



**The Arc of Baltimore, Inc.**  
**BOARD OF DIRECTORS**  
**2007 - 2008**

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*Annual Meeting*  
*and*  
*Awards Ceremony*

*May 7, 2008*





# Core Values

*People First*

*Visionary Leadership*

*Community Participation &  
Improving our Community*

*Diversity*

*Integrity, Excellence &  
Accountability*

*Commitment to Quality Supports*

*Sensitivity & Respect*

# Program



Opening and Introductions.....Gilbert F. Kennedy, III  
*President, Board of Directors*  
Stephen H. Morgan  
*Executive Director*

Invocation.....Father Joseph Muth  
*St. Matthew Catholic Church*

Musical Presentation.....Cassie Dittman  
Amanda Valentine  
Margie DeLong  
*The Arc of Baltimore*  
Father Joseph Muth

Welcoming Remarks.....Jamie Costello, WMAR - TV 2 News Anchor  
*Master of Ceremonies*

## Dinner

Annual Meeting.....Gilbert F. Kennedy, III

Approval of 2007 Minutes  
Nominating Committee Report  
Election of Officers and Directors  
President's Report

Passing of the Gavel.....Gilbert F. Kennedy, III  
Eric Gross, *President Elect*

Key Note Remarks.....The Honorable Elijah E. Cummings  
United States House of Representatives  
Maryland's 7th District

Awards Ceremony.....Jamie Costello  
Gilbert F. Kennedy, III  
Stephen H. Morgan

Video Presentation



## Employer of the Year

*This award is presented to a company that directly employs people with developmental disabilities. Factors for consideration include objectivity in hiring, provision of fair wages and benefits, efforts to smooth the transition into the work force, access to training/promotion opportunities, and encouragement of similar practices by other employers.*



**EMPLOYER OF THE YEAR AWARD  
Crowne Plaza Baltimore**

The Crowne Plaza Baltimore (previously the Holiday Inn Select) first hired an individual with developmental disabilities in 2000. Impressed with the employee's strong work ethic, the coaching and support provided by Arc staff, and the hotel's interest in The Arc mission, the hotel now employs three Arc supported individuals – one in housekeeping and two in the food and beverage area. The hotel management and staff provide a natural support network for these workers and embrace the principles of community employment and integration. This not only helps make these employees successful, it creates a positive work environment for all the hotel staff and adds to the hotel's positive image in the community.



## Mission Statement

*To ensure that people with developmental disabilities have maximum opportunities to actively participate in all aspects of community life, and to offer programs and services that support them in doing so.*



# Public Service Award



***In Loving Memory  
Marre F. Fanning  
1944 - 2008***

Contributions in Marre's memory can be sent to The Marre F. Fanning Fund, care of The Arc of Baltimore.

*This award is presented to individuals or groups in the public eye who make special efforts to increase understanding of people with developmental disabilities and/or who advocate for improvement of services that are available to people with disabilities. Potential nominees may include elected representatives, government officials, community leaders, or the media.*

## PUBLIC SERVICE AWARD



John Dinkel, Publisher

Seeking to broaden the formal recognition it could offer to companies employing Arc supported individuals, The Arc approached the Baltimore Business Journal in 2005 about co-presenting a new awards program named Employers of Distinction. When the new publisher of the paper, John Dinkel, learned of the commitment, he readily agreed to see for himself more of what it was about and made an extensive tour of the University of Maryland Baltimore where eight Arc-supported individuals were working. He now co-hosts the awards breakfast and brings the BBJ's good name and seal of credibility to the awards program, thereby adding to the value of the award for the companies recognized.

The Baltimore Business Journal also sponsors The Arc of Baltimore Celebrity Golf Tournament which raises more than \$100,000 annually. John put his personal affirmation to the value of employing individuals with developmental disabilities in an editorial he wrote recently, bringing added exposure to The Arc's mission.



