



2017 AWARD CEREMONY

Friday, June 2, 2017

Hilton Baltimore BWI Airport, 1739 W. Nursery Road, Linthicum Heights, MD 21090

Congratulations to this year's honorees!

Our honorees make outstanding contributions to The Arc's Mission:

*To create a world where children and adults with
intellectual and developmental disabilities
have and enjoy equal rights and opportunities.*

LEGISLATIVE LEADERSHIP AWARDS

Senator Andrew A. Serafini: *District 2, Washington County*



Senator Serafini was appointed to the Maryland House of Delegates and served from 2008-2015. He was appointed to the Maryland Senate in 2015 and serves on the Senate Budget & Taxation Committee and its Education, Business and Administration Subcommittee and Pensions Subcommittee, as well as the Joint Committee on Pensions.

Senator Serafini is honored for his sponsorship of *Remote Classroom Technology Grant Program - Peyton's Bill*. The legislation, named for Peyton who has been undergoing cancer treatments, adds new technological advances to allow students with medical conditions to participate in classrooms remotely if in-person attendance is not possible. Administrated through the Maryland State Department of Education (MSDE), grants will be provided to public schools to purchase remote technology such as a robot proxy. In 2016 Senator Serafini was instrumental in securing start-up funds for the Maryland ABLE Act through the Governor.

LEGISLATIVE LEADERSHIP AWARDS

Senator William C. Smith, Jr.:

District 20, Montgomery County



Senator Smith served first in the Maryland House of Delegates from 2014-2016 and was appointed to the Maryland Senate in 2016. He serves on the Judicial Proceedings Committee, Joint Committee on Administrative, Executive and Legislative Review (AELR), and the Joint Committee on the Chesapeake and Atlantic Coastal Bays and Critical Areas.

Senator Smith is honored for his sponsorship of two bills expanding the rights of children and youth with disabilities:

- *Children with Disabilities and Child Care Providers – Dispute Resolution Process* will require user-friendly dispute resolution procedures for parents and child care providers. The law requires the Maryland State Department of Education (MSDE) to convene a workgroup, which include disability advocates and childcare providers, to develop regulations for dispute resolution procedures in resolving claims of discrimination based on a child’s disability. The law will help ensure that children who are turned away from childcare homes and centers are not denied a place just because of their disabilities.
- *Public Schools – Suspensions and Expulsions* restricts out-of-school suspensions or expulsions for pre-kindergarten, kindergarten, first and second graders except for gun offense or as a very last resort if there is a threat of imminent bodily harm. The legislation requires that in-school supports be put in place for a student whose behavior warrants correction in order to improve the behavior and prevent a disruption to the student’s education. Children with disabilities are disproportionately expelled and suspended.



Senator Craig J. Zucker:

District 14, Montgomery County

Senator Zucker served in the Maryland House of Delegates before his appointment to the Senate in 2016. He serves on the Education, Health and Environmental Affairs Committee and its Health Subcommittee. He co-chairs the Joint Audit Committee, as well as serving on the Joint Committee on Pensions.



Senator Zucker is honored as lead sponsor of important legislation this year.

- Lead Senate sponsor of the *James W. Hubbard Inclusive Higher Education Grant Program* that will increase inclusive opportunities for students with intellectual disabilities in Maryland universities and colleges.
- *Education – Behavior Intervention Plans – Physical Restraint and Seclusion* requires MSDE to re-examine use of seclusion and restraint by public and non-public schools. National data demonstrate that restraint and seclusion are used disproportionately with students with disabilities. The bill requires MSDE to create a task force to review the existing regulations on use of restraint and seclusion and determine under which circumstances and conditions seclusion may be used, if at all. The legislation also requires MSDE to adopt regulations mandating that every public and private school must submit an annual report disclosing data on the use of restraint and seclusion, including by disability.



Delegate Eric D. Ebersole:

District 12, Baltimore and Howard Counties



Delegate Ebersole was elected to the Maryland House of Delegates in 2014. He serves on the House Ways and Means Committee and its Education Subcommittee, Finance Resources Subcommittee, and Revenues Subcommittee. He also serves on the Joint Committee on Children, Youth and Families.

