



Northern Chesapeake Region

# 2019 Annual Report



*Providing Support  
Over “The Arc of a Lifetime.”*



# About Us



Since 1953, 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 people in Harford and Cecil Counties in Maryland:



- Community Living
- Employment Services
- Personal Supports
- Community Partners
- Family Support Services
- Treatment Foster Care

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

## ***Our Mission***

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

## ***Our Vision***

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

## ***Our Tagline***

Advocate. Educate. Participate.



# 1,525 Supports Provided



Community Living  
Supported

100

Empowering people to live as independently as possible in a home of their own.

Community Partners  
Supported

73

Building skills for independence in the community.

Employment Services  
Supported

373

Matching the unique skills of job candidates with identified business needs.

Family Support Services  
Supported

540

Offering personalized support to empower families and individuals to access available services.

Personal Supports  
Supported

117

Connecting people with the community to achieve their personal goals.

Treatment Foster Care  
Supported

29

Opening hearts and homes for youth in need.

Transportation Services  
Supported

293

Providing transportation to and from work and home, enabling people to thrive in their community.

# Revenues & Expenses



**2019**

*Fiscal Year Report*

<b><i>Revenue Source</i></b>	<b><i>Revenue Amount</i></b>
<i>Foundation Donation</i>	<i>\$162,372</i>
<i>Other</i>	<i>\$106,787</i>
<i>Grants and Contributions</i>	<i>\$2,557,798</i>
<i>Program Revenue</i>	<i>\$15,786,146</i>

*Total Revenues: \$18,613,103*

<b><i>Expense Source</i></b>	<b><i>Expense Amount</i></b>
<i>Program Services</i>	<i>\$14,866,826</i>
<i>Management and General</i>	<i>\$2,150,118</i>
<i>Development</i>	<i>\$545,784</i>

*Total Expenses: \$17,562,728*



# Accomplishments

Throughout the year, there have been many great accomplishments where the mission of The Arc Northern Chesapeake Region has truly shined in the lives of those receiving services. We would like to take the time to highlight three of those moments below from our Community Living, Employment Services and Treatment Foster Care programs.

## *Best Friends Forever*

Rachael and Alayna are true BFF's! They both moved into one of The Arc NCR's Community Living homes in 2019 and have quickly built a friendship for "The Arc" of their lifetime. The two friends enjoy shopping together at the Harford Mall, listening to Darius Rucker and Kid's Bop music and getting their manicures done together each week. In addition, they have started using an app called Comm Board to communicate with one another. Recently the two friends were models in The Arc NCR's Adaptive and Sensory Clothing Fashion Show for the 2019 Annual Sprout Film and Art Festival.



## *Team Huma'*

Tyrone is a dishwasher at Humagalas restaurant who has been embraced by the Huma Team in a way that has allowed him to thrive. Tyrone was recently recognized and awarded for demonstrating personal growth among those receiving Employment Services. Employment with Humagalas has impacted Tyrone's life in a great way. Humagalas Brand Ambassador and Manager stated, "I highly recommend hiring someone from The Arc NCR, the only thing is, you can't have Tyrone. He's Team Huma."



## *Join the Family*

Kim and Rusty Shuler are passionate about children. "I can't imagine what it would be like to be separated from my family," says Kim. "We opened up our home to children that need a place to live, whether it's temporary or long term, until their home situation improves, or an adoptive family becomes available." Kim and Rusty are Treatment Foster Care parents for The Arc NCR and have been fostering for over 20 years. The couple has created a caring home for various ages of children both temporarily and permanently. Elijah and Austin are 11-year old twins that the Shuler's adopted in 2015, pictured with their "new" sister Ch'Miya who is 11 years old and officially joined the family in May of 2019.



# *The Arc NCR's Board of Directors*

## *July 2018 — July 2019*

### **Governing Board**

#### ***President***

Bradley Stover  
Shaffer, McLaughlin & Stover LLC

#### ***Vice President***

Susan Kemen  
APG Federal Credit Union

#### ***Treasurer***

Stephen "Harv" Luongo

#### ***Secretary***

Wayne Steedman  
The Steedman Law Group, LLC

#### ***Past President***

Gary Stokes  
Pendant Automation

#### ***Elected Directors***

Gary Barnoff  
Jarrettsville Federal Savings and Loan

Dr. Andrea Parrish  
Johns Hopkins University School of Education

Karol Edwards  
Medstar Health

Dr. Susan Austin  
Harford County Public Schools

### **Foundation Board**

#### ***Chair***

Kathy Proctor  
Self Employed

#### ***Vice Chair***

Tony Corea  
Justin Retirement

#### ***Secretary***

Sue Manning  
Freedom Federal Credit Union

#### ***Treasurer***

Stephanie Dinsmore  
University of Maryland Upper Chesapeake Health

#### ***Permanent Director***

Shawn Kros  
CEO, The Arc Northern Chesapeake Region

#### ***Elected Directors***

John Coffman, Sr.  
Family Advocate

Dennis Metz  
Sci Tech Services, Inc.

