



ANNUAL REPORT

FISCAL YEAR 2020
JULY 2019 - JUNE 2020

EMPOWERING ALL *to achieve*
MEANINGFUL LIVES

MISSION & VISION

Empowering all to achieve meaningful lives.

We see a day when ...

- the community openly welcomes each person and their unique value.
- people are living integrated lives of their choosing, supported by a responsive, person-centered team of their choice where everyone is equally valued and encouraged.
- staff find personal fulfillment as valued partners in collaboration with families and people supported to achieve positive desired outcomes, well-being, and sustainability.

CORE VALUES

1. Compassionate pursuit of excellence
2. Innovation
3. Integrity
4. Advocacy
5. Individual / family centered focus



THE FOUR PILLARS OF EXCELLENCE

PEOPLE

- To be the employer of choice.
- To develop and support a culturally diverse, competent, motivated and productive workforce.
- To recruit and retain highly competent professionals to meet the needs of people we support.

COMMUNITY

- To provide an environment in which individuals, families, and employees are highly satisfied.
- To provide an experience for individuals with intellectual / developmental disabilities (I/DD) that exceeds expectations.

QUALITY OF SERVICE DELIVERY

- To provide quality, person-centered supports that can be defined, measured, and published.
- To enforce and invest in a pervasive culture of safety and make zero errors.
- To offer inclusive programs, contemporary facilities and state-of-the-art technology.
- To lead the state in improving home and community-based supports for individuals with I/DD.

FINANCIAL

- To be financially successful.
- To support advancing the mission and vision.
- To be operationally efficient.
- To offer unquestionable value to payers and consumers.

MESSAGE *from the* EXECUTIVE DIRECTOR

On behalf of The Arc of Washington County's Board of Directors and TEAM, I am happy to share with you our Fiscal Year 2020 Annual report.

2020/21 has proven to provide challenges none of us could ever have imagined. It has now been 13 months since our world changed and we began to don masks, maintain social distance, go out less and interact face to face with increased scarcity.

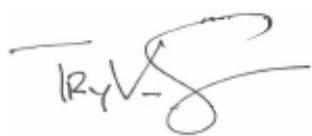
Saying that 2020 has been difficult, challenging, and stressful seems like the understatement of the year!

We were forced to close programs, restrict visitation, don PPE, clean more than ever before and change how we interact with the people we support as well as our team.

With every new challenge and change of direction The Arc-WC Team rose to the occasion. They fought back against their own fears and continued to do what they do best – support the people we serve with the compassion and care to which we are accustomed.

2020 was also consumed with safety and testing measures like we have never seen before. Thanks to a wonderful Health System (Meritus Medical Center) we were able to test as needed and receive results quickly.

Meritus, along with the Washington County Health Department, was also instrumental in helping us vaccinate over 1,000 Washington County residents – including our Team and the people they support. See numbers below.

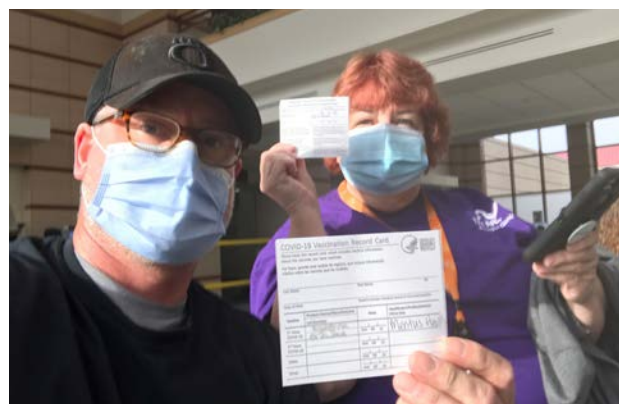


Troy Van Scoyoc
Executive Director



COVID STATS FROM THE ARC-WC

	STAFF	PERSONS SUPPORTED
Tests	1,100+	393
Positive Tests	145	48
COVID Deaths	2	3
Vaccinations	47%	Residential: 95% Day Program: 70% Outreach: 47%



Executive Director Troy Van Scoyoc and Senior Director of Residential Programs Diane Lewis proudly display their vaccination cards.

