



The Arc
Montgomery County

Discovering Relationships

FY 2016 Annual Report



Hello Friends of The Arc Montgomery County,

In August 2016, I officially became part of The Arc family and what a great experience it has been. Since my first day, many wonderful relationships have been launched as I connect with the people we support, their families, The Arc communities (Maryland and US), state and local provider associations, and the vast number of donors and community partners who make our work possible. My network has been expanded exponentially in such a short time. It makes sense that expanding networks and relationships is a priority for The Arc Montgomery County. In this year's annual report, you will read a few of the many stories about beautiful relationships that have formed because of our inclusion initiative.

One such story is that of our former executive director, Joyce Taylor. Joyce devoted most of her professional career to The Arc Montgomery County working in a variety of capacities, but always focused on support services that improved the lives of people with disabilities. Her work has made an indelible difference to so many people who have been, over the course of time, not just her customers but also her friends. We owe Joyce a huge debt of gratitude for being such a vital part of The Arc family for so many years.

I also want to extend my thanks to all of our loyal donors and community partners with whom we have joined forces to ensure that people who are differently able continue to build relationships in communities of work, recreation, worship and well-being across the county. Your support enables us to fulfill our mission every day. And of course, the dedication of our staff and board is immeasurable: thanks for doing what you do so admirably.

As we celebrate the accomplishments of 2016 we also embrace the opportunities that future years will bring. Together we will continue supporting people of all abilities to contribute and belong to the communities of their choice.



William "Bill" Loyd, Jr.
Executive Director

Jessica Personal Assistant

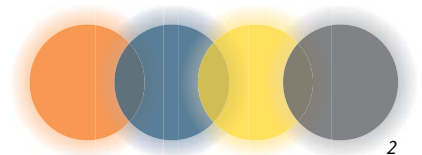
Jessica has been volunteering at The Village at Rockville for almost two years, and the senior citizens in residence have come to depend on her support. Her cheerful smile is warmly returned many times as she makes her way through the building, first helping in the laundry room, then with lunch duties, and finally, working one-on-one with individual

“I look forward to having Jessica help me each week.”

residents. Jessica is patient and confident as she helps one resident with her weekly ironing. Together they enjoy

quiet conversation and a sense of purpose in completing their task. Jessica’s strong work ethic and patience while supporting seniors with physical challenges and memory difficulties is often complimented by The Village staff. She has earned the trust and respect of The Village

residents and after each interaction, there’s always the question, “See you next week?” followed by her quick response, “Oh yes!” Jessica is part of a five-person Vocational & Day Services crew which volunteers every weekday. They are truly integral to the fabric of the community, appreciated and celebrated for their support of The Village at Rockville residents.



Living by yourself can be isolating, as Vadim knows first-hand. He craved connections to other people and sometimes struggled to find appropriate ways to engage with them. His support staff encouraged Vadim to join a Next Chapter Book Club, and it quickly became obvious that Vadim has a wonderful ability to understand complex issues and to formulate

and express relevant opinions. One of the book club members was so impressed with Vadim's insights that she recommended him for membership on The Arc Montgomery County's Public Policy Committee. There, as one of several advocates engaged in protecting the rights of people with disabilities, Vadim began to shine. He listened carefully to the discussions and then framed the issues in terms of his own life and experiences.

“Medicaid is important; it supports my independence.”

As he became more deeply engaged in advocacy work, he was invited to participate

in events like Developmental Disabilities Day at the Legislature. Vadim has met with elected officials and other advocates and is now enjoying an ever-widening circle of friends and acquaintances.

Vadim Self-Advocate



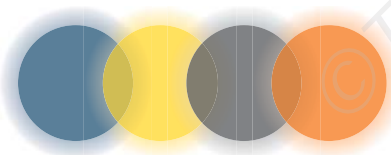
Sophia Social Butterfly

When Sophia first enrolled at KFICCC, she was a social butterfly who lacked the language skills she needed to communicate well. Her parents knew the center had an excellent reputation, but were nervous about putting their only child into the hands of unknown staff. To their delight, Sophia landed

“KFICCC has allowed Sophia to flourish in her own time.”

in exactly the right place! The staff not only helped Sophia develop her language skills, they also helped Sophia’s parents “interpret” the communication Sophia was already using. Now that she’s almost five years old, Sophia’s language has exploded and she has more friends than she can easily count. She uses age-appropriate language and her new friends engage her in real conversations and invite her for play dates. Sophia’s parents have been equally embraced by KFICCC families, finding themselves included in every

event and activity and welcomed into the community. Sophia’s mom is excited about the “unlimited possibilities” she sees in Sophia’s future, and she is grateful to KFICCC for teaching children to accept others who are different.



