

Achieve with us.



**ANNUAL
REPORT
2016**



Noel Reading volunteers at the Hospice Shoppe.



Employee, Mary Jane Smith, retires from The Arc after an incredible 38 years of service!

Achieve



Advocates meet the cast of A&E's hit television series, "Born This Way" at The Arc's national convention.

Dear friends,

A YEAR OF CHANGE AND GROWTH

This year has been a rewarding challenge, a blessing, and a learning experience for all of us here at The Arc Southern Maryland. We have been tremendously successful at securing grant funds which have allowed us to expand our services. Much of this has been focused on children and students. With these new programs, there is much to learn and so much growth happening! It's an exciting time as we bring new people into our services as well as our team of employees.

One of our newest ventures is our Pre-Employment Transition service, which allows us to help students ages 14-21 to develop skills which will be useful as they make the transition from school to employment. Our Autism Waiver service is also just beginning and it will provide children with Autism with intensive behavioral support in their own homes while helping to develop social skills and positive self-expression which will improve their self-sufficiency and set them on a path to success. Both of these programs have come about through generous grant funding and will help us to provide more meaningful interventions for young people with intellectual and developmental disabilities at a vital time in their lives.

There's no shortage of new projects as we head into the next year! We have been granted funding to begin a "Transforming and Improving Practice" pilot program, which is already underway. This initiative will begin with a focus group of people we support as we dive deep into their needs, strengths, and goals to lead them into opportunities within our community. The goal is to increase community integration in our programming and to share our methods and results with other organizations like us so that they may begin the same process. We are excited to be one of twelve agencies that has the honor of leading the way!

We are proud to bring you our 2016 Annual Report and to share our accomplishments with you. The strides we have made in the last year will motivate us as we look ahead and continue to create more opportunities for people with intellectual and developmental disabilities to ***Achieve with us.***



Terry Z. Long
Chief Executive Officer



Paul J. Dougherty, III, Esq.
Board President



About The Arc Southern Maryland

In 1950, a group of parents and friends of people with intellectual and developmental disabilities (I/DD) banded together in the name of change. They refused to believe that the only option for their children was institutionalization, as doctors typically suggested at the time. They wanted more. At the hands of these advocates, at a time when virtually no community support or formal programs existed for people with I/DD, The Arc was born. Now, sixty-six years later, The Arc has grown to over 700 chapters, including us, The Arc Southern Maryland.

As early as 1961, grass roots organizations of parents and friends banded together to help their loved ones live more normal, inclusive, and dignified lives. Until that time, individuals with I/DD were commonly institutionalized in regional centers operated by the state where they were offered little or no opportunity for education or personal growth. They were considered a burden to society and given no chance to prove otherwise. Early initiatives in St. Mary's and Calvert Counties focused on changes to state laws that would protect the most basic rights of children and adults with intellectual and developmental disabilities. At that time, such children did not even have the right to attend school. By 1992, advocates in St. Mary's and Calvert counties merged their organizations to form The Arc Southern Maryland, and in 1993, services were expanded into Charles County. This is how The Arc Southern Maryland developed.

Today, The Arc Southern Maryland is one of the leading advocates for children and adults with intellectual and developmental disabilities in Southern Maryland and plays a vital role in providing services and support to those individuals and their families.

Its primary programs include:

- 24 hour residential support
- Vocational support
- Day support programs
- Community learning services
- Personal support
- Emergency & behavioral support services
- & more!

Our Mission

The Arc Southern Maryland strives to create opportunities for independence and personal success for people with different abilities in inclusive communities.

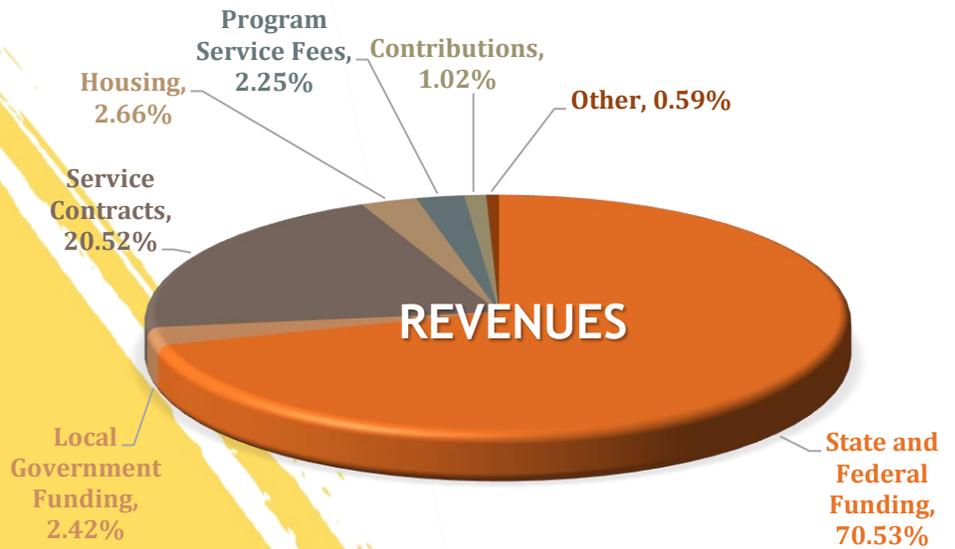
The Arc Southern Maryland is a private 501 (c)(3) organization, affiliated at the state level, with The Arc Maryland, and at the national level with The Arc of the United States – the world's largest grass roots organization of, and for, people with intellectual and developmental disabilities.



