



# *The Arc<sup>®</sup>*

## *Washington County*



# ***Annual Report***

**FISCAL YEAR 2021**

June 2020 - June 2021

## Our Mission

"Empowering All to Achieve Meaningful Lives."

## Our Vision

We see a day...

- When 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.
- When community openly welcomes each person and their unique value.
- When 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 the people we support.

### COMMUNITY

To provide an environment in which individuals, families, and employees are highly satisfied. To provide an experience for individuals with DD/ID 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 DD/ID.

### FINANCIAL

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

## From the Executive Director

The 2022 legislative session resulted in a number of positive budgetary and legislative outcomes for the developmental disability (DD) community! The governor's initial budget included a 4% rate increase for DD community services as well as provided funding for other priorities for Marylanders with developmental disabilities. Following a robust grassroots push led by MACS, The Arc-MD, providers from around the state and the actions of our legislative champions, the Governor included an additional 4% rate increase for community services in a Supplemental Budget. As a result, the total rate increase for DD community services increased to 8% for FY 23. This unprecedented increase could not have come at a more critical moment as providers continue their efforts to recover from the pandemic in the face of crisis-level staffing shortages.

On the legislative front, MACS, along with its DD partners, supported several bills that would improve the lives of Marylanders with disabilities including but not limited to a bill that would decrease the waiting lists for the Autism and DD waivers and a bill to create Supported Decision Making as a less restrictive alternative to guardianship.

Below is a brief summary of some of this year's wonderful successes.

### Fiscal Year 2023 DDA Budget Expansion Rate Increase

The Governor proposed, and the General Assembly supported, \$114 million in total funds to provide an 8% rate increase for DDA community services. This rate increase is particularly critical in light of the crisis-level staffing shortages providers continue to face as a result of the pandemic and competition with starting wages at retail stores.

### Transitioning Youth

The Governor's Transitioning Youth Initiative includes \$18,648,167 in total funds to support 566 eligible youth at least 21 years of age who have exited high school.

### Emergency Funding

\$791,200 in total funds will be available to provide community supports and services to approximately 32 people in emergency situations who need Residential, Day, Supported Employment, Personal Services, and/or Individual Support Services.

### Waiting List - Crisis Resolution

\$9,808,315 in total funds is budgeted for community supports and services for 214 people on the DDA Waiting List with the most urgent needs.

CONTINUED ON PAGE 4

## Bills of Interest that Passed

### SB 93: Tax Credits - Employment of Individuals with Disabilities

*This bill seeks to increase employment opportunities for people with disabilities by increasing existing tax credits available to employers of people with disabilities related to wages, childcare or transportation expenses in an amount equal to 30% of the first \$15,000 of the employee's wages during each of the first 2 years of employment.*

### HB 6/SB 150: Maryland Medical Assistance Program – Dental Coverage for Adults

*An important healthcare access bill, HB 6/SB 150 provides-- subject to the state budget-- dental care services including diagnostic, preventive, restorative, and periodontal services for adults whose annual household income is at or below 133% of the federal poverty level. The program will begin on January 1, 2023 and will be funded by \$82.3M in total funds that was included in the FY 23 budget.*

### HB 529/SB559: Estates & Trusts - Supported Decision Making

*In what is seen as a civil rights issue for people with disabilities, this bill creates a far less restrictive alternative to guardianship through the use of "supporters," chosen by a person to help effectuate their decisions. Supporters are prohibited from substituting their own decisions for that of the person they are supporting and the Supported Decision Making option does not supplant the authority of a power of attorney or an advance directive.*

### HB 140/SB 636: Maryland Department of Health – Waiver Programs – Waitlist Reduction (End the Wait Act)

*Spearheaded by some of the disability community's most ardent legislative supporters, this bill requires MDH to develop a plan to reduce the waiting lists by 50% in 8 waiver programs in FY 23 based on, among other things, an analysis of existing provider capacity to expand and the resources needed to do so. Implementation of the plan is to begin in FY 24.*



CONTINUED FROM PAGE 3

**Waiting List Equity Fund**

The budget also includes \$550,507 in total funds for the Waiting List Equity Fund that will be available for 36 people on the DDA Waiting List with the oldest caregivers.

**DSS Aging Out Placements**

The budget includes \$422,152 in total funds for 20 youth who are aging out of Department of Social Services programs and entering DDA funded community supports.

**Inclusive Housing**

\$150,000 was included in the budget to continue support for the MD Inclusive Housing Corporation to serve as a catalyst for the development and identification of affordable and accessible housing and housing resources for people with I/DD.

