



Celebrating 60 Years of Service
1961-2021

Dear Friends,

Fiscal year 2021 was a challenging, yet incredible year for Providence Center. Our 60th anniversary provided the backdrop for creative solutions amid the worst workforce crisis ever, we saw teamwork across the organization at every level, we took strategic measures for our future and we deepened our commitment to people, both our staff and the people we work alongside every day.

Your support helped us navigate challenges, fuel day-to-day operations to drive our mission, and helped us to be a better organization, well positioned to support people to live their best lives, today and into the future.

This report highlights some of the things your contribution made possible this past year, including great progress on the four priorities identified in our Strategic Plan: Becoming an Employer of Choice, Driving an Innovative and Adaptive Business Model, Promoting Brand Visibility and Advocacy and Building Diverse and Sustainable Funding. We made investments in our staff members who are critical to all that we do, innovations in service delivery, provided opportunities for everyone to learn and grow no matter where they are physically located, returned to services with community at the forefront for people who had been isolating, expanded services including mental health supports, and created an advocacy program run by and for self-advocates.

We know how important your commitment is to every accomplishment last year and we are grateful for your ongoing investment to advance our mission to support people to discover and live their best lives. We are so proud of our history, of where Providence Center is as an organization today, and of where we are heading, together.

Thank you for your support of our work and your partnership, and for sharing in our vision that all people will have the opportunity to lead meaningful lives with real opportunities to grow and contribute to their communities.

Sincerely,

Karen Adams-Gilchrist

President and CEO

Rick Hunsicker

Chair, Board of Directors

J. P. (Rich) Hunsieler

Our Mission

Our mission is to support people with intellectual and developmental disabilities to discover and live their best lives.

Our Vision

Our vision is that all people will have the opportunity to lead meaningful lives with real opportunities to grow and contribute to their communities.

Our Values

People-first: Every step is driven by the person and unique to the person.

Community: Is meant for every person.

Relationships: Real connections, Real experiences, Real expectations. **Accountability:** Doing the right things for the right reasons; everyday.

Our Beliefs

We are motivated by the following beliefs:

We believe that all people can be contributing and engaged members of their communities.

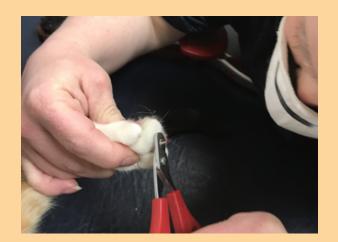
We believe that, with the right support, all people can work in meaningful jobs, earn competitive wages, and contribute to the world around them.

We believe that community is meant for every person, regardless of their ability, and every person should be afforded the opportunity to live, learn, and work in their community.

We believe that our Direct Support Staff is the foundation of our work.















Added **Employee Benefits** in 2021:

Pay on Demand, Critical Illness and Accident Insurance, Pet Insurance, Flexible Spending Accounts







9 employees enrolled in PCI
Professional Development
Program through AACC and

4 employees receiving tuition assistance, both funded by the Providence Center Taylor Comport Scholarship and Professional Development Fund



Becoming an Employer of Choice

The first priority of our strategic plan is to become an employer of choice. Faced with the historic workforce crisis and unprecedented staffing shortages last year, Providence Center made great strides to strengthen our compensation plan and benefits, promote our person-centered culture and expand opportunities for staff to learn and grow in an effort to attract and retain the best employees.

In 2021, Providence Center staff and leadership participated in the Maryland Traning and Technical Assistance Program (MD-TAP), a program funded by the Maryland Developmental Disabilities Administration designed to improve employment outcomes for people. Employment Mentor Ashley participated in the MD-TAP and expanded her skills and knowledge about customized employment, which is pairing a job with a person's unique interests and skills. Ashley brought her newfound knowledge to her work with Serelle, a person she supports who had worked previously, but typically prefers recreational activities. Together, Ashley and Serelle determined that customized employment may bring Serelle back to the workforce, so they began working on exploring jobs that pair well with her interests in animals and gardening, and her excellent organizational skills.

Recently, Serelle tried her hand at grooming a cat, and spent a day job shadowing at a plant nursery. Her next discovery activity will be to job shadow at a library to see if her organization skills would be a good fit for shelving books. Since she has been trying jobs related to her interests, Serelle now looks forward to getting a job and earning her own money. Ashley is excited about Serelle's progress and said "I am excited to explore customized employment with other people I support too! I feel a sense of accomplishment and worth because of the outcomes I am seeing from the specialized training I received, and I look forward to working every day." We look forward to seeing Serelle's progress, and what Ashley can support others to accomplish!













52 People Employed



8 People Participating in Customized Employment



64 Unique Employers in 2021



55 People Participating in Community Development Services



10 people participated in Healthy Minds, Healthy Lives, a program developed to assist people with their mental health.

