



20  
22

# Annual Report

The Arc Southern Maryland



rc.org

Create opportunities for independence and personal success for people with different abilities in inclusive communities.

# MISSION

## CORE VALUES

1

**Acceptance.** We appreciate all people with all different abilities. We inspire all sectors of the community to include all people with different abilities in the fabric of their lives.

2

**Fulfillment.** We help every person find meaning and fulfillment in their lives through independent living and decision-making to the extent possible.

3

**Worth.** We value every person regardless of the barriers that they may face every day. We inspire every person to believe they are important and valuable and we help them to find their courage to be the best version of themselves that they can be.

4

**Respect.** We model respect in the way we communicate with each other, in the way we treat each other, in the way we offer choices to each other, and in the way we consider perspectives of others that are different from our own.

5

**Joy.** We celebrate every part of life and accomplishments of hard work to create joy.



# Dear friends,

With the pandemic finally in our rear view mirror, The Arc Southern Maryland would like to thank our staff, families and community partners for their enduring support over the last two and half years. Our front-line staff and nursing team worked in concert to ensure everyone's safety while we collectively focused on minimizing the pandemic's impact on the people we support.

A new year brought with it some new opportunities as well as challenges. The Arc continued to combat the pervasive staffing shortage which plagues our industry. We engaged targeted recruitment efforts and new marketing channels to build up our talented work force and created a new employee focused committee and incentive-based credentialed training for front line staff which have positively impacted retention.

2022 was also marked by growth. Our Charles County office was bursting at the seams and so a new building was purchased in Waldorf that allows enough space for all existing programs and services as well as some expansion. As we move into 2023, plans are already underway to build out a commercial grade teaching kitchen where people we support will learn hands on culinary skills in a professional environment, thanks to grants from both The TJX and Maria Grazia Panero Foundations. A tech lab will also be installed in the new office thanks to a grant from The Charles County Charitable Trust. Both of these new resources will provide training and marketable job skills for our individuals. Our new space will also house a laundry facility which will be used in conjunction with our kitchen to provide life skills practice and training.

In 2022 we continued to prioritize efforts where The Arc could work in collaborative partnerships with community resources and local governments. An example of this is our Wheels 2 Wellness program which expanded into Charles County. The program transports elderly and/or disabled persons to their non-emergency medical appointments when they don't have another means of transportation. Every dollar spent on this transportation saves five dollars in healthcare costs according to the state's financial performance system. We are thankful to be an integral part of this program.

The Arc also began working closely with the State's Aging Authority and Tri County governments to develop services which would allow seniors to stay in their own homes. A task force made up of citizens from the three counties was established for this project.

We were recognized as The Calvert County Chamber's Non-Profit of the Year for 2022. We are honored by the award especially because the county has so many worthy non-profit organizations focused on improving quality of life for county residents.

Thank you again for joining our journey in 2022. Please enjoy the highlights featured in our annual report and we look forward to a bright future for The Arc Southern Maryland in 2023.



A handwritten signature in black ink on a white background.

Terry Z. Long  
Chief Executive Officer



A handwritten signature in black ink on a white background.

Dennis Rader  
President

# By The Numbers

**89**  
served

## Residential Support Services

- Twenty nine residences in St. Mary's, Calvert, and Charles Counties
- Safe and supportive housing for adults with I/DD

**199**  
served

## Day & Community Learning Services (Virtual and in person)

- Recreational activities scheduled with individual preference in mind - yoga, arts, dance, music, swimming, and more
- Increase opportunities and choice through volunteering, career development, and activities promoting health and well-being

**721**  
served

## Behavioral Support Services

- Behavioral assessments, consultations, and support
- Home and community-based support services to assist individuals with I/DD to thrive in their community of choice through early identification of problem behaviors, preventing escalation, and responding to behavioral emergencies and crises

**39**  
served

## Vocational Support & Job Coaching

- Support with gaining and maintaining employment
- On-the-job training and skill development
- Career exploration and job shadowing

**82**  
served

## Personal & Individual Support Services

- Support provided for individuals living in homes of their choosing - whether independently or with family
- Assistance with shopping, personal care, recreation & more

**19**  
served

## Other Services

- Transition and Summer Youth program for high school students
- Family Support Services ● Autism Waiver
- Housing Supports

**39%**

percentage of individuals in our day programs that have obtained competitive employment

