

introducing  
melwood opportunities



2010 report to the community

fiscal year july 1, 2009 to june 30, 2010

work  
work, live, play



## Letter from the Chairman of the Board & President/CEO



“Opportunity” means different things to many people. The shared experience is that everyone benefits from opportunities they receive throughout their lives. The same holds true at Melwood, which provides thousands of opportunities for people with disabilities each year.

Over the past year, we have thought about and devoted a great amount of effort to provide meaningful opportunities for people with disabilities to live, work and play how they choose. The rewards have been astounding, and it is our great pleasure to share with you some of the successes those at Melwood have achieved as a result of their opportunities.

Thank you for making those opportunities and successes possible through your support.

Sincerely,

Andrew V. Colevas  
Board Chair

Janice Frey-Angel  
President/CEO

*PS: We all benefit from opportunities. Share your opportunity with us on Facebook at [www.facebook.com/MelwoodNews](http://www.facebook.com/MelwoodNews) or on our blog at [www.melwoodopportunities.org](http://www.melwoodopportunities.org)*

**vision** *A world where people with disabilities are fully included.*

**mission** *Creating jobs and opportunities for people with differing disabilities so they can have a good quality of life.*

## Board of Directors 2010

### President/CEO

Janice Frey-Angel, MSW

### Chief Financial Officer

Ronald L. Stubblefield, CPA PhD MSW

### Chief Program Officer

Jonathon Rondeau, MA CPRP

### Senior Vice President

Matthew T. Scassero

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Andrew V. Colevas  
*Proprietor, Colevas Group*

### Vice Chair

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*Restaurant Franchisee*

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*Independent Consultant*

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*Director, Children’s Hospital*

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*Partner, Reznick Group*

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*Custodian, NEOB*

Dana B. Stebbins, MSW JD  
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# work

“People still compliment us on our work”

Melwood provides employment opportunities for adults with disabilities through a partnership with the AbilityOne Program and community employers.

## Highlights 2010

- /// Employed 821 people with disabilities through the AbilityOne Program.
- /// 139 people with disabilities found competitive jobs in the community.
- /// 16 people with disabilities employed at Melwood Recreation Center.
- /// 7 Melwood workers earned Goddard Peer Awards.
- /// Over 160 workers logged 9,400 hours of snow removal following the February 2010 blizzard.



## HUD Heroes

Ricardo Valentin and Alonzo Brown are two of Melwood's self-described "HUD Heroes" who, like other Melwood employees with disabilities, take the opportunity to perform when situations require.

During the February blizzard in the Washington, DC area, they were two of 19 Melwood employees who worked and slept in shifts to keep the US Department of Housing and Urban Development open for essential personnel. For more than a week during and after the storm, 160 Melwood employees worked around the clock to keep HUD and several other federal sites open for essential personnel.

“People still compliment us on our work,” said Brown, “so we still call ourselves ‘HUD Heroes’ when it comes to snow removal!”

Valentin, a Melwood employee at HUD since 2003, said, “I like that our jobs give us the opportunity to work with people and enhance our people skills.”

Valentin and Brown work year-round as custodians. They are two of 821 employees with disabilities in the past year that had opportunities to be independent and work in stable, well-paid custodial, landscaping and recycling jobs because of Melwood's affiliation with the AbilityOne Program. Those Melwood employees earned \$13 million through the program and paid \$2.6 million in taxes.

AbilityOne is a federal program that pairs government agencies with approved nonprofits across the country to provide employment opportunities for people with disabilities.



work, live, play



## Jessica Rosado

Jessica Rosado is thrilled to work full time at the Naval Research Laboratory. When she first applied, she hoped for a part-time job working for Melwood in the AbilityOne Program.

Rosado enrolled in Melwood's Employee Support Services (ESS) after attending Kennedy Krieger Institute and with her counselor's help, identified possible career options and decided to seek custodial and childcare jobs.

Melwood project manager Brenda Bailey said Jessica mastered her work responsibilities and is “eager to learn and willing to ask questions if she doesn't know something.”

