



***The Arc***<sup>®</sup>

*Northern Chesapeake Region*

**2017**

# Annual Report





# About Us

For 64 years, The Arc Northern Chesapeake Region (The Arc NCR) has helped people with intellectual and developmental disabilities build better lives one person at a time. The Arc NCR currently offers the following services to individuals with differing abilities living in Harford and Cecil County:

- Supported Employment Services to adults
- Family Support Services to individuals (0-21) and their families
- Services for Transitioning Youth
- Treatment Foster Care Services to children and their families
- Community Living and Individual Support Services to adults
- Community Partners day program for adults



***Achieve with us.***

## OUR MISSION

The Arc NCR empowers people with differing abilities to live, work and play in the community.

## OUR VISION

A world where people with differing abilities lead personally valued lives.

## OUR TAGLINE

Advocate. Educate. Participate.

The Arc NCR is a private, non-profit local chapter of The Arc Maryland and The Arc of the United States, the largest national community-based organization devoted exclusively to improving the quality of life for all adults and children with developmental disabilities.





# 796 Supports Provided

## 72 Family Support Services

Families of children with differing abilities received support.

## 95 Personal Supports

People who live independently received drop-in supports.



## 274 Transportation Services

Individuals received transportation to employment, as well as other activities in the community.



## Community Living 89

Adults are being supported in 30 homes across Harford County.

## Treatment Foster Care 38

Children were provided a safe, supportive home through The Arc NCR's foster care families.

## Supported Employment 228

Individuals received employment or other opportunities in the community from over 90 employers across Harford and Cecil Counties.



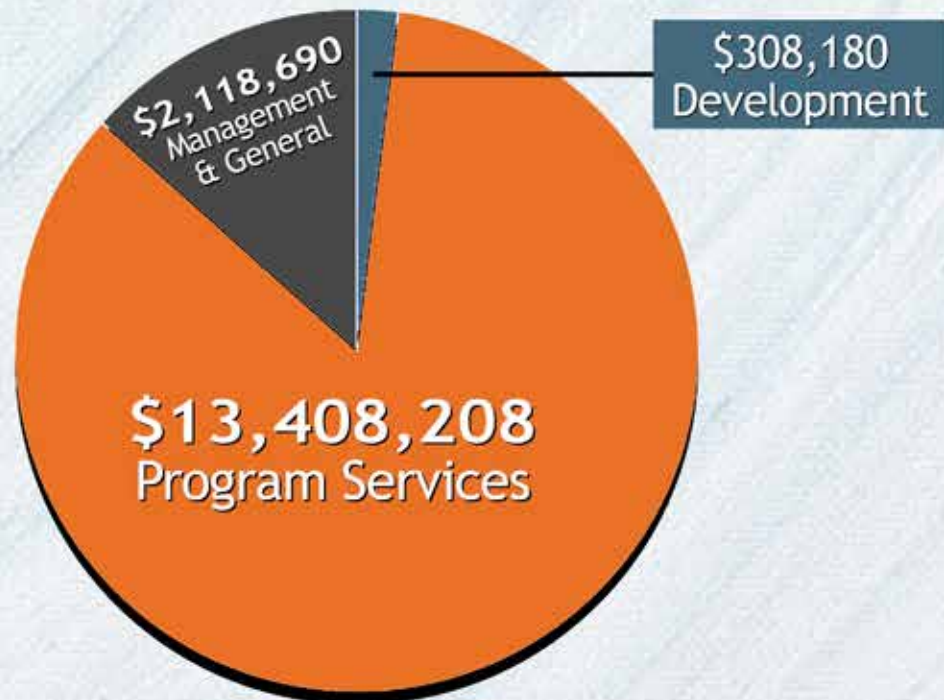
Providing supports over the "Arc" of a lifetime.



# Revenues



# Expenses





# Accomplishments



## Michael: Supported Employment / Community Engagement

Michael S. has been working 2 days a week at the Bel Air Athletic Club for the past 3 years. He loves being an employee of BAAC! Michael had special training from the staff on how to clean the gym equipment properly, which is part of his job responsibilities. In addition, he has learned to detect malfunctioning machines and report them to his supervisor. Michael has had to overcome several medical obstacles in order to perform all of his tasks on the job. With a natural passion for sports, Michael and his family have been involved with the Special Olympics for several years as well. As a Global Messenger for Special Olympics, Michael gives speeches throughout the county on what Special Olympics is all about. In addition, he plays basketball, softball, and soccer. Michael will be traveling to Seattle, Washington to compete in Nationals with his basketball team in June. Great job Michael!