Janice *Pet Owner*

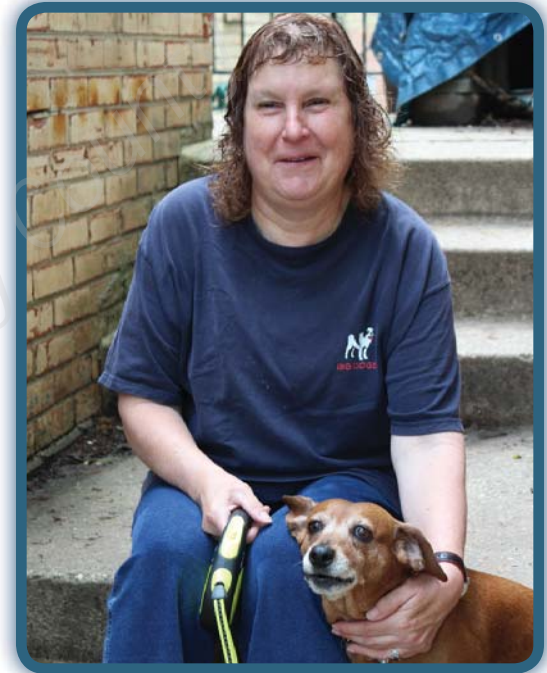
About two years ago, Janice's mother became ill and could no longer care for her beloved dog, Hershey. Janice immediately made it known that she wanted Hershey to come and live with her. As an employee at a local veterinary practice,

Janice already knew a lot about caring for animals. She researched the rules

“Hershey makes me feel safer when I'm home by myself.”

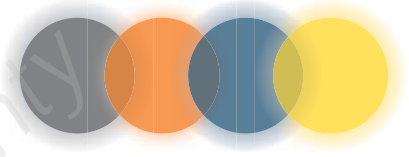
for keeping a dog at her apartment complex and made sure that her roommate, Barbara, was on board with the plan. Janice agreed to take full responsibility for Hershey's feeding, medical bills, exercise and other needs and revised her budget to accommodate the additional expenses. Finally, after all the planning and paperwork was completed, Hershey moved in! Now Janice and Hershey are regularly greeted by other dogs and their owners on afternoon walks, and some days, Barbara joins them as they stroll around the

neighborhood. Like a pebble tossed into a brook, what began as a mission to adopt Hershey has resulted in one very spoiled dog connecting Janice and Barbara with their neighbors.



Child Find

Our KFICCC program collaborated with Montgomery County Child Find to host a diagnostic assessment clinic for children identified as having possible developmental delays. Children from KFICCC and the larger community were provided free one-on-one assessments by Child Find staff and then referred to additional resources and services as needed. The partnership has been so successful that Child Find clinics are now scheduled twice annually at KFICCC.



Three people gained employment in Clarksburg, MD through a new contract with Ben Lewis Plumbing. They are supported by a professional from The Arc and work side-by-side with BLP employees. Job responsibilities are spread throughout the work yard and everyone works together to productively accomplish their daily assignments. The Arc crew is consistently included in work-related celebrations and employee functions, building personal relationships between people with and without disabilities.

