



Community Support Services, Inc.

9075 Comprint Court, Gaithersburg, MD, 20877
(301) 926-2300
www.css-md.org



Annual Report 2013

July 1, 2012-June 30, 2013

Mission Statement



Ezana dances at the prom.



Alex performs at the Art Showcase.

Community Support Services, Inc. is committed to the provision of quality community-based services to individuals with developmental disabilities. Individuals will be supported in accordance with their needs in school, work, home and the community. Services to be provided may include, but are not limited to, the following: job development; job coaching; transportation; money management; recreational skill development; instruction and supervision in the home; and behavioral management. Services are designed by the individual, the individual's family and others who know the individual well. Services are rendered in the environments in which the individual desires to live, work, recreate, or pursue educational goals. Services are fashioned to support each individual to pursue his/her own self-directed life goals.



Michael and Scott enjoy a game of Uno with their friends on Friday afternoons.

From the Executive Director



Preston wishes Asher a happy birthday.



Pia weighs and sorts potatoes for her job at Red Wiggler Farm.

Dear Friends,

With momentum from a strong FY12, CSS moved into FY13 with the confidence and determination needed to continue its mission in ever changing times.

CSS strives to make the lives of those with autism and other developmental disabilities better by exceeding the high standard of program quality and customer satisfaction that has come to be expected, while maintaining financial stability.

The organization saw much positive change throughout the year. Services and programs were expanded, homes were renovated, training methods were improved, and relationships were strengthened as CSS increased its visibility and engagement in the community.

The well qualified and trained work force is the backbone of CSS, and an improvement in hiring procedures, training curriculum and accountability systems allowed CSS to build on the skills and dedication of the members of the organization. In FY13, CSS welcomed 115 new employees and said farewell to 64, totaling 398 staff members as of June 30, 2013. CSS was able to provide a cost of living adjustment to all staff in FY13 in addition to merit increases. Additionally, several new positions were created to keep pace with expansion, including a substitute coordinator position to assist staff in finding qualified replacements when they need to take leave.

Communication among staff, family members, and other stakeholders is essential for quality services. CSS implemented an electronic record keeping system which includes an internal messaging component as well as a new way to document needed information. Office space in the resource center as well as at each residence is reorganized in order to utilize the new equipment and software. The internet was set up in every residence, and residential supervisors are working primarily in the homes as a mobile work force. Training



Jeremy keeps the beat in music therapy.



Rachel bakes cookies for the Sunflower Bakery.

was designed and implemented across the agency in order to familiarize all staff with these changes, work out problems as they arise, and move forward to incorporate more features of the system into day to day operations.

CSS is committed to meeting the needs of the community. Children's programs were strengthened and expanded. Of the 81 children receiving

support over the last year, nine received residential services; five attended local special education programs; and four attended the Marcia D. Smith School. Other children were able to benefit from the after-school, summer and holiday camps, and in-home and community support offered by CSS.

CSS navigated the complexities of multiple funding sources for children and successfully assisted families in acquiring the funding for which they were eligible, utilizing sources such as the autism waiver, DDA, DHHS, grants, scholarships and private funding.

The Marcia D. Smith School served a total of 14 students in FY13, five of whom successfully transitioned to CSS adult services. With a renewed focus on the development of work and life skills, the school continues to prepare students for a seamless transition at the age of 21 to adult services.

Requests for expansion of adult services were addressed as well this year. Six new individuals were welcomed to adult residential services, bringing the FY13 total to 80 individuals.

Adult day services saw the addition of eight new individuals, for a total of 131 individuals 21 years or older in the program. Forty-

three individuals were supported in the day habilitation program throughout the year. Thirteen new individuals received funding from CSLA or ISS services, for a total of 47 adults living in their family home while receiving services beyond the day program.

Options for a variety of work, recreational and social experiences within the community continued to be enhanced, with employment being at the forefront. Supported employment provided services to 88 individuals in FY13. Partnerships with 14 new job sites were created, increasing the total number to 78 companies, supporting 49 volunteer experiences in the community and 29 paid employment opportunities.

Individuals participating in CSS day services faced a new challenge this year as Metro Access services suddenly changed. At the beginning of the year, some individuals were transported by MV, rather than the subcontractor ParaMed. Through discussions between CSS stakeholders and WMATA, it was determined that individuals attending CSS day services need enhanced transit services such as consistent routes, regular drivers and door-through-door service. As a result of advocacy efforts, WMATA restored ParaMed services for CSS. With the crisis resolved, a process began to develop a pilot project to study alternatives to regular Metro Access for individuals with similar needs to those supported by CSS. A grant will be given to CSS in FY14, allowing CSS to contract directly with licensed transportation companies to deliver quality transit services. The



Brian takes the lead at the CSS Olympics.



