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WELCOME

The Arc directly supports approximately 1 in 3 people with intellectual and developmental disabilities (IDD) in Maryland who receive DDA services. That amazing statistic shows our reach and strength, not only in our grassroots network, but also in the importance of our services and supports to thousands of individuals with IDD and their families across the state! The Arc provides individual services and supports in residential and employment environments, family support, training, advocacy, information and referral, childcare, respite care, foster care, and so much more.

For over 70 years in Maryland, The Arc organizations have supported people with IDD to be active, engaged, and valued members of their communities. We have made great strides in advancing inclusion in schools, at work, and in neighborhoods and celebrate our accomplishments while focusing our gaze on the work we have ahead of us: assisting people we support to find true belonging in their lives.

What is the value of inclusion if it is not meaningful? It is not enough for a person to be in an environment that is physically inclusive but emotionally exclusive. True belonging is the ultimate outcome of meaningful inclusion. When people belong, they can “BE” themselves. They are welcomed by others. They are valued. They are meaningfully a part of something, and when they are absent, they are missed.

The Arc Maryland, the ten local chapters of The Arc across the state, and the speakers, awardees, committee members, and attendees of today’s event are working to expand the narrative: while a disability may be an important way in which a person defines themself, there is also so much more. People with IDD are your neighbors, co-workers, fellow worshipers, peers, supervisors, service industry workers, fellow students, colleagues, fellow athletes, and the list goes on.

We hope you take this opportunity today to meet new people, discover and share resources, incorporate new practices, and be inspired by innovations from across Maryland. It is everyone’s responsibility to create a world where all people have access, equity and belonging!

Enjoy The Arc Maryland Annual Convention. We are so happy to be back together once again this year, and thank you for being a part of the day!

Lori Scott  
President, Board of Directors  
The Arc Maryland

Ande Kolp  
Executive Director  
The Arc Maryland
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<td>8:00 to 9:00 AM</td>
<td>Chapter Volunteer of the Year Awards Breakfast (Ticketed Event)</td>
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<td>8:00 AM</td>
<td>Registration Open</td>
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<tr>
<td>8:30 AM</td>
<td>Exhibitor Hall Open</td>
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<td>9:15 to 10:15 AM</td>
<td>Plenary Session: <em>Charting the Path to What Is Possible™</em> with Russell Lehmann</td>
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<td>The Arc Maryland Annual Meeting</td>
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<td>Book Sales and Signing, Russell Lehmann- Exhibitor Alley</td>
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<td>10:50 to 11:05 AM</td>
<td>Break for Networking and Exploring the Convention</td>
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<td>Breakout Session 1</td>
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<td>11:50 to 12:00 PM</td>
<td>Break to make your way to the Awards Luncheon</td>
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<td>3:00 to 3:45 PM</td>
<td>Breakout Session 3</td>
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<tr>
<td>3:00 PM</td>
<td>Silent Auction Closes</td>
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<td>Completed vendor passports must be submitted by this time for drawing.</td>
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<td>3:45 to 4:30 PM</td>
<td>Check Out For Silent Auction Winners. Passport drawing winners can claim prizes at Registration Desk.</td>
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<td>4:00 to 6:00 PM</td>
<td>Direct Support Professional of the Year Awards Happy Hour (Ticketed Event)</td>
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FACILITY MAP

Registration & silent auction check out
Plenary Session
Awards Banquet
Annual Meeting
Lunch
VOY Breakfast
DSP Cocktail Hour
Silent Auction
Exhibitor Booths
Russell Lehmann Book Signing
Bathrooms

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This project is supported by the Administration for Community Living (ACL), U.S. Department of Health and Human Services (HHS) as part of a financial assistance award totaling $1,206,492 with 100% funding by ACL/HHS. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement, by ACL/HHS, or the U.S. Government.
PLENARY SESSION:
Charting the Path to What is Possible™

In this presentation, Russell dissects the polarities of life as they relate to individuals with disabilities. Implementing various philosophical perspectives in an easily digestible manner, Russell utilizes his deep introspection and insight to empower the attendees to realize that it is not success or struggle, not fear or courage, not disability or ability, but rather, all of the above. When we can embrace and accept the fluidity of life’s ups and downs, we discover what steps need to be taken to discover the path to what is possible, whereby the potential of all individuals is unleashed. Learn how to adopt flexible thinking patterns in order to live the life of least resistance, and how to nurture and cultivate self-confidence while expanding comfort zone.

Presenter:
RUSSELL LEHMANN

Russell Lehmann is an award-winning and internationally recognized thought leader, public speaker, poet, and advocate who has autism. His words have been featured in the USA Today, LA Times, NPR, Yahoo! News, Autism Speaks, Success Magazine, and archived in the Library of Congress.

Russell showed signs of autism as a newborn but was not formally diagnosed until age 12 after suffering through five weeks in a lockdown psychiatric facility. In 2011 Russell wrote a book titled “Inside Out: Stories and Poems from an Autistic Mind” which was featured in the LA Times, earned an Honorable Mention at the 2012 NY Book Festival, and won the Award for Literary Excellency at the 2013 International Autistic People’s Awards in Vancouver, Canada.

Named the 2022 Advocate of the Year by the Autism Society of America, Russell currently travels the world spreading hope, awareness, and compassion in a raw and dynamic fashion, while also setting his sights on erasing the stigma and stereotypes that come with having a disability. Russell’s passion is to be a voice for the unheard, for he knows how difficult and frustrating it is to go unnoticed.

Note: Following the Plenary Presentation, Russell Lehmann will be selling and signing his book, On the Outside Looking In: My Life On The Autism Spectrum. Please refer to the Facility Map if interested!
DEVELOPMENTAL DISABILITIES ADMINISTRATION

The Maryland Department of Health’s Developmental Disabilities Administration (DDA) supports children and adults with intellectual and developmental disabilities and their families across the lifespan. The DDA’s person- and family-centered service delivery system helps ensure that the individuals whom the DDA serves receive the appropriate support to lead meaningful, community-based lives.

The DDA’s service delivery system includes home- and community-based services and supports provided through Medicaid, waiver programs and state-funded services. Some of DDA’s services include: employment services, community development services, respite, personal supports, vehicle modifications, transportation and behavioral support services.

DDA BY THE NUMBERS*

- 25K Participants in the DDA system of services and supports
- 239 DDA-approved and licensed providers in Maryland
- 2,520 DDA participants who self-direct their services
- 3 Medicaid home and community-based waivers administered by the DDA
- 52 Services and supports covered by one or more of the waivers

VISION AND MISSION

The DDA envisions people with intellectual and developmental disabilities living full, active lives in the communities of their choice.

The DDA’s mission is to create a flexible, person-centered, family-oriented system of supports for individuals with intellectual and developmental disabilities.

SIX FOCUS AREAS

The DDA has six focus areas to help meet the needs of the people they serve.

SELF-DETERMINATION: Recognizing that all people with intellectual and developmental disabilities have the right to direct their lives and services.

SELF-ADVOCACY: Providing resources so people with intellectual and developmental disabilities have their voices heard, while reaching their individual vision of a meaningful life.

FAMILY SUPPORT: Helping people with intellectual and developmental disabilities and their families navigate systems of support, connect with other families and access support services.

HOUSING: Increasing housing options that are accessible and affordable for people with intellectual and developmental disabilities.

EMPLOYMENT: Ensuring people with intellectual and developmental disabilities, who want to work and who can work, receive competitive and integrated employment opportunities.

ASSISTIVE TECHNOLOGY: Promoting the use of devices, software or equipment to help people with intellectual and developmental disabilities perform daily activities to live independently and to be active members of their communities.

GET MORE INFORMATION

For more information about the Developmental Disabilities Administration, visit dda.health.maryland.gov

*Updated February 2023
Supporting Spanish-Speaking Families

Hispanic individuals are the second largest minority group in Maryland, representing nearly 600,000 people and more than 9% of the population. This session, find out how organizations that support people with IDD and their families are reaching this growing community to learn about their needs, hopes, and desires, and connecting them with needed services and supports.

Presenters:

KATHERINE LOPEZ, Bilingual Program Administrator, The Arc Prince George’s County

Katherine Lopez is the bilingual program administrator at The Arc Prince George’s County, where she supports Spanish-speaking families with children with disabilities. Born and raised in El Salvador, Katherine migrated to the US at age 12. She attended the University of Maryland and graduated with a Bachelor of Science degree in Behavioral and Community Health.

With a personal goal of becoming a leader in her field, Katherine is passionate about guiding others to support the Spanish-speaking community with disabilities. Her notable accomplishments include developing the Hispanic Outreach through Positive Engagement (HOPE) initiative and The Ready 2B Healthy Program, both focused on empowering the Spanish-speaking community to advocate for themselves and maintain good health.

Katherine’s hobbies include swimming and traveling, and her skills include problem solving, teamwork, and leadership. With a strong commitment to making a difference in her community, Katherine is dedicated to improving the lives of Spanish-speaking families with children with disabilities.
Supporting Spanish-Speaking Families

**LISA LORRAINE**, Breaking Barriers Manager, Jubilee Association of Maryland

Lisa is a former middle school special education teacher who now runs Jubilee’s Breaking Barriers Program to help underserved communities access developmental disability services in Montgomery County. She has worked extensively with the immigrant community in Montgomery and Prince George’s counties, learning that each person has their unique strengths and values, guiding them on their journey through the challenges of life. To share more information out to the Spanish-speaking community, Lisa co-founded the Enriqueciendo Vidas (EV) collaboration; a group of 20+ disability organizations across Maryland that are providing services in Spanish. EV hosts a Facebook page and a WhatsApp group to provide vital and enriching information and opportunities to the Spanish-speaking disability community.