PROGRAMS & SERVICES

Each program is designed with a person-centered approach – a guided process for learning how someone wants to live at home, at work, or in the community and developing a plan to make that happen.

• ADULT & CHILDREN RESIDENTIAL

Around-the-clock care for adults and children. Direct Support Professionals (DSPs) assist with daily life, from cooking and shopping to walks around the neighborhood.

• OUTREACH – ADULTS & CHILDREN

Available day, night, or weekends with 1:1 staff support, activities focus on community involvement as well as in-home support to help individuals improve their daily living skills.

• DAY SERVICES

Individuals spend the day out in the community with the assistance of a DSP. Favorite activities include volunteering, playing sports at the park, and visiting the library.

• EMPLOYMENT SERVICES

Assisting with job placement for individuals interested in working, The Arc-WC works with companies to create a position around the specific interests and skills of the person supported.

• BEHAVIORAL SUPPORTS

Physical and mental health are a core focus, facilitated by our staff team of nurses. Support staff, including nurses and DSPs, meet with each individual annually to create a plan for the year – focusing on that person's individual goals and interests.

SERVING

Washington County

SINCE 1952



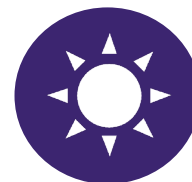
170 adults +
18 children
living in

homes they chose with
the support they need.



140 adults +
31 children
relying on

Outreach Supports for
daily life and activities.



222 adults
involved in
community

activities through Day
Services.



39 adults
with jobs
secured

through Employment
Services.

Numbers represent services as of March 2021



As a statewide leader providing comprehensive, quality supports for individuals with intellectual or developmental disabilities, The Arc of Washington County is committed to empowering all to achieve meaningful lives.

To do this, we focus on personal growth, inclusive living, and advocacy to create change.



GROWTH

Daily activities focus on helping individuals achieve personal growth while developing their natural gifts.

Each year, individuals set personal goals – from learning a new skill to trying a new activity. DSPs then work with that person throughout the year to reach those goals.

Through this growth, people supported learn to advocate for themselves – a critical component in achieving the highest level of personal development.

INCLUSIVE LIVING

In addition to encouraging personal growth and advancement, programs are also designed to promote inclusive living.

The Arc-WC continues to work to ‘change the narrative’ about people with I / DD within the general public.

We all need to better understand disabilities, appreciate the challenges, and value people with I / DD in the same way we value everyone else in the community.

By encouraging community involvement – from a simple trip to the store to joining local groups – our programs help break down barriers and encourage a more integrated lifestyles for everyone in the community.

ADVOCACY

Programs like The Arc-WC exist today because of the advocacy efforts of those who came before us.

Decades of hard work has changed the look of care for people with I / DD. Individuals are now living and thriving in their communities, rather than institutions.

But there is still a great deal of advocacy work to be done – from defending public funding and creating more education and employment opportunities to simply spreading awareness for respect, access, and inclusion.

As progress continues to be made for people with I/ DD, we need your help to continue fighting for the rights and benefits of all children and adults.

KICKING OFF THE CAPITAL CAMPAIGN

The Empowering Lives Capital Campaign kicked off in 2020 with a groundbreaking on this \$6,500,000 renovation project at our Florida Ave Campus. Despite launching this campaign in the midst of a global pandemic, we could not be more pleased and appreciative of the support.

This two-part campaign funded an endowment to better support our Direct Support Professionals, as well as renovations to the main campus.

A tireless campaign committee made this an epic success. To date, \$5,750,000 has been raised through private and public donations and grants. If you haven't already, there is still time to support this effort. Please contact Maggie Adams at mnadams@arcwc-md.org for more information.