# Volunteer Service Award

*This award is presented to individuals demonstrating dedication to the agency's mission through volunteer service to The Arc and Arc-supported individuals. Considerations include hours of service, dependability, performance of leadership or support roles, commitment to the needs of individuals with disabilities, and dedication to the mission and core values of the agency.*



## **VOLUNTEER SERVICE AWARD Gilbert F. Kennedy, III**

Gil Kennedy joined the Board of Directors of The Arc of Baltimore in 2001. He served as a member of the Finance Committee for four years and then became Finance Committee Chair and Treasurer for the next three years. In July of 2006, Gil ascended to the President's role.

Gil's commitment to The Arc goes well beyond the fiduciary role he has played. He has gotten involved in and deepened his understanding of the many roles volunteer leaders play. He has increased the Board's level of participation in fundraising, boosting their total contributions by more than 50%. He has also included more attention to the various programs of The Arc and their qualitative aspects at Board meetings. Gil has attended The Arc US convention the last two years to further develop his appreciation of The Arc and its rich advocacy history. Gil has also fostered the full participation of self advocates in Board activities and genuinely values their contribution to the Board. He has also used his extensive network of contacts in the business community to promote the work of The Arc, especially with respect to the value of employing people with disabilities.



# Direct Support Employee of the Year

*This award is presented to a program staff person whose dedication to their profession and The Arc is exemplary and who was selected as Employee of the Month in the prior year.*

## **DIRECT SUPPORT EMPLOYEE OF THE YEAR Nina Lasorte**



Nina has worked with the Thoms-Chesley family and their daughter Victoria for nearly three years, juggling the demands of three part-time jobs and college courses, but coming to work with the family promptly and with energy six days every week. Nina has embraced inclusion for Victoria and advocates for her when they are out in the community. Nina takes Victoria on outings with Girl Scouts and trips to the pet store, helps Victoria make her lunch, and modifies day-to-day tasks so that Victoria can accomplish them.

In Victoria's mom Heather's words, "Working with Victoria is not an easy task because she can be very demanding, intense, emotionally volatile and, despite her disability, physically challenging. To understand Victoria, those around her must be very aware of events going on around and have a keen sense of understanding. Victoria is non-verbal and relies on eye gaze, vocalizations and physical movements to express herself. We feel that Nina's dedication, professional manner, consistent positive attitude, loyalty to Victoria, and her flexibility with events and activities all contribute to supporting our nomination of Nina for Program Employee of the Year."

Nina's own words of a special memory with Victoria offer a special insight. She said, "Victoria and I were swimming and she trusted me enough to hold onto me. She floated and fell asleep in my arms."



## Administrative Employee of the Year



## Volunteer Service Award

*This award is presented to an administrative staff person whose dedication to their profession and The Arc is exemplary and who was selected as Employee of the Month in the prior year.*

*This award is presented to individuals demonstrating dedication to the agency's mission through volunteer service to The Arc and Arc-supported individuals. Considerations include hours of service, dependability, performance of leadership or support roles, commitment to the needs of individuals with disabilities, and dedication to the mission and core values of the agency.*



**ADMINISTRATIVE EMPLOYEE  
OF THE YEAR**  
**JoLynn Osmeyer**

**VOLUNTEER SERVICE AWARD**  
**Joseph Forrester**



With an agency such as The Arc, with its diverse programs and funding sources, JoLynn Osmeyer's commitment to improving systems and processes in the Finance Department is a huge asset to the organization and is rooted in her belief in The Arc's mission.

Everyone knows that the spirit of Elvis Presley remains strong in the hearts of fans across the world, and many at The Arc have a particular appreciation for all-things Elvis. Over the past five years, Joe Forrester has volunteered his talents to bring Elvis to Club Venture in his performance as Elvis. Joe not only performs as Elvis – he becomes Elvis – and it has become an event that everyone looks forward to.

JoLynn has been instrumental in the success of a new purchase order system, maintains fixed asset and depreciation records for the agency, successfully implemented the use of new fixed asset software, and attends to billing on critical programs. All of this is in addition to her core responsibilities in the department. JoLynn always steps up when needed, works late when staff is short or there's a special deadline, and is always willing to learn something new. Not only is JoLynn a team player in Finance, she participates in functions outside her department like Art in the Round – not because she has to, but because she believes in The Arc's mission.

