



The Arc of Montgomery County • FY 2010 Annual Report

# *Celebrating Success*

*Empowering individuals  
with intellectual and  
developmental disabilities  
with lifelong opportunities  
to live, learn, work and play  
with dignity, freedom and  
full inclusion in the community.*

This annual report celebrates the success of program participants who are supported by The Arc of Montgomery County. Success is defined in many ways, but for these individuals, success is embodied by independence, personal achievement, improved health, and the freedom to direct their own lives.

For The Arc, success has meant weathering the financial storm which continues to plague our county, state and nation. We have strived to provide high-quality supports for the individuals we serve, and continue to reduce expenses, consolidate services and choose more cost effective solutions, in addition to advocating for resource funding.

By entering a new strategic planning phase, The Arc is evaluating how to best utilize all resources to effectuate positive change throughout our entire community. Together with our program participants, their families, and our partners in the community, we look forward to continued success in FY 2011 and beyond.

# Working Independently

Tewled Tadesse grew up believing he would work hard and be successful, just like the other members of his family. His intellectual disability was no reason for this goal to be unattainable.

When The Arc reviewed an opportunity at the National Institutes of Health in Bethesda, Tewled was eager to interview for the position. He was willing to manage a long, challenging commute and the early arrival time the position required. Tewled completed the interview, passed the background checks and was hired full-time as a cage washer in one of the NIH labs. With help from his job coach, Tewled worked through the paperwork, orientation details and required training.

Tewled's job requires him to wear full protective clothing, including coveralls, gloves, steel-toed boots and helmet with a fresh air feed. Every morning, his area receives soiled animal

cages from NIH labs. Tewled and his three co-workers empty the cages of used bedding, remove and clean the water bottles, then put the cages through a commercial cleaning station where they are washed and sanitized before being returned to the labs.

Tewled is pleased to be fully accepted and respected by his co-workers. Tewled's supervisor describes him as a model employee: never late to work and always requesting additional duties when his regular tasks are completed.

Tewled proves daily he is more than capable of managing his own work life. He's joined an afternoon carpool and is thrilled to be "one of the guys!"

## VOCATIONAL SERVICES

The Arc of Montgomery County provides adult vocational services, including the Supported Employment Program which assists Tewled. The Arc offers job placement, on-site training, support and supervision. Job coaches monitor each worker's job performance and serve as intermediaries with employers to help workers succeed on the job and resolve concerns before they become workplace problems. Long-standing employment partners include Vanguard Management, BAE Systems, Seibel's Restaurant, Montgomery County government and the Federal government. Work assignments include clerical duties and data entry, custodial and lawn care, packaging and assembly, warehouse services and retail sales and support.



**NOTICE**

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# Overcoming Challenges

For several years, Dara Dosik relied on the generosity of friends for food and shelter, until they could no longer support her. She had no family and no place to go; Dara was homeless.

Dara was raised by her grandfather, and after his death she drifted from one friend's home to another, using a notebook to keep track of where she left her clothes and other possessions. She eventually made her way to a shelter, and finally, to The Arc.

Dara is now living independently with daily drop-in support. She attends a day program twice weekly, and volunteers at a local preschool three days a week. In her free time, Dara likes to go walking and spend time with her friends, and she volunteers with the county elections board and at a homeless shelter.

A good babysitter in high school, Dara has always loved working with children. She enjoys watching their excitement

over small discoveries and likes to help them learn right from wrong. As a result, she is pursuing a child care certification at Montgomery College. Dara has already completed 90 of the required 120 hours of classroom instruction, and hopes to find a full-time position in child care when she finishes her certification later this year.

Next on Dara's agenda is obtaining her driver's license so she can have more work opportunities available. The structure of The Arc's residential program supports Dara and provides her with a "safety net," but allows her the freedom to make choices about how best to live her life. She is home, working to realize her dreams.

## RESIDENTIAL SERVICES

The Arc of Montgomery County's Residential Services focuses on individualized supports for program participants like Dara. Staff promote independence for people living in apartments, townhouses and single family homes. Homes are located in various Montgomery County communities including Kensington, Bethesda, Rockville, Silver Spring, Gaithersburg and Montgomery Village, and every resident enjoys a private bedroom. During weekdays, all participants are involved in education, work, community service or senior living activities. Evening and weekend activities are based on individual interests and typically include fitness, dining out, movies, shopping, music, art, and/or lifetime education classes.

