

FY 2025 ANNUAL REPORT

(July 1, 2024—June 30, 2025)



The Arc[®]
of Frederick County



FY 2025:

The Year in Review

Following the natural progression of life, it is a wise practice for people with disabilities to incorporate professional services into their network of support. This allows family and friends to remain as such, with clinical assistance helping with care and skill building; offering much needed breaks; providing navigation through resources; and building greater circles in areas such as college, employment, and social life where family and the individual naturally need to separate with respect to dignity.

The Arc of Frederick County is a provider with choice. People served partner with their Support Coordinators to choose the Direct Support Professionals who work with them and have authority over major and day-to-day life decisions. Enhancing connections, The Arc's work is extended when dedicated volunteers welcome people with disabilities into their communities.

This model was established by parents and self-advocates so families were not alone, overburdened, and isolated trying to do everything themselves. This allows for thoughtful future planning, with caregiver input, so parents can be a part of their adult child's ultimate independence, seeing their success and passing the baton to a caring community that they helped create and trust.

Shauna Mulcahy
Executive Director



The Arc of Frederick County and local self-advocates joined over one thousand vested partners in Annapolis to rally to protect services for people with intellectual and developmental disabilities. Cuts to services were vocally opposed by the greater Maryland community as documented in a poll conducted by The Washington Post and the University of Maryland's Center for Democracy and Civic Engagement. The survey demonstrated that 74% of Maryland voters opposed cut to the Developmental Disabilities Administration, understanding that people's safety at home, work, and in their communities would be jeopardized.



Supporting more than 50 people at their jobs, The Arc is a leader in creating communities that value the contributions people with developmental disabilities make in the workforce. The Arc's approach to cultivating employment includes building upon people's passions, talents, and interests through specialized job training programs, accessing higher education, and career development activities that are individualized. Jobs are maintained because employers trust that The Arc will remain an ongoing partner so they too have the assistance they need to foster inclusion within their businesses.



Frederick County Government is committed to honoring a vision of maintaining a vibrant and unique community where people live, work, and thrive while enjoying a strong sense of place and belonging. The Arc shares this goal and partners with our local government to celebrate Disability Pride, affirming that disability is a natural and valuable part of human diversity. Celebrating the history, achievements, experiences, and struggles of people with disabilities reminds communities of the importance of inclusion and progress.



Making meaningful connections for people to learn new skills and enjoy themselves in their communities, The Arc locates and cultivates Third Places where people are welcome, belong, and where laughter is frequent. Third places are anchors of community life, broadening interactions beyond where one lives and works. Arc Meet-Ups are festive times where friends enjoy the good-life Frederick offers. Building upon skills taught by volunteers and Direct Support Professionals, Support Coordinators from The Arc encourage people to expand their circles of support as they make new friends, have richer life experiences, and diversity and inclusion advances.