The renovation project is progressing on budget and should be completed by September 2021.

The initial work focused on the infrastructure – underground piping, electrical, and demolition. Since then the inside has been transformed.

- Plumbing and electrical runs are near completion
- Outside excavating has started
- New roofing is nearing completion
- New heating and cooling systems were installed in both the 820 and 840 buildings
- Offices, training and conference rooms are laid out with metal studs, and drywall has begun

As you can imagine it has been a difficult year for the entire Arc family. We are eager for brighter days and the completion of this long overdue effort that will bring state-of-the-art programs and facilities to Washington County residents.



CAPITAL CAMPAIGN DONORS JULY 2019 – MARCH 2021

\$500,000

The Harry and Jeannette
Weinberg Foundation

\$250,000

Blackie & Ginny Bowen*
Alice Virginia and David W. Fletcher Foundation*
Nora Roberts Foundation*
The Vincent R Groh &
Barbara I Groh Perpetual Charitable TR*

\$100,000 - \$249,999

Dr. George & Constance Manger*
The Jone L. Bowman Foundation*
Michael G. Callas Charitable Fund
Pauline K. Anderson Foundation*

\$50,000 - \$99,999

CNB Bank
AC&T*
Middletown Valley Bank
Russell Taylor & Beverley Pederson
George & Debbie Pillorge*
Wade Architecture*

\$25,000 - \$49,999

The John R. Hershey Jr. and
Anna L. Hershey Family Foundation*
Beverly & Bill Abeles Jr. *
Taylor Bowen*
Joseph & Jo Ann Converse
Capital Women's Care LLC*
FirstEnergy Foundation
Fulton Bank*
God's Grace Fund and the M.F. Johnson Family
The Hamilton Family Foundation
Holzapfel Family Charitable Foundation*
Dr. Paul & Marsha Mauriello*
McGriff Insurance Services*
Andrew & Diana Serafini*
Benito Vattelana*

More than **90%** of every donation directly funds programs and services.

\$10,000 - \$24,999

Troy & Susan Van Scoyoc*
Stephen & Josefina Dash*
LS Technologies
VW Brown Insurance / Erie Insurance*
Albert E. & Naomi B. Sinnisen Foundation
Beachley Artisan Group LLC
DBA Sixth Avenue Custom*
Laurie & Eric Bender *
Susan & Bob Bodell / Gartner Inc.*
C. William Hetzer, Inc
Aryeh & Laura Herrera*
Heath & Nicole Hykes*
Kershner Sisters Foundation &
Albert & Naomi Sinnisen Foundation
Robin & David Lyles*
Cort & Chelsea Meinel Schmidt*
Patriot Federal Credit Union*
Bill & Dixie Wright*

\$5,000 - \$9,999

Gary Hayes
FJ Osuch Foundation
The Benevity Community Impact Fund
Michael & Shannon Kipe*
Lawrence D. Abraham
Austin S. Abraham & Kathleen A. Maher*
Robert & Rebecca Ernst *
Diane Lewis*
Gary & Marjorie Rohrer
Smith Elliott Kearns & Co, LLC*
Karen A. Spessard
Keith & Kelly Wallace
Margaret Waltersdorf

\$1,000 - \$4,999

Shane Williams & Karol Kennedy*
Col Ildefonso Pillot-Olive
Karen Boyer*
Kevin & Stacey Crawford*
Richie & Chrissy Holzapfel *
Mike Kasecamp*
Zachary & Claire Kieffer*
M&T BANK

