



The Arc[™]
Carroll County



Annual Report
FISCAL YEAR 2023

Achieve with us.



The Arc[™]

Carroll County

Mission, Vision and Core Values

MISSION STATEMENT

The mission of The Arc Carroll County is to support people with intellectual and developmental disabilities in their individual pursuit of a fulfilling life.

VISION STATEMENT

The Arc Carroll County is a leading organization that champions for and supports people with developmental disabilities, while cultivating relationships that enrich our community.

CORE VALUES

Innovation – Our founders pioneered the opportunities that exist today for people with developmental disabilities. We build on their courageous tradition of innovation and creativity in the design and delivery of our services.

Integrity – We operate with integrity in all that we do – as a service provider, as an employer, and as members of our community.

Respect – We treat everyone with respect. Dignity, choice, ability, privacy and opinion are fundamental principles of who we are.

Quality – We embrace the highest standards in all that we do. Quality in service and character drives our actions and attitudes.

Caring – We act with a genuine spirit of caring. A sincere interest in and concern for the complete well-being of all people define our actions.



Welcome!

Season's Greetings from The Arc!

As we pause to enjoy the holiday season and give thanks for our many blessings, there is much to celebrate and a few challenges to share.

This past year was remarkable! The board of directors is commended for their visionary leadership, approving a strategic plan that is bringing The Arc's mission, vision, and values to life in so many ways. Building back our workforce remains our primary focus. Without dedicated and caring direct support professionals, our ability to support individuals and their families is greatly diminished. To that end, the plan included substantial wage increases, improvement to The Arc's healthcare benefits, and enhancements to the working conditions throughout the organization. Significant investments were made to renovate our residential homes to better support individuals as they age. The board also voted to build two fully accessible homes to better meet the needs of individuals who face challenges with their current home environment. The plan also reaffirmed The Arc's commitment to staff training and development. Over 90 staff members are involved in the national direct support professionals certification process through the National Association of Direct Support Professionals. In addition, supervisors now receive formal and consistent training to enhance their decision making and leadership skills. And lastly, The Arc made sizable investments in technology and transportation resources, improving efficiency and service delivery.

The result of these investments?

The Arc is growing again! For the past few years, we simply haven't had adequate staff resources. At times it was a challenge to maintain our current commitment to people who selected The Arc as their service provider. Today, we are supporting more individuals. Some of our programs are approaching pre-pandemic staffing levels, while others are exceeding those levels.

It is wonderful to pause and reflect, but our work and challenges continue. Adequate funding for some services remains a struggle. Another ongoing challenge is finding paid employment opportunities for people that want to work. Our individuals are great employees, and many have a lot to offer; all they need is a chance. If you are in a position to, please consider giving one of our job seekers a chance. It will change their life and may even change yours.

In closing, I hope that you will join us in making a gift to The Arc. We are a great investment as \$0.92 of every dollar goes directly into our services. Your support will help us build two new homes, provide ongoing transportation to people at The Arc, and help our staff members continue to develop their knowledge, skills, and ability to continue providing exceptional care.

Best wishes in the New Year,



Corynne Courpas

Corynne Courpas,
President

A handwritten signature in black ink, appearing to read 'D. Rowe'.

Donald Rowe,
Executive Director



Financial Highlights

STATEMENT OF FINANCIAL POSITION

June 30, 2023

ASSETS

■ Current assets	\$10,968,325
■ Property and equipment – net	\$6,253,584
■ Other assets	\$21,237
■ Total Assets	\$17,243,146

LIABILITIES AND NET ASSETS

Liabilities

■ Current liabilities	\$4,636,418
■ Long-term liabilities	\$1,246,593
■ Total Liabilities	\$5,883,011

Net Assets

■ Without donor restrictions	\$9,019,411
■ Without donor restrictions – board designated	\$2,047,740
■ With donor restrictions	\$292,984
■ Total Net Assets	\$11,360,135
■ Total Liabilities & Net Assets	\$17,243,146

STATEMENT OF ACTIVITIES

June 30, 2023

SUPPORT & REVENUE

■ Government revenue	\$14,369,951
■ Contracts and other revenue	\$780,314
■ Public support	\$244,246
■ Total Revenue	\$15,394,511

EXPENSES

■ Program Services	\$12,727,708
■ Management and general	\$930,201
■ Fundraising	\$167,741
■ Total Expenses	\$13,825,650

■ Change in Net Assets	\$1,568,861
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WHERE DOES THE MONEY GO?

■ Community Living Services	46.5%
■ Employment & Day Services	23.8%
■ School Bus Transportation	21.8%
■ Administration & General	7.9%

**The full audit may be obtained at www.arccarroll.org or by calling 410-848-4124.*

Summary of Services

The following services were provided July 1, 2022 through June 30, 2023.

