



Advocacy in Action

FY 2014 Annual Report



Oh yes, we know The Arc Montgomery County!

We've had so many calls from you guys that we can hardly get our work done.

This comment from a legislative aide during the 2014 State Assembly session proved that our advocacy efforts were making an impact! We were helping the people we support and their families express their concerns about recently introduced legislation. We were helping our

staff connect with their own elected representatives and explain why increased funding was critical. **We were getting attention.** Starting with delivery of The Arc Maryland legislative calendars in January and continuing through Developmental Disabilities Day in February, last-minute calls for testimony and a "Raise the DD Wage" lobby night, The Arc Montgomery County was seen and heard in Annapolis. Will our efforts make a difference over the long term? Only time will tell, but some legislation passed which *will* improve the quality of life for the people we support and their staff.

Funding to support people with disabilities has not kept pace with inflation; minimum wage and other programmatic costs keep rising. Sometimes providing basic support services is a fiscal challenge. Our mission is to do *more* than simply feed, clothe and shelter people with disabilities; we want to help them construct fulfilling lives in their communities and to make connections with other people. For our mission to become reality, we need more funding...and that's the advocacy message we shared.



Tobin Conley
President, Board of Directors



Joyce Taylor
Executive Director



Beginning in 2008, drastic cuts were made by both state and federal governments to support services for people with disabilities. During the same time period, service providers saw their costs continue to rise and the need for services continue to increase. This is the first generation of people with I/DD who are living well into their 70s and 80s, and the financial strain on provider agencies like The Arc is growing. People who entered the system when they were young and relatively healthy now suffer from age-related issues including diabetes and dementia, but funding does not keep pace with the cost of providing more intensive support services. Over 8,000 people are on a waiting list for services in Maryland and unfunded mandates like nurse supervision and staff training continue to expand.

Focus on the State

Service providers like The Arc are paid a “wage factor” from Maryland’s Developmental Disabilities Administration (DDA) which is intended to cover the cost of wages and benefits for direct support staff. In FY 2014, this wage factor was \$9.82 per hour and it applied equally to staff at all levels (long-term employees and new hires). Seven years earlier, this wage factor was 77% higher than the state minimum wage. It dropped to only 35% higher in 2014 and will fall even lower, because the state minimum wage is increasing to \$10.10/hour and the county minimum wage is increasing to \$11.50/hour.

On top of the increases in minimum wage, the Affordable Care Act exponentially increased staffing costs and other overhead expenses continue to rise more quickly than DDA increases, which are well below cost of living allowances. Unless the DDA wage factor increases over the next few fiscal years, direct support staff positions will become minimum wage jobs.

Board members, self-advocates and staff arrived in Annapolis on a cold February evening to encourage their elected officials to support increasing DDA funding.





Family members, board members, staff and self-advocates hand wrote over 100 letters to their elected officials, urging for an increase in the rate DDA pays to providers for staff support of people with disabilities.

This is the platform from which The Arc Montgomery County’s advocacy efforts launched. Direct support staff deserve to be paid more than minimum wage, as these positions require specialized training and skills, and they are directly responsible for the safety, health and community engagement of people with disabilities. Competitive pay rates are a key factor in keeping quality staff and avoiding the “revolving door” effect which has such a negative impact on people with disabilities.

By banding together with other service providers and advocacy organizations, including Maryland Association of Community Services (MACS) and The Arc Maryland, The Arc Montgomery County and other I/DD service providers successfully negotiated a legislative mandate to increase funding for community-based I/DD services by 3.5% each year from FY 2016-FY 2019. These increases, combined with a 4% budgeted mid-year increase in FY 2015, will keep the DDA wage factor rate at least 30% above state minimum wage through FY 2019.

This hard-won success is due directly to the advocacy efforts of people with disabilities, their family members, staff and board members. **Real stories about real people made a key difference in Annapolis!**

Testimony in Support of House Bill 1266 (DHMH Minimum Wage Reimbursement)

In any human service agency that provides support to individuals with developmental disabilities, the strength of the agency's programs relies heavily on its direct support professionals. As a recruiter and front-line supervisor, I have seen first-hand that these staff members are the heart of our agency. They bear the responsibilities of making sure that our participants' most immediate needs are met and that they are leading meaningful lives, engaged in their community.

Direct support professionals assist someone with disabilities with cooking and other household tasks. They work around the clock to secure adequate housing for low-income participants and to facilitate access to state and local benefits. They help those with financial challenges to make careful decisions in monitoring their budget. They support families in emergencies and are the first ones waiting in the ER until a participant is discharged from the hospital. These staff must undergo background checks, complete and pass over 70 hours of state-mandated training, and maintain current status with their medication certifications and annual training renewals.

