Our hopes springing high, WE WILL RISE Still
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Dear Friends of The Arc Prince George’s County,

All of our lives changed when the State of Emergency was declared in Maryland on March 13, 2020.

Here at The Arc, we instituted strict adherence to the COVID-19 safeguards recommended by the Center for Disease Control – wear a mask, keep six feet away from other people and wash our hands for 20 seconds regularly. None of this was easy for those we serve who didn’t understand why there was a prolonged change in their routine and a requirement to stay at home without more than an occasional porch or window visit with their loved ones. All this so we could stay protected from COVID-19. Still, some of our residents contracted the virus. Even some of our direct support professionals got sick, but they rose to the occasion and served even after quarantining for 14 days and testing negative.

Early on, it would not have been possible to function if supporters like Carefirst and the Greater Washington Community Foundation had not stepped up to offer us the funding to prepare ourselves with the personal protective equipment we needed to operate safely. Because of their timely generosity, we were able to adapt to what quickly became and has become a new normal. Special thanks to the Blue Cross Blue Shield Association, The Hays Companies, Alco Pharmacy, WesBanco, our County government as well as our board members who individually gave and raised over $100,000 in 2020 to aid us in our time of need.

Yes, we took our vans off the roads, and shut down our Day Program (Community Links) as well as Bridges, our medical day program. But we were also one of the first providers in the area to launch its virtual learning schedule, opening up a new opportunity for engagement relying on technology funded in part by Comcast. We also hosted Zoom meetings to keep families educated about the pandemic and the safeguards we were putting in place at The Arc. At the same time, we purchased games and activities, underwritten by The Arc Maryland, to help residents cope with the stressful situation.

The mood was somber then, but remains much more hopeful now that people are getting vaccinated. So, we pledge to collectively do our best to rise above the chaos caused by COVID-19 and to surpass even our own expectations. Read on to learn more and thank you!

Be safe and stay healthy,

Adeyinka Ogunlegan  
Board Chair

Rob Malone  
Executive Director

Adeyinka Ogunlegan
President,  
The Arc Prince George’s County
Board of Directors

Rob Malone
Executive Director,  
The Arc Prince George’s County
We understand and appreciate the confidence loved ones have in the care we give and we, too, miss those we had come to serve. Their collective hearts and spirits will be with us forever. Many became more than just our clients, and many became more than just co-workers. They became part of our Arc family.

This page is our way of saying we honor those precious souls with a trail of cherished memories.

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<tr>
<th>Name</th>
<th>Program</th>
<th>Month Passed</th>
<th>Years Served by Arc</th>
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<td>October</td>
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<td>Jamison Dickey</td>
<td>Personal Supports-ISS</td>
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<td>William “Billy” Richards</td>
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<td>Clarence Swann</td>
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<td>Nia Throne</td>
<td>ES Crews/ MLK</td>
<td>June</td>
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<td>Dwayne Walsh</td>
<td>Bridges</td>
<td>November</td>
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<td>Fabian Zanta</td>
<td>ES Crews</td>
<td>August</td>
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## FY2020 Audited Financials

### REVENUES

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<th>Amount</th>
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<td>Meaningful Day Services</td>
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<td>Family and Community Supports</td>
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<td>Transportation Services</td>
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### EXPENSES

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<td><strong>Total</strong></td>
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Ready@21 is a program that teaches important life skills needed to function as an adult in the community. More than 60 students signed up in 2020 for pre-employment training services to support their employment, independence and self-advocacy skills to help transition from high school and to improve readiness for competitive employment. 19-year old Bowie High School student, George is an eager participant–his dream is to work in the auto industry and Ready @21 has helped him to discover his strengths and weaknesses, and to develop better leadership skills. Now, he also mentors other students as a Ready@21 peer ambassador to support youth in their employment journey.

At right, we see a productive Zoom Meeting, as Melonee Clark helps students work on their skills and stay encouraged, while enjoying a feeling of community with their peers.
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February is the month of love. Each February, we show our love by sending all of our Arc Society donors a special greeting to remind them how much we appreciate their support. Because of the pandemic, there is no way to meet face-to-face with donors. We have found other ways to stay in touch with written funding reports, resilience and success stories, photos, phone calls and invitation to virtual meetings.

In February of 2021, we were very proud to host a vaccine clinic here at The Arc—one of the ways we are striving to show our love and care for our community.
Little did we know at the time, but our Annual Bowling Bash that we held in early March would be our last big in-person event for 2020. We had two tournaments as planned the first Sunday in March. About 200 bowlers and their families joined us at Bowlero in College Park. Here’s Eugenia Ebb and her children Malachi & Marlee, enjoying the fun. In 2021, many of our friends will join us online for some fun virtual games!
The Project SEARCH High School Transition Program is a unique, business-led, one-year school-to-work program that takes place entirely at the workplace. Total workplace immersion facilitates a seamless combination of classroom instruction, career exploration, and hands-on training through worksite rotations. Support from Carefirst, the W.S. Abell Foundation and the Fund for Children, Youth and Families has helped support Project Search.