**ROSA RAEZ**, Hispanic Outreach Coordinator and Support Coordinator, The Arc of Frederick County

Rosa currently works at The Arc of Frederick County as a Hispanic Outreach Coordinator, supporting over 60 Hispanic families, along with another group of non-Hispanic individuals. Rosa was born in Peru and migrated to the United States in 2012. Over the years in the United States, she has had the opportunity to work for the hospital, volunteer for church, and support the Hispanic population in different ways. Rosa finished her studies in Spanish and Education at Shepherd University. Throughout her educational career, Rosa had the opportunity to become a volunteer with The Arc of Frederick County and later joined their staff as a Direct Support Professional. Today, as the Hispanic Outreach Coordinator, Rosa provides advocacy support to Hispanic families in Frederick County. Outside of her work, Rosa is the Vice Chair for the Immigrant Affairs Commission, a member of SECAC, and a member of the Maryland State Rehabilitation Council.
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Legislation, Independence, Family, and Education are instrumental for individuals with disabilities to lead a fulfilling and rewarding life. Learn how these four cornerstones intertwine and how to best advocate for each one in order to promote self-determination, equal opportunity, and personal empowerment for the disability community from our Plenary Speaker, Russell Lehmann.

Presenter:
RUSSELL LEHMANN

Russell Lehmann is an award-winning and internationally recognized thought leader, public speaker, poet, and advocate who has autism. His words have been featured in the USA Today, LA Times, NPR, Yahoo! News, Autism Speaks, Success Magazine, and archived in the Library of Congress.

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Named the 2022 Advocate of the Year by the Autism Society of America, Russell currently travels the world spreading hope, awareness, and compassion in a raw and dynamic fashion, while also setting his sights on erasing the stigma and stereotypes that come with having a disability. Russell’s passion is to be a voice for the unheard, for he knows how difficult and frustrating it is to go unnoticed.
A misconception of provider organizations is that services and supports are “provider-driven.” In reality, The Arc has a long-standing operating philosophy and practice of self-direction: the understanding that people with IDD and their families are best supported when they have maximized opportunities to design and drive their services and supports, and exercise choice and control. Come hear how this is possible, and discover opportunities for you or your loved one to live a self-determined life within a traditional service provider model.

Presenters:

SHAUNA MULCAHY, Executive Director, The Arc of Frederick County

A passionate spark was ignited in Shauna’s heart when she volunteered for The Arc of Frederick County’s Parents’ Day Out Program as a Girl Scout in middle school. Committing herself to inclusion and social justice, Shauna earned a Bachelor’s degree in Political Science from Lycoming College. Upon graduating, Shauna began her long-standing career at The Arc of Frederick County, where she currently serves as Executive Director.

Shauna is a fervent leader with a strong vision to honor the grassroots goals of The Arc’s founding members while promoting inclusion today and well into the future. Shauna’s expertise and insight will demonstrate the importance of how agency resources, empowered partnerships, and choice are values worth preserving as people with disabilities plan for and live their lives.

AARON STEPHENS, Special Projects Director, The Arc of Frederick County

Aaron Stephens serves as the Special Projects Director with The Arc of Frederick County. He has worked with The Arc for more than 20 years.

Aaron enjoys using creative habits to create enviable lives for people with developmental disabilities. Aaron has worked to support an author with autism to publish books, established inclusive college opportunities, and directs the day-to-day operation of The Arc of Frederick County’s Employment Supports. Aaron has worked with wonderful co-workers who have opened a coffee shop, large event space, and culinary training program to bring the community together at The Arc at Market Street.

Aaron’s recent accomplishments include supporting The Arc of Frederick County to establish a robust offering of Remote Supports so that people with developmental disabilities have equitable access in all communities.
DSP Service Compliance Report: Connecting Safety with Requirements

Quickly access all DSP training requirements with just a few keystrokes using the CIMS DSP Service Compliance Report.

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✓ DSP training status
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  ● CPR/AED/First Aid, Mandt, etc., (all required trainings for that job title)
✓ DSP Individual Specific Support Training
  ● DSP signature on Person Center Plan + Manager signature on Person Center Plan
  ● DSP signature on Nursing Care Plan + Nurse signature on Nursing Care Plan
  ● DSP signature on Behavior Plan + Manager signature on Behavior Plan (if applicable)
  ● Insulin training, VNS training, Choking and Dysphagia training, etc.
✓ Know if the DSP completed attendance logs as required and on time.
  ● Attendance logs are timestamped so supervisors can ensure deadlines are met.
✓ Know if the services provided meet the person’s defined goals.
  ● Ensure DSP goal documentation align with the actual PCP goals

Don’t be reactive, be proactive with the CIMS DSP Service Compliance Report

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BREAKOUT SESSION 1:

Legislative Wrap Up

Join policy and advocacy experts in a panel discussion on the outcomes of the 2023 Maryland Legislative Session. Learn about the Maryland state budget for developmental disabilities services and education, and hear about the successes and disappointments of this past legislative session. There were a variety of fantastic bills passed in 2023 that have implications for people with IDD and their family members. This is your chance to dive into them, and make plans for the future of our advocacy!

**Presenters:**

**ANDE KOLP,** Executive Director, The Arc Maryland

Ande is the Executive Director of The Arc Maryland. Her career spans more than 3 decades of experience supporting people with intellectual and developmental disabilities (IDD) and their families. Prior to coming to The Arc Maryland in 2017, she was the Executive Director for Compass, Inc., a private non-profit organization specializing in Community Living and Employment Services for people with co-occurring IDD and mental health conditions living in Montgomery, Prince George’s, Howard, and Charles Counties. Ande has served in different capacities for four other chapters of The Arc in Maryland, including Prince George's County, Howard County, Montgomery County, and Baltimore.

As a registered lobbyist and advocate for The Arc Maryland, Ande spends much of her time analyzing and developing policy, providing information to training to others, and working to empower our grassroots network. Ande holds a Bachelor’s degree in Music Therapy from the University of Iowa and a Master's degree in Special Education with a Concentration in Severe Disabilities from Johns Hopkins University.

**RACHEL LONDON, ESQ.,** Executive Director, Maryland Developmental Disabilities Council

Rachel London is the Executive Director of the Maryland Developmental Disabilities Council, a statewide public policy and advocacy organization that creates change to make it possible for people with developmental disabilities to live the lives they want with the support they need. Rachel has been with the Council for 14 years, serving as the Director of Children & Family Policy and Deputy Director prior to becoming Executive Director.
Rachel earned her Bachelor’s Degree and Law Degree from the University of Maryland. After law school, she was a staff attorney at Disability Rights Maryland where she was active in many important civil rights issues for adults with developmental disabilities, including the closure of the Rosewood Center.

**CODY DRINKWATER,** Policy Assistant, People On the Go of Maryland

Cody Drinkwater is part of the STIR (Steps Toward Independence and Responsibility) project with People On the Go Maryland. He co-leads with other self-advocates in a series of training sessions where participants learn how to use their strengths to develop new skills to solve problems. Cody has a Bachelor’s degree in History with a minor in English and has worked for the Wicomico County Public School System. Cody is also a 2022 graduate of the Maryland Partners in Policymaking program.

**RANDI AMES,** Managing Attorney, Disability Rights Maryland

Randi Ames is a Managing Attorney for Disability Rights Maryland (DRM), the Protection and Advocacy organization for Maryland. With DRM, she is a part of the Developmental Disabilities/Healthcare/Victims of Crime Act (VOCA) team, where her work supports fair housing and cases falling under VOCA. Randi uniquely harnesses out-of-the-box thinking to make a significant impact in the lives of members of the community while working towards larger-scale systematic changes for people with disabilities.
BREAKOUT SESSION 2:
Empowering Next-Gen Leaders with IDD for Self-Advocacy

Self-advocate groups across the state lead the grassroots charge in local and statewide movements. How can organizations support and empower their work in partnership to maximize efforts? In this session, you will learn about the elements to form and sustain a successful self-advocacy group. Our toolkit includes tips for engaging people with IDD, and provides examples of meeting structures, schedules, and activities that are designed to connect, educate, encourage, and empower individuals with IDD to use their voices for systems change!

Presenters:

MEGAN DEWING, Support Coordinator, The Arc of Frederick County

Megan Dewing is a Support Coordinator with The Arc of Frederick County. She has spent 14 years supporting individuals with intellectual and developmental disabilities. She is passionate about helping people learn to speak for themselves and share their stories. Megan currently supports two self-advocacy groups in Frederick County and is the Chapter Liaison for the Empowering Partners group in Frederick County, Self-Advocates of Frederick County. Megan is also a 2023 graduate of Maryland Conference of Executives - Leadership: The Arc. While not working, Megan enjoys playing guitar and piano, hiking, kayaking, and cheering for the Buffalo Bills and New York Yankees.

KEVIN COOK, Empowering Partners Facilitator, The Arc of Frederick County

Kevin Cook is the facilitator of The Self-Advocates of Frederick County. Kevin began taking classes at Frederick Community College (FCC) while in high school, and graduated from Frederick County Public Schools in 2017. While at FCC, Kevin studied Film, Television Production, and Video Editing; he graduated in May 2020. In early 2021, Kevin wanted to start his own self-advocacy group to connect with other people living in the area who shared similar interests. While the group initially formed on Zoom, they expanded dramatically after changing to in-person meetings in late 2022 utilizing a strategy to combine business with fun at a local video gaming venue.

Kevin has a strong interest in movies and enjoys watching them in his free time. He also enjoys traveling, and looks forward to spending his summer in Japan with his family.
Empowering Next-Gen Leaders with IDD for Self-Advocacy

**NEILL CHRISTOPHER,** The Arc Northern Chesapeake Region

Neill Christopher is the Vice President of Manufacturing for Acadia Windows and Doors, and the former Employment Services Supervisor/Training Institute Program Manager for The Arc Northern Chesapeake Region. A strong advocate for employment of those with differing abilities, Neill has testified before the Alliance for Full Participation, the Social Security Advisory Board, and The National Governor’s Conference. Recognized as MACS 2013 Volunteer of the Year, Mr. Christopher has additionally served as Keynote Speaker for the Harford County Commission on Disability Employment’s Annual Awards Luncheon.

