

Autumn 2018

60 YEARS AND GOING STRONG!

Every year at The Arc Montgomery County is a busy and productive year. However, 2018 has been a year of note: in celebrating our 60th anniversary, we have marked many milestones, embarked on new initiatives, and reflected on how far we have come in our inclusion mission. As the year winds down, we continue to celebrate our successes and take stock of our mission and methods. It's been 60 years of advocacy, education, inclusion, and compassion, and we plan to make it at least another 60! Here's a look at some of our celebrations.

60 Gifts for 60 Years Everyone loves to celebrate an anniversary, and sometimes gift giving is involved! Our *60 Gifts for 60 Years* wish list is ongoing, so donors still have an opportunity to purchase specific items needed in our programs. We need items like first aid kits and cookware for our homes, costumes and storage cabinets for our classrooms, and car care items for our transportation services. Visit our Amazon Wish List (search Amazon.com for "The Arc Montgomery County" under Accounts & Lists>Find a List or Registry) to see more and find ways that you can help. Thank you to everyone who has donated already—we have received and put into use over 200 items from more than 100 donors.

Membership Meeting and Birthday Celebration On June 22, we held our annual Membership Meeting during which we recognized our outgoing Board of Directors and elected a new Slate of Members and Officers. Stephanie Katz was sworn in as Board President, along with John Olenick as Vice President, Mark Rittenberg as Treasurer and Raymond Davidson as Secretary. A complete roster of FY 2019 Board members, along with short bios, can be found on page 12.

Our celebration cake (photo below) was cut by COO Daria Cervantes, outgoing Board President Karen O'Connor, incoming Board President Stephanie Katz, Shelta Blackwin, Karen Gee, Ariana Gee-Gomez, Dao Nguyen, Mark Laizure, and CEO Chrissy Shawver. Approximately 125 people participated in this formal celebration of our 60th anniversary.

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The Arc Montgomery County

11600 Nebel Street

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301.984.5777

www.thearcmontgomerycounty.org

60 YEARS OF LEADERSHIP

We salute the following individuals for their vision, perseverance and leadership.

Executive Directors and Chief Executive Officers

G.J. Thompson, Jr.	1958-1959
Col. W.R. Brookes	1959-1963
Idabelle Riblet	1963-1965
John L. Naler	1966-1968
Adolph W. Kunen	1968-1972
Nicholas Arnao	1972-1974

William D. Baber	1974-1986
Fred A. Baughman	1986-2005
Peter Holden	2005-2008
Joyce Taylor	2009-2016
William Loyd, Jr.	2016-2017
Christina Shawver	2018-

Board Presidents

Charles P. Shuettler	1957-1958
Idabelle Riblet	1958-1960
Robert C. Kackley	1960-1962
William H. Norris	1962-1964
Walter F. Meyer	1964-1966
John D. McNickle	1966-1968
David B. Fielder, Jr.	1968-1970
Dr. Carlyle B. Storm	1970-1972
Louise Chapman	1972-1974
Col. Ray C. Glore	1973-1974
Edward J. Bloch	1974-1976
Monroe Karasik	1976-1978
Robert Stearns	1978-1980
Ralph J. Moore, Jr.	1980-1982
Bernard Gould	1982-1984
Brian Hessler	1984-1986

Nicholas DiMichael	1986-1987
James M. Sullivan	1987-1989
Sarah J. Byrne	1989-1991
Laurence J. Adams	1991-1993
George Kunkel	1993-1995
Barbara Torrico	1995-1997
Roger Marcotte	1997-1999
John A. Slavcoff	1999-2001
Eugene J. Mark, Jr.	2001-2004
John A. Slavcoff	2004-2007
Eugene J. Mark, Jr.	2007-2010
Frank Zappala	2011
Eugene J. Mark, Jr.	2012
Tobin Conley	2013-2015
Karen O'Connor	2015-2018
Stephanie Katz	2018-



William Norris, Idabelle Riblet



Roger Marcotte, John Slavcoff



William Baber



Fred Baughman

CHILDREN & YOUTH SERVICES



The KFICCC summer program had over 170 children enrolled, all of whom enjoyed wonderful experiences including field trips and on-site paddle boats.