This unique program provides real-life work experience to help youth with significant disabilities make successful transitions from school to adult life. Joint Base Andrews is the Host site for The Arc Prince George’s County Project SEARCH program.

Based at Joint Base Andrews, Project SEARCH program went virtual in 2020. Our interns typically work with their instructor and Skills Trainer five days a week, six hours a day. The interns participate in various virtual activities which include job shadowing, assignment rotations, interviewing, and workplace simulations that include sites like a fast-food restaurant, a grocery store, and a pet shop.
All of The Arc Prince George’s team and our valued partners have worked together to “RISE” above all of the challenges COVID-19 has thrown our way. Through such events as vaccine clinics, special virtual activities and refreshing outdoor activities, our partnership has helped all of us stay strong and revitalized!
Virtual Annual Meeting & Employee Celebration
6-7:30 p.m.

Supporting Mental Health
The Arc Prince George’s County makes an indelible impact on our community. Alie Sheriff, Program Specialist, is a great example, who along with a few team members, worked tirelessly to help Delethia’s parents engage her in remote learning exercises (like the puzzle at right). Calls to the home where she lived with her mother were made for months and all went unanswered. A ‘Plan B’ included contacting her father who did not live in the home but came to the rescue. He bought a personal tablet for Delethia and emphasized to her mother how important it was for Delethia to take part in our learning activities.

This was the spark her mother needed. As a result of staff’s persuasive effort, Delethia’s mother is now one of the first people to sign on to our Zoom learning activities, even when another person is completing his/her session. If for any reason her mother is not available at the designated time, Delethia’s mom will ask to re-schedule instead of missing a day’s lesson with her daughter. Her mom has become so interested and motivated that staff understand how important is for both Delethia and mother to be engaged. Delethia’s mother has even asked for additional lessons to help her child after the sessions are complete.
Josh and Sydney are examples of how our partnership with a funder and the willingness of parents to pivot with The Arc allowed us to collectively rise above the challenges of the pandemic to create opportunities and close achievement gaps.

The Williams family had to radically rethink their summer camp plans for their son, Josh, after COVID-19 caused many facilities to close in 2020. Thanks to our camp funder, the George Preston Marshall Foundation, 22 young people were able to participate in alternative summer experiences they would otherwise not be able to afford, such as virtual camp, educational materials and limited in-person activities. Josh was able to purchase a desk chair and a Chromebook to support his online learning—something he can use year-round for school.

Another parent’s daughter, Sydney, enjoyed therapeutic horseback riding and virtual speech therapy. “It may not be as social as camp,” her Mom commented “but it gave her some normalcy during the pandemic as well as helped her with core balance (horseback riding) and articulation (speech).”
After being inside the house for months engaged in virtual learning, we knew we needed to remind our young people about the importance of remaining healthy. After all, people with underlying conditions have been shown to be the most vulnerable to contracting the coronavirus and suffering more as a result.

With funding from Qlarant Foundation, The Arc invested in educational materials and technology, and recruited a team of partners and staff who coordinated Ready@21 and other Ready 2B Healthy activities during COVID-19. Ready2BHealthy was originally created to assist with medical transition planning and self-advocacy, and our team is excited to expand into these new areas of wellness, nutrition and fitness education.

Robert, age 16, attended Ready@21, which continued to operate virtually during the pandemic. His mother participated in Transition 101 and other workshops for parents. She maintains, “The more the workshops help me, the more I can help Robert.” When you look at the faces of the more than 19 families (out of 61 total families served) and their loved ones who participated on the Zoom sessions in 2020, it is quite clear how much this support means, especially during COVID-19.
Our direct support professionals (DSPs) are serving individuals in our group homes under extraordinary conditions. Some individuals have chronic health conditions that put them at high risk of contracting COVID-19. Some have behaviors that can make them restless and even confused.

Still others require more attention to keep them calm, occupied and productive. Then, there are times when they must quarantine with those they serve, separating them from their own families for up to 14 days.

These caregivers were not even recognized as “essential” by the government until COVID-19 started claiming lives. Yet, despite low wages, they have been providing extra care and coverage for our highly vulnerable neighbors at risk to themselves. With few exceptions, our DSPs have continued to come to work, covered extra shifts and donned the protective gear – though often cumbersome – to do what is necessary to provide quality care.
SEPTEMBER 2021

Planning for the Future

AUGUST 2021

OCTOBER 2021
Our Employment Services team supported 93 individuals who had job placements during COVID-19 at Giant, NAME SOME OF THE EMPLOYERS HERE. Corwin, for example, continued to help organize and return shopping carts to the store at Home Depot where he has worked for the past # years. Employment is so important because it provides independence, self-confidence and a sense of accomplishment.

