




Annual Report 2022-2023



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We are a community
of women being
transformed through
longterm relationships,
practical programs
and the healing
power of love.

from our founder

AT DRINK AT THE WELL, we cultivate a culture of community. In Western societies, this concept is often overlooked. We have been conditioned to face life's challenges alone, to toughen up, and to avoid seeking help due to fear of appearing vulnerable. However, we have come to realize, at Drink at the Well, that community holds the transformative power to heal. Current research affirms the idea that the key to restoring hope in individuals, especially those who have endured trauma and addiction, lies in the embrace of a safe and nurturing community.

Our organization derives its name from two enduring sources of sustenance: water and honey. Reflecting on the historical significance of the well, where people gathered each day to draw water, we uncover the profound ways in which community was exemplified. Women would journey together in the mornings, aiding one another in carrying their water jars. This communal gathering served as a platform for exchanging daily news, understanding each other's needs, and sharing knowledge on gardening, breadmaking, parenting, love, neighborliness, spirituality, and storytelling. The well was an indispensable resource, without which the survival of the entire community was jeopardized. It became a routine, a gathering place where women came together and communed.

Much like the beehive, a community of bees that collaborates for the common good, producing honey to sustain them through harsh winter



months. Each bee embarks on a mission to collect pollen, guiding others through the renowned waggle dance, a humorous yet effective gesture indicating the source of pollen. They rely on one another and provide for one another's needs while nurturing the queen bee. Without the worker bees, the queen could not endure.

WE EMBODY A COMMUNITY CULTURE AT DRINK AT THE WELL:

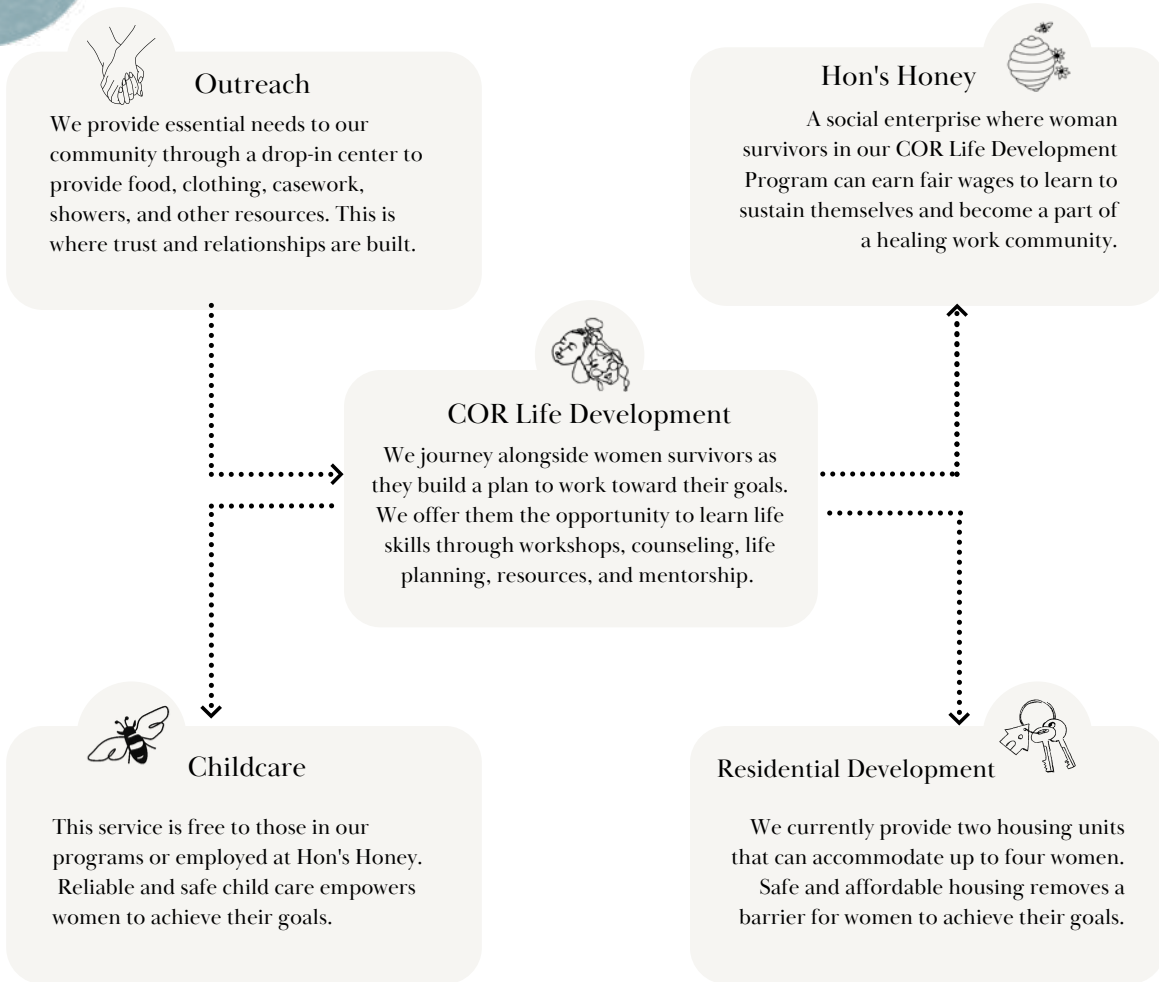
- We are united for one another's well-being.
- Our gifts and talents are meant to be shared.
- Every individual's story holds significance.
- Grace is our guiding principle.
- We engage in reciprocal learning, drawing wisdom from one another.
- Every life has the potential to yield greatness.
- There is hope for all.