Delegate Ebersole is honored for his lead sponsorship in the House of Delegates of the *James W. Hubbard Inclusive Higher Education Grant Program* that will increase inclusive opportunities for students with intellectual disabilities in Maryland universities and colleges.



LEGISLATIVE LEADERSHIP AWARDS

Delegate Eric G. Luedtke: *District 14, Montgomery County*



Delegate Luedtke was elected to the Maryland House of Delegates in 2010. He serves on the House Ways and Means Committee and chairs the Education Subcommittee, which deals with education including special education and higher education policy issues.

Delegate Luedtke is honored for his leadership in sponsoring:

- *Remote Classroom Technology Grant Program - Peyton's Bill*
The legislation, named for Peyton who has been undergoing cancer treatments, adds new technological advances to allow students with medical conditions to participate in classrooms remotely if in-person attendance is not possible. Adminstrated through MSDE, grants will be provided to public schools to purchase remote technology such as a robot proxy.
- *Independent Living Tax Credit* will allow an individual to receive a state income tax credit for renovations related to accessibility and universal visitability features to an existing home that improves access for individuals with disabilities.



Delegate Maggie McIntosh: *District 43, Baltimore City*

First elected to the House of Delegates in 1994, Delegate McIntosh chairs the House Appropriations Committee, the powerful committee that develops the final state budget, and serves on the Spending Affordability Committee. Delegate McIntosh is honored for her leadership in restoring the DDA Provider Rate to its full 3.5% in the FY 2018 State Operating Budget. She preserved full funding in the DDA Budget for Transitioning Youth, Emergency Funding, Crisis Resolution Funding, and two new capped waivers that will serve 800 children and adults and their families waiting for services and funds to increase the Autism Waiver administered by MSDE.



Delegate Kirill Reznik: *District 39, Montgomery County*



Elected in 2007, Delegate Reznik chairs the Health, Education and Human Resources Subcommittee of the House Appropriations Committee. In this role, he was critical to advocating and securing the DDA Provider Rate Restoration, as well as full funding of the FY 2018 DDA Budget. He also serves on the Capital Budget Subcommittee and Oversight Committee on Pensions of the Appropriations Committee. Delegate Reznik serves on the Spending

Affordability Committee.



Delegate Alonzo Washington:

District 22, Prince George's County

Delegate Washington has served in the House of Delegates since 2012. He is Deputy Majority Whip, serves on the House Ways and Means Committee and chairs its Election Law Subcommittee. Delegate Washington serves on the Commission on Innovation and Excellence in Education. He also serves on the Joint Committee on Federal Relations and the Joint Committee on Children, Youth and Families.



Delegate Washington is honored as lead sponsor for:

- *Education – Emergency and Evacuation Plans* – Individuals with Disabilities Act of 2017, signed into law by the Governor. The Act requires MSDE to update statewide regulations, in consultation with disability advocacy groups, so local school systems design evacuation and emergency plans that provide accommodations and safeguards for students, staff, and visitors with disabilities. If a student with an IEP or 504 Plan needs accommodations during an evacuation, the student's team must discuss the student's needs and include these in the IEP or 504 Plan.
- *Commission on the School-to-Prison Pipeline and Restorative Practices* establishes a Commission to study current disciplinary practices in Maryland public schools and to examine national best practices in positive supports, alternative discipline methods, restorative practices and eliminating the school-to-prison pipeline. The Commission will be comprised of educators and advocates and staffed by the Center for Dispute Resolution at the University of Maryland School of Law.

PRESIDENT'S CUP

The President's Cup is selected by The Arc Maryland state president. The award honors an individual, group or organization that has contributed to the mission and vision of The Arc by providing exceptional commitment to improve the quality of life of the people we represent.

