



*Annual Report*  
FISCAL YEAR 2025

***Achieve with us.***



## *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!

## Wow — what an amazing year at The Arc!

This year, The Arc turned 70 years old, an incredible milestone. We truly believe we are making a meaningful difference in the lives of the people who have chosen us for their support, and we are confident our founding families would be proud. Those families created the vision and core beliefs that still guide our actions today. Their hope for an inclusive community where their children could thrive and fully participate is becoming a reality for many.

One wonderful example of this progress is the collaboration sparked by a conversation between Jen Johnson, The Arc's director of development, and Susan Reed, director of development at the Community Media Center. Their discussion led to a partnership between The Arc, Bello Machre, Penn-Mar, and Target Community & Educational Services, resulting in a documentary featuring individuals supported by each organization and their accomplishments. The film, *Thriving Together*, was shown on Giving Tuesday to a **sold-out** crowd. We would love to be the one to travel back in time to tell those founding families that their vision, persistence, and determination would bear fruit 70 years later.

We are also excited about the expansion of our residential program through the construction of two new, fully accessible homes. Although we are still moving through the permitting process, the homes are on track for completion in 2026 and will provide long-awaited opportunities for several people with mobility challenges. This project will increase The Arc's residential capacity and allow us to offer additional housing services in the years ahead.

Our employment initiative is gaining momentum as well. After spending the last year redesigning our model based on national best practices, several individuals are already benefitting—either through successful job placements or active engagement in their employment searches.

Looking ahead, we are energized by the opportunity to engage our stakeholder community as we shape our goals for the next three years. Our current strategic plan provided vital guidance, especially as we rebuilt our workforce following COVID. Feedback we've received highlights several priorities: better utilization of our spaces, strengthening training and staff development, enhancing person-centered outcomes, and expanding our use of technology to improve programs and operations.

We are grateful for the dedication of our amazing direct support professionals and leadership team for bringing The Arc's mission to life each day.

We wish you a wonderful 2026 and invite you to support The Arc as you are able. Your gift will make a meaningful difference in how we deliver services and will help lessen the impact of the funding cuts we continue to experience.

**Thank you for being part of The Arc community.**



*Corynne Courpas*

**Corynne Courpas,**  
President

*Donald Rowe*

**Donald Rowe,**  
Executive Director





# Financial Highlights

## STATEMENT OF FINANCIAL POSITION

June 30, 2025

### ASSETS

■ Current assets	<b>\$12,357,328</b>
■ Property and equipment – net	<b>\$5,557,917</b>
■ Other assets	<b>\$70,482</b>
■ <b>Total Assets</b>	<b>\$17,985,727</b>

### LIABILITIES AND NET ASSETS

#### Liabilities

■ Current liabilities	<b>\$2,080,592</b>
■ Long-term liabilities	<b>\$695,094</b>
■ <b>Total Liabilities</b>	<b>\$2,775,686</b>

#### Net Assets

■ Without donor restrictions	<b>\$10,683,639</b>
■ Without donor restrictions – board designated	<b>\$3,740,032</b>
■ With donor restrictions	<b>\$786,370</b>
■ <b>Total Net Assets</b>	<b>\$15,210,041</b>
■ <b>Total Liabilities &amp; Net Assets</b>	<b>\$17,985,727</b>

## STATEMENT OF ACTIVITIES

June 30, 2025

### SUPPORT & REVENUE

■ Government revenue	<b>\$15,626,808</b>
■ Contracts and other revenue	<b>\$1,296,625</b>
■ Public support	<b>\$423,448</b>
■ <b>Total Revenue</b>	<b>\$17,346,881</b>

### EXPENSES

■ Program Services	<b>\$14,099,183</b>
■ Management and general	<b>\$1,183,473</b>
■ Fundraising	<b>\$198,395</b>
■ <b>Total Expenses</b>	<b>\$15,481,051</b>

■ <b>Change in Net Assets</b>	<b>\$1,865,830</b>
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### WHERE DOES THE MONEY GO?