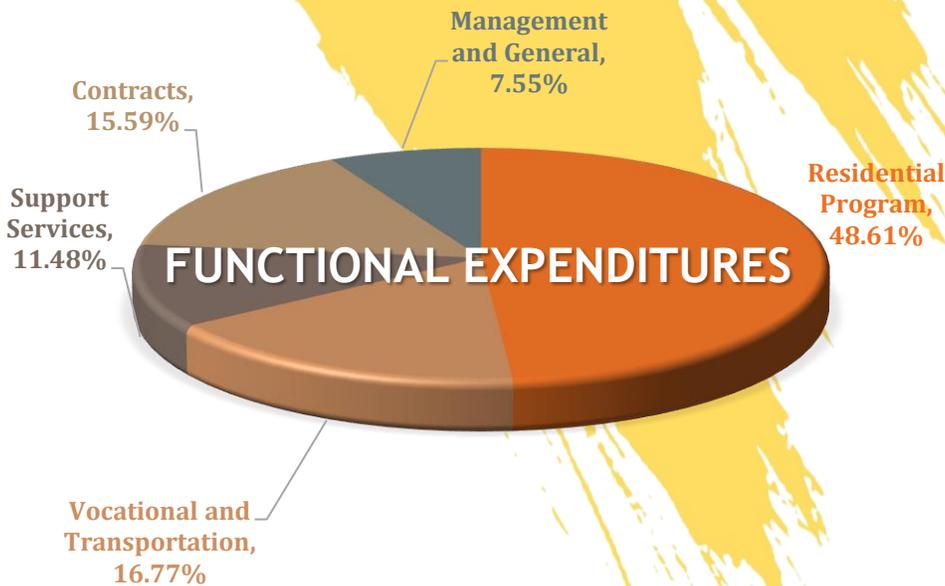
Financial Report

REVENUE

State & Federal Funding	\$12,251,273.66
Local Government Funding	\$420,253.31
Service Contracts	\$3,564,148.19
Housing	\$462,804.78
Program Service Fees	\$391,463.17
Contributions	\$177,940.26
Other	\$103,311.51
Total	\$17,351,194.88



FUNCTIONAL EXPENDITURES



FUNCTIONAL EXPENDITURES

Residential Program	\$8,043,735.26
Vocational & Transportation	\$2,774,554.39
Support Services	\$1,898,973.27
Management & General	\$1,250,100.97
Total	\$16,547,842.02

Summary of Services

RESIDENTIAL SUPPORT SERVICES - *provided for 100 individuals*

The Arc Southern Maryland provides adults with intellectual and developmental disabilities with safe and supportive residential housing services and operates more than 30 homes in St. Mary's, Calvert, and Charles Counties.

DAY & COMMUNITY LEARNING SERVICES - *provided for 165 individuals*

Day support services are designed to provide adults with intellectual and developmental disabilities with meaningful experiences that meet their interests. Recreational activities are scheduled for day programs such as music, dance, yoga, arts, & fishing trips. Community learning services increase opportunities and choice through volunteering, career development, or activities promoting health and well-being. Many activities are made possible due to partnerships and donations from local businesses and organizations.

VOCATIONAL SUPPORT SERVICES

- *provided for 45 individuals*

This program provides individuals with on-the-job training, job placement, and support with businesses and organizations throughout Southern Maryland.

PERSONAL & INDIVIDUAL SUPPORT SERVICES

- *provided for 102 Individuals*

Personal & individual support services provide individuals with assistance in their home or community with a range of daily activities including personal care, transportation to appointments, and recreation. These services aim to enhance the consumer's ability to lead a self-directed life through the development of various skills which boost self-esteem and empower the individual in making their own decisions.