A board member of The Arc of the Northern Chesapeake Region, Mr. Christopher previously chaired their Employment Task Force. He is also a board member of APSE Maryland, the Regional Manufacturing Institute, as well as the chair of the MOSH Advisory Board. Neill believes that everyone who wants to work should have the opportunity to do so.

**JOSH DELCLOS,** Empowering Partners Facilitator, The Arc Northern Chesapeake Region

Josh Delclos is the President of People First, a self-advocacy group located in Harford and Cecil Counties. He is also a board member of The Arc Northern Chesapeake Region. Josh is a strong self-advocate, focused on civil rights and inclusion. Josh is also a graduate of Partners in Policymaking®, a yearlong program from The Arc Maryland that prepares people with IDD and family members to be effective advocates at local, state, and federal levels. He has received support from The Arc Northern Chesapeake Region for eight years. He enjoys video games, reading, and horseback riding. Josh attended courses at CCBC Essex, and particularly enjoyed English class. He lives in Baldwin, Maryland with his family.
ERICA WHEELER, Empowering Partners Facilitator, The Arc Carroll County

Erica Wheeler is the Empowering Partners Facilitator for The Arc Carroll County’s self-advocacy group, Inspiration Advocates. She also serves as the Secretary on The Arc Carroll County’s Board of Directors and is Co-Chair of the State of Maryland’s Ethan Saylor Alliance. In this capacity, Erica has presented to the Maryland Law Enforcement Commission, led numerous trainings to various law enforcement agencies, and worked to update their processes for interacting with people who have IDD. Previously, as Vice Chair of the Maryland Commission for Community Inclusion of People with IDD, Erica hosted a listing tour of Maryland to hear from IDD families and law enforcement about their interactions. In 2016, Patti Saylor and Erica Wheeler received the Community Advocate of the Year Award at The Arc’s National Convention. Erica was also a guest of President Obama at the signing of Rosa’s Law at the Whitehouse in 2010.

MARIEL RAMEY, Compliance Specialist and Empowering Partners Chapter Liaison, The Arc Carroll County

Mariel Ramey began working at The Arc of Carroll County as a Direct Support Professional at the end of 2019. She immediately felt at home and realized this was the role she had been looking for.

When services pivoted to virtual programming, Mariel became an instructor in the Virtual Day Program. When in-person services resumed, Mariel continued to provide excellent supports as a DSP through May 2022, when she stepped into a new role as a Compliance Specialist. It is in this role that she began working with Erica Wheeler and The Inspiration Advocates of Carroll County. Mariel supports Erica and her self-advocacy group in their weekly meetings, writing letters to legislators and preparing group members for advocacy events, like Developmental Disabilities Day in Annapolis, where they met the Governor!
The Maryland Center for Developmental Disabilities provides leadership that advances the inclusion of people with intellectual, developmental and other disabilities.

Visit KennedyKrieger.org/MCDD or scan the QR code for more information or to get involved.

SDAN’s mission is to promote and support the use of self-directed services to empower individuals with developmental disabilities to achieve purposeful and fulfilling lives.

You BElong in our community of advocates! There is always a place for you here!
During this interactive, insightful session, Marc will share his perspectives on how individuals, teams, organizations, and whole communities benefit from leaning into and leading through a generative, appreciative, and strength-based lens. Marc will share new models and alternative ways of approaching the challenges, problems, and issues facing us all and, he will share concrete examples of applying a Generative Lens to the work he is doing through the Center for Leadership Innovation. If you plan to attend, come ready to listen, share, and gain insight that you can apply immediately to yourself, your organization, and your community.

**Presenter:**

**MARC KOLP**, Director, UMBC Center for Leadership and Innovation

With a B.A. in Education and M.A. in Organizational Management, Marc has extensive operational, change management, executive coaching, and Organization Development (OD) experience. Over the past 25+ years, he has led large complex organizations, supported learning and training initiatives, created and implemented talent development strategies, and consulted with and coached executives and leaders in nearly every sector.

Marc has worked within the commercial, civilian government, Department of Defense, and non-profit sectors specializing in leadership development, transformational change, diagnostic assessments, organizational analysis, customer experience, and performance improvement.

Marc has been in service to several non-profits boards over his career, including both volunteer and paid roles. He has served as board president on two boards, and served as Chief Staff Liaison to Governing/Executive Board of Directors for a $70+ million corporation. He functioned as the senior leader for learning, training and organization development functions, where he led all internal OD, learning, training and coaching functions, serving a workforce greater than 1,500 team members.

In his current role as the Director of the Center for Leadership and Innovation, Marc provides individuals and organizations with a variety of leadership, strategy, organizational effectiveness, performance, and executive coaching and consulting services.

Marc holds professional certifications in; XCHANGE Facilitation, Myers-Briggs Type Indicator (MBTI), DiSC, Accelerated Learning Principles and Facilitation, Clifton Strengths & StrengthFinders, Graphic Facilitation, and he holds a Registered Corporate Coach (RCC) designation.
CONGRATULATIONS

to all The Arc Community for your continued resilience and to the MCE Leadership Class members of 2023 for the growth they’ve experienced over their program year.

UMBC Training Centers, Center for Leadership and Innovation has been proud to support The Arc Maryland and the Maryland Conference of Executives Leadership Class of 2023 journey!

At The Center for Leadership and Innovation, we are honored to be actively partnering with The Arc Maryland, other chapters of The Arc, and other non-profits serving the IDD community. Our partnership represents a shared commitment to making a difference and driving positive change in the world. CLI specializes in:

- Board Development
- Leadership Team Development
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- Professional Coaching
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BREAKOUT SESSION 2:

Inclusive Justice for People with IDD

The session overviews promising practices that create safeguards and build bridges of communication between the disability and criminal justice communities. It covers topics such as: understanding disability and criminal justice legal obligations toward the disability community; providing appropriate accommodations and supports; identifying and addressing ongoing needs in the community; effectively identifying and communicating with people with IDD; and knowing more about resources available to people with IDD in their communities. Learn more about these promising practices and how to collaborate with local, state, and national criminal justice and disability organizations to pave the way for a more inclusive, safer, and fairer justice system that respects the rights of all involved.

Presenter:

JOSHUA B. BRANCH, Program Attorney and Manager of Disability Justice Initiatives at The Arc US

Joshua Branch joined The Arc of the United States in November 2022, serving as the Attorney and Program Manager of the Disability Rights Initiative. He has worked in poverty law for over ten years. He is the first of his family to graduate college (Penn State University), attend graduate school (Duke University, University of Oxford St. Catherine’s College), and law school (Georgetown). He began his career as an award-winning teacher for Teach for America, where his students posted the highest learning gains in Miami-Dade County (Florida).

Seeing students arrested at school inspired him to pursue a legal education at Georgetown Law, where he received the Juvenile Justice Public Service and the Pro Bono Exceptional Service Awards. After law school, Josh became an education, juvenile defense, and foster care attorney. In 2020, Josh served as a Program and Campaign Manager for the Justice and Accountability Center of Louisiana, where he helped lead an advocacy group in passing criminal justice reform bills. He later worked at the Crime and Justice Institute on justice reinvestment, criminal justice technology, and jail reforms in Michigan, Nebraska, North Carolina, and New Mexico.
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BREAKOUT SESSION 2: Planning for the Future

What will happen to me if I want to work but I also need to keep my benefits? What will happen to my loved one when I am no longer here? In this breakout session, find out about how you can secure your own financial future, and/or create a financial plan for a loved one to ensure they will be taken care of when you can no longer help them. Tools in this session include information on benefits, ABLE accounts, special needs trusts, and other future planning resources.

Presenters:

KELLY NELSON, Outreach and Communications Manager, Maryland ABLE

Kelly Nelson has worked in the field of disabilities for more than 30 years. She has served in many roles supporting people with disabilities and their families through advocacy, education, and connecting them to vital resources within their community. As the Outreach and Communications Manager for Maryland ABLE, she enjoys connecting with people with disabilities, their families, and the staff that support them as she shares how ABLE accounts promote personal choice, independence, and economic stability for people with disabilities.

TIA MARSILI, Director of Trusts, The Arc of Northern Virginia

At The Arc of Northern Virginia’s Special Needs Trust (SNT) program, Tia Marsili and her team manage trust services and support to families and individuals with all disabilities in Virginia, Maryland, and Washington, DC. Tia has unparalleled experience working on issues concerning services and financial programs for our population with IDD. As the mother of two young adults with disabilities, Tia has been with The Arc for over 14 years, and previously served as child and family advocate in Fairfax County, Florida, Germany, and Denmark.

Tia’s knowledge in disability-based resources comprises the available state and federal government programs and services, the allocation of and maximization of services, and financial assistance and incentives. She works one-on-one with families to outline plans for their loved ones’
Planning for the Future

financial future with a well-designed special needs trust that safeguards their assets, maintains their benefits, and improves quality of life. She further can assist with counsel on issues of social security, Medicaid waivers, employment, healthcare, housing, and transportation. In her daily work, Tia works with specialized attorneys, banks, and other service providers. She leads the special needs trust marketing and public relations.

Beyond her qualifications and experience, Tia has a rich international background, having lived in Germany, Denmark, the People’s Republic of China (PRC), and Hong Kong. A native of western Pennsylvania, she spent her university years and much of her adulthood abroad, giving her a broad perspective and unique language abilities. Tia holds a degree from the University of Copenhagen in Sinology, a German language certificate from Trier University, and a Chinese Language Certificate from Beijing Language Institute, PRC, and studied Classical Chinese at Fudan and Heidelberg Universities.