Just as important, Rosado's self-esteem and sense of independence have skyrocketed with her entering the workforce and having the opportunity to earn her own money.

“I enjoy helping others by doing my job,” said Rosado.



## Greg Posey

Greg Posey represents the challenges one can overcome with the right support and a determined, positive attitude. He began a new job as a Melwood custodian at General Services Administration in February, but his real opportunity came months before his first day on the job.

Posey suffered from seizures and joined ESS to re-enter the workforce. For six months, he actively volunteered in the community and searched for jobs with help from case manager Tashayla Williams, who said, “Greg was proactive with finding openings and preparing resumes and applications. I could tell he was determined to find employment.”

Site supervisor Deborah Moore speaks highly of his job performance, saying, “If I had fifteen more Greg Posey's, my job would be much easier.” Soon after starting, he was assigned to clean an entire wing of the building.

Posey has inspired others as well. In May, he received an achievement award from the Maryland Association of Community Services for his personal and professional successes.



## Albert Williams

Albert Williams looks forward to his part-time job maintaining the Arby's restaurant in Clinton, Maryland, where he has worked for seven months.

“Albert does anything I ask with little direction,” said store manager Heather Tyer.

“Albert is a very strong-minded, determined individual,” said Quiana Johnson, ESS case manager. His hard work and diligence is well known. For 15 years, he worked for Melwood at Prince George's County Courthouse and on a roadside cleanup crew.

When the contract ended, Albert, who used his earnings to vacation with family, entered the ESS program. There, Albert developed new job skills, brushed up on interview etiquette and learned to set goals that would help him find what he wanted, a competitive job in the community.

Williams says having a job means doing his very best. “My boss knows I do an excellent job, and I know I do too,” he said.



## Jason Wise

Jason Wise embodies “tenacity,” and his determination to make the most of opportunities paid off well. He lost his downtown mailroom job in the recession and said, “I felt like the whole world fell on me.”

Wise has epilepsy and relies on public transportation to get around. He began receiving ESS in summer 2009 and found a short-lived job as a custodian. When a temporary replacement for a mailroom employee was needed at a Melwood contract, ESS staff recommended Jason, and “it appeared he was a perfect match,” said Joy Morris, quality assurance manager. “He loved the job and the tenants took to him right away.”

The job's temporary status did not deter him. Wise took a different custodial job while looking for jobs that better suited his skills. When a mailroom job opened up where he temped, Jason said, “The tenants asked for me by name.”

Wise applied and was hired for the full-time, permanent, Metro-accessible position, where he has done very well. About the new job, Jason says, “It feels like I've been given another shot to start over and not waste my time suffering.”

# live

“It was Will’s first-ever road trip”

Melwood supports opportunities for people with disabilities to maximize their independence and inclusion in the community.

## Highlights 2010

- /// 176 Crossroads participants worked on life skills, employee development and horticulture therapy.
- /// 30 older adults with disabilities enjoyed recreation and community activities through the Personal Enrichment Program (PEP).
- /// 20 people progressed in their goals to more independent activities.
- /// Community Support Services provided case management and direct support services for 120 children and adults with disabilities.



## Will Lampe

Will Lampe works hard and is taking control of his life. He joined Melwood in 2004 after graduating from high school. His father wrote that, “six years ago, his prospects didn’t look that bright, but a lot has gone right in the last few years.”

Lampe’s opportunity for a brighter future came when he began a part-time job in Melwood’s greenhouse. Working alongside Melwood staff, he developed the confidence and skills he needed to organize his work on the job, set goals and work toward them.

Now, Will works full-time on a Melwood landscaping crew and loves his job. He rises at 5:30 each morning, earns a respectable income, saves for retirement and pays taxes. He pays his own living expenses, and uses his earnings to play golf, take piano lessons, watch movies and eat at restaurants.

Lampe is proud of his achievements, especially his newfound independence. He recently began taking the metro home from work by himself, and enjoys seeing more of the world.

