

Real Connections. Real Opportunities. Real Experiences.

A Letter From Our President & CEO and Board Chair

Dear Friends.

We are pleased to present Providence of Maryland's 2024 annual report and to highlight the impact you are making on our mission and across our communities.

At the forefront are the contributions made each day by the men and women we support. People are living their best lives in their communities working, volunteering their time, enjoying and supporting restaurants and retailers, taking care of and pride in their homes, and accessing all the resources and opportunities around them. Sixty-nine local businesses and 15 nonprofits and area churches are benefitting from the dedicated and talented workforce that we support each day. Our self-advocates are using their voices to share their opinions and interests, meeting with their elected officials, taking part in advocacy conferences, and providing education to community members.

We are proud of our growth as an organization to deliver the best services for more people and their families, to build those community partnerships to support our work, and to deepen the talent of our incredible staff. We are in the final year of our current strategic plan and continue to focus on our core priorities to ensure the right team to deliver on our mission, to further develop our innovative and adaptive business model to provide personalized services in the community as much as possible, to increase our brand visibility and community awareness, and to build diverse and sustainable funding streams.

Looking forward, we plan to grow our footprint within the community, both strategically and person by person based on each person's goal for their life. To support that, we have started our real-time strategy process for the years 2026-2030 and beyond to ensure that how we operate across the organization aligns with our ideals for equity and inclusion for all.

This is an exciting time for the Providence family. We know how important your support was to our progress in 2024 and how vital your partnership will be in the future. Thank you for your support and for believing in our mission and in the people who count on us.

Your How Shhirt IP- (Mich) Hunseiler

Sincerely,

Karen Adams-Gilchrist President & CEO

F.P. 'Rick" Hunsicker Board Chair

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Mission and Vision

Our mission, vision, values, and beliefs are our foundation and guide us in all that we do on behalf of the people we support, their families and advocates, those who partner with us in so many ways and the community at large.

Our Mission

Support people with intellectual and developmental disabilities to discover and live their best lives.

We are a leading non-profit supporting over 300 people in Maryland. Our goal is to provide a comprehensive mix of supports and services that are customized and specific to each person and their needs and goals through a person driven planning process. We are committed to supporting people within their community to advocate for and work toward the lives they want.

Our Vision

All people will have the opportunity to lead meaningful lives with real opportunities to grow and contribute to their communities in ways that are important to them.

Beliefs and Values

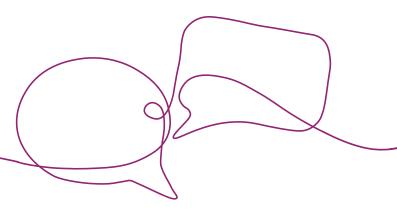
Our Beliefs

At Providence, 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 match, 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.

Our Values

- People-first: Every step is driven by the person and unique to the person.
- Community: Is meant for every person.
- Relationships: Connections, Experiences, Expectations.
- Accountability: Doing the right things for the right reasons; every day.



People Volunteering With -**Organizations**

People Working In **Community Jobs**



People

Participating in Self Advocacy Activities

Serving our Community

Employer Partners

5,470

Hours of Staff Training Provided

Participating in CDS & Other Community Based Services

Enrolled in or Completed a Development Program in Partnership With AACC

Services & Supports Offered

Career Services Day Habilitation Community Living Behavioral Supports Behavioral Supports
Personal Supports
Supported Living
Shared Living
Environmental Assessments
Environmental Modifications
Assistive Technology

People Supported in Anne Arundel and Charles Counties

239

Staff Members in Anne Arundel & Charles Counties **Unique Stories**

of People We Support

\$860,819

Raised for Providence in 2024

286,419

Hours of Service

Provided in 2024

Product Sales in 2024

\$171,312

and Greenhouses

Providence Pottery & Arts Studio

654 Unique Customers

27 Classes Held 19 Retail Outlets

19 Community **Partners**

People

Supported in 13 Community Living Settings



Our Stories

Support for Providence comes in all shapes and sizes. Annual donations from individual and corporate donors, planned gifts, grants from community organizations and public entities, and gifts of time and expertise all make an impact. Every donor and every donation makes a difference and advances our mission.

