



ANNUAL REPORT

2024

June 30, 2023 – July 1, 2024



A WORD FROM THE CEO



Lori Sedlezky
Chief Executive Officer

Dear Friends,

As I reflect on 2024 at Ardmore, I am grateful for the many people who bring our mission to life. Our staff, who consistently strive to enhance the quality of our services and expand opportunities for the people we support to lead rich, fulfilling lives, and our community partners who collaborate with us to create innovative avenues for mutual learning and more inclusive communities. Together, we empower people with intellectual and developmental disabilities to exercise self-determination and live lives characterized by choice, inclusion, opportunity, and possibilities.

This year Ardmore conducted a year-long strategic planning process using an inquiry-driven approach. This inclusive effort actively engaged people we support, their families, board members, staff, partner organizations, and community members to shape our future direction. We cultivated a valuable exchange of perspectives and identified key priorities for our support community.

This inclusive and inquiry-driven process illuminated both the challenges we must confront and the opportunities we are poised to embrace—such as emerging technology, the growing need for affordable and inclusive housing, and the imperative to create pathways to meaningful employment. As we approach the conclusion of this important work, I want to thank the many people who participated in shaping it. We look forward to sharing this roadmap with you in the months ahead.

Throughout the year, we continue to celebrate the achievements of the people we support, recognizing their resilience, talent, and potential. Deepening connections, promoting community inclusion, and prioritizing the perspectives of those we support remain central to our mission.

None of this work would be possible without you. Your generosity, time, ongoing support, and advocacy fuels our ability to advance inclusion and build a more just and connected world.

Thank you for your continued partnership.

A handwritten signature in black ink that reads "Lori Sedlezky". The signature is fluid and cursive, with the first name "Lori" being more prominent.

Lori Sedlezky
Chief Executive Officer

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Empowerment

Ardmore empowers the people we support to live full and meaningful lives with choice and personal autonomy.



Aileah

From Dream to Reality

Aileah knew that financial independence would open the door to the life she envisioned—and employment was the key. With support from Ardmore's Customized Employment Services, she identified her goals and launched her job search with purpose.

She secured a role at a summer camp, where her natural connection with the children and her positive impact didn't go unnoticed. So much so, that when the season ended, the camp invited her to stay on as part of their afterschool program.

With her new income, Aileah now has the freedom to invest in what brings her joy—like buying art supplies and attending anime conventions. Her hard work and dedication not only fueled her independence but also earned her the 2024 Maryland Association of Community Services (MACS) Achievement Award for the difference she's made in her workplace.

Aileah's story is a powerful reminder: when people are supported to pursue their goals, the impact reaches far beyond the job.



Eugene & Vernon

Growing Together

Meet Vernon and his brother Eugene—two brothers whose bond is built on trust, love, and a shared journey supported by Ardmore's support.

When their mother passed away more than 15 years ago, Eugene stepped into the role of Vernon's Direct Support Professional, ensuring his brother could continue living life with independence, dignity, and joy. What followed has been a life filled with meaningful experiences and unforgettable memories.

Whether they're shooting hoops, swimming, visiting museums, or enjoying live performances, every adventure centers on Vernon's choices and interests—because he leads the way.

With ongoing support, training, and resources from Ardmore, Eugene and Vernon continue to grow—not just as siblings, but as partners in a life of connection, discovery, and purpose.

Advocacy

Ardmore champions the rights of people with intellectual and developmental disabilities (IDD), empowering self-advocacy, community engagement, and policy change. We work to break down barriers and create a more inclusive world where people with IDD can live the lives they choose.



Sean

Being a Voice for the Community

Self-advocacy is powerful—especially when it speaks for an entire community. During the 2024 Developmental Disabilities Day in Annapolis, Sean stood as the voice of many, sharing his story with local lawmakers to advocate for legislation that would strengthen the lives, rights, and support systems for people with intellectual and developmental disabilities across Maryland.

With confidence and clarity, Sean spoke about his journey and his commitment to living independently. His message wasn't just focused on himself—it was about hundreds of others who deserve the same opportunities to thrive.

Thanks to self-advocates like Sean and the unified efforts of our community, four out of the five bills championed on DD Day were passed. Sean didn't just speak up—he helped shape a better, more inclusive future for the IDD community in Maryland.



The More you Know

What is Self-Advocacy

Self-advocacy means speaking up for yourself, making your own choices, and taking an active role in decisions that affect your life. For people with intellectual and developmental disabilities (IDD), self-advocacy is about knowing your rights, expressing your needs, and having the confidence to lead your own journey.