# A Fragile Beginning

Sophia Belmonte was born two months prematurely while her parents were on active military duty in Italy, and she almost didn't survive being airlifted to more specialized medical facilities in Germany.

Diagnosed with hyperbilirubiniemia and desperately ill with sepsis, an infection of all the systems in her tiny body, Sophia weighed only one pound and seven ounces at the time. She spent two months in the neonatal intensive care unit in Germany before she was considered strong enough to withstand the long flight back to the US. Another two months of intensive treatment in the NICU at Bethesda Naval Medical Hospital finally helped Sophia grow well enough to go home.

Because Sophia has significant medical issues and needs, she can't attend a typical child care facility. Her mother searched for medical child care and found The Arc's unique Family, Infant

and Child Care Center (FICCC). The program has been a wonderful solution for Sophia, as the staff adeptly manage her respiratory problems and delayed motor skills, while striving to give her a "typical" early childhood experience. In addition, Sophia's parents have access to resources and information, and they receive support and advice. At FICCC, Sophia is just a regular kid with more interesting equipment!

Caring for Sophia is a full-time, stressful activity, but her parents are grateful to have this beautiful child in their lives. They believe it's helped them know more about themselves and they feel Sophia supports them as much as they support her.

## CHILDREN'S SERVICES

The Arc of Montgomery County has several programs for children, including the Family, Infant and Child Care Center (FICCC) which supports Sophia. This unique program is specifically designed to meet the medical and developmental needs of chronically ill children from six weeks to five years of age. The staff includes pediatric registered nurses, trained child care providers and a family coordinator. Stringent infection control procedures help prevent the spread of illnesses which can be especially harmful to children who are medically-compromised. Nurses evaluate each child daily and provide necessary procedures or treatments, in addition to parent training.





# *Living in her Community*

While Wendy Andrews lived at Rosewood Center, an institution near Baltimore, she felt mistreated by the staff and was so frustrated she broke out windows with her bare hands.

Wendy had no choices, no way to exercise control over her own life, no means for improving herself, and no future different from the narrow boundaries of her day-to-day existence. She unleashed her frustration through inappropriate behaviors, which earned her a reputation as a “bad girl.”

Today, Wendy lives independently in her own apartment, supported by counselors from The Arc who help her manage the activities of daily life, such as shopping, meal preparation and laundry. In her free time, Wendy likes to go bowling with friends, play BINGO, browse stores at the mall, enjoy dinner at nearby restaurants, and visit her family in Baltimore. Two days each week

Wendy works as a stock clerk at Giant Foods. Her work hours have been reduced due to the poor economic environment, so Wendy is looking for a second position to supplement her income. She relishes earning her own money and takes pride in her work.

Wendy’s fierce independence drives her to push forward and improve herself. She is enrolled in weekly reading classes, and looking forward to selecting books she wants to read, and then completing them on her own.

Wendy is proud of her achievements and proud of being included in her community. Even more important, Wendy is happy to make her own decisions about how best to live her life.

## **FAMILY AND COMMUNITY RESOURCES**

The Arc of Montgomery County offers individualized supports to maximize and maintain living skills while promoting community inclusion. Staff meet regularly with program participants like Wendy to assess and evaluate ongoing needs, incorporating input from family, friends, agency staff and employers. Services are customized and may include assistance with independent living, financial management, social and recreational activities, medical needs, school, employment and transportation. Links are made with existing community resources and participants are encouraged to utilize natural supports in their community.

# Learning Self-Reliance

At the end of each day, fifteen-year-old Chris Mazur utilizes Metro Access paratransit service to make his way home independently, allowing his mother to complete her work day.

Chris started his services with The Arc as a small child in the Montgomery Primary Achievement (MPAC) program. The intensive special education services he received allowed him to transition into public school. Now Chris is enrolled in the Learning for Independence program at Einstein High School, and participates in The Arc's After All program after school and during summer breaks.