\$1,000 - \$4,999 continued

Kelly Miller*
Schmankerl Stube
The Richard A Smith and
Linda J Hoffman Charitable Fund
Bunny Waltersdorf
United Bank
Younger Toyota
Lois and William Justice Family Fund
Neal B. Abraham
Robert & Joan Jackson*
Jon & Dorothy Kalback*
Wickliffe Abraham and Philippa Youard
Bernadine Jones
Matt Jozik*
Schupp Family Donor Advised Fund
Dr. Robert & Astrid Mueller
Paul & Aileen Stottlemeyer
Greg Franklin*
Atlantic Security Systems
Todd & Susan Baer
Capital One Bank
Hadley Farms, Inc.
Dr. Michael & Susan Hall
Hardell Corporation
Gudrun Hofmeister, Philanthropic Fundraising, LLC*
Andrew & Victoria Lobley
Thomas & Alice Martin
Robert Rankin
Spichers Appliances
Michael R Zanotti

\$500 - \$999

Chevron Phillips Chem Co LP
Allegany Dental Care P.A.
Lois A. Heefner and Daniel J. Crump
Amberly Dyer & Jonathan Brown
Lillian M. Trippett
Daniel Vestal
Nancy & Wayne Wagner

** indicates an open pledge*

AUDITED FINANCIALS FY20 | JUNE 30, 2020 AND 2019

	2020	2019
ASSETS		
Current Assets		
Cash and cash equivalents	\$ 6,496,411	\$ 2,280,396
Restricted cash - Client Funds	319,798	289,027
Investments	5,284,516	4,200,691
Accounts receivable	454,982	547,882
Current portion of pledges receivable	185,077	-
Due from funding agencies	718,303	-
Prepaid expenses	56,400	283,839
Inventory	45,729	37,926
Total Current Assets	13,561,216	7,639,761
Property and Equipment, Net	9,971,503	10,367,744
Other Assets		
Pledges receivable, less present value discount of \$76,132 in 2020 and \$0 in 2019	659,979	-
Security deposits	13,670	1,170
Cash surrender value of life insurance	172,234	172,293
Investment, endowment	41,976	49,257
Total Other Assets	887,859	222,720
TOTAL ASSETS	\$ 24,420,578	\$ 18,230,225

NEW HOBBIES AT HOME

Living in a country home atop a hill, Karen, Kristen, Kim and Meghan are social butterflies who love to go out on the town. For them, COVID-19 restrictions were particularly difficult. Used to going to the movies, shopping, getting their hair and nails done, and seeing family and friends, life quickly changed when the lockdown forced them to stay home.

Thankfully, the kind-hearted staff providing supports for these four ladies kept the fun and laughter going despite the pandemic. They introduced new activities, including crochet and pottery.

Baking became a favorite hobby. Birthdays turned into a chance for everyone to pick out flavors and bake cakes for each other.

Staff continue to find new ways to boost moral for Karen, Kristen, Kim, and Meghan. Turning the house into a day spa, support staff gave the ladies manicures and pedicures, colored and styled their hair, and helped dress up in their favorite clothes and jewelry.

For a change of scenery, they often take long drives around town to see the sites. And luckily, staff help the ladies get their shopping fix by ordering items for curbside pickup!



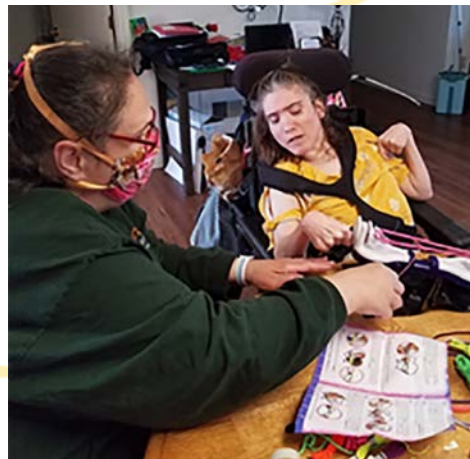
Meghan tops off a tasty, homemade dessert.

