

FY25

Annual Report



**I AM
MEDICAID**

Don't Cut Me!



Empowering People.

Strengthening Community.



From Our Board President & CEO

Fiscal year 2025 was one of meaningful progress and partnership for The Arc. Together, we strengthened our mission to protect critical support for Marylanders with disabilities, ensuring people and families continue receiving the services they depend on. We proudly celebrated the first graduating class of our Empowering Abilities Fellowship, an important step in addressing the Direct Support Professional workforce gap and expanding employment opportunities for people with intellectual and developmental disabilities (IDD). We were also honored to be named one of The Washington Post’s 2025 Top Workplaces, a recognition underscored by a remarkable achievement: a 96% reduction in employee vacancies!

As we look ahead, we remain focused on expanding After All, with our newest location preparing for increased enrollment. At the same time, we continue advancing our Strategic Plan, and we invite you to join a work group to help build a more welcoming and inclusive Montgomery County.

Our progress is possible because of our donors, employees, families, and partners. Thank you for your unwavering support.



Scan QR code for Strategic Plan

Constance U. Battle, MD
President of the Board

Daria, Cervantes
Chief Executive Officer

Board Leadership Recognition

Constance U. Battle, MD has served on our Board of Directors for eight years, bringing both professional expertise as a pediatrician specializing in child development and experience as a parent of an adult with disabilities. As Board President for three years, she provided steady leadership, advancing key initiatives such as expanded support services, streamlined governance, and market-aligned salaries. We thank her for her dedicated service to The Arc Montgomery County.

Mission

The Arc Montgomery County connects people of all ages and abilities with their communities to build inclusive and fulfilling lives.

Inclusion

All people are valued members of their communities with equal rights. Everyone has the opportunity to make choices and construct a fulfilling life by developing mutual, authentic and lasting connections with other people. Each person is appreciated and celebrated for their abilities.



NUMBERS AT A GLANCE

176

Children & Youth

98

Community Living

56

Personal Supports

161

Employment
& Meaningful Day

600

Respite
Coordination

COMMUNITY ENGAGEMENT

1398

Volunteer Hours

470

Membership

5

Media Mentions

FINANCIAL IMPACT

\$184,085.10

Donations

\$1,525,621.73

Grants Awarded

Empowering Abilities: Building Inclusive Career Pathways in Montgomery County

With its first graduating class successfully completed, the Empowering Abilities Fellowship is doing something not offered anywhere else in Montgomery County.

Designed as a fellowship-style initiative, Empowering Abilities is an eight-week paid program that trains people with disabilities to become Direct Support Professionals (DSPs). The program was created in response to a persistent gap in competitive, meaningful employment opportunities for people with intellectual and developmental disabilities (IDD), not because of a lack of talent, but because a lack of access.

Empowering Abilities challenges that narrative. Through practical skill-building, career exploration, and hands-on mentorship, fellows gain the tools and confidence needed to pursue professional pathways in the disability services field. At the same time, the program supports employers in building more inclusive, supportive workplaces.

Partnership is a defining feature of Empowering Abilities. By collaborating with nonprofit leaders, community stakeholders, and inclusive employers, the program creates intentional pathways that align individual strengths with real workforce needs. These partnerships reinforce a powerful truth: inclusion is not charity, it is strategy.





A Simple Conversation Turns into a New Adventure

The success of our After All program in Kensington sparked new interest across the county.

At a transitions fair for high school youth, Breanna Tavernier, Program Administrator at KFICCC, connected with Sarah Starr, Principal of Longview School in Germantown, Maryland. During their conversation, Principal Starr shared a pressing need. Longview serves students with intellectual and developmental disabilities (IDD) as well as significant medical needs. For families of these students, finding appropriate after-school and summer care can be especially challenging. Programs that can meet both developmental and medical support needs are limited and often unavailable. Families also expressed that they wanted the option to be available at their child's home school, as transportation to our first location created a significant barrier.

That single conversation turned into action.

Today, we are proud to share the expansion of the After All program to a second location at Longview School. While this new site begins on a smaller scale, its impact will be meaningful. It represents increased access, expanded opportunity, and a direct response to what families have been asking for.

