We promote respect, create opportunities, facilitate services, and advocate for equal rights for all people with intellectual and developmental disabilities.
We are committed to matching people with tailored living options, reflecting their personality and lifestyle.

Letter from Our CEO

Each year we bring together the stories and information that illustrate both how and why The Arc exists. Inside, you’ll read the stories of people like Kristin and Justin who have taken charge of their future, have put in the hard work, and are realizing their dreams. They are making the life they envisioned for themselves a reality. Justin and Kristin’s stories help illustrate the work of The Arc for everyone we serve.

We are the facilitators, the resource connectors, and the Chief Confidence Builders for the people we support.

One year ago, we launched a robust strategic plan centered around our desire to radically challenge the status quo for people with intellectual and developmental disabilities. Having choice and control over our own lives is expected and celebrated. We work to develop that same expectation and celebration for people with a disability. We count as our most significant accomplishments the dreams achieved, the goals reached, and the personal visions attained—not our own, but for the people we serve. We can only do the work we do because of our community: the people with a disability we support and their families, community partners, donors, and volunteers.

Because of you, The Arc’s talented and dedicated team has the resources, energy, and connections to help bring the goals and dreams of people with intellectual and developmental disabilities to life.

Thank you.

Jonathon Rondeau
Chief Executive Officer
Exceeding Your Goals

“I never thought I’d be able to have this kind of life.” Justin White is a Receptionist and Building Concierge for The Arc. You’ll find him answering phones, helping visitors get connected to the right staff person, and ensuring supplies are readily available. Justin likens his job to solving puzzles.

The Arc first supported Justin in Project SEARCH program, a one-year immersive internship for young people with intellectual and developmental disabilities. A year later, he joined our Development program, where Employment Advisors helped Justin set and achieve his career goals.

Justin’s expectations and dreams have eclipsed what he at first thought possible when graduating high school. Says Justin, “if you told me I’d be taking a Lyft to a full-time job where I help people every day, I would not have believed you. The Arc showed me how to make all this possible.”

And Justin’s just getting started on setting goals for himself that he used to think weren’t possible. What’s next for Justin? “My next goal is to learn about saving money and investing.”

Middle School Sweethearts Celebrating Their Love

Sweethearts since middle school, Marjorie and Larry recently celebrated their 11th anniversary with a trip to Medieval Times. Larry and Marjorie enjoy bowling with friends and love watching wrestling - but disagree on who’s the best wrestler. Marjorie favors John Cena, and Larry prefers The Rock. Both credit The Arc with helping them enjoy the life they envisioned for themselves as a married couple. “It’s important,” says Marjorie, “to have someone you talk to and share things together.” They agree that being married is something everyone should have the right to experience. And so do we at The Arc.

Marjorie and Larry live in an Arc-supported home. Their Team Leader/Direct Support Professional, Donna Sawyer, helps them with running the household, budgeting, shopping, and planning activities. Larry notes that not everyone thinks that people with a disability can get married, but not The Arc. “The Arc is there for us. I can tell you that.”
Starbucks commits to fostering a community of awareness, inclusion, and accessibility, and it shows with managers like Glenn. “At Starbucks, creating a culture of diversity and inclusion where everyone is welcome is part of our mission.”

While Glenn was focusing on creating a culture of inclusion, The Arc was working with Kristin on her employment goals. Kristin, who had a long commute to another town, wanted to work closer to home but still in the hospitality industry. With support from The Arc, Kristin was hired by Glenn and went from commuting over an hour each day to working in her community, developing local friendships, and enhancing the customer experience for Starbucks. Her favorite part of the job? “Brewing coffee and working with the Starbucks team.”

Glenn credits The Arc with helping him achieve increased workplace inclusion. “In over fourteen years and 21 stores, Kristin is the first person I’ve hired who has a Job Coach. I’m kicking myself for missing out on talent like Kristin’s.”

The Arc helps people with a disability in their job search from the application process, to building new skills, and preparing for interviews. We also help businesses understand and feel confident in hiring people with a disability. The Arc facilitates employment success with onboarding assistance, on-the-job coaching, and ongoing support as needed.

Says Glenn, “I am so thankful to The Arc for believing in my team and me, and allowing us to share in the sheer joy that is workplace inclusion. If I could give other businesses a tip, I’d say to challenge the status quo. Take advantage of The Arc’s resources. Don’t limit your business with preconceived notions; your business will be better for it.”
One of the biggest hurdles to employment for people with a disability is transportation. To remove that hurdle, The Arc has a team of specialists who put together accessible solutions so the people we support can achieve their employment goals. Those solutions can include taxi vouchers, public transit, rideshare such as Uber, and paratransit, such as Mobility. Each person’s transportation needs are individually evaluated. Once the best approach is determined, that form of transportation is practiced until everyone is confident with the process, family members included. Using rideshare, Direct Support Professionals teach how to download and use the app, confirm the license plate and driver’s name match the ride details, and what to do if your driver gets lost. Direct Support Professionals join in practice rides and will follow behind in a different vehicle on that crucial first solo ride. Using mirroring and role-playing, Direct Support Professionals help the people we support become successful users of available transportation options and technology.