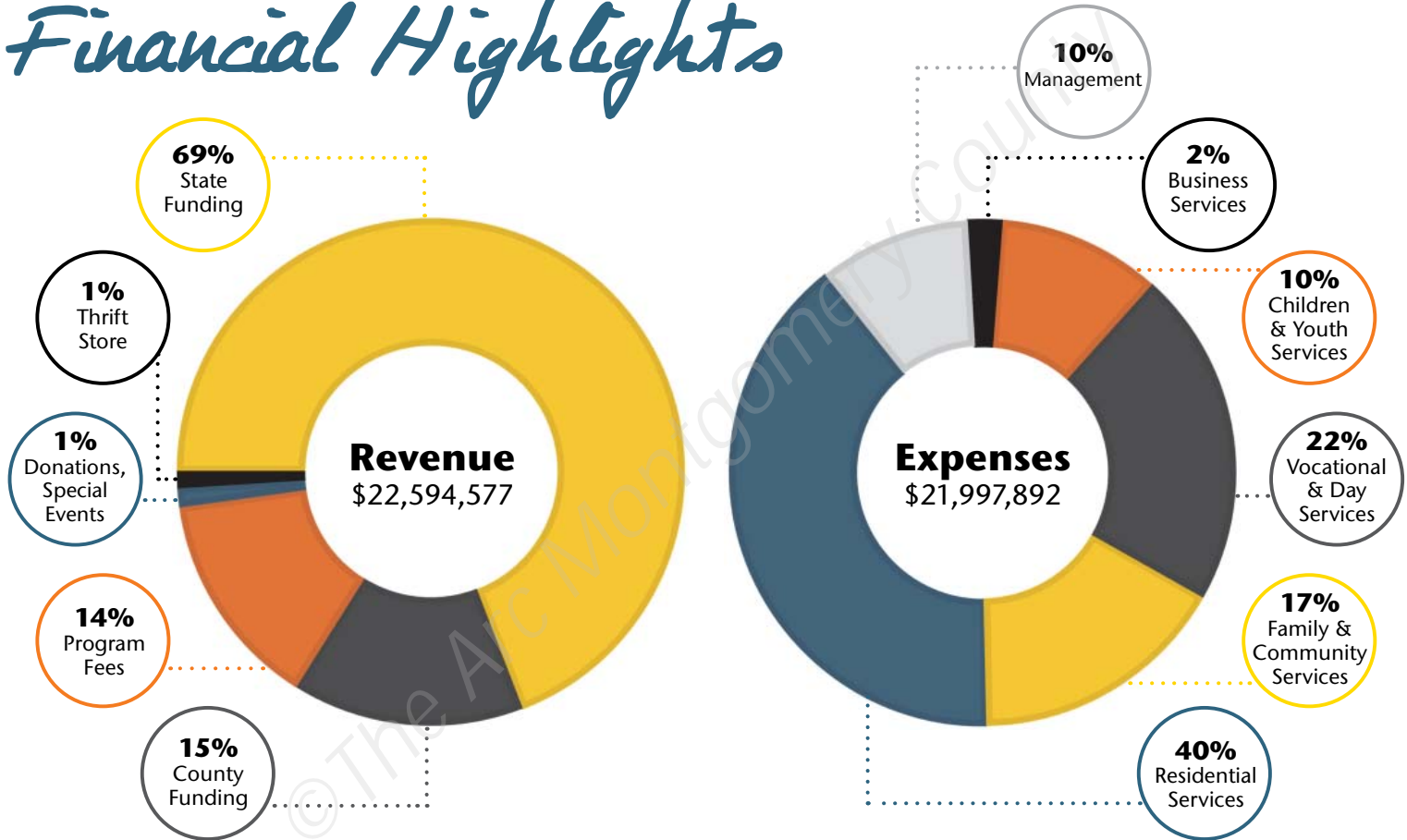
Ben Lewis Plumbing

The Arc Northern Virginia

We hosted The Arc Northern Virginia as they presented a series of free workshops focused on futures planning and special needs trusts. These workshops were open to the community and included topics like “Divorce and the Child with Disabilities” and “Next Steps for Parents and Siblings.” Attendees could also schedule free one-hour consultations to discuss their individual situations and needs.

New Partners in Our Community

Financial Highlights



Audited financials as of June 30, 2016. A full report is available upon request.

- 31** **OUTREACH PRESENTATIONS**
EDUCATED AND INFORMED NEW AUDIENCES
- 32** **SEMINARS AND SUPPORT GROUPS**
BENEFITTED 178 PARENTS AND SIBLINGS
- 37** **RESIDENTIAL LOCATIONS**
SUPPORTED 121 MONTGOMERY COUNTY RESIDENTS
- 45** **STAFF TENURE AWARDS**
PRESENTED FOR 5 TO 35 YEARS OF SERVICE
- 58** **WORK AND VOLUNTEER SITES**
SUPPORTED 121 ADULTS & SENIORS
- 165** **CHILDREN AT KFICCC**
THRIVED IN 11 FULLY-INCLUSIVE CLASSROOMS
- 176** **YOUTH & ADULT VOLUNTEERS**
PROVIDED 6,413 COMMUNITY SERVICE HOURS
- 692** **RESPIRE SERVICE REQUESTS**
AUTHORIZED FOR FRAIL SENIOR CITIZENS



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Thank you to each donor who contributed to our mission during FY 2016, making a real difference in Montgomery County!

