<table>
<thead>
<tr>
<th>Page</th>
<th>Section</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>Opening Letter</td>
</tr>
<tr>
<td>4</td>
<td>Our Leadership Team</td>
</tr>
<tr>
<td>5</td>
<td>Financials</td>
</tr>
<tr>
<td>6</td>
<td>Community Inclusion</td>
</tr>
<tr>
<td>7</td>
<td>Bowling Bash 2019</td>
</tr>
<tr>
<td>8</td>
<td>Community Living</td>
</tr>
<tr>
<td>9</td>
<td>Personal Supports</td>
</tr>
<tr>
<td>10</td>
<td>Ready2BHealthy</td>
</tr>
<tr>
<td>11</td>
<td>Summer Camp</td>
</tr>
<tr>
<td>12</td>
<td>Take Control</td>
</tr>
<tr>
<td>13</td>
<td>Ready@21</td>
</tr>
<tr>
<td>14</td>
<td>Employment</td>
</tr>
<tr>
<td>15</td>
<td>Dental Smiles</td>
</tr>
<tr>
<td>16</td>
<td>Arc Appreciation</td>
</tr>
<tr>
<td>17-19</td>
<td>Arc Donors</td>
</tr>
<tr>
<td>20</td>
<td>The Arc Impact</td>
</tr>
<tr>
<td>21</td>
<td>Standards Of Excellence</td>
</tr>
<tr>
<td>22</td>
<td>Important Notes &amp; Dates</td>
</tr>
</tbody>
</table>
OPENING LETTER

Friends of The Arc Prince George’s County,

We are working hard to rise above the financial and staffing challenges we, and others across our industry, are experiencing. Much of this is due to the minimum-wage gap in Prince George’s County, which is why we need your continued support and advocacy now more than ever. In the face of these challenges, we have still completed the transition of our day programs for nearly 200 people to be more community based. We are broadening services for dental care and employment to people we support, through special grants and programs from CareFirst, TEGNA, the William S. Abell Foundation and others. Thanks to your support and philanthropic giving, we utilized Community Investment Tax Credits that our organization was allotted through the State of Maryland. Many of our friends and generous givers took advantage of approximately $25,000 in tax credits. We have no doubt, that with your support, we will continue to rise. As you view our Annual Report in a calendar format, I hope you will celebrate with us, remain engaged, and invite others to support our mission to ensure that this caring community remains strong for the lives of those we support. In this report, we will reflect our 2019 achievements as you page through each month. We will track our efforts, activities and contributions to the community to demonstrate our combined success. You will see evidence of our expanding community inclusion work, job placements, funder-sponsored special projects, educational outreach to transitioning youth and their families, and more. We open up with our financials, and we conclude with a listing of all those donors who so generously supported us through a difficult year. Thanks to everyone! It truly takes a “village” to rise!

Yours in service,

Kia Silver Hodge
Chair, Board of Directors

Rob Malone
Executive Director
OUR LEADERSHIP TEAM

BOARD OF DIRECTORS

Kia Silver Hodge – President
MasterMine Consulting

Cathy Coughlin – Vice President
Old Line Bank

Lori Brock – Treasurer
King & Spalding LLP

Greg Caroots
Old Line Bank

Karen Clay
DC Public Charter School

Chris Collins
Self-Advocate

Maya Garrett Loggins
Rose’s Place, Inc.

Troy Green
University of Maryland Capital Region
Health

Lisa Greene Henderson
Kaiser Permanente

Yolanda Muckle
Long & Foster Real Estate, Inc.

Donna Orange
Blue Cross Blue Shield Assn.

Adeyinka Ogunlegan
Comcast

Shirley Patterson
Federal Government Contracting Officer
(Retired)

Curtis Randolph
Self-Advocate

Andrea Shorter
ACS Business and Accounting Solutions, LLC

W.G. Pete Stokes
U.S. Army JAG Corps (Retired)

Anjolene Whaley
Keller Williams Preferred Properties

Tim York
Self-Advocate

SENIOR LEADERSHIP TEAM

Rob Malone
Executive Director

Kathy Beach
Interim Co-Director of Residential Service

Becky Carter
Director, Family & Community Services

Deborah Goins
Director, Employment, Transportation & Day Services

A. Henley
Director, Human Resources

Lorraine C. Holmes Settles, CFRE
Director, Business & Resource Development

Natosha Simpson
Director, Quality Advancement

Christina Varga
Director, Operations

William Wilson
Director, Finance

Sheila Woods
Interim Co-Director of Residential Service
**REVENUE BY CATEGORY**

**FISCAL YEAR 2019 ACTUALS**
- RESIDENTIAL SERVICES - $15,624,943.05
- ADULT DAY SERVICES - $7,830,873.17
- GRANTS - $2,578,558.69
- FAMILY/COMMUNITY SUPPORTS - $2,319,215.70
- TRANSPORTATION SERVICES - $1,352,530.01
- EMPLOYMENT SERVICES - $364,521.63
- OTHER - $293,447.79
- **GRAND TOTAL - 30,819,164.34**