Our staff wear many different hats, acting as family, advocate, counselor, educator, nurse, and friend all at once. With crises always around the corner, they often find themselves in a situation where they have to take risks and make independent decisions that have huge implications for the health and safety of the individual being supported. Because of our staff, someone's son or daughter now finds it possible to cope with life's ongoing challenges. Because of our staff, someone previously institutionalized can now live in the community and hold a job. Because of our staff, someone can have access to friends and participate in regular church outings, visit the local book club, or be active in a self-advocacy group.

Do these direct support positions sound like they should be minimum wage jobs? I think not. It is hard enough now for non-profit agencies to recruit, train, mentor, and retain high quality staff. If there isn't an increase in the wage to direct support professionals proportionate to the increase in the state minimum wage, it will be devastating to the people we support. Our participants need consistency, structure, and ongoing nurturing from their staff to lead fulfilling lives and this cannot be provided if the wages do not remain competitive. While we support raising the minimum wage, we also need DDA to provide us with the funding to increase the wages of the workers who matter most to our participants. They are truly the unsung heroes. Thank you!

*Yufei Hou, Program Coordinator
The Arc Montgomery County*



Yufei Hou (left), Tanya Olson and Rose Ogiata met with a legislative aide to explain the need for increased DDA funding to pay competitive wages to direct support staff.

How Cree Creates Jobs

Our son, Cree, now age four, has attended The Arc Montgomery County Karasik Family, Infant & Child Care Center since he was four months old. He is a heart surgery survivor who was also born with the rare Phelan-McDermid Syndrome and neurofibromatosis 2. In addition to all of the issues that result from those chromosome deletions, including severely low muscle tone, lack of speech, and eating issues, he has epilepsy and bilateral hip subluxation. Cree is a medically fragile child who at times requires an intense level of care.

We have been blessed to have all of Cree's support services under one roof—child care, special education preschool program, nursing support, physical/occupational/speech/vision therapies, and family support. Given the nature of Cree's disabilities, he requires the skills of many professionals from various backgrounds—**this one small child creates jobs for many!**

Larry Pearce and
Catherine Valcourt-Pearce



Larry Pearce, Catherine Valcourt-Pearce and Cree Pearce met with Delegate Ariana Kelly (above) and other elected officials to share their story and to stress the importance of continued funding for programs which provide specialized child care for medically-fragile children.



Developmental Disabilities Day in Annapolis focused on strength in numbers by encouraging people with I/DD, their staff and family members to join together and ask for support from their elected officials (right).

State Legislation Enacted in 2014 Impacting People with Disabilities

HB 294/SB 542: Law Enforcement Officers Training Requirements. Alters entrance-level and annual in-service training for law enforcement offices to include training regarding individuals with physical, intellectual and developmental disabilities.

HB 295/SB 331: Maryland Minimum Wage Act of 2014. Increases the Maryland minimum wage to \$10.10 by 2016 and ties future increases to the Baltimore/Washington Consumer Price Index (CPI). Creates a statutory mandate for an annual 3.5% rate increase from FY 2016 through FY 2019 to ensure funding for DDA provide direct support wages at approximately 130% of minimum wage.*

HB 556/SB 418: DDA Low Intensity Support Services Funding. Lowered the funding cap for Low Intensity Support Services (LISS) from \$3,000 to \$2,000 per person, per fiscal year.

SB 606: DDA Deputy Secretary. Elevated the position of DDA director to a DHMH Deputy Secretary.

SB 654: Down Syndrome Required Information. Requires DHMH to provide information to health care facilities and providers for expectant parents who receive a positive Down Syndrome test result.

HB 908/SB 849: Nurses, Nursing Assistants, Medication Technicians and Electrologists Licensing. Requires Certified Medical Technicians (initial and renewal) to undergo a CJIS criminal background check beginning January 1, 2015. Requires the Board of Nursing establish a rap-back program wherein each applicant's fingerprints will be retained by CJIS and all new and additional criminal information will be reported to the Board of Nursing.

**Editor's Note: The statutory mandate for an annual 3.5% rate increase from FY 2016-2019 was cut immediately prior to the 2015 legislative session. The final outcome was still pending at the time this report was published.*





Kelly Piacesi presented testimony to the Montgomery County Council related to increases in support staff wages.