Cristine Marchand: Executive Director of The Arc Maryland



L-R: Laura Howell, Ken Capone, Cristy Marchand, Nancy Pineles, and Brian Cox

Cristine has served as the executive director of The Arc Maryland for over 30 years, after working at the national and local levels in advocacy and nonprofit management. Her legislative advocacy work on behalf of The Arc Maryland includes passage of the Community Services Living Arrangements (CSLA) , Waiting List Equity Fund and Community Services Trust Fund, Transitioning Youth State Interagency Committee, Transitioning Youth – Age of Exit (the end of the school year in which the student turns 21 years), Maryland's Money Follows the Person, Written Plan of Habilitation for Institutionalized Persons, and privacy protections for individuals living in state-licensed Developmental Disabilities and Mental Hygiene community residential programs. With The Arc Maryland's volunteer leadership, she helped lead Maryland's Waiting List Initiative that resulted in services to over 8,000 individuals and their families. She was a 'next friend' in litigation involving the right to the most integrated setting on behalf of individuals living at the now closed Great Oaks Center.

Cristy believes in the power of people with disabilities and their families to influence legislation and policy by telling their stories and sharing their experiences to put a face on the issues. She is grateful to The Arc's statewide grassroots members and local chapters for their responsive and effective advocacy through contacting elected officials. Cristy will be retiring in July 2017.

LEGACY AWARD

The Legacy Award is presented on those occasions where the individual's lifetime work creates a legacy for the future and mission of The Arc.

Stephen H. Morgan



Steve Morgan has been with The Arc Baltimore for nearly 45 years. He started in 1969 as a camp counselor, with guitar in hand. He has degrees in Psychology and Clinical Psychology and came on full-time in 1972, as an instructor in an early child education center.

When he became executive director in 1985, the budget was \$8.6 million and today it's more than \$50 million. On a daily basis, approximately 1,500 adults are supported in community living and employment/day/family programs. Annually, more than 6,000 individuals, children, and family members receive services through the hard work of 900+ staff. The endowment he helped establish has \$2.7 million.

Steve has provided leadership that has been instrumental in closing institutions and opening new doors for people with developmental disabilities to live fuller lives in the community. While The Arc Baltimore had 15 day centers at one time, a steady move to employment now leaves only five. More than 500 individuals are in independent employment or contract employment. Large group homes are a thing of the past and nearly 300 individuals live in homes with no more than three people. Sub-minimum wages have been eliminated, and four Project SEARCH sites are providing jobs for 40 participants each year.

Steve has been at the forefront of The Arc movement. He has held leadership positions in The Arc, The Arc Maryland, National Council of Executives of The Arc, Maryland Council of Executives of The Arc, Maryland Works, Baltimore County Commission on Disabilities, Maryland Nonprofits, and others.

Steve remains completely grounded in The Arc mission and in his respect and commitment for the people supported by The Arc. He is accessible to all and indeed has "grown-up" with so many supported at The Arc Baltimore who consider him family.

As of June 2017, Steve will be retiring. The Arc family will sorely miss Steve; he has shown not only dedication, but leadership throughout our community!

LEGACY AWARD

The Legacy Award is presented on those occasions where the individual's lifetime work creates a legacy for the future and mission of The Arc.

Kathleen Rollason



Kate Rollason, now retired, was the executive director of The Arc Central Chesapeake Region. She has over 38 years' experience in self and public policy advocacy for people with disabilities; systemic local state and federal advocacy; coalition building; and over 34 years of experience in providing and managing community services for people with disabilities in rural, suburban and urban Maryland.

She served as a member of numerous professional associations including Community Services Division, AAIDD; Maryland Council of Executives of The Arc; Governmental Affairs Committee, Maryland Association of Community Services; The Epilepsy Association of Maryland. She has received the following special honors: 1995-Leadership Award, AAIDD, Maryland Chapter; 1998-President's Award, Maryland Association of Community Services; 1993-Employee of the Year, The Arc Maryland; 1988-Governor's Citation for Leadership in Developmental Disabilities. Kate has also presented and consulted at the federal, state and local levels.

Kate's advocacy remains at the center of her core. She admires People on the Go with its meaningful slogan of "NOTHING ABOUT US WITHOUT US!" She continues to advance employment and meaningful, inclusive day activities. She does all possible to strengthen families, since that's the start to healthy children. She works collaboratively with the school system so children with disabilities are included in regular classrooms.

