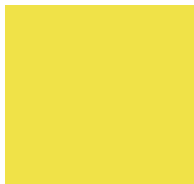
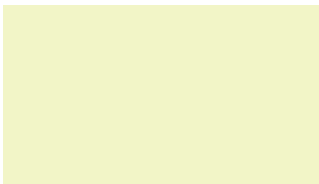
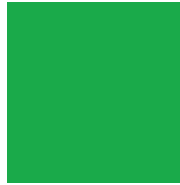
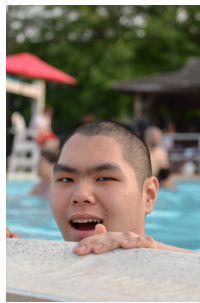




Community Support Services, Inc.

25 years of CSS

1994-2019



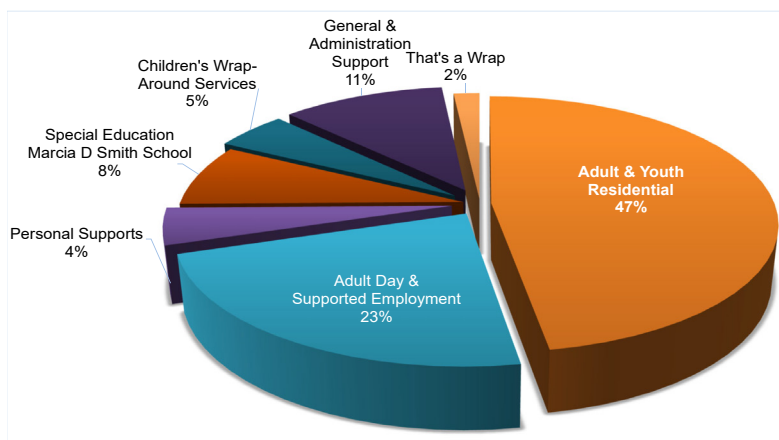
Annual Report
2019

Mission Statement

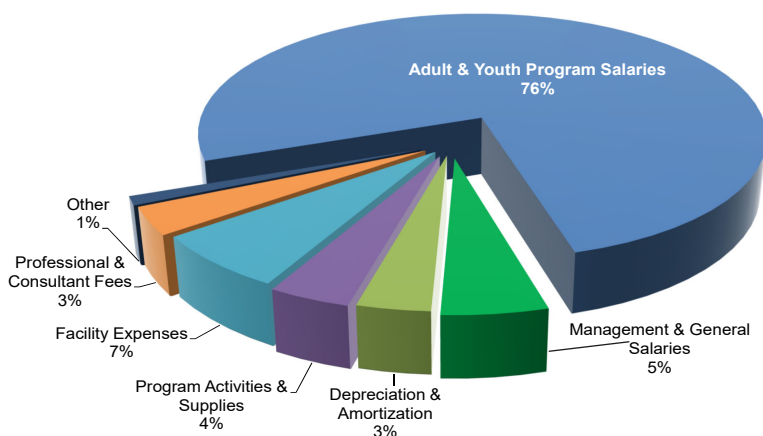
Community Support Services, Inc. is committed to the provision of quality community-based services to individuals with developmental disabilities. Individuals will be supported in accordance with their needs in school, work, home and the community. Services to be provided may include, but are not limited to: special education, customized employment, supported living, residential, behavioral supports, transportation, and recreation. Services are designed by the individual, the individual's family and others who know the individual well. Services are rendered in the environment 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.

Financial Summary

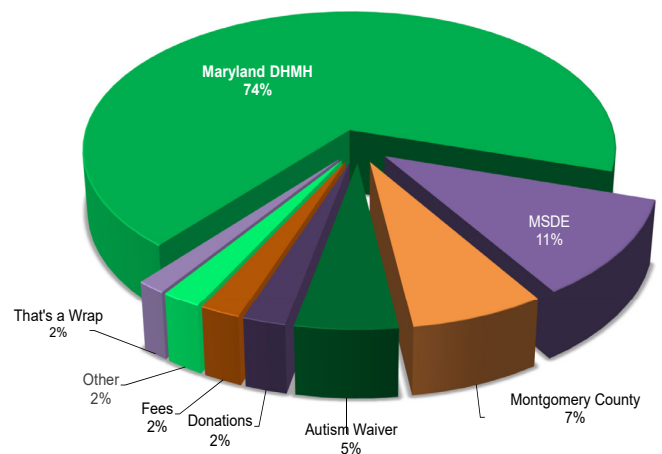
Expenditures by Service



Expenditures by Major Category



Public Support and Revenue



Data is based on unaudited numbers. Community Support Services, Inc. is audited annually by Mullen, Sondberg, Wimbish & Stone. A full FY19 audit report will be available upon request.

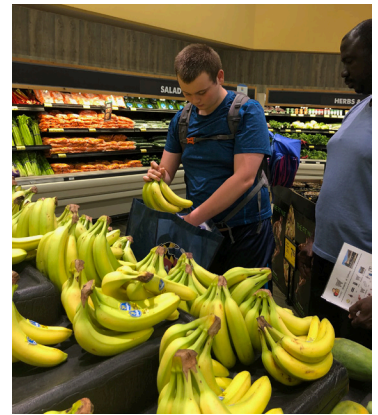
From the Executive Director

25 years strong!

By the mid 1990s, the voices of people with developmental disabilities and their families were being heard. People wanted to be included in their community and be supported to interact regularly with friends and family members. The era of state run institutional care was coming to an end. New models of services enabled people to live, work, attend school, and enjoy social/recreational activities with needed support. Maryland was closing state institutions and bringing back those who had been placed previously into out of state facilities for the disabled. There was an urgent need to build provider capacity across Maryland. CSS was established to meet the challenge to develop innovative community based models of service in Montgomery County.

In August of 1994, CSS offered a two week summer day camp for twelve children. There were no other summer camp programs available in Montgomery County during those two weeks for children with developmental disabilities. The day camp was located in the basement of a church, and the structured program supported children to participate in community activities within walking distance. Simultaneously, two delightful young women entered the newly established adult residential and employment services with CSS. Julie and Shannon became ambassadors for the CSS model, as people seeking services could now see what was possible for them too. Others in need of support quickly found their way to CSS, new homes opened with newly hired staff, and more lives were transformed.

Continued on next page



Caleb purchases bananas at Food Lion.



Rashid smiles at the Holiday Dance.



Marissa, Sarah, and Juan take a break while walking by the lake in Black Hill Regional Park.



Simon reads a book at the library.



Sam keeps the tables clean as part of his job at Taco Bar.



CSS exists because families and the state of Maryland took a giant leap of faith, and entrusted their children to a newly created provider. Individuals and their families helped design the services they wanted in order to live the lives they desired. Our plans to provide quality services became reality; community homes were established, dedicated staff were hired and trained, professional services were identified, and individualized community experiences arranged.

Since 1994 CSS has grown and each year services have expanded as individuals requested support and other state and county funding programs sought providers. With the success of that first two week summer camp, the children's camp grew to include all days off from school, an after-school therapeutic program, recreational Saturday programs, holiday camps, and wrap around services in family homes. Responding to a need in the community, CSS began offering adult day services for individuals who live with their families in 2000. Realizing that more special educational services were needed, the Marcia D. Smith School opened in 2006 with the support of the school system and has prepared students for a seamless transition to adult services. Every year has seen more growth as CSS listens to and answers the needs in our community.