REANNA WEATHERFORD, Assistant Director of Trusts, The Arc of Northern Virginia

Reanna maintains the systems and documents supporting The Arc of Northern Virginia’s Special Needs Trust program. She offers Trust clients daily on-site and over-the-phone support by providing personal contact with families and individuals, troubleshooting Trust account issues, and processing Trust checks and documentation.

Reanna comes to The Arc of Northern Virginia with over eight years of experience in community outreach, youth advocacy, grant management, procurement and partnership development. Originally from Alaska, Reanna has a BA in Business Administration, Organizational Leadership from Southern New Hampshire University. Her most recent internship was at the Partnership for Public Service in Washington, DC. She enjoys helping individuals and families receive the necessary information and tools they need to plan for the best possible future outcomes.
When families plan the future of their children with disabilities, these priorities are paramount:

1. Money to make life safer and better
2. Disability benefits to cover essentials
3. Caring professionals to guide and support

The Arc of Northern Virginia Special Needs Trust program helps families meet all three goals.

- As trust manager, we make objective, system-savvy spending decisions.
- Partner KeyBank is trustee, ensuring solid management of trust assets.
- We safeguard disability benefits using deep and current knowledge of the system.

ABLE account holders often find that effective long-term planning requires more, and a Special Needs Trust provides the perfect tool for a secure supported independent life. The Arc of Northern Virginia brings a wealth of expertise and experience to the process.
BREAKOUT SESSION 3:

Solving The DSP Workforce Crisis: The ‘State of The State’ and Ways In Which The Arc Is Meeting the Challenges Head On

Hiring and recruiting a qualified workforce to support Marylanders with IDD is no small task. Non-profit service providers in Maryland and across the country have worked diligently to address this issue for decades, and yet, the gap is deepening. In this session, attendees will get a better understanding of the issues and learn about how some organizations have changed their strategies and practices to recruit and retain Direct Support Professionals. Come learn how chapters of The Arc are providing opportunities and paths for Careers and turning the corner on the workforce shortage.

Presenters:

JOANNE SCOTT, SHRM-SCP, SPHR, Director, Human Resources, The Arc Carroll County

Joanne Scott started her professional life in the legal field, working as a paralegal in insurance defense. She transitioned into Human Resources, where she has spent the last 25 years working in various industries, including high tech, aerospace, online testing, a senior living facility, and now, The Arc Carroll County. Joanne holds a Bachelor of Science degree in Paralegal Studies from Stevenson University, and two senior-level HR certifications.

Baltimore City born and raised, Joanne currently resides in Eldersburg with her husband, John. They have three adult children and three granddaughters. She enjoys time around the pool or fire pit with family and friends, and loves to travel. She enjoys puzzles, Legos, and is a bit Snoopy and Christmas obsessed.

MICHELLE WRIGHT, SHRM-CP, Human Resources Specialist, The Arc Northern Chesapeake Region

With over a decade of experience in leadership development, content creation, and human resources, Michelle Wright has made a significant impact in the training and development field. As an HR Specialist with The Arc Northern Chesapeake Region, she continues to drive positive change in the workplace.

Michelle has a passion for cultivating talent, building strong teams, and creating effective learning solutions that help individuals and organizations reach their full potential. With a proven track record of success, she has developed and implemented programs that led to increased productivity, improved employee engagement, and enhanced organizational effectiveness. Michelle is dedicated to creating meaningful, engaging, and impactful learning experiences that drive business results and empower individuals to achieve their personal and professional goals.
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BREAKOUT SESSION 3:

Designing an Individualized Housing Plan for the Life You Want in the Community You Choose

The envisioned future: moving toward person-centered housing in communities people choose. How has housing developed over time for people with IDD? From large congregate settings to home ownership, the future is wide open for those interested in exploring what housing can look like. This session shares valuable information about Housing Support Services that are available under the DDA Waivers, HUD 811, and Weinberg, and how you can access resources and opportunities to obtain the housing people want.

Presenters:

**KATIE COLLINS-IHRKE**, Executive Director, The Arc Howard County

Katie Collins-Ihrke earned her Master of Science in Management with a specialization in nonprofits and associations, as well as her Master of Business Administration. She joined The Arc Howard County in 2022 with experience in direct support of people with disabilities, marketing and fundraising, as well as systems advocacy within local, state, and federal governments. Katie has sought to make lasting changes in the disability movement for the past 15 years, and has worked in a variety of roles for several chapters of The Arc in the state of Maryland.

Prior to joining the chapter, Katie spent eight years serving in the capacity of Executive Director for Accessible Resources for Independence, a Center for Independent Living. As a passionate advocate of disability issues, Katie has expertise on issues such as self-determination, self-advocacy, and the full inclusion of people with disabilities in all aspects of community life.

**DIANE LEWIS**, Senior Director of Community Programs, The Arc Washington County

Diane Lewis has been employed at The Arc Washington County for 33 years, holding several positions in community services, including Personal Supports, CSLA, Supported Living, and Adult Residential. She has experience in traditional residential supports where the agency owns the property, situations where family members own the property, and options where a community landlord holds the property. Diane believes that each situation has its merit and challenges, but the most important factor is that the person supported is comfortable and safe in whatever they choose and can live their best life.
The services at The Arc Washington County have always been person-centered and designed to meet the needs of the individual with emphasis on there being as much effort as possible to match people with housemates who share their lifestyle. Just as person-centered plans are individualized, each home the chapter provides supports in is designed and decorated according to the needs and preferences of the person living there.

**CASEY ROBERTS, SR.,** Director of Community Living, The Arc Southern Maryland

Casey Roberts has 20 years of experience working in Human Services. Prior to joining the Arc Southern Maryland as Director of Community Resources in 2019, Casey held positions of progressive responsibility; most recently as Support Coordinator Team Leader with Fairfax County Community Services Board.

Casey has long been dedicated to serving others; that seed was planted during an internship at a local high school, where he put his education in rehabilitative counseling to practice. Casey realized his love for helping people live their best lives and reach their goals. While his role has changed over the years, his commitment to helping people has not.

When Casey is not working, he loves playing basketball and coaching his 5-year-old son’s team. He is also an avid fisherman, rides motorcycles, and his grilling skills have attracted many neighbors to his backyard. Casey holds a BS in Rehabilitation Services and an MS in Human Services Management.
Finding a job is an exciting (ok, and sometimes “daunting”) process that most people experience in life. Luckily, for individuals with IDD, we are here, equipped to guide you along your career discovery, exploration, and landing your dream job! In this breakout session, learn best practices from chapters of The Arc as they work with individuals to pair their skills, talents, and interests with jobs they enjoy and careers in which they can thrive! Learn how The Arc is taking job development and employment support to the next level in Maryland.

Presenters:

**KIMBERLY SCROGGINS, CESP,** Director of Business Services, The Arc Baltimore

Kimberly Scroggins is the Director of Business Services at The Arc Baltimore. After spending more than 20 years in sales and marketing, Kim is a trusted connector and resource to employers. A job developer at heart, Kim believes expectations matter, and that everyone has something to contribute. She empowers job seekers to take their place in the workforce.

Kim was awarded The Arc Baltimore’s 2020 Community Connection Award for her innovation and tenacity over the first nine months of the COVID-19 pandemic, during which she helped more than 30 job seekers find competitive employment. Kim is a Certified Employment Support Professional™ and studied business administration at Morgan State University.

**KASEY VENN,** Statewide Employment and Meaningful Day Services Coordinator, Maryland Department of Health, Developmental Disabilities Administration

Kasey has served as the Statewide Employment and Meaningful Day Services Coordinator for the Developmental Disabilities Administration (DDA) since September 2022. In her role, Kasey focuses on the development and effectiveness of policies, procedures, and implementation of Employment and Meaningful Day Services. Prior to her role at DDA, Kasey was a Program Coordinator at UMBC, facilitating
Customizing Employment Experiences to Shape Meaningful Careers

a Community Service and Learning Practicum course. During her time at UMBC, Kasey also coordinated The SUCCESS Program, which was a postsecondary education program for students with IDD. Kasey has also worked in the non-profit sector for organizations that serve individuals with IDD in direct service, in addition to client case and employee management roles, focused on programming to cultivate and increase client independence and employability.

NELSON CROPPER

Nelson Cropper is an instructional assistant at Harford Hills Elementary School. Nelson works in the kindergarten classroom, where he helps students learn to count, identify their letters and their sounds, and gives guidance about kindness and compassion. He assists the teacher by working with small groups in the classroom, but is also willing to pull students aside to work with them individually in areas of need. Nelson found his career with help from The Arc Baltimore’s Supported Employment Services program staff. Nelson enjoys his job, and the students love having “Mr. Nelson” there, too!

Outside of work and in his free time, Nelson enjoys singing in his church choir, going bowling, dancing, playing basketball, and cooking. Nelson is a 2022 graduate of Maryland’s Partners in Policymaking® program, which prepares adults with IDD, parents, and family members of children and adults with IDD to be effective advocates at the local, state, and federal levels.
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The Arc Maryland Statewide Awards for 2023

The Lorraine Sheehan/Bernard A. Gould Award for Volunteer Governmental Affairs Service

This award is presented to an individual who has demonstrated outstanding volunteer service in governmental affairs in one or more of the Association’s priority goals areas.

KATY MCGUIRE, The Arc Baltimore

Katy McGuire is the Chief Advancement Officer for The Arc Baltimore, where she has served for the past 17 years with oversight of development and communications and a support role in public policy and advocacy issues. She has been a staple on The Arc Maryland’s Governmental Affairs Committee for years and chairs the Maryland Association of Nonprofits policy council, where she is also the Board Secretary. Katy is quick to take on the challenge of each Legislative Session and has provided written and oral testimony many times. Katy spearheads much of The Arc Baltimore’s efforts during session, which is no small task, as Baltimore City and County represent 12 of Maryland’s 47 districts. Katy goes above and beyond the requirements of her job, volunteering hours of her time and talent to nonprofit endeavors.