Thanks to the Governor and to the Maryland General Assembly for their support of DD community in this year's budget!

*Thank you to all the advocates that came together from across the state to have their voices heard and impact change for people with disabilities.*



Troy Van Scoyoc, Executive Director

## Governor Includes \$56 Million for Community Services Through Supplemental Budget #3

*Recently, Governor Hogan released Supplemental Budget #3, which contains an additional \$56,866,193 in funding for DDA Community Services.*

This amount includes \$29 million from the State General Fund and an additional \$27 million in federal funding.

This is a massive victory for the over 18,000 people with intellectual and developmental disabilities across Maryland who rely on DDA-funded supports to live and work in the community!

The Supplemental Budget now makes its way to the Maryland General Assembly for approval.





# The Arc of Washington County

The Arc of Washington County, Inc. is a nonprofit organization empowering individuals with disabilities to achieve their highest level of personal growth through innovative and person-centered services. The organization advocates for the rights and benefits of all children and adults, regardless of disability, within their community. The founding families searched to provide the core principle beliefs of inclusion and access to support, which served as the catalyst to create our agency in 1952. These same principles still guide our organization today. The Arc of Washington County offers a comprehensive range of services, which include Adult Residential, Personal Supports, Day Habilitation, Employment, Community Development, Behavioral Support, Children Residential and Stepping Stones/Children. All programs focus on individual choice, community membership/integration and person-centered activities. The Arc of Washington County's Employment Services use the Customized Employment process for the people they support to find integrated, competitive wage, community-based employment. This process is a creative and customized one seeking to meet the needs of both the job seeker and employer to ensure a mutually beneficial partnership. Arc Employment Specialists meet regularly with people seeking employment and local businesses to identify the best matches.



*As a statewide leader in providing quality supports for individuals with disabilities, The Arc of Washington County will continue to:*

- Empower individuals with disabilities to achieve personal growth and develop their natural gifts.
- Provide innovative services and opportunities tailored to the changing needs of each individual and the community.
- Provide awareness of disabilities through education, community outreach and partnerships.

Through providing outreach, community involvement and employment for the people supported, the mission of The Arc of Washington County, Inc. is: *"Empower ALL to Achieve Meaningful Lives."*



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[www.arcwc-md.org](http://www.arcwc-md.org)  
[www.facebook.com/arcwashco](https://www.facebook.com/arcwashco)

# Board of Directors

## Officers

**Heath Hykes, President**

**Bob Bodell, Past President**

**Kevin Crawford, Vice President**

**Marlene Powell, Secretary**

**Mike Kasecamp, Treasurer**



*Heath Hykes*



*Kevin Crawford*



*Marlene Powell*

## Directors

- |                     |                     |
|---------------------|---------------------|
| ■ Beverley Pederson | ■ Richard Holzapfel |
| ■ Mathew Jozik      | ■ Dorothy Kalback   |
| ■ Zachary Kieffer   | ■ Laurie Bender     |
| ■ Angie Auldridge   | ■ Bill McIntire     |
| ■ Dana Vestal       | ■ Marquita Sanders  |



*Mike Kasecamp*



*Bob Bodell*



## ON THE COVER:

*Newly renovated entry to the Administrative Building  
and the Weinberg Day and Employment building at  
820 and 840 Florida Avenue, Hagerstown.*



# NADSP Certification Program: How DSPs can Excel

The National Alliance for Direct Support Professionals (NADSP) has a national certification program for Direct Support Professionals. DSPs who complete the NADSP Certification Program will be recognized as highly trained professionals who are committed to quality care. Having certified DSPs at The Arc is a benefit to The Arc, the DSPs employed here, and the people we support. By encouraging our staff to achieve this certification, our sponsors can feel assured that The Arc is committed to providing the best care for the Individuals with I/DD we serve in our community.



Making a world of difference  
in people's lives



The NADSP Program consists of both Relias online courses, and the NADSP e-badge program, a comprehensive and flexible online platform. There are three levels of certification: DSP I, DSP II, and DSP III. Participants of the program earn financial incentives when they reach these milestones: \$700 at DSP I, \$1250 at DSP II, and \$1500 at DSP III. Once level three is completed, they will receive that financial incentive annually while employed at The Arc.

## Our NADSP Certification Program Participants

Mary Reed began the program in October 2021 and completed all three levels on January 11, 2022.