Elise and Adriana enjoy eating lunch together.

success of this project will determine future alternative transit options for individuals with disabilities in Maryland.

Professional services continue to be an integral part of CSS support plans. Psychological and Psychiatric services were expanded to support new individuals to develop social/behavioral skills on a consultative basis. Ongoing monitoring of the plans as well as staff training continues to be a primary focus to enable each person to live and work safely in the community. Counselling, speech/language, art, dance and music therapy hours also increased in FY13. A full-time cooking instructor as well as a nutrition consultant remained integral parts of the team, evaluating, training and guiding individuals and residential staff in the preparation of healthy meals and snacks.

Reliability scores of staff implementing plans remained stable at an average of 93 percent. Service quality was again monitored through an internal evaluation process, including a rating of consumer satisfaction for all services. Monthly status scores – a measure of program quality – increased with an agency-wide average of 92 percent, and overall satisfaction ratings remained high.

Participation in recreational programs flourished in FY13 as individuals expanded their interests and ventured to try new activities tailored to their needs and interests.



Chris keeps the trails pristine at Croyden Creek Nature Center.

Montgomery County again sponsored this year's interagency basketball league, and the soccer league continued, in which individuals supported by CSS, as well as two other agencies, participated. The customary recreation offerings, such as art, music, fitness, and sports, continued. CSS utilized recreational opportunities through Montgomery College, Potomac Community Resources, VisArts, Don Crofton Dance Studio, Great and Small Horse Farm, special events organized by Whitney Ellenby, and the Montgomery County Department of Recreation.

The members of Making Connections, a social group serving the community, continued to meet twice monthly throughout the year, enjoying movies, sports events and parties with peers.

Backyard Gardens continued, as well as five community plots, with eight CSS supported adults preparing the soil, planting and harvesting a variety of vegetables and herbs. CSS also participated in shares with Red Wiggler Farm.



James and Cyrus receive their medals at the Montgomery County Special Olympics.



Sam practices his drumming techniques during Afterschool Services.

The much anticipated annual events, such as the beach vacation, holiday party, prom, art showcase, coffee houses, and Olympics at Georgetown Prep, were successful and well-attended. CSS individuals highly anticipate the events, where they develop new interests, friendships blossom, and confidence in social settings grows. Generous support from donors provided the revenue which allowed these activities to continue.

CSS remained financially strong in FY13, utilizing multiple sources of revenue. More than 80 percent of the funding needed to operate adult services was provided by the Developmental Disabilities Administration, supplemented by an approximately 7 percent match from Montgomery County. The bulk of funding for children's services was provided by the Maryland State Department of Education.

In FY13, CSS updated its five-year capital plan for the maintenance and upgrade of homes owned by the organization, and partnered with the Harry and Jeanette Weinberg Foundation to purchase and renovate a new residence. The HJF granted CSS \$60,000, providing nearly 30 percent of the cost of purchase, renovations and furnishings. CSS raised the remaining balance through donations and internal funds to successfully complete the project. The new residence provided a home for two individuals, who are enjoying life in their community. Furthermore, CSS completed four additional renovation projects approved by the county, totaling \$190,000.

The generosity of CSS' family, friends, volunteers, donors and community members was again apparent in FY13. Family members provided advocacy at the state and county levels, sharing much-needed information with others and supporting CSS staff and individuals. The FACE group coordinated its efforts with CSS staff to enrich planned activities and support program goals. The kindness of CSS' friends and family was shown in so many ways – from providing holiday gifts to an individual in need, to joining a work group or committee, to volunteering at a CSS event. This ever-expanding network of support has strengthened CSS' resolve to overcome obstacles and fulfill goals.

CSS faces 2014 knowing it has a vital

role in the lives of people with significant developmental disabilities in Montgomery County. A key goal moving forward continues to be the development and preservation of a strong support system, which enables each individual to participate fully in community life.

The challenges for the year ahead are daunting: to develop strategies to maintain services while faced with inadequate government funding; to advocate for essential services, meeting the specific needs of individuals; to support innovative models of services while identifying new resources; to adjust administrative procedures to maintain the high quality of services despite changing regulations and standards; and to continue to build community partnerships and coalitions to increase involvement, integration and awareness.