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Marian Salahuddin and Ricardo Hakim welcomed guests to The Arc's Gala (L); John Tucker, Pamela Narinesingh, Cheung Kho and Shoreh Khatami made sandwiches during Montgomery County's MLK Day of Service (R).

Frank Lee was honored with “Self-Advocate of the Year” at the Community, Staff & Volunteer Awards Ceremony (L); KFICCC children enjoyed a day of building fun hosted by the Aspen Hill Home Depot (R).

Roberta Eblen, Elizabeth Edwards, George & Maureen Edwards, Patience Ekpo, Teresa Ellison, Norman & Judy Elrod, Wayne Evans & Robin Williams-Evans, EVO Platinum Services Group, Robert Felton & Priscilla Friesen, Jason Fenwick, John & Ruth Fitzgerald, Carol Fried, Frontstream, Richard Gbesemete, Sylvia Gear, Franklin & Vivian Gee, Josie Geiger, Linda George, Benjamin & Kristine Gielow, Cary Goldweber, Mark & Robyn Gonitzke, Al Gottesman, Bernard & Phyllis Grace, Bob & Kathy Grandfield, Kathleen Guyette, Jeff & Bonnie Hagstrom, Marjorie Haire, Jacob Hamilton-Rohe, Paul Harding, Mary Harrill, Ethel Haughton, John Hayes & Catherine Herridge, Edith Hayman, Sharon Hedgepeth, Joseph Herring, Roland & Jean Hirsch, Barbara Hollis, Craig Hoover & Julie Grohovsky, Mike & Kim Hope, Kenneth & Eileen Hornbostel, Ronald Howard, Robert Howe & Tamara Baker, Steve & Joyce Hunt, Paul Iobst & Anna Molpus, Chris Johnson, Stanley & Gail Jutkowitz, Ralph & Catherine Kahn, Djibril Kamara, Judy Karasik, Andrew Katz, Kathleen Kaufman, Katherine Kavlock, Suzuko Kern, Robert & Susan Kiernan, Barbara Klein & Dorothy Neumann, Kathleen Koshy, Simeon Kriesberg & Martha Kahn, Vijayakumar Krishnamurthy & Chitra Vijayakumar, David Kuehn & Laura Gottesman, Thmas Kurihara, Thomas Lassman & Rebecca Osthus, Rhoda & Rosanne Lawrence, Frank Lee, Mark & Elizabeth Levy, Jhennies Jewels, Marjorie Lidard, Wencheng & Hui Na Lin, Patricia Littlefield, Richard & Florinda Lloyd, Bob & Cate MacGillivray, Robert & Diane Mand, Christine Marchand, Gladys Mark, Dolores Martos, Joel & Julie Maxfield, Matthew McAdam & Cheryl Crumpton, Susan McCardell, McCormick & Company, Inc., Renee McCullough, Sean & Melissa McKenna, McKinsey & Company, Jeanette Mears-Kyle, Dan Melamed & Sharlene Weatherwax, Brian & Bethany Miller, Mark & Amy Miller, Tri Mobley, Laura Moen, Kathi Morehead, Constance Morella, The Morris & Gwendolyn Cafritz Foundation, Clarence Muse, Anya Nambou, NCB Construction, Inc., Fred & Carole Newman, Chinh Ngo & Tham On, Christine Nickels, Nicole M. Harrell, CPA, LLC, Kimberly Obendorfer, Michael & Lisa O’Connell, Mary Oden, Garbriel Palomo & Blanca Rivas, John & Mary Park, Randy Parrish, Fred & Sandra Parsons, Blair & Brenda Peace, Larry Pearce & Catherine Valcourt-Pearce, Karen Pesapane, Zachary Pond, Ken & Sherry Prather, Loida Prophet, Rob & Karla Qawar, Amanda Raman, Jack & Debra Ramsey, Lillie Ransom, Sareen Reilly, Thomas & Janet Reise, Lawrence & Lynn Ries, Stephen & Joan Riley, Tracy Ritter, The Ritter Family Trust, Carol Robertson, Scott Rodgville, Barry & Lorraine Rogstad, Jeffrey Rohe & Allison Hamilton, , Andrew Ross, Ron & Theresa Santo, Dave & Terri Schellhardt, Rich Schmidt & Diana Lees, John Scott, Robert & Alecia Scott, Joseph Shashaty & Ellen Mowry, Noah Silverman, Patricia Skelly, Richard & Julie Slezak, Gail Soulea, Robert & JoAnn Sperber, Lena Storm, Wilfrid & Bertha Sullivan, Target, Termini Custom Woodworking & Property Maintenance, The Washington Group Special Care Planning Team,