Drink at the Well is a community that sustains women. As many have attested, we restore life and love to one another! We provide community, opportunity, and assume collective responsibility. We witness the transformation of value, identity, and purpose in the lives of women who rise as a result and learn to sustain themselves.

In this issue of our Annual Impact Report, we aim to display the endeavors of Drink at the Well and offer you a deeper insight into our programs and initiatives. We extend our heartfelt gratitude for your unwavering support. We deeply appreciate your choice to be part of our community. You are invaluable!

Mandy Mammel

your support enables



Be a Part of Her Story

VOLUNTEER

Give the gift of time. Volunteers play a fundamental role at The Well. Volunteer opportunities exist for both individuals and groups.

DONATE

You can give monetarily, through in-kind giving, or by purchasing Hon's Honey. Your generosity directly supports women survivors.

PARTNER

Collaborate with us as we provide opportunities for your team to connect in our community.



impossible doesn't exist here

When we share about the women on the journey of life transformation at The Well, we are talking about our COR Life Development Program. With weekly workshops, casework, counseling, service and mentoring, each woman is encouraged to connect in a healthy **Community**, step into every **Opportunity** to heal and grow, and take **Responsibility** for her own journey forward. In doing so, our goal is for them to find their value and created purpose!

While it is a privileged place to serve, healing journeys are rarely linear. During 2022-23, 38 women participated in the COR Life Development Program. Some have shared amazing life-changing testimonies; others diligently continue taking steps to move up their ladder to sustainability; a few have garnered support and resources and have

made the decision to step away from the program and we have endured significant loss as well — the ebb and flow of the community at The Well. We always wait for the tide to return again.

Then there are moments that bring wind to our sails! A recent graduate of the COR Life Development Program who has persevered through every challenge, roadblock and storm that life brought her way was invited to join our Board of Directors.

Could there be a more important voice on the board than a woman who has done the work and is such a powerful example of strength, resilience and all that is possible?

Could there be a more important voice on the board than a woman who has done the work and is such a powerful example of strength, resilience and all that is possible?

Healing is rarely linear but every detour becomes part of a story of transformation to demonstrate to the next woman who comes through the door that 'impossible' doesn't exist here!

DURING 2022-23

38

WOMEN
PARTICIPATED
IN THE COR LIFE
DEVELOPMENT
PROGRAM.

Highlights

877 CLASSES ATTENDED

79 MUSIC / ART THERAPY SESSIONS ATTENDED

964 PEOPLE SERVED IN THE HOPE CHEST CLOTHING
DISTRIBUTION CLOSET

\$10,801.24 IN FINANCIAL AID DISTRIBUTED TO MENTEES

342 INDIVIDUAL GOALS MET - 70% RATE OF GOAL COMPLETION

918 HOURS OF FREE CHILDCARE PROVIDED

638 CASEWORK SESSIONS

989 DROP INS

2,933 FRESH PRODUCE BOXES DISTRIBUTED

finding healing and sisterhood at The Well:

*The Transformative
Journey of Ms. B*

IN A WORLD OFTEN MARKED by division and hardship, stories of resilience and transformation shine like beacons of hope. Ms. B's journey with The Well and Hon's Honey is one such tale—a testament to the power of compassion, community, and personal growth. In an exclusive interview, Ms. B opened up about her experiences, highlighting the life-saving role of The Well's programs and the nurturing environment of Hon's Honey.

