Our Mission
“Bridges to Opportunities for Individuals with Disabilities.”

Our Vision
As a statewide leader in providing quality supports for individuals with disabilities, The Arc of Washington County, Inc. 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.

Core Values
The Core Values (and their definitions) that serve as the roots of our ethical code are as follows:

- Accountability: taking responsibility for actions.
- Humanity: respect for the dignity of all beings.
- Competence: ongoing pursuit of knowledge and excellence in all endeavors.
- Integrity: being just, honest, and trustworthy in all we do.
- Proactive: endeavoring to provide flexible and diverse support to address needs of the community.

The Five 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 and direct support of professionals to meet the needs of the people we support.

SERVICE
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
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 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.

GROWTH
To be the provider of choice for the community in the Washington, Garrett and Allegheny service areas offering a broad depth and breadth of services.
From the Executive Director

As you read our Annual Report for fiscal year 2017, we hope you get a sense of the comprehensive range of services we offer. They include:

- Adult Residential
- Personal Supports
- Day Habilitation
- Supported Employment
- Awakenings – Adult Autism
- Behavioral Support Services
- Children Residential
- Stepping Stones - Children Personal Supports
- Medical Day
- Community Learning Services
- Vocational

Of particular note, this year is our newest program Community Learning Services. Community Learning Services (CLS) supports people to be involved in activities in typical, integrated community settings in accordance with the outcomes delineated in their Individual Plan. CLS utilizes career exploration, volunteer work, educational activities and other meaningful community involvement to improve employability, communication, and social skills, positive growth, health and well-being and increase the person's social network. Ultimately, CLS should lead to increased community engagement and/or employment for the person being supported. This program now supports over 40 people in the community Monday thru Friday all of which no longer spend any part of their day in a facility based program.

Whether The Arc-WC is providing outreach to BJ, community support to Dustin, or employment support to Chris, our goal is the same: Empower ALL to Achieve Meaningful Lives.

The Arc-WC also embarked on some wonderful new initiatives this past year including an Employee Wellness program that was supported by a grant from Aetna and matched by the Arc-WC BOD. These monies allowed for the establishment of an employee walking trail and other programs. At the beginning of CY 2017 The Arc-WC’s application was accepted for participation in The HealthMatters, MARYLAND Program! HealthMatters Maryland is a health promotion initiative aimed at improving health for people with intellectual and developmental disability throughout the State of Maryland. Additionally, The Arc-WC’s Person Centered Thinking Committee (PCT) continues to change the way we provide supports by training and educating our team and advocating for the people we support. FY 2017 will see over 100 team members complete the 2-day PCT training. Finally, FY2017 saw a reenergized effort around Strategic Planning. The Arc-WC brought together over 75 team members to outline our path moving forward. These team members included Board of Directors, Senior Leaders, Directors, Program Managers and Direct Support Professionals. The culmination of that work included the following Pillars of Excellence that will provide a framework for everything the Arc-WC does moving forward.

1. People Excellence
2. Community Excellence
3. Financial Excellence
4. Quality Service Excellence

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 our community openly welcomes each person and their unique value and
- When staff find personal fulfillment as valued partners in collaboration with families and people supported to achieve positive desired outcomes, well being and sustainability

We look forward to leading our agency and our community toward this day!

Thank you,

Troy

Troy Van Scoyoc
Executive Director
The Arc of Washington County

The Arc of Washington County, Inc. (ArcWC) is a non-profit 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 search to provide the core principle beliefs of inclusion and access to support, which still guide our organization today, served as the catalyst to create our agency in 1952.

At this time, Mac McLean and his wife Mary sought out supports for their daughter, Elizabeth Coe, after the school dismissed her in first grade because of her disability. The McLean’s, unsatisfied with the lack of supports and institution care, began reaching out to other families in similar situations and founded what soon became ArcWC.

Since the early 50’s, Mac has dedicated his life to building supports for people with disabilities in our community, helping to create not only ArcWC but Kemp Horn Home, Tri-State Civitan Club and MIHI. His vision has led to supports of over 900 people throughout the Western MD region, including Residential and Community Supported Living Arrangements (CLSA), Individual and Family Supports (IFSS), Intensive Behavioral Management Program (IBMP), Day Habilitation, Supported Employment, Medical Day Care/Seniors Program and a Children/Young Adults Program. All programs focus on individual choice, community membership and integration and person-centered activities.