Today, CSS employs over 600 staff, operates over 50 residences, owns over 100 vans, and owns and rents multiple building commercial spaces. While having these assets makes life easier in some ways, it's not our stuff that make us who we are. Our strength comes from the same qualities now as it did 25 years ago. The critical component of the CSS magic is the willingness and expertise to design truly individualized services tailored to each person's specific profile and to their individual wishes. The commitment of state and county government to direct resources to support community based services has been and continues to be an essential ingredient in our success. And none of this would be possible without our dedicated and compassionate employees.

As we look forward, CSS will strive to continue developing and implementing services person by person, and we will continue doing it our way. We must continue to work within the systems that regulate each service, and still do it our way. We must continue to learn from past experience, while entertaining new approaches for new situations, and do it all our way. We must establish consistent policies while maintaining our flexibility to adjust and change, and continue to do it our way. We must strive to encourage the inclusion of those we support in all aspects of community life, and still do it our way.

CSS is now a community unto itself. While we maintain the foundation that has been built, we will adjust creatively to accommodate for each person's unique dreams. As we look forward to the next 25 years, we will continue to grow and provide the community based services that are essential for every person's quality of life. We will always find a way to do what is important to and for each person, and keep doing it "The CSS Way."

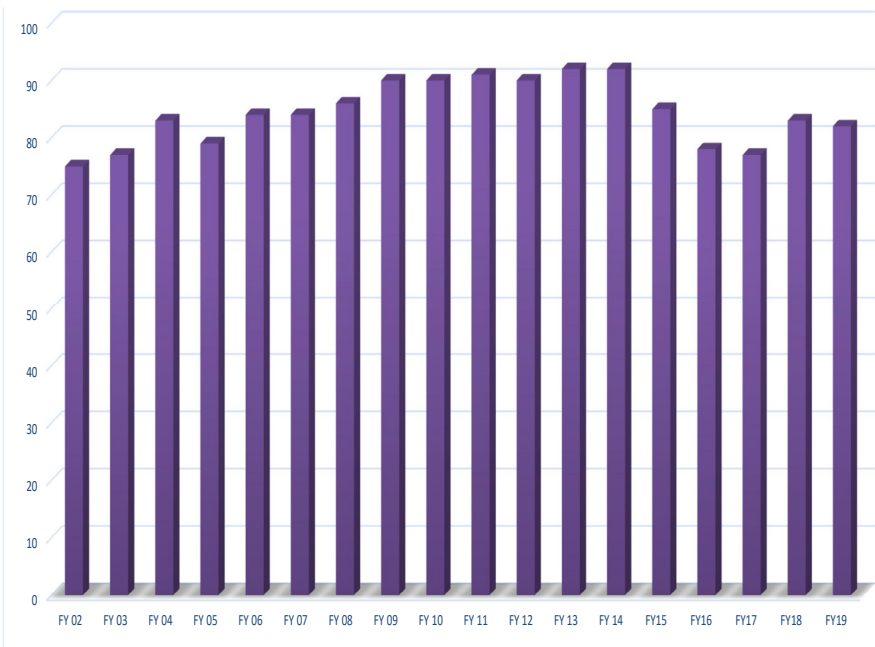
A handwritten signature in black ink, appearing to read "Susan Ingram", with a stylized flourish at the end.

Susan Ingram

Performance

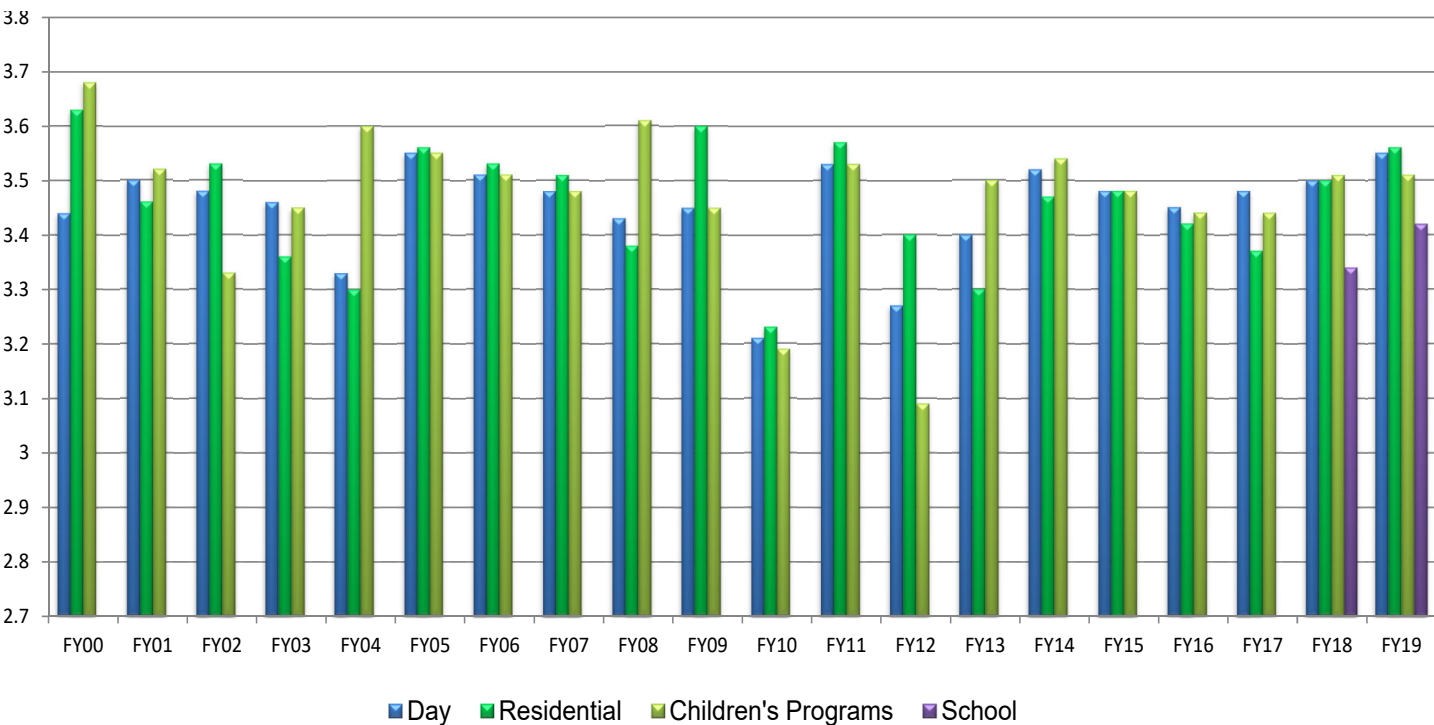
Quality Assurance Measure: Annual Agency Average

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. A score of 80% or better has been established as the agency goal which reflects a high programmatic quality and coordination of services. The agency's overall average on the monthly status for the fiscal year is 82%.