Prior to The Arc, Katy worked in anti-hunger organizations in Baltimore and Raleigh, following a VISTA service year at the Food Bank in Miami. She is the past-president of the Association of Fundraising Professionals-Maryland Chapter, and is an alum and active volunteer with Leadership Baltimore County. Katy lives in Baltimore with her husband and has two grown children. We thank Katy for her years of service to Marylanders with IDD and her incredible advocacy work to move the dial on equity and inclusion in the state. We are excited to have her at our side for years to come.
We’re filled with pride for our 2023 honorees for The Arc Maryland’s Annual State Convention Awards Luncheon.

- **Outstanding Employee of the Year**
  - **DARLENE GRAHAM**

- **The Lorraine Sheehan-Bernard A. Gould Award**
  - **KATY MCGUIRE**

- **Chapter Volunteer of the Year**
  - **BOB DAVISON**

**The Arc**
Baltimore

for and with people with developmental disabilities
ANTHONY J. ZANFORDINO IV

Anthony “Tony” Zanfordino is an outstanding advocate that plays a vital role on The Arc Maryland Board of Directors, serving as the Governmental Affairs Committee co-chair and the Chair of the Interconnectedness Committee. In addition to his commitment to The Arc, Tony is the President of the Down Syndrome Association of Southern Maryland, a member of the Maryland Down Syndrome Advocacy Coalition (MDAC), and a Board member of the National Down Syndrome Congress. Tony is actively involved with Special Olympics as a coach and unified partner and previously served as the Board Chair for The Arc Prince George’s County.

During the Legislative Session, Tony is quick to take action, inform and empower others to take action, and is always willing to share his story with members of the House and Senate on key legislation. Tony has proven a friendly face for representatives in Prince George’s County, representing his family, The Arc, and the numerous other organizations with which he is affiliated. Tony does an excellent job explaining the impact of legislation to bill sponsors, and others with whom he meets in 1-on-1 meetings.

Tony resides in Brandywine with his wife Dion; sons Evan (28) and Anthony V (16). Professionally, he is a Sr. Project Manager at DYSIS, where he works on a variety of IT and telecommunication projects. Tony is his son’s voice until he can advocate on his own. It is important that all family members and friends are aware of issues impacting the IDD community so they can lend their voice. We thank Tony for leading by example each session and beyond.

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Outstanding Advocate of the Year

This award is presented for advocacy leadership on behalf of persons with IDD and their families, including systemic change, legal advocacy, and professional endeavors that increase the rights of persons intellectual and developmental disabilities to have inclusive lives.

MINDY CORNETT-SHIFFLETT, The Arc Southern Maryland

Melinda (Mindy) Cornett-Shifflett joined The Arc Southern Maryland in 2005 as a Direct Support Professional (DSP). Working initially in their Day Program, Mindy assisted supported individuals in making and selling crab pots to the community. Mindy was soon part of the transition from sheltered workshops to person-centered programs. She has since been promoted several times, first to Senior DSP, then Manager of Transitioning Youth. During the pandemic, Mindy advocated for continued participation of program participants through the development and expansion of virtual programming, leading to her promotion to Virtual Program Manager. She was instrumental in launching and building their virtual program that exists today!

Mindy has been a passionate advocate for people with IDD since her youth, recognizing what her sister with IDD was capable of, and encouraging her to do more. Mindy joined The Arc because she knew the difference she could make in the lives of others and is visibly passionate about doing so. Mindy found a natural path of advocacy along with her daily responsibilities. She assists two people to participate in The Partners in Policymaking® program; a program provided by The Arc Maryland with financial support from the Maryland Developmental Disabilities Council, and programmatic support from People on the Go of Maryland.

She has also stepped up to support People on the Go of Southern Maryland, the chapter’s self-advocacy group. Mindy encourages the group to advocate for themselves in every aspect of their lives. She was part of a group of staff and self-advocates who attended DD Day at the Legislature who had a private meeting with Senator Jack Bailey. There, Mindy encouraged attendees to lift their voices to discuss their concerns on legislative issues that impacted the DD community. Mindy’s advocacy, and her empowerment of people with IDD to speak up and out, deserves special recognition. We hope others across the state can learn from her!
CATHY LYLE

Cathy Lyle is a board member and volunteer with WeAchieve (Formerly CHI Centers). On their board of directors, Cathy plays an instrumental role as the head of their Public Policy and Advocacy Committee. Each year, Cathy organizes WeAchieve’s annual legislative activities, including a family advocacy day and their trip to Annapolis for DD Day at the Legislature. Leading the charge in advocacy is difficult work, but Cathy is more than happy to take on the responsibility! During legislative session, she tracked legislation affecting the lives of Marylanders with IDD, and organized a rapid response team to contact legislators to comment on bills. Cathy also created Game Changers, a self-advocacy group at WeAchieve. Time and again, Cathy proves her importance to WeAchieve and to all Marylanders with IDD. Cathy is a stalwart advocate, and we at The Arc Maryland appreciate her partnership and efforts.
School Inclusion Award

This award recognizes a school, teacher, educator, administrator, support personnel, or other education professional who has demonstrated excellence in providing quality inclusive educational opportunities for students with intellectual and developmental disabilities, reflective of The Arc position on education and inclusion of students with intellectual and developmental disabilities.

KATHLEEN S. GREENBERG, Montgomery County Public Schools (MCPS)

Kathleen Greenberg is one-of-a-kind at MCPS. She serves as an Itinerant Special Education Resource Teacher and Inclusion Instructional Coach for the Office of Alternate Learning Outcome Support. Kathleen trains, educates, and supports school teams who are fully including their most cognitively impacted students. Perhaps most importantly, Kathleen frequently attends IEP meetings and, through her knowledge and belief in inclusion, provides a great deal of advocacy for the students she supports.

Kathleen goes above and beyond to ensure MCPS provides free and appropriate public education to a population that is frequently marginalized. MCPS has been lucky to have her support for their students. If anyone deserves recognition for their tireless efforts to ensure every child has a right to be educated in their neighborhood school, it is most definitely Kathleen!

MARNI ROSENBAUM, Physical Education (PE) Teacher, River Hill High School, Howard County

Erin Marni “Rosie” Rosenbaum has been a PE teacher for many years with a special interest in looking at inclusive models of play and education. In her specialized PE class of over 40 students in public high school, Rosie has creatively looked at ways for students with disabilities to play all sorts of sports with their neurotypical peers. These peers are also challenged to complete a project that will assist students with differences to participate and engage in play and activities within the PE class. For example, a modified size and lower basketball hoop were created for students in wheelchairs to play in the basketball unit of this class.
School Inclusion Award

Students enjoy Ms. Rosenbaum’s class and savor the opportunity to further blossom their friendships outside of the confines of the gym, creating a greater community for all students at River Hill High School. Rosie exemplifies what school inclusion can look like and she takes an active part in teaching students and staff the importance of inclusive mindsets and practices. Thank you “Rosie” for creating the environment all parents want for their children: a place where we all belong.

Employer of the Year Award

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

CROTHALL CLEANING SERVICES, University of Maryland Charles Regional Medical Center

Crothall Cleaning Services, a company contracted by the University of Maryland Charles Regional Medical Center, recognizes the potential of people with intellectual and developmental disabilities. They employ some individuals supported by The Arc Southern Maryland to work five days a week, with tenures ranging from 1.5 to 7 years of employment. These employees’ duties include custodial and customer experience tasks.

Under the direction of Housekeeping Supervisor Marguerite Greenwood, The Arc team has learned so much and continues to thrive. Marguerite saw the benefit in allowing staff to be part of the onboarding and training process for their employees with disabilities which, in turn, created an important partnership that has made the employees more comfortable and productive on the job, building a foundation for success. When team members struggle, Marguerite works with them to understand the issues and create a structure in the work environment for them to thrive! Crothall’s willingness to overcome potential obstacles and their dedicated partnership with The Arc Southern Maryland over the past several years make them an outstanding Employer of the Year.
Stanley S. Sidle/William Ohge, Jr. Memorial Citizenship Award

This award honors an individual with intellectual and/or developmental disabilities (who is affiliated with The Arc) for outstanding participation in or contribution to their community. Achievements may include community leadership, contributions to their community and/or self-advocacy.

JOSH DELCLOS

Josh Delclos is a remarkable advocate whose interest in advocacy blossomed in 2017 when his support staff, David, encouraged him to advocate for himself more. Now, over five years later, Josh uses his experiences to convince people to advocate for themselves and others. He serves on the Board for The Arc Northern Chesapeake Region, and has been the Facilitator and President of the chapter’s self-advocacy group, People First, since 2021. To prepare for the role, Josh participated in Partners in Policymaking®, a yearlong program with The Arc Maryland that prepares people with IDD and family members to be effective advocates at local, state, and national levels. Now, Josh uses his skills to lead People First effectively as he guides and educates others.

While People First only meets monthly, Josh devotes time in his weekly schedule to update goals for the group and empower individual members. He encourages participation from every member, knowing that advocating for people with IDD starts with advocating for yourself!

During the 2023 session, Josh took his advocacy to the next level. As a member of The Arc Maryland’s Governmental Affairs Committee, he attended weekly calls and shared valuable comments and questions each meeting in response to legislation. He brought this information back to People First each month to keep them on top of the latest legislative news. Josh also sparked excitement in public policy by working on letters to the Maryland General Assembly, sharing People First’s opinions on bills and potential impact on people with disabilities. Josh is a leader and true role model for the next generation of self-advocates in Maryland.
Congratulations to the 2023 Award Nominees and Winners!

