



## 2013 Annual Report

*Achieve with us.*

# ABOUT US

## About The Arc Northern Chesapeake Region

The Arc Northern Chesapeake Region is a private, non-profit local chapter of The Arc of Maryland and The Arc of the United States, the largest volunteer organization in the world devoted exclusively to improving the quality of life for all adults and children with intellectual and developmental disabilities.

We provide support services and advocacy to over 400 adults and children and their families in Harford and Cecil counties. The Arc Northern Chesapeake Region supports people with intellectual and developmental disabilities to create lives that mirror yours and mine: students attending neighborhood schools, adults going to work and living in their own homes, and individuals enjoying the social and recreational opportunities in their communities.



*The Arc Northern Chesapeake Region is a United Way agency*

## OUR VISION

People with disabilities lead personally valued lives in, and supported by, the community.

## OUR MISSION

The Arc Northern Chesapeake Region helps people identify and pursue personally valued lives.

## OUR CORE VALUES

### RESPECT

We believe all people have the right to be and feel respected. We show honor and esteem to all people we come in contact with. This is done with appreciation and dedication to their right and privilege to be treated as someone with worth.

### SELF-DETERMINATION

We implement the principles of self-determination. Freedom to make choices; Authority over services and support; Responsibility for organizing resources; Supports necessary to live in the community.

### INCLUSION

We believe everyone should have supports that assist them to be involved in real-life opportunities in places with others to the benefit of all.

### RESPONSIVENESS

We are responsive to our internal and external customers, resource contributors, community and each other.

### COMMUNITY BUILDING

We deliver on customers' needs through new and existing community partnerships and creative use of resources.

We are proud to present the 2013 Annual Report as we celebrate sixty years of service. As we reflect on the past sixty years, we are astonished at the strides made towards improving the quality of life for individuals with intellectual and developmental disabilities. The Arc Northern Chesapeake Region began in 1953 as a grassroots organization of parents who dreamed of a better life for their children with disabilities.

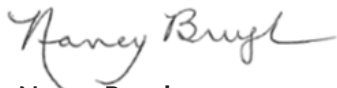
Sixty years later, the dreams of those founding parents continue to thrive and grow stronger than ever before. What began as an effort to improve the quality of life for twelve children has transformed into an organization that currently supports more than 400 individuals and families in Harford and Cecil Counties.

The Arc Northern Chesapeake Region is pleased to offer family and individual support services, treatment foster care, vocational services, transportation and supported living. Individuals with intellectual and developmental disabilities have the right and opportunity to live independently, advocate for themselves and work within the community.

Without the dedication and support of our staff, volunteers, donors, supporters and the community, our success would not be possible. This year's Annual Report features several stories of individuals and groups doing exceptional work within our organization. Thank you for your support of our mission. We appreciate your dedication and look forward to seeing what we can conquer in the next sixty years.



**Shawn Kros,**  
EXECUTIVE DIRECTOR



**Nancy Brugh,**  
BOARD PRESIDENT



# The Arc Northern Chesapeake Region through the Decades



## 1950's

- 1953 – 22 parents from Harford and Cecil Counties started the organization in their basement.
- The parents incorporated and named the organization - The Northern Maryland Society for Aid of Retarded Citizens, Inc.
- School called Har-Haven was started and later became John Archer School.

## 1960's

- First sheltered workshop started in Aberdeen to make doormats.
- The workshop grew to become known as the Harford Training Center.
- Harford County Government provided funding for the workshop and adult Day services in the Bel Air Methodist Church on Main Street.

## 1970's

- 1976 – Land was purchased for an Activity Center and Residential Homes in Aberdeen.
- A greenhouse was built on the property to grow and sell plants.

## 1980's

- The agency name changed to the Northern Maryland association of Retarded Citizens.
- Secured funding to build a group home in Joppa, known as the Clayton House for individuals with severe and profound mental retardation.
- Individuals started to live more independently in the community.



- Agency received a grant to start the Family Support Services program to assist families with services right in their home.
- Employment opportunities expanding in local business and crews providing janitorial and landscaping services.
- Supported employment program was started with a grant from The Kennedy Institute.