Today, we continue building our core beliefs of access and inclusion. Currently, we are transitioning from our Day and Employment Services to emphasizing community-based activities and/or competitive employment. This means working to get individuals connected with jobs that match their skills and abilities, and helping individuals build friendships and connections to broaden their natural support networks.

Mac continues serving our organization and has watched as his vision has transformed the lives of so many in our community. ArcWC is proud and honored to carry on his life’s work as we create opportunities and champion those with disabilities in our community.
Board of Directors

- Cort Meinelschmidt, President
- Bob Bodell, Vice President
- Open, Past President
- Pat Kurtz, Secretary
- Howard B. Bowen, Treasurer
- Joseph S. Michael
- Heath A. Hykes
- K. Richard Holzapfel
- Maria Long
- Dana Vestal
- Beverley Pederson
- V. Joseph Startari
- Brett Kane
- Robin Michaels
- Mike Kasecamp

A special Thank You to our Outgoing Board members Howard Bowen, Joe Michael and V. Joseph Startari. We recognize your dedication, support and vision for The Arc of Washington County and all you have done in support of our mission.
Advocacy

On February 23, 2017 several members of The Legends, one of the Arc’s self-advocacy groups traveled to Annapolis, MD to participate in Developmental Disabilities Day at the Legislature. The topic of discussion was Governor Hogan’s proposed FY 18 budget that only includes a 2% rate increase for developmental disability service rather than the 3.5% mandated by the Minimum Wage Act of 2014. The Legends members were able to share their concerns and insights with Delegates Brett Wilson and William Wivell as to how these budget cuts would affect their lives.
Success Stories

Jake Scally

Jake Scally is on his journey towards making a meaningful contribution to his community. Jake is represented by a team who assist him in envisioning his future. Jake discovers his interests with the goal of community integrated employment. Through Jake's discovery, based on his interests, Jake has been exposed to working on a farm, a construction site, a warehouse, landscaping, being a handyman or a butcher. Jake easily identifies with people working in these environments, because that is how Jake envisions his meaningful contribution to his community. Jake is now on his way to finding community integrated employment.

Carol Ann Alphin

Carol Ann Alphin, above, who receives Self-Directed Services through The Arc of Washington County, Inc. started volunteering as a young child with the Lion’s Club. She has developed many skills while giving back to the community. Volunteerism for Carol Ann includes sorting supplies for Children in Need, helping with seniors’ activities at Homewood Nursing Home as well as a continuation of her work with the Lion's Club. She is an outgoing, enthusiastic and capable person whose volunteering, for which she has received several awards, has grown into paying jobs … presently Carol Ann volunteers on Wednesdays at Pangborn Elementary School.

Tommy Jacobson

Tommy Jacobson could not wait to get into the stadium to start his new job this summer at The Hagerstown Sun’s Stadium. On his first night, Tommy did an amazing job greeting all the fans at the gate with a magnet that had the Sun’s schedule on it, with a warm voice saying “Welcome to the Ballpark,” followed by “Enjoy the Game”. Guests all summer long were welcomed with this same enthusiastic greeting and warm welcoming smile. Throughout the summer Tommy assisted in recycling collection, stadium promotions and lots of fan engagement, like passing out T-shirts at this year’s Light It Up Blue for Autism Celebration. His love of America’s favorite pass time is only second to his love of people and making everyone he meets feel special and welcomed.

Special Olympic Spring Games 2016

Richard and Jeff, left; Bill right.
Success Stories

John Gorrell

John Gorrell is a personable man who enjoys being connected! He is an active member of his community, participating in a variety of athletic events throughout the year. When John started working at CrossFit 303 Elite, he achieved community integrated employment in its pure form. John gained membership and acceptance by a community of people who see John for who he is, an athlete who wants to connect with those around him. Tim Kellinger, co-owner of 301 CrossFit Elite said, “I wanted to hire John because I believe in what The Arc is doing. I wanted John to benefit from everything me and my patrons had to offer, however we are the ones who have gained the greater benefit from having John around.” Susan Daughtridge “We love having John around! He motivates us and we motivate him. I don’t think you could get a better partnership.”

Operation Christmas Child

Operation Christmas Child is the world’s largest Christmas project of its kind, sending gift-filled shoeboxes to children in need around the world. With the generous donations from the members of the Arc family we were able to exceed our goal of doubling our contributions from last year. A total of 44 shoeboxes were filled and $244.00 in donations was collected. We would like to thank everyone who was able to make this possible!