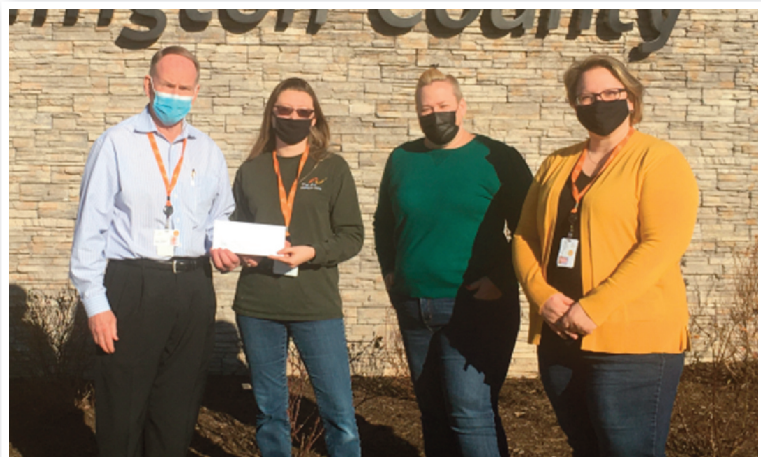
*"The NADSP program is helping me become more helpful to the people I support! I've learned some things I didn't know! I'm finding it to be a good learning tool for some information that I can use daily in my job!" – Mary Reed*

Elsa Hively began the program in October 2021 and completed all three levels on February 16, 2022.

*"Overall, I'm learning a lot and refreshing on old things already learned. It's been a great experience and is helping me be more mindful in the way I interact with the people we support. I'm becoming a better DSP because of this program, and that's the whole point." – Elsa Hively*

Rebecca Ericson reached DSP II on January 16, 2022.

**If you are interested in this program, please contact Michael Burger, HR Coordinator at: [mrburger@arcwc-md.org](mailto:mrburger@arcwc-md.org) or 301-797-2121 x2246.**



Above: Mary Reed  
Right: Elsa Hively  
Below: Rebecca Ericson





## Field Trip

### Medieval Times

Staff took the guys from Little Antietam on a field trip to Medieval Times. Looks like they had a great time cheering on the Blue Knight!



## The Arc Award Winners

*Angie Auldridge has been selected to receive The Arc Maryland- Chapter Volunteer of the Year Award*



Every year, each chapter of The Arc in Maryland identifies one person, who has gone above and beyond in their service to the organization, to be honored with The Arc Maryland Award for "Chapter Volunteer of the Year." Angie Auldridge has been

selected by Troy Van Scoyoc to receive this prestigious award for her volunteer work with The Arc of Washington County.

Angie will be presented with the award at The Arc Maryland's 2022 Convention Awards Breakfast on Tuesday, May 17th in Ellicott City. Congratulations, Angie and thank you for your dedicated work.

*Felicia Campbell will be awarded The Arc Maryland Award for "Direct Support Professional of the Year"*



Each chapter of The Arc in the state has the opportunity to identify one Direct Support Professional, who has gone above and beyond in their service to the organization and to people with intellectual and developmental disabilities, to be honored with The Arc Maryland Award for "Direct Support Professional of the Year". Felicia Campbell has been selected by Troy Van Scoyoc to receive this prestigious award for her professional work with The Arc Washington County. This award recognizes a staff person from each Arc Chapter engaged in direct supports to people with I/DD who exemplifies the qualities of Gil Zucchi: superior moral strength and integrity, devotion to individuals with developmental disabilities beyond the call of duty, warm personal relationships, respect, thoughtfulness, and fairness in relationships with persons with developmental disabilities. The Arc employee in Direct Care and Support has made great contributions to his/her organization and the mission of The Arc through both personal and professional efforts.

Felicia will be presented with this award at The Arc Maryland's DSP Awards Reception on Tuesday, May 17th in Ellicott City directly following the 2022 State Convention. Congratulations Felicia!

# Employment Success Stories

## Larry Butler » Hoffman's All-American Grill

by Catherine Burnett, Program Specialist, Employment Services

Congratulations to Larry Butler who has started a new job as dishwasher at Hoffman's All-American Grill. With Larry's laid-back style he never lets anything get to him and just gets to work. During the week he tackles the challenge solo and on the weekend, he has help in the dishwashing area. Either way he is ready to work and gets the job done!

Hoffman's Grill is happy to have him and enjoys his help, according to the Manager, Rachel. Larry has fun joking with the chef about sports teams and comparing scores. He loves basketball and baseball. When at home, he watches sports from the comfort of his recliner if he's not out shooting hoops with friends.