ADULT SERVICES

- Number of people served: **159**
 - Funded by Developmental Disabilities Administration: **159**
 - Funded by Department of Rehabilitation Services: **0**
 - Unfunded: **0**
 - Private Pay: **0**
- Number of people with jobs, educational opportunities and/or volunteer opportunities: **79**
- Number of employers participating in Employment Services: **36**
- Number of hours worked at paid job sites: **27,270**
- Number of hours worked at volunteer sites: **3,358**
- Number of community learning hours: **20,353**
- Number of hours worked at enclave sites: **5,371**
- Percentage of people working: **30%**
- Number of people who own their own businesses: **2**

COMMUNITY LIVING SERVICES

- Number of people supported in eight homes: **23**
- Number of people receiving support services: **55**

EDUCATIONAL PARTNERSHIPS

- Number of students participating in educational partnerships: **28**
- Number of students supported in summer youth employment programs: **23**
- Number of students in paid jobs: **3**
- Number of students funded by Department of Rehabilitation Services: **79**

TRANSPORTATION SERVICES

- Number of adults transported by van per day: **0***
- Number of van miles traveled per day: **0***
- Number of students transported to Carroll County Public Schools each day: **369**
- Number of school bus miles traveled per day: **4,015**

SATISFACTION

- For people receiving support services: **98%**
- For people receiving residential services: **100%**
- Employment & Day services: **99%**
- Overall: **99%**

*Suspended due to COVID-19

We are committed to ensuring that no person is excluded from participation in or denied the benefits of the transit services we offer. This policy is consistent with the requirements of Title VI of the 1964 Civil Rights Act.



Ride Along Blogs

In late September, we hosted the first Ethan Saylor Alliance Police Training and Appreciation event here at The Arc Carroll County campus. We were honored to welcome Secretary Carol A. Beatty and Director of Community Living Policy and Programs, Jennifer Eastman from the Maryland Department of Disabilities Administration as well as Carroll County Sheriff Jim DeWees and his deputies.

The Ethan Saylor Alliance was passed in April of 2015 and was aimed at providing increased training for members of law enforcement and other public service entities on specific needs of those with developmental and intellectual disabilities. The premise of the alliance is that self-advocates take the central role in educating and informing the community in regard to the specific needs of those with disabilities. The Maryland Department of Disabilities was tasked with forming an alliance of self-advocates, family members, disability related professionals, educators, and members of law enforcement. The alliance will form the framework

needed to support and facilitate self-advocates as educators for law enforcement and other public service entities.

The event was made possible through a generous grant from the Ethan Saylor Alliance and included Sherrif Jim DeWees and his deputies speaking and sharing stories with the individuals in attendance. Sherrif DeWees, and the deputies, also brought two Carroll County K9 officers, Dax and Bali, for a demonstration. In addition to the activities of the day, the grant also allowed for the coordination of community ride-along opportunities for some of The Arc's participants with the Sheriff's Department deputies. The ride-along opportunities have been very impactful to the individuals as well as to our friends in law enforcement, creating better understanding and stronger relationships. Below are the blogs of the individuals who have had an opportunity to share a ride along with a deputy.





“ I recently had the cool experience of doing a ride-along with an Officer from the Carroll County Sheriff’s Department. This Officer started his career in the fire dept and has been a police officer for 5 years. Regarding working with adults with disabilities, he explained to me that people with disabilities come into the police academy to talk with the cadets and that these visits are incorporated into their overall police academy training.

I learned that he believes one-on-one communication between police and persons with disabilities would help officers better understand, react, and respond more positively toward those with disabilities. He also explained to me that putting himself in other’s shoes, having patience, and working with parents and caregivers can increase his understanding of people with disabilities and thus lead to beneficial and positive interactions between police and those with disabilities.”

— Ray

“ My name is Erin and I attend the Meaningful Day Program at The Arc Carroll County. I was given an opportunity to do a ride along with a deputy and visit the Carroll County Sheriff’s Department. I went to the Sheriff’s department and met several police officers. The Officer that was chosen to work with me told me that he was in the Army for 4 years. After the Army he worked as a Baltimore City police officer for 2 years. He then came to the Carroll County Sheriff’s Department and has been here for 2 years.

He shared experiences with me that he has been through such as performing CPR and searching for people with Dementia when they get lost. He gets calls for drug overdoses and suicides. He helps keep our community safe from crime such as stealing from stores. He also pulls people over for speeding and breaking the law. The officers go through training every year on how to work with people with disabilities. They learn how to de-escalate situations by talking calmly and building a trust with individuals.

The police officers are my heroes, and I am very proud of them because they help people. They were all very kind to me and took time to show me around their headquarters which was under the detention center. During my ride along, I got to sit up front and see all the gadgets they use. He told me about the sirens, lights and police radio. He even showed me how they work. It was a pleasure to meet the officers who serve our community. I am very proud to say I got to spend some time with these special people who help protect us every day.”

Erica's Story

As an individual with a disability, Erica Wheeler knows the importance of "Nothing about us without us." Erica has worked tirelessly to advocate for herself and others with disabilities. Not only does Erica serve on the Board of Directors for The Arc Carroll County as the Secretary, but she also leads a group of Self Advocates at the Arc Carroll's Day Program, the Inspiration Advocates. Erica started this in Summer of 2023.

