



The Arc[™]
Carroll County



Annual Report
FISCAL YEAR 2024

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!

Happy Holidays from The Arc!

As we celebrate the season, we're thrilled to share the milestones achieved this year thanks to our strategic vision and commitment to our mission of supporting individuals in living meaningful lives.

- **Empowering Our Workforce:** We've bolstered our team with dedicated professionals, enhanced by initiatives like the RISE program, in collaboration with the National Association of Direct Support Professional, and continuous staff support through wage increases and access to the best technology available. The board of directors is commended for their visionary leadership and commitment to strengthening, training and growing our workforce.
- **Accessible Living Spaces:** Preparations are underway to build two state-of-the-art, fully accessible homes for individuals with mobility and health challenges, supported by community generosity and our forthcoming "Raise The Roof" campaign. These homes will support a total of 6 individuals who have age related health and mobility impairments. Special thanks to the Carroll County Board of Commissioners for generously providing 2 building lots.
- **Innovative Employment Support:** With guidance from the Institute of Community Inclusion, we're developing a sustainable model to expand our employment initiatives for individuals. This new model will better support individuals currently employed and build capacity for growth.

While we celebrate, we also face challenges, particularly Maryland's tight financial landscape. Your contributions can help us overcome these hurdles and build a brighter future. An impressive **92 cents of every dollar** directly supports our mission, ensuring resources are maximized for impact.

As we look ahead to The Arc's 70th anniversary, we honor the vision of our founders who aspired to create better lives filled with opportunity and joy for their loved ones.

Thank you for being part of this journey. Wishing you a joyous holiday season and a wonderful 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, 2024

ASSETS

■ Current assets	\$10,150,818
■ Property and equipment – net	\$5,791,056
■ Other assets	\$10,516
■ Total Asset	\$15,952,390

LIABILITIES AND NET ASSETS

Liabilities

■ Current liabilities	\$1,660,804
■ Long-term liabilities	\$947,375
■ Total Liabilities	\$2,608,179

Net Assets

■ Without donor restrictions	\$10,129,318
■ Without donor restrictions – board designated	\$2,866,472
■ With donor restrictions	\$348,421
■ Total Net Assets	\$13,344,211
■ Total Liabilities & Net Assets	\$15,952,390

STATEMENT OF ACTIVITIES

June 30, 2024

SUPPORT & REVENUE

■ Government revenue	\$14,723,323
■ Contracts and other revenue	\$1,076,964
■ Public support	\$698,474
■ Total Revenue	\$16,495,761

EXPENSES

■ Program Services	\$13,235,063
■ Management and general	\$1,088,567
■ Fundraising	\$188,055
■ Total Expenses	\$14,511,685

■ Change in Net Assets	\$1,984,076
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WHERE DOES THE MONEY GO?

■ Community Living Services	47.5%
■ Employment & Day Services	24.6%
■ School Bus Transportation	19.1%
■ Administration & General	8.8%

*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, 2023 through June 30, 2024.

ADULT SERVICES

- Number of people served: **149**
 - Funded by Developmental Disabilities Administration: **149**
 - Funded by Department of Rehabilitation Services: **0**
 - Unfunded: **0**
 - Private Pay: **0**
- Number of people with jobs, educational opportunities and/or volunteer opportunities: **85**
- Number of employers participating in Employment Services: **35**
- Number of hours worked at paid job sites: **25,504**
- Number of hours worked at volunteer sites: **3,862**
- Number of community learning hours: **22,970**
- Number of hours worked at enclave sites: **5,545**
- Percentage of people working: **30%**
- Number of people who own their own businesses: **3**

COMMUNITY LIVING SERVICES

- Number of people supported in eight homes: **24**
- Number of people receiving support services: **57**

EDUCATIONAL PARTNERSHIPS

- Number of students participating in educational partnerships: **24**
- Number of students supported in summer youth employment programs: **23**
- Number of students in paid jobs: **6**
- Number of students funded by Department of Rehabilitation Services: **74**

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: **329**
- Number of school bus miles traveled per day: **3,000**

SATISFACTION

- For people receiving support services: **98%**
- For people receiving residential services: **95%**
- Employment & Day services: **99%**
- Overall: **97%**

*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.