**EXPENSE BY CATEGORY**

**FISCAL YEAR 2019 ACTUALS**
- RESIDENTIAL SERVICES - $16,273,567.67
- ADULT DAY SERVICES - $6,847,534.37
- ADMINISTRATIVE SERVICES - $2,988,038.26
- TRANSPORTATION SERVICES - $2,020,405.37
- FAMILY/COMMUNITY SUPPORTS - $2,027,987.03
- EMPLOYMENT SERVICES - $318,747.90
- OTHER - $195,712.57
- **GRAND TOTAL - 30,671,993.18**
The Arc closed its Temple Hills day program in May 2019 and moved program participants to community-inclusive activities. Each person has a voice in developing a daily routine that fits his or her interests. Many choose volunteer opportunities as well as physical and recreational activities, all of which provide new opportunities to socialize and participate in learning experiences. Some new community engagements occurred at The Jaycees Community Center in Oxon Hill (shown here) and the Big Purple Barn in the spring of 2019. The Prince George’s County Local Development Council also helped us launch the Oxon Hill Pop-Up Program.

SPECIAL THANKS TO ALL THOSE WHO HAVE PAVED THE WAY IN HELPING THE ARC RISE AND EXPAND ITS COMMUNITY ENGAGEMENT ACTIVITIES!
The Arc celebrated its 30th Annual Bowling Bash in 2019, with more than 200 bowlers and spectators! We held two tournaments on the first Sunday in March, at Bowlero Lanes in College Park, Maryland. The Bowling Bash is our annual fundraising/friend-raising event that provides a wonderful opportunity to engage those we serve with their families, our staff, board members and supporters. The event raises funds for The Arc’s daily services and supports through participant registrations and contributions, including Hays Companies and ALCO Pharmacy, two of our largest corporate sponsors.
Operating 46 residences within the county, The Arc's dedication to meeting needs on an individual level shines through in each house. People are given the degree of support they need, whether daytime staff, live-in staff, or 24-hour-a-day nursing staff.

THE ARC PRINCE GEORGE'S COMMUNITY LIVING RESIDENCES ALLOW THE PEOPLE WE SUPPORT TO RISE EACH DAY WITH DIGNITY!
Marie and Roxanne have been friends since they were in school together. They lost touch with each other, but were reunited when they each joined The Arc's VIP (Very Important Parents) group. Marie and Roxanne have both raised families, and they love to exchange photos of their children and grandchildren. They both receive Personal Supports and enjoy going to fitness groups, bowling and out to dinner, along with the personal coaching the Personal Support program offers. The Arc provides case management and individualized staffing to facilitate community inclusion, activities and health care. The specific supports are based on individualized Person-Centered Plans. Families in this program can utilize Respite Care, so they can take a break from caregiving.
With support from the Qlarant Foundation, The Arc launched its Ready 2B Healthy program in 2019. Through numerous workshops delivered throughout the County, Ready2B Health has helped hundreds of older youth with I/DD and parents achieve a successful transition between pediatric and adult health care. They also can access the benefits to which they are entitled and that are critical to maintaining good health. One father, who is mainly Spanish speaking, didn’t know how to handle his daughter’s health care needs. He learned about supported decision making, how to contact the right person in the medical system and how to access translation services. He came to us fearful and anxious, and left with tools and confidence.

READY 2B HEALTHY IS MAKING A DIFFERENCE IN THE LIVES OF YOUNG PEOPLE!
Summer camp is an important part of any child’s life, but can be a costly endeavor, and one that is too great for many parents. That is why The Arc was overjoyed to be able to provide scholarships for 22 children to attend summer camp in 2019! The Arc’s Child and Family Services staff gave parents a professional assessment of their child’s needs, connected them to one of several camps operated throughout the County, along with a scholarship to pay for camp tuition. This program would not be possible without the support of the George Preston Marshall Foundation.

Thank you for the opportunity for Kameron to be able to attend summer camp. He was able to meet Elmo, Mickey and Minnie Mouse. He enjoyed going roller skating, to the pool and movies. With your scholarship he was able to make new friends. It was a joy hearing how much he enjoyed going to summer camp.