Employer of the Year
Crothall Cleaning Services/UM Charles Regional Medical Center

Outstanding Advocate of The Year
Melinda Cornett-Shifflett, The Arc Southern Maryland

The Arc Outstanding Employee of the Year - Gilbert John Zucchi

Direct Support Professional Award:
Beverly Smith, The Arc Southern Maryland

Chapter Volunteer of the Year Award
Denise Kopel, The Arc Southern Maryland

Thank you to Giant Food Inc. for your donation toward our 2023 Convention!
This award recognizes an executive/manager of an organization or community professional that is not an employee or board member of a chapter of The Arc in Maryland. The honorees’ work has direct relevance to people with Intellectual and Developmental Disabilities (IDD). They have demonstrated sensitivity and the ability to provide outstanding quality services, which has resulted in increased independence and inclusive lives for people with IDD.

**Community Professional of the Year**

**BROOKE LEVEY, The Down Syndrome Network of Montgomery County**

Brooke Levey has been the Executive Director of the Down Syndrome Network of Montgomery County (DSNMC) for nearly four years. In her time with the organization, she consistently goes above and beyond for their members and regularly exceeds expectations given the organization’s limited resources. Brooke has also overseen the growth of the organization and its resources, both fiscal and human, in the last several years.

Last year, Brooke oversaw DSNMC’s most successful fundraiser in their history: the annual Step Up Walk. The event brought together members of DSNMC and the broader community to celebrate individuals with Down syndrome. It is also the primary fundraiser for the organization, and last year, thanks to Brooke’s leadership, DSNMC surpassed the $100k mark for the first time in the organization’s history! The success of DSNMC over the last four years can be attributed in large part to Brooke’s dedication and leadership as Executive Director.

Brooke is a current member of the Partners in Policymaking® Class, and has partnered with The Arc Maryland on advocacy endeavors during the legislative session via World Down Syndrome Day: an event that promotes the many valuable contributions made by people with Down syndrome. The DD Community is lucky to have Brooke, as we work together to create a world where children and adults with IDD have and enjoy equal rights and opportunities!
The Arc Outstanding Employee of the Year in Administration/Program Management

This award is presented to an employee of The Arc in Administration/Program Management at the state or local level who has made the greatest contribution to their organization and the mission of The Arc through both personal and professional efforts. This award recognizes the vital role of employees of The Arc to complement volunteer efforts.

KEISHIA FELLS, The Arc Prince George’s County

Keishia Fells’ job performance is outstanding, as is her level of customer service, leadership, teamwork, and initiative. At The Arc Prince George’s County, Keishia has a critical role in ensuring that the people the organization supports have a voice in the development of their plans. Throughout this process, Keishia ensures that the plans reflect the person’s needs, wishes, and desires. She embodies a key part of The Arc’s work: putting the person first!

Keishia owns the work she does and is a tireless advocate for helping people find their voices with confidence. She is quick to respond to issues, problems, and challenges to ensure all loose ends are tied up. Not only is Keishia enthusiastic, inspiring, and motivated, she is an unsung hero! The Arc Prince George’s County wants you to know Keishia’s name going forward; it won’t be the last time you hear about this rising star!

DANIELLE YESHNIK, The Arc Carroll County

The Arc Carroll County has been a significant and dynamic part of Danielle Yeshnik’s life since 2009, when she began employment as a job coach. In the 14 years since, Danielle has grown into an effective leader, taking advantage of opportunities at The Arc Carroll County and through The Arc Maryland’s MCE Leadership - The Arc program. Through back-to-back promotions, she also took on the oversight of other coordinators, serving as their coach and mentor.

In her current role as the Manager of Day and Employment Services, Danielle provides not only day-to-day oversight, but also leadership training skills during coordinator meetings to develop her team. She is the go-to person on the job, and
Employee of the Year – Administration/Program Management

handles everything that comes her way with professionalism and poise. Danielle believes that the time and energy she puts into developing her staff leads to more independence and greater opportunities for the people they support. Currently, Danielle is working on attaining her Bachelor’s degree in Business, concentrating on Non-profit management.

Danielle’s longevity with The Arc Carroll County shows her dedication, perseverance, and belief in our mission, vision, and values to support people with IDD to live fulfilling lives. This award cements and rewards her commitment.
Legislator of the Year Award

This award is presented for outstanding leadership in the Maryland General Assembly on behalf of the rights of persons with IDD. Honorees are selected by the President, Executive Director, and Co-Chairs of the Governmental Affairs Committee of The Arc Maryland.

SENATOR MALCOLM AUGUSTINE, District 47, Prince George’s County

Senator Malcolm Augustine is the Senate President Pro Tem and a member of the Education, Energy, and Environment Committee. He has served in the Maryland State Senate since 2019, where he is a leader in advocacy for expanded physical and behavioral healthcare access.

Senator Augustine seems to truly understand that healthcare access is a central concern for Marylanders, and that mental health disorders and inadequate treatment options impact our community beyond the individuals. There are ripple effects of mental health that show up in increased ER overstays, criminal behavior, victimization, drug overdose, and suicide rates. Mental health affects us all in one way or another, directly or indirectly, and Senator Augustine is shining a light on the need for greater community and collaborative care, health provider capacity, insurance access, and ending stigmatization.

Senator Augustine was selected for this prestigious award by the chairs of The Arc Maryland Governmental Affairs Committee for his work on behalf of people with intellectual and developmental disabilities and co-occurring behavioral health needs. In the 2023 Legislative Session, he introduced several bills to expand community capacity to support people with complex needs, fund critical lifelines such as 9-8-8, and expand collaborations to improve equity and access to healthcare. Senator Augustine is a true champion for our community. Our families, people with IDD, and their providers cannot thank him enough, and we look forward to continued partnership and working together to make Maryland a state that is known for excellent healthcare, where no one is left behind.
Delegates Vanessa Atterbeary is a Howard County native and has represented District 13 for nearly a decade as a member of the Maryland House of Delegates. As Chair of the Ways and Means Committee, she oversees issues that are very important to people with disabilities and their families, including legislation impacting special education, early intervention, childcare, and voting accessibility.

In the 2023 Legislative Session, Delegate Atterbeary introduced important legislation to shift the burden of proof in special education due process proceedings. This issue that has come before the general assembly in prior sessions, but has never gained as much traction as it did this year. Another bill she sponsored would have created a 911 voluntary registry program, designed to improve interactions between people with special needs and first responders. This bill language incorporated feedback and guidance she received from people with disabilities, their families, and disability advocacy organizations. Unfortunately, time ran out in the legislative session before the voluntary registry bill could pass, but we are intensely grateful for Delegate Atterbeary’s determination and collaborative spirit. Important groundwork was laid to create opportunities for greater communication and understanding between first responders and people with special needs, and we are optimistic for the future. The Arc Maryland honors Delegate Atterbeary today for her tenacity, kindness, partnership, and actions. We look forward to our continued partnership to create a more equitable, accessible, and inclusive environment for individuals with intellectual and developmental disabilities and their families.
Recognizes our awesome:

EMPLOYEE OF THE YEAR
KEISHIA FELLS

DSP OF THE YEAR
EUSTACE LANGLEY

VOLUNTEER OF THE YEAR
LORRAINE LEWIS

We thank you for all you do!

www.thearcofpgc.org
The Legacy Award

This award is presented on those occasions where the individual’s lifetime work leaves a legacy for the future and mission of The Arc.

MARCELLA E. FRANCZKOWSKI

Marcella has served Maryland’s children and their families for over four decades. Beginning in 1978, Marcella worked in a wide range of programs, and held multiple early childhood and special education school-based and central office administrative positions in the Baltimore County Schools, including the Office of Nonpublic Placements and Early Childhood Special Education.

In 2011, Marcella became the Assistant State Superintendent of the MSDE, Division of Early Intervention and Special Education Services, where she faithfully served the State until her resignation in 2023. Marcella is well regarded as one of the most influential shapers of early intervention and special education we have ever seen in our Maryland System of Education. She is also recognized nationally for her innovative and impactful leadership. Marcella has always respected the incredible responsibility that she and other educators had in transforming the lives of children, students, and families. From increasing inclusive opportunities for our youngest learners, ensuring access and equity through specially designed instruction, and elevating expectations and outcomes for students with disabilities as they transfer from school to higher education, careers, and the community, Marcella set the bar high and worked in partnership with all stakeholders to address and resolve barriers to access, equity, and inclusion.

Marcella was instrumental in the success of the Together We’re Better Inclusive Schools Program: an initiative in partnership with The Arc Maryland, The Maryland State Department of Disabilities, and the Maryland Developmental Disabilities Council. What once started as a classroom poster contest has grown into a five-part program that serves teachers, students, and schools across the State with resources and disability awareness activities.

Marcella recently joined the Leadership Team of the Kennedy Krieger Institute. She serves as the Assistant Vice President and Executive Director of PACT: Helping Children with Special Needs, Inc.

We are grateful to you, Marcella, for your incredible work on behalf of children and their families. You have touched the lives of so many people, given hope to families, and can be credited with educational outcomes and successes we will never be able to fully articulate. We will miss your kindness, competence, and spirit, and we thank you for the groundwork you laid, and the example you created for us all to live up and into.
Bill Oliver has volunteered with The Arc family for over 35 years. As a young CPA, Bill worked with several clients that were DDA providers and became impressed with the programs and services offered, especially given their limited resources. When the opportunity arose, Bill joined The Arc Baltimore’s Board, where he served for many years. Bill had the privilege of serving two years as their Board President and helped shepherd through the name change to eliminate the “R” word. In the early 2000s, Bill was recruited to be Treasurer of the Arc Maryland, where he served two terms and chaired the initial Chapter Assessments Task Force.

Bill continued his involvement with The Arc as a member of The Arc Baltimore’s Finance Committee. As he neared retirement, Bill accepted an offer to return to the Arc Baltimore’s Board, where he served on the transition committee that selected Kathleen Durkin as the successor to Steve Morgan as their CEO. Bill went on to rejoin The Arc Maryland’s Board, where he currently serves as Treasurer. He has been instrumental in navigating dynamic financial years, including uncertainty created by the pandemic.

