Happy New Year All. The Arc of Washington County has been very busy...

Spring 2015 saw the Arc-WC start a new tradition with its first annual Let’s Get Out walk. The Saturday afternoon walk at Pangborn Park served to raise awareness about developmental disabilities during National Developmental Disabilities Awareness Month. We then celebrated the Arc-WC’s first annual golf outing. This event saw nearly 60 golfers descend on Frederick County to enjoy a wonderful afternoon and raise $6,000 for the people we support.

Summer of 2015 was an exciting time as the 2+ years of advocacy on behalf of our Direct Support Professional came to fruition with 2 pay increases totaling 5%.

Fall of 2015 the Arc-WC had several exciting accomplishments, including our 4th Annual Dancing with the Stars event which saw hundreds of our supporters come together to raise over $100,000 for the people we support. Additionally, the Arc set out on a journey to become a more person centered organization. This journey started with an independent consultant providing 2-2 day off-site training programs for 100 employees of our organization. These trainings were then followed by 4 Arc-WC employees initiating a training program to become trainers of the PCP curriculum. Lastly, in the fall of 2015 after 8 months of intensive work we submitted our application for accreditation for Standards for Excellence. The 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.

Winter of 2016 has yet to bring snow, but it did bring change to the Arc-WC. After being in the recycling business for over 25 years the Arc-WC closed our recycling doors for good.
During the past 25 years, we’ve served a lot of valued customers and have provided work and training for many people with disabilities in Washington County. However, those 25 years have brought many changes… How we support people with disabilities to reach their life goals related to employment and community has evolved. Based on this evolution and the best interest of the people we support, we have an eye toward the future and a vision of Community Membership and /or Integrated Competitive Employment for everyone we support.

Then in mid-January Governor Larry Hogan’s FY 2017 Budget was released. Although not finalized there is much to be optimistic about. The total budget for the Developmental Disabilities Administration (DDA) is $1.1 billion - this is a six percent ($71 million) increase over FY 2016’s budget. The FY 17 budget includes:

• $35.7 million to fully fund the Minimum Wage Increase for providers of services - a 3.5% rate increase

• Just under $8.9 million to fully fund Transitioning Youth (602 people)

• About $6.67 million for Emergency Placements (projected to serve 161 people in residential, day, supported employment, personal services and individual support services)

• Just under $5.50 million for the Crisis Resolution Waiting List (projected to support 113 people in residential, day, supported employment, personal services, and individual support services)

• $5,324,500 for LISS (Low Intensity Support Services)

• $727,770 from the Waiting List Equity Fund (projected to serve 24 people on the Waiting List based on oldest caregiver first)
Although we still have a great deal of work to do, we remain optimistic and encouraged by some of the wonderful successes we have experienced. I would like to share 1 final success with you. Below is an email we received from the family of a new person supported by our Personal Supports Program.

Hi there,

Just wanted to let you know our services from day one with the ARC has been outstanding. The ARC is a very outstanding organization with very professional, well-staffed individuals.

We have been overjoyed with the services of Asia. I can’t say enough about her. Kudos to her and her outstanding efforts with Connie. She is a keeper :)

We also have had the opportunity to meet Bethany during Asia’s leave of absence. Bethany has such an outgoing personality and a super individual. She is priceless and a jewel. Also another keeper :)

Just wanted to let you know we are blessed to have the services of the ARC and thankful for your outstanding employees.

Thanks again,
Bonnie & Connie
Welcoming New Faces to an Historic Board

Board of Directors
The Arc of Washington County, Inc.

President
Cort Meinelschmidt

1st Vice President
Robert Bodell

Secretary
Pat Kurtz

Treasurer
Howard Bowen

Past President
Gary Rohrer

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Beverly Pederson
Heath Hykes
K. Richard Holzapfel
Maria Long
Mike Kasecamp
Patrick Buckley
Dana Vestal
Joe Michael
V. Joseph Startari
Robin Michael
“ArcWC is looking to expand its DSP workforce and is seeking qualified, caring professionals to assist the people we support to live fuller, more independent lives. ArcWC is proud of the many men and women in the DSP profession who give so much to others to ensure a quality life. Without their hard work and dedication, the goals of both ArcWC and those we support would be unattainable.”