Jasmin, A happy parent
Using a curriculum developed by Capital Area Asset Builders, The Arc delivered the Take Control Summit to over 100 people on August 10th 2019. Take Control is a financial literacy program specifically designed for individuals with I/DD and their family members, covering topics such as: Understanding Your Financial Relationship, Budgeting, Taking Charge of Credit, Identity Theft/Knowing Your Rights, Saving, and Disability Benefits. The Arc Prince George’s County is the only agency in the DC/Maryland/Virginia area awarded a contract from the Arc of the United States to deliver this programming. Pictured above is Arc Board Member Lori Brock.
The Arc’s Ready@21 workshop series continued to help older youth gain the skills they need to successfully transition from high school to independent living. Ready@21 provides exposure to post-secondary education, builds self-advocacy skills, teaches money management skills, and prepares them for employment. In 2019, 28 youth participated in the program.
Joe Warthen (3rd from left) enjoys his independence and loves being able to purchase his own food, and even DVDs, when he wants. He has been employed for three years at the Marriott College Park. We would like to thank our employment partners for all that they do! BONUS: See Joe’s story on our website or on our YouTube page.

Michael Simmons (inset photos above) was our very first work-based learning experience (WBLE) placement (a.k.a “wbler”). We worked with Michael to obtain his Maryland state work permit, and then on to his placement at Diversi Tee Designs, where Michael organized and stocked comics, canvases and merchandise. Michael was so eager for his first check, that we even made sure he received a paper check, so he could experience the joy of taking it to the bank to cash and deposit it in his account.
The Arc's Dental Services program provides individual grants to clients in need of extensive and/or deferred dental care. These are costly procedures not covered by Medicaid. Thanks to funding provided by Carefirst and Tegna, in 2019, this program helped 23 individuals get their smiles back.
The Arc Prince George's County hosted its first Love Thy Neighbor Campaign in the fall of 2019, which culminated in a breakfast on Giving Tuesday on December 3, 2019. Many Maryland donors took advantage of the Community Investment Tax Credits, which enabled them to deduct half of their $500 (or more) donation from their state taxes. Shown here are some self-advocates with their family members who spoke at the breakfast about their upcoming graduation from college, new engagement workplace promotions and independent living experiences.
## ARC DONORS

### LEGACY MEMBERS

**Estate Giving**
- Estate of Robert Adams
- Bruce & Corky Andrews
- Sally Boarman
- Todd Carton
- Edward & Janet Ciesielski
- Estate of Gilmore Clark
- Estate of Helen M. Danish
- Thomas Dugan
- Warren & Mary Funk
- Estate of Teresa D. Funke
- Estate of Kemper Hensley
- Marta Jones
- Estate of Anton Kragh
- Martin & Barbara Lampe
- Ellen Markham
- Joseph Polanin
- Beatrice Rodgers
- Kim Tart

### ARC SOCIETY MEMBERS

**$250 + Annual Giving**
- ALCO Pharmacy
- America's Charities
- .B & Corky Andrews
- The Arc Maryland
- Floyd Bagby
- Jerald Baker
- Bank of America
- Debra Baranyi
- Gwendolyn Bardwell
- Paul Bauer
- Alvin and Frances Bean
- Belair Engineering
- Beltway Auto & Plate Glass, Inc
- Beltway Plaza Merchants Assoc.
- David Benack
- Berenbaum Family Foundation
- Blue Cross Blue Shield
- Blue Cross Blue Shield Association
- Bob Grill General Contractor, Inc.
- Patricia Bowden
- William & Donna Bryant
- Capitol Document Solutions
- CareFirst
- Sheila Carpenter
- Center for Nonprofit Advancement
- Edwin Chapman
- Charities Aid Foundation of America
- William Childs
- Jared Ciner
- Wayne & Denise Coleman
- Comcast
- Community Bank of Chesapeake
- Community Foundation of Anne Arundel County
- Cathy Coughlin
- Philip Danahy
- DBG Property Management, LLC
- Thomas Demoga
- Daryl Dillman
- Dominion Foundation
- Dane Donaldson
- Sarah Earwicker
- Susan Eicher
- Ruth Eicher
- Enterprise Fleet Management
- Exelon Corporation
- Express Brokers Realty, LLC
- Veronica Fern
- Kathleen Fern
- William & Linda Fern
- Fulton Financial Advisors
- Clifford George
- George Preston Marshall Foundation
- Giant Food, LLC
- Marc Goldenberg
- Helen Goldsmith
- Greater Washington Community Foundation
- James & Phyllis Hall
- James Hall
- Monroe Harrison
- Eugene & Bettye Hawkins
- Hays Companies
- Donna Herring
- Hertzbach & Company, P.A.
- Nicholas Hluchyj
- Bernadene Michelle Howell
- Jolene Ivey
- Evelyn King
- Knights of Columbus Council #02577
- Knights of Columbus Council #14455
- Barbara Lampe
- Julie Marie & John Laulis
- Law Offices of Chapman & Henderson
- Law Offices of Robert G. McGinley, P.C.
- Richard LeeRoy Lefever
- Jessica Macauley
- Rob & Judiecia Malone
- Chandra Marriott
- Irene Matza
- Maximus Foundation
## ARC DONORS Cont’d