Joe gives totally of himself in this role, never seems to tire of it, and as a result, Club Venture participants just love him. Joe asks for nothing in return. He brings special moments of magic with his tribute to Elvis and his gifts of time and talent to The Arc family.



# Special Appreciation Awards

*This award is presented to individuals or groups rendering truly outstanding assistance to The Arc of Baltimore and/or to people with developmental disabilities. This award is intentionally broad in scope to encourage nomination of anyone who has provided unusually noteworthy services.*



**SPECIAL APPRECIATION  
AWARD**  
**St. Matthew Catholic Church**

Fr. Joseph Muth,  
Pastor



Diane Krause,  
Volunteer

The Arc of Baltimore continues to develop new resources for families with children with developmental disabilities. Knowing the parental challenges of running simple errands or just getting enough personal time or opportunity to attend to other children’s needs, The Arc sought to establish a “Parents’ Day Out” program and found a first partner in St. Matthew Catholic Church. Fifteen volunteers from the church have been trained and four sessions hosted at St. Matthew so far. Up to 15 families each session have been able to leave their children for a full four-hour morning – giving the parents time to spend as they need. Not only are children with disabilities welcomed, their non-disabled siblings can also stay so that the program is inclusive and the parents have maximum flexibility.

The impact of this program and what the St. Matthew volunteers make possible is reflected in the simple statements of appreciation from the parents. One father commented when he dropped off his four children that mom was home and sleeping in for the first time in a very long time. Another mom with a young child who has multiple disabilities was very hesitant about leaving her child. She later said that she was so relieved when the volunteers welcomed and embraced her child and allayed her concerns entirely.



# Helping Hands Award

*Self-Advocates involved in Helping Hands (an advocacy and education oriented group that works to influence public policy and issues such as the closure of public institutions for people with developmental disabilities) name an individual each year who has made an impact on their interests in a significant way.*

**HELPING HANDS AWARD**  
**James Kearney**



As an Arc van driver, James Kearney gets to know and assist literally hundreds of individuals supported by the agency. Participants in Helping Hands have an even greater opportunity to know and appreciate James. James attends all Helping Hands meetings and events.

On Saturdays when the Helping Hands meetings are held, James picks up members from the Hillendale Bowling Alley and brings them to the meeting and then gets them home. On non-meeting Saturdays, James still goes to the bowling alley and helps out the teams, spending time with them on his own time. James is a true advocate for Helping Hands and all the individuals supported by The Arc consider James a friend – their friend.



## Community Connection Award In Memory of Selma Greenfeld

*This award is presented to the staff person who fosters opportunities for individuals with developmental disabilities to make friends and build relationships in the larger community. This may include introductions or exposure to people with similar interest areas or hobbies or accompaniment to recreational activities or events offering integrated interactions in the community and have proven to significantly improved the quality of life for Arc supported individuals.*



**COMMUNITY CONNECTION AWARD**  
**David Hoffnagle**

David Hoffnagle has been with The Arc’s landscape department for nine years. About five years ago, David began taking his Landscape crew to blood drives at The Arc’s main offices about five years ago. When Red Cross staff was hesitant about individuals with disabilities giving blood, David helped them understand that his workers’ blood was as good as his, and a tradition began.

The practice has expanded due to David’s passion and now dozens of Landscape and other workers are providing life-saving blood to the community in which they live. David has spent countless hours of his own time providing other opportunities with workers, giving them opportunities to experience activities and events that many would never have without his support – including a local Habitat for Humanity project.



## Special Appreciation Awards

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**SPECIAL APPRECIATION AWARD**  
**Mitchell - Wiedefeld Funeral Home, Inc.**



Jack Mitchell, President

From time to time, Arc staff must assist the families and friends of supported individuals in making final arrangements after these individuals have passed away. At other times, there simply are no family members and so The Arc naturally assumes the responsibility. For many years, The Arc has turned to the Mitchell - Wiedefeld Funeral Home for their services. Sometimes, individuals have passed without adequate resources to pay for funeral services and The Arc has been challenged during these times to make arrangements quickly and cover the costs. Each time we contact Mitchell - Wiedefeld, the staff is willing to work with us, not only reducing costs wherever possible, but dealing with sensitivity and respect for those involved. Most importantly, for those people who may have been devalued by the world around them in their lives, Mitchell Wiedefeld has treated them with all the human concern and dignity they deserve.