A Legacy of Support – The Jesse and Hertha Adams Charitable Trust

More than 20 years ago, the late Jesse Adams, a successful businessman, and his wife Hertha established the Jesse and Hertha Adams Charitable Trust to carry on their legacy of helping people in their community. Providence is very fortunate to be a beneficiary of the Jesse and Hertha Adams Charitable Trust along with a group of other nonprofits in the area. Over the years, the Trust has contributed almost \$2 million to support Providence's mission and it has touched almost every aspect of our organization with funds providing specialized technology, enhancements to our production businesses, and transportation. More recently, the Trust helped to establish and provides ongoing support for our Internship Program, which provides an important first step for people wanting competitive employment. Since we started the Internship Program, more than 100 internships have been offered providing people with opportunities to learn marketable skills and make important professional connections to advance their career journey. Many people have taken advantage of more than one internship opportunity and are proudly contributing to the workforce needs of businesses across the community.

18 BEOPLE

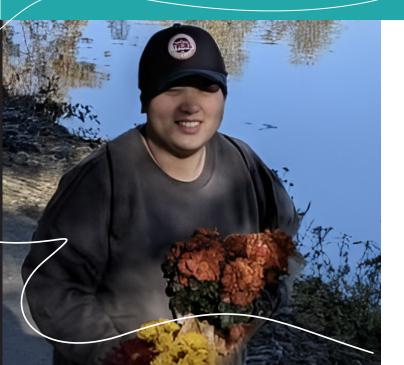
employed as result of internship, either with same employer or hired based on marketable experience

Types of Industries Supported

Government
Parks and Recreation
Retail
Restaurant
Specialty Services
School/Childcare
Hospitality

27
Businesses
Benefitting

OVER 100 Internships Since Inception



Intern Profile: Haolin, Lake Waterford Park

Haolin is an intern at Lake Waterford Park through Providence's Internship Program. She has wanted a job since she graduated from high school but needed a little more hands-on experience to build her resume and to gain the confidence to seek out her first job.

Haolin started her internship at Lake Waterford Park in the fall of 2024, but her connection to the park started years ago when she went to summer camp there. It was that familiarity with the park and an atmosphere that Haolin enjoyed that made Lake Waterford the perfect place to explore employment.

A Board Member's Gifts of Time and Talent - Gary Badgley

Just like financial contributions, the quiet donations of time and talent can have a profound impact on our mission as in the case of our Board of Directors. Providence is fortunate to have an amazing group of 15 dedicated board members who believe in and support our work and ensure that we are serving our community in the best possible way.

One such committed volunteer is Gary Badgley, who retired from the Providence Board at the end of fiscal year 2024. As Chair of the Charles County HARC Board, he joined our board through the merger of Charles County HARC into Providence in 2023, after more than 40 years of service to Charles County HARC and its Board.



Gary has also dedicated more than four decades of board service to another Charles County provider, Spring Dell, which partners with Providence to provide services during the workweek to people. When asked about his personal reason for supporting organizations like Providence, Gary explains it started with a Kiwanis meeting years ago when he heard a presentation about services. He was intrigued initially by what he heard we did for people and then quickly fell in love with our mission, the people we support and the staff who work alongside them as he became more intimately involved as a board member. Gary said, "There is so much good being done in these agencies and it is great to have played a small part in it for so many years. It has been a way for me to give back for all that I have been blessed with in my life."

Providence is fortunate that Gary has played a role in our work. His partnership, knowledge of his organization's services and understanding of the local market were instrumental to the merger, and ultimately to our organization's expansion to Charles County and growth in residential services. Gary worked tirelessly alongside our leadership and Board to ensure a seamless transition of Charles County HARC into Providence of Maryland. With Gary's contributions, and the support of his fellow board members, we were able to take an important strategic step for Providence.

Through the merger, Providence brought on an established team of amazing staff who are dedicated to supporting people to live their best lives in Charles County. We are proud of the work our team is doing each day, and proud of the contributions the people they support are making. Every day 35 men and women are taking care of and pride in their homes and are making contributions as engaged members of their communities. Thank you Gary, for your years of service.

Today, Haolin is doing an amazing job in her internship. She works three days a week, cleaning the office, collecting trash, mulching and planting. She is now working without the support of her Providence mentor and turns to Park Ranger Melissa if she has any questions or needs any help. She and Melissa have formed a close bond which, it turns out, also started years ago when Melissa was Haolin's camp counselor.

Haolin was shy when she started her internship. Over the past few months, she has become very social with her co-workers and park visitors and is confidently taking care of her responsibilities.



PLANNED GIVING

There are many ways to make a legacy gift that can support your family's financial plan and the mission of Providence at the same time.