Brandon Groomes

Voted Bat Boy of the Year by Umpires of The South Atlantic League

Brandon, a Maryland native, became part of The Arc of Washington County Youth program four years ago, and in that time has flourished. In 2014, Brandon got his first job as backup mascot to the Regional Baseball team The Hagerstown Suns. Pumping up crowds at games and participating in many events for The Suns as Woolie B, a 7ft tall, lovable, furry bee, Brandon’s charismatic personality and love of all things baseball made him a prime candidate for the job. Starting in the 2015 became the Sun’s Bat Boy. Working every home game of this season with as much passion and excitement as on opening day, Brandon helped to not only clear bats and provide fresh balls to the umpires fast as lightning he also served as the team’s number one fan. In September of 2015 Brandon Groomes was voted by the umpires of the South Atlantic League as the best Bat Boy of the Year. “I felt really special,” Brandon said after the announcement was made. “I love it here, it’s always a good game here.”
The Arc Walking and Fitness Path

Employees at The Arc of Washington County, Inc., like many caregivers, often place the health and wellness of those we support above our own needs. We are caregivers, not caretakers. It was time to take care of those who take care of others. The Arc Walking and Fitness Path is our commitment to do just that. The Arc Walking and Fitness Path was a result of a good and perfect storm. In April 2016, the Wellness Committee surveyed employees who told us they want to walk. Our maintenance team had the idea for opening up a bit of land to create a walking path. Also at the same time, DHMH, Center for Chronic Disease Prevention and Control - through the state’s Healthiest Maryland Businesses initiative - invited businesses to apply for physical activity mini-grant funds. In addition, Aetna provided all employees with access to an online fitness platform, Aetna Get Active — challenged employees to a virtual global walking challenge to kick-off in August.

We were awarded the $2,500 physical activity mini-grant in May, which paid for some equipment rental and pedometers to encourage our staff to get walking. Our maintenance team (Missy McCray, Dell Hoch, Betty Hoover, Craig Mills, Greg Mills, Curt Long, and Doug Rhodes) completed all the work clearing the area, constructing the path, and installing the equipment and signage. Some information about the path: starting from the far entrance near the maintenance shed, and circling the outer loop, and ending up at the far entrance behind Awakenings is about half a mile. Aetna gave wellness funds that were used to purchase 4 outdoor fitness stations totaling $2,116.32. These stations have pairs of equipment to everything from pullups to use on a strider. The board of directors supplied wellness funds, of which, $1,174.86 were used for outdoor messaging centers. Preferred Arbor Care supplied many truckloads of mulch. John Pennesi from Washington County Parks and Facilities provided technical advice. There’s a donated Martin’s bench along the way, picnic tables, bird feeders, and grass for the deer. If you look carefully, you might spot an area we’re calling “Arc-henge.” And our Wellness Committee, co-chaired by Wendy Schelle and Janis Williamson, championed well-being for all employees of The Arc WC.

For the grand opening held on August 19, 2016, Jan Hummer led us in guided meditation. Troy Van Scoyoc gave opening remarks to an audience of 50 that included the mayor, David Ginsberg. Paul Frey from the Chamber of Commerce helped cut the ribbon. Tom McCall from FitPro guided us on the walk and to demonstrate the fitness equipment. Walking is one of the easiest ways to be more active. You don’t need any special equipment to get started and almost anyone can do it. Best of all — it is free and easily accessible for any of our Washington County employees. See you on the path!

Highlights From Arc Wellness Committee Meeting

A walking path will be provided in part by a grant from the Maryland Center for Chronic Disease Prevention with labor being donated by The Arc’s Maintenance Department and volunteers. Creation of the path is currently under way behind 820 Florida Avenue, to be completed by August 1, 2016. This will be a great area for employees and people supported to get exercise and relieve stress.
### Statements of Financial Position
**June 30, 2016 and 2015**