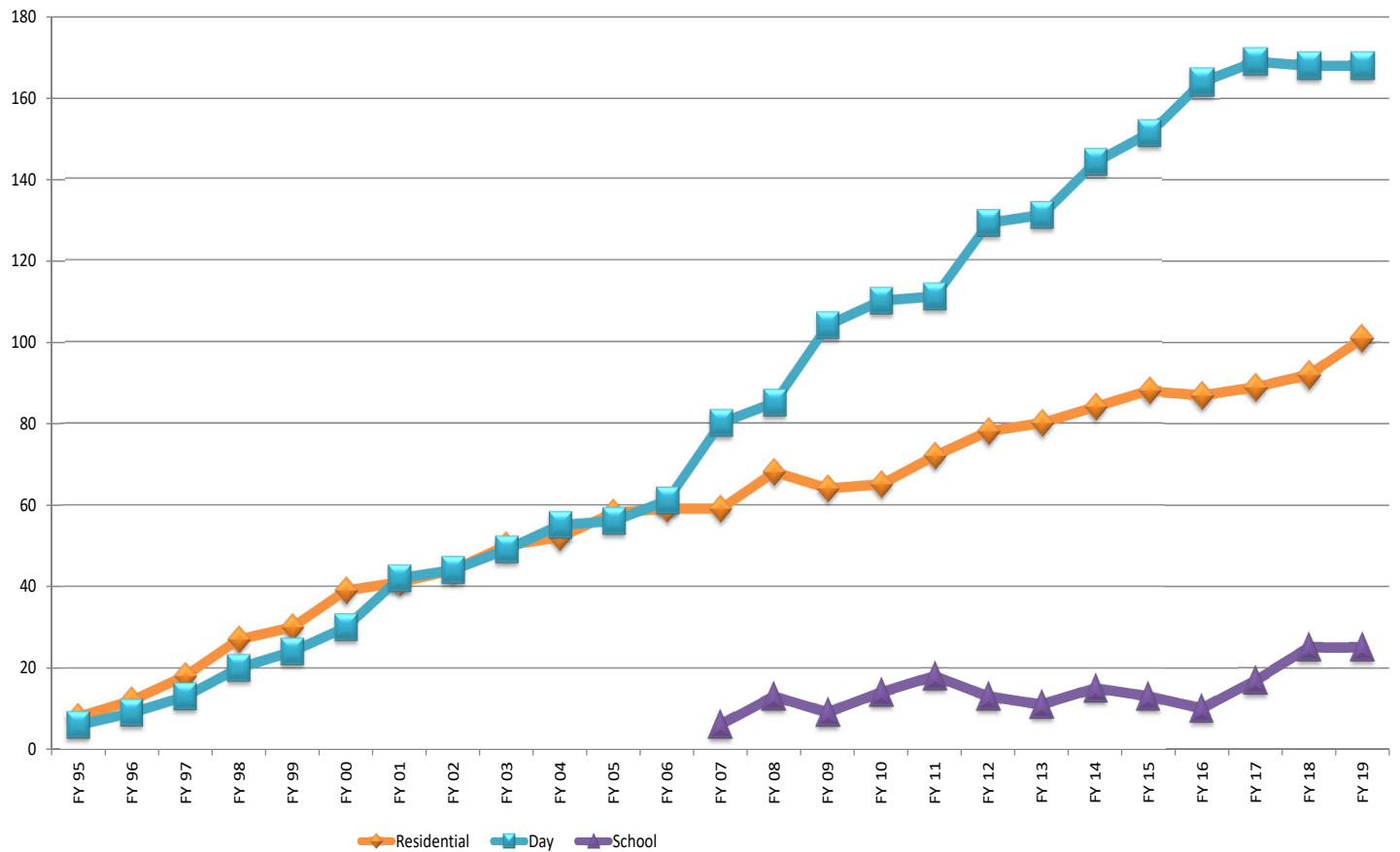
Internal Satisfaction Survey Results Across Agency

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, Adult Day, 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.



Growth

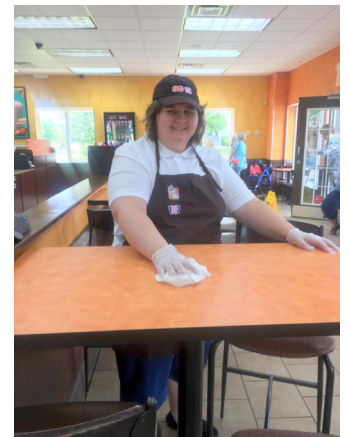
Agency Growth: 25 Years to Today



Playing basketball is a favorite activity after school.



Jared folds towels as part of his job with the Maid Brigade.



Emily cleans a table at Dunkin' Donuts.



Logan plays air hockey at the arcade.

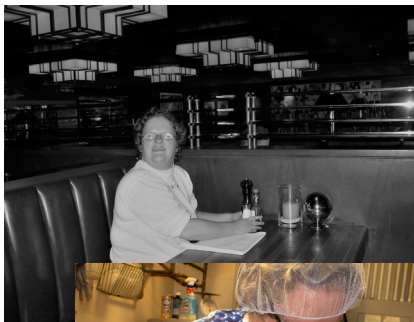


Zack smiles at his friends during the family picnic.



Spotlight on 25 Years of Success

How We Got Here



Living the Dream

Julie and Shannon paved the way for CSS residential services. In 1994 they had recently graduated from the Benedictine School and were looking for a place to begin their adult lives and they found a new home here in Montgomery County. CSS created two highly individualized plans around each of their interests and skills, located recreation and therapies, and found employment for both of them. Over the last twenty-five years they've had many different jobs and have lived in several different homes and through it all have remained friends and continue to work together every morning at Woodmont Grill. Both Julie and Shannon are highly active in their communities and spending time with their friends and family is very important to them. Julie is very proud of her jobs and the work she does. In addition to working at the Woodmont Grill for over twenty years she also works at That's a Wrap every afternoon. Shannon likes



(Top) Julie rolls silverware at Houston's.

(Above) Julie plates lasagna at That's a Wrap.

cleaning and making money, and for over a decade she has worked with Rodgers Consulting in Germantown. Julie enjoys a variety of social activities and makes choices when planning her schedule. She has a lot of friends and likes to spend time with them during the week and during CSS parties and special events. Shannon loves her home in Clarksburg and being able to go out shopping near her house. Both women are enthusiastic and enjoy many inclusive activities both at CSS and in the community.

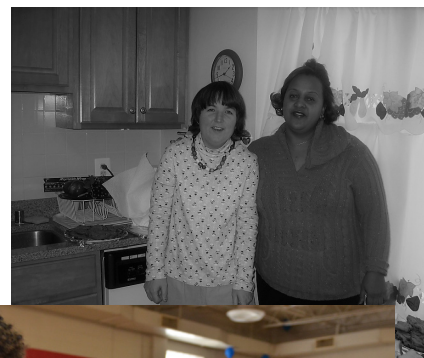
Growing Into Adulthood



Matthew bowls with his father during the Bowling FUNraiser.

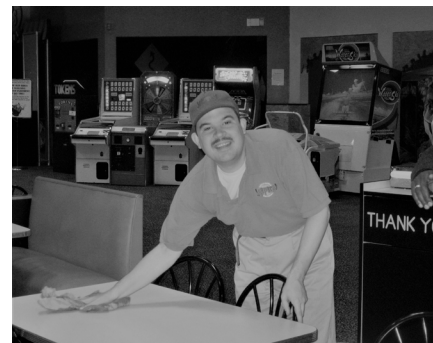
In August 1994 Matthew was nineteen years old when his mother signed him up for the very first two week summer camp run by CSS. Summer camp gives children with disabilities the opportunity to enjoy community based instruction while doing the activities that they enjoy. Matthew got the chance to visit neighborhood pools and parks, and learn new skills in the community with a group of his peers. The camp made an impression because nine years later Matthew returned to CSS and entered the residential and day habilitation.