In early September, Thomas Bamrick joined the team as Director of Children & Youth Services. He recently relocated from Florida and brings with him a wealth of experience. One of his first projects is to complete KFICCC's accreditation process.

Montgomery County Public Schools renovated the front half of the KFICCC building over the summer. It has become MacDonald Knolls Early Childhood Center, a preschool program for income-eligible children.

KFICCC'S annual toddler boogie was held in October, and this year's theme was "Monster Mash." This much-loved non-scary Halloween party is always a hit with families, and made over \$4,000 to support the program. Volunteers from **James Madison University Alternative Break Program** (above) helped with setup, cleanup and staffing games at the event.

Bookshelves in five classrooms were scraped, sanded and painted over two Saturdays by a large group of volunteers from the **Church of Jesus Christ of Latter-Day Saints** in Silver Spring.

COMMUNITY LIVING SERVICES

As part of a complete reorganization, Residential Services was renamed Community Living Services, to better reflect the supports provided. A new staffing structure is in place, consisting of one Associate Director, two Assistant Directors, six Coordinators, four Medical Appointment Technicians and eight House Managers. The overall goals are to reduce and/or redistribute the workload, decrease overtime and improve services. As of December, there will be 37 residential locations operated by The Arc in Montgomery County.

When people expressed wanting friendships and romantic relationships, staff facilitated group dinners among various homes so people could get to know each other. Residents who wanted to vote in the recent election were supported in exercising their civic duty.

Volunteers from **Our Lady of Good Counsel High School** participated in a father-student day of service by spending their Sunday morning completing outdoor cleanup projects at three homes. They were also invited to share breakfast with the residents.

The **Greater Capital Area Association of Realtors** donated \$2,500 for tree removal and pruning at two homes, their sixth year supporting The Arc.

Barbara Hinkston (right) won several ribbons and a gold medal in bowling this summer at Special Olympics. She is a obviously a serious competitor!



URBAN THRIFT

Urban Thrift sales for the last two months were the highest ever! The store staff have created new partnerships for receiving donations, including one with Target, and hosted tables at the Kensington Labor Day parade and Explore Kensington day. Local advertisements have been placed through ValPak and other publications, including a collective campaign for about 30 Kensington businesses with the tagline "I found it in Kensington!" In addition, a fall Eco-Fashion show partnership with local Kensington businesses was very successful. Similar events will be held quarterly to help draw customers who do not typically shop at thrift stores.

THE ARC MONTGOMERY COUNTY

HALLOWEEN GALA

2018

FRIDAY, OCTOBER 26

PRESENTED BY



More pictures at www.TheArcMontgomeryCounty.org/How-to-Help/Events





The 2018

Halloween Gala sold out—literally every seat in the room was taken this year!

Over 230 people gathered to enjoy some spooky fun and also to support The Arc's programs. Several self-advocates and family members spoke about their lives, and the evening was capped off by a performance by Blue Spectrum. For the first time, all bidding was electronic, using personal smart phones or bidding stations at the event, which made checkout quicker. Altogether, it was a great evening for a great cause!

We extend our sincere thanks to the generous sponsors and volunteers who made this event possible and who helped us to raise \$118,065 to support our programs!

Presenting Sponsor—The Insurance Exchange, Inc.

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FAMILY & COMMUNITY SERVICES



Jacqueline Combs was selected to receive a citation from Governor Hogan in recognition of her work as a Direct Support Professional. The certificate was presented by Deputy Secretary Bernie Simons and First Lady Yumi Hogan (above).

F&CS is now supporting over 100 people and has hired a full-time Community Builder to assist people in making more connections with their communities. This new staff is also charged with reinvigorating STAND Together, the agency's self-advocacy group.

