



2021 Annual Report



Northern Chesapeake Region

Why We're Here

It is important to know our "why" and to share it.

About Us

Since 1953, The Arc Northern Chesapeake Region has helped people with differing abilities build better lives one person at a time. Supporting people and their families over, “The Arc of a Lifetime,” by empowering people with differing abilities to live, work and thrive in the community through the following services.



Community Living

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



Community Partners

Building skills for independence in the community.



Employment Services

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



Family Support Services

Offering a variety of personalized support to empower families and people to access available services.



Personal Supports

Connecting people with the community to achieve their personal goals.



Treatment Foster Care

Providing therapeutic foster homes to foster children from birth to age twenty-one.



Virtual Supports

Developed to continue programs and services that would otherwise have been unavailable due to the COVID-19 pandemic and the resulting needs for physical distancing.

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.

Support Listings

The number of supports provided by The Arc Northern Chesapeake Region throughout fiscal year 2021 continued to be heavily impacted by the previous year's COVID-19 pandemic.

As indicated by the numbers below, Community Partners and Personal Supports were the most harshly affected programs. Virtual Supports continued to be provided during this time to support many of those who were impacted.

Meanwhile Employment Services saw a sharp recovery as there was a hiring crisis for many businesses in our community. Employment Services worked hard to match the skills of the people we support with the current needs of the business community. There were many receiving Employment Services who were seeking jobs and ended up gaining competitive integrated employment during this time.

Number of Supports Provided	
Program	July 1, 2020 — June 30, 2021
Community Living	96
Community Partners	12
Employment Services	87
Family Support Services	407
Personal Supports	20
Treatment Foster Care	32
Virtual Supports	54
Totals	708

Revenue & Expenses

FY 2021 Operating Revenue

Revenue Source	Revenue Amount
Foundation Donation	\$169,004
Other	\$102,664
Grants and Contributions	\$2,896,358
Program Revenue	\$16,386,981
Total Revenue	\$19,555,007

FY 2021 Operating Expenses

Expense Source	Expense Amount
Program Services	\$14,303,359
Management and General	\$2,057,945
Development	\$420,241
Total Expense	\$16,781,545

Accomplishments



Employment Services: Building Community

Miller Knott, President of Deco-Sign, partnered with The Arc NCR's Employment Services team to fulfill a need for hiring. Michael, pictured to the left, was hired through this partnership, but quickly began to fulfill more than just his job. Michael broke down social barriers with his daily greeting routine, boosted morale across the board and brought a sense of community to the workplace that Miller was looking for. In terms of the partnership being about fulfilling a job, Miller states, "the value that you get out of it is far greater." Congratulations to Michael for his success in employment and for the great impact he is making with the Deco-Sign team.

Community Partners is Back

After the COVID-19 pandemic forced our Community Partners program to close temporarily, many lost an important part of their life in getting to routinely be together with friends and actively engage with their community. However, now that Community Partners is opening back up, there are lots of happy faces. Devin, Jordan and Andrew are so happy to be together again. The Havre de Grace Boardwalk is one of their favorite spots in the county, and the time they recently got to spend there was a special time to reunite. Community Partners captured this special moment in the photograph to the right.



Family Support Services: A Letter of Thanks

Heather is a parent who became involved with The Arc NCR's Family Support Services program when searching for resources to help her son, Konner. Konner was born three months early, struggles with learning disabilities and other behavioral health needs. Heather participated in IEP training classes and parent support groups offered by FSS, and these trainings provided the tools she needed to feel educated and empowered. Both Heather and her son are now thriving after connecting with Family Support Services, and Heather continues to participate in parent support groups where she is able to connect with other parents. Heather wrote a letter to our CEO, Shawn Kros, to share her utmost gratitude, stating that the program "has truly made a difference in my life, that of my son's and our family!"

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A Message from the CEO & President of the Governing Board

This year was another one for the record books. While 2021 showed more hope than 2020, it was still a challenging year with many lessons learned. COVID-19 continued to disrupt our plans, however, after one year of being in the pandemic we knew more about how to handle situations and take action. The people we support and team members started receiving their COVID-19 vaccinations, which was a relief. People with disabilities are three times more likely to have severe illness and require hospitalization due to COVID-19 than their typically developed peers. This is due to many people having underlying health conditions. Each person we support was provided information on the vaccine, walked through the decision-making process, and made their own personal decision, much like everyone else. Regardless of opinions on vaccines, having it as an option for those who were interested, provided a lot of hope and alleviated severe stress for many.

The Training Institute partnership that we were beginning to develop evolved into an even better opportunity for people we support. The partnership with Harford Community College and their Leading Edge Training Center has expanded to secure advanced careers in multiple trades. This partnership will continue to grow and will increase learning opportunities for people we support.

The workforce situation has been as complex for our organization as it has for many others. Our agency is in great need of team members, particularly our direct care positions. As a nonprofit, staying competitive is extremely challenging as our resources are more limited. Recruitment became one of our top priorities and will continue to be for some time ahead. On the flip side, our Employment Services team has been hard at work finding employment opportunities for the people we support. The program has expanded their opportunities to accommodate business needs outside traditional daytime working hours. People we support found alternative transportation, which allowed them to work evening and weekend hours, if preferred. This increased their pay and the benefits they received from their employers. Our agency supports many people with skills that would greatly benefit any company and we look forward to working with more potential employers to find the right fit for them and the people we support.


Our Social Justice Committee, which formed in 2020, has continued their efforts to help to bring people together, and be a model for inclusion and equality. The committee developed their first podcast discussing social justice issues, held the agency's first Diversity Festival called "Around the World with The Arc NCR," and developed a quarterly newsletter for team members, board members and people we support. This committee is only getting started and we look forward to sharing more of their work with the community.

While we continue to claw our way out of this pandemic, we are feeling hopeful about our agency's future. We will continue to reopen programs, increase supports to those in need, and come out of this pandemic as a stronger, more empathetic, and united team that will continue to empower people with differing abilities to live, work and thrive in the community.

We appreciate the support from our Governing and Foundation boards, volunteers, and community members who helped our organization over the last year, and we look forward to our continued partnership.



Brad Stover
Board President



Shawn Kros
Chief Executive Officer



Northern Chesapeake Region

Achieve With Us.

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Empowering people with differing abilities to live,
work and thrive in the community.



*Scan the QR
code to visit,
arcncr.org*

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 online at www.arcncr.org or email the development team at Development@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.