## 1990's

- The agency changed its name to The Arc of Harford County.
- Person-centered planning was used.
- Youth began transitioning from Public Schools.
- Agency closed the workshop and began finding individual employment in the community.
- 1999 – The administrative office experienced a devastating electrical fire and moved to a temporary location in Forest Hill until repairs were complete.

## 2000

- The agency changed its name to The Arc Northern Chesapeake Region.
- Workshop on Granary Road closed.
- 2001 – Treatment Foster Care began in both Harford and Cecil Counties.
- A capitol campaign was started to enlarge and renovate the offices in Aberdeen.
- 2003 – Staff moved into the newly renovated and re-constructed building.
- 2004 – Development Department hosted its first After dArc Gala.



## 2010 – Present

- 2010 – Devastating loss of Executive Director Tim Quinn.
- Shawn Kros appointed as Executive Director .
- 2012 – Jessica Markel story is printed in Time Magazine about her employment in a window and door manufacturing environment.
- 2012 – First transitioning youth in Cecil County
- 2012 – Partnership with AREAS, USA for employment at Maryland House and Chesapeake House
- 2012 – \$62,000 raised for a Dresher Foundation Match for a total of \$124,000
- 2013 – Agency celebrates 60 year anniversary

## Self-Advocacy—People First

People First is an independent, self-advocacy group that was established in 1987 with the belief that all people deserve a life of quality regardless of abilities or disabilities. People First of Harford County holds monthly meetings at The Arc Northern Chesapeake Region. During the past two years, the group has tripled in size going from approximately 10 committed members to currently having more than 30. This group has members with intellectual and developmental disabilities (IDD) from the community learning about new resources, building friendships and attending social events.

People First has become a vital part of The Arc NCR community and serves as an opportunity to advocate in Annapolis for issues that include voting, transportation and future funding for services. This team was very vocal and instrumental in advocating for closing the Rosewood institution. Members attend the annual Disability Day every February in Annapolis meeting our Legislators and having a voice in the decisions made regarding services they receive. The group consists of individuals with intellectual and developmental disabilities, physical disabilities and community members without disabilities. Together this team has formed lifelong friendships and setup social events such as taking trips to Lancaster and Annapolis. People First members look forward to the networking and fellowship at monthly meetings, as well as the opportunity to discuss current events.

The group provides an opportunity for members to share their concerns, discuss any upcoming events and support each other as a strong advocacy group. The Arc NCR is fortunate to host such a strong group of individuals committed to improving the lives of individuals with intellectual and developmental disabilities in the community.



## Treatment Foster Care—The Garner Family

Most people would expect a family with four teenagers, one of whom is an international exchange student, to be a little loud and chaotic. Add to that an eleven year old, a six year old and a preschooler and most would never believe this home could be the haven of peace and calm that it is. “The Garners provide the structure and consistency that children need, but in a fun and loving way”, says Lauren Bredehoeft, social worker for The Arc NCR’s Treatment Foster Care Program. Though Darryl and Angela were already busy with their four children, they decided to open their home to other children who need the consistency and nurturing they knew they could offer; so in April 2013, they became licensed foster parents for The Arc NCR. Since then they have provided respite to other foster families and are now fostering two children, Josh\*, age 4 and Tosha\*, age 6. Ms. Bredehoeft notes “the Garners have provided stability to these two children at a time when they so desperately needed it. The transformation in both Tosha and Josh has been amazing.”

Angela is employed by the Department of Homeland Security and commutes to Washington, D.C. each day. Darryl works out of their home as a sales representative. The Garners credit their active faith life and their strong teamwork as a couple as the secret to their foster parenting success. Recently the Department of Social Services asked Darryl and Angela if they would consider becoming adoptive parents for both children in their care. They readily agreed, in spite of the long road that may lie ahead of them. Adoption in the foster care system is sometimes a long and uncertain process, yet the Garners remain committed to children and to providing the very best home life possible for all the children in their care.