Raise the Roof: Building a Brighter Future

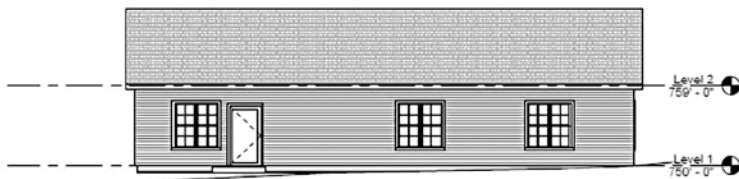
As The Arc Carroll County proudly celebrates its 70th anniversary in 2025, we are thrilled to launch **Raise the Roof**—a transformative fundraising campaign aimed at creating new opportunities for the individuals we serve with intellectual and developmental disabilities to enjoy community living. With your support, we can build two state-of-the-art, fully accessible homes, providing safe, comfortable, and empowering living spaces for six individuals.



1 Lot C West
1/8" = 1'-0"



2 Lot C South
1/8" = 1'-0"



3 Lot C East
1/8" = 1'-0"



4 Lot C North
1/8" = 1'-0"

Our goal is ambitious yet vital: \$1 million. This milestone will mark a giant leap forward in our mission to enhance the quality of life for our individuals and their families. These homes will be more than just buildings—they will be places of belonging, safety, and joy.

For many, community living is an everyday reality taken for granted. However, for the individuals The Arc Carroll County serves, it is a life-changing gift. Accessible, thoughtfully designed homes nestled in welcoming neighborhoods offer our residents the chance to experience the joys of independence and connection. Whether it's the simple pleasure of relaxing in their own backyards, hosting friends, or celebrating special moments, these opportunities enrich their lives in profound ways. For their families, it brings peace of mind, answering the heartfelt question of "What's next for my loved one?" With these homes, we are not only addressing a physical need but also fulfilling emotional and lifelong aspirations for stability and dignity.

RIGHT: The Arc lot donated by the Carroll County Commissioners for building two state-of-the-art fully accessible homes.





This effort would not be possible without the extraordinary generosity of our partners. We extend our heartfelt thanks to the Carroll County Commissioners for providing the land on which these homes will be built. Additionally, we are deeply grateful to the longstanding businesses and members of The Arc's Corporate Council, as well as the amazing donors whose early support has helped lay the foundation for this campaign's success. Your commitment to inclusion and empowerment inspires us to dream big!

Ways to Get Involved

1 Host a Patio Party

Gather friends, neighbors, and colleagues for a fun, informal micro-event to share the campaign's mission and inspire donations. Every connection makes a difference!

2 Donate Online

Visit our website and contribute to the **Raise the Roof** donation page. Whether it's a one-time gift or a monthly pledge, your generosity will bring us closer to our goal.

Together, we can build not just houses, but homes—and a stronger, more inclusive community.

3 Engage Through Corporate Sponsorship

Join our Corporate Council program and demonstrate your business's commitment to building an inclusive community.

4 Spread the Word

Help amplify our message by sharing campaign updates and events on social media or by inviting others to participate.

Stay Connected!

We will keep you updated throughout the year via Facebook, email campaigns, direct mail, and flyers. Watch for inspiring stories of progress; invitations to exclusive events and updates on how your support is making an impact.

Why Your Support Matters

Every dollar raised for **Raise the Roof** directly impacts individuals in our community, providing our residents with a home where they can grow, connect, and thrive.

Home is where independence begins and community flourishes. These homes will provide the stability and care families dream of, ensuring a brighter future for their loved ones. Together, we can create a future where accessibility and independence are within everyone's reach.

Join Us Today

As we celebrate 70 years of service, let's make this milestone year truly memorable by coming together to **Raise the Roof!** Your partnership in this campaign will leave a lasting legacy, ensuring The Arc Carroll County continues to be a beacon of hope and inclusion for generations to come.

