



**The Arc NCR's
FY25 Annual Report**



The Arc.

Northern Chesapeake Region

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. Read more about our services on the next page.

FY25 marks a new chapter for The Arc NCR, but we are proud to continue the same mission that was set into motion so many years ago.

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.

The Arc NCR’s Organizational Chart

The Governing and Foundation Boards

Shawn Kros
President and CEO

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Compliance Officer

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Chief Human Resources Officer

Vice Presidents

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Sara Garbarino
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Philanthropy

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Director of Community
Supports

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Living

Assistant Directors

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Assistant Director of
Transportation

Chardall Kilson
Assistant Director of
Community Living

Richard Mahoney
Assistant Director of
Employment Services

Carla Wood
Assistant Director of
Community Living

Support Listings

The Arc NCR is Harford County's most comprehensive provider of 24/7 supports for people with intellectual and/or developmental disabilities, offering a full range of services from birth to the end of life. All services and assets listed below are designed to empower people with differing abilities.

- Community Living**
Empowering people to thrive in a home of their own.
- Community Partners**
Building skills for independence in the community.
- Employment Services**
A DORS vendor and DDA provider for workforce development.
- The Anna and James Lambdin Family Support Institute**
Education on available services and navigating them.
- Personal Supports**
Connecting people with the community to achieve goals.
- Treatment Foster Care**
Supporting youth in need of foster care to have stable homes.

As a supplemental service, The Arc NCR additionally provides Clinical Support Services which offer expertise in mental and behavioral health for frontline training and support planning to empower team members in providing the best support possible.

Number of Supports Provided

Program	FY25 #
Community Living	97
Community Partners	113
Clinical Services	25
Employment Services	287
Family Support Services	362
Personal Supports	100
Treatment Foster Care	20
Total	1,004

FY25 Program Assets

Asset	#
Community Living Homes	31
Employer Partnerships	65+
Vehicle Fleet	65

Revenue & Expenses

As of FY25, The Arc NCR is a \$27 million/year organization. It is important to note that our services are not fully funded. Approximately 90% of the calculated rates are funded by the State, leaving organizations like ours to fund the remaining 10%. Additionally, providers, such as The Arc NCR, are prohibited from passing on costs to people receiving services.

The charts below show our FY25 revenue and expenses by source.

FY 2025 Operating Revenue

Revenue Source	Revenue Amount
Program Revenue	\$24,395,531
Grants and Contributions	\$3,039,279
Investment Income	\$635,855
Foundation Donation	\$225,726
Other	\$88,724
Total Operating Revenue	\$28,385,112

FY 2025 Operating Expenses

Expense Source	Expense Amount
Program Services	\$22,640,235
Management and General	\$3,492,765
Development	\$496,100
Total Operating Expenses	\$26,629,100

Accomplishments



Transforming the Workplace

(An Employment Services Story)

For over 30 years, ShopRite has partnered with The Arc NCR to prove that true inclusion means providing every person with the dignity of a meaningful career. Christine, who navigates her role from a wheelchair, serves as a vital member of the team where she has gained a profound sense of independence and community belonging. Supported by dedicated Employment Coaches, her journey transforms the workplace into a more empathetic space and reminds us all that every person deserves the chance to thrive.

A Blossoming Young Leader

(A Story from Family Support Services)

When Henry first joined us, he was a quiet observer, watching the world from the sidelines. But within the warmth of Family Support Services—through shared game nights and summer adventures—Henry found more than just a safe space; he found his voice. He has now blossomed into a leader who greets every newcomer with a smile. This year, Henry was the proud recipient of the Personal Growth Award. "I'm happy for my friends," he shared as he accepted the award. "I want to support them again." Henry didn't just grow; he learned that his greatest joy comes from lifting others up.



Soaring to New Heights

(A Story from Community Living)

For Alayna, a trip to Florida is so much more than a vacation; it is a milestone of independence and a bridge to the people she loves most. Through our Community Living program, our team worked tirelessly to navigate the complex logistics of her health and mobility needs, ensuring her wheelchair and medical care were ready for the skies. Because of this dedicated support, Alayna is now soaring toward her mother's arms, proving that with the right heart behind you, no barrier is too high and no dream is out of reach.



Board of Directors

Governing Board

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Johns Hopkins University

Vice Chairperson

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Michael Bertrand
Kelly Financial Group

Treasurer

Beth Bayer*
APG Federal Credit Union

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Self-Advocate

Linda Foy

Dr. Austin Hill
Harford Community College

Tyrone Jones**
Self-Advocate

Kim Marino
Family Advocate

Eric Rebbert
Peak Partners

Colleen Sasdelli
Harford County Public Schools

Wayne Steedman
The Steedman Law Group, LLC

Mike Thatcher
Retired, Harford County Public Schools

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Family Advocate

Permanent Director

Shawn Kros
President & CEO, The Arc NCR

Elected Directors

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Neill Christopher
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Dr. Tammira Lucas
The Cube Cowork
Coppin State University

Sharon Neary
Self-Advocate

* New Roles
** FY25 New Board Members

A Message from the President & CEO and Governing Board Chairperson

This past year was one of growth, resilience, and shared purpose at The Arc Northern Chesapeake Region. Together, we navigated change, strengthened our programs, and continued building communities where people of all abilities are supported to live, work, and thrive.

A major milestone this year was the opening of our second office location and full transition into the Water's Edge space in January 2025. This move intentionally brought together Employment Services, Community Partners, and Personal Supports in a setting designed for collaboration, dedicated training, and growth while strengthening partnerships with local businesses and creating new pathways to employment and community connection.

Across the organization, our teams demonstrated resilience and adaptability. Employment Services and Community Partners successfully navigated significant programmatic changes, Community Living homes were renovated to improve accessibility and safety, and Family Support Services deepened connection by hosting 28 events serving more than 340 participants across our region.

We are also proud of our continued investment in our workforce. By exceeding employee retention goals and increasing participation in NADSP e-Badge credentialing, we reaffirmed our commitment to professional growth, recognition, and workforce stability, essential foundations for quality support.

This year brought an extraordinary showing of community generosity. Our After d'Arc Gala achieved a record-breaking net profit of \$285,000, reflecting the deep belief of donors, sponsors, volunteers, and partners who stand behind our mission and the people we serve.

Looking ahead, we are energized by the work before us. In the coming year, we will focus on expanding mental health opportunities for the people we support, responding to a growing need for inclusive, accessible care. We also plan to expand services into Cecil County, broadening access and addressing unmet community needs.

At the same time, we face a challenging reality. Looming state budget cuts threaten vital services, making community partnership more critical than ever. Your continued engagement, advocacy, and philanthropic support will be essential as we protect access, innovate responsibly, and move our mission forward.



Shawn Kros
President & CEO



Andrea Harkins-Brown
Chairperson of the Governing Board



The Arc[®]

Northern Chesapeake Region

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410-836-7177 | www.arcncr.org**

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

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.



**Scan QR code to visit
www.arcncr.org**

