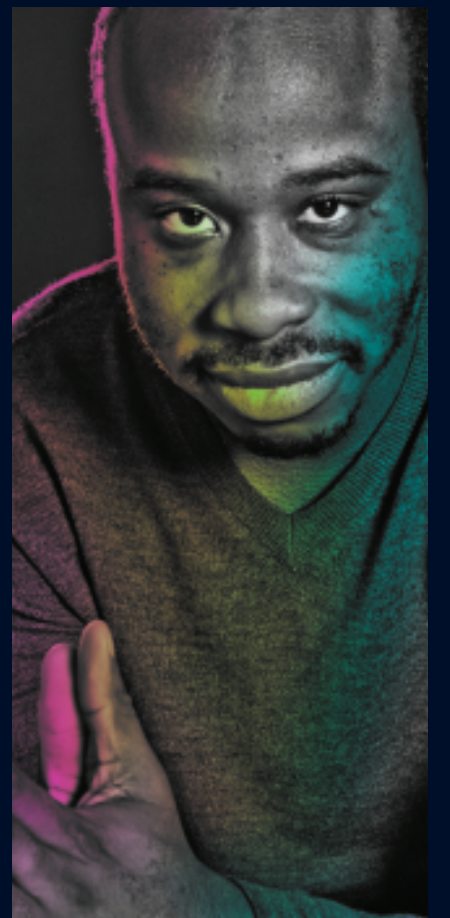


CREATING PERFECT OPPORTUNITIES



2011 Report to the Community

Fiscal Year July 1, 2010 to June 30, 2011

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.



Melwood employees at the US Coast Guard Yard in Baltimore pose in front of a mural depicting the Yard's history. Melwood began custodial services at the Yard in April, 2011.

Letter from the Interim Chief Executive Officer/Board Chair



We all benefit from opportunities. *Perfect opportunities* set us on our path to success. This year, Melwood made tremendous strides toward creating perfect opportunities for people with disabilities to work, live and play in the community.

New AbilityOne Program contracts provided new jobs, expanded the job types we offer and broadened the range of disabilities we serve. Hundreds more people achieved or made significant progress toward their individual employment goals.

Melwood's legacy of providing perfect opportunities to take part in community life through enriching activities and at-home supports continued.

Melwood Recreation Center enjoyed its most successful year yet. More than ever before, children of all abilities took their first steps toward independence in a challenging and supportive environment, and hundreds of adults with disabilities were able to vacation with the assistance they needed for an enjoyable trip.

Your support is instrumental in Melwood's ability to create perfect opportunities for people with disabilities. Thank you, and take pride in sharing these achievements.

Sincerely,

A handwritten signature in blue ink that reads "Dana B. Stebbins, Esq." The signature is fluid and cursive.

Dana B. Stebbins, MSW, Esq.

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PS: Share the story of your perfect opportunity on Facebook at www.facebook.com/MelwoodNews or on our blog at www.melwood.org/blog.