To donate or learn more about the campaign, please visit www.ArcCarroll.org or call Jen Johnson, director of development, at (410) 848-4124. Together, we can build not just houses, but homes—and a stronger, more inclusive community. Thank you for being part of this vital mission!

Christopher's Story



Chris lived with his father for 41 years, but as his father grew older, he knew it was time to explore new doors and find greater independence. In August, he tried a weekend stay at one of the Arc's residential homes, and by October, he made the exciting move. Since October 5th, 2012, Chris has worked in Food Service as a dishwasher at McDaniel College, where he's a valued team member four days a week. On his day off, he joins his dad in delivering medications throughout the community, staying connected and engaged. When college is on break, Chris enjoys attending The Arc Carroll County Day Program, where he volunteers with Meals on Wheels.

Chris is a die-hard Philadelphia sports fan, passionately cheering for the Phillies, Flyers, and Eagles. Whether it's baseball, hockey, or football season, you can always count on Chris to show his Philly pride!

Outside of work, he loves spending quality time with family and friends, going out with his support staff, enjoying lunch with his aunts, and appreciating some well-deserved alone time.

MCDANIEL
COLLEGE



Board and Administration

The FY 2025 Arc Carroll County Board of Directors and Officers

OFFICERS

President

Corynne Courpas

Retired from Performance

Food Group

Vice President

Tony Eckard

Retired from Carroll County

Public Library

Treasurer

Rob Burk

Carroll County Public Schools

Secretary

Erica Wheeler

Self Advocate

DIRECTORS

Lisa Breslin

Andrew Dean

Open Professional Group

Lynne Griffith

J. Barry Hughes

Retired

Heather Powell

Carroll County Workforce

Development

Marcus Lee Primm

Retired

Carroll Yingling

Retired – RBC Wealth Management

ADMINISTRATION

Donald Rowe

Executive Director

Mary Jo Walla

Deputy Executive Director

Cindi Aughinbaugh

Accounting Associate

Kim Booe

Executive Coordinator

Brittany Bowden

Director of Quality Assurance

Marsha Christian

Transportation Director

Cheryl Fabela

Junior Accountant

Shelly Garber

Retention Coordinator

Jeanette Griffin

Director of Finance

Kathy Gutierrez

Job Developer

Ashley Hanson

Support Services

Program Coordinator

Krissy Heuer

Assistant Director of

Community Living

Elaine Johnson

Employment Development

Manager

Jen Johnson

Director of Development

Marya Kuzina

Accountant

Kourtney Merriam

Day Program Coordinator

Laura Mojica

Compliance Manager

David Nenner

Day Program Coordinator

Allyson Pickett

Day Program Coordinator

Daniel Pierce-Woodward

Transportation Assistant

Mariel Ramey

Support Services

Program Coordinator

Genice Rill

Receptionist/Training Assistant

Lois Ruiz

Consumer Resources Administrator

Joanne Scott

Director of Human Resources

Claudine Skidmore

Health Services Coordinator

Danielle Yeshnik

Day & Education

Program Manager

Supporters of the Arc

The Arc Carroll County gratefully acknowledges the following individuals, businesses, foundations and organizations that in FY 2024 (July 1, 2023 – June 30, 2024) 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 +

The Kahlert Foundation
Robert M. Bare Charitable Rem Trust

\$10,000 - \$20,000

Harold Glen and Audrey G. Benson
Trumpower Foundation
Doris J. Hull
Carroll and Sue Yingling

\$5,000 - \$9,999

PNC Foundation
Nora Roberts Foundation
Safeway Foundation
John and Joanne Scott
Shelter Systems

\$2,500 - \$4,999

ACNB Bank
Advanced Heating & Cooling LLC
Granville and Judith Albright
Ruth Bair
Comcast, Beltway Region