And what does John Mitchell say about receiving the award: “I just felt I was doing my part to be good to those in need.”



# School Inclusion Award

*This award recognizes a teacher, educator, administrator, support personnel, or other education professional who has demonstrated excellence in providing quality educational opportunities for students with developmental disabilities in Baltimore City or Baltimore County, reflective of The Arc’s position on education and inclusion of students with developmental disabilities.*



## **SCHOOL INCLUSION AWARD Harford Hills Elementary School Grade 5**

This new award is presented to the entire 5<sup>th</sup> grade of Harford Hills Elementary School for their acceptance and inclusion of Victoria Thoms-Chesley in their class. Victoria splits her time between Harford Hills, her neighborhood school, and Ridge Ruxton School, which is a segregated school for children with a variety of disabilities. Only a handful of children with challenges the extent of Victoria’s are currently integrated in Baltimore County schools’ general education classes. The integration is successful because of Victoria’s classmates who, over time, have learned to understand Victoria’s vocal and physical expressions and have embraced her presence.

As Victoria’s mother, Heather, describes, Victoria and her classmates are helping to move school inclusion in the right direction and making change with small steps. Her success is not measured by test scores but by personal impact. She says, “The truth of Victoria’s impact is in Sophia, who while at the bus stop, asks if Victoria is coming to Harford Hills today; in Daisy who asks to help Victoria get to the playground; when three classmates work together to help Victoria climb up the playground equipment and stand on top with everyone else; and when Grayson says hello and waits for Victoria to hit her Voca (adaptive communications device) to say hello in response. School inclusion happens one child at a time and one school at a time, thanks to kids like Victoria and her classmates.



# Outstanding Supported Employee Award

*This award is presented to an individual supported by The Arc whose job performance has improved significantly in the past year. This improvement may be demonstrated by increases in productivity, acquisition of new skills, and improvement in work habits. Open to all Arc supported employees whether engaged in contracts, enclave/mobile crews, or independent/direct employment.*

## **OUTSTANDING SUPPORTED EMPLOYEE Tammy Salkever**

Tammy Salkever has been employed by The Arc of Baltimore’s administrative offices as the front desk receptionist for over two years. The receptionist position in any business is very challenging and The Arc’s is no exception. Tammy projects a helpful and professional image for The Arc with all callers and visitors, manages the busy and distracting office area with confidence and grace, has knowledge of all of our programs, and knows the security procedures and difficulties of our dual entryways – and does it all with a smile and a friendly manner. What makes it all even more noteworthy are the barriers Tammy must overcome each day to succeed, but with Tammy’s drive and her determination she overcame each barrier.



Tammy has become the front desk of our agency. She recognizes the sound of each of our staff members’ voice when they call out hello in the morning and she manages callers and visitors with confidence and charm. Tammy has the respect of her co-workers at the administrative offices and it is well deserved.



## *Excellence in Management Award In Memory of Herbert L. Fedder*

*Presented to an administrative staff person who demonstrates excellence in management and visionary leadership. Considerations include ability to plan and implement programs; effectively manage staff; commitment to professional advancement of self and others; and dedication to The Arc’s mission, core values and advocacy.*

### **EXCELLANCE IN MANAGEMENT AWARD Patti Dreisch**



In 1978 when Patti Dreisch began her employment with The Arc of Baltimore, she worked in a training program in what was known as the BARC subcontract company, a “sheltered workshop” operation. She helped to prepare workshop “clients” for competitive employment, which was altogether new at that point since individuals with developmental disabilities

rarely had an opportunity to work for companies. Today, hundreds of Arc supported individuals work in companies throughout greater Baltimore in a variety of jobs.