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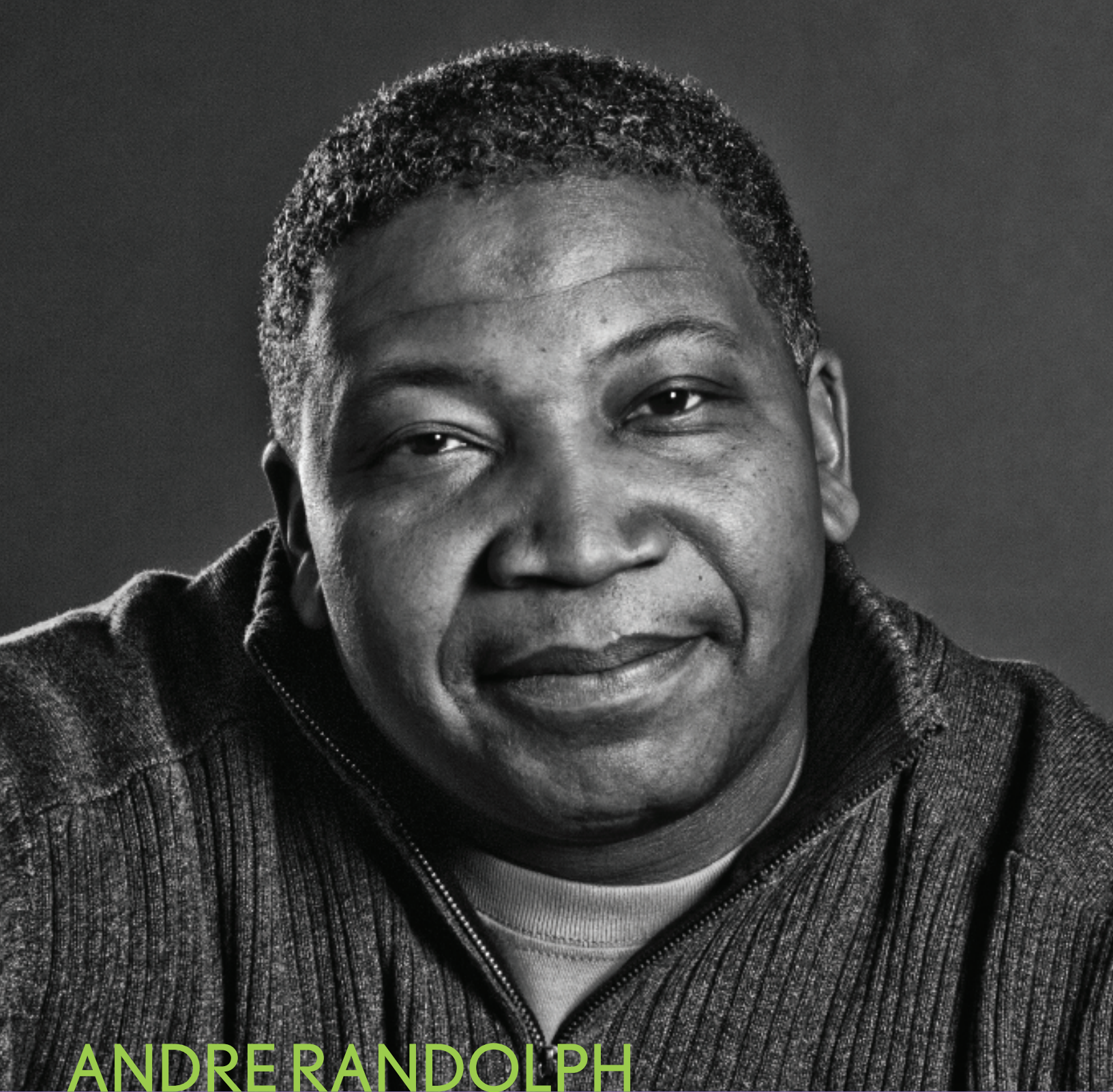
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ANDRE RANDOLPH

was only twenty years old and preparing to deploy under Operation Desert Storm when his right arm was shattered in a training accident. After two years of surgeries and rehabilitation, he recovered, but his dream of making a career in the Army was over.

Andre worked a number of jobs until his Veterans Affairs representative told him about job opportunities at Melwood's new AbilityOne Program contract at Ft. Meade. He relocated from New Jersey for a job performing preventative maintenance on buildings at the growing Army base and says of his job, "When I got into the military, it was an enlightening experience. Working at Melwood is much the same—we all have something to offer."

Creating perfect opportunities to *Work*

2011 Highlights

- // **965** people with disabilities employed through the AbilityOne Program.
- // **270** people with disabilities employed in competitive jobs or received employee development services.
- // **147** new jobs provided.
- // Ft. Meade contract is Melwood's first AbilityOne Program contract with US Army.
- // Coast Guard Yard contract is Melwood's first AbilityOne Program contract with US Coast Guard.



Crystal Minor goes the extra mile to ensure that her duties are done to perfection. Her opportunity to work as a landscaper on Melwood's AbilityOne Program contract with the Kennedy Center is tailor-made for her because she enjoys being outside and "making the building look pretty." Crystal's supervisors credit her success to her work habits, saying that her time management and ability to juggle many different tasks suit her well.

Deshae Dewitt rises each morning, eager to work as a maintenance trades helper on Melwood's total facility management services contract at Ft. Meade. As a teen, Deshae was diagnosed with attention deficit disorder, and he says his job is the perfect opportunity for him, since he performs best when he can keep active and move from task to task quickly. The opportunity is more than just a job for Deshae, who says his wife wanted him to "find a career, and I like the fact that you can move up here."



David Boyd has been with Melwood for over 25 years. His first job was at NSWC Indian Head, but he longed to interact with people more frequently. With Melwood's help, David found work at the La Plata Safeway grocery store. It was the perfect opportunity for him, and he has been a valued employee there for 21 years—longer than any other. David lives in Waldorf, takes VanGO to work each day and aspires to add "shelf stocking" to his resume of bagging and collecting shopping carts.