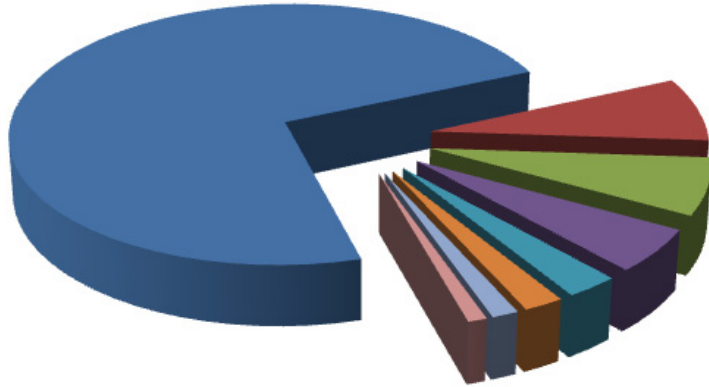
CSS has the commitment, determination and expertise to face these challenges head-on. United by a determination to build a more inclusive community, while supporting the self-directed life goals of each individual, CSS moves confidently into the new year.

Sincerely,

Susan Ingram

Financial Summary: Year Ended June 30, 2013

Public Support and Revenue



■ Maryland DHMH: 72.9% ■ MSDE: 7.7%
■ Medicare (Autism Waiver): 6.9% ■ Montgomery County: 5.3%
■ Fees: 2.8% ■ Grants: 2.1%
■ Other: 1.4% ■ Donations: 1.0%

Program & Administrative Expenses

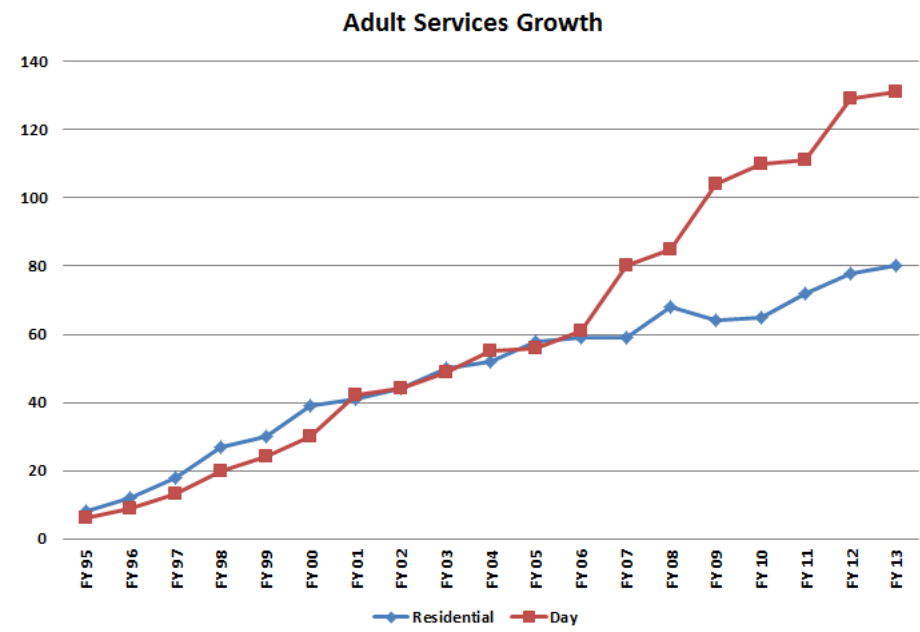
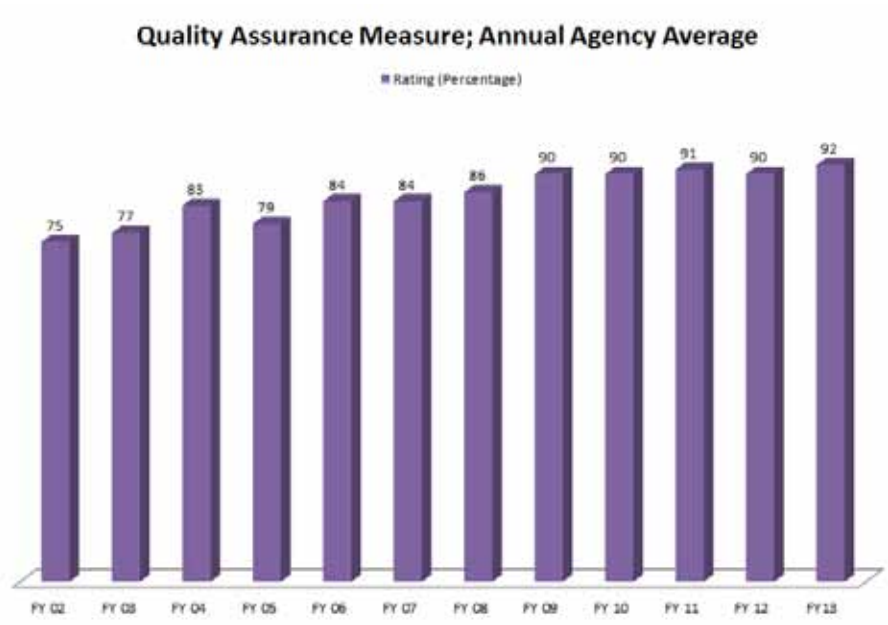
	Program Expenses	Administrative Expenses	Total Expenses FY 13	% of Total
Sal & Fringe	12,778,509	1,579,366	14,357,875	78%
Fac & Equip	478,898	59,190	538,088	3%
Program Activities	494,147	60,733	552,880	3%
Clinical Services	314,178	-	314,178	2%
Depreciation	991,601	109,154	1,100,755	6%
Insurance	277,164	34,256	311,420	2%
Travel	382,041	47,218	429,259	2%
Interest Expense	94,607	2558	97,165	1%
Other	508,494	48,376	55,6870	3%
Professional	112,753	13,936	126,689	1%
Total	16,430,392	1,954,787	18,385,179	100%