A JOURNEY OF HEALING:

Initially hesitant, Ms. B's first encounter with The Well was marked by skepticism. However, the warmth and acceptance she found within its walls quickly dispelled her doubts.

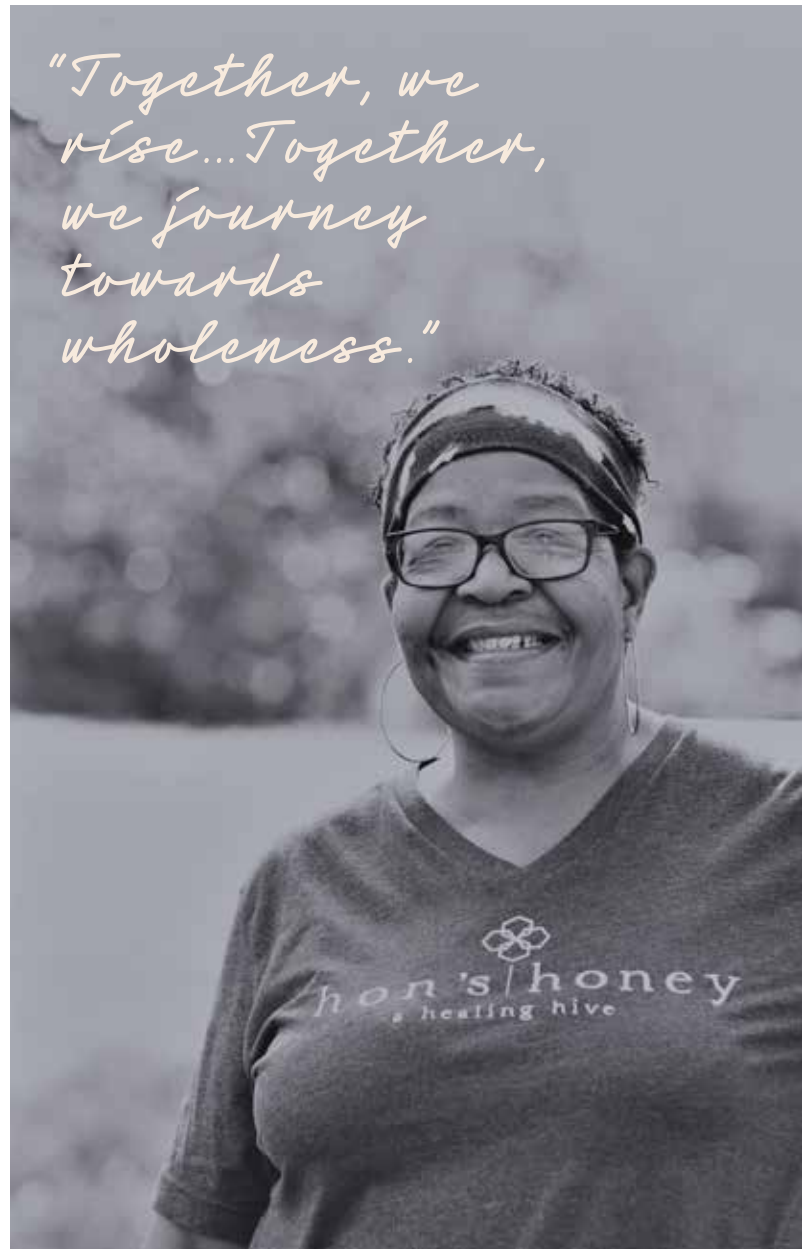
The COR Life Program became a cornerstone of her transformation, offering invaluable insights into finances, trauma recovery, communication, and interpersonal relationships.

Through dedicated mentorship and support from professionals, Ms. B found solace in sharing her struggles and receiving guidance tailored to her circumstances.

"The Core Life Program has been a lifeline for me. It's not just about learning; it's about feeling heard and understood."

CONTINUED ON PAGE 7

*"Together, we
rise... Together,
we journey
towards
wholeness."*



“THE CORE LIFE PROGRAM HAS BEEN A LIFELINE FOR ME. IT’S NOT JUST ABOUT LEARNING; IT’S ABOUT FEELING HEARD AND UNDERSTOOD.”