**7747**

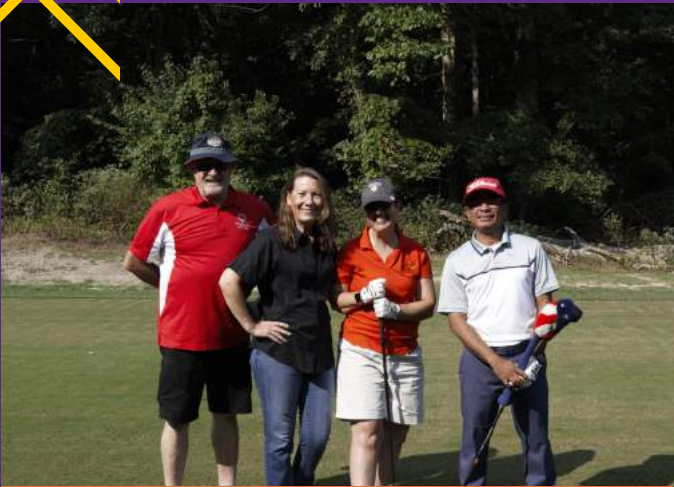
hours of training provided to our staff

**107**

first responders trained by self advocates on how to approach, deescalate and resolve matters involving people with IDD



# YEAR IN REVIEW



PICTURED :  
SHANNA SHARAR AND FAMILY AND NOEL AUSTRIA

Our 19th Golf Tournament was the best combination of fun and competition. 10 Teams enjoyed a beautiful day on the links, a fabulous lunch, and as always fun prizes! A good time was had by all and necessary funds were raised to support The Arc.

We held our first Annual Derby Day, Southern MD style on May 5th at beautiful Perigeaux Vineyards. Weather that resembled a monsoon did not dampen the spirits of the crowd that gathered to enjoy great food, Derby drinks, a silent auction and of course the best 2 minutes in sports! We are looking forward to the second Annual on May 6th, Join Us!



PICTURED :  
SPONSOR COMMUNITY BANK OF THE CHESAPEAKE ATTENDEES,  
AND JOHN BEHUN AND MARK FLEMMING FROM PERIGUEAUX  
VINEYARDS & WINERY, OUR GRACIOUS HOST SPONSOR



PICTURED:  
MICHAEL DAVIS & NIKKI ALEXANDER, TOP GIVING  
TUESDAY (GT) 2022 CROWDFUNDER

Giving Tuesday 2022 was our most successful yet! Thanks to all who answered the call for support that we are using for a new roof for one of our houses, the dental fund and holiday celebrations. We are humbled by the generosity of our community to support those we serve.

# NEW OFFICE. NEW OPPORTUNITIES.

Our Charles County office was bursting at the seams and so a new building was purchased in Waldorf that allows enough space for all existing programs and services as well as some expansion. As we move into 2023, plans are already underway to build out a commercial grade teaching kitchen where people we support will learn hands on culinary skills in a professional environment, thanks to grants from both The TJX and Maria Grazia Panero Foundations. Our new space will also house a laundry facility which will be used in conjunction with our kitchen to provide life skills practice and training.



PICTURED:  
LOGO SIGN BEING INSTALLED AT NEW OFFICE



PICTURED:  
TERRY LONG, CEO AND SELLER GEORGE WILSON WITH PROPERTY DEED AT CLOSING.

# RENOVATIONS

Maintaining so many homes requires the hard work of our excellent maintenance team and funding from our community partners.

Thank you Maryland Affordable Housing Trust for enabling us to transform this home for our residents.



**BEFORE**



**AFTER**



**BEFORE**



**AFTER**

# RENOVATIONS

Many of our homes got much needed repairs and renovations in 2022; including new floors, countertops, roofs, windows, sidewalks and more.



