ARDMORE
2017 Annual Report

Grow Bloom Thrive
empowering people with intellectual and
developmental disabilities since 1963
Ardmore has been a leader in Prince George’s County since 1963—empowering people with intellectual and developmental disabilities. We operate from a core value system that affirms each person’s right to determine the direction of his or her life. Through community living services, personal supports, center-based and community learning services, and customized employment program, our teams work to ensure Ardmore is a place where dreams grow.

In 2016, Ardmore committed to the principles of Person-Centered Thinking: the belief that people receiving supports and services have control over the life they desire, are recognized and valued for their contributions to their communities; and are supported in a web of relationships within their communities. In making this commitment, we developed three outcomes that speak to where we are going as an organization and the impact we want to have on the people we support.

As we move forward, we will continue to be guided by our commitment to demonstrating that the people we support are empowered to make informed choices, our employees share a culture of excellence, and Ardmore is a trailblazer as person-centered organization.

Last winter, Ardmore was asked to help a man who had been sleeping in the lobby of a public building. Our Community Living team sprang into action to provide temporary housing and, with the help of state and local partners, a long-term solution that would satisfy Biruk’s expressed need for independence. It didn’t happen overnight and it wasn’t easy, but today, Biruk lives with two friends in his own apartment, building a life of his choosing.
Ardmore...Where Dreams Grow
The people we support are EMPOWERED to make informed choices.

After losing a job last year, EJ struggled with seeing himself as a failure. Our employment team worked with EJ and encouraged him to apply for a position at a Bowie restaurant. Today, he works at MOD Pizza and his vibrant, electric and quirky personality—qualities embraced at MOD—has returned. EJ’s dream was to work—now, not only is he working, he’s excelling!

Ardmore...Where Careers Bloom
Our empolyees share a culture of EXCELLENCE.

Albert is challenged each day to coordinate activities for the four men he is assigned to support. He beams when he talks about creating engaging community experiences for them, though he struggles to find places that welcome people with disabilities—places where they aren’t greeted with stares. But Albert says that seeing the excitement in the eyes of a person trying something new or achieving a goal makes his work at Ardmore worthwhile.
Person-Centered Thinking Commitment

**Grow**  
**GOAL 1** For the People We Support  
People are empowered to make informed choices.

**Bloom**  
**GOAL 2** For Our Employees  
Employees share a culture of excellence.

**Thrive**  
**GOAL 3** For Our Organization  
Ardmore is a trailblazer as a person-centered organization.

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<thead>
<tr>
<th>Endevors</th>
<th>Outcome Goal</th>
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<tbody>
<tr>
<td>Increased Community Living and Personal Support services by 21%.</td>
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<td>Enhanced Community Living options to include apartment rentals – allowing for more privacy and choice.</td>
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<td>Realigned Day and Employment Programs so that most people spend their days in the community.</td>
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<td>Bolstered informed career choices and on-the-job experience with a newly launched internship program.</td>
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<td>Broadened opportunities for people in our Community Learning Services program to help others through volunteering.</td>
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<td>Expanded Community Living options across county lines.</td>
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<td>Renovated our Center-Based program environments to have specific functions.</td>
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<td>Reorganized transportation to maximize efficiency and promote optimal community integration.</td>
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<td>Intensified support for our Direct Support Professionals in providing superlative programs for those we support.</td>
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<td>Promoted increased funding for compensation levels of our direct support professionals.</td>
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<td>Provided two full days of in-service training.</td>
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<td>Equipped staff with electronic tablets to facilitate real-time responses and support increased community initiatives.</td>
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<td>Streamlined and amplified our recruiting and application process.</td>
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<td>Invited partners such as Developmental Disabilities Administration and Resource Connections to share in our person-centered trainings to engender inter-agency cooperation and promote transparency.</td>
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<td>Created case management positions charged with infusing person-centered thinking into the planning process for those we support.</td>
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**Supporters**

Your generosity is an invaluable resource to those we support. Thank you!

Michael Ahearn  
Allmon & Company, LLC  
Tracy Avant  
Bob Grill General Contractor, Inc.  
Karene Brodie  
Barry Caison  
Clarence & Donna Carter  
Patrick Carter  
Commercial Insurance Managers  
Chris & Heather Deacon  
Diplomat Realty  
Jennifer Garofalo  
General Mills  
Colette Gingles  
Adam Gray  
John Hill  
Roger & Joan Ishimoto  
Ann Kaippalil  
Alice Kauffman  
Marilyn Knight  
Mary Lee Murphy  
Molly Nercessian  
Joan O’Donnell  
John Palmgren  
Tameka Paschal  
Ervin & Elizabeth Reed  
Connie Rickett  
John Rickett  
Howard Stone, Jr.  
Lynn Tarburton  
Carol Tasel  
Leslie Washington  
Linda Washington  
Wegmans  
Zeta Associates  
David Ziobro

**Annual Meeting**

June 7th | Busboys and Poets | Hyattsville | "We are Ardmore: Grow, Bloom, Thrive"

**Financials**

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>SUPPORT &amp; REVENUE</th>
<th>EXPENDITURES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Assets ................. $3,226,476</td>
<td>State ................. 94.12%</td>
<td>Program Services ............... 80.08%</td>
</tr>
<tr>
<td>Property &amp; Equipment (net) .... $5,878,985</td>
<td>County ................. 1.53%</td>
<td>Management &amp; General ........... 11.79%</td>
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<tr>
<td>Other Assets ................. $88,345</td>
<td>Contracts &amp; Other ............... 4.08%</td>
<td>Fundraising ............... 0.13%</td>
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<td>Total Assets ................. $9,193,806</td>
<td>Donations ............... 0.27%</td>
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**LIABILITIES & NET ASSETS**

| Current Liabilities ................. $603,791 | |
| Long-Term Liabilities ................. $2,757,074 | |
| Net Assets ................. $5,832,941 | |
| Total Liabilities & Net Assets ........ $9,193,806 | |

Donations to Ardmore Enterprises are tax deductible to the fullest extent allowed by law.  
A copy of our current financial statement is available upon request to the CFO.
BOARD OF DIRECTORS

**PRESIDENT**
Barry Caison
Ben Dyer Associates, Inc.

**VICE PRESIDENT**
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Addiction & Mental Health Division, Prince George’s County

**SECRETARY**
Catherine Patterson
Success For All Foundation

**TREASURER**
Michael Ahearn
Sandy Spring Bank

**PAST PRESIDENT**
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Technical Specialties

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Allmond & Company, LLC

Freddie H. Cook
Cook Financial Services LLC

Eric Frank
Self-Advocate

Ann Kaippallil
Joseph, Greenwald & Laake, PA.

C. Howard Simons
Diplomat Realty 2000+

Howard Stone, Jr.
Prince George’s County Government

Tameka Paschal
Prince George’s County Public School System

LEADERSHIP TEAM

**Douglas McQuade**
Chief Executive Officer

**Jennifer Garofalo**
Chief Financial Officer

**Bianca Colbert**
Director of Human Resources

**Heather Deacon**
Director of Development and Communication

**Michele Dawson**
Director of Community Living

**Molly Nercessian**
Director of Employment and Community Day Supports

**Tasha Dickerson-Johnson**
Director of Quality Assurance, Training, and Development

**Kendra Mosely**
Director of Expansion and Outreach

Ardmore Enterprises, a private, non-profit 501(c)(3) organization, is an equal opportunity employer promoting a drug-free workplace.

www.ardmoreenterprises.org
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