Save the date for the Respite Resource Fair on Saturday, March 23. The location is the Activity Center at Bohrer Park, Summit Hall Farm in Gaithersburg. This will be an opportunity for people to learn more about respite care and to directly connect with vendors who provide respite care services.

VOCATIONAL & DAY SERVICES

The TIP grant for customized employment was completed and as a result, two new staff positions were developed and more than 100 people gained information on customized employment. Staff has been building relationships with DORS (Department of Rehabilitative Services), with a goal of increasing referrals and funding sources.

The Transitioning Youth Retail Project (TYRP) no longer exists as a stand-alone program due to the ending of grant funding. The curriculum is being redesigned so that existing V&DS staff can offer the classes as needed.

Volunteers from **Aronson LLC** supported the annual V&DS picnic in May, engaging in fun activities with people being supported and serving lunch (right).

ADMINISTRATION

All program divisions participated in Direct Support Professionals week September 9-15, honoring DSPs by hosting receptions where each person received a gift and gift card (below).

Three staff have been selected to participate in The Arc Maryland's Leadership Class of 2019. This class meets multiples times over the course of a year, and is designed to give rising leaders an opportunity to learn about all local chapters and the national chapter.

The lease on the Nebel Street location expires in July, so it's likely that the administrative offices will be relocated during the summer. Multiple locations are being investigated, with an eye toward those which can be made fully accessible and which have adequate parking.

Testing is currently underway with a new Document Management System designed to streamline processes and to serve as a shared repository of documents which doesn't require physical storage space. For the third straight year, the financial audit of the agency's records was returned with no material findings, a notable success for the finance department.



The Insurance Exchange is proud to support the 2018 Halloween Gala benefitting The Arc Montgomery County

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Thank You for Supporting The Arc Montgomery County!

These individuals and organizations generously donated from January 1-September 30, 2018.

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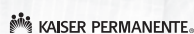
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We stand behind your mission 100 percent

Kaiser Permanente is a proud sponsor of The Arc Montgomery County's 2018 Halloween Gala, and salutes the work you're doing to enrich the lives of those in the communities that we both serve. Here's to you—and here's to those whose lives are better because of your mission to provide opportunities that help them thrive.



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Southern Maryland Blue Crabs, David & Amanda Speiser, Frank & Mary Ann Spitale, David Springe, Joseph Squire, Diane Stahl, Re & Chrissy Stamos, Stephanie Stamos, Charles Starnes, David Steinberg, Lakecia Stickney, Jewell Stoddard, Howard & Janet Strey, Bart Stringham, Zachary Sudiak, SunTrust United Way Campaign, Jessie Sweet, Heather Swope Pinaud, Jeffrey Szuchman, Michael Tadesse, Farzaneh Tafreshi, Marilyn Taggart, Kathleen Terlep, Abreham Tesfaye, Shalom Kosher, Ambrab Thomas, Jannell Thomas, Lisa Thomas, Joe Thornton & Jan Feldberg, Conrad Tima & Toni Proctor, Allen & Doris Timothy, Toby's Dinner Theatre, Julia Tower, Sam Trahan, Sherry Trahan, Allen Trainer, Carol Trawick, Carol Troutman, Truist, Oksana Tsimmerman, Allison Tucker, Kevin Tucker, Louvern, Paula Tucker, Dixie Turner, Tina Ukwu, Alexey Ulyashin, United Way Of Central Maryland, United Way of Greater Philadelphia & Southern New Jersey, United Way of the National Capital Area, Jean Valcourt, Bryan Valle, VANTIV, Ponneh Varho, Jackie Vasquez-Somoza, Wilson Velez, Manoj Vellanoore & Rajani Vijayan, Mariam Veppumthara, Katie Verhines, Anca Vinson, Angie Voll, Anjali Vora, Celia Voyles, Sue Voza, Peggy Vyas, W.B. Mason Co., Inc., Steve & Mary Walter, Jun Wang, Lesley Ward, Mikyla Ward, Angeline Wariebi, Washington Master Chorale, Watermark, Caroline Waya, Jared & Anna Weaver, Sharon Weaver, Taylor Webb, Gary & Florence Weber, Weinberg Center for the Arts, Bertram Weintraub, Michael Weiss & Phyllis Stanger, Gary & Dorothy Welsh, Jeremy Welsh, Matthew Welsh & Laura Hoard, JoAnne Whalen, Susan Whalen, Deborah & Hillary Whippen, Thomas & Maureen Whippen, Rhonda White, Whitetail Resort, Jessica Whittaker, Wiley Rein LLP, Jamie Williams, Krystle Williams, Regina Williams, Wendy Williams, Frants & Lois Wilson, Robert & Constance Wilson, Valerie Windstein, WLR Automotive Group, Carie Wohl, Mary Woo, Jordan Wood, Victoria Woods, Woolly Mammoth Theatre Company, World Bank Community Connections Fund, Christopher Wright & Christopher Huffine, Doris Wright, John Wright & Carol Hamilton, Bevely Yanes, Tae Yeon, Your Personal Trainer, LLC, YourCause, LLC Trustee for PricewaterhouseCoopers LLP, Frank & Jacqueline Zappala, Roy & Teresa Zatcoff, Antonio Zegarra, Anna Zimmerman ■