Lampe took part in the making of Melwood’s new commercial at Utah’s Bonneville Salt Flats, where many new car ad campaigns are filmed. Afterward, he and a Melwood staff member drove back to Maryland in the car used for filming, pausing to stop at sports stadiums along the way. It was Will’s first-ever road trip.

work, live, play  
work, live, play



## Stephany Cunningham

Stephany Cunningham “never had private space” in her parents’ home, and was determined to move into her own home and become more independent. In 2010, she did just that with assistance from Employee Support Services.

Cunningham and her ESS caseworker searched for available apartments, prepared the necessary documents and security deposit, and moved into her new home over the summer. She also relies on ESS to hone her job skills to compete better in the workforce.

After moving in, her family threw her a housewarming party. “My parents are so proud that I’m on my own,” said Stephany, who manages her household responsibilities while looking for evening jobs that will enable her to care for her children during the day.

Shaunda McCready, ESS case manager said, “Stephany is a leader here and assists me in training others with their duties, and I have no doubt that employment will be around the corner.”



## Damon McIntyre

Damon McIntyre, who married in June and now lives with his wife and three-year old child, has relied on Community Support Services to manage his bipolar disorder and attention deficit hyperactivity disorder since 2003.

Regular dialog and coaching from his caseworker helps McIntyre manage mood swings, deal with frustrations and anger, and better handle events that could cause him to become depressed. These services help him live and work independently, but Damon prefers to talk about how they enable him to help others with disabilities. McIntyre works as a teacher’s aide in a middle school special education classroom for children with developmental disabilities and says, “I’m only a couple years removed from receiving these services myself.”

McIntyre earned his associate’s degree from Prince George’s Community College and will graduate from Bowie State University with a psychology degree in December 2011. “I’m a product of how education does work, and I want to give back. CSS helps me map out my future from a professional standpoint.”



## Gary Alpern

Gary Alpern is outgoing and eagerly introduces himself to new friends at social gatherings. Regular events and activities taking place in the Life Skills area of Crossroads give him plenty of opportunities to improve his interaction with others.

In the spring, Alpern and others in Life Skills completed a dazzling abstract art project with help from Kim Visek, CSS case manager. Word quickly spread about the painting, hanging in the Community Services lobby.

Enthusiasm for another, larger project grew, and with Visek’s support, Gary and others in Crossroads added their own creative touch to a breathtaking 46-foot long canvas that hangs from the Contract Services hallway.

At a reception following the piece’s installation, Gary proudly introduced himself to attendees, gestured to his contributions to the work, and told them, “I did that part. Me!”

# play

“she is not only safe,  
but HAPPY”

Children and adults of all abilities have opportunities to enjoy recreational activities on site and in the community through Melwood Recreation Center.

## Highlights 2010

- /// 500 children of all abilities attended Camp Accomplish.
- /// 233 people enrolled in the Equestrian Program.
- /// Access Adventures provided vacation and travel trips to 319 adults with disabilities.
- /// The Terrific Teen Program at Melwood Recreation Center received the “Innovative Program Award” from Maryland Recreation & Parks Association.



### Caroline Graf

Caroline Graf was certain that summer camp was right for her after touring Melwood Recreation Center with her mother in the spring, saying, “When I saw it I realized it had everything I liked, and this camp looked a lot better than the other camps I had been to.”

“After seeing the swimming pool, visiting the horses in the field and peeking inside one of the air conditioned cabins, Caroline started to get excited about spending time at Camp Accomplish,” said assistant director Marisa Cucuzzella. Caroline enjoyed it so much she spent seven weeks at camp as both a day and overnight camper.

Caroline’s mother Jill looked forward to stories about camp when arriving home, saying, “before we got out of the park and ride lot, she spilled the beans” about trail rides on Scooter the horse, going to the pool, making friends and meeting others who like teen star Selena Gomez.

“To know that she is not only safe, but HAPPY, means the world to me,” said Caroline’s mother.



### Paula Barnes

Paula Barnes likes arriving early for riding lessons at Melwood Recreation Center’s Alfred H. Smith, Jr. Equestrian Arena on Thursday afternoons. Staff at Spring Dell Center in La Plata say she looks forward to upcoming lessons all day.

“What I like most is brushing the horses before and after lessons,” she said.