Working in tandem with Empowering Partners, a statewide movement to grow and strengthen local Self-Advocacy groups, Erica has guided the Inspiration Advocates in strengthening their own Self-Advocacy skills. Erica teaches members about a diverse range of topics, including the History of the Disability Rights Movement, how to prepare for a job interview, the importance of body language, and of course how to be the best Self-Advocate you can be!

Members of the group have applied these lessons to their day-to-day lives as well as special events like DD-Day! On DD-Day members of the group met with legislators from Carroll County and used their voices to support legislation to improve the lives of people with Disabilities. Erica worked with the individuals who were representing the Inspiration Advocates at Annapolis, making sure they were prepared to put their best foot forward.

Erica's dedication is made even more impressive by the fact that unbeknownst to many, Erica was dealing with a serious health issue of her own. Diagnosed in 2022, Erica was undergoing treatment for breast cancer while simultaneously preparing her students for DD-Day. Erica took this challenge and turned it in to a strength, using her experience in having to Advocate for herself with her medical team to give more depth to her lessons about Self-Advocacy.

The Arc Carroll County gives a big thank you to Erica Wheeler. The Inspiration Advocates of Carroll County are grateful for her work, and she has truly made a difference in so many lives. Thank you, Erica!



Board and Administration

The FY 2024 Arc Carroll County Board of Directors and Officers

OFFICERS

President

Corynne Courpas

Retired from Performance

Food Group

Secretary

Erica Wheeler

Self Advocate

Treasurer

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DIRECTORS

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Support Services Program

Coordinator

Krissy Heuer

Assistant Director of

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Elaine Johnson

Educational Partnership

Manager

Jen Johnson

Director of Development

Sabrea Joyner

Day Program Coordinator

Maryia Kuzina

Accountant

Kourtney Merriam

Support Services Program

Coordinator

Laura Mojica

Compliance Manager

David Nenner

Day Program Coordinator

Lisa Parks

Health Services Coordinator

Allyson Pickett

Day Program Coordinator

Daniel Pierce-Woodward

Transportation Assistant

Genice Rill

Receptionist/Training Assistant

Lois Ruiz

Consumer Resources Administrator

Joanne Scott

Director of Human Resources

Claudine Skidmore

Residential Program Assistant

Rachel Verrette

Human Resources Generalist

Danielle Yeshnik

Day & Employment Program

Manager

Supporters of the Arc

The Arc Carroll County gratefully acknowledges the following individuals, businesses, foundations and organizations that in FY 2023 (July 1, 2022 – June 30, 2023) supported our mission and the people we support. Every effort has been made to ensure the accuracy of this list. If you feel an error has been made, please contact the development office at (410) 848-4124.

\$30,000 +

Truist Foundation
The Kahlert Foundation

\$10,000 - \$20,000

Doris J. Hull
The M&T Charitable Foundation
Carroll and Sue Yingling

\$5,000 - \$9,999

Christmas Project Inc.
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South Carroll Lioness-Lions Club, Inc.
St. Mark's United Church of Christ of Snyderburg
S&S Holdings, Inc.
Tevis Energy
Stephan A. Timchula
Mary Jo Walla
Westminster Car Care

And the many others including those who wish to remain anonymous.

Champions Circle

Members of the Champions Circle have planned a future gift to benefit The Arc Carroll County. Such gifts can include a bequest (any percentage or amount) to The Arc or naming The Arc as a beneficiary of a life insurance policy or an individual retirement account.

Ms. Corynne Courpas in memory of Terri Markle
Ms. Doris J. Hull
Don and Chris Rowe
Mr. George Slacum in Memory of Kyle Marie Slacum
In Memory of Mrs. Patricia Spicer
Ms. Janet Thomas
Ms. Mary Jo Walla in Honor of Jesse Tyler Cherone

If you have any questions about the Champions Circle, please call (410) 848-4124.

Gifts in Honor of

Joe Alt
Vince and Kathleen Campanella
Susan Dumm
Ronald Fink
Kathy Hughes
Chris Shaffer
Debbie Stump
Kelly L. Sullivan
Katherine Zorn

Gifts in Memory of

Happy, Louise & Gregg Albright
Greg Allen
Brenda & Timmy Collins
Ralph Conaway
David Cook
Jimmy Diehl
Pippi Kibler
Donald Millberry
Allen Passman
Lois Patricia "Pat" Ruchlewicz
Vernon Lester Smack, Jr.
Stuart Spicer
Barry Strine
Christine Utz
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Andrew and Kristy Dean
Exploration Commons
Dale & Teresa Fletcher
Hahn's Pork & Beans
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Piney Branch Golf Club
Sykesville Station
The Cutting Garden
The Vine on Main
Mary Jo Walla
Wawa – Eldersburg
Jeff & Connie Zumbun





The Arc[™]

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