Today, Matthew lives with his roommate in a townhouse in Germantown. Matthew has a full day program schedule



(Top) Shannon smiles with her staff in her home.

(Above) Shannon dances at the spring formal.

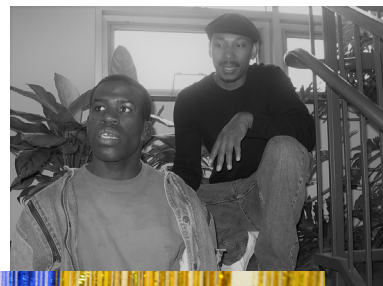


Matthew wipes the table while working.

including a variety of vocational, therapeutic, and recreational activities. Matthew has been working at Taco Bell for over twelve years and is a valued member of the team. When he isn't working he takes water aerobics, enjoys horseback riding, goes hiking on Sugarloaf mountain, visits the library, and takes cooking classes.

Moving Successfully to Community Life

In 1994 Joe's life changed dramatically. He moved from Great Oaks Center, a state institution, to a townhome operated by CSS in Gaithersburg. This change allowed Joe to be actively involved in a community and gave him the opportunity to explore his interests while developing new skills. Over the years Joe's team has worked closely with service providers to develop treatment strategies that enable him to live as safely and independently as possible. As a result of these strategies he has a highly structured schedule adapted to his interests and abilities. Four days a week Joe delivers food for Meals on Wheels to community members in need. Joe's schedule gives him prospects that would never have been possible in an institutional setting. He visits local nature centers, goes shopping, takes dance classes, and every month goes to community concerts. Joe benefits from music therapy and in his spare time he likes to listen to music, watch television, have dinner with friends, and visit parks in Montgomery County.



(Top) Joe takes a break with Wayne.
(Above) Joe smiles with friends during the spring

Thriving in Maryland

Michael is a forty-four year old man who first began residential and day services in Maryland after attending an out-of-state, campus based residential school. He wanted a place where he could enjoy the things he loved in his home community near his family and he found a new home with CSS. Today, Michael lives with one roommate in a one level



Michael shakes hands with Jamie Raskin.

garden condominium in Germantown and he is able to visit with his family twice a month. He has an active social life and enjoys dinner with his neighbors, going out to eat with friends, and participating in a bowling league. Therapeutic services are integrated throughout his week and include both physical and psychological, as well as art and music. Michael loves the chance to show off his musical ability and is in two different chorus groups and takes every opportunity to sing during Open Mic Nights at That's a Wrap. Michael takes pride in his home and likes knowing that he contributes to the household. One of Michael's favorite things about having his own home is the opportunity to decorate it for every holiday. His CSS team and family work closely with psychiatric and psychological service providers and Michael is able to live as independently as possible doing the activities that he enjoys.



Michael poses with his friends Mitch, James and Brian.

Opening Marcia D. Smith School

Anirudh, Ani to his friends, was the first one off of the bus in 2006 when the Marcia D Smith School opened. As a student, he participated in gymnastics,



Ani wears a tuxedo to the school prom.



Ani rolls silverware as part of his paid job at Denny's.

swimming, dance, music, and speech therapy. Before aging into adult services he began his adult schedule which allowed a seamless transition after turning twenty-one. Today, Ani continues to live with his family in Montgomery County and pursues an active schedule tailored to his individual interests. Ani likes to keep busy and is almost always on the go. He recently began working a paid job in addition to his three volunteer positions. In between he finds time for soccer, eating lunch at his favorite restaurant, and he has learned how to knit. Ani also receives speech therapy as part of his services and staff continue to work on building his communication skills. Additionally, he receives Personal Supports which gives Ani the opportunity to do some of his favorite community activities such as swimming at the local pool and walking in his favorite parks.

Building Blocks for the Future

Andrew, now twenty-seven, has been part of the CSS community for twenty-one years. When Andrew



Andrew plays during the after school camp.

was six he began with the after school program and CSS worked with his family to develop a schedule of community based instruction emphasizing positive behavior management. In 2008, Andrew began receiving residential services through CSS while still attending Montgomery County Public Schools. After aging out from MCPS in 2013, Andrew entered the adult

vocational program at CSS where today he works two jobs and continues to have a schedule with activities that promote inclusion while developing life skills in a safe

and structured environment. Andrew has an active life which incorporates his interests and preferences. He takes classes at the Kennedy Shriver Aquatic Center and he goes swimming at the indoor pool in Rockville. He enjoys dance classes and fitness classes twice a week in addition to receiving music and speech therapy services. Andrew lives with his house mate in Gaithersburg and he helps in the home to keep their condo looking its best. The location allows him to spend time with his family every weekend while still getting to do the community activities that he enjoys.



Andrew races at the CSS Consumer Olympics.

And Today

Twenty-five years after starting with the first two week summer camp, the children's program at CSS continues to offer after school and wrap around services in addition to summer and special camps. Children can enjoy community activities such as art classes at VisArts, Bankshot basketball at Mattie JT Stepanek Park, classes with Dawn Crafton Dance studio, play soccer at the Rockville Soccerplex, jump on the trampolines at Sky Zone, or hone their putting skills at Monster Mini Golf. Camp participants also benefit from therapies offered at CSS such as music class, speech therapy, art therapy, drumming, yoga, and ZamDance.

Schedules are filled with activities for every child to enjoy in their home community.



Dana and Yvonne cruise on a hayride.

It Takes Everyone

From year 1 through year 25, family members and friends have supported CSS in all of our endeavors. The caring, time, expertise, advocacy, material goods, and funds donated every day supports our successes. Each act of kindness and generosity, small or big, makes a positive difference.



Bonnie Baugh: tireless mom, advocate, specialized transportation champion



Michael Greenberg: problem solver father, advocate, self educated waiver expert



Sue Hartung: devoted mom, advocate, fundraiser, Friday teen club leader



Linda Bosco: involved mom, committee member



Nancy Corr: marvelous mom, interior design for deli, advocate



Jeri Grisham: longterm professional, founding board member



Lyda Astrove: persistent mom, legal assistance and advocacy, supporter of all



Whitney Ellenby: full time mom, advocate, founder of Autism Ambassadors, special CSS recreation events



Peggy Greenspan: reliable mom, FACE chair, advocate and big supporter



Steve Karr: tenacious problem solver, artist



Karla Nabors: Board President, M.C. for CSS events



(above) Barbara Patigalia: loving mom, Special Saturday fund gifter

(left) Kevin Kane: wonderful brother, organizer of annual CSS Olympics



(far left) Patti Pukatch: special donor, cooked special CSS Christmas dinners, food for 25th anniversary

(left) Maddy Rudd: dedicated mom, advocate, special donor



Joanna Vanderhorst: quietly efficient mom, party helper, special event donor



Linda Wingo: dependable mom, floral designer



(far left) Annette Williams: steadfast friend of Cryil, always there

(left) Mark Wong: fabulous father, advocate, writer

The First Year

Remembering our first year of residential services

CSS received a contract to develop residential and employment services for eight individuals moving to the community from institutional settings. Four townhouses were rented and furnished, plans developed, and staff hired and trained. Each person learned their local neighborhood, found jobs and activities they valued, and explored new interests. Each person brought unique qualities which formed the foundation for the future growth and direction of CSS.



In August, 1994, Julie and Shannon moved into their apartment at Cedar Mill. Each young woman had recently aged out of residential education services in Eastern Maryland.