When Paula, who has limited use of one arm, first started riding, she needed the physical support of a leader and two sidewalkers. Now, she can mount her horse in less than five minutes and ride without help for 50 steps.

Paula’s first opportunity to ride was in 2010, and she was reserved but determined to become a rider. Even though it took more than 15 minutes during her first lesson for her to mount her horse, Applebee, she stayed patient and calm and refused to give up. “Paula is focused, and likes to take her time grooming and tacking,” said Doria Fleisher, Assistant Director of Programs & Education.



### Robert Young

Robert Young is often one of the more senior members when he vacations with Access Adventures, yet remains young at heart as he travels to Disney World, the Bahamas, Myrtle Beach, and Williamsburg.

“You know exactly when he’s having a good time because the most beautiful big smile comes across his face,” said Leigh-Anne Hodgetts, Access Adventures Travel Host.

In 2010, Mr. Young enjoyed his first cruise, a 7-day Bahamas trip that left from Baltimore and stopped in Port Canaveral, Nassau and Freeport. While in Nassau, Robert experienced another first, the opportunity to swim with dolphins.



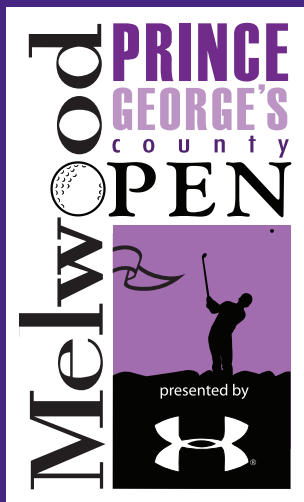
### Fay Carroll

Fay Carroll has enjoyed Melwood Recreation Center from almost every possible opportunity. She first attended overnight camp in 1998 and returned for several summers, entered the Terrific Teen Program, became a junior counselor, and is now entering her third season as a camp counselor for Access Adventures and Camp Accomplish. “I enjoyed the people more than anything else, and wanted to give back,” said Carroll.

“Fay has always been an empathetic, hard-working and fun-loving person who brightens the days of people around her,” said Doria Fleisher, assistant director. “Since Fay was 12 years old, we have looked forward to her being old enough to be on the staff here.”

Her experience as a camper and Terrific Teen make her an excellent counselor for homesick campers and a mentor for adolescents who are gaining job skills and independence. When summer camp is not in session, Fay is also a Travel Host for Access Adventures, helping adults with disabilities enjoy fun, safe and exciting vacation experiences as far away as Disney World and the Caribbean.

# Opportunities for Community Support



Melwood's fund development efforts had further opportunities to grow with the fourth Melwood Prince George's County Open presented by Under Armour, held May 31-June 6 at the University of Maryland Golf Course and broadcast worldwide on The Golf Channel.

The tournament is "a great event on the Nationwide Tour," said tournament director Teo Sodeman. "The support we received from the university, club members and local business community is remarkable."

At Media Day before the event, Sodeman and Leon Duncan Under Armour Brand Director of Golf, announced that Under Armour agreed to be presenting sponsor for the 2010 and 2011 events.

The event generated over \$10 million total economic impact for the local community, and event proceeds help Melwood continue to help and support people with disabilities.

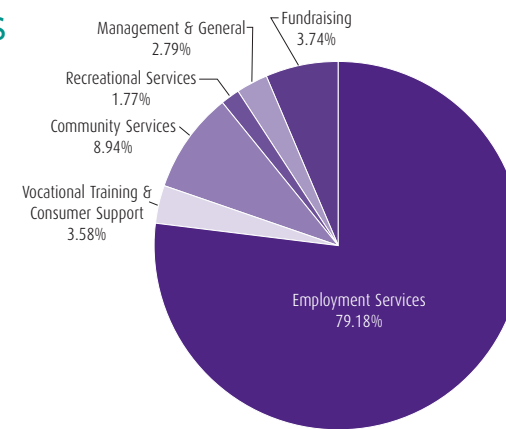
Maryland men's basketball coach Gary Williams served as tournament host and will also host the 2011 event, to be held at University of Maryland Golf Course May 30-June 5, 2011 and broadcast on The Golf Channel. Opportunities to volunteer, purchase tickets, or sponsor the event are available at [www.pgatouratumd.com](http://www.pgatouratumd.com).