Through the years Patti has advanced and in 2006 was promoted to Director of Employment Services and took on the realignment of the division’s entire case management system. While the change was very challenging to the staff and our supported individuals, the goal was to maximize the opportunities available to all participants in day and employment services. Now, even the most skeptical have been won over to the new system. In addition Patti manages large state contracts and with all the licensing visits and inspections and audits of our records that take place each year, The Arc has never been cited for a deficiency.

For all her years in this work, Patti remains focused on the individuals we support and what motivates her is seeing what they do with their lives.



## *Professional of the Year Award In Memory of Thomas Ferciot*

*This award is presented to a professional outside of The Arc who displays particular understanding of, commitment to, and specific assistance to people with developmental disabilities through their profession. This could include educators, lawyers, or health care providers. Factors for consideration include services rendered and accomplishments in research or advocacy that directly assist individuals with disabilities.*

### **PROFESSIONAL OF THE YEAR AWARD Maureen van Stone, Esq., M.S.**



In 1981, a small group of lawyers launched the Maryland Volunteer Lawyers Service (MVLS) to provide free or reduced fee legal representation for low-income individuals and nonprofits. Maureen Van Stone joined the group in 2005 and formed a partnership between MVLS and Kennedy Krieger Institute (KKI) – now know as Project HEAL AT KKI. Maureen is a committed and effective advocate for children with disabilities providing legal services to low-to-moderate-income patients and families served at KKI and by The Arc. She is involved in numerous special education cases and assists Arc supported families who are having difficulties in receiving services identified and recommended in their Individual Education Plan (IEP). Maureen is tireless in her efforts to educate families on special education law, creating many resource documents and brochures that The Arc uses routinely and she has presented at The Arc’s Parent Support Series for the last three years.

Maureen has extensive legal credentials and has received numerous honors and awards, but she is qualified even further in the view of Arc Assistant Executive Director Joseph Anastasio by her work in the field she became an attorney. He says, “She really knows the stresses, challenges and injustices that families experience. She uses the law to relieve those burdens and make things right.”



*Foster Care Excellence Award  
In Memory of Mary Ellen McCormack*

*This award is presented to an Arc foster family that provides an outstanding environment meeting the physical, emotional and developmental needs of a child. Considerations may include providing corrective and/or habilitative learning experiences, personal advocacy efforts, proficiency at supporting the child’s family and cultural connections, and participating in the treatment team. The awardee is selected by The Arc’s Treatment Foster Care program staff.*

**FOSTER CARE EXCELLENCE AWARD  
Eva Brown**



Ms. Eva Brown has been involved with The Arc of Baltimore as a foster parent for nearly nineteen years and has taken many children into her home. She remains in contact with all of them, often sharing holidays or special events in the children’s lives. While Eva could be recognized for her efforts with any of them, a young girl who had experienced several

difficult losses was placed in her home last year. The girl’s anxieties and grief escalated existing behaviors, but Eva was able to calmly and consistently help the child regain a level of “normal functioning.” She helped the child maintain relationships with her siblings and aunt, and to help the child feel comfortable, Eva allowed her to get a pet gerbil. Despite the gerbil’s escape and run through the house, Eva remained committed to keeping the pet and using it as a therapeutic tool to teach responsibility and nurturing. As a result of Eva’s care and consistency with therapy and communications with all team members, last December, this young girl moved back with her biological family, but Eva has maintained contact with her and has helped greatly with the challenges of the transition back to her biological family.



*Excellence in Direct Support Award  
In Memory of Louise Dasch*

*This award recognizes a direct support professional who demonstrates excellence in job performance including technical knowledge of developmental disabilities and training techniques, reliability, positive relationships with consumers and co-workers, and dedication to The Arc’s mission, core values and advocacy.*

**EXCELLENCE IN DIRECT SUPPORT AWARD  
Robyn Vince**



According to those who work with Robyn Vince, she embraces the value of community integration and is an absolute reflection of our dictum “Nothing About Me Without Me.” As an employment training specialist (job coach), Robyn provides on-site job training to supported workers and does so based on each individual’s abilities, needs, and desires. She doesn’t give up. When teaching a new task, Robyn is patient and allows time for the individual to process the directions and attempt the task. If they struggle, she develops alternative demonstrations of the task so they can succeed. Robyn took on a new work opportunity – providing hospitality services for conferences and trainings at the Seton employment center – and working as a team the crew learned the requirements, can now work independently, and is proud of their accomplishments. As one of her crew shares, “Robyn pushes me to do things for myself. She allows me to make my own choices and respects my decisions. She taught me to wash my clothes, iron, and to read. Robyn looks out for my best interest and supports me in my goals and helps me to grow each day.”