SARAH CACCIAGLIA

has worked part time at a hardware store for the past eight years with help from Melwood's Employee Support Services. At the beginning of her job search, she was anxious, wondering if she would succeed. Once hired, though, Sarah advanced from her job as a greeter to sales associate in the paint department through hard work and determination. Sarah's reliability and job knowledge means she is often the only employee in the department when she works.

Outside work, Sarah socializes with friends and coworkers. "Sometimes, I'll go to dinner with the other ladies at work," Sarah says, "and on Sundays I bowl with friends." Near the end of the year, Sarah enjoyed a mini-vacation at Melwood Recreation Center through Access Adventures, which plans vacations for adults with disabilities. It was her first extended stay without her family, and she had a great time!

Creating perfect opportunities to *Live*

2011 Highlights

- // **183** people enjoyed horticultural therapy or honed life skills and employee development through Crossroads.
- // **30** older adults with disabilities enjoyed community activities through the Personal Enrichment Program.
- // **129** children and adults with disabilities received case management or direct support through Community Support Services.
- // Quarterly non-health related reportable incidents improved by 40%.
- // Retention rate for Direct Support Professionals improved from 92% to 95.5%.
- // Transportation satisfaction rates improved by 60%.
- // Half of Personal Enrichment Program participants joined two new focus groups in quilting and horticulture/gardening.



Kathy Stephens took up a new hobby, sewing, through Melwood's Personal Enrichment Program in 2011. It was a perfect opportunity for her to learn a new skill and enjoy the company of the "Super Sewers," a group of other women who also enjoy sewing. Kathy's skill advanced so much and so quickly that she quilted a tote bag that won 3rd place in the 2011 Charles County Fair!

Myron Hill developed a strong relationship with his Melwood Employee Support Services case manager this year. That rapport helped Myron gain confidence in making his own life decisions, gain the independence he needed to move into a permanent group home, and improve his interpersonal skills. His story doesn't end there. Myron obtained a highly-coveted security clearance, began to work at a prominent government building in downtown Washington, DC, and received the Outstanding Achievement Award at Melwood's annual Americans with Disabilities Act Celebration, where he earned kudos from Maryland Senator Thomas "Mac" Middleton.





SOPHIA CARPENTIER

is eight years old and has enjoyed Camp Accomplish, Melwood's unique, inclusive summer camp for children of all abilities, for three years. Camp was Sophia's perfect opportunity to push herself in a nurturing environment. She started out as a day camper and pony pal participant but recently joined the equestrian trail riding team. Sophia was the youngest participant on the team in the fall competition, a 12-mile trek. About her experiences at camp and on the trail riding team, Sophia's mother says, "It's a perfect opportunity to make her childhood really memorable."

Creating perfect opportunities to *Play*

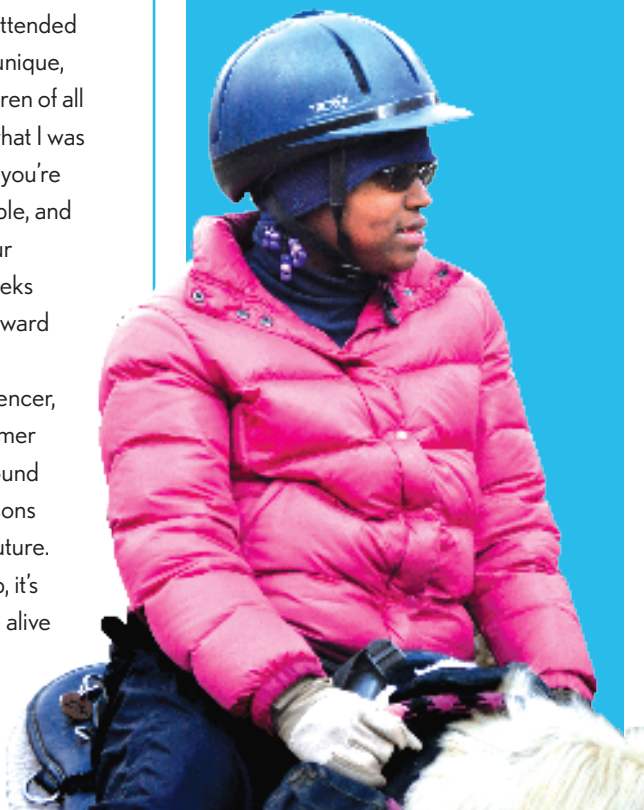
2011 Highlights

- // **593** children of all abilities attended Camp Accomplish.
- // **334** adults with disabilities vacationed through Access Adventures.
- // **271** people enrolled in the Equestrian Program.
- // New learning garden, teambuilding obstacle and second ropes course introduced at Melwood Recreation Center.
- // Fox5 television, Voice of America radio, Washington Post, Gazette, and Maryland Independent newspapers featured Camp Accomplish.