It's more than just having a voice—it's about being heard, respected, and empowered. Self-advocacy is built on the belief that everyone has the right to make decisions about their own life, no matter the level of support they may need. It begins with self-awareness: understanding your strengths, preferences, and goals. From there, it grows through practice—asking questions, setting boundaries, and speaking up in everyday situations.

Whether it's choosing where to live, what job to pursue, or how to spend your free time, self-advocacy helps people take charge of their future and live the life they choose. It also plays a powerful role in creating more inclusive communities, where the voices of people with IDD are valued and their contributions are recognized.

Employment

Everyone deserves the opportunity to work and contribute to their community. We support people in finding meaningful jobs that match their skills and goals.



Inclusion in the Workplace

Breaking Barriers in Employment

At Ardmore, we believe that everyone has unique talents and strengths to contribute to the workforce and our broader community.

Our Customized Employment Team partners with job seekers to help them identify their ideal roles, build or refine their resumes, prepare through mock interviews, and ultimately secure fulfilling employment. Once hired, our dedicated Job Coaches continue to provide individualized support, ensuring each person has the tools and confidence needed to thrive in their role.

Employers consistently tell us that hiring people supported by Ardmore enhances their teams—these employees bring reliability, enthusiasm, and a strong work ethic that positively shapes workplace culture. Every successful job placement not only empowers the person hired, but also moves us closer to a more inclusive workforce—one where people with intellectual and developmental disabilities are valued contributors and change agents.



Ahmed

Starting a New Chapter

Ahmed's path to meaningful employment highlights the transformative impact of opportunity, support, and determination. For people with intellectual and developmental disabilities, employment is more than a job—it's a gateway to independence, confidence, and a deeper connection to community life.

Through Ardmore's Customized Employment Services, Ahmed partnered with our Job Coaches, Job Club, and Employment Team to explore his interests and identify the right path forward. He gained valuable hands-on experience through an internship at a local farm, helping him build skills and adjust to the rhythm of the workplace.

When seeking permanent employment, Ahmed approached the process with focus and perseverance. With continued support from our team, he secured a job that aligns with his goals and reflects his talents.

As Ahmed begins this new chapter, Ardmore remains by his side—committed to his continued growth, success, and independence.

Excellence

Ardmore's Direct Support Professionals (DSPs) are dedicated and skilled. They empower the people we support through high-quality, person-centered support, advocacy, and meaningful opportunities—helping them live the lives they choose.



DSP II Graduation

Striving for the Best

In June, Ardmore celebrated a key milestone in strengthening our Direct Support Professional (DSP) workforce as 13 team members completed their DSP II certifications.

Through a selective and competitive application process, these professionals committed to advancing their skills and deepening their impact.

The DSP II training empowers professionals with advanced skills, deeper knowledge, and proven best practices to deliver high-quality, person-centered support that drives meaningful outcomes.

This investment in our workforce directly supports our mission—ensuring people with intellectual and developmental disabilities have the guidance and resources they need to lead more independent, empowered, and fulfilling lives.

Congratulations to Cohort 12F for advancing the standard of care and championing greater opportunities for the people we support!



DSP Week Celebration

Celebrating Our Workforce

Each September, we celebrate National Direct Support Professionals Week to honor the profound impact DSPs have on our community.

Their work is not only essential—it is transformational. Every day, DSPs walk alongside the people we support, fostering independence, dignity, and connection. They are the heart of Ardmore's mission, making it possible for people to live fully, freely, and on their own terms.

This year, we expressed our deep appreciation with a series of celebratory events, including a thank you breakfast, a fitness day with Caribbean dance and massage sessions, a movie day, and a community cookout.

We could not do this work without our DSPs. Their dedication, compassion, and commitment uplift our entire community—and for that, we are endlessly grateful.

In Community Together Awards

The **In Community Together Award** honors people and organizations who embody Ardmore's values of inclusion, collaboration, and empowerment. Recipients go above and beyond to support people with intellectual and developmental disabilities, creating a community where everyone is respected, valued, and able to thrive.



Enterprise Fleet Management

Making the Community Accessible

Our partnership with **Enterprise Fleet Management** strengthens community connection by expanding access and mobility for people with intellectual and developmental disabilities.

With dependable transportation, people can confidently navigate their neighborhoods, explore new places, and build meaningful relationships. This partnership ensures that the people we support are not just included—they are actively engaged members of their communities.

Together with Enterprise Fleet Management, we're driving inclusion forward—one journey at a time.