Focus on Montgomery County

For over 25 years, the Montgomery County Government has provided a match to state-funded services for county residents with I/DD. These critical funds are paid on behalf of county residents directly to local provider agencies licensed and funded by Maryland DDA. The match is specifically earmarked to supplement wages for direct support staff, and has kept people employed in Montgomery County, where the cost of living is higher than the state average. Since 2009, the match provided by Montgomery County has decreased by almost

2% (relative to total DDA funding). Over this same period, approximately 100 new county residents have entered the system annually, with no matching funds. The added responsibility of meeting new minimum wage guidelines for Montgomery County which are significantly higher than the state minimum wage emphasizes the need for matching county funds.

The Arc Montgomery County, as part of Montgomery County InterACC/DD (a coalition of 26 I/DD providers which support more than 3,000 county residents), proposed a four year plan to restore the county match to pre-recession levels, by implementing modest increases each year. Although the entire requested amount was not provided, both the Montgomery County Executive and County Council each included in their budgets an increase in funding for the supplemental match for FY 2015.

This match is an essential resource to provide competitive wages to direct support staff whose work impacts the lives of thousands of Montgomery County's most vulnerable residents and their families. Together with increases from DDA, an increase in the supplemental match will mean The Arc can pay staff a living wage.

Request to Increase Montgomery County Match of DDA Revenue

I have a daughter who receives both residential and employment services from The Arc Montgomery County. As parents, my husband, Joe, and I are concerned for her health, happiness and security. We believe the staff who support her should be professionals of the highest quality. These direct support professionals are our substitutes when we cannot be there. They are her mentors, counselors, teachers, medicine dispensers, and sounding boards. They are aware of her likes, dislikes and personal preferences and help her reach her goals. They help her keep track of her correspondence and appointments so that she doesn't miss important meetings and dates. They make her aware of events in the community and take her and her friends to dances, plays and other activities so she can have a full and meaningful life. Indeed, they are very special people in her life and the lives of all the people with whom they work.

We support the increase in the minimum wage recently passed by Montgomery County and the State of Maryland. However, the direct support professionals working in residential, employment, day and community programs to support residents of Montgomery County who have developmental differences should not be minimum wage workers. They should receive greater compensation than the minimum wage because they must undergo extensive training in healthcare and the regulations of the Maryland Developmental Disabilities Administration (DDA) and the State of Maryland AND because the lives of the people they support are literally in their hands.

The State of Maryland is increasing the minimum wage and is requiring an annual increase in payments made to DDA providers, but the much higher minimum wage requirements in Montgomery County will stretch DDA providers to near breaking points. They cannot simply charge more for their services—so they need our county's support to ensure people with developmental disabilities are supported by trained, caring professionals.

The staff who support our daughter and who directly impact her life in so many important ways should not earn minimum wage. These people are talented, trained professionals and called upon to make sophisticated judgments every day. We respectfully urge you to fully fund the original supplemental match request from the DDA providers, to help ensure that DDA providers can remain competitive employers and secure excellent staff to support our county's vulnerable residents.

Judith Ann Pauley



Cecilia Pauley joined her parents at a Montgomery County Council meeting to advocate for an increased match to the Montgomery County DDA supplement.

Board of Directors

Tobin Conley, *President* | Alan Pultyniewicz, *Vice President* | Eugene Mark, Jr., *Treasurer* | Wendy Kaufman, *Secretary*
Joel Berry | David Castaneda | Virginia Colten-Bradley | Elizabeth Cyr | Rhonel Dimaranan | Brett Friedman |
Michael Mack | Kathleen Maloney | Roger Marcotte | Beth Sodee | Lillian Trippett

Administration

Joyce Taylor, *Executive Director* | Clyde Agnew, Jr. | Daria Cervantes | Asha Clark | Ellen Franks | Douglas Gaddis | Peter Green | Djibril Kamara | Jhenileen Libongco | Deborah Mark | Marian Kitty Salahuddin | Chrissy Shawver | Mary Walter

Generous Donors

Sustainers (\$10,000+)

Thomas & Margaret Canby
Capital One Bank
The Arc United States
The George Rusty Canby Trust
The Insurance Exchange, Inc.
The Jim and Carol Trawick
Foundation, Inc.