Bequests, Gifts from Retirement Plans, Required Minimum Distributions (RMD's), and Endowed Gifts are all ways you can incorporate charitable giving into your overall financial and estate planning. A conversation with your financial advisor is the best place to start, but you can also contact Providence for additional information at giving@providenceofmaryland.org or call the Development Office at 410-766-2212 x 110.

One Family's "Why" Funds Professional Development – The Taylor Comport Fund

The Taylor Comport Scholarship and Professional Development Fund was created in 2020 by Allan and Sally Comport and their daughter Olivia, alongside Chuck Walsh and other dear friends, to remember their daughter Taylor and honor the Direct Support Professionals who worked with Taylor at Providence for thirteen years. Developing the fund was important to the family because, they feel "it is those team members who provide coaching, mentoring and care that bring Providence's mission to life."

In just 5 short years, Taylor's Fund has raised over \$70,000 from nearly 200 donors, which is due to the Comport Family and their close friends sharing their "Why." Providence staff became a huge part of their lives as they supported Taylor to live her best life—an impact that won't soon be forgotten. The Comports know firsthand that funding learning opportunities for staff to grow professionally and personally helps them provide the very best support to all of the people and families who count on Providence, which is why they continue to be involved and contribute generously through Taylor's Fund.

Thanks to the efforts of Allan and Sally, Olivia and her husband Mike, Chuck, and so many others, more and

more people are becoming aware of Providence's work and our impact. Since the fund was created, it has helped to fund Providence's partnership with Anne Arundel Community College to create a Professional Development program. Nineteen staff members have completed the program and several have been promoted to new roles with more responsibility, and other staff have also taken advantage of tuition assistance through Taylor's Fund.

The Comport Family are a shining example of how sharing your "Why" is critical to helping support Providence. Those impacted by our work are our best advocates in sharing our mission and case for support with our community. We cannot thank them enough for their efforts to provide opportunities for growth for our team. Providence President and CEO, Karen Adams-Gilchrist, said it perfectly: "Every gift to Taylor's Fund is an investment in our staff, our most valuable resource, and ultimately to Providence's mission. We are very proud to be a learning organization, and are grateful to the Comports, their friends and to every donor for investing in our team members' learning and growth so that we can do the very best for over 300 people and their families who count on us each day."





Featured Staff Member: Chrissy Jenkins

Chrissy started her career with Providence in 2018 and has worked in multiple roles including Direct Support Professional (DSP) and Employment Mentor. Her favorite part about her work at Providence is engaging with the people we support. She says, "The people we work with are the foundation of the happiness that consumes me while I'm at work."

Chrissy is passionate about her work and has a drive to learn more, so in 2022, she enrolled in the Providence Professional Development Program through Anne Arundel Community College, made possible by the Taylor Comport Scholarship and Professional Development Fund. She completed the program in 2023, and shortly after was promoted to the position of Case Manager. Of the program, Chrissy said, "I truly believe this program is one

of the greatest opportunities this company can provide for the staff, especially for those who have a passion and a desire to go back to school."

The Development Program has unlocked new possibilities for Chrissy and her colleagues to further their professional journeys. For Chrissy, the journey continues as she is currently participating in Coach Approach's Project Excite Program to become a Certified Coach Mentor. Coach Approach teaches skills to improve communication, build teams, support creative problem solving and empower leadership. We have no doubt that Chrissy will be successful in any role she takes on, and that her passion for learning and growth – for both herself and the people we support – will benefit Providence well into the future.

About Providence

At Providence, we believe in people. We believe that everyone should be a part of their community and have access to and enjoy the opportunities around them. We are proud of our exceptional professional staff, our history of service, our community partnerships, and the many men and women who are learning new skills and working and contributing in communities throughout Anne Arundel and Charles Counties in ways that matter to them.

Board of Directors Officers

F.P. "Rick" Hunsicker CHAIR

Retired

Mary Ellen Tuma

VICE-CHAIR

Retired

MEMBERS

Tricia Baldwin

Treasurer, Reliable Contracting Company, Inc.

Tom Belote

Retired

COL (Ret) William C. Doukas, M.D.

Retired

Marietta Dunn

Retired

Sandy Griffin

Senior Director of Nursing, Women and Children's Services Luminis Anne Arundel Medical Center

Megan Keller

Self Advocate

Jay Eichelberger

TREASURER

Managing Director, Wealthspire Advisors

Rob Manigold

SECRETARY

Retired

Olivia Comport Kelly

Director of Brand Marketing, Modus Solutions, Inc.