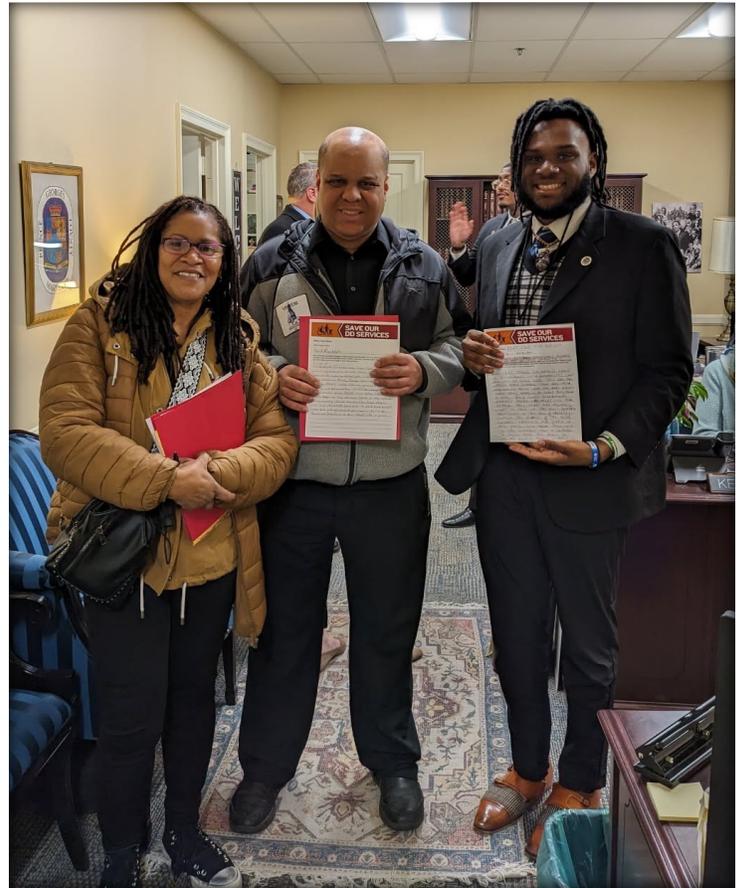
Cultivating up and coming leaders is a privilege The Arc shares with our public schools, colleges, employers, government, and the greater Frederick Community as we invest in our future by passing down traditions of respect to the next generation. The Arc welcomes high school and college students to volunteer and coordinates semester-long college internships. As volunteers share their talents and time, The Arc's resources are maximized. We thank the many students and community volunteers who serve to help with Parents' Day Out, Sibshops, Parent Support Groups and share their passions by coordinating art, music, language, yoga, dance, Zumba, soccer, general fitness, job development, and many other experiences to help build bridges to the greater community.



The Arc thanks our volunteers, donors, and funding sources that allow us to serve people with intellectual and developmental disabilities at home, work, and in their third places. It is important for our partners to keep in mind that the state Developmental Disabilities Administration is reimbursed for one half of services by Federal Medicaid. Both state and federal policies and funding impact services for people with disabilities in Maryland. Expansion to Federal Medicaid supports the important work of The Arc of Frederick County. Cuts to Federal Medicaid decrease and prevent The Arc from helping people, families, and communities. It is important for the general community to understand how the entire system operates and the domino effect our system is vulnerable to.



Supporting people to choose where they live demonstrates the utmost independence with respect to a life of self-determination. The Arc supports people to live in their family homes, houses they purchase, and apartments they rent with landlord-tenant agreements. In all instances, people choose who they live and share their lives with; having a right to privacy and dignified care. This model maximizes natural supports, building lives rich in connections and meaning, while also being less taxing on Maryland and Federal funding because responsibilities are shared.



We thank all of our members and donors for helping us continue our work to support people with intellectual and developmental disabilities and their families during FY 2025.

Over \$29,000

HB and Thelma Duvall Fund

\$5,000-\$9,999

Catherine Lapointe
Duncan and Tina Barks
NJM Insurance Group
The Joseph D. Baker Fund, Inc.
William E. Cross Foundation, Inc.

\$2,000-\$4,999

Chubb
Debra Eggleston
Frederick Wine House
Hankey's Radio, Inc.
Hypeman LLC
IAFF Local 3666
Janet Furman
Jeanne Bussard Center
SH Rosenstock Charitable Trust
St. Peter's Catholic Church
The G Frank Thomas Foundation, Inc.
United Way of Frederick County

\$1,000-1,999

Dennis and Terri Kieft
Dolores Carr
Gail and Joyce Guyton
Gregory Brown
Howard and Joanne Lewis Jr.
Larry and Marci Grimes
Ronald Moore
United Way of Greater Kansas City

\$500-\$999

Charles V. Main/Presidents Fund
Common Market Co-op
Community Foundation of Frederick
Evangelical Lutheran Church
Flying Cows Foundation
Golden Gear Car Club, Inc.
Gordon and Teresa Cooley
Independent Project Analysis, Inc.
James and Carmen Schmersahl
Jermon Bafaty
Kathy Dawson
Lauren Clopper
Linda Casey
Lisa Manetta
Mark and Vickie Shank
Mary Frances Trunk
Nelson Coleman Jewelers
Paulette Meulenberg
Pulsemaster Pubs, LCC
Queen City Creamery & Deli
R. Michael Tabor
Ralph and Stephanie Parchment
Raymond and Janice Brown
Rose Marie Myers
The Arc Maryland, Inc.
The Law Office of Morrison & McGrew, P.A.
Victor and Linda Graves
Walkersville United Methodist Church
William and Terri Cameron
William Briggs