Benefactors (\$2,500-\$9,999)

Allied Pharmaceutical Services, Inc.
AMR Commercial, LLC
Commonwealth Digital Office
Solutions
William Hamilton
Eric Jorgensen
Klinedinst Management, Inc.
Albert & Helen Pollin
Robert Half International

Schreiber Translations, Inc.
Joyce Taylor
The Terence E. & Sarah J. Bryne
Foundation
Anonymous

Sponsors (\$1,000-\$2,499)

Julia Abate
ABC7/WJLA-TV and Newschannel 8
Patricia Abell
Akin Gump Strauss Hauer & Feld LLP
Loretta Alexander
Maria Alfonzo
Allstate Leasing, Inc.
Constance Battle
Barbara Bender
Tracey Brown
Delcor Technology Solutions, Inc.
Jack & Eileen Dillon

David & Maria Dudish
Peter & Dana Eason
Fred & Hilda Ederer
EVO Payments International
Gaithersburg Garage Door
Philip & Janet Golrick
Richard Huber
Infinity Nursing Services, Inc.
Dov Judd
Laura Knott
Thomas Kornfield
Benjamin Kramer
Robert & Lori Krolikowski
Gerald Kurihara
Jeffrey & Mary Laizure
M&T Bank
Roger & Carol Marcotte
Betsey McCoy
Kenneth & Susan McGivney



McKinsey & Company
 Dan Melamed &
 Sharlene Weatherwax
 Merrill Lynch
 Benjamin & Bettye Miler
 Mullen, Sondberg, Wimbish &
 Stone, P.A.
 MyOfficeProducts, LLC
 Hanh Thi Nguyen
 Payroll Network, Inc.
 PEPCO
 Alan Pultyniewicz
 Henry Quintero & Marilyn Taggart
 Johnna Robinson
 Danilo & Maria Nydia Romero
 David & Esther Ruderman
 Saint Mark Presbyterian Church
 Carl & Judith Saxinger
 Richard & Barbara Sincoff
 Lena Storm
 The Arc Montgomery County
 Residential Support Group
 The Aronson Foundation
 Allen Trainer
 Pamela Trance
 Unum
 Edwin Weiner
 Matthew Welsh & Laura Hoard
 World Bank Community
 Connections Fund

Patrons (\$500-\$999)
 Bakery, Confectionery, Tobacco
 Workers & Grain Millers
 International Union
 Clyde Agnew & Delando Haywood
 Harbhajan & Satinder Ajrawat
 Melika Al-Kawas
 Paul & Barbara Altman
 Jean Anderson
 Lucas & Mandie Aubrey
 Bank of America Charitable Foundation
 Ben Barbour & Jhenileen Libongco
 Harry Benoit
 Brian Billman
 Michael Bradley &
 Ginny Colten-Bradley
 Justin & Rachel Browder
 Jessie Brown
 Joseph & Deborah Brown
 Jody Buyalos
 William & Mary Callanan
 Daria Cervantes
 Robert & Asha Clark
 Clyde's Tower Oaks Lodge
 Jeffrey & Carol Cohen
 Tobin & Susan Conley
 Olga Cotton
 Barry & Sharon Covington
 Thomas Crews
 Zacahary Dubin
 Edelman Financial Services, LLC
 Sean Farrell
 John & Juli Feissner
 David & Barbara Fishback
 Philip Fox
 Douglas Gaddis & Gary Begin
 Thomas & Joan Grimes
 James & Judy Hanger
 The Hanover Insurance Group
 Steven Hass
 Stephanie Katz
 Steven M. Kaufman, DMD, PLLC
 Steven & Wendy Kaufman
 Gregory Laubach
 Ike & Catherine Leggett
 Don & Lilly Liang
 Eugene & Deborah Mark
 Joel & Julie Maxfield
 Guillermo & Maria Montes
 Tracy & Margaret Mulligan
 Segun & Grace Obebe
 Thomas & Karen O'Connor
 Richard & Carol Osborne
 Planet Depos, LLC
 Polinger Shannon & Luchs
 Company
 Allen Reynolds
 Mark & Heidi Rittenberg
 Royal Treatment Health Care
 Services, Inc.

Steve Ruckman & Ximena Rocca
 Gary & Caryn Seligman
 Jennifer Sevier
 Craig & Christina Shawver
 Sidney & Eleanor Glassman
 Foundation, Inc.
 John & Dorothy Slavcoff
 Ilene Solomon
 Joseph & Suzanne Spaniol
 Ronald & Isadora Stehlin
 Francis & Patricia Sullivan
 The Louis J. & Ruth G. Herr
 Foundation
 Lillian Trippett
 Steve & Mary Walter
 Leiping Wang & Qingtao Yang
 Jeremy Welsh
 Wiley Rein LLP
 Martin Zadravec