#### ASSETS

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
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</thead>
<tbody>
<tr>
<td><strong>Current Assets</strong></td>
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<td>Cash and cash equivalents</td>
<td>$2,405,964</td>
<td>$1,525,388</td>
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<td>Investments</td>
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<td>Accounts receivable</td>
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<td>Due from/(to) funding agencies</td>
<td>(234,825)</td>
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<td>Note receivable - Executive Director</td>
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<td>2,004</td>
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<td>Prepaid expenses</td>
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<td>Inventory</td>
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<td><strong>Total Current Assets</strong></td>
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<td>4,694,488</td>
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<td><strong>Property and Equipment, Net</strong></td>
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<td>10,683,508</td>
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<td><strong>Other Assets</strong></td>
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<td>Security deposits</td>
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<td>Cash surrender value of life insurance</td>
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<td>152,315</td>
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<td>Annuity, net of present value adjustment</td>
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<td>25,593</td>
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<td>Note receivable - Executive Director</td>
<td>2,329</td>
<td>4,329</td>
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<td><strong>Total Other Assets</strong></td>
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</tr>
<tr>
<td></td>
<td>179,205</td>
<td>182,857</td>
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</table>

**TOTAL ASSETS**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
</table>

|                      | $15,557,201 | $15,274,939 |
## Statements of Financial Position

**June 30, 2016 and 2015**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LIABILITIES AND NET ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Current Liabilities</strong></td>
<td></td>
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<tr>
<td>Accounts payable</td>
<td>$ 135,807</td>
<td>$ 381,715</td>
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<td>Accrued salaries and related expenses</td>
<td>862,409</td>
<td>960,860</td>
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<td>Client funds payable</td>
<td>210,195</td>
<td>161,283</td>
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<tr>
<td>Mortgages and notes payable, current portion</td>
<td>328,265</td>
<td>368,176</td>
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<tr>
<td>Capital lease obligation, current portion</td>
<td>17,233</td>
<td>15,741</td>
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<tr>
<td><strong>Total Current Liabilities</strong></td>
<td>1,553,909</td>
<td>1,887,775</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>3,674,667</td>
<td>3,900,536</td>
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<tr>
<td>Participation liability</td>
<td>59,011</td>
<td>54,561</td>
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<tr>
<td>Capital lease obligation, net of current portion</td>
<td>1,507</td>
<td>18,741</td>
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<tr>
<td>Deferred compensation liability</td>
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<td>25,593</td>
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<tr>
<td><strong>Total Long-Term Liabilities</strong></td>
<td>3,756,302</td>
<td>3,999,431</td>
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<td><strong>Total Liabilities</strong></td>
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<td>5,887,206</td>
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<td><strong>Net Assets</strong></td>
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<td>Unrestricted - undesignated</td>
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<td>Unrestricted - board designated</td>
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<td>461,047</td>
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<td>Temporarily restricted</td>
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<tr>
<td>Permanently restricted</td>
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<td>10,113</td>
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<td><strong>Total Net Assets</strong></td>
<td>10,246,990</td>
<td>9,387,733</td>
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<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td>$ 15,557,201</td>
<td>$ 15,274,939</td>
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Statement of Activities  
Year Ended June 30, 2016

<table>
<thead>
<tr>
<th>REVENUES, GAINS AND OTHER SUPPORT</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>Fees and grants</td>
<td>$ 23,328,886</td>
<td>$</td>
<td>$</td>
<td>$ 23,328,886</td>
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<tr>
<td>Resident care fees</td>
<td>2,339,498</td>
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<td></td>
<td>2,339,498</td>
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<tr>
<td>Gain on disposal of property</td>
<td>100,429</td>
<td></td>
<td></td>
<td>100,429</td>
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<tr>
<td>Contributions</td>
<td>85,359</td>
<td></td>
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<td>85,359</td>
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<tr>
<td>Sheltered workshop</td>
<td>75,956</td>
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<td>75,956</td>
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<tr>
<td>Rental income</td>
<td>301,900</td>
<td></td>
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<td>301,900</td>
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<tr>
<td>Other revenue</td>
<td>116,873</td>
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<td>116,873</td>
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<tr>
<td>Concessions income</td>
<td>111,959</td>
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<tr>
<td>Fundraising income</td>
<td>148,792</td>
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<td>148,792</td>
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<td>Investment income</td>
<td>24,091</td>
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<td>24,091</td>
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<tr>
<td>Realized and unrealized gain on investments</td>
<td>45,972</td>
<td>243</td>
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<td>46,215</td>
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<tr>
<td>Membership dues</td>
<td>2,880</td>
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<td>2,880</td>
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<tr>
<td><strong>Total Revenues, Gains and Other Support</strong></td>
<td><strong>26,682,595</strong></td>
<td><strong>243</strong></td>
<td></td>
<td><strong>26,682,838</strong></td>
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EXPENSES