## Employee Length of Service Awards

### 25 Years



Lee Neibuhr



Valerie Towson

### 30 Years



Alan Campbell



Patti Dreisch

## Award for Advocacy Leadership In Memory of Stanley S. Herr



*This award is presented to a person who demonstrates in his/her profession outstanding advocacy, scholarship and leadership on behalf of persons with developmental disabilities. Recipient's activities should reflect a career of advocacy and must include the development and training of 'new' advocates.*

### **AWARD FOR ADVOCACY LEADERSHIP Sharon Krevor-Weisbaum, Esq.**

Sharon Krevor-Weisbaum is a partner at Brown, Goldstein and Levy and concentrates her practice on the representation of those that provide housing and support services to individuals with disabilities. Sharon also handles special education cases, guardianship proceedings, and matters pertaining to the Americans with Disabilities Act, the Federal Fair Housing Act, and end-of-life decision-making. Prior to private practice, Sharon was with the MD



Office of the Attorney General, representing the Office of Health Care Quality and the DDA. Sharon has degrees from the University of Michigan, Cornell University, and the University of Maryland. Sharon is on The Arc of Maryland's legal advocacy committee providing expertise in the areas of guardianship, surrogate decision-making and transition rights for individuals at Rosewood who are considered part of the 'forensic population'. She helped craft legislation calling for the closure of Rosewood and for the Money Follows the Individual program. Sharon worked on regulations to implement the Written Plan of Habilitation legislation and Privacy Rights legislation. She also served on the O'Malley Disability Transition Workgroup. Her knowledge of the *Olmstead* Supreme Court decision has been invaluable to The Arc's efforts.

Sharon sums up her career in these words: "My goal is to use the invaluable experience and knowledge I gained as a public sector attorney to successfully promote client goals within the parameters of the law and government regulations." Her career of advocacy for those with developmental disabilities is clearly a fitting reflection of the spirit of Stan Herr.



## Pro Bono Service Appreciation Awards

Certificates of commendation are presented to law students, attorneys, social work students, and social workers who give their time and expertise on behalf of Arc-supported individuals with developmental disabilities. Nominations are provided by area universities and other institutions.

### Whiteford, Taylor & Preston Attorneys:



Anna S. Kelly, Esq.



Elise D. Morris, Esq.



Edwin G. Fee, Jr., Esq.

### Chason, Rosner, Leary, & Marshall Attorneys:



James F. Rosner, Esq.



Raymond L. Marshall, Esq.

## Employee Length of Service Awards



### 20 Years



Martha Shelton



Jolita Williams

### Not Pictured:

Margaret Milburn



# Employee Length of Service Awards

## 20 Years



Ruby Amegbor



Valerie Brown



Eris Fitzgerald



Barbara Freeman



Edna Lancaster



# James F. Rosner Award for Advocacy



James F. Rosner, Esq.

*This award recognizes a law student, social work student, or attorney who has demonstrated remarkable commitment and pro bono services on behalf of persons with developmental disabilities. Factors for consideration include excellence in professional duties and advocacy efforts on behalf of people with disabilities. The awardee is selected from among the Pro Bono Service Appreciation Award Recipients.*

## **JAMES F. ROSNER AWARD FOR ADVOCACY Raymond L. Marshall, Esq.**

Raymond (“Ray”) Marshall, is one of the founding members of Chason, Rosner, Leary & Marshall LLC. Prior to forming Chason, Rosner, Leary & Marshall LLC, Ray was a partner at the law firm of Whiteford, Taylor & Preston LLP, where he was involved in business litigation and insurance disputes. This is the fourth consecutive year that Ray has also received a Pro Bono Appreciation Award.