## The King Family: Treatment Foster Care

Reginald and Marquetta King have been Treatment Foster Care parents at The Arc Northern Chesapeake Region since 2010. Over the years they have provided a safe and structured environment to a total of 7 children (3 in 2017) with various behavioral diagnosis, including Autism, P.T.S.D., and Disruptive Mood Dysregulation Disorder. The King's have given the children in their care many new experiences over the years. They have also done a wonderful job with welcoming their home to children of different ethnicities, cultures, and identities. Both Reginald and Marquetta are patient, kind and generous people who make every child feel like they are part of their family!



## Barry: Community Living

Barry J. came to The Arc NCR's Community Living program in May of 2017. Together Barry and his family decided it was time for Barry to have the opportunity to live a more independent life. Initially Barry was what many would consider "a man of few words." He quickly became comfortable in his new home with his housemates and staff. His family noticed that he was providing more details about his new "adventures." Barry's new active lifestyle has also helped him achieve a healthier weight. In addition, he quickly accomplished his goal of regaining employment, first by working on an Arc NCR supported contract and then transitioning to independent employment at Giovanni's as a dishwasher. Barry has begun cooking with his staff and is taking a woodworking class learning to use power tools to design his model trucks. Nice job Barry!



# The Arc NCR's Board of Directors July 2016 - July 2017



## GOVERNANCE BOARD

### President

Gary Stokes

### Vice President

Kathy Proctor

### Secretary

Susan Kemen

### Treasurer

Tony Corea

### Elected Directors

Neill Christopher

Rajiv Goel

Joseph Harter

Vicki Jones

Stephen "Harv" Luongo

Kenny Spicer

Wayne Steedman

Noah Wiseman

## FOUNDATION BOARD

### Chairman

Brad Stover

### Treasurer

Diane Erickson

### Secretary

Sue Manning

### Permanent Director

Shawn Kros

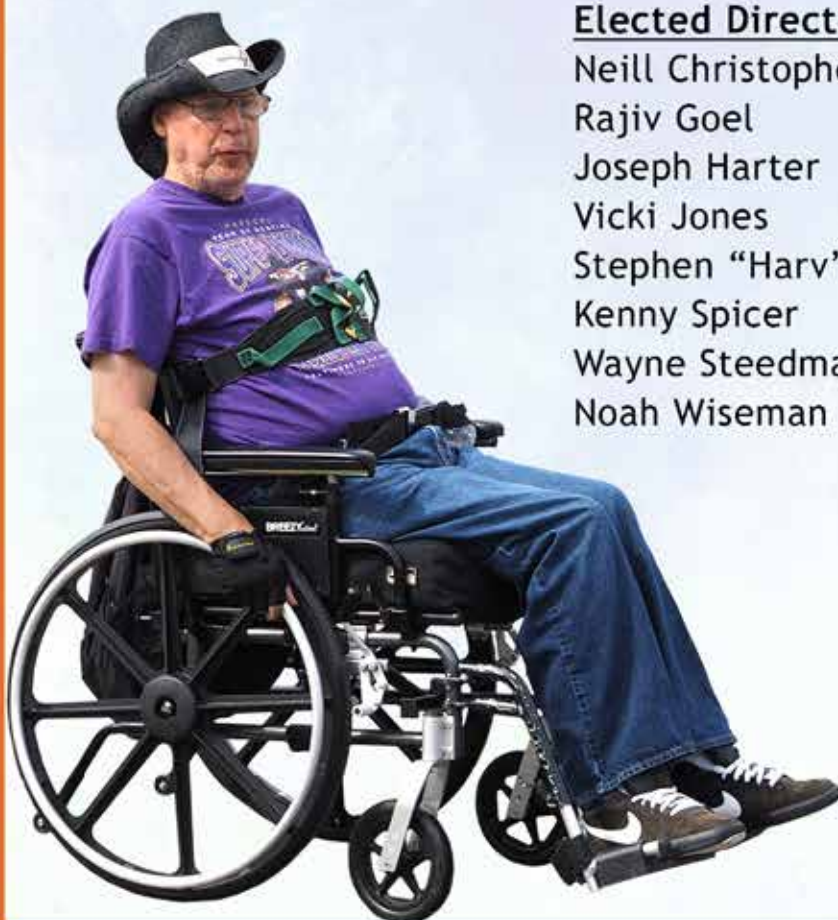
### Elected Directors

John Coffman

Rachel Fink

Dennis Metz

Susan Spencer-Davis





# A Message from the CEO & President of the Governance Board

Thank you for reading more about The Arc Northern Chesapeake Region (The Arc NCR). We are proud to have supported hundreds of individuals with differing abilities with finding meaningful employment, an affordable home, and providing the opportunity to get engaged in the local community. We are honored to be part of the Harford and Cecil County community and appreciate the support we have received from so many generous individuals and companies.

## *The Highlights*

- Customized Employment and Discovery (CED) Program begins at The Arc NCR.
- Renovations begin to make several Arc NCR Community Living homes accessible.
- Provided housing to five individuals in crisis.
- Work begins on the organization's next strategic plan.

This year The Arc NCR started a number of innovative programs for supported individuals. In 2017, The Arc NCR implemented a Customized Employment and Discovery Program. This program is a new model for Supported Employment, allowing the agency to better serve the needs of supported individuals. The Discovery program guides supported individuals searching for employment through a process of finding out who they are, what they want to do, and what they have to offer. The Arc NCR's job coaches are able to provide an assessment on the individual's interests, skills, environmental preferences, employment goals, and other topics related to the employment search, rather