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Board President Karen O'Connor enjoys lunch at the Vocational & Day Services picnic (L); Transitioning Youth Retail Project students express their thanks for an opportunity to learn about careers in retail sales (R).

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Summer volunteers supported After All students (L); Aronson LLC volunteers spent an autumn afternoon raking leaves at a Residential Services home.

Gaddis & Gary Begin, Benjamin & Kristine Gielow, Great Kids Events, Lenworth & Nneka Henry, Historic Ships In Baltimore, Holiday Inn Gaithersburg, The Home Depot, Horseshoe Casino Baltimore, Ingleside Vineyards, Vince & Farnaz Johnson, Steven & Wendy Kaufman, Knight's Gambit Vineyard, Liberty Mountain Resort, John & Elizabeth Lotis, Eugene & Deborah Mark, Maryland Live! Casino, Maryland Science Center, Joel & Julie Maxfield, Metropolitan Ballet Theatre & Academy, Angelita Missall, Mosaic Theater Company of DC, National Aquarium, National Museum of Women in the Arts, Newseum, Hossein Noshirvani, Oatlands, Olney Theatre Center, Kathleen Osthus, Karen Pabian, Peaks of Otter Winery & Orchards, Pete's New Haven Style Pizza, Potomac Riverboat Company, Red Wiggler Community Farm, Round House Theatre, Timothy Ryan, Lee & Stacey Shenker, Silver Stars Gymnastics, Snowshoe Mountain Resort, Strathmore, The Studio of Colour and Design by Margie Billian, Studio Theatre, Tarara Winery, Joyce Taylor, Toby's Dinner Theatre, Urban Thrift, Maria Vieira, Vint Hill Craft Winery, Walt Disney World Co., The Washington Capitals, Washington Master Chorale, Washington Nationals Baseball Club, Washington Redskins Charitable Foundation, Wegmans Germantown, Whitetail Resort, Wisdom Oak Winery, Frank & Jacqueline Zappala, ZeniMax Media, Inc.

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Workplace Campaigns Thank you to the individuals who contributed to The Arc Montgomery County through their participation in the following workplace campaigns: Combined Federal Campaign of the National Capital Area, Costco Wholesale Corporation Employee Giving Campaign, DC One Fund, Lenovo Employees Care Campaign, Maryland Charity Campaign, McKinsey & Co. Employee Giving Campaign, PEPCO Holdings, Inc. United Way Campaign, PricewaterhouseCoopers LLP Employee Giving Campaign, SunTrust United Way Campaign, United Way of Central and Northeastern Connecticut, United Way Of Central Maryland, United Way of Greater Philadelphia & Southern New Jersey, United Way of the National Capital Area, Wells Fargo Community Support Campaign, World Bank Community Connections Fund



Joyce Taylor was recognized at the Community, Staff & Volunteer Awards Ceremony for her extraordinary commitment to supporting people with disabilities. Employed with The Arc for over 35 years, she worked her way up from Transportation Administrator to Director of Vocational & Day Services prior to being appointed Executive Director in 2008. Her tenure included completion of a five-year strategic plan focused on inclusion and community engagement, opening Urban Thrift and launching the Transitioning Youth Retail Project. Joyce retired from her role as Executive Director shortly after the 2016 fiscal year ended.

This report reflects donations received from July 1, 2015 through June 30, 2016.

Our Mission—To identify, create and sustain inclusive communities that embrace and engage individuals and families affected by intellectual and developmental disabilities.

Our Work—To support children, youth, adults, seniors and families by providing inclusive child care, work skills training, employment, community living services, resources, advocacy, and respite care.

*We invite you to **Achieve with us.***[®]



MARYLAND
NONPROFITS



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