Our vision extends beyond one additional site. The hope is that this model continues to grow, reaching more schools and families throughout Montgomery County.



Transforming Our Workforce: A Year of Record Vacancy Reduction and Stronger Retention

Over the past year, our organization has made real progress in strengthening our workforce and improving employee retention.

In March 2024, we faced 222 position vacancies, which created challenges across departments. By the summer of 2025, that number dropped to just 8 vacancies, marking one of the most significant staffing improvements we've seen. Today, we have 19 vacancies, a clear sign that our recruitment and retention efforts are working.

A key part of this success comes from improving how we welcome new employees. We created a dedicated role to guide them and strengthened our hiring process, so they feel supported right away. These changes helped new employees receive consistent support and a smoother transition into their roles.

These efforts have strengthened our foundation for long-term success and created a more positive experience for every employee.

**TOP
WORK
PLACES
2025**

The Washington Post

Where Mission Meets People: A Culture Worth Celebrating

Being mission-driven is powerful, but being people-driven is what truly sets us apart.

The Arc Montgomery County was named one of The Washington Post's 2025 Top Workplaces, an honor based entirely on feedback from employees. The confidential, third-party survey measures key elements of workplace culture, including trust in leadership, alignment with mission, communication, and connection across teams. The results made one thing clear: our employees believe in where we are headed and how we are getting there.

Over the past few years, we have made great strides in advancing our Strategic Plan, strengthening internal systems, investing in employee development and well-being, and improving how we collaborate across departments. That intentional work is reflected not only in outcomes, but in how our team describes our culture.

What makes this recognition especially meaningful is that it reflects the authentic experiences of employees. It signals they feel valued, supported, and empowered in their roles. A strong workplace culture does not happen by accident; it is built through intentional leadership, investment in professional growth, and a shared commitment to the organization's mission.



Advocacy in Action: How We Help Protect Critical Support for Marylanders with Disabilities

The Arc Montgomery County is proud to have played a pivotal role in one of the most significant advocacy efforts our state has seen in decades. When Maryland proposed a billion dollars in cuts to its Medicaid waiver program, reductions that would have slashed funding by nearly 25%, our community mobilized with urgency and purpose. Thanks to a unified, statewide response, the final budget reduced the impact to about 5%, preserving critical support for people with intellectual and developmental disabilities (IDD).

Government Affairs Specialist Chris Leacock captures the gravity of the moment, noting, “This was a historically proposed reduction. I have never seen such big cuts to one group.” His words reflected the concern felt by people supported, families, providers, and advocates across Maryland.

In response, The Arc joined forces with partner organizations across the state, amplifying the voices of those most affected. Together, we generated extensive media coverage, educated lawmakers, and helped organize a powerful rally on Lawyers’ Mall in Annapolis. More than 1,000 people filled the space, sending the clear message that disability services must be protected.





Additionally, our STAND Together advocacy group nearly doubled in size this year, empowering more people with disabilities to share their stories, build connections, and speak with lawmakers at every level.

The fight is far from over. The Arc Montgomery County remains committed to securing sustainable funding, equitable policies, and a future where people with IDD can thrive. Since 2023, many have lost Medicaid and waiver eligibility without proper notice. We will continue working to ensure people with disabilities receive due process and that their rights are protected.



A Tradition of Joyful Giving



For nearly four decades, Holy Cross Catholic Church has transformed the simple act of giving into a cherished tradition that spreads love throughout the community. The Giving Tree began when a new parishioner brought the idea to Holy Cross' Social Concerns Committee. Soon after, another member volunteering at The Arc suggested including the people we support, and the partnership has flourished ever since. What started with just a few organizations has grown to ten, never missing a single year, even during the pandemic, when parishioners found creative ways to keep the spirit of giving thriving.

Each holiday season, parishioners eagerly await the sight of the tree near the altar, its branches filled with handwritten tags representing holiday wishes. Choosing a tag is a thoughtful act; parishioners take great care in selecting gifts that honor the dignity and joy of each recipient. The Arc holds a special place in their hearts, recognized as a vital and deeply valued part of the community.

The Giving Tree ensures that every person we support has something joyful to open during the holidays. For many, these gifts are more than presents; they are reminders that they are seen, valued, and embraced by their community.