Nationwide, the unemployment rate is 70-80 percent for individuals with intellectual and developmental disabilities. So, it is important—even during COVID-19—to provide training and to advocate for jobs among potential employers. Fortunately, most of the people in our Employment Services Program remained involved in virtual training last year thanks to laptops funded by Comcast and the Prince George’s County Council. Virtual learning focused on many of the same topics we normally teach such as how to prepare for a video interview and how to complete on line applications.
OCTOBER IS NATIONAL DISABILITY AWARENESS MONTH!

Inclusion Works! Event & End of Life Planning
Probably our biggest pandemic challenge during the year was keeping the people supported in our 48 Arc homes safe and healthy. This was new territory for us, but The Arc acted swiftly to keep our individuals safe by ensuring isolation or quarantine situations when needed. We launched an awesome mobile COVID-19 response team, lead by the Quality Assurance and Nursing Departments, to provide immediate relief and support to all staff and people we support, that were directly impacted by COVID-19. We battled limited supplies and skyrocketing costs to maintain cleaning supplies as we increased our sanitation routines to three times per day. As the pandemic continued, we instituted measures to test temperatures as people enter our group homes.

We also established a solid routine throughout the Arc and our direct service professionals continue to teach all residents to ensure everyone was exercising the 3 W’s – Wash your hands. Wear your mask. Watch your distance and stay at least six feet apart. – all Center for Disease Control (CDC) recommendations for minimizing your exposure to the coronavirus.

We amassed a great supply of Personal Protective Equipment (PPE), thanks to donors like Carefirst, Maryland Nonprofit Recovery Act, and the Sam Brin Foundation, to maintain safety protocols.
Over the past few years, we have enjoyed sharing quality time in-person with the Blue Cross Blue Shield Association during the holidays. Their employees choose gifts off of a list we provide and oh, the joy it brings to those we serve when they receive an item they asked for show up just for them! Again, because of COVID-19, BCBSA encouraged their employees to contribute to a Giving Tree via our Arc website. More than $3,000 was raised!
Giving Tuesday Donor Appreciation Day
We made it through last year because of your donations, your confidence, your ability to care for those you love, and your commitment to advocate for those with intellectual and developmental disabilities.

We continue to be impressed by how you embody the quality of RESILIENCE.
The impact of The Arc Prince George’s County can be felt all over the county with more than 700 employees, 48 residential houses, and a fleet of more than 100 vans helping the people we serve rise to the occasion each and every day!
# Arc Society Donors

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Bancorp Bank
Paul Bauer
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Blue Cross Blue Shield Association
Bob Grill General Contractor, Inc.
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Carefirst
Chaney Enterprises
Wayne & Denise Coleman
The Columbia Bank
Comcast
Commercial Insurance Managers
Community Foundation of Anne Arundel County
Dominion Foundation
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Sarah Earwicker
Ruth Eicher

Susan Eicher
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Clifford George
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Helen Goldsmith
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National Council on Aging
John O’Connor
Craig & Betsy Parker
Wesley & Connie Paulson
Pepco
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Prince Georges County Council
Qlarant Foundation
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Kenneth & Lucille Taylor
TD Charitable Foundation
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WesBanco
William S. Abell Foundation Inc.
The Brunch Bunch would not let anything, not even a pandemic, stop them from tackling life changing topics. What were meant to be offered as in-person seminars were changed over to virtual platforms. Interestingly, more than 250 people participated in Brunch Bunch sessions in 2020—more than we would have reached if we had met in person. Beginning in April 2020, we immediately offered virtual session on topics such as Virtual Opportunities, Resources during COVID, Mental Health and Voting.
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**70th Anniversary Celebration**

**Supporting Mental Health**
The Arc Partners with County to Distribute Food

The Arc Prince George’s County’s fleet of more than 100 vans were halted and put on “pause” when the pandemic shut down our day programs. We started the year transporting more than 255 people to community activities throughout the county, representing an average of 40-80 miles daily per vehicle. After COVID-19, we had to pivot.

Thanks to a partnership between our agency and the Prince George’s County Department of Health, we were able to re-employ some of our drivers to help with food deliveries to seniors and people with disabilities that live in the county.

Our commitment to the cause and responsiveness in partnership, resulted in a longer-term arrangement to package and deliver PPE and food items provided by Department of Health’s Health and Wellness Division to over 600 families a month.
Just like moons and like suns,
With the certainty of tides,
Just like hopes springing high,
Still [we'll] rise.

—Adapted from an excerpt from Maya Angelou’s poem “Still I Rise”

Celebrating 70 Years!

Save-the-Date for
Friday, May 13, 2022

We can’t wait to greet you
at our Anniversary Celebration!