Community Support Services, Inc. is audited annually by Mullen, Sondberg, Wimbish & Stone, Pa.A. A full FY13 audit report is available upon request.

Performance

Strengthening Services

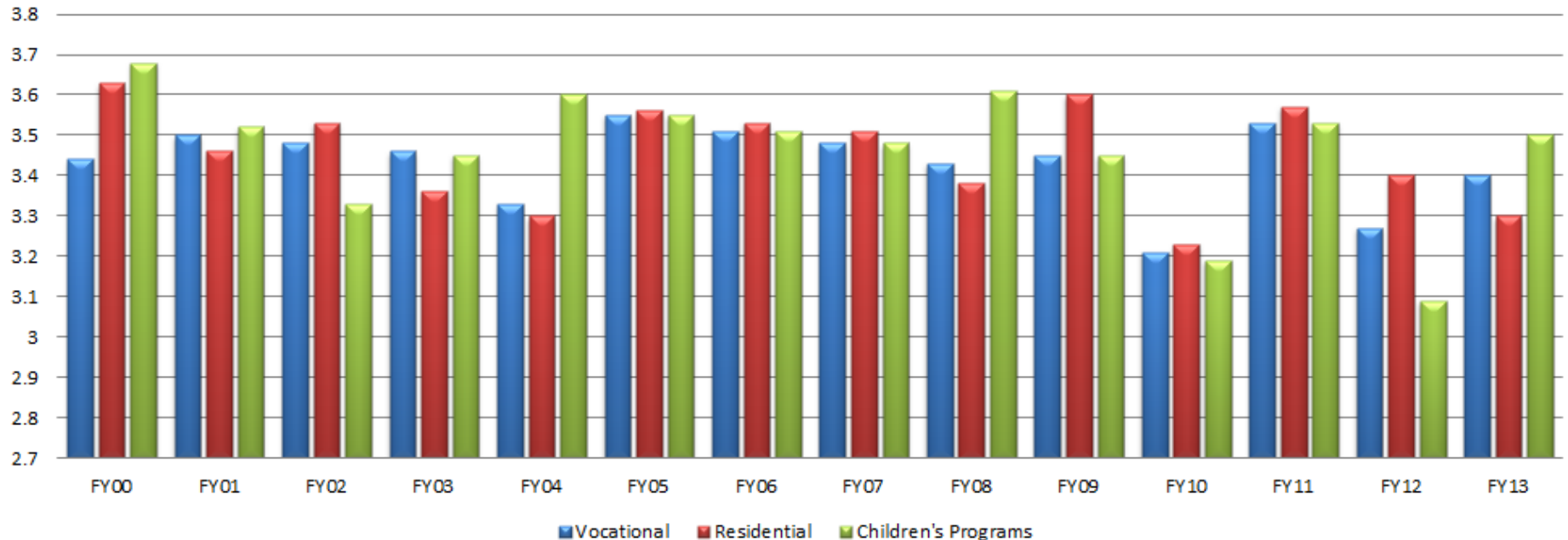
The monthly status system monitors program quality in critical areas on an ongoing basis. Each residential, educational and employment site is observed and evaluated by a program supervisor each month. The rating for each site is shared with all staff and areas needing improvement are reviewed and corrected. The average monthly status score across CSS services in FY13 increased to 92%.



Performance

The CSS Board of Directors conducts an annual satisfaction survey as part of the internal evaluation of quality. Individuals, family members and staff rate their level of satisfaction on specific areas of services with residential, supported employment and children's services. A 4 indicates that the respondent is highly satisfied and a 1 indicates a low level of satisfaction with that item. CSS services have maintained a consistent level of satisfaction, between satisfied and highly satisfied (3-4) each year since inception.