EMPOWERMENT THROUGH WORKFORCE DEVELOPMENT:

Joining Hon’s Honey provided Ms. B with a sense of purpose and fulfillment, culminating in her promotion to Production Manager Assistant.

Immersed in a supportive work environment, she discovered the joy of staying busy and contributing to a greater cause.

“Working at Hon’s Honey has given me a new lease on life. I’m not just surviving; I’m thriving.”

COMMUNITY AND CONNECTION:

Her decision to live near The Well underscores the profound sense of belonging Ms. B. has cultivated within the community.

Acts of kindness from neighbors and fellow members reaffirm the bonds of sisterhood and solidarity that define her journey.

“This community is my family. We lift each other up, celebrate victories, and weather storms together.”

OVERCOMING CHALLENGES:

Ms. B is very open about her struggles with addiction and the difficult path to recovery that was guided by faith, prayer, and unwavering support.

Through introspection and self-awareness, she confronts those challenges and embraces personal growth with humility and resilience.

“Every setback is a stepping stone to progress. With God’s grace and the support of my community, I press on.”

INSPIRING OTHERS:

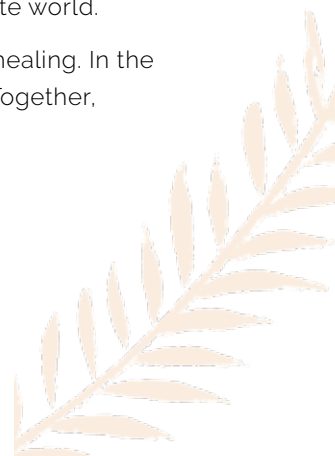
Ms. B’s transformation serves as a beacon of hope for her family and peers, inspiring them to pursue their own paths to healing and self-improvement.

Her commitment to honesty, empathy, and service exemplifies the transformative power of love and compassion.

“My journey is not just mine; it’s a source of inspiration for those who walk alongside me. Together, we rise.”

Every day we witness the impact of compassion, community, and resilience of the women in Curtis Bay and nearby neighborhoods on healing journeys just like Ms B. Her story reminds us that healing is not a solitary endeavor but a collective journey—one marked by courage, vulnerability, and the enduring power of love. As she continues to navigate life’s challenges with grace and determination, she also illuminates the path for others to create a brighter, more compassionate world.

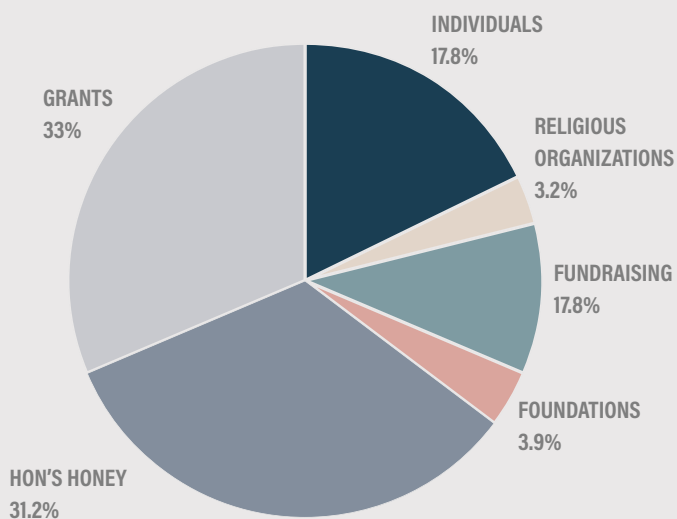
“In the embrace of community, we find healing. In the bonds of sisterhood, we find strength. Together, we journey towards wholeness.”