**\*Names have been changed to protect confidentiality**

*Achieve with us.*

# WHAT WE DO

## FAMILY & INDIVIDUAL SUPPORT SERVICES

Family and Individual Support Services (FISS) provide a continuum of services to individuals and their families including case management and resource identification and development to over 400 families. The FISS coordinators support families with children in advocacy for educational or medical needs, parent education and training, as well as resource information and referrals. Case Managers support individuals and their families through the transition from school to adult services. Resources for adults include the development of individualized plans, helping people manage their benefits and housing and accessing community resources.

## SUPPORTED LIVING

All individuals regardless of intellectual or developmental disabilities should live typical adult lifestyles in their communities. The Arc NCR provides customized support services for adults with disabilities in apartments, townhomes, or single-family homes. Some individuals choose to live by themselves and receive only drop-in help with food shopping, bill paying and activities in the community. Other individuals receive around the clock support and complete personal care. Staff at The Arc NCR are trained to work with individuals to help them achieve their personal goals, remain connected to family and friends, build new friendships, and participate as active members of their community.

## VOCATIONAL SERVICE

Employment Services currently offers long-term community based employment supports to 140 adults with intellectual and developmental disabilities. Services offered in integrated settings include individual placements and industrial, clerical and janitorial enclaves in more than 94 Harford and Baltimore County businesses and local and state agencies. Individuals are supported in seeking and maintaining employment through job development, job coaching with follow-along supports, case management and transportation (where applicable). Recognizing a community need for job development, job placement and retention, short-term Job Coaching and Community Based Assessments, The Arc NCR provides short-term services to referrals from The Division of Vocational Services.

## TREATMENT FOSTER CARE

Children served in this program have entered foster care because of abuse and/or neglect and have been identified as having special needs. Foster parents become part of a treatment team with biological parents, social workers, therapists, Department of Social Services staff, and other professionals who work together to create a successful plan of services for a child. Each child has a treatment plan and foster parents have the responsibility, along with other members of the team to develop, implement and evaluate the plan.

## TRANSPORTATION

Providing transportation services to and from work, worship, medical appointment and community activities for individuals in Supported Living and Vocational programs.



## Revenue & Expenses from Audited Financial Statement

### REVENUE

GOVERNMENT AGENCIES	12,177,261
CONTRIBUTIONS	223,519
CONTRIBUTION FROM THE FOUNDATION	65,309
UNITED WAY	14,392
SALE TO THE PUBLIC	782,968
PROGRAM FEES	382,503
SPECIAL EVENT (NET)	128,449
INVESTMENT INCOME	80,380
OTHER	62,813
<b>TOTAL REVENUE</b>	<b>13,917,594</b>

### EXPENSES

STAFF SALARIES, PAYROLL TAXES AND BENEFITS	9,391,821
PURCHASE OF SERVICE	862,552
OCCUPANCY	485,370
SUPPLIES	292,642
TRANSPORTATION	342,117
CONTRACTED SERVICES AND PROFESSIONAL FEES	794,134
EQUIPMENT MAINTENANCE	194,188
INSURANCE	106,751
TELEPHONE	79,903
STAFF DEVELOPMENT	32,424
DUPLICATION, PRINTING AND POSTAGE	14,793
ADVERTISING AND RECRUITMENT	30,229
DUES AND MEMBERSHIPS	50,094
INTEREST	71,646
MISCELLANEOUS	51,667
DEPRECIATION AND AMORTIZATION	306,319
<b>TOTAL EXPENSES</b>	<b>13,106,650</b>

# DONORS

We thank all of our generous donors for their continuing support of The Arc Northern Chesapeake Region. The following donations were received between July 1, 2012 and June 30, 2013.

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*Northern Chesapeake Region*

Advocacy, Resources, and Community Building  
For People with Intellectual and Developmental Disabilities

**The Arc Northern Chesapeake Region assists people with developmental disabilities to identify and pursue personally valued lives**

**HARFORD COUNTY OFFICE**

4513 Philadelphia Road  
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Fax: 410-893-3909

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Fax: 410-620-3453

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