### ARC SOCIETY MEMBERS
- Melwood Horticultural Training Center
- MGM Resorts International
- Mid South
- Mobility Works
- Latoya Anteva Morris-Quattrociocchi
- Yolanda Muckle
- Mullen, Sondberg, Wimbish & Stone, PA
- The NAI MICHAEL
- National Council on Aging
- Northrop Grumman
- Old Line Bank
- Shirley Patterson
- Wesley & Connie Paulson
- Pepco
- Betsey and Pat Petit
- Prince George’s Community College
- Qlarant Foundation
- Jack Ramsey
- Phylis Randle
- Raymar Plumbing
- Michael & Linda Retton
- Charlean Rice
- Paul Rowe
- Safeway Foundation
- Vilma Scindian
- Ellen Scully
- Shared Horizons
- Kia Silver Hodge
- Sinclair Prosser Law, LLC

### ARC SOCIETY MEMBERS
- Steven Slojkowski
- Social Health Services Group Inc
- Sprint
- Stantec
- William & Patricia Stokes
- Willie & Kim Tart
- TD Charitable Foundation
- TEGNA Foundation
- Michelle and Stacy Tetschner
- The Arc Northern Virginia
- The Harry and Jeanette Weinberg Foundation, Inc
- The Wawa Foundation Inc.
- The Whiting-Turner Contracting Company
- Linda Tolbert Stringer
- Woodrow & Melanie Townshend
- Oksana Tsimmerman
- Todd Turner
- United Way National Capital Area
- United Way of Rhode Island
- Watson Mechanical Solutions
- Wells Fargo Foundation
- Michael Wesley
- William S. Abell Foundation Inc.
- Morgan & Susan Williams
- Grace Williams
- Mark Wurzbacher
- Tim York
- Zenart Carpet Cleaning
ARC DONORS Cont'd

TITAN CIRCLE
Cumulative Giving $10,000 Since 1999
ALCO Pharmacy
JB & Corky Andrews
Jerald Baker
Bancorp Bank
Paul Bauer
Berenbaum Family Foundation
Don Blakley
Blue Cross Blue Shield
Blue Cross Blue Shield Association
Bob Grill General Contractor, Inc.
William & Donna Bryant
Carefirst
William Childs
Wayne & Denise Coleman
The Columbia Bank
Comcast
Commercial Insurance Managers
Community Foundation Of Anne Arundel County
Dominion Foundation
Thomas Dugan
Sarah Earwicker
Susan Eicher
Ruth Eicher
Marilyn Farrell
William & Linda Fern
Clifford George
George Preston Marshall Foundation
Helen Goldsmith
Greater Washington Community Foundation
James & Phyllis Hall
Eugene & Bettye Hawkins

TITAN CIRCLE
Hays Companies
Nicholas Hluchyj
Household Finance
Johnny's Auto Service
Kaiser Permanente
Evelyn King
Knights of Columbus #02577
Knollwood Development Corporation
Barbara Lampe
Julie Marie & John Laulis
Richard Lee
Maximus Foundation
Mary Jo McGovern
Melwood Horticultural Training Center
MGM Resorts International
Mullen, Sondberg, Wimbish & Stone, PA
National Council on Aging
John O'Connor
Old Line Bank
Craig & Betsy Parker
Wesley & Connie Paulson
Pepco
Betsey and Pat Petit
Jack Ramsey
Ray Revels
Safeway Foundation
Kenneth & Lucille Taylor
TD Charitable Foundation
TEGNA Foundation
The Harry and Jeanette Weinberg Foundation, Inc
Wells Fargo Foundation
William S. Abell Foundation Inc.
The impact of the Arc Prince George's County can be felt all over the county with more than 700 employees, 48 residential houses and a fleet of more than 85 vans helping the people we serve rise to the occasion each and every day!
In November 2019, The Arc Prince George’s County was recognized with Basic Level I Standards of Excellence status.

Standards for Excellence Institute® is a national initiative established to promote the highest standards of ethics, effectiveness, and accountability in nonprofit governance, management, and operations, and to help all nonprofit organizations meet these high benchmarks. The program is a system of nonprofit sector self-regulation and replicated by state, regional, and national associations and support organizations.
WITH SINCERE THANKS!