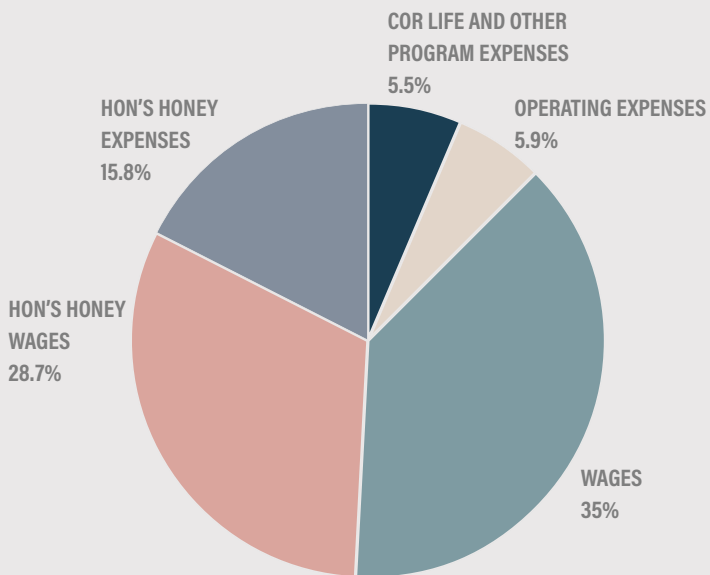
funding sources

Our Leading Donors this Fiscal Year

- | | |
|---|---|
| ZANVYL AND ISABELLE KRIEGER FUND | KELLY INTEGRAL SOLUTIONS, LLC |
| T. ROWE PRICE PROGRAM FOR CHARITABLE GIVING | THE DEITRICH FAMILY |
| THE AARON STRAUS AND LILLIE STRAUS FOUNDATION | THE KELLY FAMILY |
| GREATER BAYBROOK ALLIANCE | M. SIGMUND AND BARBARA SHAPIRO PHILANTHROPIC FUND |
| THE DUNN FAMILY | COLEMAN FAMILY TRUST |
| KELLY INTEGRAL SOLUTIONS, LLC | MAYOR AND CITY COUNCIL OF BALTIMORE |
| MERRITT COMPANIES | THE HANNEKEN FAMILY |
| J.P MORGAN | DWELL PROPERTIES LLC |
| GABLE COMPANY | J.P CHARITABLE GIVING FUND |
| CSX | THE LOHFF FAMILY |
| ABELL FOUNDATION | ST PHILIP NERI CHURCH |
| W.R. GRACE | MARYLAND COMMUNITY TRUST |
| CCHD | THE MARTIN FAMILY |
| THE NELSON FAMILY | WOODS MEMORIAL PRESBYTERIAN CHURCH |
| THE KINNEY FAMILY | CENTRAL CHRISTIAN ASSEMBLY |
| DEVITO FAMILY TRUST | HUNT VALLEY CHURCH |
| T ROWE PRICE FOUNDATION, INC. | |
| J.P MORGAN | |
| CENTRAL CHRISTIAN ASSEMBLY | |