<table>
<thead>
<tr>
<th>Program Services</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Residential</td>
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<td>12,894,879</td>
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<td>CSLA</td>
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<td>3,559,703</td>
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<tr>
<td>Day</td>
<td>3,404,943</td>
<td></td>
<td></td>
<td>3,404,943</td>
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<tr>
<td>Other programs</td>
<td>3,048,800</td>
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<td>3,048,800</td>
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<td><strong>Total Program Services</strong></td>
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<td><strong>22,908,325</strong></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Supporting Services</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management and general</td>
<td>2,761,414</td>
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<td>2,761,414</td>
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<tr>
<td>Fundraising</td>
<td>153,842</td>
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<td><strong>Total Supporting Services</strong></td>
<td><strong>2,915,256</strong></td>
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<td><strong>2,915,256</strong></td>
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</tbody>
</table>

**Total Expenses**                | **25,823,581** |                        |                        | **25,823,581** |

NET ASSETS RELEASED FROM RESTRICTIONS

| Change in Net Assets             | $ 970,988    | (111,731)              |                        | 859,257    |

NET ASSETS - BEGINNING OF YEAR

| $ 9,235,927                      | 141,693      | 10,113                 |                        | 9,387,733  |

NET ASSETS - END OF YEAR

| **$ 10,206,915**                 | **$ 29,962** | **$ 10,113**           |                        | **$ 10,246,990** |
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: Sue Hull at sbhull@arcwc-md.org so we can correct our records. Thank you for your support.

$10,000 and Over
Harvey & Ruth Bair
Ahold/Martins
Ewing Oil
FJ Osuch Foundation
LS Technologies, LLC.
Anonymous

$5,000 To $9,999
Blackie & Ginny Bowen
Irving Einbinder Charitable Foundation
Lynch Contracting, Inc.
McCaferty Ford of Mechanicsburg
Meritus Medical Center
RBC Wealth Management

$1,000 to $4,999
Community Foundation of Washington County, MD
Arthur Gallagher & Co.
Glenda Martin
GTI Maryland, LLC.
Keith & Kelly Wallace
Susquehanna Bank
United Bank
The M & T Charitable Foundation
Dr. Paul Mauriello
Dr. Mauriello and Dr. Orfan
AC & T
Arthur J. Gallagher & Co.
Robert & Astrid Mueller
Beachley Foundation
Berkshire Hathaway/Bowen Realty
Chad Stamm

Erin & Mitesh Kothari
Costello & Lewis
Dolores & Gregory Tree
Dr. Franklin Wagner
Lou Migliorini Jr.
GDC
George J. Pillorge
Griffith Energy
James Holzapfel
Marion Gregory
Minnich Funeral Insurance, LLC
Morgan-Keller
Neal & Mary Gessner
Nicole Alt-Myers
PNC
Smith Elliott Kearns & Co.
Spirit Services, Inc.
Stephen Dash
Columbia Bank
The Hamilton Family Foundation, Inc.
Thomas Stamm
United Way of Frederick County
William Bowen
William Wright
Younger Toyota

Kenneth Holzapfel
Peter McGoldrick
Taylor Bowen
Robert Mueller
Sentinel Capital Solutions
Sharon Blickenstaff
Theresa Wahl
Williamsport Lions Club

$100 To $499
Buffalo Wild Wings
J. Emmet & Mary Anne Burke
M & T Bank
Pharmcare of Cumberland
Rebecca White
Sandy Springs Bank
United Way of Washington County
Banking and Trust
Carol Haynes
Gary Rohrer
Gregory Brown
Jason Hise
John C. H. Hooff Jr.
Martin Keating “CORE”
Sabrina Kepple
Thomas Kubit
Wetsuit Warehouse, Inc.
Emmanual United Methodist Church
David Delauter
Alan Hainey
Western Sizzlin
Estelle Mueller
James Fritsch
Jean Long
Maria Lloyd

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Do you have questions regarding donations, sponsorships, tickets, or need additional information? Contact:
Sue Hull, Director of Development
sbhull@arcwc-md.org
301-733-3550 x2241

**Dates to Remember**

**Basket Bingo**
May 7, 2017

The Arc of Washington County Mack Center
1000 Florida Ave.
Hagerstown, MD 21740
Advanced Tickets: $25 Tickets at the Door: $30

**Washington County Gives**
May 2, 2017

**Golf Outing: Glade Valley Golf Course**
June 1, 2017

**Dancing With The Stars: Hager Hall**
October 14, 2017