\$200-\$499

Alex and Gloria Grabenstein
Allison Medrano
Amy Schlitzer
Chris Garrity-Carney

Dale and Beth Summers
Deborah Keller
Denise Droneburg
Frederick Mutual Insurance Company
H. Deets and Juanita Warfield Jr.
James Summers and Eleanor Williams
James Willard
John and Barbara Jorgensen
Karen DaFonseca
Knights of Columbus #11703
Knights of Columbus #13290
Linganore United Methodist Church
Lorraine White
Mary Trapane
Maxwell's Burgers and Shakes
Midori Rudisill
Rachel Keller
Robert and Anita Sisk
Robert and Paula Saal
Rosa Raez
Sandy Mulcahy
Shauna Mulcahy
Stephen and Danelle DeLoach
Susan Ann MacMullen Trust
WG Services, LLC

\$50-\$199

Aaron and Wendy Hastie
Aaron Stephens
Allan Davis
American Legion Post 168
Barbara Kane
Becky and Paul Smock
Bruce Zavos
Brunswick High School Class of 1962
Carol Debow

Cheryl Mosher
Christopher and Lucia Kline
Cindy and Herve Kopciak
Clyde and Catharine Crum
Community Living
Constance Martin
Corby Fowler
Dana McNemar
Daniel and Isabel Ripoll
Daniel Kecman
David Beeson
David Carmack
Delores Shackelford
Denise Dorsch
Diane Devlin
E. H. Tabler
Frederick and Frances Wenner
Frederick and Marjorie Glick
Giant Food
Gina Mulcahy
Glenn Miller
Gregory and Deborah
Wasserbach
Greta Harrison
Guy and Denise Berry
Howard and Mary Levine
James and Corinne Bradac
Janet Smalley
Jean Reeder
Jennifer Alford
Jennifer Amyx
John and Elizabeth Sherwin
Julie Byrd
Julie Fleitz
Kathryn Hopper
Kathy Laky
Kirk McNemar
Krystal Harne
Laura Kline
Lisa Martinis

Louis and Shauna Cencetti
Maia Carlisle
Marissa Cristino
Martin and Marianne Erlichman
Mary Slagle
Mary Staley
Maya Howard
Mayta's Peruvian Cuisine
Megan Dewing
Melissa Main
Michael and Karen Summers
Michael and Lana Crutchley
Michael Glick
Michelle Clark
Nancy Auth
Nicole Ambush
North Star Foundations Inc.
Orangetheory Fitness Frederick
Providence UM Church
R. Dennis and Pamela Dove
Rainbow Corbin
Rebekah Collogan
Renee Twigg
Richard and Linda Fairfax
Robyn Whittington
Sandra Coblentz
Sara Thomas
Sarah Marcinko
Scott Guarino
Scott Patano
Shiela Lippold
Steven Stauffer and Kim Webster
Teresa Lamb
The Golden Rose Cakery
Thomas, Bennett & Hunter, Inc.
Tim Suttles
Wayne, Doris, and Cheryl DeLauter
Wendy Andrews
William Papproth
Zavos Architecture & Design, LLC

\$25-\$49

C. Dean and Ruth Starner
Elizabeth Hylton
FSK Antique Car Club
Gideon Notarianni Stephens
Hasina Rahimi
Joanna Pierson
Jonah Notarianni Stephens
Joseph and Karen Ashwal
Mark and Beate Frankel
Megan Swanson
Richard and Gail Pearrell
Ronald Hartman
Stephen Herdecker