Tributes

Jean Anderson, Jean & Tom Anderson, Matthew Brown, Ruth M. Fitzgerald, Ellen Franks, William G. Hamilton, Joan Karasik, Stephanie Katz, Caroline Labiche, Esther McGuire, Allen Murray, Karen O'Connor, Alan Porterfield, Gordon Simpler, Jean Stringham

From Our Leadership


BEHIND THE SCENES

When you work somewhere for nearly 30 years (28 for Chrissy and 29 for Daria), you think you know almost everything there is to know. That may be true for other workplaces, but we've found that is definitely *not* true for The Arc Montgomery County! We often compare The Arc to an onion because there are so many layers—just when we think we've arrived at the core, there is another layer.

Like many of you, we knew all about the great supports

The Arc provides. What wasn't so apparent was everything else that goes on behind the scenes each and every day. Every single staff member at The Arc, even those who rarely work with the people we support, plays a vital role in fulfilling our mission. A strong infrastructure is critical to positive outcomes. Our community partners, whether they be funders, employers or next-door neighbors, are mission critical. Without their support, we could not achieve our goals.

The highlight of the past year for us has been getting to know many of the people we support. We are truly amazed at the great things, big and small, that are accomplished on a daily basis. From a child taking her first steps to a retiree enjoying activities at his local senior center—and everything in between—supports provided by The Arc have made it happen. Seeing this in action has humbled us and reminded us why we chose to become part of The Arc family all those years ago. ■



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FY 2019 BOARD OF DIRECTORS

The Arc Montgomery County's Board of Directors is composed of people from all walks of life who are passionate about changing perceptions and eliminating barriers for people with disabilities. Each applicant is vetted by the Governance Committee and a single slate is presented to the membership for election annually.

Officers



Stephanie Katz (*President*) has more than 30 years of experience in the design, implementation and administration of human resources and employee benefit programs. She lives in Silver Spring, MD and has served as Board Vice President and Secretary.



John Olenick (*Vice President*) is currently the Business Development Director for PSA Insurance and Financial Services, specializing in market share growth and strategy. He began his career path in public accounting at Coopers and Lybrand, and lives in Laurel, MD.



Mark Rittenberg (*Treasurer*) is a founding partner at AMR Commercial, LLC, a Bethesda based commercial real estate brokerage company which provides mainly Landlord and Tenant advisory services. A lifelong MoCo resident, he lives in Bethesda, MD.



Raymond Davidson (*Secretary*) is a Fortune 500 leader who has held various operational and human resources positions and served as a member of the Board of Advisors for George Washington University Business School. He currently lives in Silver Spring, MD.