Contributors (\$250-\$499)
 American Pest Management
 BAF Consulting LLC
 Douglas Baumgarten
 Joel & Heather Berry
 Albert & Faye Bonner
 Mary Boylen
 Charles & Susan Brome
 Maria Casey
 David Castaneda
 Cord Blood Registry
 Elizabeth Cyr
 DARCARS Automotive Group
 Phaon & Jeanine Derr
 Dale & Margaret Doane
 Arielle Dorros
 Audrey Dyer
 Maura Dyer
 Norman & Judy Elrod
 Frank & Laurian Fasano
 Richard & Joan Fidler
 David & Jodi Fields
 Fitness First Health Clubs
 John & Ruth Fitzgerald
 Ben & Margaret Flowe
 Gary & Ellen Franks
 GEICO Philanthropic Foundation
 Andrea Golden
 Howard & Trudy Jacobson
 Terrence Judge
 Djibril Kamara
 Peter Karasik
 James Kenny
 Max Klein
 Knights of Columbus,
 Maryland State Council
 Knights of Columbus,
 San Juan Diego Council
 Tom Kurihara
 Law Office of Eugene Mark, Jr.



Family members, staff, and self-advocates distributed legislative calendars to Montgomery County senators and delegates on Calendar Delivery Day. Each month featured a story about people with disabilities, and May highlighted the Valcourt-Pearce family from Montgomery County (far left).

John & Karen Magerlein
 Fred Maier
 Maryland Print & Design
 Esther McGuire
 Marc McMullin
 Frances Metz
 Wendell & Jo Ann Mohr
 Montgomery County Employees
 Federal Credit Union
 Glenn & Danielle Nathan
 Joseph & Judy Pauley
 Toni Pollin
 Cynthia Prince
 Jorge & Maria Reis
 John & Elizabeth Roth
 George & Karol Rubenstein
 Farah & Marian Salahuddin
 Gloria Shannon
 Eric Siegfried & Rudi Bracaglia
 Gail Soulea
 Jean Stringham
 Termini Custom Woodworking
 & Property Maintenance
 Laura Van Eperen
 Rhonda Vann
 Viridian
 Steven & Kristen Ward
 Chris Watson
 Robert & Constance Wilson
 ZogSports

Supporters (\$100-\$249)

Phil Andrews
 Curtis Abbott
 Hiwot Abebe
 Rohan Abeyesundere &
 Diana Alegre
 Srimal Abeyesundere
 Bill Alston
 The Arc Central Chesapeake Region
 The Arc Maryland, Inc.
 Robert & Lyda Astrove
 At Home Care, Inc.
 Bach To Rock
 Sandy Bake
 Robert Bartlett
 Valerie Barton
 Fred & Barbara Baughman
 Alex Berman & Lisa Wald
 Bernice Blumenthal
 Catherine Born
 Nicholas & Tammy Brady
 Alexander Brodsky
 Mary Byrne
 Hugo & Susana Cambiaso
 Richard Campbell
 Lee Canby
 Elisa Canete
 Dan & Sharon Cayelli
 Jennifer Chua
 Sambath & Rachel Chung
 Josh & Diane Cole
 Lisa Cornell
 Lee & Eva Cowen
 David & Ellen Crandall
 Carolyn Cudjoe

Joe Cumberpatch
 Tyler Cunningham
 Tamara Darvish
 Ford & Jane Davis
 Jackie Davis
 Rhonel Dimaranan
 David & Dorothea Dressler
 James & Barbara Dryden
 Linda Dutka
 Early Birdies
 Steven & Leigh Easley
 Richard Eastman & Janelle Kuroiwa
 Elizabeth Edwards
 Larry Evans
 Warren & Nellie Evans
 Wayne Evans & Robin Williams-Evans
 Gail Ewing
 Daniel & Robin Flood
 Brett & Stivaly Friedman
 Franklin & Vivian Gee
 Jim Gilchrist
 Joseph Gootenberg &
 Susan Leibenhaut
 John Gould
 Bernard & Phyllis Grace
 Carpe Diem Arts
 Leslie Greenberg
 John & Madeleine Grimberg
 Tommy Grimes
 Jeff & Bonnie Hagstrom
 Marjorie Haire
 Darlene Hamblett
 Cathy Haverstock
 Rusty Hawkins
 Edith Hayman
 Gregory Heckler
 John Heinsen
 Matthew & Christina Hinz
 Kathy Hirsch
 Sheila Hixson
 Donald & Ann Hogan
 Marylee Holt
 Craig Hoover & Julie Grohovsky
 Hope Garden Ballet Academy
 Traci Horne
 Joan Hussey
 Brian & Sue Jackson
 Donald Johnson
 Ellen Johnson
 Michael & Annamarie Kanagy
 James & Winnie Kao
 Joan Karasik
 Mary Kasper & Kelly Whitt
 Nancy Kaufman
 James Kehler & Yana Benumov
 Henry & Elise Kissman
 Eric Koch & Mi-Hee Ahn
 Simeon Kreisberg & Martha Khan
 Sholomo & Netta Krispin
 Mary Kubicek
 Manoj Kumaroo
 James & Helen Landers
 Joel & Joyce Lang
 Martha Lanigan
 Rhoda & Rosanne Lawrence
 Irwin & Anna Leder