Ray is a member of the Board of Directors for the Maryland Disability Law Center, a non-profit organization that works to ensure equal access for persons with disabilities throughout the state of Maryland. Ray has provided hundreds of hours of pro bono support to the efforts to transition individuals living at Rosewood into community living. He has also volunteered his time and expertise to promoting legislative and regulatory reforms that would reduce children’s exposure to lead paint. (He also volunteers as a basketball and baseball coach with the Towson Recreation Council.)

Ray has a B. S. from The Wharton School at the University of Pennsylvania, J. D. from the University of Maryland School of law.



## Special Recognitions

### **Directors Emeritus Recognition**

*The Directors Emeritus recognition is the equivalent of the Hall of Fame for Board service at The Arc of Baltimore. Conferred upon members after they conclude active Board service, the Director Emeritus recognition is not automatic but rather is an individual and specific designation reserved for retiring members whose service has been substantial and longstanding.*



**Sean O'Connor**

Sean O'Connor has served on the Board of Directors since 1998. Throughout his tenure, Sean has been an active member on the Quality Enhancement Committee and more recently joined the Development and Marketing Committee. He is the President of O'Connor and Mooney Realtors and has used his and his firm's expertise to benefit The Arc in a number of real estate related matters.

**Michael J. Young, CPA**

Mike Young has served on the Board of Directors since 1992. During the sixteen years, Mike has been Treasurer, Finance Committee Chair, Vice President, and President. He currently serves on the Finance Committee, Strategic Planning Committee, and the Board Governance Committee. Mike is a CPA at Stout, Causey, and Horning Group and despite his demanding position as a partner, he continues to make time to volunteer for The Arc in a leadership role.



## Employee Length of Service Awards



### **15 Years**



Philemena Tagg



Betty White

### **Not Pictured:**

Barbara Blische  
Margaret Jones



## Employee Length of Service Awards

### 15 Years



Anita Bailey



Alicia Dickey-Lambert



Peggy Kellam



Gertrude Lawyer



Joseph Moss



## Special Recognitions

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### **Robert Davison**

Bob has served on the Board of Directors since 1985 and has served as the Chair of the Human Rights Committee the entire time. This committee – and Bob – work very hard but do not get much recognition for the incredible amount of hard work they do. What they do is critical and is a key aspect of how The Arc ensures quality in all its programs. This committee requires diligent preparation by its members for meetings and the meetings involve very lively discussions about The Arc’s accountability to those supported. Bob always brings great insight with skill and grace to the committee’s proceedings.





## *The President's Cup*



*Harry R. Shriver  
In Loving Memory  
1933 - 2007*

*The Harry R. Shriver  
President's Cup is presented to  
that Board member who has  
distinguished himself/herself  
by providing exemplary service  
to The Arc. The recipient is  
selected at the sole discretion  
of the President of the Board.*

## *Employee Length of Service Awards*



### 5 Years

Olayioye Akinwande	Thomas Marubu
Yvonne Boyd	Gary Mingleton
Tavia Brown	Jericho Mkomba
Eileen Bynum	Benedicta Mlemchukwu
Jacqueline Carter	Ann Marie Moskala-Jarman
Lauren Clements	Peter Obioha
Rosolyn Coley	Thompson Olupona
Perez Darden	Jose Tenezaca
Beltha Fenner	Dereck Reid
Yanez Gray	Charles Rudolph
Virginia Makumi	Martin Turner
Lynn Marshall	Tracy Wilkins
Renee Martin	

### 10 Years

Aaron Atkinson	Tricezette Kennedy
Charles Blische	Roxanne Leonard
Mark Boston	Michael McDowell
Aawe Dean	Dianna Morgan
Kimberly Dorkins	Jude Okehie
Allen Dorsey	Mobolanle Oridedi
Olu Fatodu	Abodunrin Oridedi
Heather Griffith	Kevin Taylor
Janice Hayes	Dimitra Vega
Mervia Henderson	