## Financial Highlights 2010

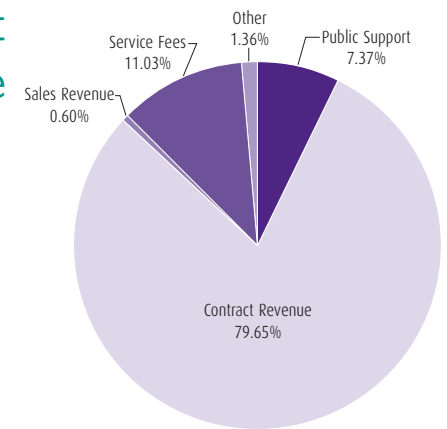
Fiscal year ending June 30, 2010

Melwood's total income for fiscal year 2010 was \$66,782,000, and expenses amounted to \$65,769,000. This surplus reverses four years of deficits, and is attributable to aligning financial results to strategic objectives, including making difficult decisions such as discontinuing certain operations; closely scrutinizing financial data at various operating levels; and developing budgets that provide sufficient levels of detail for proper monitoring and managing of the organization. These actions allowed management and the board to identify problem areas with more clarity and implement corrective measures in a timely fashion. As a result, Melwood is now in a position of financial growth and increasing the amount of people we serve.

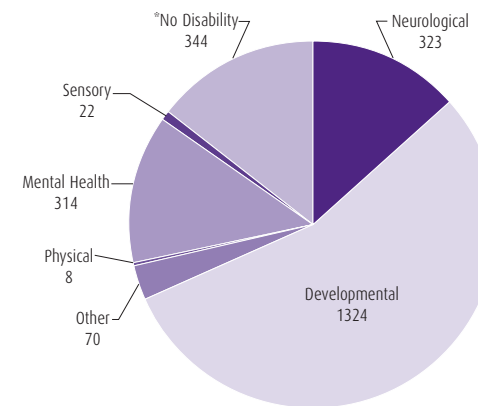
### Expenses



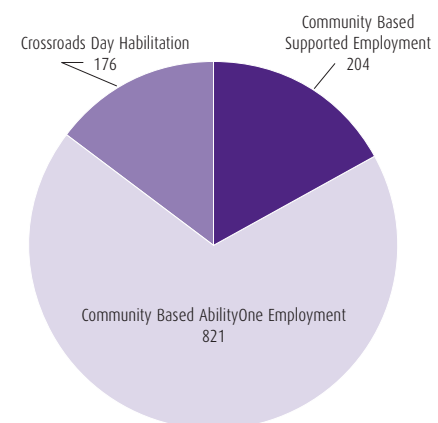
### Support & Revenue



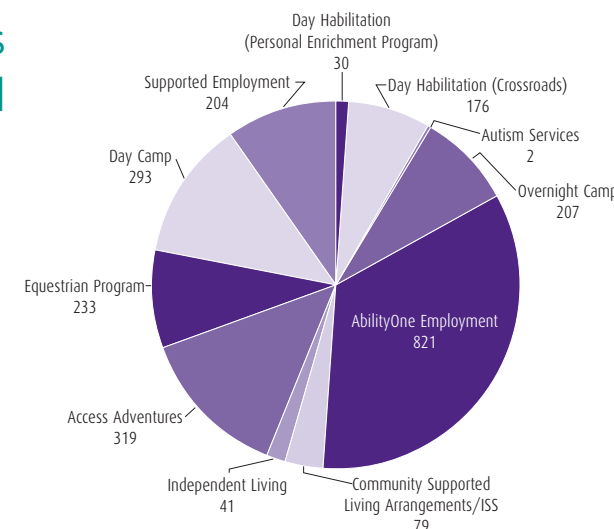
### Disability Type



### People Trained or Employed



### Services Provided



*\*341 people without disabilities, or about one third of people who attend Melwood Recreation Center, received services through inclusive program offerings for people with disabilities.*





















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