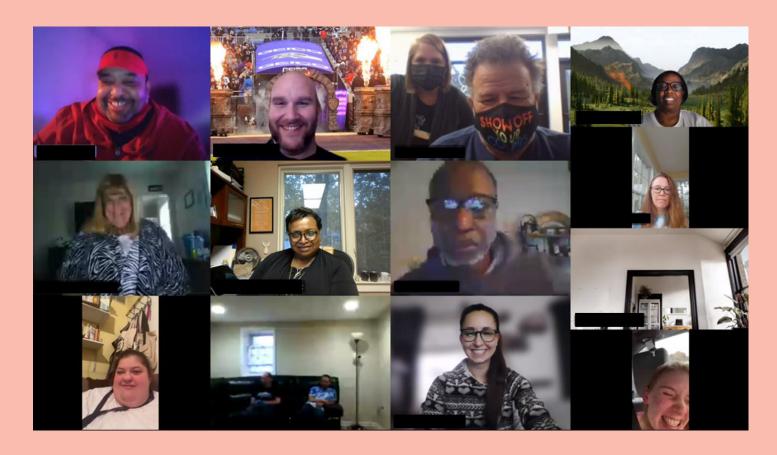
Driving an Innovative and Adaptive Business Model

Driving an innovative and adaptive business model is priority two of our Strategic Plan, and in 2021 we took every opportunity to ensure that we were shifting our operational and physical infrastructure to match our community and person-centered approach. One of the best examples of this was implementing our blended service model. This approach gives people access to our supports in whatever way best suits their goals and interests including in-person and virtual supports. Last year, Sarah and her Direct Support Professional (DSP) Heather, found that the blended supports model was the perfect fit while Sarah was in a transitional period. After working at Giant for 15 years, Sarah had taken an extended break due to concerns about Covid-19. Sarah used this opportunity to take classes through our Virtual Learning Platform and eventually started participating in our Community Development Services (CDS) program where she enjoyed bowling, trips to the library and exercising. Sarah was concerned about resuming her job but became more comfortable with going out and wearing a mask, and she is now back at Giant three days a week and participating in CDS activities the other two days. The blended model supported Sarah to access services that were customized to her needs, and eventually led to her returning to work. We could not be prouder of Sarah for the steps she has taken to get back to work, and of Heather who supported Sarah every step of the way! A total of 37 people received blended supports in 2021, and we plan to continue offering this model into the future.















48 Members of Self Advocacy Facebook Group

Promoting Brand Visibility and Advocacy

The third priority of our strategic plan is to promote brand visibility and advocacy through social media and enlisting people we support and their families, our board, staff, donors and employer partners to serve as vocal champions for Providence Center. In 2021 our ten member self-advocacy group, Embracing Our Awesome Power, made their voices known by creating a Facebook group and publishing their own magazine, in addition to their regular meetings, and bi-monthly meetings with the national advocacy group, Voices U.S. The group also hosted Maryland Delegates Sandy Bartlett, Nic Kipke, and Mike Malone on three separate occasions and engaged in powerful discussions about their rights and issues that they face in the community. Additionally, Providence Center began work on a brand refresh with local marketing firm Liquified Creative to ensure that our branding reflects our person-centered and community-based direction. We expect to see great things in 2022 from these efforts.







The Providence Center Taylor Comport Scholarship and Professional Development Fund was established to provide tuition assistance and career development opportunities for Providence Center staff to help them grow professionally and personally and continue to provide the best possible supports. The fund was established by the Comport family and their friends in memory of their daughter Taylor who Providence Center supported for thirteen years and in honor of the staff who worked with Taylor who were so important to Taylor and her family. Since its establishment, the fund has raised over \$39,000. Thus far, six staff members participated in the Providence Center Professional Development Program through Anne Arundel Community College, and four employees have received tuition assistance to further their education. Donors to the fund are listed in the color teal in the donor listing pages.



\$2,306,154 in Recovery Relief Funds were received in FY21 from the Federal Paycheck Protection Program and the US Department of Health and Human Services Provider Relief Fund and Employee Retention Credit. These funds along with other grants and donations were used to fund PPE, salaries and retention incentives, transportation, virtual learning, utilities, and mental health supports.



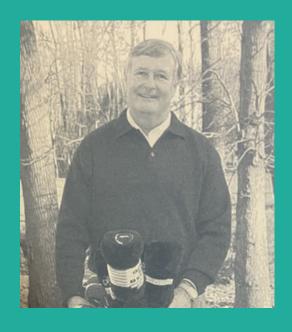
\$319,000 was received from the Maryland Transit Administration to purchase 8 mini vans in FY21



\$116,000 was raised at the 2021 Destination Harvest Bash and Harvest Bash at Home.