In November, Andy and Joe moved into Thomas Farm from Great Oaks Center. They each had a room of their own for the first time after years of living in a dormitory with other people.



Mike and Sean moved into Girard, a condominium, in January of 1995. They returned from an out-of-state placement as Maryland committed to developing services in the community.



In June, CSS was awarded a grant to return two children from out-of-state campus based programs. Ben and Brian moved into College Park, an apartment in Rockville, and attended a local public special education school.



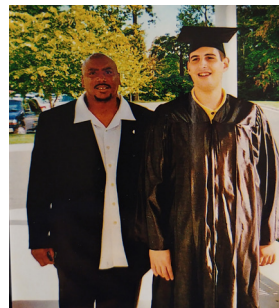
Going the Distance - Staff from Year One to Twenty-Five

The CSS community includes staff who began employment during our first year of service delivery and have continued in different roles through today. These employees have helped to shape the direction of CSS and to be a model for others who joined the team each year.



Kris Gorman began in our August summer camp for children and continued as the Employment Associate for Julie and Shannon.

Wayne Gregory began with CSS as an Employment Associate with Joe and Andy.



Allen Barnes began substituting with CSS in its first year of services.



Stacey McCarley began as the bookkeeper and solo office staff doing a little of everything.



Sam Jones moved his employment from Great Oaks with Joe and Andy, and began with CSS as a Residential Associate in their new home.
(right) Steve Kaplan began as a Residential Associate with Joe and Andy. He is now an attorney, and a member of the Board of Directors.



Fasil Temesgen worked in our first summer camp, and began full time with CSS as the Employment Associate for Mike and Sean.

Tammie Snyder, cofounder of CSS, worked with Susan to establish the agency and implement the first services.



Susan Ingram, cofounder of CSS, began work on incorporating CSS in February of 1994 in her basement.

CSS Staff as of June 30, 2019

Administrative and Supervisory Staff

Victor Kossi Mensah Adoukonou	Assistant Program Director
Charles Aikins	Accounting Clerk
Yemisi Akinbolusere	Coordinator of Children Services
Teresa Allen	Behavior Specialist
Michael Allen	Quality Assurance Manager
Katharine Andreassen	Lead Special Education Teacher
Connie Antonio	Director of Finance
Kwabena Asante	Temp. Children's Prog. Aide
Nancy Atkinson	Behavior Specialist
Allen Barnes	Program Services Assistant
Sulaiman Barrie	Community Support Coordinator
Monroe Barry	Program Technology Coordinator
Adwoa Bempa	Behavior Specialist
Evan Bernstein	Community Support Coordinator
Sean Blakley	Director of Community Life Services
Adrianna Bolat	Day Services Assistant
Lionel Bongkiyung	Senior Assistant Program Director
Joy Brill	Nurse
Travis Broadus	Assistant Director of Children's Services
Robert Brown	Community Support Coordinator
Rachel Brown	Office Assistant
MaryLyle Buff	Instructional Technologist
Darla Carter	Director of Nursing



Jose does volunteer yardwork at Go Church.



Ben swims in the pool in Manassas.

Laura Lear
 Janice Goldschmidt
 Kristina Gorman
 Wayne Gregory
 Erika Hamberg-Johnson
 Pierre Harps
 Hellina Hiletework
 Douglas Hubbard
 Eric Hufnagle
 Susan Ingram
 Allison Jarvis
 Arminda Johnson
 Keisha Johnstone
 Samuel Jones
 Kerri Kimbrell-Silva
 Gyesi Korang
 Hawa Koroma
 Marissa Kring
 Aiesha Layne
 Alexandra Letarte
 Dorothy Looky Djobo
 Kerrie Love
 Fayia Mackay-Lengor

Administrative Director
 Director of Nutrition Services
 Director of Adult Day Services
 Assistant Director of Vocational Training
 Education Specialist
 Provisional PE Teacher
 Special Projects Coordinator
 Facility Maintenance Coordinator
 Community Support Coordinator
 Executive Director
 Coordinator of Children Services
 Nurse
 Special Ed Teacher and Residential Supervisor
 Community Support Coordinator
 Director of Dietary Services
 Senior Assistant Program Director
 Community Support Coordinator
 Quality Assurance Coordinator
 Assistant Director of Recreation Services
 Quality Assurance Manager
 Community Support Coordinator
 HR Coordinator and Compliance Manager
 Accountant



Christen dances during the Spring Formal.

Ashley Chatneuff	Communications Coordinator
Sarah Clark	Special Education Teacher
Richard Colburn	Facility & Grounds Maintenance Technician
Michael Correal	Job Developer
Brian Ddumba	Community Support Coordinator
Emilio Del Toro Sanchez	IT Manager
Brandon Dorsey	Fleet Manager
Florence Esehngome	Nurse
Rhonda Exil	Substitute Coordinator
Akiel-Tyler Falconer	Behavior Specialist
Christine Fletcher	Nurse
Yvonne Fonseca	Employment Instructional Coordinator
Nahvote Forkom	Nurse
Cheyenne Frenz	Clinical Director of Children's Services
Jurgen Frenz	Community Support Coordinator
Denise Gatcham	Coordinator of Children Services
James Gipson	Director of Strategic Operations
Alicia Glassman	Disability Benefits Specialist



Kevin celebrates his birthday with his friends.

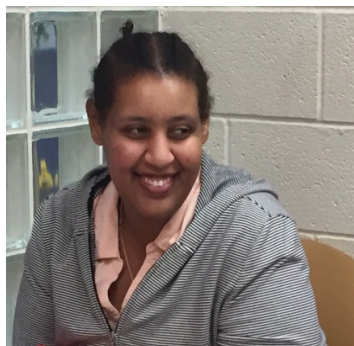
Administrative and Supervisory Staff

Marguerite Mbouma	Nurse
Stacey McCarley	Accounts Receivable Specialist
Cynthia Meredith	Education Specialist
Jessica Mollard	Education Specialist
Christin Molongoski	Behavior Specialist
James Morris	Director of Facilities
Angela Moulongo-Boussoukou	Assistant Director of Community Life Services
Ngamimie Moussa	Community Support Coordinator
Ibraheem Muhammad	Records Management Specialist
Chembonuh Ndeh Clement	Community Support Coordinator
Nelly Ngassa	Temp. Children's Prog. Aide
Kim-Thanh Nguyen	Office Manager
Fnu Ngwa Nji Anye	Temp. Children's Prog. Aide
Erin Nickell	Medical Coordinator
Carine Nya	Employment Instructional Coordinator
Claudette Nyambi	Nurse
Christine O'Connor	Fund Accountant and Payroll Manager
Rebecca Oleksa	Staff Development Manager
Jose Ortiz	Maintenance Technician
Marian Osuji	Talent Acquisition Specialist



David bowls during the annual Bowling FUNraiser.

Jennifer Ryan	Assistant Clinical Director of Childrens Services
Rhonda Sbona	Director of Human Resources
Foad Sesay	Community Support Coordinator
Lynn Shahoseini	HRIS/Payroll Specialist
Saheed Shittu	Community Support Coordinator
Tammie Snyder	Associate Director
John Solyst	Job Developer
Sory Souare	Junior Staff Accountant
Katherine Stull	Director of Clinical Services
Joe Sumo	Senior Assistant Program Director
Jonathan Swann	Deputy Director of Day Services
Yurani Taylor	HR Assistant
Cindy Tchuenkam	Temp. Children's Prog. Aide
Dagmawe Teffra	Senior Assistant Program Director
Fasil Temesgen	Safety Specialist
Sarah Trill	Speech Language Pathologist
Alexandra Urey	Director of Children's Services
Swarada Vaishampayan	Senior HR Generalist
Seaton VanderWoude	Assistant Director of Employment
Yangjing Wang	Junior Staff Accountant
Joseph Whitney	Special Education Teacher
Ulester Williams	Provisional Teacher
Deborah Williams-Dean	Director of Psychology
Sherry Wing	Psychology Associate
Nicole Wright	Community Support Coordinator



Seble smiles during Music Therapy.