Last summer, Chris worked at his first job, as a bat boy for the Takoma Park Thunderbolts. His duties included tidying up the dugout, cleaning helmets, putting bats away, sweeping up after games and lining up on the field to support the players on special event days.

In his free time, Chris likes to visit his

neighbors and walk or play with their dogs. He also helps the neighbors with tasks like raking leaves or shoveling snow, and by caring for their birds and plants during vacations.

The After All program reinforces the skills Chris needs to be more self-reliant. He learns how to travel independently and to use the internet for accessing information. He also works on his social skills, learning to take turns and interact appropriately with his peers.

After his homework is completed, Chris plays Wii with friends or engages in the structured activities After All provides. His mom knows he is safe and Chris is happy to be in a place which respects his growing independence.

## CHILDREN'S SERVICES

The Arc of Montgomery County's programs for children include After All, a structured and closely supervised after-school and summer program for pre-teens and adolescents. Adolescents like Chris participate in a wide variety of activities, including computer skills development, arts and crafts, cooking, outdoor recreation, indoor games, supervised homework during the school year and outdoor swimming and other community field trips during the summer. They also take advantage of home skills stations, which reinforce activities essential to independent daily life.



# Supporting Our Mission

Our sincere thanks and appreciation to these donors who supported The Arc of Montgomery County from July 1, 2009 through June 30, 2010.

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*Casino Night celebrators Maureen Donelan, Greta Kreuz and Sara Rosen.*





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*Ramon De Paula playing with The Band at Casino Night.*

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*The Arc of Montgomery County has been serving individuals and families affected by intellectual and developmental disabilities for over 50 years. To make a contribution or learn about other ways you can help advance our mission, please contact the Director of Development, Doug Gaddis, at 301.984.5777 x1244 or DougG@arcmontmd.org.*

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*Frank Zappala shares information about the proposed alcohol tax with the media in Annapolis on Developmental Disability Day.*

# Financial Operations Report

## Statement of Financial Position

July 1, 2009-June 30, 2010

### ASSETS

Cash .....	\$4,753,328
Accounts Receivable .....	2,262,353
Investments .....	2,126,949
Prepaid Expense .....	151,493
Property & Equipment .....	2,209,206
Deposits .....	57,795
<b>TOTAL ASSETS.....</b>	<b>\$11,561,124</b>

### LIABILITIES & NET ASSETS

Accounts Payable .....	\$263,284
Accrued Payroll & Related Liabilities.....	1,088,452
Due to Support Groups & Participants .....	204,202
Refundable Advance .....	4,493,387
Due to State of Maryland.....	34,405
Notes & Mortgages Payable .....	949,336
Net Assets .....	4,528,058
<b>TOTAL LIABILITIES &amp; NET ASSETS.....</b>	<b>\$11,561,124</b>

## Consolidated Statement of Activities

### PUBLIC SUPPORT & REVENUE

Direct Contributions.....	\$310,416
United Way .....	23,518
Special Events .....	37,202
Government Agencies.....	20,112,113
Investment Income .....	37,955
Membership Income .....	24,525
Program Service Fees .....	2,356,534
A.R. Bancroft Fees.....	135,000
Miscellaneous .....	506,342
<b>TOTAL SUPPORT &amp; REVENUE.....</b>	<b>23,543,605</b>

### EXPENSES

Vocational Services .....	\$3,831,815
Children's Services .....	3,305,453
Family & Community Resources .....	3,272,016
Residential Services.....	8,862,255
Transportation Services .....	931,258
Administration .....	1,591,222
Fundraising .....	120,861
<b>TOTAL EXPENSES.....</b>	<b>\$21,914,880</b>

### Net Assets

Beginning Net Assets .....	\$2,899,333
Ending Net Assets .....	\$4,528,058
Change in Net Assets .....	\$1,628,725

Audited Financial Statements are available at The Arc of Montgomery County, 11600 Nebel Street, Rockville, MD 20852.



*The Arc of Montgomery County has earned a Seal of Excellence from Maryland Nonprofits, in recognition of a voluntary commitment to meet Standards for Excellence set forth across eight areas of operation and incorporating 55 specific performance objectives.*



11600 Nebel Street, Rockville, MD 20852

301.984.5777

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