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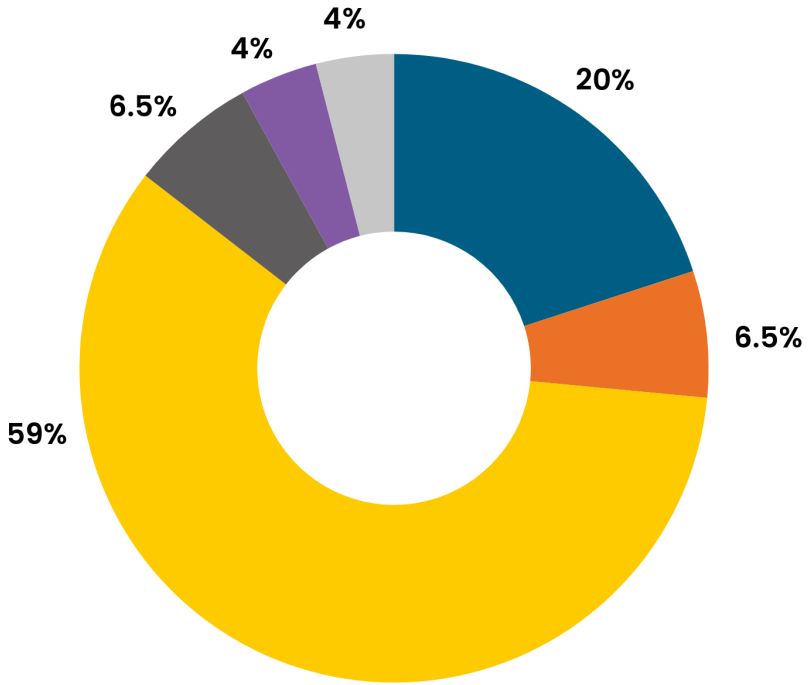
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FY25 Revenue by Source

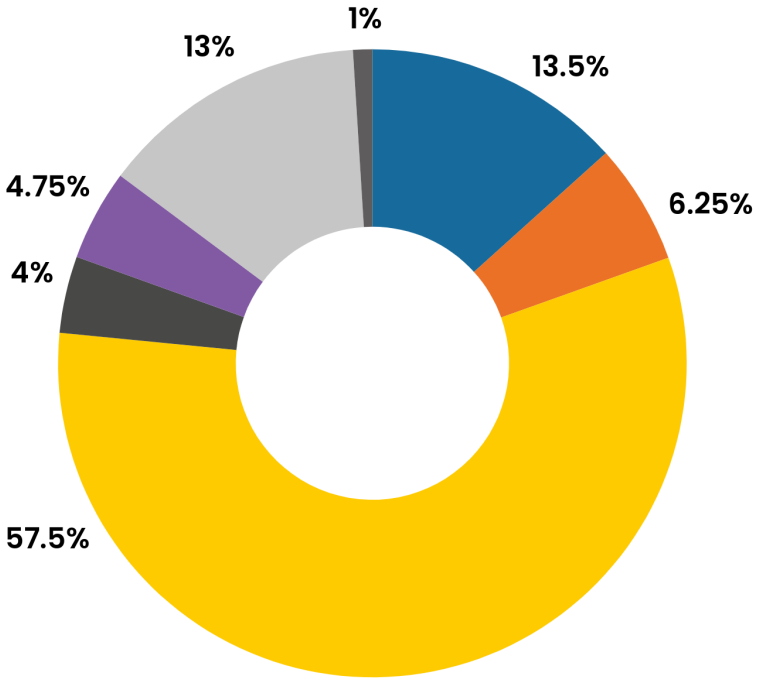
Total Revenue \$50,714,635



- Employment & Meaningful Day
- Children & Youth
- Community Living
- Personal Supports
- Respite Coordination
- Contribution & Other

FY25 Expenses by Division

Total Expenses \$46,864,154



- Employment & Meaningful Day
- Children & Youth
- Community Living
- Personal Supports
- Respite Coordination
- Administration
- Fundraising



Achieve with us.®

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TheArcMontgomeryCounty.org



Scan the QR code to join us on our mission!