“For Hannah Crouse-Ring, a ArcWC DSP, every shift may require a new set of skills and focus. “It’s like walking into the unknown every day; It’s not a job where you can plan,” and for many this is why they are a DSP. The love of the unknown and a genuine interest in supporting someone to live the life they choose is why they stay in this field.”
Celebrating Developmental Disability Day in Annapolis reps. from The Legends & The Trailblazers, The Arc’s self advocacy groups, meet with area delegates to talk about issues important to them and our community.

Representatives of The Arc were pleased to meet with Governor Hogan recently in Hagerstown, MD. The meeting was an opportunity for the Governor to hear from families, an employer in East Baltimore (Acadia Glass), an employee of Acadia with disabilities and three chapters about the importance of employment for people with intellectual and developmental disabilities. The Arc Washington County was instrumental in facilitating the meeting and all involved extend best wishes to the Governor for a terrific meeting.

Basket Bingo hosted for the first time here at The Arc.

Matt Semler & Chelsea Mauriello Took Home the DWTS 2016 Disco Ball Trophy.

Bubbles & Brushes brought the community and artist out!

Board member Bob Bodell squares off at The Arc Charity Golf Tournament.

WashCoGives Campaign was a huge success thanks to our family of supporters.
Kick the "Dis" out of Ability!

National Developmental Disabilities Awareness Month

As we walk to celebrate

Hagerstown, MD
Pangborn Park Pavilion

11:00 am
March 12th, 2016

Join The Arc of Washington County

Kicking the "Dis" out of Ability!

Walk
Developmental Disabilities Awareness
2nd Annual
“Jamie works behind the scenes at Sanders Cookie Jar Bakery but his contagious smile and willingness to help would shine in the front of the house at this Pennsylvania Avenue shop as well. When I first met him, he quickly offered to demonstrate his responsibilities — explaining every detail as though training a new worker. It sounds like something any employee might do, but Jamie isn’t just any employee, and his journey to this point has been anything but ordinary.”

“Some people assume that everyone who has a disability is limited, but they just need a chance to show what they can do. I’ve been amazed at the progress Jamie has achieved.”

Perry Sanders, Owner/Manager/Baker at Sanders cookie jar bakery
Once Jamie’s job was finalized, he was paired with a job coach to help the transition into the community. Amanda Rossen was his coach when he first started at Sanders Cookie Jar Bakery. In the beginning, she stayed for the whole shift, learned the job along with him and made sure he knew what to do. “Jamie had great spirit and liked to joke with the staff,” she said, so his socialization — which is a vital component of the program — went smoothly. As Jamie became comfortable with the tasks and routine, Amanda phased herself out. In a very short time, he took directions directly from his boss, and worked independently.

Find this and other great articles in the Hagerstown Magazine or by visiting hagerstownmagazine.com

Jamie says he’s proud to be working and his happiness is tangible. As for Perry, he gained a dedicated, steady worker — someone he can depend on to do what needs to be done — in a position that’s usually a headache due to high turnover. Progress is easily measured in skills and increased independence, but Perry summed up the difference in Jamie’s quality of life in one word — dignity.
Our Donors

$10,000 & Up
Harvey & Ruth Bair
Beverley Pederson
Ahold / Martins
Ewing Oil
Fj Osuch Foundation
LS Technologies LLC

$5,000 to $9,999
Blackie & Ginny Bowen
Irving Einbinder Charitable Foundation
Lynch Contracting Inc.
McCafferty Ford of Mechanicsburg
Meritus Medical Center

$1,000 to $4,999
Roderick Wagner
United Bank
Arthur Gallagher & Co.
GTI Maryland LLC
Susquehanna Bank
Robert & Astrid Mueller
George & Debbie Pillorge
Dr. Paul Mauriello
Dr.’s Mauriello & Orfan
William Wright
Jon & Dorothy Kalback
AC&T
Beachley Foundation
Erin & Mitesh Kothari
Community Foundation of Washington County MD
The M&T Charitable Foundation
Berkshire Hathaway / Bowen Realty
$500 to $999

Thomas Bair
United Way of Washington County MD
Sharon Blickenstaff
Rotary Club of Hagerstown
BB&T
BCT
C. William Hetzer
Dr.’s Porac & Bachtell
Ellsworth Electric
Fidelity Charitable Gift Fund
HBP Inc.
Middletown Valley Bank
R. Bruce Carson Ltd.
The Brethren Mutual Insurance
UMCS Inc. / Schmankerl Stube
Williamsport Lions Club
The Hamilton Family Foundation Inc.