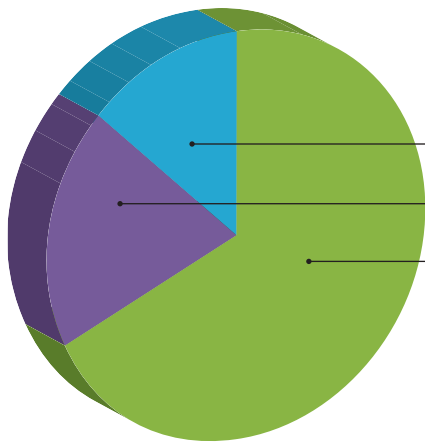
Zebulan Whitehouse first attended Camp Accomplish, Melwood's unique, inclusive summer camp for children of all abilities in 2011. "It wasn't at all what I was expecting," he says. "You realize you're around all kinds of different people, and they get you, no matter what your background." Zeb spent four weeks at overnight camp, and looks forward to seeing all his friends, with and without disabilities, including Spencer, pictured above at right, this summer at camp. Most important, Zeb found perfect opportunities for life lessons that will serve him well into the future. "If I learned one thing from camp, it's that I need to appreciate that I'm alive and having fun."

Rashawn DePamphilis is truly an "all-around" Melwood Recreation Center participant. She came to camp over the summer and enjoyed herself so much that she took part in an Access Adventures trip in the fall. Rashawn also wanted to get involved with horses. The Equestrian Program offered her a perfect opportunity to do just that, and while she was hesitant at first, she excelled in riding lessons. She is now an active member of the trail riding team.



Matt White is a long-time participant in Access Adventures, Melwood's community-based vacation program for people with disabilities. He is quick to make friends everywhere he goes, and has been to nearly every destination offered over the years. A collection of international currency serves as Matt's keepsake from each trip, and fuels his desire for more vacation opportunities.

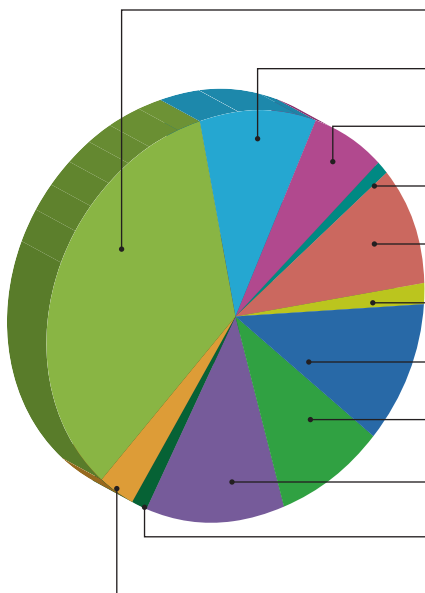
2011 Statistics



People Trained or Employed

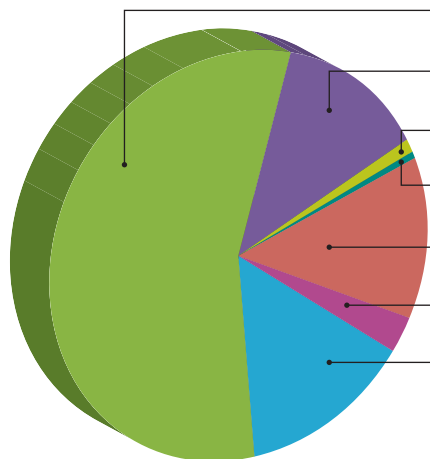
Crossroads Day Habilitation	12.9%
Community Based Supported Employment	19.0 %
Community Based AbilityOne Employment	68.1%

Services Provided



AbilityOne Employment	34.4%
Supported Employment	10.2%
Day Habilitation (Crossroads)	6.6%
Day Habilitation (Personal Enrichment Program)	1.1%
Equestrian Program	9.7%
Weekend and Winter Camp	1.8%
Day Camp	10.6%
Overnight Camp	8.9%
Access Adventures	12.0%
Independent Living	1.5%
Community Support Services	3.2%