**NEW FLOORS**



**NEW WINDOWS**



**NEW ROOF**



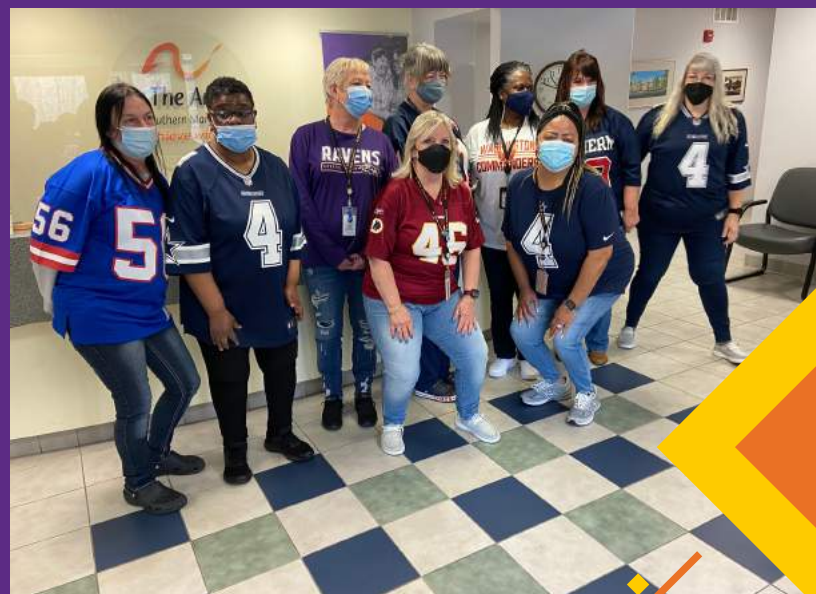
**NEW SIDEWALKS**



# HAVING FUN IN 2022



# HAVING FUN IN 2022



# FINANCIAL REPORT

## REVENUE\*

STATE AND FEDERAL FUNDING	\$18,508,455.00
LOCAL GOVERNMENT FUNDING	\$440,877.00
SERVICE CONTRACTS	\$328,609.00
HOUSING	\$677,872.00
PROGRAM SERVICE FEES	\$324,705.00
CONTRIBUTIONS (INCLUDING GRANTS)	\$622,861.00
FUNDRAISING EVENTS	\$24,723.00
OTHER	\$3,186,910.00
TOTAL	\$24,115,012.00

\* financial information is for the fiscal year ending June 30, 2022

# Our Supporters

## \$30,000 & Up

- Charles County Charitable Trust, Inc.
- Maryland Affordable Housing Trust
- TJX Foundation

## \$10,000 - 29,999

- Calvert County Health Department
- Comcast
- LEAP
- Maria Panaro Foundation
- Maryland Dept. of Housing and Community Service
- Rural Maryland Council

## \$5,000 - 9,999

- Abram Klein
- Gerald Furner
- Northern High School Future Business Leaders of America
- The Arc Maryland

## \$1,000 - 4,999

- Berkshire Hathaway Energy
- Bruce Silver
- Community Bank of the Chesapeake
- Dennis Rader
- Edward Rosales
- Helen Marek
- John Collins
- Joseph McArdle & Maureen Murphy
- Katherine Claggett Charitable Trust
- Kevin Murphy|Merrill Lynch
- Knights of Columbus Maryland State Council
- Lisa Clark
- Mark O. Todd
- Michael McKenna
- Patrick & Julie Woodburn
- Paula D Amos
- PSA Insurance & Financial Services
- R.V. Viswanathan
- Richard & Jane Wise
- Rona E. Kramer Esq.
- Scott Mellinger
- SMECO
- Susan Rye
- Terry & Carol Long
- The Law Office Of Paul J. Dougherty
- Tri County Council SoMD

## \$500 - 999

- 3641 Properties, LLC
- Bayside Chevrolet BuickToyota
- Brian and Marisa Harper
- Cheryl Shaw
- Chris Longmore
- End Hunger Calvert County
- Immaculate Heart of Mary Council Knights of Columbus #9968
- Janice Wiley
- Josh Jenkins
- Karen and Jack Richardson
- Katherine Koch
- Larry Smith
- Leonardtown Rotary

- Lexington Park Denistry
- Michael Collins
- Remax One/Davis, Upton & Palumbo
- Richard McArdle
- Robert Mccaffrey
- Sam Brown
- Sean & Diane Shaw
- Spyridon Livanis
- T-N-T Signs & Graphics
- Tony Hamilton
- Tuwanda Smith
- United Methodist Women of Emmanuel

## \$250 - 499

- Beth Wolfe
- Carlotta Chambers
- Carol Shannon
- Cedar Point Federal Credit Union
- Charles Weiss
- Civonna Johnson
- Clerk of Circuit Court Charles County
- Denis I. Pasquale
- Donna Depamphilis,
- Eva Miller
- Gary Pierpont
- James and Mary Brown
- Jay & Rita Farr
- Jesus the Divine Word Knights of Columbus Council #14775
- John and Jenna Carroll
- John Lucey
- Kimbrey Whiteford
- Leisha E Cranford
- Leonard Zuza
- Lisa Wood
- Margaret Phipps
- Matt Shannon
- Michael Mattingly
- Neil Byrne
- Potter Heating & Electric
- Sharon Saunders
- Sheila Cotter
- Spirit Club
- St. Clement's Hundred St
- Wayne Davis
- William and Janice Woods