\$114,025 was received in FY21 from area funders to provide internships for job seekers and a new greenhouse to expand our wetlands program.







Building a Diverse and Sustainable Funding Stream

As evidenced by the events of 2020, Providence Center must continually expand funding from other sources to build a diverse and sustainable funding stream, which is priority area four of our strategic plan. Funds raised from our donor family and events like the Moran Golf Classic are critical to staying innovative, to enhancing and expanding our supports, to providing operating support each year, and to sustaining our mission for future generations.

In 2021 we were thrilled to be able to welcome our supporters back for a great day on the links at our 28th Annual Moran Golf Classic! Our long-standing partnership with Moran Insurance, the event's Presenting Sponsor, is one of our most important community connections, and the Golf Classic has been a consistent source of contributed income that allows us to expand and sustain our mission.

It all began back in the early 90s, when the late founder of Moran Insurance and friend to Providence Center, George Moran, agreed to host the very first Golf Classic in 1993. Over the years, George and Donna Moran made the tournament our top fundraising event by involving their staff and clients as committee members and attendees. In 2010, Moran Insurance came under the Leadership of Marc Dorman, President, and Matt Lehmann, VP/Managing Partner. They have continued to carry on the tradition of hosting the tournament as the event's Presenting Sponsor. Together with Donna Moran, Marc and Matt lead the Moran Golf Classic Committee each year. They have wholeheartedly embraced the mission of Providence Center. They have carried on George's legacy of sharing our mission with their staff, clients, and friends. The tournament is our longest-running annual fundraiser and has raised over 1 million dollars in 28 years. Marc Dorman said of the tournament, "We are proud to support Providence Center as Presenting Sponsor of the Moran Golf Classic. The work Providence Center is doing in our community is incredibly important, and we are committed to helping further their mission by spreading awareness and raising critical funds." Next year, the Moran Golf Classic will celebrate its 30th Anniversary. Marc said, "We are honored to host an event that makes such a tremendous impact. The 30th Anniversary is something our whole team looks forward to celebrating". We agree, and we are so thankful for our partnership with Moran Insurance and their ongoing dedication to Providence Center and the people and families who count on our support.

Our Timeline

1961







Providence Center was founded by a group of parents and educators as a daycare for 7 children in a donated farmhouse on Hilltop Road in Annapolis. These visionaries wanted to provide learning opportunities to children and a respite for parents. It was the first such daycare in the State of Maryland.

Mid 60's







Providence Center grows to support 42 children and moves to a new facility on Forest Drive, which was built on 5 acres of donated land. The facility was also the first of its kind in the state and considered a pioneer project in the nation.

1975







Providence Center shifted its focus to supporting adults once laws were passed that created special education programs in schools. A new state of the art building was built in Arnold to meet the needs of more than 100 people and training programs were established to develop skills in woodworking, pottery and horticulture.

1980







A supported employment program was established to support people to gain employment in their communities. A new facility on Ritchie Highway was built to house Baldwin Industries which provided assembly and mailing services for local businesses

1990





The Providence Center Foundation was formed to support the mission through contributed income from the community.



1993



The first Moran Golf Classic fundraising tournament was held.

Late 90's



A Career Center was developed to help people meet their employment goals.



Early 2000's







An Art Institute was created to provide skill building in arts of all mediums. A Senior Center was also created to meet the needs of people who were getting older and wanted to retire to more leisurely activities.

Late 2010's





Providence Career Services was formed to support people to gain real experiences, real jobs, and real pay to enhance their lives.

2020





A virtual platform was created to provide continuous learning and to support community-based services.

Present





Providence Center works alongside people to discover and live their best lives. We are focused on supporting people directly in their community in ways that matter to each person.





Celebrating 60 Years of Service

2021 was a year of celebration for Providence Center! After the enormous challenges of 2020, celebrating our 60th anniversary was a most welcome and refreshing change of pace! Our milestone 60th Anniversary of service to Anne Arundel County was front and center all year long, from our social media, to our events, and beyond. We were truly honored and humbled to revisit our history, and to highlight our many accomplishments and some of the people who joined us along the way.

In August, we held a 60th Anniversary Celebration at Kurtz's Beach with current and former staff, people we support and their families, members of our Board of Directors, and many of our local elected officials. We celebrated our achievements and honored past and present staff for their service. We also celebrated our Diamond Anniversary at our annual Harvest Bash with a 60-Year retrospective video, and members of one of the founding families in attendance.

We cannot thank the community and all of our friends and partners enough for their support throughout the years. With a strong legacy behind us and a bright future ahead of us, we cannot wait to see what the next 60 years will hold!