Jordan enjoys a birthday celebration.

Estelle Ouedraogo	Community Support Coordinator
Sylvie Ouelega	Behavior Specialist
Claudine Paxton	Assistant Program Director
Willie Prout	Community Support Coordinator
Leah Raymond	Community Support Coordinator
Bernard Richards	Operations Manager
James Richards	Senior Assistant Program Director
Nicholas Robb	Chief Information Officer
Craig Roberts	Director of Adult Recreation Services
Juan RamonRodriguez	Custodial Technician
Suzette Royster	Nurse



Drew rides the metro to Union Station in Washington, DC.



David shows off his job at Krispy Kreme.



Matthew waters the garden.

Direct Support Staff

Awake Overnight

Seliyatou Adeledou
Pearl Adzowu
Metogbe Ahonon
Esther Akinyi Perez Garner
Karl Marx Akuaku
Godwin Amenumey
Fru Angu
Charlotte Annan
Regina Ann Apata
Godfred Dei Apau
Esther Attemene
Veronica Bainson
Lou Bili Bali
Abdul Bangura
Salem Barry
Ashu Bechemnyou
Henrietta Bempa
Emmanuel Bonsu
Metuge Bwang
Brandon Calhoun
Benoit Codjia
Madeleine Djuenji
Jeanne Dongmo
Mohamed Dumbuya
Forson Edwards
Tanyi Eyongetah
Olubukola Folarin
Dolagbenu Folly
Emmanuel Arnold Foyeng Ngamene
Jared Horton
Abiodun Idowu
Sarah Jacob
Sulaiman Jalloh
Agyabeng Kankam
Bright Kwarteng
Mohamed Mansaray
Francois Junior Mbarga Owono
Nathalie Mbeng
Delight Napoabil Mosore
Julie Moukam
Lawrence Ndze
Mona Nga
Walter Ngu
Michel Nouné
Kodzo Numatekpo
Christopher Obiamiwe



Bobby plays the keyboard as part of an after school music class.

Michael Odum
Godwin Joyman Horatio Olympio
Francis Oppong Agyemang
Ossy Orieh
Francis Owusu-Ansah
Dina Pokuua
Timothy Reeves
Fadekemi Christina Saka
Momo Sarnor
Valerie Sih
Myriam Stevenson
Fnu Suh Nforbangong Nebasi
Beatrice Tamakloe
Russell Tchatchou Nya
Theophilus Tetteh
Eric Tetteh
Reginald Thompson
Arnauld Tsogoum Tchinda
Jude Williamson
Lansana Woobay

Community Support Associate

Simon Achiri
Koffi Ague
Peter Alhassan
Doukoury Allo
Francisca Alvarez
Dede Amegnona
Ayomide Anifalaje
Felix Annor
Anthony Anyanwu
Alphonso Arku
Kwaku Armooh
Arezoo Aryaee
Robert Asamoah
Jacque Ashe
Ramata Ba
Sidi Bah
Yanhom Barjolo
Kwabena Bempah
Sandrine Bidias
Sania Ngendap Bobga Violet
Richard Brimah
Irine Butame
Afi Coffie
Aminata Cole
Yembeh Conteh
Alberta Corneh
Kodjo Dadabor
Brook Daniel
Edmore Delaney
Christian Duru
Janet Edwards
Kelvin Eguavoen
Ndanjong Emmanuela Jona
Neylie Essono
Thierry Essosso Ateba
Eric Estrin
Steve Juglar Fanya Sandjong
Ana Paula Fernandes
Luray Holland
Shiyu Hu
Kofoworola Iluyomade
Jacqueline James



Monica uses an iPad to ring up a sale.

Sarah Janneh
Katty Joof
Henoc Kalonji
Lansana Kamara
Yeboah Kankam
Deusdedit Kessy
Eric Knowlden
Kouassi Kouakou
Kwame Kyeremeh
Jomblah Lamin
Kenneth Ogugua Lawrence
Odessa Lawton
Nelma Madi
Dasse Madou
Shelley Mbanwei
Bernadette Laetitia Mbel II Epse Nanga
Achu Mbide
Komi Midekor



Aaron rolls silverware at IHOP.

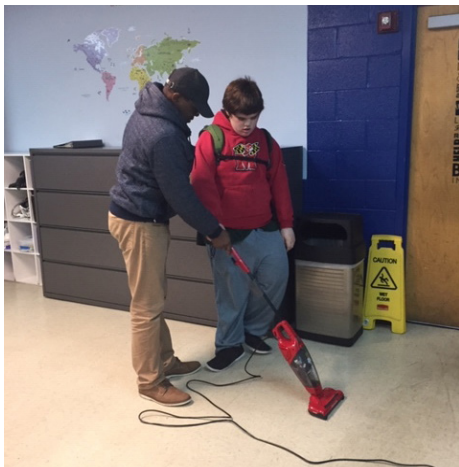
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Eugene Mulume Yumba
Eric Ndala
Christopher Ndasi
Fidelis Nforbi
Cathy Nguekeng Maffo
Bryan Nguieleu
Eric Njume
Samuel Ntim
Chidebe Okafor
Maryann Okolie
Sarah Ory
Kofi Owusu Kankam
Tchedye Palanga
Derrick Peasah
Marlene Pierre



Brenton smiles with his staff during an Open Mic night.

Gavin Renner
Rougui Sangare
Kurt William Seip
John Semwogerere
Solomon Sesay
Tasha Simpson
Marcel Sindjui
Carly Smith
Aminah Ssebbi
Alhaji Suma
Mariama Sy
Christine Tataw
Mariette Tchinkou Kedjoupoue



Daniel vacuums the classroom.

Nadine Teasley Fundo
Edwin Sallu Tucker

Gerald Uzoka
Hilary Uzoka
Daniel Velez
Dumile Vilakazi
Kathy Wang
Wellington Wasonga
Patricia Williams

Employment Instructional Associate

Kweku Aboagye
Bernard Adono
Elvis Afumborn
Mark Agyenim-Boateng
Joseph Allou
Anthony Amankwa
Njoano Ambomu
Beverly Ampem Darko
Samuel Ampem Darko
Atta Amponsah
Hamda Ansah
Juanita Anthony
Janette Arnez-Turay
Ayivi Ayite Atayi
Martin Baiye
Arthur Baker
Abu Barrie
Abubakarr Barrie
Fatima Barrie
Oumarou Barro
Prince Beckley
Eudora Beckley



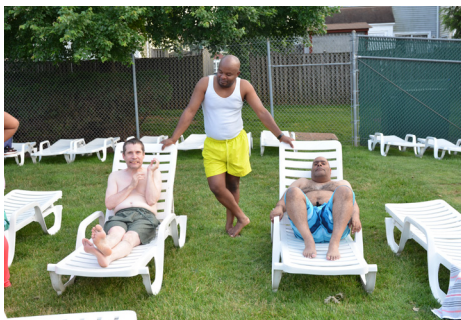
Richard plays a drum in Music Therapy.