Because of Kate Rollason's interminable advocacy, passion, empathy and certitude, thousands of individuals are living self-directed lives.



EMPLOYER OF THE YEAR AWARD

This award is presented to a private employer, business or firm with an exceptional record and ongoing commitment to competitive employment opportunities for people with intellectual and developmental disabilities.

The Gott Company



The Gott Company has been partnering with The Arc Southern Maryland since 2010 and has shown significant dedication to employing people supported by The Arc. The company employs four individuals at their Fast Shop location in Calvert County. One of the accommodations the company made was to provide fixed schedules, which makes dependable transportation easier. The company also purchased two bus passes for employees to get to and from work, a commitment above and beyond expectations.

When one employee had to take a seven-week leave of absence from work to care for his mother while she went through cancer treatments out of town, the company held his job even though he didn't work enough hours for this benefit. This gave the family tremendous relief during a difficult time. Once he returned to work and a new manager started, he was even given an additional weekly shift.

The assistance and support from The Gott Company has made the partnership a great experience for individuals supported by The Arc. This company continues to provide employment at different Fast Stop locations in Calvert County. The Arc appreciates the opportunities The Gott Company has provided to individuals with intellectual and developmental disabilities.

SCHOOL INCLUSION AWARD

This award is presented to a school, teacher, educator, administrator, support personnel, or other education professional who has demonstrated excellence in providing quality educational opportunities (including early education, secondary education and higher education) for students with intellectual and developmental disabilities.



Lisa Lapina

Crofton Woods Elementary School



Julia Nelson

First Grade Educators Lisa Lapina and Julia Nelson are recognized for their dedication to providing all students with equal opportunities at Crofton Elementary School. They work creatively to ensure equal opportunities to education curriculum, as well as social interactions. Both have gone above and beyond to support all students to achieve their goals, find their strengths, motivate, and celebrate their successes. This duo finds creative ways to support their students and to earn trust, as well as respect. Not only making their students feel important, but their students' parents feel valued and essential in the process of teaching their children. This takes a special person to create an atmosphere that is truly welcoming to all who want to learn.

Crofton Woods Elementary School has discovered the "secret" to children's success – it is not something that comes from training or experience, but from the heart.

THE STANLEY S. SIDLE & WILLIAM OHGE, JR. MEMORIAL CITIZENSHIP AWARD

This award honors an individual with intellectual and developmental disabilities for outstanding participation and contribution to the community.

Christopher McCaffery: Calvert County



Christopher graduated from Patuxent High School in 2009. Not satisfied with a high school diploma, he applied to St. Mary's College of Maryland. Chris began receiving services from The Arc Southern Maryland in his senior year and was supported by The Arc while finding and completing the internship required for his graduation. This was not easy as there was not an overabundance of wheel chair accessible laboratories in the area accepting interns.

Chris was able to successfully complete his internship with two biology teachers at Patuxent High School. A requirement was to create and teach a lesson plan. For most people, the task of teaching high school students is daunting, but Chris was prepared and succeeded. Chris' efforts were rewarded when he received his Bachelor's Degree in Biology with a minor in Neuroscience.

Chris continues to add to his education by taking classes at the College of Southern Maryland. While saving for graduate programs, he tutors students and volunteers at Calvert Marine Museum's "Secrets of the Mermaid's Purse: Rays and Skates of the Mid-Atlantic" Exhibit.

Chris learned about self-advocacy when he assisted People on the Go of Calvert to create a video for The Arc's National Convention in 2014. He is a Project Stir Trainer and has been inspired by what he learned and enjoys training others in self-advocacy. Interested by the current need for law enforcement officers in Maryland to receive training on I/DD, he is a trainer through the Saylor Alliance Grant. Chris is currently seeking funding so other self-advocates who volunteer their time at law enforcement/corrections training will be able to receive funds for their time and efforts.

Chris continues to work to make the community a safer place for those with disabilities and to find funding for other self-advocates to join his efforts.

