2020 ANNUAL REPORT



Message from **Jim Knight** and **Bill Highsmith**

In the face of the challenges of 2020, the Jubilee Housing community witnessed justice rising through our resilience and in our cry for an equitable community.

As the ground shifted, we stood firmly on the foundation of our core mission and the Jubilee family, determined to rise through 2020. The stories in this annual report show how we lived into our mission putting Jubilee Housing residents, staff, and our wider community first.

Jubilee Housing staff were remarkable, seamlessly shifting from in person to virtual work. Property Management kept our buildings functioning and safe for residents. Staff distributed meals day after day, and responded to the needs of families hit hard by COVID-19. Donors stepped up to ensure rents were met by those without jobs, and residents lovingly supported one another.

The lessons learned in 2020 will guide us for years to come. We learned we can pivot amidst chaos, finding new ways to fulfill our mission through collaboration and creativity. Being flexible, acting swiftly, and managing through the unknown will be critical moving forward.

We watched in dismay as those with the fewest resources and the greatest barriers were hit hardest by the pandemic and racial injustice. Jubilee Housing was founded in another time of great uncertainty and we are still contending with the same forces we challenged 50 years ago. Faced with the police killings of George Floyd, Breonna Taylor, and Ahmaud Arbery alongside the disparate impact of COVID-19 on communities of color, our response to this call has to be greater.

Jubilee Housing, guided by our two north stars — individual and society thriving, is committed to working at the system level to overcome persistent patterns and impact of racial inequity. Justice must rise to rebuild our city equitably. Our organization felt the impact of 2020 most poignantly when the development of four critically needed justice housing properties was delayed due to the city's budget deficit.

2020 left DC reeling and an even greater wealth gap. We are at a crossroads. For this city to work for everyone, we must invest in infrastructure and opportunities that prioritize those most impacted not only by the pandemic but by systems that continue to perpetuate inequity. We hope you will rise up with Jubilee Housing — rise to a new level of understanding and action — to create justice for all.

With Gratitude,

With Gratitude,

With Gratitude,

With Gratitude,

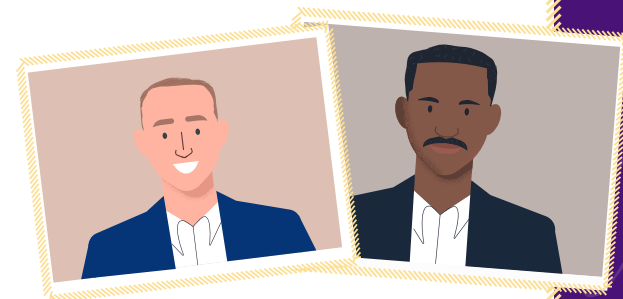
With Gratitude,



Jim Knight
President & CEO



Bill Highsmith
Chief Operating Officer



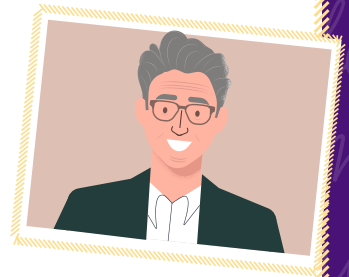
Jim

Bill

Jubilee Housing: 2020 in Our Own Words

Being part of Jubilee Housing brings me closer to the Adams Morgan community. In 2018, I attended Jubilee's Coming Home breakfast. I had just semi-retired, and a voice in my head said, "Step up, George," and I did, as a 3-year pledge donor and volunteer.

Before COVID closed us down, I was helping with homework in the Activity Zone. This past fall, I began math tutoring with two students. Truth is, I may get more out of it than the kids. My role is to build their math skills, but I can't help thinking about their future and how I may have played a small role in it. I'm honored to be part of the Jubilee family.



George, Youth Services Volunteer

In 2020: **14 NEW** STUDENTS EARNED A JUBILEE TO COLLEGE SCHOLARSHIP, ALL HAVING BENEFITED FROM EXTRA OUT OF SCHOOL TIME SUPPORT IN JUBILEE YOUTH SERVICES.

Two words describe 2020 — uncertainty and blessing. Closing programs, learning to work on Zoom, our new buildings not getting funded — It was challenging. As a resident, it was hard to see so many people hurt by COVID. So many lost jobs, and bills piled up while food supplies dwindled.