■ Community Living Services	<b>46.2%</b>
■ Employment & Day Services	<b>25.6%</b>
■ School Bus Transportation	<b>19.3%</b>
■ Administration & General	<b>8.9%</b>

\*The full audit may be obtained at [www.arccarroll.org](http://www.arccarroll.org) or by calling 410-848-4124.

# Summary of Services

The following services were provided July 1, 2024 through June 30, 2025.

## ADULT SERVICES

- Number of people served: **142**
  - Funded by Developmental Disabilities Administration: **142**
  - Funded by Department of Rehabilitation Services: **0**
  - Unfunded: **0**
  - Private Pay: **0**
- Number of people with jobs, educational opportunities and/or volunteer opportunities: **101**
- Number of employers participating in Employment Services: **40**
- Number of hours worked at paid job sites: **25,211**
- Number of hours worked at volunteer sites: **3,404**
- Number of community learning hours: **23,600**
- Number of hours worked at enclave sites: **5,442**
- Percentage of people working: **27%**
- 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: **65**

## EDUCATIONAL PARTNERSHIPS

- Number of students participating in educational partnerships: **15**
- Number of students supported in summer youth employment programs: **34**
- Number of students in paid jobs: **0**
- Number of students funded by Department of Rehabilitation Services: **61**

## TRANSPORTATION SERVICES

- Number of adults transported by van per day: **26**
- Number of van miles traveled per day: **86**
- Number of students transported to Carroll County Public Schools each day: **300**
- Number of school bus miles traveled per day: **3,116**

## SATISFACTION

- For people receiving support services: **99%**
- For people receiving residential services: **100%**
- Employment & Day services: **96%**
- Overall: **98%**



*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.*



# Thriving Together: *Hunter's Story*

When Hunter first joined The Arc Carroll County's Community Living Program, he brought with him a contagious smile and a determination to live life to the fullest. Over the years, he's grown in confidence, independence, and purpose—and this year, his journey reached an even wider audience through *Thriving Together: The Power of Inclusion*, a documentary produced in partnership with the Community Media Center of Carroll County.

In the film, Hunter shares what it means to truly belong. Viewers see him thriving in his home, contributing to his community, and pursuing the same dreams we all share—to have meaningful relationships, to feel valued, and to live a life filled with joy and dignity. His warmth and authenticity captured the hearts of everyone who watched.

Hunter's story reminds us that inclusion isn't just a goal—it's a way of life. The opportunities that empower Hunter to thrive are made possible through The Arc's person-centered supports: safe and accessible housing, dedicated staff, and programs that nurture independence. Each day, The Arc helps individuals with intellectual and developmental disabilities live, work, and grow in the communities they love.

As the credits rolled at the Thriving Together premiere, there wasn't a dry eye in the room. Hunter's smile said it all—pride, accomplishment, and hope for what's next. His story is a testament to the power of community, compassion, and commitment.

Your support makes stories like Hunter's possible. Together, we are building a future where everyone has the opportunity to thrive.