Dolores A. Gregory Ttee
Dr. Frank Wagner
Lou Migliorini Jr.
GDC
Glenn Bair
Griffith Energy
William Bowen
Younger Toyota
Marion J. Gregory Ttee
Minnich Funeral Insurance LLC
Morgan-Keller Construction
Neal & Mary Glessner
PNC Bank
Smith Elliott Kearns & Co.
Spirit Services Inc.
Stephen Dash
The Columbia Bank
Emmanuel United Methodist Church
Dynamark /Atlantic Security
Buffalo Wild Wings
Carol Haynes
James Fritsch
Serafini Financial
J. Emmet & Mary Anne Burke
M&T Bank
Rebecca White
Russell & Ann Kendall
Antietam Tree Service
Brook Lane Health Services
Dynacorp Management
ECS Mid-Atlantic LLC
Gary Rohrer
Gruber-Latimer Restoration LLC
Hagerstown Kitchens
Hardell Corp.
Charlene Hescock

C.R. Semler Contractors
Christina M. Dean
Eugene Manning
Frederick, Seibert & Assoc.
Heather Belz
Kenneth A. Sonner
Ron & Patricia Kurtz
Paul Stottlemyer
Ron’s Auto Collision Center
Steven Haugen
The Storage Bin LLC
Tiger’s Eye Benefits Consulting
Wayne Alter Jr.
Order of the Eastern Star Hagerstown Chapter #89
MSB Architects
Warehouse & Terminal Properties LLC
Hub City Sprinklers
Jason Hose
John & Rebecca White

$100 to $499
$100 to $499 Continued

West End Shell
Wolf Furniture
Staci Jones
Katrina Cropp
Estelle Mueller
Sharon Fritsch
Kelly Miller
Western Sizzlin
Toby Towson
V. Joseph Startari
Allan & Barbara Bacon

Anne & Keith Dunham
Gary & Barbara Sabo
Louis Orslene
M. Scott & Kimberly Bowen
Richard & Jacqueline Grapes
Robert Cochran Insurance
Trenna Kelly
Anthony Trotta
Bertrand Iseminger Jr.
Burkholder’s Flooring America
Nancy Porter
Dean Dachenbach
Julie Fritsch
Maria Johns
Raymond & Alma Grahe
Curbside Recycling
Betty Thompson
Brenda & Mark Thomas
Dr. Brenna B. Ranieli
Floyd Miller
Heather Brown
Jacqueline Grapes
Keller Stonebraker Insurance
Lawrence Black
Mary S. Sneckenberger
Nicole Kirk
Phyllis Levitt
Kathleen McClintock
Adam Mcafee
Bonita Trumpower
Alexander Trotty
Janis Williamson
Leitersburg Cinemas, LLC
Julie Moser
Melissa Rogers
Donald & Helen Bingaman
Donald & Linda Trumpower
Five Below Inc.
Alvin Bailey
Elizabeth & Philip Horigan
Ellen-Joy’s Florist & Gift
Richard Stephens
Thomas & Betty McCubbin
Robin Michael

Up to $99
Up to $99 Continued

C. Edward & Susanne Coyle
Diane Lewis
Jeffrey & Cammi Bittner
John Sneckenberger
Justgive.org
Kimberly Grunberg
Mary Williford
Norma Pfister
Troy Van Scoyoc
Byron & Ann Steele
Carolyn Blitz
J.M. & Elizabeth German
Justina Aragon
Truist
William & Michele Kutzera
Joan Jackson

Every effort is made to be accurate in our donor list. If we have omitted or misspelled your name we sincerely apologize. Please email Katrina Cropp at: kocropp@arcwc-md.org so we can correct our records. Thank you for your support!
The Arc of Washington County, Inc.
STATEMENT OF FINANCIAL POSITION
June 30, 2015 and 2014