Delegate Nic Kipke

State Delegate, Maryland General Assembly, Vice President, Sales, REPS & Associates

Jeff Kirby

Owner, Superior Softwash

Kelly O'Donnell

CEO O'Donnell Vein and Laser

Lynn Zephir

Community Volunteer and Parent









How To Support

Providence of Maryland's mission is to support people to live their best lives in their communities. We provide more than 200,000 hours of support annually to more than 300 men and women and their families. Providence supports every person in whatever way is important to them and their life. Each person is working hard, with Providence by their side, step by step, to live their best life in their community. To provide the best possible services takes support from the community. Every dollar matters and helps us to support each person to live their best life for themselves.

Want to make a difference for people working hard to build the lives they want in their communities? Make a donation today by calling us at (443) 776-1967 or visit providenceofmaryland.org for more information.

How To Get Involved



Donate



Volunteer



Attend an event



Obtain supports



Employ someone we support



Shop our Greenhouses and Pottery & Arts Studio

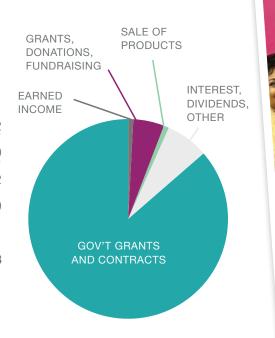


Start your career at Providence

Financial Review

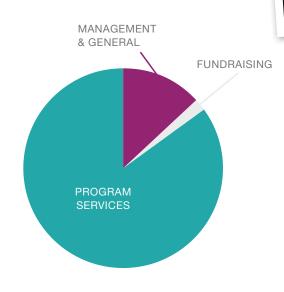
REVENUE AND SUPPORT

TOTAL	\$17.836.573
GOV'T GRANTS AND CONTRACTS	\$15,437,641
INTEREST, DIVIDENDS, OTHER	\$1,279,339
SALE OF PRODUCTS	\$171,312
GRANTS, DONATIONS, FUNDRAISING	\$860,819
EARNED INCOME	\$87,462



EXPENDITURES

MANAGEMENT & GENERAL	\$2,066,387
FUNDRAISING	\$374,088
PROGRAM SERVICES	\$12,960,556
TOTAL	\$15,401,031
GROSS PROFIT	\$2,435,542*
NET REALIZED/UNREALIZED GAIN (LOSS) ON INVESTMENTS	\$42,097
NET PROFIT	\$2,477,639
NET ASSETS ACQUIRED THROUGH MERGER WITH CCHARC.*	\$7,497,945



^{*}Gross profit is atypical and reflects the merger with Charles County HARC and adding Community Living Services.

^{**}Assets acquired through the merger with Charles County HARC are net of assets over liabilities assumed from CCHARC.



Donors

CORPORATIONS & FOUNDATION

Champions: \$25,000+

Developmental Disabilities Administraton Jesse & Hertha Adams Charitable Trust Marvland Job Corp Maryland Transit Administration Thomas I. & Peggy A. Baldwin Foundation

Leaders: \$10,000+

Anne Arundel County Executive Wealthspire Advisors

Ambassadors: \$5,000+

Baltimore Gas & Electric Co. Cameron Building **Envelope Specialists** Chiron Technology Services, Inc. David O. and Martha G. Campbell Family Foundation Hilb, Rogal & Hamilton of Baltimore Kelly Insurance & Investments, Kelly Financial Advisors Moran Insurance PNC Bank PNC Foundation Reliable Contracting Company, Inc. Zones

Advocates: \$2,500+

Art at Large Arts Council of Anne Arundel County Charles County Charitable Trust Creston G. and Betty Jane Tate Foundation Manis, Canning & Associates McGriff Insurance Services Thomas Commercial Services Waugh Chapel Dental

Partners: \$1,000+

Baldwin Homes Broadneck Elks Lodge 2608 Cafe Mezzanotte Capital Building Envelope Chaney Enterprises Chesapeake Employers Insurance Civitan Club of Glen Burnie Craftsmen Developers, LLC Danny's Day Foundation **Enterprise Holdings Foundation Exterior Concepts** Gilbane Development Company