BEHAVIORAL SUPPORT SERVICES - *provided for 855 individuals*

Behavioral support services are geared towards helping an individual to cope with situational and medically related stressors. Services include staff training, psychological consultations and evaluation, extraordinary individual support, and crisis intervention.

Highlights



With support from donors, family members, and business partners like you, The Arc has done a lot over the last year! Let's take a look back...



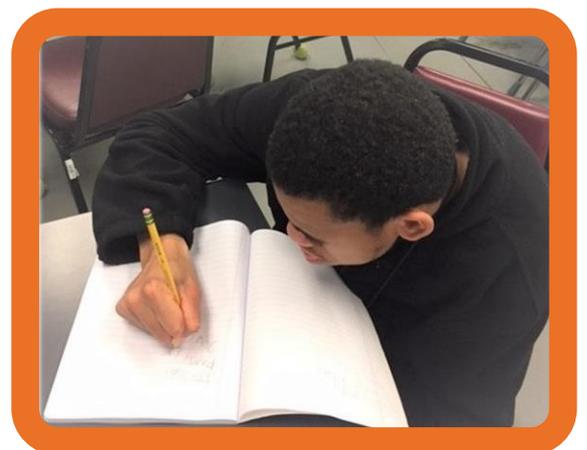
NEW AUTISM WAIVER SERVICES

Services provided through the Autism Waiver will typically be intensive in-home support for children with Autism. The goal of this service is to provide individualized supports which develop social skills, provide behavior management techniques, and promote self-sufficiency and positive self-expression.



NEW PROGRAM FOR HIGH SCHOOL STUDENTS

Thanks to a grant from the William S. Abell Foundation & funding provided through the Maryland Division of Rehabilitation Services (DORS), we have started our new Pre-Employment Transition service, which will provide support to students (ages 14-21) to develop skills which will assist them to successfully transition from school to a work environment. Sessions provided focus on social skills, interviewing and resume-building, as well as exploration of various employment options.



Achieve with us.

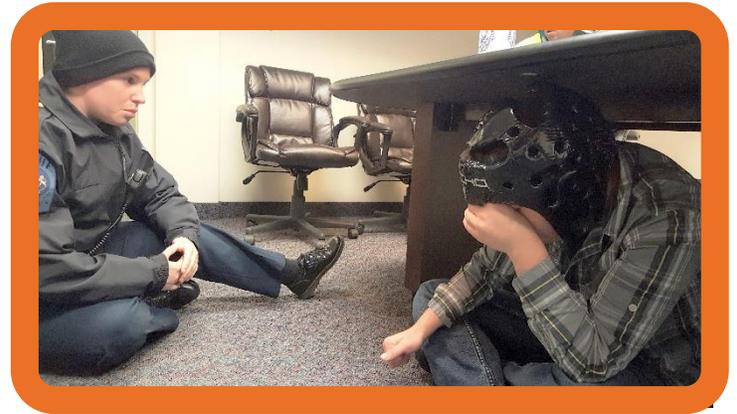
\$177,940.26 IN GENEROUS CONTRIBUTIONS

Thanks to grants, donors, and in-kind contributions, we have been able to begin new services, make renovations, and provide quality care.



FIRST RESPONDERS I/DD TRAINING

Prompted by Ethan Saylor legislation, The Arc's People On The Go became involved in training law enforcement to become better equipped to serve individuals with intellectual and developmental disabilities (I/DD) in our community. We now have one facilitator who became certified to teach in the academy, and with the assistance of the group, we taught a law enforcement and a corrections academy class in 2016, and participated in law enforcement field training. 2017's schedule is full of in-service trainings for veteran officers in the tri-county area, as well as the academy classes.



Role-playing with a new cadet during Skills Training session.

COACHING WORKSHOPS

Our residential management team participated in a series of workshops which included activities that engaged participants in communication, interview, and feedback techniques as well as other supervisory skills. The workshops are helping our residential managers to build rapport and coach their team towards success.



THE GRAPEVINE

We began our internal bi-weekly newsletter publication, The Arc Grapevine, which keeps our team connected with what's new, what's coming, and what we've accomplished along the way.





DIGITAL LEARNING LAB

Thanks to a generous contribution from the Comcast Foundation, we added a digital learning lab containing 8 new computers. A new learning program will be available for people we support, as well as employees, to develop their computer skills. This program will empower participants personally and professionally as we move towards an increasingly technology-driven world.