Hoffman's Grill is located on Mason Dixon Road, Hagerstown. With a beautiful American country motif, they serve lunch and dinner throughout the week and brunch on Sunday. They pride themselves on delicious American dining from burgers to steaks and seafood. That makes for a lot of dishes, but Larry is hard at work and with a smile! Larry started in September and already enjoys his job and co-workers. Congrats and best of luck to Larry in his new endeavor!



## Keith Young » McDonald's

by Catherine Burnett, Program Specialist, Employment Services

From the start Keith has been successful at his new job at McDonald's as a Lobby and Lot Attendant. Since he had experience in the same position, he jumped right in and performed his tasks with expertise! Way to go, Keith! He started mid-December at Maugans Ave McDonald's.

Keith is well supported by his co-workers and has two trainers. As the Lobby and Lot Attendant, Keith is responsible for keeping the restaurant looking it's best. He cleans the bathrooms, floors, and tables. He collects the trash inside and outside. He also wipes trays and does dishes when needed. He keeps the drink station stocked and cleaned for the customers. He is really on the ball and the dining area is sparkling clean! Occasionally the kitchen asks Keith to run curbside orders out to the customers. Keith is happy to do so and with a smile! When Keith is not working, he likes hanging out with his family, playing with his dog, and playing games like Pokémon Go.



*Statements of Financial Position*  
*June 30, 2021 and 2020*

	2021	2020
<b>ASSETS</b>		
<b>Current Assets</b>		
Cash and cash equivalents	\$ 6,258,753	\$ 6,496,411
Restricted cash - Client Funds	283,771	319,798
Investments	10,594,174	5,316,379
Accounts receivable	861,371	454,982
Current portion of pledges receivable	358,899	185,077
Due from funding agencies	-	718,303
Prepaid expenses	19,944	56,400
Inventory	43,805	45,729
Total Current Assets	18,420,717	13,593,079
<b>Property and Equipment, Net</b>	13,003,762	9,971,503
<b>Other Assets</b>		
Pledges receivable, less present value discount of \$65,084 and \$76,132 in 2021 and 2020, respectively	697,874	659,979
Security deposits	13,670	13,670
Cash surrender value of life insurance	171,355	172,234
Investment, endowment	10,113	10,113
Total Other Assets	893,012	855,996
<b>TOTAL ASSETS</b>	<u>\$ 32,317,491</u>	<u>\$ 24,420,578</u>



*Statements of Financial Position*  
*June 30, 2021 and 2020*

	2021	2020
<b>LIABILITIES AND NET ASSETS</b>		
<b>Current Liabilities</b>		
Accounts payable	\$ 146,110	\$ 359,550
Accrued salaries and related expenses	1,719,337	1,530,053
Due to funding agencies	2,087,419	-
Client funds payable	283,771	319,798
Mortgages and notes payable, current portion	484,451	559,097
Capital lease obligation, current portion	23,193	21,636
Deferred revenue - Paycheck Protection Program	-	4,353,800
Total Current Liabilities	4,744,281	7,143,934
<b>Long-Term Liabilities</b>		
Mortgages and notes payable, net of current portion	2,293,519	2,631,762
Participation liability	137,351	137,351
Capital lease obligation, net of current portion	27,305	52,371
Total Long-Term Liabilities	2,458,175	2,821,484
Total Liabilities	7,202,456	9,965,418
<b>Net Assets</b>		
Without donor restrictions		
Undesignated	20,632,244	10,200,976
Board designated	4,120,324	3,204,680
With donor restrictions		
To be used for a specific purpose	352,354	1,039,391
To be held in perpetuity	10,113	10,113
Total Net Assets	25,115,035	14,455,160
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 32,317,491</b>	<b>\$ 24,420,578</b>