F. P. "Rick" Hunsicker Jr.
Retired



Mary Ellen Tuma Director of Food and Nutrition Services Luminis Health Anne Arundel Medical Center



Julie Natoli
Principal and Chief
Investment and Risk
Officer, The Brick
Companies



Rob Manigold Retired



Carol Clemmens, LCSW-C, CDP, Anne Arundel County Department of Aging and Disabilities



Marietta Dunn Partner, JPAR Real Estate Maryland Living



James K. "Jay" Eichelberger, CFP®, AIF® Managing Director, Wealthspire Advisors



Amy Guerke Principal, Ruth Parker Eason School



Megan Keller Self-Advocate



Delegate Nicholaus Kipke *Maryland State Delegate, District 31B, Maryland House of Delegates Vice President, Reps & Associates*



Lynn Zephir Community Volunteer and Parent

Providence Center is a 501(c)(3) non-profit organization registered in the state of Maryland to support people with intellectual and developmental disabilities. It is with the support from our donors and community partners that we are able to help people to discover and live their best lives in their communities.

Thank you for your investment in the people we work with, their families and in communities throughout Anne Arundel County, Maryland.

For more information on ways to support our mission, call our Community Relations department at 443-776-1967.

Thank you!

Board of Directors

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James "Jay" Eichelberger
Amy Guerke
Megan Keller
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Lynn Zephir

Financial Review

The support of our donor family is critical to ensuring that we can continue to support people to discover and live their best lives long into the future.

REVENUE AND SUPPORT

PROGRAM FUNDING SOURCES	\$5,308,387	
RECOVERY RELIEF FUNDS	\$2,306,154	
INTEREST, DIVIDENDS, OTHER	\$1,252,042	Program Funding Sources, 52%
GRANTS, DONATIONS, FUNDRAISING	\$1,046,991	Recovery Relief Funds, 23%
SALE OF PRODUCTS	\$169,265	Interest, Dividends, Other, 12%
EARNED INCOME	\$110,820	Grants, Donations, Fundraising, 10%
		Sale of Products, 2%
TOTAL	\$10,193,659	Earned Income, 1%

EXPENDITURES

PROGRAM SERVICES	\$5,588,183	
MANAGEMENT & GENERAL	\$1,349,808	
FUNDRAISING	\$106,492	Program Services, 79%
		Management & General, 19%
TOTAL	\$7,044,483	Fundraising, 2%

^{*}Financial Information reflects activity during FY21, which covers the period from 7/1/20-6/30/21.

Donors*

CORPORATIONS & FOUNDATIONS

Champions: \$25,000+

Community Foundation of Anne Arundel Co Dept. of Housing & Community Development Jesse and Hertha Adams Charitable Trust Maryland Transit Administration

Leaders: \$10,000+

Chaney Enterprises Foundation Fund Moran Insurance

Ambassadors: \$5,000+

Arts Council of Anne Arundel County Kelly Insurance & Investments, Kelly Financial Advisors

O'Donnell Vein & Laser

PNC Bank

PNC Foundation

Advocates: \$2,500+

Cameron Group Creston G. and Betty Jane Tate Foundation

Enterprise Holdings Foundation Koons Toyota of Annapolis

Liberty Mutual

Reliable Contracting Company, Inc.

Selective Insurance Company of America

Partners: \$1,000+ Chaney Enterprises

Chesapeake Employers Insurance

Danny's Day Foundation

FPC Distribution

Hvatt Commercial

Insurance Force

Kelly Electric

Modus Solutions

RBC Foundation

Rogers-Wilbur Foundation, Inc.

Severn Bank

The Joseph Mullan Co.

Patrons: \$500+

Annapolis City Marina Bay Country Painters, Inc. The Belle Grove Corporation Braunstein Group CPAs, Inc.

The Brick Companies Foundation

Burns & Wilcox

Civitan Club of Glen Burnie, Inc.

Derby-Masson Family Fund at the **Baltimore Community Foundation**

GW Carr Contracting Inc.

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Kubik Inc.

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RT Specialty

Schuh Family Foundation **Shannon Associates** St. Christopher By The Sea

St. John Properties

Thrive Travelers

Friends: \$250+

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Kelly Generator & Equipment Inc.

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Kite Technology Group Northco Title Corporation

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State Auto Insurance Companies

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Ms. Joan Obitz

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Mr. Richard DeMoss

In Memory Of Danny Ernst Mr. and Mrs. Bob Barber

In Memory Of Marlene Greenleaf

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We Believe that every person should have equal opportunities to pursue whatever is important to them, to be engaged and accepted members of their community, to have a career of their choice and a network of relationships that they support and who supports them to live their best life. Providence Center exists to support people to make this a reality in their lives every day throughout Anne Arundel County.