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>$ 1,525,388</td>
<td>$ 1,102,707</td>
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<tr>
<td>Investments</td>
<td>1,728,208</td>
<td>1,443,666</td>
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<tr>
<td>Accounts receivable</td>
<td>557,944</td>
<td>577,912</td>
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<tr>
<td>Due from funding agencies</td>
<td>82,049</td>
<td>356,294</td>
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<tr>
<td>Note receivable - Executive Director</td>
<td>2,004</td>
<td>2,004</td>
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<tr>
<td>Prepaid expenses</td>
<td>112,021</td>
<td>88,448</td>
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<tr>
<td>Inventory</td>
<td>66,376</td>
<td>50,199</td>
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<tr>
<td><strong>Total Current Assets</strong></td>
<td>4,073,990</td>
<td>3,621,230</td>
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<tr>
<td><strong>Property and Equipment, Net</strong></td>
<td>11,018,092</td>
<td>11,366,384</td>
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<tr>
<td><strong>Other Assets</strong></td>
<td></td>
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<tr>
<td>Security deposits</td>
<td>620</td>
<td>620</td>
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<tr>
<td>Cash surrender value of life insurance</td>
<td>152,315</td>
<td>152,315</td>
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<tr>
<td>Annuity, net of present value adjustment</td>
<td>25,593</td>
<td>28,487</td>
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<tr>
<td>Note receivable - Executive Director</td>
<td>4,329</td>
<td>6,329</td>
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<tr>
<td><strong>Total Other Assets</strong></td>
<td>182,857</td>
<td>187,751</td>
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<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>$ 15,274,939</td>
<td>$ 15,175,365</td>
</tr>
</tbody>
</table>
The Arc of Washington County, Inc.
STATEMENT OF FINANCIAL POSITION
June 30, 2015 and 2014

<table>
<thead>
<tr>
<th>LIABILITIES AND NET ASSETS</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable</td>
<td>$381,715</td>
<td>$444,649</td>
</tr>
<tr>
<td>Accrued salaries and related expenses</td>
<td>960,860</td>
<td>960,867</td>
</tr>
<tr>
<td>Client funds payable</td>
<td>161,283</td>
<td>114,497</td>
</tr>
<tr>
<td>Mortgages and notes payable</td>
<td>368,176</td>
<td>414,069</td>
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<tr>
<td>Capital Lease obligation</td>
<td>15,741</td>
<td>14,379</td>
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<tr>
<td><strong>Total Current Liabilities</strong></td>
<td>1,887,775</td>
<td>1,948,461</td>
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<tr>
<td><strong>Long-Term Liabilities</strong></td>
<td></td>
<td></td>
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<tr>
<td>Mortgages and notes payable, net of current portion</td>
<td>3,900,536</td>
<td>4,202,418</td>
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<tr>
<td>Participation liability</td>
<td>54,561</td>
<td>51,260</td>
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<tr>
<td>Capital lease obligation, net of current portion</td>
<td>18,741</td>
<td>34,744</td>
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<tr>
<td>Deferred compensation liability</td>
<td>25,593</td>
<td>28,487</td>
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<tr>
<td><strong>Total Long-Term Liabilities</strong></td>
<td>3,999,431</td>
<td>4,316,909</td>
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<tr>
<td>Total Liabilities</td>
<td>5,887,206</td>
<td>6,265,370</td>
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<tr>
<td><strong>Net Assets</strong></td>
<td></td>
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<tr>
<td>Unrestricted - undesignated</td>
<td>8,774,880</td>
<td>8,254,217</td>
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<tr>
<td>Unrestricted - board designated</td>
<td>461,047</td>
<td>460,888</td>
</tr>
<tr>
<td>Temporarily restricted</td>
<td>141,693</td>
<td>184,777</td>
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<tr>
<td>Permanently restricted</td>
<td>10,113</td>
<td>10,113</td>
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<tr>
<td><strong>Total Net Assets</strong></td>
<td>9,387,733</td>
<td>8,909,995</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td>$15,274,939</td>
<td>$15,175,365</td>
</tr>
</tbody>
</table>
## The Arc of Washington County, Inc.