than outlining their deficits. It is a strength based, individualized assessment that avoids some of the more comparative strategies that often exclude job seekers with intellectual and developmental disabilities. The Customized Employment and Discovery Program operates with the belief that assisting supported individuals who want employment helps to develop a full understanding of who they are, and makes for a better opportunity in successfully securing employment. This program works to provide a good fit for the job seekers and the hiring employer. To date, 12 individuals who have gone through the Customized Employment and Discovery Program have received a job in the community.

Even with the development of new programs within the organization, The Arc NCR continues to battle similar challenges in years past. The need for finding affordable and accessible homes, particularly for individuals with more complex medical needs, continues to be a struggle. Individuals continue to sit on the organization's waiting list, sometimes for extended periods, until an accessible home becomes available. In addition to the waiting list many individuals supported by The Arc NCR are seniors and wish to "age in place." The commitment to do so is a challenge financially, as well as logistically, particularly in regards to being able to renovate homes quickly enough to keep up with the demand. Despite these hurdles, The Arc NCR has continued to move forward in making homes accessible for supported individuals. Through grants and generous donors, the organization has been able to begin renovating a handful of homes to be at least partially accessible. In addition to accessible housing, the Community Living program is also focused on accommodating emergency housing requests from Adult Protective Services (APS) to place individuals with disabilities in a safe and stable home. Often individuals who are in need of sudden placement are being removed from their home due to abuse or neglect. In 2017, The Arc NCR provided housing to five individuals in crisis. The organization continues to invest energy and focus on providing housing to individuals in crisis because of the critical need in our community.

As we look to the next few years at The Arc NCR we are bearing in mind the exciting, new developments happening in programs but also continuing to focus on overcoming challenges. In 2018, the organization will implement the final year of our current strategic plan and begin to plan for years ahead. We know that without the support of our community we would not have been able to accomplish all we have in 2017. From the bottom of our hearts, we thank you for your commitment to empowering people with differing abilities to live, work and play in the community.



Gary Stokes  
Board President



Shawn Kros  
Chief Executive Officer







## *Northern Chesapeake Region*

You can help us keep our mission alive! Contributing to fundraising campaigns, volunteering and donating has a direct impact on the children, families and adults with differing abilities we support. We ask that you look into your heart and choose to make a decision based on your beliefs and passions.

Learn more about The Arc NCR at [www.arcncr.org](http://www.arcncr.org) or call the Development office at 410-836-7177.

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*The Arc NCR is committed to ensuring that no person is excluded from participation in, or denied the benefits of its services on the basis of race, color, or national origin, as protected by Title VI and Title VII. The Arc NCR is an Equal Opportunity, Affirmative Action Program (AAP) Employer.*