Andrew Berewa
Millicent Boateng
Chernor Bundu
Bwalu Jumanne Bwalu
Brice Willer Chauleu Deugoue
Abubakarr Conteh
Zakia Cummings
Elijah Curtis
Sherma Darlington-Wilson
Hanna Dibaba
Steve Djamen
Markus Djemene
Ivana Djemene
Michele Djemene Toko
Serge Djomen Kwubonte
Facia Dukuly
Nicolas Edougue
Sampson Eduful



Tim writes a letter to invite a councilmember to the Olympics.

Emmanuel Etei
Gloria Ezulike
Jemal Fedil
Rufus Filani
Agnes Forbin
Mary Fornah
Adama Ganda
Almamy Gassama
Theresa Geegbe
Josephine Gyasi-Baaye
Keff Ahmed Hassan
Sayed Helal
Mohamed Idriss
Thadeus Ilori
Mohamed Jah
Abraham Jalloh
Victoria James
Jonathan Johnson
Ephraim Johnson
Emerence Joshua Madie Tamo
Sarah Kabba
Alusine Kamara
Abdul Kamara
Emmah Kamara
Hafeez Kamara
Abu Kamarah
Joyce Kamei
Clarence Kandakai
Charles Kargbo
Precious Kennedy
Mary Khanu
Emmanuel Khanu
Yawo Kondo
Mary Kouko
Adama Kourouma
Paul Aji Kum
Francis Kusi
Edward Lavalie
Abigail Lebbie
Iyamide Macbailey
Evangeline Mancka
Binta Mansaray
Florence Manu
Mersianne Massoh
Joseph Matyas
Teddy Max-Browne
Lennox May
Chi Mbonu
Darion McFadden
Belayneh Mengesha
Frederick Motuba Luma
Sophie Moukembou Mavioka
Richard Muabe



Larry and Shan relax after swimming.

Thaddeus Ndanjong
Theodora Nyamboli Bongsha
Walters Nyuwen
Frederick Ofori
Andy Ojinnaka
Modupe Omopo
Zenat Osman
Kadehn Palle
Ebenezer Quarshe
James Quay
Maima Quermorllue
Alexis Riess
Elizabeth Saah
Folorunsho Samuel
Ibrahim Sorie Seck
Gershon Senaya
Berhanu Serebo
Nacebatu Sesay
Alimamy Suma
Junior Isabelle Tagny Epse Tchoumkoua
Dissirama Tatao
Andre Tayou
Robert Tetteh
Francois Thypam
Salumu Tumba
Idara Umoren
Lolita Villegas
Damika Ward
Rosetta Weah
Birdelyn Weems
Adam Wysong
Janet Dora Yeboah
Nicholas Yevoo



Lisa shops at the Rio.

Monica Zelma

Instructional Associate

Pascal Abalo
Daniel Azeh
Michael Bangura
Taiye Daniel
Audrey Kevin Dzali Noubi
Jean Ilera
Allan Juxon-Smith
Mabinty Kamara
Fnu Kitty Ambang A Espe Awanchiri
Shifa Muhammad
Joseph Ngantchu Linkio
Anny Njikelang Yonzou
Frederick Nyuyfoni
Philemon Owusu
Michael Tau
Harrison Tiah
Joseph Turay

Residential Instructional Associate

Paul Ackah-Soboh
Ablewa Acolatse
Erica Adom
Anna Agbor
Josephine Agyeman
Omojesu Akinkuade
Olivia Akoth
Kodjo Alode
Johnson Amoah
Abiodun Anjorin
Delali Anthony
Alex Appiah
Joana Asamoah
Marian Asantewaa
Serge Asonglefack
Felix Azoh
Michel Balla
Bai Bangura
Marie Barrie
Oumou Conde
Peter Conteh
Anthony Cudjoe
Senanu Dagadu
Matilda Darko
Albertine Dennis
Patience Dikuba
Colette Djomo
Decemah Doryen
Benjamin Doughan
Ekese Ewane
Laetitia Fanya Hodjio
Sintia Fobang
Porsche Fudge McMillian
Ivo Gana
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Fadhil Saleh
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Chosniel Sanji
Tajoacha Scott
Issa Senesie
Fatmata Spitzer
Catherine Tachie Mensah
Sheku Tarawally
Gabriel Taylor
Cephise Tchamou Etcheu
Anne Tchappi



Exploring the new Pike and Rose shopping area during summer camp.

Toh Tibuck
Jonah Toe
John Wachanga
Claude Wanssi
Mariama Wilson
Gibril Yansaneh
Valentine Yenkon
Substitute
Maria Abayomi-Cole
Christiana Agbro
Akinwale Akindele

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Robert Ashyono
Awungfuet Atabong
Alimamy Barrie
Fousseni Bouraima
Rose Bright
Urbain Charly Dadjeu
Kwame Duodu
Obidike Ejimofor
Alicia Evans
Alain Bertin Felifack Toutso
Ceoah Fiske
Cynthia Fosu Rockson
Fred Fundo
Notoya Gordon
Charles Graham
Kpoti Gunn
Jennifer Hemmings
Lydia Houdroush
Adjovi Hounzangli
Adantchede Hounzangli
Mayokun Ilori

Stacey Jerome
Nimatu Kanu
Binta Keita
Richard Keohane
Laetitia Kepseu Djamen
Norbert Kogan
Fanta Mansaray
Martha-Nach Manyo
Natan Meaza
Eric Musa
Carole Sidonie Ndefo Djuikam
Collins Ngwane
Romain Ninwowo Ngoufack
Claire Nkehsera
Donald Nsoh
Samson Olanipekun
Theresa Orah
Eve Ouangrawa
Remy Primas
Augusta Sannoh
Rugiatu Sesay
Talar Simon
Leticia Simporé
Daylee Tarlue
Alie Thullah
Fobisong Tonjock
Brell Toukam Ouafu
Essi Essinou Tsogbegan
Akie Williams



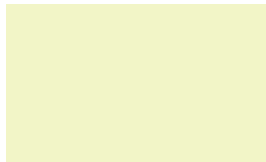
Din and Bennett Park participate in the kite festival.



Matthew plays basketball during the CSS Olympics.



Satish walks around the waterpark.



Diamond visits community shops with her friends.



Mitch catches fish while on vacation in Ocean City.

Consultant and Professional Services

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Angela Akbarova
Arezo Aryaee
Dr. David Band
MaryAn Blotzer
Patricia Clements
Nicolas Fondom
Lothar Frenz
Lynn Gorman

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Art Therapist
Vocational Instructor
Psychiatrist
Social Worker
Speech/Language Pathologist
IT Contractor
Fitness Instructor
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Dr. Marcia Smith
Annette Williams
Jackie Zamora

Piano Instructor
Drumming Instructor
Music Therapist
Speech/Language Pathologist
Art Therapist
Psychologist
Family Consultant
Zumba Dance Instructor



Adriana and Asher have a blast singing with everyone during music class.



*(Above) Naini and Elvin practice their skills in speech therapy with Patti Clements.
(Right) Adam explores percussion instruments in music therapy.*



that's a wrap

Employees

Arnel JR Cervantes
DeVonte Chambers
Myisha Hagler
Roozhan Behseta
Brenton Bryan
Stephen Cowan
Marissa Fobbs
Matthew Greenberg
Pia Gueco
Emily Hartung

Kevin Ho
Aaron Kaufman
Michael Konopka
Kerry Mehailescu
Karim Moussavi
Rodrigo Perez
Julie Ricketson
Jonathan Robinson
Joseph Youssefi



Derric sings during Open Mic Night.