Aidan’s mom was sure that therapeutic riding could help her son, but there was a gap between what she could afford and the cost of the riding program. Never one to give up, she found the solution with The Arc’s Family Fund. Because we know there are incredibly effective therapies, equipment, respite, and learning opportunities not fully covered by insurance and often out of reach financially, we developed the Family Fund. A grant program that supports these opportunities that are often out of reach financially, the Family Fund helps to fill the gaps in accessing quality of life enrichment needs for youth under the age of 21.

Recently, Aidan’s mom shared his story of success with us after receiving the grant. She shared that since Aidan had begun riding and caring for horses at the farm, she noticed tremendous growth in him physically and mentally. His self-esteem and self-confidence increased; he’s physically stronger and gaining independence. “I have neighbors, and it seems like all their kids have a thing. They play baseball, or they ride bikes. Well, this is Aidan’s thing. For just a brief moment, his disability goes away, and that is huge. You can’t put a price on that.”
Get Involved

At The Arc, we have seen what happens when a family has access to resources, when people live where and how they choose, and when workers earn competitive wages in jobs that value their skills and abilities. By supporting one of The Arc’s signature events, your gift will go where it makes the biggest difference, meeting urgent needs that might otherwise go unmet. When you support The Arc, you change lives, families, and communities.

Annual Events

The Arc Central Chesapeake Region holds events each year that either raise funds through donations and sponsorships, recognizes important partners, or educates.

FY19 TOTAL $110,989

- Pull! for The Arc Clayshoot Classic 2018 - $28,855
- Vine Arts 2018 - $10,933
- Tee it Up for The Arc Golf Tournament 2019 - $71,201

Upcoming 2020 Events

<table>
<thead>
<tr>
<th>DATE</th>
<th>EVENT</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>JAN 25</td>
<td>Snowflake Ball</td>
<td>The DoubleTree by Hilton</td>
</tr>
<tr>
<td>MAY 04</td>
<td>Tee it Up for The Arc</td>
<td>The Golf Club at South River</td>
</tr>
<tr>
<td>MAY 20</td>
<td>Celebration Impact</td>
<td>Chesapeake Bay Beach Club</td>
</tr>
<tr>
<td>JUN 27</td>
<td>Tap the Shore</td>
<td>Tidewater Inn</td>
</tr>
<tr>
<td>SEP 20</td>
<td>Pull! for The Arc</td>
<td>The Point at Pintail</td>
</tr>
</tbody>
</table>

Questions or interested in sponsoring an event?
Contact events@thearcccr.org or 410.384.4072
The Arc is proud to serve children and adults with intellectual and developmental disabilities and their families in Anne Arundel County and the Eastern Shore of Maryland.

Anne Arundel • Caroline Dorchester • Kent • Queen Anne’s • Somerset • Talbot Wicomico • Worcester

Total Number of People Impacted through Arc Services: 1,729

- Children, Youth, & Their Families - 28%
- Living Options & Services - 13%
- Workforce Development - 8%
- Fiscal Management Services - 49%
- Behavioral Support Services - 2%

TOTAL 1,729

Workforce Development

<table>
<thead>
<tr>
<th>Number of People with Paid Competitive Employment</th>
<th>Total Number of Employers</th>
</tr>
</thead>
<tbody>
<tr>
<td>62</td>
<td>51</td>
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</table>

FMS Participant Satisfaction

<table>
<thead>
<tr>
<th>Survey Responses</th>
<th>Agree</th>
<th>Agree</th>
<th>Agree</th>
<th>Agree</th>
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<tbody>
<tr>
<td>Respondents are self-directed participants supported by The Arc Central Chesapeake Region Fiscal Management Services.</td>
<td>153</td>
<td>90%</td>
<td>78%</td>
<td>86%</td>
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<tr>
<td>When contacting The Arc’s FMS team with a question or concern, staff members are professional and courteous.</td>
<td></td>
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<td>The Arc FMS pays employees on time.</td>
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<tr>
<td>Participants report the likelihood that they will continue to use The Arc as their FMS provider.</td>
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</table>

Family Fund

<table>
<thead>
<tr>
<th>Number of Children Supported</th>
<th>Number of Families Supported</th>
<th>Total Dollar Amount Awarded</th>
</tr>
</thead>
<tbody>
<tr>
<td>51</td>
<td>49</td>
<td>21,957</td>
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</tbody>
</table>