AUDITED FINANCIALS FY20 | JUNE 30, 2020 AND 2019 *continued*

	2020	2019
LIABILITIES AND NET ASSETS		
Current Liabilities		
Accounts payable	\$ 359,550	\$ 262,895
Accrued salaries and related expenses	1,530,053	1,505,081
Due to funding agencies	-	533,391
Client funds payable	319,798	289,026
Mortgages and notes payable, current portion	559,097	533,032
Capital lease obligation, current portion	21,636	20,184
Deferred revenue - Paycheck Protection Program	4,353,800	-
Total Current Liabilities	7,143,934	3,143,609
Long-Term Liabilities		
Mortgages and notes payable, net of current portion	2,631,762	3,092,443
Participation liability	137,351	137,351
Capital lease obligation, net of current portion	52,371	74,006
Total Long-Term Liabilities	2,821,484	3,303,800
Total Liabilities	9,965,418	6,447,409
Net Assets		
Without donor restrictions		
Undesignated	10,200,976	9,010,500
Board designated	3,204,680	2,718,851
With donor restrictions		
To be used for a specific purpose	1,039,391	43,352
To be held in perpetuity	10,113	10,113
Total Net Assets	14,455,160	11,782,816
TOTAL LIABILITIES AND NET ASSETS	\$ 24,420,578	\$ 18,230,225



Just the right amount of sprinkles! Made by Kim and her staff support.



Kristen's support staff teaches her a new weaving activity.



Karen's favorite cake! Sweet treats never get old, especially during a pandemic!

AUDITED FINANCIALS FY20 | JUNE 30, 2020 AND 2019 *continued*

	Without Donor Restriction	With Donor Restriction	Total
REVENUES, GAINS AND OTHER SUPPORT			
Fees and grants			
Residential	\$ 17,156,659	\$ -	\$ 17,156,659
Personal supports	2,815,899	-	2,815,899
Day	3,554,300	-	3,554,300
CLS	709,159	-	709,159
Supported employment	340,929	-	340,929
Other programs	2,735,869	-	2,735,869
Resident care fees	935,260	-	935,260
Contributions - capital campaign	231,628	1,003,430	1,235,058
Contributions - other	77,325	-	77,325
Sheltered workshop	6,739	-	6,739
Rental income	198,143	-	198,143
Other revenue	303,268	-	303,268
Concessions income	145,091	-	145,091
Fundraising income	63,698	-	63,698
Investment income, net	118,247	(7,391)	110,856
Unrealized loss on cash surrender value of life insurance	(59)	-	(59)
Membership dues	2,355	-	2,355
Gain on disposal of fixed assets	167,347	-	167,347
Total Revenues, Gains and Other Support	<u>29,561,857</u>	<u>996,039</u>	<u>30,557,896</u>
EXPENSES			
Program Services			
Residential	16,829,371	-	16,829,371
Personal supports	2,172,247	-	2,172,247
Day	2,937,582	-	2,937,582
CLS	498,668	-	498,668
Supported employment	461,605	-	461,605
Other programs	2,450,968	-	2,450,968
Total Program Services	<u>25,350,441</u>	<u>-</u>	<u>25,350,441</u>
Supporting Services			
Management and general	2,415,832	-	2,415,832
Fundraising	119,279	-	119,279
Total Supporting Services	<u>2,535,111</u>	<u>-</u>	<u>2,535,111</u>
Total Expenses	<u>27,885,552</u>	<u>-</u>	<u>27,885,552</u>
Change in Net Assets	1,676,305	996,039	2,672,344
NET ASSETS - BEGINNING OF YEAR	<u>11,729,351</u>	<u>53,465</u>	<u>11,782,816</u>
NET ASSETS - END OF YEAR	<u>\$ 13,405,656</u>	<u>\$ 1,049,504</u>	<u>\$ 14,455,160</u>

BOARD OF DIRECTORS

OFFICERS

- Bob Bodell, President
- Heath Hykes, Vice President
- Marlene Powell, Secretary
- K. Richard Holzapfel, Treasurer

DIRECTORS

- Mike Kasecamp
- Matthew Jozik
- Dana Vestal
- Dorothy Kalback
- Beverley Pederson
- Ryan Beachley
- Kevin Crawford
- Laurie Bender
- Marquita Sanders
- Zachary Keiffer

EMPLOYMENT *success* STORIES

DUSTIN is humorous, opinionated, and passionate about independence in work and life. With support and training from The Arc-WC Employment Services, Dustin works independently at Martin's Food.