# Capree's Story:

## A Career Built on Dedication and Heart

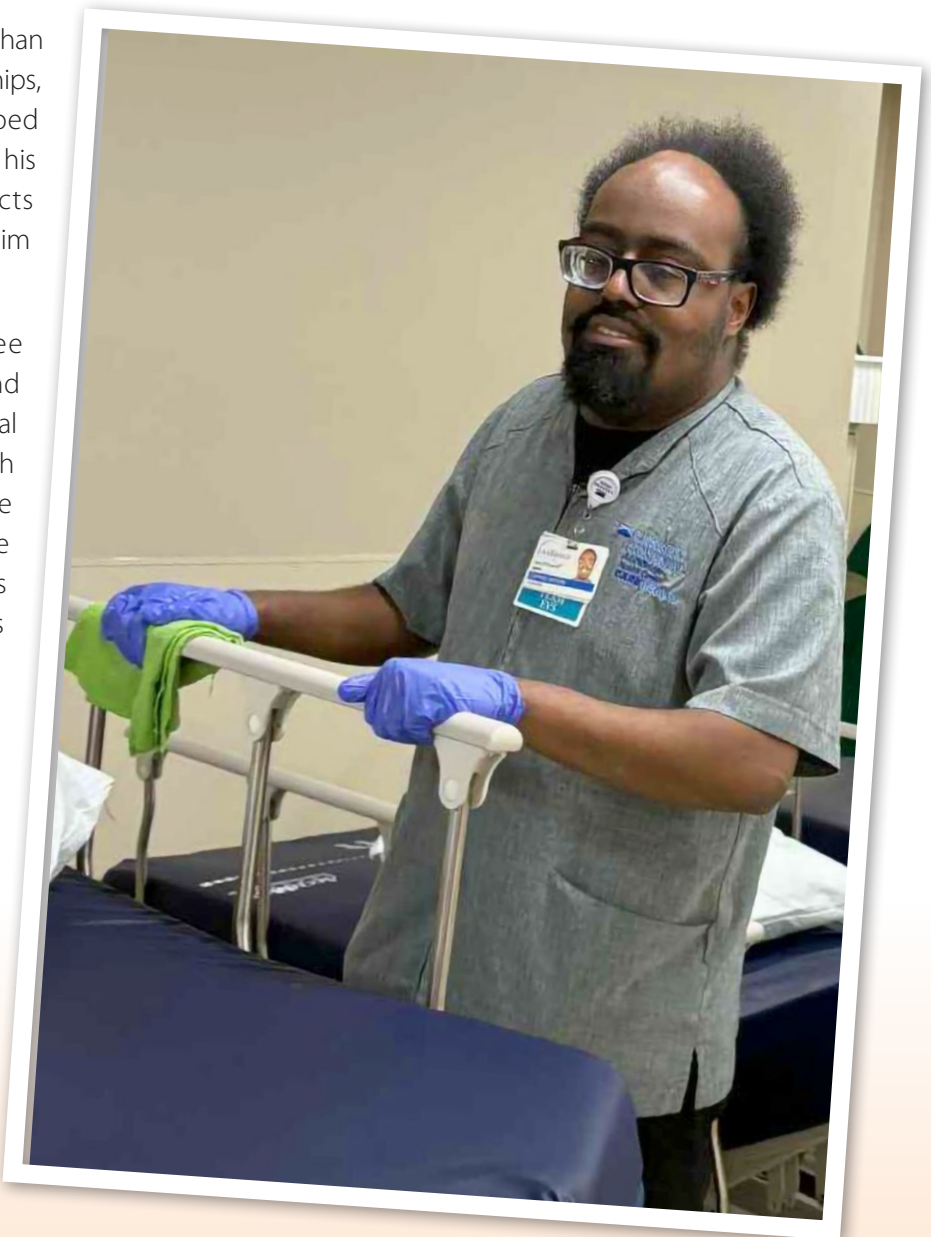
Capree has been a valued member of the Carroll Hospital team for years—a remarkable achievement that reflects his dedication, dependability, and pride in his work. Every day, he shows up with a smile, ready to do his part to help others. To everyone who knows him, Capree embodies the spirit of commitment and community that The Arc Carroll County strives to nurture.

Capree began his career through the TEACH Program, a partnership between Carroll Hospital, The Arc Carroll County, and Carroll County Public Schools. From the moment he joined in 2015, his hard work and positive attitude stood out. Even before graduating from the program in 2018, Capree was offered a full-time position at Carroll Hospital—proof of his strong work ethic and the respect he earned from his team.

Through his role, Capree has gained far more than professional experience. He's built lasting friendships, found a deep sense of purpose, and developed confidence that continues to grow. He credits his supportive coworkers, the patients he interacts with, and his Arc job coach, Brenda, for helping him succeed each day.

Like anyone in a long-term career, Capree faces challenges—keeping up with emails and training requirements or managing new physical restrictions—but he approaches each with determination and grace. Looking ahead, he has a new goal in sight: to buy a house and live independently within the next six years. He's already taking meaningful steps by building his credit and planning for his future.

Capree's story is a powerful reminder of what's possible when people are given opportunity and encouragement. Because of your support, The Arc continues to open doors for individuals like Capree—helping them build meaningful careers, lasting connections, and lives filled with pride and purpose.





# Finding His Spark:

## Devin's Story

When Devin first came to The Arc Carroll County, he was quiet and reserved—a young man who kept mostly to himself. But behind that shy smile was tremendous potential, just waiting for the right opportunity to shine.

