



ARDMORE

2017 Annual Report

Grow Bloom Thrive

empowering people with intellectual and
developmental disabilities since 1963



ARDMORE

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

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

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



(L) Douglas McQuade, CEO
(R) Barry Caison, President

Ardmore...Where Communities Thrive

Our organization is a trailblazer as a person-centered LEADER.

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



Meet Biruk

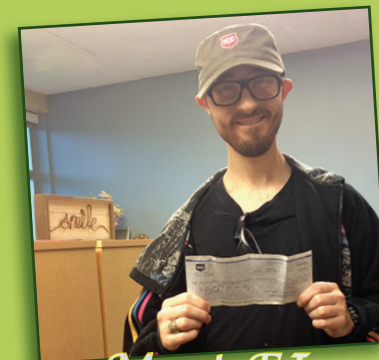




Ardmore...Where Dreams Grow

The people we support are **EMPOWERED** to make informed choices.

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



Meet EJ

Ardmore...Where Careers Bloom

Our employees share a culture of **EXCELLENCE**.

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



Meet Albert



ARDMORE

FY17 Highlights



Supporters

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

Michael Ahearn	Colette Gingles	Connie Rickett
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Chris & Heather Deacon	Joan O'Donnell	Wegmans
Diplomat Realty	John Palmgren	Zeta Associates
Jennifer Garofalo	Tameka Paschal	David Ziobro
General Mills	Ervin & Elizabeth Reed	

Annual Meeting

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



Financials

ASSETS

Current Assets	\$3,226,476
Property & Equipment (net)	\$5,878,985
Other Assets	\$88,345
Total Assets	\$9,193,806

LIABILITIES & NET ASSETS

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

SUPPORT & REVENUE

State	94.12%
County	1.53%
Contracts & Other	4.08%
Donations	0.27%

EXPENDITURES

Program Services	80.08%
Management & General	11.79%
Fundraising	0.13%

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

Person-Centered Thinking Commitment

Grow

GOAL 1 . . . For The People We Support

People are empowered to make informed choices.

Bloom

GOAL 2 . . . For Our Employees

Employees share a culture of excellence.

Thrive

GOAL 3 . . . For Our Organization

Ardmore is a trailblazer as a person-centered organization.

Endeavors	Outcome Goal		
Increased Community Living and Personal Support services by 21%.	1		
Enhanced Community Living options to include apartment rentals – allowing for more privacy and choice.	1		3
Realigned Day and Employment Programs so that most people spend their days in the community.	1		3
Bolstered informed career choices and on-the-job experience with a newly launched internship program.	1		
Broadened opportunities for people in our Community Learning Services program to help others through volunteering.	1		
Expanded Community Living options across county lines.	1		
Renovated our Center-Based program environments to have specific functions.	1		
Reorganized transportation to maximize efficiency and promote optimal community integration.	1		3
Intensified support for our Direct Support Professionals in providing superlative programs for those we support.		2	
Promoted increased funding for compensation levels of our direct support professionals.		2	
Provided two full days of in-service training.		2	
Equipped staff with electronic tablets to facilitate real-time responses and support increased community initiatives.		2	
Streamlined and amplified our recruiting and application process.		2	3
Invited partners such as Developmental Disabilities Administration and Resource Connections to share in our person-centered trainings to engender inter-agency cooperation and promote transparency.			3
Created case management positions charged with infusing person-centered thinking into the planning process for those we support.			3

BOARD OF DIRECTORS

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Prince George's County

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Howard Stone, Jr.

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Prince George's County Public
School System

LEADERSHIP TEAM

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Jennifer Garofalo

Chief Financial Officer

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Heather Deacon

Director of Development and
Communication

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Molly Nercessian

Director of Employment and
Community Day Supports

Tasha Dickerson-Johnson

Director of Quality Assurance,
Training, and Development

Kendra Mosely

Director of Expansion and Outreach

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