While The Arc Maryland faced turbulence at times, Bill was the rock the chapter could rely on to steady our growing and important ship. Bill uses his financial background and expertise to achieve the stability necessary so that the gifted leaders he works with can focus on the mission, advocacy, and service. We thank Bill for his decades of service to The Arc and wish him the best in his next chapter of life!
The Arc Outstanding Employee of the Year—Gilbert John Zucchi Direct Support Professional Award

Each chapter of The Arc in Maryland selected one Direct Support Professional for state-wide honor and recognition. The DSP shall be deemed to exemplify the qualities of Gil Zucchi, including superior moral strength and integrity, devotion to individuals with intellectual and developmental disabilities beyond the call of duty, warm personal relationships, respect, thoughtfulness, and fairness in relationships with persons with IDD. This award is presented to The Arc employees in Direct Support who have made the greatest contribution to their chapters and the mission of The Arc through both personal and professional efforts.

DARLENE GRAHAM, The Arc Baltimore

Darlene Graham exemplifies excellence in her work every day. She is dependable, consistent, caring, and a true advocate for the young man she supports. Recently, Darlene began taking him to a community dance that is far from where they each live and outside of her typical schedule. Knowing how important the experience is to him, Darlene was happy to accommodate. She shared, “Seeing him dance, sing, and have fun with friends brings me joy, and he loves it. I want to be able to do this for him. He loves this dance, and I will make sure he gets here no matter where it is.”

You can find Darlene and the gentleman she supports at the pool, playing basketball, going to the movies, and out to eat. Darlene also encourages him to keep his house clean, which he now takes very seriously and is incredibly proud of! She consistently goes above and beyond, stays up-to-date with her training, attends all meetings, and completes all documentation on time. Darlene has provided an opportunity for growth for the man she supports; his family describes her as an important part of their lives. They appreciate all she does to help him achieve his goals, reach his potential, and live the life he chooses. Darlene is not just his staff, but part of their family! The Arc Baltimore considers it an honor to work alongside Darlene, and are proud to acknowledge her hard work and dedication to the Direct Support Professional field with this recognition.

JESSICA MILESKI, The Arc Carroll County

Jessica Mileski supports people in a way that recognizes their needs, desires, and goals. She is kind, yet direct and effective. Jessica has had great success in keeping the individuals she supports engaged in activities that are meaningful to them. She runs multiple volunteer sites with her groups and assists them in developing and maintaining employment skills. Jessica is flexible
Direct Support Professional of the Year

in her duties and has even coached one of her individuals when he needs extra assistance at work. Jessica is respectful and thoughtful in challenging situations, and she strives for fairness in those difficult times. Jessica’s ability to self-assess and reach out for help when needed is admirable. She is committed to continual growth and enhancing her skills through professional development. Recently, Jessica applied to begin her DSP I certification via NADSP through The Arc’s Project RISE program. Jessica truly cares about the individuals she supports and is a deserving recipient of the DSP of the Year award.

STEPHANIE JEFFERSON, The Arc Central Chesapeake Region

Stephanie Jefferson’s thoughtfulness, dedication, and encouragement as a Direct Support Professional in The Arc Central Chesapeake Region’s Day Services program are unparalleled. Her enthusiastic spirit for the individual she supports has created incredible progress in identifying, working toward, and achieving his goals over the last year. Stephanie started working with him in August, 2022. After learning he enjoyed exercising at the gym, they started working out together each morning. He has been focused on his fitness journey and looks forward to each day’s exercises.

In the nearly eight months Stephanie has supported him, he has continued to improve his strength, flexibility, and health in alignment with his wellness goals. To keep him energized and motivated, Stephanie worked with him to create a motivational poster! Because Stephanie took the time to learn how he likes to spend time and what parts of his life he wanted to see personal growth in, she was able to get him even more deeply involved in the fitness community and work on healthy eating and fitness habits. With Stephanie’s support, he has maintained his passion and has lost over 50 pounds, and improved his mental health and overall well-being! The Arc Central Chesapeake Region thanks Stephanie for her hard work and support!

TARA GROSS, The Arc Howard County

Tara Gross has been with The Arc Howard County since November 2018. While she began as a Direct Support Professional, she has since earned her role as a Direct Support Manager. Over her almost five years with The Arc, families have commented on how Tara’s person-driven practices make their family member feel heard. In her role as Direct Support Manager, Tara’s number one objective has consistently been ensuring that the gentlemen she supports are heard. They are involved in all aspects of how their home operates. She exemplifies the person-driven culture that The Arc Howard County strives for.
Direct Support Professional of the Year

DAUDA OLANREWAJU ONIFADE, The Arc Montgomery County

The Arc Montgomery County is honored to have Dauda Olanrewaju Onifade on its team! His competence, ability, and readiness to achieve organizational goals for the people they support are unmatched. Dauda is diligent, a team motivator, and has exemplified his leadership role. These qualities that Dauda presents are extremely valuable to The Arc Montgomery County and to the people he supports. Dauda is a shining example of a Direct Support Professional and any organization would be lucky to have him!

RUTH UZZELL, The Arc Northern Chesapeake Region

Ruth Uzzell lives and embodies The Arc Northern Chesapeake Region’s mission. She is dedicated to advocacy and assisting the people they support to live the best lives possible. She does this in many ways, including volunteering her personal time to cover extra shifts. She is fully involved with the people the chapter supports by ensuring their needs are met, whether by participating in activities in their home and community, attending appointments, helping them advocate for themselves, and spending quality time with them. She is knowledgeable and observant regarding the care of the people she supports, ensuring they receive fair treatment. She enjoys her job and approaches some of the toughest situations with a calm and decisive demeanor. Ruth is especially deserving of the Direct Support Professional award.

EUSTACE LANGLEY, The Arc Prince George’s County

Eustace Langley is a Direct Support Professional in The Arc Prince George’s County’s Community Living program. In his time with the chapter, Eustace has worked with the same individuals who have gradually increased their independence with his support! He is a think-outside-the-box type of person when it comes to helping others. He supports individuals to perform daily tasks and participate in the communities of their choice. Eustace gives his all in his service, and The Arc Prince George’s County thanks him!
Direct Support Professional of the Year

BEVERLY SMITH, The Arc Southern Maryland

Beverly Smith has been with The Arc Southern Maryland for 25 years, a feat not accomplished by many! She has dedicated so much of her life to our organization because this is where her passion and talents come together. She makes a real impact on the lives of the people with IDD that the chapter supports. Beverly is a team player in a role where that trait is so valuable. She is always willing to step out of her assigned role in their Day program to fill in the nighttime and weekend gaps in their residential homes or helping out with transportation. When Beverly recognizes these opportunities to help, she takes the initiative to do so without being asked, and without the expectation of recognition. Her humility and work ethic are admired by many at The Arc Southern Maryland, and when you combine this with her experience, she is a natural leader and mentor to the staff who have joined the chapter over the years. Beverly is the best combination of a consummate professional and a compassionate soul; she is the penultimate Direct Support Professional.

PAM BUCKLER, The Arc Washington County

In her position with The Arc Washington County’s Day Program, Pam Buckler has the devotion to make good things happen for all the people they support to have a better life. Pam continuously offers ideas for places to go and things to do. She consistently takes the initiative to challenge people to try something new! She finds inspiration in supporting others in exploring activities that bring them joy. In just the past few months, Pam and her co-workers have supported people on trips to the DC Auto Show, a Water Taxi Ride to view the peak bloom of the National Cherry Blossom Festival in DC, a scenic Railroad ride in Pennsylvania, Hershey’s Chocolate World, and several excursions to Discovery Museums. She carefully matches interests with opportunities for each person served and always plans for contingencies. From cooking desserts and breads to finding books on Ramadan to help celebrate the holiday, Pam has you covered.

Over her two years at The Arc, Pam has embraced the field and is anxious to learn all she can to support people in the best way possible. Her positive attitude, focus on the individual, teamwork, and ability to go above and beyond show Pam’s dedication to the people she supports. Pam stands out, sets an example for others, and demonstrates living advocacy in heart and action.
Chapter Volunteer of the Year Award

This award is presented for dedication 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.

BOB DAVISON, The Arc Baltimore

Bob Davison began service on The Arc Baltimore Human Rights Committee in 1991 when he joined their Board of Directors. While he ultimately rolled off the Board, Bob continued as a committee member, providing a consistent and balanced presence. He now serves as the Human Rights Committee’s chair, where he oversees the review and approval of The Arc’s Quality Assurance Plan, all changes to existing or new policies and procedures for the agency, approval of all behavior support plans and rights restrictions for people they support, and review of all incident reports and follow-up questions. As the parent of an adult son with disabilities, Bob can be relied on to ensure the agency is accountable to all their constituencies. Most importantly, though, Bob always looks out for the interests of the people they support.

ERICA E. WHEELER, The Arc Carroll County

Erica Wheeler has made a career out of giving back. Erica currently serves on the board for the Ethan Saylor Alliance and is the board secretary for The Arc Carroll County. She also previously served on the board of the Maryland Special Olympics. A few years ago, The Arc Maryland recognized the need to better support local chapters with self-advocacy and provided a statewide model of support for their self-advocacy programs, Empowering Partners. Erica, serving as the chapter’s self-advocacy group leader, followed the new statewide practices in stride! Erica can be found every Thursday at The Arc leading discussions for Inspiration Advocates. She has a devoted group of participants who eagerly await each class. Erica also leads The Arc Carroll County’s local effort each DD Day, helping to arrange presentations for their local delegation. Erica is not only one of Carroll County’s shining stars, but her star shines throughout Maryland. The Arc Carroll County is thrilled with Erica’s many achievements and thankful for her dedication.
Chapter Volunteer of the Year

LAURA AUSTIN, The Arc Central Chesapeake Region

Laura Austin has been a member of The Arc Central Chesapeake Region’s Board of Directors for almost nine years, currently serving as the immediate Past Chair. Laura is an innovative leader, a strategic thinker, and a volunteer who serves with enthusiasm, perseverance, and compassion. She is committed to ensuring all people with intellectual and developmental disabilities have access to the holistic, person-centered services and resources they need. In her tenure on the board, Laura continues to push The Arc to think of what is next for the people they support and our community as a whole. She is a forward-thinking, passionate leader whose professional and personal experiences make her an excellent thought partner and volunteer at The Arc.