Internal Satisfaction Survey Results Across Agency



CSS Staff as of June 30, 2013

Administrative and Supervisory Staff

Lucinda Adams
Stephanie Addabbo
Amavi Ahianor
Jennifer Ahmed
Adaoha Ajeroh
Hindeke Ammanuel
Connie Antonio
Hosea Bett
Sean Blakley
Anthony Bogan
Lionel L. Bongkiyung
Joy Brill
Michael Brown
Robert Brown
Kara Lynn Burton
Ashley Chatneuff
Manda Chungu
Jeffrey Copeland
Sassy Daly
Cheyenne Davidson
Lisa Deleon
Edem Kofi Dogboe
Ayobami Fashina
Kristin Ferragut
KarraLynn French
James Gipson
Alicia Glassman
Kristina L. Gorman
Kossi Govon

Director of Clinical Operations
Nurse
Senior Assistant Program Director
Community Support Coordinator
Community Support Coordinator
Recruiter
Director of Finance
Assistant Program Director
Senior Assistant Program Director
Accountant
Community Support Coordinator
Nurse
Administrative Assistant
Community Support Coordinator
Office Manager
Communication Coordinator
Assistant Program Director
Director of Finance
Program Specialist
Clinical Director of Children's Services
Community Support Coordinator
Nurse
Medical Coordinator
Director of Education
Director of Communication and Development
Director of Human Resources
Community Support Coordinator
Director of Adult Day Services
Training Coordinator

Patrick Graveline
Wayne M. Gregory
Douglas Hubbard
Brooke Huntley
Susan C. Ingram
Lindsay Isreal
Ryan James
Allison Jarvis
Nickell Jennings
Arminda Johnson
Samuel Jones
Margaret Jones
Jacklyne Wonde Kamara
Zainab Kamara
Nemata Kamara-Jobe
Sharon Koza
Rose Kronziah
Valerie Krupin
Laura Lear

Director of Programs
Deputy Day Director
Facility Maintenance Coordinator
Assistant Program Director
Executive Director
Office Assistant
Community Support Coordinator
Assistant Special Program Director
Senior Assistant Program Director
Nurse
Assistant Program Director
Speech Therapist
Assistant Program Director
Nurse
Community Support Coordinator
Nurse
Nurse
Administrative Assistant
Director of Administration



CSS wins the 2013 Montgomery County ACHIEVEMENT IN RECYCLING Award.
Front row: Joey, Simon, Michael, Wayne, John, Ada
Back row: Fred, Luc, Albert, Amani, Mohamed



Left: Devin and Chef Adam bread zucchini in their vegetarian cooking class.
Above: Donald and Craig rehearse for the Annual Arts Showcase.

Kerrie Love
Symone Lyles
Char-Anne Lyon
Stacey L. McCarley
Angelique McCoy
Cynthia Meredith
Isabelle Messou
Wonkai Momolu
Milciades Moreno-Reyes
Kristina Nabors
Linje Nankhuni
Samuel Ntim
Christine O'Connor
Adjoke Olympio
Doris Ortiz
Doris Quentin-Charles
Sumiyya A. Raheem
Adam Rast

Human Resources Coordinator
Special Projects Coordinator
Executive Assistant
Billing and Accounts Receivable
Administrative Assistant
Education Specialist
Office Assistant
Community Support Coordinator
System Administrator
Administrator Assistant
Substitute Coordinator
Special Education Teacher
Payroll Manager
Community Support Coordinator
Accounting Clerk
Community Support Coordinator
Receptionist
Cooking Instructor

Katherine Raymond
James Richards
Craig Roberts
Matthew Rodgers
Juan Ramon Rodriguez
Matt Sanli
Belinda Scheffler
William Scherping
Danielle Schrager
Margaret Serry-Kamal
Tammie Snyder
Roger Stanley
Rhonda Stull
Jonathan Swann
Christopher Taroli
John Taylor
Fasil Temesgen
Patrick Ugboaja
Seaton VanderWoude
Christopher Wagner
Charles Williams

Director of Therapeutic and Individual Services
Senior Assistant Program Director
Director of Adult Recreation Services
System Administrator
Custodial Technician
Fleet Manager
Accounting Clerk
Financial Consultant
Receptionist
Community Support Coordinator
Associate Director
Receptionist
Director of Residential Services
Community Support Coordinator
Behavior Specialist
Director of Facilities
Director of Special Programs
Assistant Program Director
Job Development Manager
Behavior Specialist
Provisional Teacher



Patrick demonstrates with EJ in a refresher class on Behavioral Principles and Strategies.