Karen O'Connor (*Past President*) is self-employed as a licensed Residential Architect. Since the birth of her daughter, who has Down syndrome, she has been actively involved with The Arc and Down Syndrome Network. She lives in Germantown, MD.

Members



Constance Battle is a retired developmental pediatrician, former CEO of the Hospital for Sick Children, and a retired professor from George Washington University. She is the parent of a daughter with cerebral palsy and lives in Potomac, MD.



Michelle Beiga has more than 20 years of experience leading HR and business operations by providing strategic and tactical direction to build the HR foundation to support rapid growth initiatives. She lives in Montgomery Village, MD.



Abigail Bensimhon has more than 25 years experience in the banking and wealth management industry and is currently employed with Wells Fargo. She has served as a board member for the DC Chamber of Commerce and lives in Rockville.



Clifton Clay is an IT professional specializing in enterprise architecture, systems engineering, operating systems environment development and implementation, and technical program management. He has a sister with disabilities and lives in Alexandria, VA.



Ramenta Cottrell is the Director of Workforce Development for Goodwill Industries of Monocacy Valley, helping to put their mission into action by developing and executing services for youth and adults. She lives in Laurel, MD.



Philip Golrick has more than twenty years of professional experience with expertise in electronic surveillance and other national security issues, developed in a wide range of settings. He currently serves as Counsel to the U.S. Courts and lives in Annapolis, MD.



John Gould is a retired federal government employee, having invested over 30 years in service. He is a founding member of STAND Together, The Arc's self-advocacy group and an active community volunteer. He lives in Aspen Hill, MD.



Cathy Johnston leads the Defense Intelligence Agency's all-source analytic effort as Director for Analysis, having begun her analytic career as a China/East Asia analyst. She lives in Potomac, MD, and has a sister who receives support services from The Arc.



Michelle Kotler is a Maryland attorney with practice areas in disability law and estate planning, and a passion for protecting people's rights. She is also an adjunct professor at Frederick Community College. She lives in Brunswick, MD.



Aileen O'Hare has worked for the US Department of Agriculture for 25 years in the Beltsville, MD location. She is an active and well-respected self-advocate, and has received several awards for her volunteer and advocacy work. She lives in Montgomery Village, MD.



Michael Tadesse is a serial entrepreneur and a business development consultant by training. He is the founder of HappyPlate, a start-up company which provides people with long-term illness food meeting their dietary restrictions. He lives in Silver Spring, MD.



Diverse, passionate and experienced Board members are always needed to help guide our organization. Experience within the disability community is not required, and new Board and Board Committee members may be appointed throughout the fiscal year.

More information and applications are available online at www.thearcmontgomerycounty.org/who-we-are/board-and-staff. ■

#ADayintheLife



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Ann Maas
Photography
and The Arc
Montgomery
County

 @TheArcMontgomeryCounty
 @TheArcMC
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Profiles of Exceptional Staff

Brian Waring

Support Professional
Vocational & Day Services



Gaby Rosales

Teacher
Children & Youth Services



Sainabou Phall

Residential Support Staff
Community Living Services



Shawnetta Henderson

Support Services Counselor
Family & Community Services



How long have you worked at The Arc Montgomery County?

Since 1989, so for 29 years.

A little over a year.

For 11 months.

For one year.

What inspired you to work in the field of developmental disabilities?

I have a brother who is emotionally disabled, so that was an inspiration. Also, I began volunteer work in the 1970's, and I enjoyed it.

Taking child psychology courses made me very interested in the subject, and working at The Arc's inclusive program is a great way to gain experience.

When you work in disability services, you have a profound impact on someone's life. You're providing care and support to someone who needs it most.

My aunt has a developmental disability. I learned a lot from helping her to be independent and navigate her way around the community.

What has been your greatest challenge at The Arc Montgomery County?

My greatest challenge is countering the public perception of the people we support.

Making sure every child receives the same attention. Also, exercising patience and interacting, rather than reacting, to the child.

My greatest challenge has probably been dealing with change.

The greatest challenge is getting an individual to believe they can do what other people do—get out into the community, go to movies, or go bowling with friends.