## Up to \$249

- Adewale Ajimuda
- Adrienne Curtin
- Ahmed Saber
- Allison Vercoe
- Alvin and Susan Tippet
- Amy Aud
- Amy Henderson
- Amy Puryear
- Amy Topolski
- Ande Kolp
- Andrea Witherow
- Angel Gerald
- Ann Merryman
- Anne Griffith
- Annette Wegner
- Autumn Terry
- Aziza Green
- Barbara McKew
- Beth Hagan
- Beth Solensky
- Betty Connelly Poe
- Betty Seifert
- Bonnie Barrett
- Brad Wagner
- Brenda Saulsbury
- Briana Taylor
- Byron Demby
- Callie Hankey
- Carol and Bob Mayer
- Carol Ludka
- Carolyn Roberson
- Catherine Brophy
- Christie Burnett
- Christine Jones
- Christopher Reynolds
- Cindy Miller
- Clark Construction Group, LLC
- Colleen Davies
- Cynthia Mason-Posey
- Danielle Leahy
- David C Weigel
- David Chew
- Dawn Tierney
- Dawna Wible
- Dawson J Slavings
- Dean Jones
- Deborah Butler
- Deborah Chew
- Deborah Determan
- Deborah S Faller
- Debra Coaxum
- Debra Mills
- Denise Traynor
- Dennis and Mary Hall
- Diana Dovel
- Dolores Parran
- Donald Williams
- Dusty Rhodes
- Ed and Phyllis Greer
- Edward Fliss
- Edward Simon
- Elizabeth Calabrese
- Ethel Janey
- George and Sherry Brown
- Gerald Ryznar
- Glenn Guy
- Golder Jones
- Gonzalo Tornell
- Gordon Taylor
- Gregory Penk
- Guy Distributing Co., Inc.
- Harriet Yaffe MA
- Heather Fischer
- Heather Matthews
- Heidi Farley
- Helen Wright
- Holt, Melissa Darnell Holt
- Howard B. Stevens
- Jacqueline Becker
- James and Annabelle Stark
- James Farley
- James Simpson
- Janien Johansen
- Jeanee Quille
- Jeff & Sharon Stevenson

- Jeff Kulik
- Jeffery Hale
- Jeffrey Surgent
- Jenifer Duff
- Jenna Lyons
- Jennifer Delong
- Jennifer Rudolph
- Jennifir Birtwhistle
- Jim and Anne Dillon
- Joan Taylor
- Joe Mugamba
- John and Jeannie Boarman
- John G, Wood
- John Gott, Sr.
- Joie Samuelson
- Joseph and Esther Brown
- Josh Horner
- Joshua Welborn
- Judy Guy
- Julie Woodburn
- Karen Haynes-Horton
- Karl Garland
- Kate Luke
- Katelyn Stepp
- Kathi Hanna
- Kathleen Burch
- Kathleen Hull
- Kathleen M Bishop
- Kathryn Pinkerton
- Kathy Blanche
- Kathy Guinan
- Lakeeva Johnson
- Laura Otero
- Laura Pawulak
- Laura Rocheleau
- Laura Walters
- Leah Dawson
- Lenny Merryman
- Leslie Wintz
- Linda Huffman
- Linda Stahl
- Linda Stoehrer
- Lisa Porter
- Lorraine Taylor
- Lucinda Hottenstein
- Lyndee Waldbauer
- Lynne Redmond
- Malik Taylor
- Marci A Turner
- Margaret Allen
- Margaret Dillon
- Margie Ludwig
- Marilynn Bersoff
- Mark & Teresa Cornelius