## Statement of Activities

### Year Ended June 30, 2020

	Without Donor Restriction	With Donor Restriction	Total
<b>REVENUES, GAINS AND OTHER SUPPORT</b>			
Fees and grants			
Residential	\$ 20,234,191	\$ -	\$ 20,234,191
Personal supports	509,136	-	509,136
LTSS - Personal Supports/Supported Living	1,615,469	-	1,615,469
Day	2,986,772	-	2,986,772
CLS	430,787	-	430,787
Supported employment	268,023	-	268,023
Other programs	2,485,690	-	2,485,690
Resident care fees	931,015	-	931,015
Contributions - capital campaign	2,497,687	310,669	2,808,356
Contributions - other	94,640	-	94,640
Rental income	153,694	-	153,694
Other revenue	571,288	-	571,288
Concessions income	194,662	-	194,662
Fundraising income	46,408	-	46,408
Investment income, net	913,155	5,724	918,879
Unrealized loss on cash surrender value of life insurance	(879)	-	(879)
Membership dues	2,125	-	2,125
Paycheck Protection Program loan forgiveness	4,353,800	-	4,353,800
Net assets released from restrictions	1,003,430	(1,003,430)	-
 Total Revenues, Gains and Other Support	 39,291,093	 (687,037)	 38,604,056
<b>EXPENSES</b>			
Program Services			
Residential	18,293,818	-	18,293,818
Personal supports	1,636,886	-	1,636,886
Day	1,879,268	-	1,879,268
CLS	400,170	-	400,170
Supported employment	442,958	-	442,958
Other programs	2,496,577	-	2,496,577
 Total Program Services	 25,149,677	 -	 25,149,677
Supporting Services			
Management and general	2,757,793	-	2,757,793
Fundraising	36,711	-	36,711
 Total Supporting Services	 2,794,504	 -	 2,794,504
 Total Expenses	 27,944,181	 -	 27,944,181
 Change in Net Assets	 11,346,912	 (687,037)	 10,659,875
<b>NET ASSETS - BEGINNING OF YEAR</b>	<b>13,405,656</b>	<b>1,049,504</b>	<b>14,455,160</b>
<b>NET ASSETS - END OF YEAR</b>	<b>\$ 24,752,568</b>	<b>\$ 362,467</b>	<b>\$ 25,115,035</b>

# Our Donors

*Every effort is made to be accurate in our donor list. If we have omitted or misspelled your name we sincerely apologize. Please contact: Kate Younkins at [kayounkins@arcwc-md.org](mailto:kayounkins@arcwc-md.org) so we can correct our records. Thank you for your support.*

## \$10,000 and Over

County Commissioners of Washington County  
CNB Bank  
Charlotte E. Hawbaker Fund

## \$5,000 - \$9,999

Community Foundation Of Washington County, Md. Inc.  
Paul Mauriello

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

Thomas Roy  
The Benevity Community Impact Fund  
Meritus Health, Inc.  
Troy, Inc.  
Robert Mueller  
Minnich Funeral Home  
Richard N. Funkhouser Foundation  
VW Brown Insurance  
Berry Solutions Group  
Alliant Insurance Services, Inc.  
Kelly Insurance  
Middletown Valley Bank  
Morgan Stanley  
Optimal Baseball Performance  
Pharmacare Network  
Smith Elliott Kearns & Co., LLC  
Frederick, Seibert & Associates, Inc.  
Michael Bitner  
Melwood Horticultural Training Center Inc.  
Astrid Mueller  
Todd & Tira Snook  
Crampton Family  
Phoenix Color

## \$500 - \$999

Fast Lane Car Sales  
Abeles Flurie Wealth Management of Wells Fargo Advisors  
MSB Architects  
TriBridge Partners  
Michael Gresalfi  
Community Foundation Of Washington County, Md. Inc.  
Network for Good  
Arc Of Maryland, Inc.  
Ed Kipe  
Hub City Sprinklers  
Isaac Sterbenz  
John Boyle  
Karen Fox  
Kenneth Snyder  
Mark Johnson  
Michael Carr  
Robert Bishop  
Robert Rankin  
Shuckin' Shack Oyster Bar



# Welcome to the Team

## *Kate Younkins, Marketing & Events Manager*

Raised in Hagerstown, Kate said that even during the interviewing process, she already felt like part of the team, that, living in town, she was familiar with The Arc, and even knew some of the dancers that participated in Dancing with the Arc Stars! While pursuing her Marketing degree and raising her daughter, Kate also likes to give back to the community by crocheting cat blankets for the local Humane Society. Being artistic, she enjoys drawing commissioned portraits. In the past Kate's work included cultivating relationships with sponsors, assisting with event planning, design work, and administrative duties. She hopes to use her experience to engage donors and create fun and successful events for The Arc.