DUNCAN R. BARKS, The Arc of Frederick County

Duncan Barks has been a tremendous asset to The Arc of Frederick County over the past six years. Duncan, a father of two daughters with disabilities, understands the importance of The Arc and its programs. He serves as The Arc of Frederick County’s Treasurer on their Board of Directors and assists with program development and anywhere else he is needed. The Arc of Frederick County thanks Duncan for helping create a wonderful vision for the future of the chapter and the people it supports.

THERESE ERDMAN, The Arc Howard County

For several years, Therese Erdman has donated her time, talent, and money to The Arc Howard County to make their Chocolate Ball a resounding success. For their signature event, Therese has worked to design beautiful flower arrangements and table settings. To ensure attendees love the designs, too, she sets up time in The Arc Howard County’s Day Program to collaborate with the people they support on the flower arrangements and other decorations. Year after year, The Arc Howard County can count on Therese for her amazing support!
The team at UMBC’s Training Centers’ Center for Leadership and Innovation (CLI) has dedicated their time and professional insight to The Arc for many years. Since 2018, CLI has been a memorable part of the Maryland Conference of Executives’ (MCE) Leadership - The Arc, our yearly executive leadership training course. Each fall, CLI offers its services to train and build the leadership acumen of The Arc’s up-and-coming leaders. While these services typically cost thousands of dollars, CLI has been gracious to offer them as an in-kind donation. Now, each of The Arc’s 11 chapters across the state has learned from their training.

Outside of their involvement with MCE, the CLI team has also played a part in our SpArc Tank Grant program to Ignite Innovation and Advance the Mission of The Arc Maryland. In 2022, CLI trained potential grantees on their project pitches to The Arc Maryland’s selection committee, boosting their presentation skills and promoting innovative practices in Maryland to support people with intellectual and developmental disabilities. The Arc Maryland thanks UMBC’s CLI team, and especially their Director, Marc Kolp, for their ongoing partnership.

Students from Stone Ridge School of the Sacred Heart have volunteered at The Arc Montgomery County’s inclusive childcare center for several years as part of their Social Action program. These young women volunteer twice a month throughout the school year. They bring energy and excitement to their assigned duties, and their joyful smiles and helpful hands are welcome in the classrooms and the administrative office. Stone Ridge students assist however they can, putting up a new bulletin board, setting up for lunch, helping children wash their hands, or reading to a small group while other children finish their work; no job is too big or small!

While volunteering in inclusive classrooms, the students gain first-hand experience supporting typically-developing children and children with disabilities. After the pandemic, Stone Ridge School was the first group to contact the chapter, and were willing to comply with policies
The Arc Maryland 2023 Annual Awards

Chapter Volunteer of the Year

requiring classroom staff and volunteers to be fully vaccinated and wear masks. After two hard years with no volunteer support in the classrooms, the teachers were thrilled to usher in their return! The Social Action program allows the students to build deeper connections by establishing lasting relationships at one location. Karasik Family, Infant & Child Care Center (KFICCC) children clamor to be in the student volunteer’s sphere—these girls are fun! Some students have returned to volunteer during the summer and school breaks; the partnership has even inspired some students to pursue careers in supporting children and adults with disabilities. The Arc Montgomery County appreciates their partnership that directly benefits the children they support!

DETRA MILLER, The Arc Northern Chesapeake Region

Detra Miller has been a dedicated board member of The Arc Northern Chesapeake Region for over five years. She has served on their After d’Arc Gala Committee, Golf Tournament Committee, Executive Committee, and Retention Committee. She also participated in our Adopt-A-Home program for multiple years. Most recently, Detra served as the Chair of The Arc Northern Chesapeake Region’s Social Justice Committee, leading the group and facilitating their meetings. She was detrimental in planning the chapter’s Diversity Festival last year, where she even served as the event MC! The Arc Northern Chesapeake Region is grateful for Detra’s time and dedication over the years.

Lorraine Lewis, The Arc Prince George’s County

Lorraine Lewis is a very active parent volunteer at The Arc Prince George’s County’s Day Program, Bridges. She participates in events such as Cowboy Day, 1970s Dress Day, and the Black History Play, going the extra mile by bringing food and assisting in activities! Lorraine also donates non-perishable items to keep on hand in case of emergencies, and uses her own money to make Christmas gift bags for program participants. Lorraine has also volunteered her time assisting another parent to obtain guardianship of their loved one by providing the parent with pertinent contacts and resources to complete the matter promptly. Lorraine’s compassion and willingness to share her time, treasure, and knowledge are admirable, and The Arc Prince George’s County cannot thank her enough.
Chapter Volunteer of the Year

DENISE M. KOPEL, The Arc Southern Maryland

Denise Kopel is dedicated, caring, resilient, and energetic, but the best way to describe her is a go-getter! Denise joined the volunteer team at The Arc Southern Maryland through Leadership SoMD, showing up to the first call with ideas on how the group could make a huge difference, which they certainly did! She worked as the group spokesperson and helped coordinate two other volunteers from the group to join their Christmas Caroling in St. Mary’s County. She even reached out to a Leadership SoMD alumnus who had a connection with Santa and arranged for him to join the caroling; the smiles and laughter provided that evening were priceless.

Denise also planned a Painting Day at one of the chapter’s residential homes, where everyone enjoyed the teamwork that took place. Additionally, Denise is a Legislative Aide for Senator Jack Bailey and, from day one, DD Day 2023 was on her radar. With excitement, Denise told Senator Bailey that a group was coming to Annapolis and ensured them that he could meet with them. The Arc Southern Maryland had no idea what they were in for: Senator Bailey met them as they parked, shuttled them to the venue, and gave them his balcony seats for the morning Senate session. He even gave them a personal tour of the State House and his office. This amazing opportunity for the people they support would not have been possible without Denise’s help. The chapter thanks her for making this wonderful connection!

M. SCOTT BOWEN, The Arc Washington County

Scott Bowen has been a friend of The Arc of Washington County for over a decade, where he has been a strong advocate and supporter of their work. He has volunteered countless hours assisting with facility questions, concerns, and needs. In 2021, Scott helped the chapter achieve its first-ever Capital Campaign that raised over $6,000,000, which helped renovate 40,000 square feet and start an endowment. For over five years, Scott has also served on their Dancing with the Stars sponsorship committee. Most recently, Scott stepped off the committee to participate as a dancer in the event! His passion for dance and competitive drive pushed all 2022 dancers, and he was the catalyst for a record-setting year that saw the dancers raise over $75,000 and the event raise $175,000! The Arc Washington County thanks Scott for his dedication and passion for the organization!
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Sharon and Kevin Dols
Ande and Marc Kolp

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Thank you to each and every member of our Convention Committee for their dedication, enthusiasm, and support to create a fabulous 2023 State Convention!

Luc Chausse,
The Arc Maryland
Natalie Dohner,
The Arc Maryland
Sharon Dols,
The Arc Maryland
Ande Kolp,
The Arc Maryland
Coni Nepomuceno,
The Arc Maryland
Meagan Andrade,
The Arc Baltimore
Mary Jo Walla,
The Arc Carroll County
Heidi Berlin,
The Arc Central Chesapeake Region
Linda Prochaska,
The Arc Central Chesapeake Region
Aaron Stephens,
The Arc of Frederick County
Jill Berry,
The Arc Howard County
Kiki Coffman,
The Arc Howard County
Holly Reasner,
The Arc Howard County
James Gipson,
The Arc Montgomery County
Cheryl Mele,
The Arc Northern Chesapeake Region
Alvin Vaughan,
The Arc Prince George’s County
Jennie Parran,
The Arc Southern Maryland
Sandra Miles,
The Arc Washington County

Thank you to our Chapter partners for your donations to our Convention Silent Auction. All proceeds from sales go to provide self-advocate and support staff scholarships. Proceeds from the 2022 Convention were used to provide free convention attendance for 9 self-advocates from around the state and 2 direct support staff members.
Congratulations To Our 2023 Graduates of MCE Leadership: The Arc

The Arc Baltimore
Tammy Kasikel
Daniel Luckenbach
Arista Williams

The Arc Carroll County
Kourtney Merriam
Rachel Verrette

The Arc Central Chesapeake Region
Gabrielle Elsey
Valerie Russ
Shantae Whittle
Shanell Wilson

The Arc of Frederick County
Megan Dewing
Rosa Raez

The Arc Howard County
Neufville Borbor
Eliza Hunter

The Arc Maryland
Coni Nepomuceno

The Arc Montgomery County
Ruth Magino
Nicholen McGougan
Lauren Peirce

The Arc Northern Chesapeake Region
Kelli Clawson
Chikara Massey
Katelynn Selchert
Amanda Wurm

The Arc Prince George’s County
Abraham M. Donzo
Mercy Kolawole
Sheldon Kronzek
Keisha McGeachy
Monique Robinson

The Arc Southern Maryland
Delanta Brown
Marline Parran

The Arc Washington County
Meg Jancuk
Courtney L. Rowe
Jennifer Shaw

The Maryland Conference of Executives - The Arc is proud to congratulate the 31 chapter employees from across Maryland on their successful completion of MCE Leadership: The Arc

Find Out More About Your Local Chapter Of The Arc:
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