What has been your greatest success at The Arc Montgomery County?

The current job site, Ben Lewis Plumbing, has been a rewarding experience.

Creating caring and sharing partnerships with parents, and developing a relationship of love and trust with every child.

Making a huge difference in Eva's life, and being out there in the community with her.

A call from the Director and Assistant Director of F&CS, passing on word that an individual's parent had told them I was doing a good job.

What have you learned since starting work with The Arc Montgomery County?

I feel like I have learned greater patience, and I have learned to better deal with intolerance I encounter.

Every child learns in his or her own way and at his or her own pace.

I have learned that it pays to be a team player, and it pays to get involved.

I've learned that The Arc Montgomery County cares deeply about the individuals it supports.

What advice would you give to a new staff member?

Patience is a virtue!

You don't have to be the perfect teacher, but always try your best. Be happy and positive, and continuously refresh ideas and activities.

Give 110%, give respect to everyone, smile, ask questions, and be interested!

I would suggest they have patience. Also, in an emergency, remain calm—that helps the person you support to feel safe.

What would other people be surprised to learn about you?

Most people are surprised by how long I've worked here!

I prefer old school music to what's on the radio today.

I'm a political activist and do lots of volunteer work.

I go out of my way to help others to succeed.

Family Day Picnic Every employee was invited to bring his/her family for the inaugural Family Day Picnic on August 18, to enjoy a complimentary cookout, games, and music at High Point Farm in Clarksburg. The sun was shining brightly and over 200 people enjoyed the chance to eat, play, and laugh together! The photo booth station was one of the favorite activities, as evidenced by the antics of the management team (top right), and the little ones enjoyed the face painting and moon bounce stations.



A Day in the Life of The Arc Montgomery County

Our first ever social media blitz was rolled out on September 12. From morning to night, we told our story through the faces of the people we support, our staff, and our volunteers. All of our platforms saw increases in the number of followers and impressions, with our overall reach on September 12 increasing by about 1,000%.

Even if you missed this event, it's not too late to follow us on social media. It's a great way to stay informed and a fun way to see more of the people we support in action. See page 13 for some of the photos used in our #ADayintheLife project.



Twitter @TheArcMC



Instagram @TheArcMontgomeryCounty



Facebook @TheArcMontgomeryCounty

Holiday Drop-In Gatherings for Staff Another new initiative is to invite all staff to stop in for a cup of cheer and a cookie or two at one of three holiday drop-in gatherings. They will also be invited to pick up a small goodie box and a check or gift card as a token of appreciation from the agency. Most programs will also host holiday parties for the people receiving support services.

Employee Handbook The Arc has a new Employee Handbook, distributed in September, which combines our former policy manual with current personnel policies, IT practices, and updated procedures. The handbook was distributed in print form and is also available electronically. Staff report it is much easier to use than trying to access multiple documents from different sources. ■

Investiture of the incoming Board of Directors, with Ande Kolp, Executive Director of The Arc Maryland, presiding.



Calendar of Events

December 2018-June 2019

Staff Holiday Drop-In Gatherings

Friday, December 7
Monday, December 10

Holidays-Offices Closed

Monday, December 24
Tuesday, December 25
Tuesday, January 1
Monday, January 21
Monday, February 18
Monday, May 27

Staff Tenure Awards Ceremony

January (date TBD)

Respite Resource Fair

Saturday, March 23

"May the Fourth Be With You"

Children & Youth Services

Fundraising Event

Saturday, May 4

Community, Staff & Volunteer

Awards Reception

Wednesday, June 26

Membership Meeting

with Board Election

Wednesday, June 26

Volunteer Orientation

Friday, December 7
Friday, January 4
Friday, February 1
Friday, March 1
Friday, April 5
Friday, May 3
Friday, June 7

Detailed information for all events, including location and reservations, is available at www.thearcmontgomerycounty.org



The Arc

Montgomery County

11600 Nebel Street, Rockville, MD 20852

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