The blessing is that we came together. Residents, staff, board and friends formed a powerful team. Jubilee Housing let residents know that we did not have to worry about housing, that we would be safe in our buildings. Our community took care of each other. In a strange way, 2020 was a Godsend, and I am grateful for this community.



Ronnie, Jubilee Resident and Board member

In 2020: DONORS CONTRIBUTED OVER **\$100,000** FOR MEALS, RENT RELIEF, VISA GIFT CARDS, COLLEGE SCHOLARSHIPS, AND VIRTUAL SCHOOL ADAPTATIONS.

Jubilee Housing: 2020 in Our Own Words

I came back from incarceration with nothing. But I was determined to make a change. With the support of Jubilee's Reentry Housing and Services Program, I am doing just that and more.



Aliyah, Reentry Housing and Services Resident

COVID got in the way of my long-term stability. First, my job training program closed. Then, I got a job at a salon, but could not maintain booth rental with so few appointments. I'm currently unemployed, but I am taking courses for academic credit and a new job training program.

Jubilee has provided safe, stable housing, a supportive community, and a compassionate staff ready to help me take next steps, maintain my sobriety, and not give up on my dreams.

In 2020: **46** PEOPLE LEFT INCARCERATION AND MOVED INTO JUBILEE'S SAFE, LOVING TRANSITIONAL HOUSING.



When the pandemic hit, so many Jubilee residents lost their jobs, and so did I. As a single mother, I rely on my daughter being in school and Jubilee's afterschool programs so that I can work. Suddenly I was unable to go to work.

When Jubilee opened the Learning Hubs in the Fall, I was the first parent to sign up my child. She could begin attending virtual school in a safe, supervised environment, and I returned to work part-time.

I am also pursuing a master's degree. Each day my daughter is excited to see her friends and to learn. This makes me happy, too.

Krystal and Leah, Mother and Daughter resident and Activity Zone student

In 2020: **60** STUDENTS LIKE LEAH CONTINUED GETTING EXTRA ACADEMIC SUPPORT FROM AFTERSCHOOL, SUMMER CAMP, AND ONE-ON-ONE TUTORING PROGRAMS.

Jubilee Housing: 2020 in Our Own Words

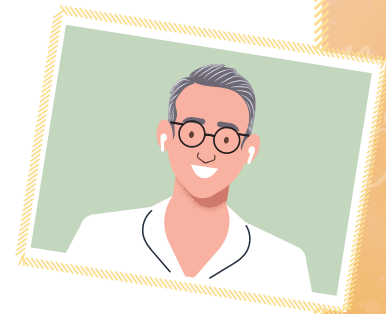
2020 brought many changes,

*In 2020: **552** RESIDENTS MAINTAINED SAFE, DEEPLY AFFORDABLE HOUSING WITH NO THREAT OF EVICTIONS.*

but what hit us hardest was the pause it caused. Without City funding, we could not start building homes for 200 future residents who need us now more than

ever. We took this time to support our Jubilee Housing community which was hit incredibly and disproportionately hard. We let our community know that they would not face eviction, and that our buildings would continue to be safe and well-maintained.

In our virtual way of working we found new closeness and connection, and we are immensely grateful to our property managers and program staff who put residents and families first. We know we will get these homes built and deliver on our commitment to bringing more justice housing to our city.



Alex,
Board Chair

Property management adjusted quickly

when we suddenly could no longer go inside residents' homes or welcome residents into the office. Their anxiety was soaring, so we geared up and created protocols for maintenance techs and residents to follow. Most importantly, we let them know they were safe.

Residents showed their power by staying in place, calling us when they needed something or just wanted reassurance or to vent their frustrations. Jubilee learned that we have loyal residents who are fighters and appreciate what is done for them beyond having a roof over their heads. It's not over yet, and families are still struggling. We are here to help.

*In 2020: **21** NEW RESIDENTS MOVED INTO SAFE, SANITIZED, WELL-MAINTAINED APARTMENTS IN JUBILEE HOUSING BUILDINGS.*



Christi,
Jubilee Staff Member

Snapshots of a Remarkable Year

A RESILIENT COMMUNITY

As DC locked down in March 2020, Jubilee Housing balanced protecting staff and prioritizing the health of residents with continuing the work of justice housing.