GW Carr Contracting Inc. Hyatt Commercial Kalas Funeral Home Kelly and Associates Insurance Group, Inc. Koch Family Foundation, Inc. McCrone Engineering Mullen, Sondberg, Wimbish & Stone, P.A. PayPal Giving Fund Priceless Industries. Inc Ravens Roost #33 Renaissance Life and Health Insurance Rogers-Wilbur Foundation, Inc. RT Speciality Sandy Spring Bank Selective Insurance Company of America Shore United Bank St. Christopher By The Sea The Traffic Group, Inc. Thrive Behavioral Health Travelers Insurance

Patrons: \$500+

Charles Mack Design Derby-Masson Family Fund at the Baltimore Community Foundation Kelly Electric Knights of Columbus St. Andrew by the Bay #11552 Northco Title Corporation Novotny, Larash, Venters & Wolf, LLC St. John Properties Suzanne Rindfleisch, D.O. and Associates, P.A. The Joseph Mullan Co. Treffer Appraisal Group

Friends: \$250+

Agency Insurance Company of MD American Online Giving Hyatt & Weber Imperial PFS Iroquois Group Lee A. Meyers, DDS Liquified Agency Meinelschmidt Distillery Musgrave Lawn & Landscape, Ilc **RBC** Wealth Management Severna Park Elks Lodge B.P.O.E. 2482 United Way US Charitable Gift Trust Womens Fellowship of First Presbyterian Church

Supporters: Up to \$249

America's Charities, Inc. Assisted Living Locators of Annapolis Chipotle Mexican Grill Douglas Realty

Hager Land Use Consulting, LLC Haymaker Technologies, Inc. Kiwanis Club of Crofton Mark Wurzbacher & Associates Maryland Charity Campaign Metrinko Office Interiors Network for Good P & M Exhibits LLC PNC UK Online Giving The Annapolis Photographer **UKOGF** Foundation

INDIVIDUALS

Leaders: \$10,000+ Ms. Patricia Shema

Ambassadors: \$5,000+

Mr. and Mrs. Charles Bagley, IV Esq. Mr. and Mrs. Terrence Davis Dr. and Mrs. William Doukas Mr. and Dr. James Eichelberger Mr. and Mrs. Frederick P. Hunsicker Mr. and Mrs. Mike McFarland Mr. Aubrey McRoberts Mr. and Mrs. Charles S. Walsh Mr. and Mrs. William Zephir

Advocates: \$2,500+ Ms. Karen Adams-Gilchrist

Mr. and Mrs. Jay Baldwin Mr. and Mrs. John Belcher Dr. and Mrs. James Chappell Mr. Rocky Cintron Ms. Sherry Cushman Mr. and Mrs. Gary Geisel Mr. Robert Manigold Ms. Michelle Russell Mr. and Mrs. George Stephanos Ms. Wendy Holden

Partners: \$1,000+

Mr. John Bachman Mr. and Mrs. Gary Badgley Mr. Jay Baker Ms. Patricia Baldwin Mr. J. Robert Bradshaw Mr. and Mrs. Douglas Bragdon Ms. Veronica Bragdon Mr. and Mrs. Troy Brewer Mr. and Mrs. Chip Bullen Mr. Douglas Canovas Mr. and Mrs. Jeffrey Caruso Mr. and Mrs. James Clauson Mr. and Mrs. Barclay Collins Mr. and Mrs. Anthony Cornish Mr. and Mrs. Craig H. Decker Mr. Robert Dick Ms. Chantal Dukette Mr. Michael Elger

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Mr. and Mrs. John Hardig Mr. and Mrs. John Harper