ORGANIZATIONAL REVENUE



ORGANIZATIONAL EXPENSES

our staff

MEET THE TEAM BEHIND THE MISSION



MANDY MEMMEL
FOUNDER &
EXECUTIVE DIRECTOR



BARBARA SCHREIBER
DIRECTOR OF
PROGRAMS



SARAH BATLEY
SENIOR DIRECTOR,
HON'S HONEY



LAURA COLEMAN
DIRECTOR OF
EDUCATION



NAOMI BURRELL
MARKETING & COMMUNICATIONS
DIRECTOR



SUSAN BEATTY
CHILD CARE DIRECTOR



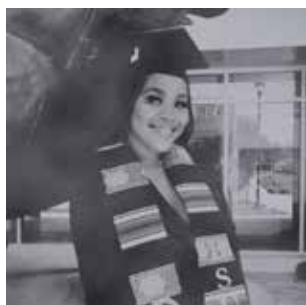
ALISON GUY
ADMINISTRATIVE
MANAGER



NIKI O'HERLIHY
GRANTS MANAGER



REBEKAH KUK
COMMUNITY ADVOCATE



DOMINIQUE EVAN
GUEST RELATIONS & COMMUNITY
DEVELOPMENT MANAGER



AMBER SMITH
BUSINESS MANAGER,
HON'S HONEY



ABIGAIL ERICKSON
PROGRAM MANAGER



JOLIE GUTTERIDGE
MARKETING MANAGER



ANGIE SHANEYFELT
VOLUNTEER STAFF &
COMMUNITY LIAISON



DEBBIE BAROWSKI
VOLUNTEER STAFF



our board

MEET THE TEAM BEHIND THE MISSION



**DEBORAH HEMINGWAY, PH.D.,
BOARD CHAIR**
MANAGING PARTNER OF
ECPHORA CAPITAL



MANDY MEMMEL
**FOUNDER & EXECUTIVE
DIRECTOR**
THE WELL &
HON'S HONEY



MARGARET KOSMERL
PRESIDENT, AIF (C)
**(ACCREDITED INVESTMENT
FIDUCIARY)**
BLUE HERON
FINANCIAL GROUP



REBEKAH BROWN, CPA
CEO
MARYLAND
ASSOCIATIONS OF CPAS



BELINDA FRALEY HUESMAN
TREASURER
PRESIDENT OF THE
FRALEY GROUP
CORPORATION



CATHERINE (CASSIE) EVANS
UNIVERSITY OF
MICHIGAN MEDICAL
SCHOOL
M.D. CLASS OF 2027



CHRISTINE DIGMAN
ALUMNI OF THE WELL
AND COMMUNITY
LIAISON

"My hat's off to all you people at The Well, you do a fantastic job. If I ever need something you can't do, you find someone who can. I love you all."

-MARY, A MENTEE

10th birthday celebration!

TOGETHER WE SHINE

WHAT MAKES A DIAMOND? The short answer is deep pressure and weight, resulting in a one-of-a-kind, priceless gem.

What brings about 10 years of community change? The same process could be used to describe how we have impacted many of the women of Curtis Bay.

Life's pressures mixed with the weight of abuse wouldn't appear to have the chance of a beautiful outcome. But we saw what could happen on the other side.

Over the last ten years, we have fostered a community of women being transformed through long-term relationships, practical programs, and the healing power of love. Within the last five years, our social enterprise Hon's Honey has employed women who are committed to a holistic healing process through a life development program, free counseling, workshops, and building community.

To mark these occasions we hosted our Diamond Anniversary event at the Museum of Industry in Baltimore, Maryland, on April 28, 2023. It was an amazing evening of celebration with over 250 people in attendance. We were recognized by Senator Bill Ferguson's office, Councilwoman Phylcia Porter, and Comptroller Brooke Lierman's

office. The evening was hosted by WR Grace and offered great food, Hon's Honey experiential learning, a film by a documentary film artist, and a VIP after-party. The evening was filled with a glance back to humble beginnings and what they have accomplished over 10 years!



\$137,235

FUNDS RAISED AT THE ANNUAL EVENT THROUGH TICKET SALES, SPONSORSHIPS, LIVE AUCTION, SILENT AUCTION, AND DONATIONS.

a season of hope

BY SARAH BATLEY,
SENIOR DIRECTOR, HONS HONEY

TO HEAR THE WORDS, "I am fabulous", and "I am hopeful" on the surface could be statements reflecting a warm day, a good dinner, or a call from a friend. But, when you know the story behind the story, they are saying a lot more. Each of these statements were uttered in



the same week from two different Worker Bees at Hon's Honey. These statements represent growth, miraculous transformation, and restored lives. That's Hon's Honey – hope suppliers.

And that's what you are a part of. As volunteers, investors, and strategic partners, you are making a difference here in South Baltimore. Your investment is having great returns: a 78% retention rate for worker bees staying employed a minimum of 6 months, three managerial positions added this past year, and living wages for seventeen women.

We are not just in a season of individual growth! Hon's Honey has maintained a 20%, opened a brand-new Marketplace on October 5th, and has a five year plan to expand our beekeeping efforts through the region. These are hopeful days to be in South Baltimore.



hon's|honey
a healing hive

"HON'S HONEY BELIEVES IN PEOPLE OVER PRODUCT AND MY IDEAS HELP TO SHAPE THINGS HERE. I AM LEARNING ABOUT THE SOFTWARE THAT WE USE DAILY AND HOW TO DO WHOLESALE ORDERS. I AM LEARNING HOW TO COMMUNICATE EFFECTIVELY AND HOW TO BUILD BUSINESS RELATIONSHIPS."