Meeting people and working with the register are his favorite parts of the job. While helping customers check-out, Dustin pays close attention to each item and makes small talk about the current sales.

This job has helped Dustin achieve his goals and grow both personally and professionally. He builds friendships with his coworkers and customers.

When tasked with asking customers for donations to the food bank, Dustin did such a great job his supervisors awarded him a gift card!

When not working, Dustin enjoys playing casino slot games, weaving, and surfing the internet and Facebook. The Arc-WC Outreach Supports also help Dustin stay social

– visiting friends, playing billiards, and going out to eat.



Adults with I / DD face an unemployment rate **2x** greater than those without disabilities.

Work gives us all a sense of purpose and accomplishment. For many supported by The Arc-WC, a job is a dream come true.

CHANTELL

Central Precision is a high quality provider of precision fabricating, welding, machining, finishing, and assembly. With employees focused on meeting deadlines, janitorial tasks were often a burden – until Chantell joined the team.



Chantell takes pride in maintaining the bathrooms in the shops. She also keeps the offices and break room in tip-top shape.

After navigating a few different jobs, Chantell found the perfect placement at Central Precision – with the help of her Employment Supports at The Arc-WC.

Central Precision is so happy with her work, they gave her some company gear that she wears proudly. Chantell works hard every shift, and is not afraid to get dirty!

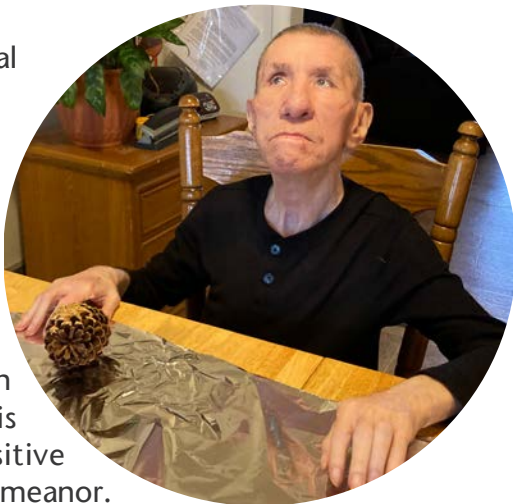
Social by nature, this job has helped Chantell thrive. She has become friends with her coworkers, in a job that makes her feel valued.

When not at work, Chantell loves to hang with her friends out and about in the community. She also enjoys going to a river campground on the weekends and spending time with her family.

FINDING HOME

Diagnosed with multiple developmental disabilities at a young age, Jackie lived in hospitals and institutions for more than 30 years – until he came to The Arc-WC.

Since then, he has been living his best life! He is known for his ever-positive attitude and gentle demeanor.



He will happily break into song and serenade you with the classics from years gone by. Despite being visually impaired, Jackie is always working on crafts, coloring, or building his Play Doh masterpieces.

Before retiring, Jackie worked in the wood shop at HDC and helped with admin tasks and folding papers at his day program. Despite being retired, Jackie decided that relaxing was not for him. He continues to “work” around the house, making time every day for folding and organizing papers.

Jackie does not allow anything to slow him down. From running errands with staff to making friends out in the community, Jackie loves being on the move and makes a friend everywhere he goes.

For many supported in the residential program – like Jackie – life changed substantially when they transitioned out of institutional-style living, and into more independent living at The Arc-WC.

While continuing to provide around-the-clock care, smaller group homes (like those at The Arc-WC) provide a more relaxed and flexible environment.

Daily activities promote inclusive living and interaction with the community, while building adaptive skills.