NEW & IMPROVED

In 2016, we opened our Park Hall residence and renovated our Barstow and Bayview locations. These improvements allow our residential program to continue to provide safe & supportive housing for people with different abilities.



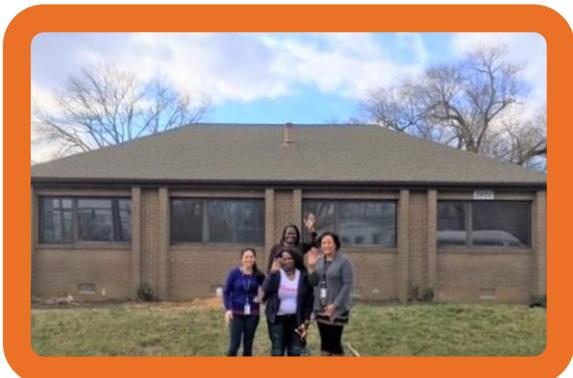
NEW COMMERCIAL CLEANING CONTRACTS

The Arc secured commercial cleaning contracts with the courthouse building in St. Mary's and Jon Frank's insurance office in Calvert, which will provide employment opportunities for people we support.



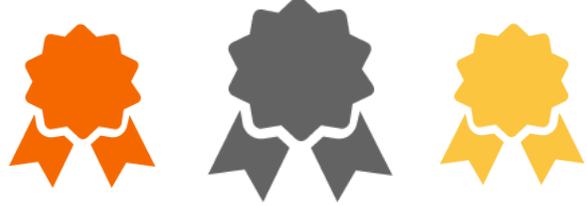
NEW OFFICE LOCATION

We have grown! Our Charles County office has relocated and our new location offers additional space for working, conferences, and digital learning.





Manager of Vocational Services Kathy Hull, left, poses with Travis Engholm at our 2016 Awards Banquet.



PERSONAL ACHIEVEMENT AWARD

Travis Engholm has been receiving supports from The Arc Southern Maryland since 2012 and currently works for the local Holiday Inn and right here at The Arc Southern Maryland. He always greets people at The Arc building with a warm hello as he continues working. This year, he earned a nomination for the Personal Achievement Award because of his hard work and great strides towards his personal goals.



EMPLOYEE OF THE YEAR

Phillip Long has been working at The Arc Southern Maryland since 2013 and has made a tremendous impact on the lives of the people we support, as well as the employees he supervises. Phillip achieved recognition as The Arc Southern Maryland's Employee of the Year for 2016. His motto is "Vision, Energy, and Determination," which is evident in his work every single day.



Chief Executive Officer Terry Long, left, presents Community Living Manager Phillip Long, right, with his Employee of the Year Award.

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\$15,000 & UP

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\$10,000 - \$14,999

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Pedro Hardouin
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Thank you!

\$500 - \$999

Dominion Cove Point, LNG LP
Helen Marek
Katherine Clagett
Knights of Columbus #11259
Knights of Columbus #1470
Knights of Columbus #03849
Lexington Park Dentistry
Melissa DeLane
Mike Evan
Mike Walbert
SMECO
Southernwood Roofing
The Arc of United States
United Way of Charles
United Way of National Capital
Washington Nationals
Welburn McDonald's

\$250 - \$499

Buckler
Creighton Insurance
David Mellinger
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Michael Paxson Insurance
Potter Heating & Electric
Sheila Cotter
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Terry Long
The Loft
United Way of St. Mary's

\$1 - \$250

A&W Insurance
Amazon Smile
Amber Jenkins
Angel Gerald
Ann Marie Buckler
Anna Mills
Askey, Askey & Associates
Barbara Lehman
Boston's Waldorf
Brenda Curry
Calvert Internal Medicine
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Cedar Point Federal Credit
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Deborah Bednarcik
Delores Datcher
Direct Mail
Doni Morris Buckler
Donna Voithoffer
Edward Fliss
Erin Conner
FD & Shirley Morton
Gail Siegel
George Guy
Gia Richmond
Guy Distributing Company, Inc.
Harold's Auto Shop
Hartmuth Csanadi-Schwartz
Howard Stevens
Jackie Becker
Jacqueline Morgan Skin Care
Jane & Richard Wise
Jean Wagner

\$1 - \$250 (cont'd)

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Josh Goshorn
Karen Owens
Kathleen Burch
Knights of Columbus Belles
Knights of Columbus #09258
LaNore
Laura Woodburn & Bryan Abell
Law Offices of Paul Dougherty
Lighthouse Engraving
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Us...



You're invited!



Visit our Facebook or simply scan the QR code to view & follow The Arc's events.



Thank you!



The Arc[™]

Southern Maryland

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