MD - Parks and Recreation

Inclusion in the Workplace

We are proud to partner with **Maryland Parks and Recreation**, where people with intellectual and developmental disabilities are recognized for their strengths, talents, and contributions to the workforce. This partnership reflects what's possible when employers embrace inclusive hiring, valuing skill over stereotype, and creating opportunities based on merit.

We were honored to present Maryland Parks and Recreation with the In Community Together Award at our 2024 Annual Meeting in recognition of their leadership in advancing workplace inclusion.

In Community Together Day

Bringing the Community Together



In Community Together (ICT) Day is more than a service project—it's a powerful expression of dignity, inclusion, and community connection.

Each year, Ardmore staff, partners, and volunteers unite to transform the outdoor spaces of four Ardmore homes, not based on assumption, but guided by the dreams and preferences of the people who live there. In the lead-up to the day, residents shared their hopes for spaces that reflect who they are—from bright, joyful colors to peaceful garden areas and welcoming spots to gather with friends and neighbors.

On ICT Day, those visions came to life. People rolled up their sleeves and worked side by side—people supported, staff, and volunteers—reimagining their homes not just as places to live, but as places to belong.

These transformations do more than beautify physical spaces—they build self-esteem, foster a deep sense of pride, and reinforce the truth that people with disabilities deserve to shape their surroundings and be fully part of the communities they call home.

Thank you to everyone who made ICT Day a living example of what it means to be In Community Together.

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In Community Together

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We also extend our heartfelt thanks to the generous donors who have chosen to remain anonymous. Your support makes a meaningful difference, and we are deeply grateful.



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DONATE TO ARDMORE TODAY!**

Every donation helps people with disabilities achieve their goals and live meaningful lives. Join us in making an impact!

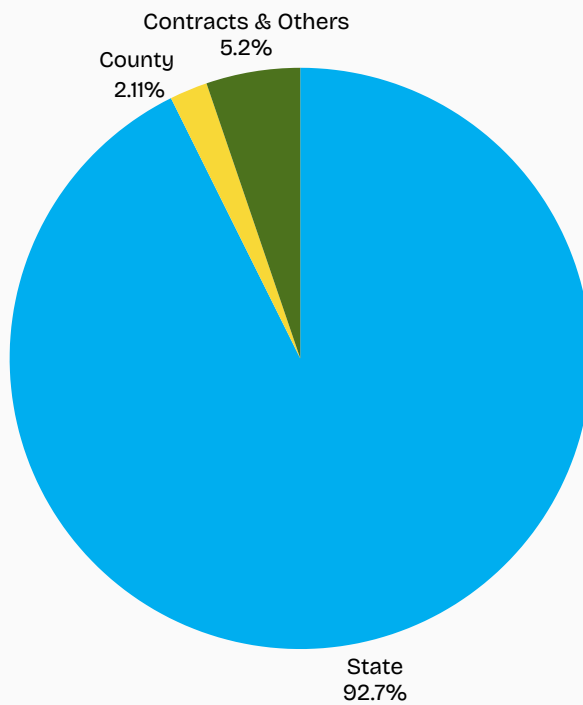


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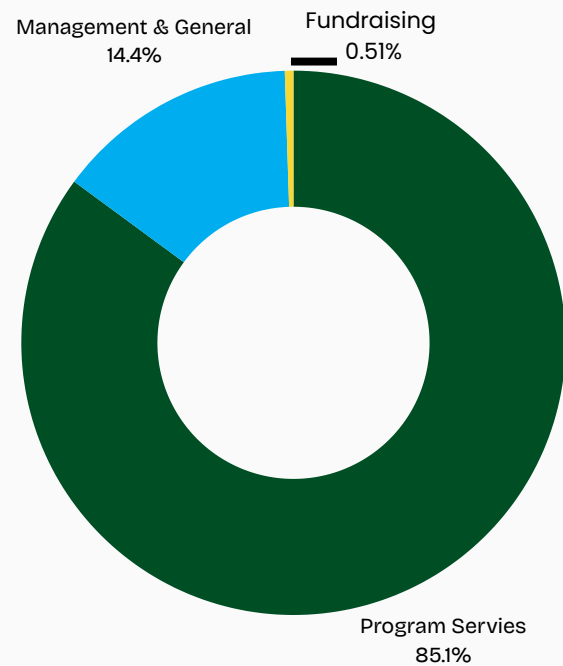
Financials

July 1, 2023 - June 30, 2024

Support & Revenue



Expenditures



By the Numbers

674,801.40
DSP Hours

Our Direct Support Professionals are at the backbone of what we do. Direct Support hours are provided by more than 400 essential workers

FY2024 - 13
DSP II Certifications
Total - 30

52
Staff Trainings



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