Frank & Barbara Lee
 Karen Lee
 Lester Poretsky Family Foundation
 Mark & Elizabeth Levy
 Jhennies Jewels
 Wemcheng & Hilda Lin
 Mary Madison
 Todd Malkoff
 Edward & Mary Ann Maloney
 Kathleen Maloney
 Robert & Diane Mand
 Danielle Mannix
 Justin Marcus & Ambar Cova
 Michael & Pamela Mason
 Matthew McAdam &
 Cheryl Crumpton
 Richard & Robin McEntire
 Monica McNutt
 Jeanette Mears-Kyle
 Margit Meissner
 Michael Mershon & Alicia Jennings
 Brian & Bethany Miller
 Charley Miller & Lynn Taylor-Miller
 Rose Mitchell
 Moyer & Sons Moving & Storage, Inc.
 Michelle Muhammed
 NAFSA
 NCB Construction, Inc.
 Brian & Rachel Needle
 Fred & Carole Newman
 Nancy Pack
 Christopher Paganelli & Anne Linton
 Randy Parrish
 Blair & Brenda Peace
 Maniram Persaud
 Oskars & Metra Petersons
 John & Heather Pettway
 Deserae Philpott
 Nicholas Pirulli & Brent Almond
 Alan Porterfield
 Yolanda Puzzo
 James Quintero
 Raffa, P.C.
 Bryan & Carmen Ramos
 Ken Reichard
 Fred Rich
 Lawrence & Lynn Ries
 Brian & Emily Riley
 Stephen & Joan Riley
 Joy Rodgers
 Barry & Lorraine Rogstad
 Mark Romero & Laura Konda
 Lawrence Rosenblum
 Steven Rosenfeld & Judy Karasik
 Paul Rosenfield
 Roy H. Park, DDS
 Beth Royer
 Ayda Sanver
 Rob & Vicki Schellhase
 Barbara Selbst
 Shirley Silver
 Philip Sirken
 Patricia Skelly
 Eric Sodee & Mary Sesso
 Penny Somer-Greif
 Jeffrey Spencer

Robert & JoAnn Sperber
 Evan Stancil
 Cynthia Swan
 Janet Taliaferro
 Monica Taylor
 The Ladies' Group
 The Morris & Gwendolyn Cafritz
 Foundation
 Donna Tydings
 Betty Usera
 Marie Vincenty
 Sidney Weiss
 Mary Whayland
 Bryce Whipple
 Keith Wichman
 William R. Dzyak, DDS, P.C.
 Chinny Williams
 David Williams
 Henry Winokur
 Randall Wylie
 Dean & Anne Yap
 Derrick Yu
 Naomi Zuckerman
 Harvey & Charlotte Zuckman

Friends (\$50-\$99)

Marguerite Adams
 Timothy Albright
 Michael Alexander & Debbie Wong
 Henry & Gail Anderson
 Jonathan & Risa Arbolino
 Janet Astner
 Naveenpaul Augustus
 Marguerite & Hallie Autry
 Erin Babcock
 Shawn Barko
 Jennifer Barlament
 Chris Barton
 Joshua & Helen Bass
 Laurie Bernato
 Philip & Nanette Bevan
 George & Nancy Bierer
 Louis & Mary Bladel
 Ted & Elly Bluhm
 Cris Bombaugh
 Brian & Darlene Botsford
 Bowl America
 Robert & Elisabeth Boyle
 Alan & Jill Bradshaw
 Herbert & Andrea Brown
 Stacey Brown
 Gale & Yvonne Bush
 Terence & Sarah Byrne
 Kathryn Cadwell
 Ann Campbell
 Susan Campbell
 William & Lee Canby
 Ida Capehart
 Alice Caponiti
 Nancy Caporaso
 Steven Carpenter & Lauren Hyland
 Adolfo Carpio
 Debra Carter
 Sandra Chadwick
 Charles Challstrom
 Ralph & Ruth Chite