## *Meg Jancuk, Senior Director, Quality Assurance/Health and Safety*



Meg Jancuk, M.S. comes to us with a Master's Degree in Clinical Psychology, and seventeen years working in the developmental disabilities/mental health field. She has supported individuals at Sheppard Pratt Health System, Community Supports for Autistic Adults and Children, The Arc of Frederick County, and Scott Key Center. She was originally hired to the Arc of Washington County in 2016 as a Behavioral Consultant with IBMP. Meg recently purchased a house in Boonsboro steeped in Civil War history, where she lives with her two chihuahuas, Dominic and Chi Chi. Most important to Meg is her family, who she enjoys sharing family meals with almost weekly. Meg has spent many years singing at her church, and, if you're lucky, you may hear her singing here in her office too. With 5 months in this position under her belt, Meg hopes to continue to learn all she can to assist, and help maintain the health and safety, of those The Arc of Washington County supports.

# On The Move

*Congratulations to the following staff members on their new positions:*



**Tangee Crowell,  
Program Manager -  
Cobban Group**



**Todd Palmer,  
promoted to  
Maintenance  
Manager**



**Robert Sheckels,  
promoted to  
Transportation  
Supervisor**



**Brittany Spangler,  
Admin Assistant Day  
Services and SEP**

# In Memory

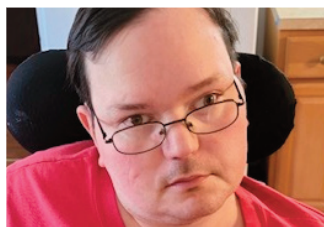
*It is hard to forget those who gave us so much to remember ...*



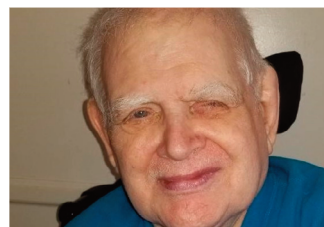
**Joyce Ancarrow**  
1/15/2021



**Charlene Cochrane**  
4/4/21



**Randy Crawford**  
6/8/2021



**David Fiske**  
2/25/2021



**Sharon Frederick**  
11/14/21



**Vincent Galbus**  
10/2/2021



**Stephen Huber**  
12/25/2021



**Jim Hurley**  
8/9/2021



**Kent Horigan**  
2/5/2021



**Jaffar Hussain**  
1/5/2021



**Mary Lou Jackson**  
1/15/2021



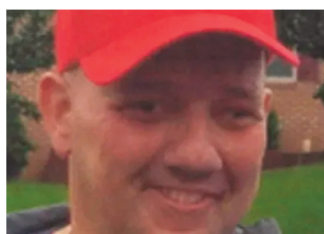
**Peter Miklau**  
9/26/2021



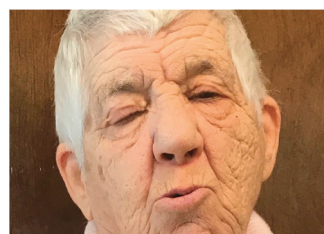
**Ellen Pitt Narin**  
12/3/2021



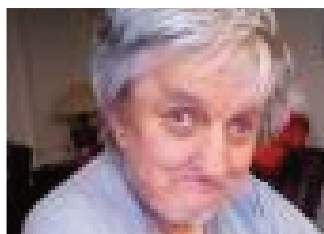
**JJ Noland**  
2/17/22



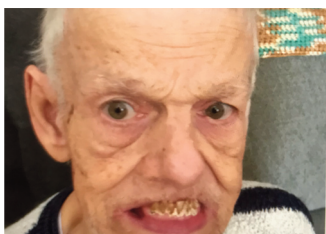
**Robert Rohrer**  
10/22/21



**Barbara Savage**  
1/18/2021



**James Shuff**  
9/14/2021



**Greg Snowberger**  
3/14/2021



**Mary Lou Snyder**  
7/1/2021



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@arcwashco  
[www.arcwc-md.org/arc-news](http://www.arcwc-md.org/arc-news)

## Dates to Remember

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For questions regarding donations, sponsorships, tickets, or any additional information, contact Kate Younkins, Marketing & Events Manager.  
[kayounkins@arcwc-md.org](mailto:kayounkins@arcwc-md.org)  
301-733-3550 ext. 2241

*Dancing with The Arc Stars*  
**Saturday, October 22, 2022**

**Fountainhead Country Club**  
**13316 Fountain Head Road**  
**Hagerstown, MD 21742**

*Washington County Gives*  
**Tuesday, May 10, 2022**

*Ribbon Cutting*  
**Tuesday, May 10, 2022**

*Grand Opening of The Arc Campus*  
**Friday, June 10, 2022**

*Annual Golf Tournament*  
**Thursday, June 16, 2022**  
**PB Dye Golf Club, Ijamsville**