Direct Support Staff

Awake Overnight

Charles Aikins
Shambel Alemu
Yaa Amoah
Esther Attemene
Salem Barry
Brima Cherif
Agatha Cole
Katiana Dieujuste
Madeleine Djuenji
Mohamed Dumbuya
Edward Gyamfi
Jacqueline James
Foday S. Kamara
Bright Kwarteng
Amadu Lamin
Robert Maxwell
Delight Napoabil Mosore
Stephen Odartei
Fadekemi Christina Saka
Hamid Savage
John Stern
Myriam Stevenson
Beatrice Tamakloe
Sorie Turay
Jude Williamson

Community Employment

Associate

Lennox May
Moses Vincent

Community Living

Associate

Peter Alhassan
Charles Amoafio
Ebenezer Arhin
Kwaku Armooah
Robert Asamoah
Lawvet Asukwa

Alexander Bazzie
Kwabena Bempah
Twyla Bishop
Theophilus Danquah
Olasumbo Edu
Godlove Ekane
Samuel Fahnbulleh
Jurgen Frenz
Hamza Hamza
Emmanuel Idun
Abubakarr Koroma
Fessou Lawson
Fulbert Lewedia
Abdul Mansaray
David N. Morris
Abdul Karim Muma
ThaddeusNdanjong
Alusine Sidique
Sory Souare
Ernest St. Pierre
Wellington Wasonga
Gibril Yansaneh
Pierre Yombi Essama

Community Support Associate

Maria Abayomi-Cole
Hannah T. Abraham
Charles Agyei
Ayikoe Ajavon
Rosa Alvayero
Viola Asongwed
Mercey Blue
Bendu Boyce
Erin Bryan
Mercedes Burke
Michael Che
Christine Creque
Brook Daniel
Meraf Derese

Dominica Dione
Eliane Domfang Pouton
Lilia Domingo
Eric Dormang
Ana Paula Fernandes
Saidi Harerimana
Sandra Kamah
Hoyoung Kang
Clarisse Kehou
Eric Klein
Ibrahim Konneh
Dickson Kurgat
Jomblah Lamin
Sarah Lively
Natan Meaza
John Mensah
Akaido Mohammed
Matthew Moore
Virginia Morrisette
Paddy Mukwaba
Paikene Nankhuni
Mugo Nganga
Edward Ninda
Ogbadu Opaluwa
Soh Park
Alexander Pham
Francisca Polanco
Viraj Raiker
Milot Rizil Jr.
Juliana Sarkodee
Carly Smith
Kangni Somado-Hemazro
Jaclyn Ann Sweeney
Latoya Terry
Yanina Del Carmen Ticas
Timothy Tran
Alican Tuncer
Susana Vallecios
Judith Vesoh

Employment Instructional Associate

Benjamin Acquaye
Adejumoke Adeyo
Edwin Adjaidoo
Bernard Adono
Kossi Adoukonou
Valentine Akpua
Joseph Allou
Mohamed Amara
Janette Arnez-Turay
Aman Assefa
Arthur Baker
Allen D. Barnes
Michael Barry
Aisha Beatty
Andrew Berewa
Luc Gilbert Bitjad
Ehulu Boya
Chernor Bundu
Andrea Burdette
Bwalu Jumanne Bwalu
David Carey
Sean Cole
Abubakarr Conteh
Komlan Dagbame-Ulrich
Hanna Dibaba
Dorothy Djobo
Njifen Buma Dohnji
Chanta Dukuly
Albert Eboue
Sampson Efulul
Florence Esehngome
Jemal Fedil
Dijala Feludu
Mercy Ferguson
Foster Fianko
Yvonne Fonseca
Agnes Forbin
Kwaku Fordjour



Ryan eats his lunch in the library with Monica.

Fon Frankline
Dominic Garber
Almamy Gassama
Theresa Geegbe
Monica Patricia Gutierrez
Keff Ahmed Hassan
Wesley Hodge
Eric Hufnagle
Mohamed Idriss
Edwin Jackson
Abraham Jalloh
Allan W. Juxon-Smith
Roger Kabagema-Payne
Mohamed Kabba
Alusine Kamara
Emmah Kamara
Abu Kamarah
Matthew Kamei
Boniface Ndunga Kanani
Clarence Kandakai
Jeneba Kanu
Yassah Kargbo
Jitender Kaur
Bernard Keya
Mary Khanu
Oluseun Kolawole
Yawo Kondo
Mary Kouko

Abdul Kuyateh
Yohannes Limenih
Evangeline Mancka
Binta Mansaray
Jamesina Max-Browne
Teddy Max-Browne
Dora Mensah
Eric Mensah
Michelle Merrill
Lemmy Muhandu
John Mutie
Brakemi Nelson
Emilienne Nsateng
Carine Nya
Ampofo Obeng
Frederick A. Ofori
Andy Ojinnaka
Adewale Joseph Okumodi
Olorunlogbon Omopariola
Modupe Omopo
Fitzgerald Page
Ebenezer Quarshie
James Quayle
Mohamed Sanu
Tracy Sealy
Ibrahim Sorie Seck
Girma Meaza Senay
Abu Sesay