Tracy Clark
 Morris & Dorothy Cohen
 Ben & Anna Colandreo
 Joseph & Karen Colandreo
 Wanda Coley-Smith
 Phyllis Conley
 James & Marilyn Dalton
 Brad Dancer
 Andre De Fontaine & Andrea Thomas
 Liesl DeFranco
 Pedro & Maria Delgado
 Loretta DeLuca
 John & Nancy DeVerno
 Alexander Devine
 Rodwyn Dimaranan
 Nicholas & Bernice DiMichael
 David & Nicole Dudish
 Thomas & Wendy Eck
 George & Maureen Edwards
 Mark & Debbie Fabian
 Jane Farber
 Dorothy & Elaine Fickenschier
 Aaron & Amy Fier
 Anne Fishel
 Susan Fisher
 Fitzgerald Auto Malls
 Jacqueline Flaherty
 Carol Fried
 Josh & Laura Gardner
 Richard Gbesemete
 Karen Gee
 Benjamin Glantz & Linda Gerson
 Chad Goeden
 Peter Green
 John Greene
 Elliott Greher
 Richard & Elizabeth Grisius
 Marilyn Hackshaw
 Perette Halpin
 Jean Hamilton
 William & Barbara Harkaway
 Terry & Carolina Harp
 Ronda Hartzel
 Gary & Annette Henkin
 Barbara Hinkston
 Joost Hoek & Maria Montero
 Robert Howe & Tamara Baker
 Tracy Johnson
 Nathalie Johnson-Noon
 Robert & Diane Jones
 Judy Judd-Price
 Meyer & Linda Katzper
 Martin & Michelle Kaufman
 Sherry Kharaghani
 Ruth Konda
 K. K. Kumaroo
 Clare Kuzma
 James & Rebecca Landers
 Susan Landesberg
 Sovern & Elizabeth Larkins
 Thomas Lassman & Rebecca Osthus
 Arthur Lee
 Tonya Lee
 Alan Levin & Bonnie Richter
 Diane Lewis
 Life Chronicled Photography

Gerald & Dorothy Liddel
 Michael & Emily Liddel
 Lilly Magilly's Cupcakery
 Brian Livelsberger &
 Gulnar Nagashybayeva
 James & Randa Locke
 Missy Loewe
 Weltha Logan
 Gary Lushbaugh
 John & Carolyn Lyman
 Judy Mael
 Bob & Joan Mahoney
 Andrew Manning
 Eugene & Gladys Mark
 Kate Marshall
 Dolores Martos
 Andrew & Kimberly Mazzocchi
 Marjorie McDermott
 Roger & Mollie McFeely
 William McLachlen
 Robert & Mary McMeekin
 Judy McRoy
 Doris Miller
 Ira & Barbara Anne Miller
 Lloyd & Mimi Miller
 Mark & Julie Mishkin
 Ralph Moore
 Adam & Julie Morris
 Shawn & Sherry Mumma
 Jeffrey & Georgette Mund
 Noelani Mussman
 Sean Neal
 Network Geriatric Services, PA
 Malcolm & Dianne Niedner
 Louise Niepoetter
 Gail Oakes
 Donna Olsen
 Edward & Mary Ott
 Min Pak
 Parker Properties
 Barbara Patigalia
 Philip & Tiffany Perring
 Karen Pesapane
 Brian & Candace Phelan
 Daphne Phillips
 Catherine Pope
 Jeanmarie Price
 Marco Quezada & Heather Mintner
 Sareen Reilly
 Joan Roberts
 Nancy Roberts
 Irvin Rohe
 Tim & Bridget Rood
 George Rosa
 Helen Rubin
 Sherry Ruiz
 Sandro Sampaio
 Stephen & Debra Schmal
 Mike & Sophie Schubert
 Alecia Scott
 John & Phyllis Scott
 Deborah Seegers
 Shannon Servando
 Elizabeth Shaffer
 Jamie Sheehan
 Marc & Reda Sheinberg

David Shibben
 Dave & Jean Shugert
 Ronald Silas
 George & Mary Jo Simpson
 Corinthia Sims
 Richard & Julie Slezak
 Leslie Smith
 Patricia Smith
 Beth Soddee
 Joseph Spaniol
 Rob & Brenda Speisman
 Robert Srour
 Diane Stahl
 Julia Stancil
 Walter & Margaret Stottlemeyer
 Justin Strait
 Kimberly Strouth
 Alessandra & Emilia Styles
 Keerthi Swamy
 Bill Sweeney
 Lynda Tanner
 Target
 Joseph & Angela Tassallo
 Kevin Taylor
 Manju Thakur
 The Wine Harvest
 The Woods Women's Golf Association
 Mary Theriault
 Gabriel Thomas
 Herbert Thomas
 Michele Thompson
 Sean & Karen Thornton