COVID-19 CREATED SIGNIFICANT CHALLENGES FOR OUR COMMUNITY

One-third of Jubilee's 550 residents lost jobs or income, students faced technology gaps and learning loss as schools shifted to virtual learning, and food insecurity for many households increased.



OUR EXTRAORDINARY RESPONSES AND PIVOTS

Navigating a year of intense fear and uncertainty was daunting. Our staff rallied together in versatile and responsive ways to meet the emergency of the pandemic.

#1 We put our mission and residents first by:

- Increasing housekeeping and sanitation efforts for all buildings
- Working with partners including Capital Area Food Bank, Geppetto's Catering and Martha's Table to provide over 1,000 fresh and nutritious meals to residents
- Raising over \$100,000 in direct financial support for residents through food, rent, and gift card drives
- Safeguarding transitional homes for returning citizens by installing air purifiers in every room, supplying PPE, and strictly adhering to CDC guidelines
- Distributing meals to students and ensuring access to laptops and data hotspots
- Holding virtual youth programming throughout the fall and summer
- Operating in-person Learning Hubs during the fall semester where students attend virtual school while parents work
- Holding monthly virtual Health Fairs connecting dozens of families to important resources
- Conducting 1,577 Zoom check-ins with residents

Heroes Among Us

PROPERTY MANAGEMENT

The start of the pandemic demanded a sudden operational pivot, and Jubilee staff moved quickly to establish safety-informed best practices. While many of our staff were able to shift to remote work, the Property Management team never left. With ten buildings, and 550 residents to support, the maintenance staff showed up every day to maintain deep cleaning procedures and manage other maintenance requests. They also were a lifeline for residents who were isolated throughout the pandemic, ensuring they were connected to community, food, and resources.

YOUTH SERVICES AND FAMILY SERVICES

The Youth Services and Family Services departments also showed up in significant ways from the beginning, distributing school lunches, ensuring students were connected to their schools and distributing laptops and hot spots. As the pandemic continued, they shifted to virtual afterschool programs and eventually in person learning hubs. Having both the virtual and in person learning for students has provided a sense of continuity for students and ongoing connection to their community.

We are so grateful to all of our staff, especially those working on the front lines, for their unwavering dedication and commitment to our resident community.

During COVID a lot of residents were scared and lost their jobs. It was very hard for a lot of people. We started delivering fresh food donations to residents and checked-in on seniors, in addition to maintaining the buildings. From the very beginning until now we stayed onsite to make sure everyone was safe and our buildings stayed clean and safe for residents. I was happy to be there with the community.

*Jorge, Property Management
Maintenance Staff*

*In 2020: JUBILEE HOUSING PROVIDED **188** RESIDENTS OVER **1,000** MEALS IN THE FIRST FEW MONTHS OF THE PANDEMIC.*



Jubilee Housing: 2020 in Our Own Words

Starting a new job in a COVID-closed world has been humbling. But greatness is only accomplished with diligence, and I knew my challenges were minor inconveniences compared to those facing people returning home from incarceration.

By following CDC guidelines and reducing the house census, we continued to offer returning citizens a safe, warm, loving place to live. We listened to residents to strengthen our program and completed an 11-page resident handbook which has become a motivational tool. Every challenge has a gift in it, and that gift has been working with our remarkable staff who showed me just what it means to be part of Jubilee Housing's Reentry Program.



Gina, Director of Reentry



Donors

We are deeply grateful to all who chose to support the work of Jubilee Housing in this in unprecedented year. Every bit of support — financial and in-kind — helped the organization sustain the critical work of *justice housing*.

\$100,000+

D.C. Office of Victim Services and Justice Grants
Enterprise Community Partners, Inc.
Norbert Hornstein & Amy Weinberg
Sari Hornstein
Office of Out of School Time Grants and Youth Outcomes

\$25,000-\$99,000

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Supplemental Nutrition Assistance Program

\$10,000-\$24,999

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Jubilee Housing

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Director of Finance

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This Annual Report is dedicated to the many lives lost in 2020 especially two cherished members of the Jubilee Housing community — Beverly Barnes and Sylvia Stokes. Their memories live on in the hearts of all those who had the opportunity to know and love them.

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