LORRAINE SHEEHAN-BERNARD GOULD VOLUNTEER GOVERNMENTAL AFFAIRS AWARD

Presented to an individual who has demonstrated outstanding volunteer service in governmental affairs in one or more of the Association's priority goals. The individual's contribution should exemplify the work of Lorraine Sheehan and Bernard A. Gould: courageous, persistent work, persuasive and reasoned strategy, and analysis of legislative and regulatory activity benefiting persons with developmental disabilities and their families.

Lori E. Scott: *Howard County*

This legislative session was challenging, but very productive. The Arc Maryland's work is made possible by a committed Governmental Affairs Committee with volunteers, local chapters and our grassroots. Lori is a true advocate for people with intellectual and developmental disabilities. She is a registered nurse with 28 years of nursing experience in the maternal-child health field. She currently is a health care consultant working with facilities and special needs schools to identify staffing needs, compliance with state laws, and develop process improvement pathways in health suites. Lori is a mother of three children. Cassidy, Lori's 14-year old daughter, receives special education services in Howard County, where she advocates for inclusive education in her IEP.



L-R: Steve Hess, Delegate Alonzo Washington, Lori Scott, Charlie Scott and daughter Cassidy Scott

During the 2017 Session of the Maryland General Assembly, Lori worked to secure legislation that will require individualized emergency evacuation plans for students with IEP and 504 Plans. She testified on behalf of The Arc Maryland in opposition to Death with Dignity legislation. At both hearings, Lori captivated media attention, thus expanding the scope of influence.

A fearless advocate with reasoned strategy, Lori Scott's advocacy will impact thousands of students in Maryland.

ADVOCATE OF THE YEAR AWARD

Presented for advocacy leadership on behalf of persons with intellectual and developmental disabilities and their families, including systemic change, legal advocacy, and professional endeavors that increase the rights of persons with I/DD to inclusive lives.

Leslie Seid Margolis, Esq.: *Maryland Disability Law Center*



Leslie is a managing attorney at Disability Rights Maryland (DRM), Maryland's protection and advocacy agency, where she has worked since 1985. In her practice at DRM, she handles individual special education cases and engages in special education policy work at the local, state and national levels. She has extensive experience with systemic urban school reform litigation, having co-counseled the 28-year *Baltimore City Vaughn G.* case for many years. Ms. Margolis is a frequent presenter at local, state and national trainings and conferences and has published technical assistance documents, manuals, and articles. She has been a member of several national boards, including TASH, the Epilepsy Foundation and COPAA, and currently sits on several Maryland-based boards, including Abilities Network and V-LINC. In 2014, Ms. Margolis was the co-recipient of COPAA's Diane Lipton Award for Outstanding Advocacy.

In addition to her professional background in disability and legal issues, Ms. Margolis has a great deal of practical experience as the parent of a 23-year-old daughter with lissencephaly, a rare brain development disorder that results in profound developmental and physical disabilities.

During the 2017 Maryland Legislative Session, Leslie was instrumental in securing new rights for children and youth with disabilities. She chairs the Maryland Education Advocacy Coalition.



PROFESSIONAL OF THE YEAR AWARD

This award recognizes a non-Arc executive or manager employed in a community service program or professional endeavor of direct relevance to intellectual and developmental disabilities who has demonstrated sensitivity and the ability to provide outstanding quality, which results in increased independence for people with I/DD.

Dr. Lynn Buhler



Dr. Lynn Buhler is a provider of psychotherapy, mind-body wellness services, and clinical research, and she specializes in cases of trauma and serious mental illness. She began a collaboration with The Arc Baltimore six years ago when she was working on her dissertation based on the use of Eye Movement Desensitization and Reprocessing (EMDR) with eight participants from The Arc who had histories of traumatic experience and displayed symptoms of posttraumatic stress.

Since then, Dr. Buhler has provided pro-bono therapeutic services for people from The Arc. She is dedicated to their continued treatment and recovery and each of them know her as a friend. One individual, due to Dr. Buhler's commitment, has been able to pursue his passion for art and has supplies and studio space. Others have fulfilled dreams of special trips and reunions with family members.