**STATEMENT OF ACTIVITIES**

**June 30, 2015**

<table>
<thead>
<tr>
<th>REVENUES, GAINS AND OTHER SUPPORT</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fees and grants</td>
<td>$ 23,130,156</td>
<td>$</td>
<td></td>
<td>$ 23,130,156</td>
</tr>
<tr>
<td>Resident care fees</td>
<td>2,492,094</td>
<td></td>
<td></td>
<td>2,492,094</td>
</tr>
<tr>
<td>(Loss) on disposal of property</td>
<td>(9,573)</td>
<td></td>
<td></td>
<td>(9,573)</td>
</tr>
<tr>
<td>Contributions</td>
<td>83,949</td>
<td></td>
<td></td>
<td>83,949</td>
</tr>
<tr>
<td>Sheltered workshop</td>
<td>146,634</td>
<td></td>
<td></td>
<td>146,634</td>
</tr>
<tr>
<td>Rental income</td>
<td>94,303</td>
<td></td>
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<td>94,303</td>
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<tr>
<td>Other revenue</td>
<td>29,615</td>
<td></td>
<td></td>
<td>29,615</td>
</tr>
<tr>
<td>Concessions income</td>
<td>110,120</td>
<td></td>
<td></td>
<td>110,120</td>
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<tr>
<td>Fundraising income</td>
<td>185,798</td>
<td></td>
<td></td>
<td>185,798</td>
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<tr>
<td>Interest income</td>
<td>20,080</td>
<td></td>
<td></td>
<td>20,080</td>
</tr>
<tr>
<td>Realized and unrealized gain (loss) on investments</td>
<td>(6,654)</td>
<td>3,229</td>
<td></td>
<td>(3,425)</td>
</tr>
<tr>
<td>Membership dues</td>
<td>3,965</td>
<td></td>
<td></td>
<td>3,965</td>
</tr>
<tr>
<td><strong>Total Revenues, Gains and Other Support</strong></td>
<td><strong>26,280,487</strong></td>
<td><strong>3,229</strong></td>
<td></td>
<td><strong>26,283,716</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EXPENSES</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Residential</td>
<td>12,817,545</td>
<td></td>
<td></td>
<td>12,817,545</td>
</tr>
<tr>
<td>CSLA</td>
<td>3,380,155</td>
<td></td>
<td></td>
<td>3,380,155</td>
</tr>
<tr>
<td>Day</td>
<td>3,400,432</td>
<td></td>
<td></td>
<td>3,400,432</td>
</tr>
<tr>
<td>Other programs</td>
<td>3,438,870</td>
<td></td>
<td></td>
<td>3,438,870</td>
</tr>
<tr>
<td><strong>Total Program Services</strong></td>
<td><strong>23,037,002</strong></td>
<td></td>
<td></td>
<td><strong>23,037,002</strong></td>
</tr>
</tbody>
</table>

| Supporting Services                 |              |                       |                        |          |
| Management and general              | 2,612,128    |                        |                        | 2,612,128 |
| Fundraising                         | 156,848      |                        |                        | 156,848  |
| **Total Supporting Services**       | **2,768,976** |                        |                        | **2,768,976** |

| **Total Expenses**                  | **25,805,978** |                        |                        | **25,805,978** |

| NET ASSETS RELEASED FROM RESTRICTIONS | 46,313 | (46,313) |                        |          |

| Change in NetAssets                 | 520,822 | (43,084) |                        | 477,738   |

| NET ASSETS - BEGINNING OF YEAR       | 8,715,105 | 184,777 | 10,113 | 8,909,995 |

| NET ASSETS - END OF YEAR             | $ 9,235,927 | $ 141,693 | $ 10,113 | $ 9,387,733 |
Lunch Provided
$30.00 Per Ticket
First Game: 7:00 pm
Doors Open: 6:30 pm
April 24th
Treasure Bingo
Washington County
The Arc of
The Arc of
Frances A. Johnson}

Contact Katrina 301-733-3550 or kcropper@arcwmd.org
1000 Florida Ave, Hagerstown, MD 21702
Here at The Arc of Washington County, we have begun our own Mentor/Peer Support Program which has been under way now for about 18 months. During that time we have trained over 50 staff to be Mentors for newly hired Arc employees. We have both Direct Care and Management folks in the role as a Mentor. With the help of an outside consultant the Residential Directors Group developed and implemented an 8 hour training for Mentors which addresses communication, confidentiality and the overall how’s and whys of a Mentor program. This class is based largely on interactive activities that enable the participants to learn not only the value of a Mentor program, but also to learn about themselves and what they can give in a Mentor/Mentee relationship. The results have been fantastic.
Statistics show that a Mentor Program in an organization attracts better talent as it tells an applicant, “if you join our team we will pair you with a veteran mentor” who can orient you to the culture of the agency. It increases productivity, engagement and retention for an organization. Mentoring can bring the new employee “up to speed” faster. Allowing veteran employees to develop and share their talents allows an organization to grow their staff cost effectively. The new hire or “mentee” who has the opportunity to participate in such a program, is able to immediately have someone they can feel comfortable with who is not in place to evaluate their performance, but be a ‘friendly ear’.

The feedback from the participants has been very positive. We are never at a loss for people interested in becoming a mentor. While the number of relationships are still rather small to look at effectiveness, it does appear that the program is helping those involved. Directors have received positive comments from new hires who were paired with a Mentor.
We’re Here To Make GOOD THINGS Happen For Other People

The Arc of Washington County, Inc.

820 Florida Avenue
Hagerstown, MD 21740
arcwc-md rog