Lauren Silverstone
 Amadu Sowa
 Matthew Springer
 Pidier St. Pierre
 Alimamy Suma
 Jonah Toeë
 Garolyne Togba
 Elmo Urey
 Lucas Uzoka
 Fabian Vesoh
 Lolita Villegas
 John Wachanga
 Birdelyn Weems
 Adam Wysong
 Nicholas Yevo
 Zacchaeus Yon
 Anwar Younas

Instructional Associate

Esther Akinyi P. Garner
 Oumarou Barro
 Ronda Collins
 Amin Dallal
 Sherma Darlington-Wilson
 Mayra Gutierrez
 Sayed Helal
 Sarah Kabba
 Armah Kamara
 Francis Kusi
 DeShannon Lankford
 Brahm Persaud
 Nelson Rodriguez
 Gershon Senaya

Residential Instructional Associate

Edwin Achu
 Ablewa Acolatse
 Rocky Addison
 Kastoria Addy
 Nurudeen Akanji
 Omojesu Akinkuade
 Olivia Akoth
 George Frank Amfo-Koranteng
 Stephen Andoh

Charlotte Annan
 Matthew Mercy Ashley
 Desmond Ayim-Boateng
 Sajalieu Barrie
 Selamawit Belayneh
 Marcus Byrd
 Abena Caesar
 Arnold Caulker
 Jean Rene Chiogo
 Oumou Conde
 Zakia Cummings
 Urbain Charly Dadjé
 Elizabeth Dawari
 Brian Ddumba
 Victor Deen
 Phillip Delgado Jr.
 Albertine Dennis
 Aminata Derra
 Jude Dike
 Pierre Dorival
 Alama Dumbuya
 Janet Edwards
 Obediah Egekwu
 Serge Ekiti
 Fritz Etah
 Emmanuel A. Ete
 Valerie Etienne
 Tanyi Eyongetah
 Michael Fonju
 Nerlande Foreste
 Robin Nordeen Gaither
 Thomas Gaye
 Julian Gbaba
 Saba Getachew
 Peter Gwanyalla
 Abdoul Haidara
 Patrick Hammond
 Sampson Itoka
 Odepeli Iwori
 Sulaiman Jalloh
 Charles John
 Quincy Jones
 Abubakar Kamara
 Joanna Karngar
 Kebret Kebret

Larissa Ketum
 Angela Khanu
 Emmanuel Khanu
 Bernard Kledo
 Alice Koffy
 Roderick Koker
 Robert Komlan
 Augustus Korkoya
 Alie Koroma
 Alain Kue
 Frederick Kumbela
 Nickson Kurgat
 Garmai Lepolu
 Marius Manzanza
 Delroy A. Matthie
 Emmanuel Mbankeu
 Ephraim Mbonu
 Belayneh Mengesha
 Isaac Mensah-Poku
 Henry Morray
 Agathon Mouganda
 Leopold Mukonkole
 Fokum Munawoe
 Michael Mutuku
 Susan Ndunga
 Alphonse Ngako
 Florine Ngazanga
 Milton Ngemesone
 Walter Ngu
 Jude Njofang
 Agyemang Nkrumah
 Amaka Nwele
 Ugochukwu Benson Nwoji
 Daniel Okine
 Oladipo Olorunlogbon
 Ejike Owuh
 Victor Porter
 Lamin Saccob
 Mohamed Sankoh
 Isha Sesay
 Dougo Sidibe
 Carol Sowu
 Francois Thypam
 Isaac Toeë
 Sulaiman Turay

Angela Waters
 Emmanuel Wawa
 Robert Williams
 Mariama Wilson

Substitute

Andre Acha
 Amechi Adamson
 Idowu Adeleke
 Christianah Adewuyi
 Daniel Adjei
 Joy Agina
 Moriliat Ajose
 Kekeli Akpotsui
 Adjoa Amaglo
 Kofi Awume
 Rose Bright
 Gail Brown
 Lena Cole Smith
 Ronald Cooper
 Robert Dawson
 Forson Edwards
 Susan E. Ekema Begne III
 Edem Evisso
 Cynthia Fosu Rockson
 Lothar Frenz
 Brice Olivia Happi
 Queenesha Herbert
 Lydia Houdrrouch
 Reginald Ibe
 Stacey Jerome
 Beckey Bangurah Johnson
 Sylvester Kaizea
 Abubakarr King Jr
 Catherine Kwakwa
 Bethy Loding
 Arsenio Malondras
 Daniel K. Melli
 Jean-Jacques Mputu-Mukendi
 Sawo Abie Nicol
 Bate Obennjock
 Maurine Obi
 Christopher Obiamiwe
 Lawrence Odotei
 Tony Ojinnaka

Chidebe Okafor
 Theresa Orah
 Sandra Pinkett
 Roger Sackey
 Akosua Safo
 Mary Sankoh
 Augusta Sannoh
 Corina Sirleaf
 Gabriel Taylor
 Paye Tingba
 Hawa Turay
 Mary Wilson-Bih



Emir and Lucas harvest carrots at the gardens.