Susan Spencer-Davis  
Family Advocate

Jeff Rink  
Harford Mutual Insurance Companies

Norma Jajistar  
Point Breeze Credit Union

Detra Miller  
M&T Bank

Joseph Harter  
Self Advocate

Michael Simms  
Leidos



# *A Message from the CEO & President of the Governing Board*

The Arc Northern Chesapeake Region has always had a culture around “family.” When we recruit to the organization, we ask potential employees to “Join our Family.” Often in team meetings and with people we support, our organization refers to everyone as being a part of “The Arc NCR Family.” It is a culture I am proud of and even more so this past year as we expanded our family significantly through our Family Support Services (FSS) program.

Family Support Services works with all families with or without disabilities who are need of support. This program never turns anyone away. FSS provides parent to parent support groups, information sessions and workshops, a brand-new inclusive summer camp, Camp Sp’Arc, for children of all abilities from ages 6 – 21, resource referrals, and guidance for families to become as independent as possible. Ultimately, Family Support Services is empowering families and individuals to live their best lives.

In the past year alone, FSS has provided supports to over 500 individuals and families, with many receiving multiple services from this program. There are over 300 people alone who have benefited from trainings, workshops, resource referrals and crisis management. In addition, over 200 families received support through Camp Sp’Arc, respite care, or other social events provided for families and their loved ones with differing abilities. The impact that FSS has had on our local community is enormous. These families often feel isolated and alone, but now I am happy to say that they are a part of The Arc NCR Family.

While FSS had a banner year I am also thrilled with the progress and developments happening in our other programs – Community Living, Community Partners, Employment Services, Personal Supports, and Treatment Foster Care. I encourage you to review the program numbers to see the number of supports provided in each program, as well as read the personal accomplishment stories from people we support. It is stories like the ones of Rachael and Alayna, Tyrone, and the Shuler family that keep me motivated and pushing our mission forward. When we give people the skills and environment to learn and provide them the opportunity to succeed, it is amazing the successes you will see happen.

I want to thank the Governing and Foundation Boards for all their support over the past year, particularly with supporting the Family Support Services program. I am also extremely grateful for all our community partners for their contributions, whether financial, in-kind, employing people we support, or other level of support. The Arc NCR cannot continue to empower people with differing abilities to live, work, and thrive without our dedicated board members and community supporters.

The Arc NCR looks forward to the year ahead and continuing to keep our Arc NCR Family and community supporters involved in the great work being done within our organization.

\*This message is regarding  
2019 and reflects programmatic  
efforts prior to COVID-19.



Brad Stover  
Board President



Shawn Kros  
Chief Executive Officer

## *The Arc of a Lifetime*

*Written by Nathan Rhodes, Media and Website Coordinator,  
The Arc Northern Chesapeake Region*

For The Arc of a Lifetime, this is the right time to listen to what it is that your heart has to say.  
To pursue the life you want to live and find the thing that will make you give a smile all your days.  
To chart the course for you to strive toward the goal for you to thrive, this is the right time.

We will advocate and we'll educate, participate, it's true.  
To live, work and thrive, do the most with our lives. That's our mission to do.  
For The Arc of a Lifetime, The Arc of a Lifetime,  
this is the right time for you.

Choose the team that will see your dream and make the plan to put it in your hands. You, truly can achieve.  
Discover all that you can do and build the skills that you need to. The Arc is here for you.

We may be different but we need the same. No matter the life stage or domain.  
To be empowered in our lives. To have the power we need to thrive.

For The Arc of a Lifetime, The Arc of a Lifetime,  
this is the right time for you.

---

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 online at [www.arcncr.org](http://www.arcncr.org) or  
email the development team at [Development@arcncr.org](mailto:Development@arcncr.org).



The Arc Northern Chesapeake Region  
4513 Philadelphia Road, Aberdeen, MD 21001  
410-836-7177 | [info@arcncr.org](mailto:info@arcncr.org) | [www.arcncr.org](http://www.arcncr.org)

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.