Care is personalized for each individual, focused on developing their goals and maximizing their opportunities. Each individual has a say in their care plan, and is taught to advocate for themselves – ultimately building a better quality of life.

WAYS TO SUPPORT YOUR NEIGHBORS

IN YOUR WILL

By planning your charitable giving in a way that benefits you and your family, you can also make an impact on individuals with I / DD. With your legacy gift, The Arc-WC is able to provide comprehensive care to even more adults and children.

MEMORIALS AND HONORARIUMS

Acknowledge an important event in your life such as a birth, a wedding, or a birthday with a gift to The Arc-WC. An acknowledgment letter will be sent to those you designate.

EMPLOYER MATCHED GIFTS

Multiply your donation with an employer match. Many employers will match charitable contributions made by their employees. Contact your Human Resource Office to find out if your company has a matching gift program.

To learn more about these and other opportunities, visit www.arcwc-md.org/ways-to-give

DONORS FY20 | JULY 2019 - JUNE 2020

Every effort is made to be accurate in our donor list. If we have omitted or misspelled your name we sincerely apologize. Please contact Maggie Adams at mnadams@arcwc-md.org so we can correct our records. Thank you for your support.

\$10,000 – \$15,000

County Commissioners of Washington County
Ewing Oil Company, Inc
FJ Osuch Foundation
LS Technologies

\$5,000 – \$9,999

Ahold Financial Services
CNB Bank
Jone L Bowman Foundation, Inc
Lynch Contracting
Blackie & Ginny Bowen
Keith & Kelly Wallace
United Way Of Washington County Md, Inc.

\$1,000 – \$4,999

AC&T
Aetna
Antietam Valley Animal Hospital
Bank of America
Beachley Furniture Company, Inc.
Berkshire Hathaway/Bowen Realty
Bonded Applicators Of Md
Dr. Michael & Susan Hall
Dr. Paul & Marsha Mauriello
Dr. Robert & Astrid Mueller
Capital Women's Care LLC
Fulton Bank
Fusion Digital
Griffith Energy
Hamilton Nissan, Inc.
Kelly Insurance
Lois And William Justice Family Fund
M&T BANK
McGriff Insurance Services
Meritus Health, Inc
Middletown Valley Bank
George & Debbie Pillorge
Joseph & Jo Ann Converse
Troy & Susan Van Scoyoc
Bill & Dixie Wright*
Glenn Bair

thank you!

\$1,000 – \$4,999 continued

Jim Holzapfel
William Bowen
Ruth Bair
Myers Building Systems
Patriot Federal Credit Union
Richard N. Funkhouser Foundation
Serafini Financial Services, Inc
The Arc Of Maryland Inc
TriBridge Partners
United Bank
Wyant Heating & Air, Inc

\$500 – \$999

Albright Crumbacker Moul & Itell
Audiology Services
Cjl Engineering
Ellsworth Electric
Hub City Sprinklers
Morgan Keller Construction
Ed Kipe
John Itell
Lawrence & Susan Browne
Lou Miglorini
Randy Scott
Robert Rankin
Thomas Newcomer
Laurie Bender
Playful Pet Products
Presidential Bank Mortgage
Salem Reformed Church
Schmankerl Stube
Smith Elliott Kearns & Co, LLC
Spichers Appliances
Steven O'Farrell
Tri State Printing
Twigg Cycles
Valley Storage
Wade Architecture, LLC

THE 2022 MARYLAND STATE BUDGET

The upcoming legislative session will undoubtedly be consumed by efforts surrounding the pandemic.

Despite this The Arc of Washington County and its partners across the state remain steadfast in making our voices heard for the people we serve and our team members who support them.

As has been the case for the past several years, our efforts begin with advocacy for the annual funding increase from the Developmental Disabilities Administration (DDA).

We were pleasantly surprised to learn in early January that not only was our 2021 increase not in jeopardy, but Governor Hogan would be releasing our 2022 increase 6 months early. Very welcomed news for a TEAM that has had a long 12 months!