Disability Type



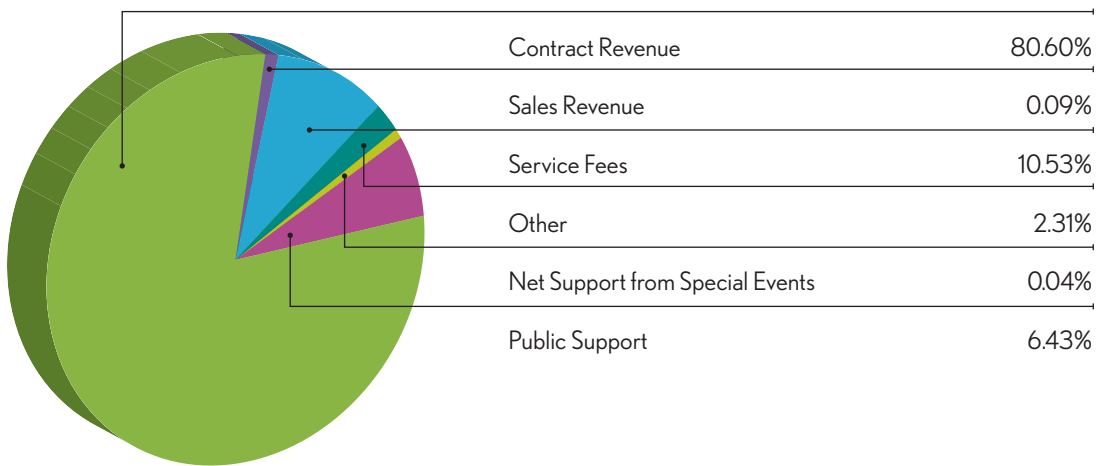
Developmental	56.06 %
Neurological	13.07 %
Sensory	0.97 %
Physical	0.66 %
Mental Health	12.61 %
Other	2.94 %
No Disability	13.69 %

Financial Highlights 2011

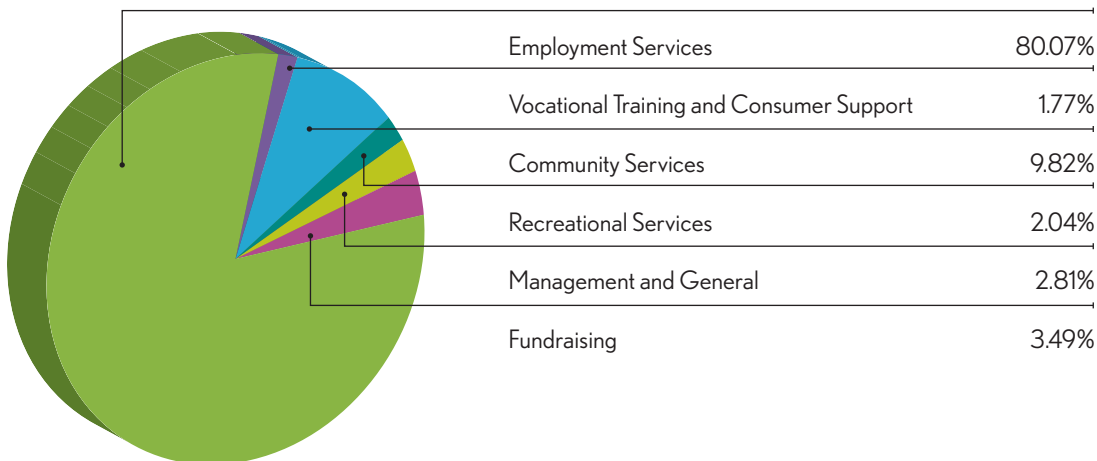
Fiscal year ending June 30, 2011

Melwood's total income for fiscal year 2011 was \$70,910,000, and expenses amounted to \$68,674,000. This surplus continues from last year's surplus following four years of deficits. It is attributable to aligning financial results to strategic objectives, closely scrutinizing financial data at various operating levels and developing budgets that provide sufficient levels of data for proper monitoring and managing of the organization. These actions allowed management and the board to identify areas of concern 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.

Support and Revenue



Expenses



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Melwood is grateful to the individuals, agencies, corporations and foundations whose financial and in-kind support benefited people with disabilities during 2011.

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