THE ARC'S OUTSTANDING EMPLOYEE OF THE YEAR: ADMINISTRATION

This award recognizes a professional engaged in administration and/or program management. The award is presented to The Arc professional employed in a community service program or professional endeavor of direct relevance to people with intellectual and developmental disabilities, has demonstrated sensitivity, and provides outstanding quality that results in increased independence for people with developmental disabilities.

Becky Barry: The Arc Carroll County

Becky Barry has worked at The Arc Carroll County for almost two years, but her heart for people with disabilities began early. Her brother Michael was diagnosed with Cerebral Palsy shortly after birth. At an early age, it became Becky's mission to draw Michael into all of her experiences. Their partnership ended at his death in 2012. Not only did Becky lose her brother, but she lost her mission. Becky's dedication to Michael grew into a desire to make a difference in the lives of other people with disabilities.



Becky was hired as a Community Living Assistant at The Arc Carroll County in 2015. After only a few months, she was promoted to Program Coordinator in the Support Services Department. Becky has become very involved in planning activities for all individuals who receive services through The Arc. She is currently leading an Event Planning Committee. This group meets monthly to discuss and plan future activities and is made up of people receiving supports and support staff. The group has planned several day trips, Karaoke nights, and monthly dinners together. They are currently coordinating a prom, complete with limos! Also in the works is a “Friend Connection” event, set up much like speed dating, which they hope to host this summer. Becky’s energy is contagious, opening opportunities for everyone to become active in their community and follow their individual pursuit of a fulfilling life.

THE ARC’S OUTSTANDING EMPLOYEE OF THE YEAR: PROGRAM MANAGEMENT

Aaron Stephens: *The Arc of Frederick County*



Aaron has over 20 years of personal and professional experience advocating for the rights and quality of life for people with developmental disabilities. In his more than 18 years with The Arc, Aaron has enjoyed creating enviable lives and has influenced individual, programmatic, systematic, and policy change for people with intellectual and developmental disabilities.

Aaron has worked to support an author with autism publish books, established inclusive college courses at Frederick Community College, and is currently collaborating with his co-workers who have opened a coffee house, bakery, catering kitchen, and other creative job training programs at The Arc at Market Street.

Over the past two years, Aaron has had the opportunity to have more influence on services on a state level as he began facilitating Leadership-The Arc. Aaron has effectively supported staff of The Arc throughout the state to increase their professional skills and build camaraderie through information sharing and building relationships within The Arc family.

Aaron partnered with The Arc Maryland and has served two legislative sessions as a Public Policy Fellow. As a Fellow, Aaron has had the opportunity to write and present legislative testimony to protect and expand rights for people with disabilities.

Aaron’s dedication and leadership continues to shine throughout our community.

THE ARC'S OUTSTANDING EMPLOYEE OF THE YEAR: GILBERT JOHN ZUCCHI DIRECT CARE AWARD

Francine Barnhart: *The Arc of Washington County*



Francine has been a direct care support staff employee of The Arc of Washington County since 1996. During her 21 years of service she has gone above and beyond to help the people she supports have outstanding lives, and support them to be an integrated part of the community. With Francine's help, the men she supports have formed relationships at the local bowling alley, local restaurants, members of the church, and employees at the local mall. Francine also works to ensure that they are able to keep family relationships. Once a week, Francine picks up their mothers who are no longer able to drive for dinner with their sons. This is something that the men and their mothers look forward to weekly. Francine not only works hard at keeping family bonds and community ties, but she also ensures that the men's home is in tip-top shape. Francine is an outstanding staff and The Arc is truly thankful to have her as a part of our team.

Regina Gaye: *The Arc Prince George's County*

Regina is known in the Employment Services Department as the professional extraordinaire. She is a mentor to not only her staff, but to the individuals supported by The Arc. She inspires others to join with her in exceeding expectations. Regina's attitude is that everyone, pulling together, can make The Arc a better place to work and a better place for individuals with disabilities to fulfill their employment dreams and aspirations. She was instrumental in obtaining jobs at The University of Maryland for 20 individuals.