Michael cleans the refrigerator.

That's a Wrap started with a dream

Over 20 years ago, Community Support Services, Inc. began supporting individuals with developmental disabilities in Montgomery County. In the last two decades we established community farms, we learned how to cook, and we wanted to work. Our dreams led to That's a Wrap. Today our market employs individuals with developmental disabilities and we offer healthy food for sale that we make with fresh, locally grown ingredients. We're excited to share these dreams with you in our home community.

Visit us today!



Stephen makes a wrap.

THAT'S A WRAP

12158 Darnestown Road
North Potomac, MD 20878

*We also have catering and offer delivery!
For more information and the full menu
visit our website: www.thatsawrapdeli.com*



That's a Wrap hosts Coffee with a Cop in the community.

Partner Employers

Job Sites

A Wider Circle
 Becky's House Shelter
 Bethesda Cares Soup Kitchen
 Bethesda Fire House
 Black Hills Park
 Blackrock Center for the Arts
 Blue Heron Wellness
 Brookdale Potomac
 Brookside Gardens
 Burger King
 California Pizza Kitchen
 Calvary Church
 Cedar Ridge Farm
 Century Automotive
 Chips & Sips Vending
 Church of the Nazarene
 ComMotion Dance
 Croyden Creek Nature Center
 Damascus Community Center
 Damascus Senior Center
 Days End Horse Farm
 Denny's
 DHHS
 Dobre Gymnastics
 Dollar Tree, Montgomery Village
 Dunkin Donuts, Frederick
 Dunkin Donuts, New Market
 Dunkin Donuts, Urbana
 Dunkin Donuts, Hyattstown
 Easter Seals Adult Day Services
 Easter Seals Child Development Center
 Epworth Methodist Church
 Fitness Unlimited
 Food and Friends
 Friends of the Library
 Garrett Park Town Office
 Genesis Rehabilitation
 Go Church
 Green Valley Y
 Health & Human Services
 Hebrew Home, a Charles E Smith Community
 Help4People Thrift
 Holiday Park
 IHOP, Gaithersburg
 IHOP, Germantown



Desmond sweeps as part of his job at ComMotion Dance Studio.

Interfaith Clothing
 IW-WAC
 Kensington Park Nursing
 King of the Nations
 Kohl's
 Krispy Kreme
 Lifetime Companies
 Little Bennett Campground
 LKC Technologies
 Locust Grove Nature Center
 Longwood Community Center
 Manna Foods
 MCAS
 McDonalds, Gaithersburg
 McDonalds, Frederick
 McDonalds, Mt. Airy
 Meadowside Nature Center



Rodrigo works at McDonalds.

Meals on Wheels
 Mercy Clinic
 Montgomery Village Healthcare
 Motion Mania
 North Adams Street Consortium
 National Post-Doctoral Association
 Nancy H Dacek North Potomac Community Recreation Center
 Nourish Now
 OASIS Farm
 Our House
 Paramed
 PCI
 PLAN of MD
 Planet Aid Thrift Store
 Planet Fitness
 Preston Gymnastics Academy
 Pump It Up - Frederick
 Rainbow Shelter
 Red Wiggler Community Farm
 Rockville Library
 Rockville United Methodist Church
 Rodgers Consulting, Germantown
 Rodgers Consulting, Largo
 Salvation Army, Gaithersburg
 Salvation Army, Rockville
 Sandler Training
 Sligo Creek Golf Course
 Spirit Club
 St. George Greek Orthodox Church
 St. James Thrift Store
 St. Martin of Tours Catholic Church
 Stepping Stones Shelter
 Stone Works, Inc.
 Sunflower Bakery
 Surfhouse
 Taco Bar, Frederick
 Taco Bar, Olney
 Takoma Park Recreational Center Center
 Target
 Tifereth Israel Congregation
 National Capital Trolley Museum
 Unity Church of Gaithersburg
 Village of Rockville Nursing
 Wilson Parrot Foundation
 Woodmont Grill

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July 1, 2018 - June 30, 2019

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Kevin and his father enjoy dinner together at the Holiday Dance.

Marcia and Matthew Diamond
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Leah Asher Ellis
Father Peter Paul Maher Council No. 6793
Jack and Brenda Feldman
Fidelity Charitable
James Michael Foley
Jeffrey and Katherine Fones
Robert Frasche



Anand, Matthew, and Kenneth accept a donation check from Gardein.



Matthew bowls with his family at BowlMor.

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Gary and Beverly Fried
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Gary and Claire Funkhouser
Ravindra Gentle
Mary Gibala
Mary Glasgow
Regina M Gleeson
Steven and Lydia Glucksberg
Mark Wong and Maggie Gourlay
Elizabeth Gourlay
Peter Gourlay
Michael Greenberg
Peggy Greenspan
Abigail Greenspan
Dr Douglas Greenspan
Michael and Koppy Griffin
Gina Gueco



Dorian swims in the pools at Rockville.



Eli harvests vegetables in the Wooten Mill Community Garden.

Thank you Donors!

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Sue Hartung
Matthew Hartung
Nancy M Hepp
Randy Hopkins
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Allison Hoyt
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Rand and Sandra Huntzinger
Katherine Hurson
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Lauren Kollecas
Susan and Joseph Krempasky
Therese Lampe



Nationwide presents a donation check to CSS.

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Leslie Curtis Poe
Joseph and Elaine Potosky



Yi smiles with his father during the Bowling FUNraiser.



Annie dances with her father during the prom.

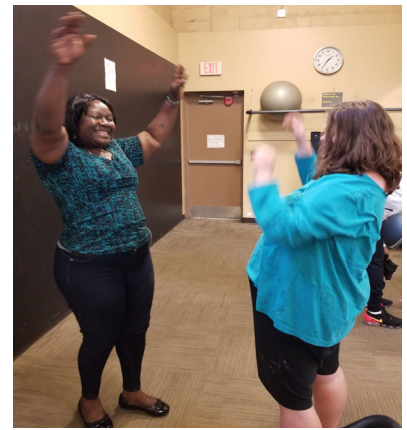
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Michael and Deion try to win prizes on the midway at the Montgomery County Fair.

Amble and Uma Prasad
Nolan and Gail Rappaport
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Rebecca Wong
Eric Wong
Ming and Mary Yee
Cynthia Yee
Joey Yuhas
Marilyn Zeiberg
Stuart Spielman and Mona Zeiberg
Weimin Zhou
Chuiwun Zhou



Ingrid throws a ball in fitness class.



Ryan dances with his mother at the holiday dance.

In Honor

Roozhan Behseta
John Bucknam
Matthew Datovech
Asher Ellis
Ryan Greenspan
Edward Hurson
Brian Hustvedt
Kayleigh McConnell
& the staff at Bazzellton

Alisa Patnaik
Rodrigo Perez
David Reeves
Julie Ricketson
Daniel Ryan
Joanna Silver

Memorial Tributes

David Geier
Jack Mertz
Anna Moy
Maurice and Ann Sislen



Jonathan shakes a friend's hand in greeting at That's a Wrap.

Every donation makes it possible for us to continue fulfilling our mission.



Community Support Services, Inc.

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