Charles and Nancy Herboldsheimer
Hill Development Group LLC
Barry and Teresa Hughes
Knights of Columbus Council #1393
McGriff Insurance Services
Mutual of America
R. Wayne Feezer Memorial
Foundation, Inc.
Bob Rowe
Don and Chris Rowe
Teresa L. Smack
Larry and Aimee Summers

\$1,000 - \$2,499

Advantage Prosthetics & Orthotics
American Bus Sales
BFPE International
Robert and Sherri-Le Bream
Lisa Breslin and Paul Fulton
Robert and Anita Bullock
Corynne Courpas
Cross Roads Truck & Auto

First Financial Federal Credit Union
Charles O. Fisher, Jr.
Todd and Kelly Frager
Jeanette Griffin
David and Dorina Keffer
Kite Technology Group
Knights of Columbus Council
#9127
Mullen, Sondberg, Wimbish & Stone
Naylor Plumbing Heating and A/C, Inc.
Brian and Cindy Peacock
Penguin Random House
Louna and Lee Primm
Helen Whitehead and Lou Salafia
Summit Building Services, Inc.
Sweetbay Farms Nursery LLC
Victoria and Patrick Taylor
Janet Thomas
Bob and Edith Tracey
Mary Jo Walla
The Wawa Foundation
Sherry West

\$500 - \$999

Ascension Episcopal Church
(Westminster)
Mark Ayres
Joe and Angela Bonarrigo
Carroll Hospital Center
Clear Channel Outdoor
Barbara Cornett
Monty Dickens
Dimensional Health Care Associates
Farmers & Merchants Bank
Fern Rodkey Electric, Inc.
Fuchs North America
Kathy Gutierrez
Mark and Susan Hopkins
Steve and Kaye Horr
Dr. James Lightner
Kenneth R. MacIvor
Paul & Penny Morgan
Point Breeze Credit Union
Quantum Internet and Telephone
Rotary Club of Westminster
Selective Insurance Company
of America
Brett Starr
Jeff Stocksdale
Stephen and Sharon Sullivan
White's Seal Coating and
Property Maintenance
Matt Yeshnik
Dennis and Carol Yocum



\$250 - \$499

Susan and Jerry Alt
Mark and Sherrine Bollinger
Deborah Brehm
Carroll County Youth Services Bureau
Marsha Christian
Robert Cole
Edwin and Barbara Conaway
Paul Dahlka
James and Michelle D'Anthony
Doug and Sherry Falk
The Ford Wealth Management Group
at Janney Montgomery Scott LLC
Frederick Health / Carroll Occupational
Health Solutions
Dave and Conni Highfield
Matt and Debra Hoff
Hoffman, Comfort, Offutt, Scott &
Halstad, LLP
Elaine Johnson
M&T Bank
Gary and Jill Miller
Joseph and Donna Nuzzo
Pritts Funeral Home & Chapel, P.A.
Roaring Run Lions Club, Inc.
St. Mark's United Church of Christ
of Snickersburg
Thomas, Bennett & Hunter, Inc.
Traynor's Floors and Carpet
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
Tim & Crystal Brauning
Tori Eshelman
Kelly L. Sullivan

Gifts in Memory of

Happy, Louise & Gregg Albright
August Allen
Greg Allen
Jordy Davis
Patricia Dodd
R. Wayne Feezer
William Gunning
Tim Kelly
Pippi Kibler
Robbie King
Lucille Lutz
Terri Markle
Ronnie Morningstar
Vernon Lester Smack, Jr.
Barry Strine
Sharon Dawn Weaver

In-Kind Donations

Baltimore Orioles
Bertuccio's Bakery
Kim Booe
Carroll County Public Library
(Westminster Branch)
Corynne Courpas
Andrew and Kristy Dean
Richard and Annette Dietrich
Dale and Teresa Fletcher
William and Avia Hamilton
Jen Johnson
Sherri-Le Bream
Patapsco Distilling Co.
Piney Branch Golf Club
The Vine on Main
Wawa - Eldersburg
John and Sharon Yingling



The Arc[™]

Carroll County

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www.arccarroll.org

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