Regina has influenced the development of many new and upcoming leaders with joy and energy. She clearly sees this next generation of leaders as the framework for quality supports for individuals with disabilities. She manages to convey the necessary information and responsibilities without draining the fun out of the job. Regina frequently provides direct support coverage due to staff shortages or staff on leave.

Regina's attributes include reliable, capable, professional, dedicated, creative, and unflappable. Most importantly Regina always puts individuals with disabilities first. Not only does she provide quality employment supports and advocacy, but she is a true friend and defender.

CERTIFICATE OF APPRECIATION/MERITORIOUS SERVICE

Sergeant James Miller: *Talbot County*



Sergeant Jim Miller has been a police officer for 31 years. He is currently working on a Master's Degree in Social Work through Widener University and has a B.S. in Criminal Justice. He is a leader in intellectual and developmental disability education throughout Talbot county.

Sgt. Miller was the first officer in Talbot county to be trained for Crisis Intervention and runs this team at the Easton Police Department. He was one of the speakers at the 1st Annual Maryland Crisis Intervention Team Conference. He was awarded the 18th Annual Caliber Award by Mid-Shore Mental Health Systems, Inc. for his leadership and drive to improve the

perception of police in the eyes of those with disabilities.

Sgt. Miller was the driving force in The Arc's First Be Safe Training interactive movie screening in February 2017. This informative movie and interactive games was developed to build relationships between police and individuals with intellectual & developmental disabilities to educate them on positive interactions. The role playing included a volunteer being handcuffed, as well as conversations about what to do in emergencies and how to appropriately interact with law enforcement. Individuals had a chance to work on a self-disclosure card provided by the Sante Group. This allowed individuals to explain their disability and help them better understand what to do when an officer approaches them.

Sgt. Miller has been a driving force on building better relationships between law enforcement and people with intellectual and developmental disabilities.



CERTIFICATE OF APPRECIATION/MERITORIOUS SERVICE

Wolf Pack Theatre Company: *Prince George's County*



Maria Stephanos & Bill Leary
from Wolf Pack Theater

The members of the Wolf Pack Theatre Company show true commitment to diversity and the participation of diverse groups by creating a part in their annual winter production of "A Christmas Carol" for Maria Stephanos. Although Maria can be difficult to understand, Director Bill Leary was determined that Maria live her dream of having a speaking part in a production. The Pack members valued Maria's involvement in the play and supported her to work through her strengths. The company engaged Maria to perform. She had multiple speaking parts, appearances, and sang in many of the musical scenes.

A quote from Bill Leary:

"Wolf Pack Theatre Company was thrilled to have Maria in the cast of 'A Christmas Carol' in December of 2016. Maria's dedication and commitment to her role was instrumental in helping the full cast be the best that they could be. I admired her work ethic, her humor and her discipline, but the thing that I most admire about Maria is her fearlessness. Maria has a rare and wonderful zest for life that is refreshing. She isn't afraid to chase her dreams and I personally feel that we can all learn more from this young woman than she can learn from us."

PER CAPITA MEMBERSHIP AWARD



MEMBERSHIP ACHIEVEMENT AWARD



THE ARC OUTSTANDING VOLUNTEER OF THE YEAR AWARDS



Kathy Creighton:
The Arc Central Chesapeake Region



Delores Datcher:
The Arc Southern Maryland



Mike Lewis:
The Arc Howard County



Neil MacDonald:
The Arc Baltimore



Melissa Main:
The Arc of Frederick County



Shirley Patterson:
The Arc Prince George's County



Beatrice Rodgers:
The Arc Maryland



Steve Rowlands:
The Arc Northern Chesapeake Region



Joe and Dianne Statari:
The Arc of Washington County



Robert Tievsky:
The Arc Montgomery County



Olivia Hardy, Grace Salem, Danielle Boateng, Johan Raphael, Summer Mills, Sunghem Jo, David Lee, Shafin Malik, Raissa Toure, Raymond Bascal, Erica D'Eramo, and Feyisanmi Ojo:
Students from University of Maryland Baltimore County, The Arc Carroll County