# OUR SUPPORTERS

- Mark Wurzbacher
- Martin & Lynn Hemmerich
- Martin Allen
- Mary Atkins
- Mary Wegner
- Matt and Danielle Fraley
- Michael & Barbara McArdle Voss
- Megan Bennett
- Melanie Misisis
- Meriem Hamilton
- Mia Bowers
- Michael and Barbara
- Michael Paxson
- Michael Richardson
- Michael Swann
- Michael Walbert
- Mike Richardson
- N2 Deep MC
- Nancy Livers
- Nancy W Zinn
- Natalie Dohner
- Neelam Merab Shrestha
- Noreen Eberly
- Norma Dallas
- Norma Gray-Murray
- Norma Pipkin
- Ophelia Gray-Anunihu
- Order of the Eastern Star DC
- Parran's Flooring Center
- Patricia Aboul-Nasr
- Patricia Jourdonais
- Patty Stine
- Paula Parsons
- Peter Jewett
- Phillip Dimaggio III
- Phyllis Lester
- Randall Swann
- Raymon Noble
- Raymond Hammett
- Rebecca Bauman
- Renee Seigley
- Reuben Lilly
- Richard Adeyemo
- Robert and Diann Bean
- Robert and Janice Bransom
- Robert Quinn
- Robert Rank
- Ronald & Loretta Seigley
- Ronald Mould
- Rukiya Roberson
- Ryan Barrett
- Sandie Glasgow
- Sandra Adams
- Sandra Griffith
- Sarah Dionne
- Saundra Skrove
- Shirley Grispi
- Shirley Long
- So MD Floor Company
- Steve Atkocius
- Steve Gold
- Susan Olsen
- Susan Price
- Susan Yoe
- Terri Stern
- Thaddina Mihsun
- The Belles
- The Ingle Family
- Theresa Hunt
- Theresa Kuhns
- Tim Edwards
- Timika Poston
- Tina Polen
- Todd Ireland
- Tracy Mathis
- Tyesha Parker
- Victoria Johnson
- Vivian Truss
- Walter and Mary Ellen Boynton
- Wayne Mattingly
- William and Sara Broadhurst
- William Pickpin

## WHY I GIVE....

**Finding the Arc and all it offers to guide us has been the biggest asset ever, so supporting the agency is what we do to help make it all work."**  
**-Jane W. Parent**



# Our Leadership Team

## *Board of Directors*

Dennis Rader, President  
Retired-Special Inspector General for Iraq

David "Scott" Mellinger, Vice President  
Dominion Cove Point

Katherine Koch, PH.D., Secretary  
St. Mary's College of Maryland

Donna DePamphilis, Treasurer  
Parent, Charles County Board of Education  
Employee

Mark Todd, CPA  
Owner, Mark O. Todd CPA

Angela Beverly  
RATP Dev USA

Suzanne Hall  
Direct Mail

Lacey Pierce  
Community Bank of the Chesapeake

Larry Ludwig  
Retired Medic

Paula Amos  
Constellation Energy Corporation

## *Leadership*

Terry Z. Long  
*Chief Executive Officer*

Hartmuth Csanadi-Schwartz  
*Director of Business Operations*

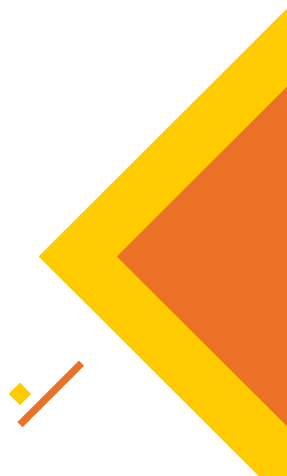
Angel Gerald  
*Director of Human Resources*

Ron Mould  
*Director of Community Services*

Casey Roberts  
*Director of Community Living*

Renee Seigley  
*Director of Development*

Dawn Tierney  
*Director of Behavior Support Services  
& Quality Enhancement*



# CONTACT US



410-535-2413



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[www.arcsomd.org](http://www.arcsomd.org)



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103 Paul Mellon Ct.  
Waldorf, MD 20602

Breton Market Place, Unit H  
25470 Point Lookout Road  
Leonardtown, MD 20650

# WORK WITH US

Many businesses throughout Southern Maryland have partnered with The Arc Southern Maryland to employ people with intellectual and developmental disabilities (IDD) and have found the experience to be rewarding for both the employer and employee!

The Arc's vocational support staff help to match the right candidate to the needs of the employer, with the individual's strengths and interests in mind. Our staff provide on-site job coaching that fits the needs of the employee and business, at no cost to the employer.

The Arc Southern Maryland has assisted workers with placements in a variety of work settings including, but not limited to: food service, administrative, custodial, and customer service.

An employment partnership with The Arc Southern Maryland provides your business with:

- On-the-job training assistance with skilled coaches, at no cost to you
- Well qualified candidates
- Dedicated and dependable workers
- A more diverse workforce and potential tax credits

For more info contact us .



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Prince Frederick, MD 20678

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