Up to \$24

Arye Deter
Mount Airy Mattress
Sean Garwood



Memorial Donations

In FY 2025, donations were made in memory of

Pam Barnes

Aaron Stephens
Debra Eggleston

Bennett Trainer

Kathryn Hopper

Nolly Rife

Jennifer Amyx
Patricia Amyx
Cheryl Mosher
Robyn Whittington
Ronald Moore
FSK Antique Car Club

Margaret Stroud

Tim Suttles
Michael and Lana Crutchley
Krystal Harne
Megan Swanson
Steven Stauffer
Mary Slagle
Brunswick High School Class of 1962

Christopher Dodrill

Kathy Dawson

Marie Pachence Reeves

Janet Smalley

Unity Campaign

Aaron Stephens
Amy Schlitzer
Carol Debow
Chris Garrity
Herve & Cindy Kopciak
Corby Fowler
Dan & Sharon Kuebbing
Dana McNemar
Daniel Ripoll
Deborah Keller
Delores V Shackelford

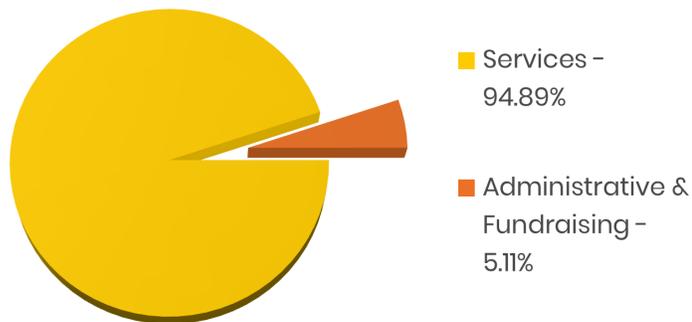
Duncan & Tina Barks
Fred Glick
Gideon Stephens
Hasina Rahimi
Jonah Stephens
Kathy Laky
Kirk McNemar
Linda Casey
Lorraine White
Maia Carlisle
Marissa Miller

Maya Howard
Megan Dewing
Michael Glick
Nicole Ambush
Rachel Keller
Rebekah Collogan
Sarah Marcinko
Shauna Mulcahy
United Way of Frederick County
William & Terri Cameron
William E. Cross Foundation, Inc.

The Arc of Frederick County Annual Report FY 2025

(July 1, 2024—June 30, 2025)

FY 2025



This information is summarized from The Arc of Frederick County's fiscal year 2024 audit. The complete audit is available for review at The Arc's office and also at Mullen, Sondberg, Wimbish, and Stone, P.A.

Charitable Income:

Contributions	\$	173,745
Special Events		-

Total Charitable Income

\$ 173,745

Government Revenue:

MD State	\$	15,224,782
Frederick County Schools		232,650
Frederick County		4,335

Total Government Revenue

\$ 15,461,767

Expenses:

Personnel	\$	12,146,552
Purchase of Services		509
Other Operating Expenses		1,271,949
Equipment Acquisition		14,566

Total

\$ 13,433,576

The Arc of Frederick County

620-A Research Court
Frederick, MD 21703
301-663-0909
www.arcfc.org

Executive Director

Shauna Mulcahy

Standing Committee

Aaron Stephens, Director of Strategic Initiatives
Hasina Rahimi, Senior Administrative Assistant
Dee Carr, Community Member
Joe Said, Community Member

FY 2025 Board of Directors

Officers:

Adriana Toro —President
Kathy Laky —Vice President
Greta Harrison —Secretary
Duncan Barks—Treasurer
Kathy Laky—Past President

Directors:

Carol Debow
Wendy Andrews
Mark Randolph
Denny Weikert
Cindy Kopciak
Shawn Dennison

Mission Statement

The Arc of Frederick County helps people with developmental disabilities to live enviable lives. Enviable lives are the lives we all lead, filled with purpose and meaning, and with friends and family. This is accomplished by providing services, advocacy, and creating supportive communities.

Follow The Arc of Frederick County on Facebook for information, events, exciting accomplishments, and supports available to community members.

The Arc
of Frederick County