Eric and Richard help out in the van clinic.



Lisa draws with Olivia; a favorite activity.

Consultant Services

Anzhela Akbarova
Dr. David Band
MaryAn Blotzer
Rachel Carr
Patti Clements
Maureen Donohue
Jonah Greene
Sue Greene
Lynn Gorman
Dave Jones
Sue Li Lee
Marilyn Leeseberg
Elisa Ndombele
Anna Piper
Steve Poss
Ricky Ortiz
Corinne Woolley Richards
Laura Schneider
Dr. Marcia Smith
Jessica Swift
Annette Williams

Art Therapist
Psychiatrist
Licensed Social Worker
Psychology Associate
Speech & Language Therapist
Speech & Language Pathologist
Therapist
Adapted Dance Instructor
Accounting Consultant
Drumming Instructor
Behavior Specialist
Music Therapist
Behavior Specialist
Music Therapist
Occupational Therapist
Piano Lessons
Music Therapist
Art Therapist
Psychologist
Dietician
Professional Counselor



Clockwise from above: Jordan and Marilyn interpret music through movement, Patti teaches language skills to students, Sue dances with Joey.

Spotlight on Services



Christen, 18, entered the CSS Marcia D. Smith School in the spring of 2013. Christen has made a smooth transition into the program, where she receives non-public special education and related services in accordance with her individual education plan. Christen receives instruction to build vocational skills and receives on the job training while volunteering at a thrift store and preparing newspapers for delivery. She prefers a busy schedule of activities and is improving functional life skills in a cooking class with peers, and through swimming at a local pool and a gymnastics class in the community.



Kevin, 26, was approved to receive residential services by the Developmental Disabilities Administration, and moved into a CSS townhouse with a peer in the spring of 2013. With professional services and intensive staff support, Kevin is living in the community and participating daily in activities matched to his interests and abilities. Kevin is supported to perform household chores such as cooking, cleaning and shopping. He appreciates the opportunity to walk on local trails near his new home. Kevin continues to receive day habilitation services gaining vocational experience through preparing newspapers for delivery, shredding, cleaning and organizing office space. He enjoys swimming, shopping, learning to use an iPad with friends, and especially likes his weekly horseback riding lesson.

Spotlight on Services

Jack, 14, began participating in summer camp and after school services in 2012 and now happily greets peers and staff he sees regularly. With support from staff funded by a CSLA award from the DDA, Jack has expanded the environments in which he is comfortable and has discovered a variety of different activities that he enjoys. Jack participates in therapeutic activities after school including art and music therapy. On Saturdays, Jack joins peers to explore local parks, the mall, or play at Dave and Busters. A natural observer, Jack enjoys going to sporting events or watching others play in the gym. Jack's family is pleased with the support jack receives, and notices how happy Jack is when arriving to or leaving the CSS Resource Center after a successful day.



Anirudh, 28, known as Ani, receives both supported employment and community supported living arrangement services from CSS. He successfully transitioned to adult services in 2007, after graduating from the Marcia D. Smith School. Ani is task-oriented and enjoys routine. He uses those skills throughout the week at three different job sites, where he rolls newspapers and cleans. After a hard day's work, Ani likes to relax at home, listening to oldies tunes and using his sharp computer skills to play games and surf the web. Staying active in the community is a priority for Ani, so he is always sure to make time in his schedule for basketball, bowling and outdoor walks in the neighborhood.



Thank you, Donors!

July 1, 2012 - June 30, 2013



Shannon sets the table for dinner guests at her new home purchased in part with a grant from The Harry and Jeanette Weinberg Foundation.

Astrove Business Support Services
Robert & Lyda Astrove
Daryle Atkins
Bahadori Accounting & Tax Services, Inc.
John and Betty Bahadori
Ballard Spahr LLP
Richard Battaglia and Leigh Sutherland
Mary Baxter
Joy Beeson
Robert & Barbara Bender
Joshua B. Bernstein
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Left: Kyle shops at the grocery store, making sure to get everything off his list.

Above: Pidier and Kayleigh complete paperwork before enjoying dinner with friends.



Left: Matthew shreds paper at LKC Technologies.

Above: Tim keeps the mirrors sparkling at Hill's Gym.





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