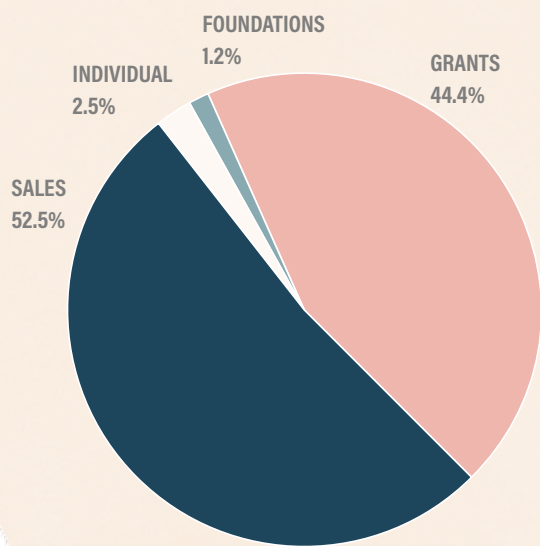
-Worker Bee at Hon's Honey



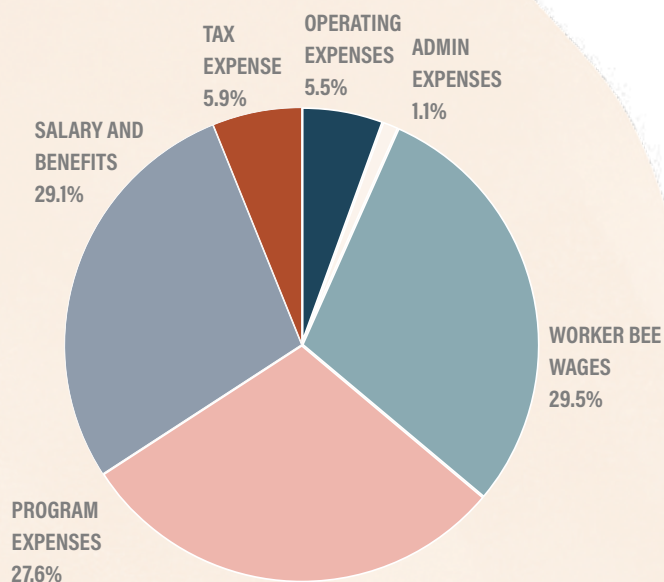
\$432,266

HON'S HONEY SALES DURING THE PAST FISCAL YEAR THIS REPRESENTS A 24% INCREASE OVER THE PAST YEAR.

funding sources



HON'S HONEY REVENUE



HON'S HONEY EXPENSES



funding sources



A TIERED LEVEL SYSTEM was developed for Hons Honey Worker Bees spanning from levels 1-4.

Three employees advanced to Level 4 in 22-23 fiscal year, each representing a Managerial Position with additional benefits.



22
WORKER BEES WERE EMPLOYED IN FY 2022-2023

\$12,359.69

SALES FROM BULK ORDERS (OCT-DEC 22)

633 **GOODS SOLD FROM BULK ORDERS (OCT-DEC 22)**

76 **RETAILERS WHO PLACED AN ORDER (22-23)**

14 **WHOLE FOODS ACCOUNTS (9 MD, 4DC, 1 PA)**

21 **NEW RETAILERS (22-23)**

11 **STATES SOLD OUR PRODUCT (22-23) MARYLAND, ILLINOIS, TEXAS, D.C, PENNSYLVANIA, WASHINGTON STATE, WISCONSIN, VIRGINIA, UTAH, TENNESSEE, FLORIDA**

158 **MARKET APPEARANCES OVER THREE STATES (MARYLAND, DELEWARE, D.C.) WITH \$80,539.43 IN SALES**



IT'S AN HONOR AND PRIVILEGE TO PROVIDE THIS SPACE TO OUR COMMUNITY. WE BELIEVE COMMUNITY BRINGS HEALING AS WE ALL GATHER TOGETHER.

introducing Hon's Honey Marketplace!

A MERE SIX MONTHS after Hon's Honey launched, Furbish donated a building to The Well after their business needs surpassed the space. Among a few ideas that we brainstormed for the space, the idea of a Hon's Honey storefront piqued everyone's interest. Our growing social enterprise needs its own retail space! After a few hardworking years

of paperwork and renovations, we present to you Hon's Honey Marketplace! Here we sell Hon's Honey goods, and provide a space to foster community with a curated menu of coffee and tea. The Marketplace will bring in revenue for The Well to continue its work of transforming lives through long-term relationships, practical programs, and the healing power of love. We're excited for you to journey alongside us—follow us at @honshoneymarketplace to be the first to know about our hours and shop details!



HON'S HONEY RECEIVES THE 2023 MAYOR'S BUSINESS RECOGNITION AWARD FOR COMMUNITY REDEVELOPMENT EMPHASIZING THE WORK ON OUR MARKETPLACE.



Oct. 5, 2023

HON'S HONEY MARKETPLACE CELEBRATES ITS RIBBON CUTTING AND SOFT LAUNCH. A GRAND OPENING IS FORTHCOMING.



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