Ms. Bethany Hobbs

Mr. and Mrs. Michael Kelly II

Mr. Matthew Mace Ms. Cheryl Malone

Mr. and Mrs. Wade Mayberry

Ms. Kelly O'Donnell

Mr. and Mrs. Brian O'Meara

Mr. and Mrs. Stephen Peroutka

Mr. and Mrs. Mark Robertson

Mr. and Mrs. Dennis Wells

Partners: \$500+

Mr. and Mrs. Chris Beattie

Mr. Tom Belote

Mr. Robert Branson

Mr. and Mrs. Stephen Bupp

Ms. Cydney Carlson

Mr. and Mrs. Bob Carrier

Ms. Patty Cecil

Mr. and Mrs. Erik Daly

Mr. and Mrs. Chris Diamondidis

Mr. and Mrs. John Dixon

Mr. and Mrs. Wallace M. Elger

Mr. and Mrs. Bill Greenfield

Ms. Meredith Harris

Mr. Patrick Harvey

Mr. and Mrs. Richard Jones

Ms. Holly Kelly

Ms. Amy Kilen

Delegate and Mrs. Nicholaus Kipke

Mr. Thomas McQuillan

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Mr. and Mrs. Terry Miller

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Mr. and Mrs. James Morrow

Mr. and Mrs. John R. Mulkey

Ms. Susan Owen

Mr. and Mrs. Walter Petrie

Mr. and Mrs. William Raymond

Ms. Tawni Sikon

Mr. and Mrs. Michael Stamper

Ms. Sherrie Ward

Mr. and Mrs. Steve Wern

Mr. and Mrs. John B. Wheeler

Friends: \$250+

Mr. and Mrs. Warren Adams

Mr. Terry Artz

Mr. and Mrs. William E. Baldwin III

Ms. Tracy Batchelor

Mr. Robert Birely

Ms. Judy Brick

Ms. Carrie Brosky

Mr. and Mrs. Craig Bullen

Mr. and Mrs. Kyle Callahan

Mr. Bert Carp

Ms. Kirsten Chapman

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Ms. Patricia Lilek

Mr. and Mrs. Russ Devoe

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Ms. Jana Fee

Ms. Jessica Gibson

Mr. and Mrs. R. Scott Gregory

Mr. David Hankey

Ms. Margaret Harvey

Mr. and Mrs. Dave

Hesselberth-Plunkert

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Mr. and Mrs. Don Kurdziel

Mr. Douglas Kurdziel

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Mr. and Mrs. Mark Porto

Ms. Paige Powers

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Mr. and Mrs. Joseph P. Smaldone

Ms. Patricia Stuntz

Mr. Melvin Thomas

Mr. Ian Walsh

Ms. Joyce Wearstler

Ms. Nikki Weaver

Ms. Katie Welch

Mr. and Mrs. Peter Welcher

Supporters: Up to \$249

Mr. Ervin Adams Ms. Logan Aguiniga

*Gift Information reflects activity during FY23, which covers the period from 7/1/22 - 6/30/23. Event Ticket, Auction and Raffle Purchases are not included in this report.

Ms. Ann Albrecht

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Ms. Lakeisha Barrett

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Mr. and Mrs. Richard Beattie

Mr. and Mrs. Charles Becker Jr.

Mr. Charlie Bell

Ms. Bonnie Blessing

Mr. Norman Bitsoli

Ms. Marcia Bond

Ms. Jessilyn Bowers

Mr. Christopher S Boyce

Ms. Joan Brady

Ms. Bertina Brown

Ms. Simone Brown

Ms. Anitra Buster

Ms. Jushlynn Cager

Mr. and Mrs. Andrew Capaci Ms. Ellen Christian

Ms. Paige Clark and Mr.

Cory Clayville

Mr. and Mrs. Kevin Cline

Mr. and Mrs. Mark Clookie

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Ms. Kimberly Collison Ms. Jane Conrad

Mr. Mike Cooper

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Ms. Samantha Deavers

Mr. and Mrs. John J. Denice

Mr. Chris Drewniak

Mr. and Mrs. George Dubina Mr. Joseph Duffy

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Ms. Sara Eger

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Ms. Beverly Finch Ms. Robin Flewellyn

Ms. Doris Fordham

Ms. Rhonda Franklin

Ms. Jacqueline Freeman

Ms. Dawn Fritz Ms. Donielle Gaines

Capt. and CDR Thomas

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Mr.and Mrs. Christopher C. Jones

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Mr. and Mrs. Peter E. Katz

Ms. Megan Keller Mr. James Kimble

Mrs. Jerome W. Klasmeier Mr. and Mrs. James Knudson

Mr. Kristensen Ms. Mare Kristensen Ms. Rhonda Kumer Mr. and Mrs. Chris LaCroix

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Ms. Caitlin Ruhl

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Ms. Beth Shekinah Terrence

Ms. Kristi Simon Mrs. Barbara Smith Ms. Barbara Smith

Mr. and Mrs. Russell A. Smith

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Mr. and Mrs. Kenneth Watson

Mrs. Ana Whitelock Judge Robert C. Wilcox

Mr. Rob Wood Mr. Tad Wood

Mr. and Mrs. Dan Zeitlin

IN MEMORY OF

In Memory of Erica Barbera

Ms. Mary Pat Justice

In Memory of Taylor Comport

Ms. Logan Aquiniga Mr. Jay Baker

Mr. and Mrs. Chris Beattie Mr. and Mrs. Richard Beattie

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