DDA COMMUNITY SERVICES BUDGET – FY22

\$1.48 BILLION TOTAL FUNDS

The DDA budget increased by 8.4% throughout FY21 due to the provider rate increase, the cost of new expansion planned for FY22, as well as the annualization of the current year's expansion cost.

HIGHLIGHTS

- \$51.2 million for continuation of the 4% rate increase
- \$23 million for Transitioning Youth, projected to support 600 people
- \$13.7 million for the Waiting List, projected to support 296 people
- \$4.1 million for people aging out of DSS, projected to support 21 people
- \$2.37 million for emergency placements, projected to support 39 people

Sam

is one of the most polite and respectful 17 year-olds you will ever meet. He

is shy at first, but once people get to know him, he is a goofball! You can often find him dancing when he thinks no one is watching.

Legos, hikes with his friends, and talking about the latest movie are a few of his favorite pass times. COVID had a big impact on Sam, like so many of us.

Sam has been part of the Stepping Stones program for 3 years – a program that typically provides after-school enrichment for children with intellectual / developmental disabilities.

With the onset of COVID, the Stepping Stones support staff transitioned to helping with virtual learning.

Extremely independent, taking regular 11th grade classes, Sam is diploma-bound but struggled with virtual school. He overcame his frustrations, learning to adapt to the changes and persevering to understand the curriculum and complete assignments. Everyone was elated when he made honor roll BOTH marking periods this year!

His mother says his success would not be possible without the help and support he receives from staff at Stepping Stones.

Looking to the future, Sam has started exploring his interest. Like so many highschoolers, he is not 100% sure what he wants to do but is most excited by the idea of working in the community – possibly as a cashier.



Remembering those we lost

JOYCE ANCARROW

BRYAN CONNOLLY

DAVID FISKE

ROBERT HENLEY

PHILLIP HORRIGAN

JAFFAR HUSSAIN

MARY LOU JACKSON

TERRY KYLER

LINDA MATCHETT

ELIZABETH COE MCCLEAN

JOSEPH PETERSON

BARBARA SAVAGE

MARK SHANKS

GREGORY SNOWBERGER

MARSHA THOMAS



HOPE IN A *virtual* WORLD

For anyone with complex health issues, the threat of COVID means avoiding community life all together.

Normal Outreach Services focus on bringing people supported out into the community. Activities include doing laundry at the laundromat, visits to the library, workouts at the gym, bowling, Bingo, sporting events, etc.

With COVID restrictions, all activities went virtual. Close friendships between staff and people supported made this separation even harder – especially for Inbal and her family.

Inbal, and so many other people supported, were craving ‘face-to-face’ interactions with their support staff and friends. Thankfully, video calls made a world of difference.

Seeing people via Zoom allowed Inbal to read facial expressions and body language, helping her better understand the conversation and engage more fully.

Together, Inbal and her support staff began to have fun again, playing Yahtzee, Boggle, and Pictionary.

After months of hopelessness, Inbal is finally excited about life again – thanks to the fun enrichment and socialization provided by her Outreach team.

She has even been able to find the good that has come out of the pandemic. It has brought her family closer together, balancing a routine of work, recreation, and exercise as a stronger family unit.



820 Florida Ave.
Hagerstown, MD 21740

SAVE THE DATE

WASHINGTON COUNTY GIVES
Tuesday, May 11, 2021

ANNUAL GOLF TOURNAMENT
Thursday, June 17, 2021 @
PB Dye Golf Club, Ijamsville

DANCING WITH THE ARC STARS
Saturday, October 9, 2021 @
Fountainhead Country Club, Hagerstown

QUESTIONS?

For questions regarding donations, sponsorships, tickets, or any additional information, contact Maggie Adams, Marketing & Events Manager.

mnadams@arcwc-md.org
301-73-3550 ext. 2241

KEEP IN TOUCH

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