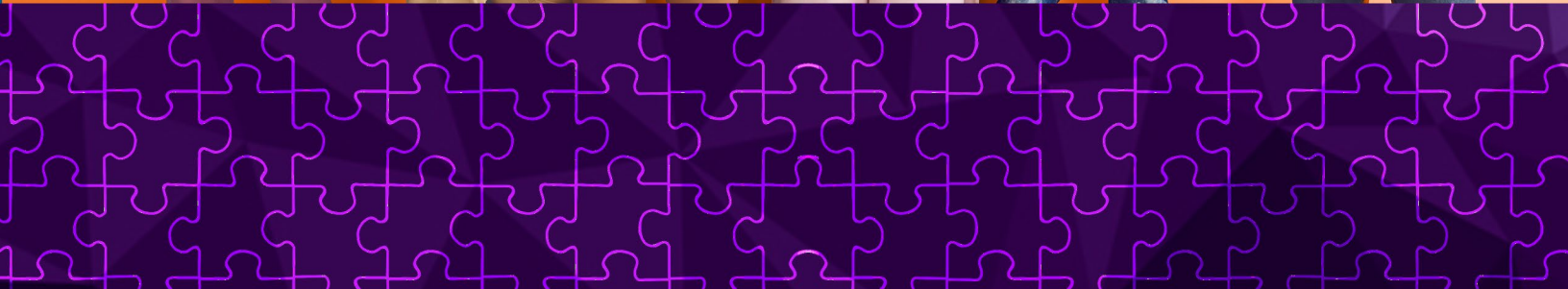




Northern Chesapeake Region

Rethink. Rebuild.

The Arc Northern Chesapeake Region's
Fiscal Year 2022 Annual Report



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.

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

Number of Supports Provided	
Program	July 1, 2021 — June 30, 2022
Community Living	94
Community Partners	94
Employment Services	331
Family Support Services	306
Personal Supports	76
Treatment Foster Care	32
Total	933



Revenue & Expenses

FY 2022 Operating Revenue

Revenue Source	Revenue Amount
Foundation Donation	\$177,756
Other	\$100,289
Grants and Contributions	\$2,891,571
Program Revenue	\$17,596,707
Total Revenue	\$20,766,323

FY 2022 Operating Expenses

Expense Source	Expense Amount
Program Services	\$15,773,682
Management and General	\$2,409,016
Development	\$439,715
Total Expense	\$18,622,413

Accomplishments



Ashley Works at GXO (An Employment Services Story)

As one of seven employees hired from The Arc NCR by GXO, Ashley is thriving in an inclusive workplace that truly allows her to be herself. As one of the original hires in the early partnership between The Arc NCR and GXO, Ashley's team was able to see Ashley grow in both her job responsibilities and her confidence in becoming one of the GXO team. Her success sets a great example of how businesses in our community can partner with The Arc NCR to hire from our workforce, and the partnership has now expanded to two 4-hour shifts as a job-share where 7 employees from The Arc NCR's workforce are now employed.

The Davis Family (A Story from Treatment Foster Care)

Ira and Theresa Davis have been fostering with The Arc NCR since July 2019. They have provided respite for youth in the community on multiple occasions, fostered three teenagers in need, including fostering a medically fragile teenager, and just recently the Davis family adopted Mikah, pictured to the right. After fostering Mikah, adoption became the best option. He continues to learn and grow and is thriving in his forever home. The work of the Davis family with our Treatment Foster Care department is worth celebrating and supporting. Their decision to choose to foster has and is making our community better. To learn more about fostering visit, www.arcncr.org/choosetofoster.



Jessica and Lori (A Personal Supports Story)

The Arc NCR's Personal Supports program offers customized coaching to connect, support and empower individuals with differing abilities to achieve their personal goals. Jessica, a Direct Support Professional in the Personal Supports program, helps Lori connect with her community through advocacy and assisting Lori in achieving her goals. Lori states, "She helps me understand the things that I can't understand. She is such a positive influence on me" and further states, "My family is just very grateful to her for working with me. I can confide in her." Jessica has advocated for Lori to receive additional hours of support during certain times she felt it was needed, as well as help her navigate the community. Lori also stated that Jessica "knows how to keep me laughing."

Board of Directors

Governing Board

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Carroll Community College

A Message from the CEO & President of the Governing Board

2022 was another year of change, growth, and in many ways getting back to basics. The pandemic crushed our world in numerous ways, and as restrictions and cases have eased up, The Arc Northern Chesapeake Region (The Arc NCR) is focusing on fundamentals. Now that we are out of a crisis, what is our strategy moving forward? How has our mission changed and what is the vision for the future in the eyes of the people we support? Our agency took the last year to Rethink and Rebuild.

This process involved detailed meetings with people we support and families. The agency found that the people we support had new goals and ideas for how to achieve them. Our hardworking team members went back to our agency's foundation of providing person centered support, meaning it allows the person supported to make informed decisions about their life and well-being. Our agency began rebuilding our programs and services after gathering this information.

Community Partners (CP), The Arc NCR's adult day program, is an example of a program that has been rebuilt. CP is much more community based than prior to the pandemic. They have developed new partnerships with organizations such as Ladew Gardens, Harford Community Action Agency, City of Aberdeen, and Love Evolution Yoga. These partnerships have provided new learning opportunities and social connections. They have developed new skills, such as gardening, volunteered to distribute food items for families in Edgewood, took yoga classes, and learned how to navigate the community. This program continues to grow, and we look forward to increasing the number of Harford County businesses partnering to provide opportunities for skill building, as well as communication and social skills growth.

Employment Services has also evolved and continues to grow the number of people we support who are employed in the community. The program has more people employed in community integrated jobs than ever before. Of people receiving Employment Services, 66% are employed. This number is exceptional, especially in comparison to state and national averages of employment of people with disabilities. In Maryland, the employment rate for people with disabilities is 41% and nationally that number is 35%. This year alone, people we support were employed in a multitude of industries, including retail, food service, customer service, hospitality, manufacturing, agriculture, educational services, health care, state and local government, and distribution centers. This program continues to focus on breaking into new industries that are of interest to people we support, and we encourage local employers to reach out to learn more about how we can fill positions within your company.

Our Treatment Foster Care program has also experienced change and is adapting to meet the needs of children in foster care. Most children in need of a foster home are now teenagers. At the beginning of the pandemic, we received an average of 30 referrals per month for children in need of a foster home. Throughout the course of the pandemic, the need increased at times to over 100 referrals per month with approximately 75% for teenagers. Sadly, teenagers are often turned away, but one could argue are at the point in their lives where they have the greatest need for an adult role model. Teenagers, like all children, are looking for guidance on their future, whether it's college, finding a job, studying to get their driver's license, or learning independent living skills for the future. Often when these teenagers are turned away, they are placed in a group home which is not preferred for a teen's development. This program is focused on finding foster care parents for teenagers and we urge the community to reach out if you or someone you know is interested in learning more about changing the life of a youth in our community.

After taking the year to Rethink and Rebuild, we are excited about the changes put in place to provide the highest quality of support. We are hopeful and enthusiastic about 2023 and we remain grateful to the people we support, team members, families, board members, donors, and volunteers. Together, we are making a difference in the lives of people with differing abilities.



Shawn Kros
President & CEO



Jeff Rink
President, Governing Board



Northern Chesapeake Region

Achieve With Us.

The Arc Northern Chesapeake Region
4513 Philadelphia Road, Aberdeen, MD 21001
410-836-7177 | www.arcncr.org

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.