That opportunity came through The Arc's employment services program, which helps individuals with intellectual and developmental disabilities find meaningful work in our community. In 2023, while still in high school and as a student of Transition Connections Academy, Devin participated in The Arc's Career Exploration class, where he discovered his passion for welding—a skilled and demanding trade that captured his interest and focus.

With guidance from The Arc's job coaches, Devin applied for a Weld Cleaner position at EVAPCO, Inc., a global HVAC manufacturing company in Taneytown known for its inclusive workplace. Though not welding yet, the position gives Devin valuable exposure to the field he aspired to enter. His supervisors quickly recognized his strong work ethic, reliability, and positive attitude.

Determined to keep growing, Devin enrolled at Carroll Community College—supported by The Arc and Department of Rehabilitation Services (DORS)—where he successfully completed Welding I and is now taking Welding II. Each step brings him closer to his goal of becoming a certified welder.

The job isn't easy. Devin starts work before most people are even waking up, cleaning thousands of individual welds on each unit his team builds. But being close to welding operations, surrounded by coworkers who value teamwork and

safety, makes every early morning worthwhile. And because EVAPCO is an employee-owned company, Devin is proud to be working toward a future where he'll have a real stake in the business.

Recently, Devin stood before a crowd at The Arc's 70th anniversary celebration and confidently shared his story—a powerful moment for someone who once kept to the sidelines.

Thanks to The Arc, supportive partners like EVAPCO, and donors like you, Devin isn't just building HVAC systems—he's building his future. He's found his confidence, his purpose, and his place in our community.





# Board and Administration

## The FY 2026 Arc Carroll County Board of Directors and Officers

### OFFICERS

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Retired from Performance

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Vice President

**Tony Eckard**

Retired from Carroll County

Public Library

Treasurer

**Rob Burk**

Carroll County Public Schools

Secretary

**Erica Wheeler**

Self Advocate

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Boys and Girls Clubs of Carroll County

**Andrew Dean**

Open Professional Group

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**J. Barry Hughes**

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**Heather Powell**

Carroll County Workforce

Development

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Retired – RBC Wealth Management

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**Kourtney Merriam**

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Receptionist/Training Assistant

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Administrator

**Joanne Scott**

Director of Human Resources

**Claudine Skidmore**

Health Services Coordinator

# Supporters of the Arc

The Arc Carroll County gratefully acknowledges the following individuals, businesses, foundations and organizations that in FY 2025 (July 1, 2024 – June 30, 2025) 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.

## \$50,000 +

The Kahlert Foundation

## \$20,000 - \$25,000

Comcast, Beltway Region

For di Family Foundation Inc.

Doris J. Hull

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PNC Foundation

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The M&T Charitable Foundation

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Penguin Random House

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Betty Thomas

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Edith Tracey

Mary Jo Walla

The Wawa Foundation

Westminster Elks #2277

Dennis and Carol Yocum



## \$500 - \$999

American Bus Sales  
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Robert and Sherri-Le Bream  
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Snydersburg  
Thomas, Bennett & Hunter, Inc.  
Troy Van Scoyoc  
Westminster Car Care  
Kathleen and George Zeitler  
Nello Zuech

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

## Gifts in Honor of

Joe Alt  
Kelly L. Sullivan  
Quentin Williams



## 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 Memory of

Ande Boehl  
Happy, Louise & Gregg Albright  
Ray & Betty Bankard  
Jimmy Diehl  
Patricia Dodd  
R. Wayne Feezer  
Paul Ford  
Ken Herb  
Patrick Michael Hughes  
Jeanne Kelly  
Terri Markle  
Jerry Mongold  
Barry Strine  
James Hamilton Summers

## In-Kind Donations

Kim Booe  
Richard and Annette Dietrich  
Dale and Teresa Fletcher  
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Kathy Gutierrez  
William and Avia Hamilton  
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Jen Johnson  
Piney Branch Golf Club  
Shoppers  
Sweetbay Farms Nursery LLC  
Western Maryland Scenic Railroad

*Thank You!*





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