Living Options & Services

<table>
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<tr>
<th>Report Choosing Where They Work</th>
<th>Report Feeling Safe in Their Homes</th>
<th>Report Receiving Support with Their Personal Goals</th>
<th>Report Feeling Respected by Others</th>
</tr>
</thead>
<tbody>
<tr>
<td>60%</td>
<td>90%</td>
<td>89%</td>
<td>85%</td>
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</table>
Our Financials

Transparency and accountability underpin our work at The Arc. A healthy and sustainable financial footing helps us keep our commitment to people with intellectual and developmental disabilities and to our community whose support inspires us to do more. Our full audited financials and most recent 990 can be found at www.thearcccr.org.

Revenues, Gains, & other Support

Full audited financials and most recent 990 for the fiscal year ending June 30, 2019, can be found at www.thearcccr.org.

Expenses

Consolidated Statement of Financial Position
July 1, 2018 - June 30, 2019

- Fiscal Management Services* - 12%
- Workforce Development - 8.4%
- Living Options & Services - 62.2%
- Children, Youth, & Their Families - 0.8%
- Management & General - 13.6%
- Fundraising - 3%

*Revenue and Expenses do not include payments made by The Arc on behalf of Fiscal Management Services participants.

Assets & Liabilities

Consolidated Statement of Financial Position
July 1, 2018 - June 30, 2019

2019 Total Assets: $20,072,602

2018 Total Liabilities & Net Assets: $29M

- Current Assets
- Property & Equipment Net
- Other Assets
- Current Liabilities
- Long-Term Liabilities
- Net Assets

2019 Total Assets: $20,005,705

$11.1M
$17.6M
$0.3M
$12.4M
$1.0M
$0.3M

$11.1M
$17.6M
$0.25M
$12.1M
$1.9M
$0.25M
Our Donors

DIVERSITY
($500-$999)

Laura Austin
Benkovich Orthodontics

Kim Herman

Kim Curry
Kim Curry

Jalopyrama Hot Rod Show
Goldin Group

Corvette Annapolis

Bill & Elaine Phillips

Rosenthal & Associates

Maryland Works

DIVERSITY

Jennifer Briemann

George & Denise Stephanos

Gate One Builders

Exceptional Software Industries

Debbie Daugherty

Darla Lamanca

Carpaccio Tuscan Kitchen

Alexander & Sandra Rossbach

EQUITY

($250-$499)

Tara Clifford

Disabilities

Department of Aging and

Anne Arundel County

DIVERSITY

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Our Leadership

Board of Directors

Laura Austin, President
Retired – Anne Arundel County Public Schools

Michele Tharp, Vice-President
PNC Bank

Rich Donoho, Treasurer
Retired - Computer Systems Group

Kathy Creighton, Secretary
US Census Bureau

Steve Brennan, Past President
Iliff, Meredith, Wildberger & Brennan, PC

Jonathon Rondeau, Ex Officio
CEO, The Arc Central Chesapeake Region

Glenn Fleureton
Fleureton Financial Solutions

William C. Hollis III
Hollis, Cronan & Fronk, P.A.

Paul Merkle
BB&T

Josh Miller
Self Advocate

Tina Jones
Chesapeake College

Kandy Williams
Infants & Toddlers Anne Arundel County

Lois Williams
Retired – Banking

Jason Weisberg
M&T Bank

Our Leadership

Executive Leadership

Jonathon Rondeau
Chief Executive Officer

Matt Morgan
Chief Program Officer

Christine Larsen
Chief Strategy Officer

Becky Peter
Chief Financial Officer

Cindy Lindgren
Senior Director of Person Centered Initiatives

Shannon Ross
Senior Director of People & Culture

Listing of board members and executive leadership is effective as of publication date.

Together, we can do so much more. You too can empower people with disabilities to recognize their potential and realize their dreams.

DONATE today. When you give, you will help children and adults with disabilities, and their families, live, work, play, and thrive. At The Arc, we have seen what happens when a family has access to resources, when people live where and how they choose, and when workers earn competitive wages in jobs that value their skills and abilities.

PARTNER with us. Be a corporate partner to make an impact through opportunities by hosting an event at your organization, get involved in our workforce development, or sponsor an event.

LIKE us on our social media platforms to stay up to date on our latest news, photos, and videos.

EMPLOY our workforce. Hiring people with a disability makes excellent business sense. The Arc is committed to helping businesses build an inclusive workforce, one that leaves behind old limiting beliefs and embraces a culture of opportunity.

For more ways to get involved, email us at development@thearcccr.org or call us at 410.384.4072.