Mary Ann Tierney
 Allen & Doris Timothy
 Steven & Teresa Tretter
 Paula Tucker
 Dixie Turner
 Uniformed Services University
 of The Health Sciences
 Marvin & Judy Waldman
 Chaoyu Wang
 Philip Weintraub
 Ray & Sandy Wickenheiser
 Stuart Williams
 Bertram & Christine Willis
 Todd & Michelle Wilson
 Donald & Linda Wingo
 Christina Wright
 Dennis Wyant & Jane Feldman
 Alan Yaffe

Honorary & Memorial Tributes

Christopher Algire
 Jean Anderson
 Michael Danzig
 David Dyer
 Santa Fama
 John Flood
 Maxine Hamilton
 Elaine Kaufman
 Catherine Leggett
 James Pond
 John Goldsmith
 Michael Storm

Volunteers

Over 500 individuals, groups and organizations who donated more than 11,000 hours of service during FY 2014, including these with at least 200 hours each:
 Stephanie Courtney
 Patricia De Poel Wilberg
 Bryan Galdos
 Anthony Gardiner
 Liliana Gonzalez
 Montgomery College
 School of Nursing
 Susan Murray
 Laetitia Sangwa
 Dorothy Slavcoff
 Lucinda Thaxton
 Donald Wertz

This report reflects donations received from July 1, 2013 through June 30, 2014.

Every donation makes it possible for us to continue fulfilling our mission.

Thank you for your support!

Advocates from The Arc Montgomery County shared their concerns about the lack of DDA funding with Delegate Ana Sol Gutierrez on Lobby Night.



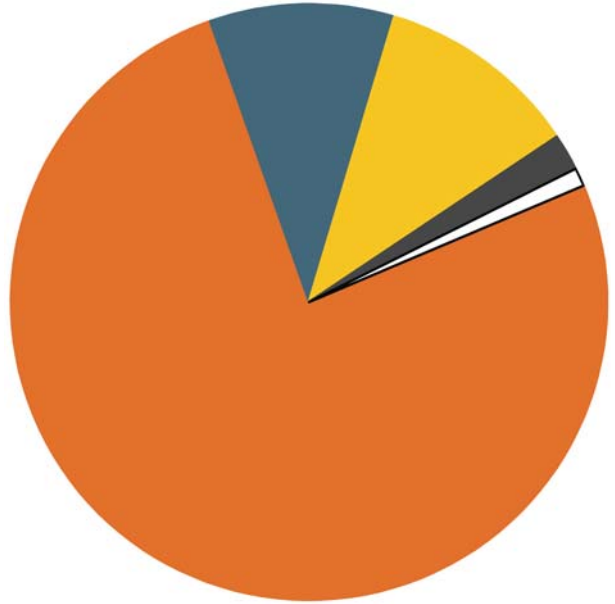
Statement of Financial Position

Fiscal Year 2014

FY 2014 Revenue

\$21,646,789

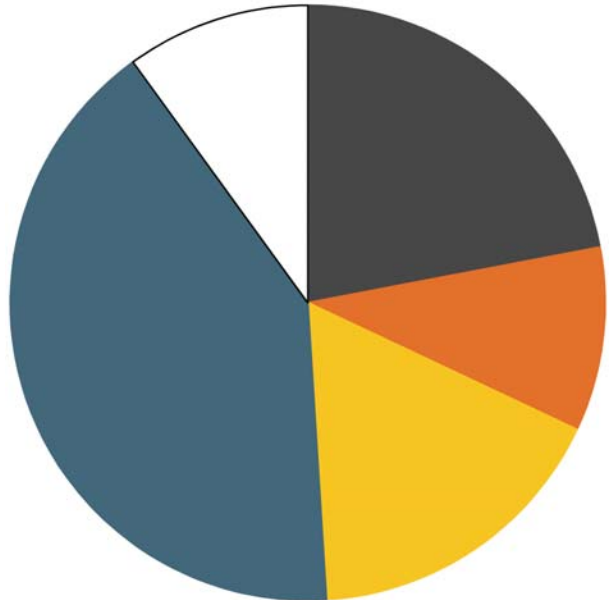
- 76% State Funding
- 10% County Funding
- 11% Program Fees
- 2% Donations, Membership, & Special Events
- 1% Other



FY 2014 Expenses

\$21,218,829

- 10% Children & Youth Services
- 41% Residential Services
- 22% Vocational & Day Services
- 17% Family & Community Services
- 10% Management/General



As of June 30, 2014. A full report of the FY 2014 financial audit is available upon request.



©Ann Maas Photography 2014

Our mission is to identify, create and sustain inclusive communities that embrace and engage individuals and families affected by intellectual and developmental disabilities.

Achieve with us.

The Arc Montgomery County

11600 Nebel Street, Rockville, MD 20852

301.984.5777

www.thearcmontgomerycounty.org

