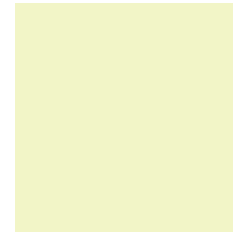




Community Support Services, Inc.



July - September 2019



October - December 2019

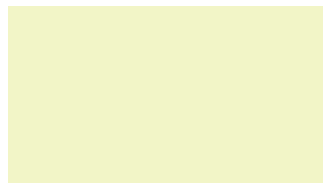


January - February 2020



March - June 2020

Annual Report



Mission Statement



Sarah weaves on a loom during a VisArts art lesson.



Ryan and Matthew swim during a hot summer day in a neighborhood pool.



Kevin walks in the park.

Community Support Services, Inc. is committed to the provision of quality community-based services to individuals with developmental disabilities. Individuals will be supported in accordance with their needs in school, work, home and the community. Services to be provided may include, but are not limited to: special education, customized employment, supported living, residential, behavioral supports, transportation, and recreation. Services are designed by the individual, the individual's family and others who know the individual well. Services are rendered in the environment in which the individual desires to live, work, recreate, or pursue educational goals. Services are fashioned to support each individual to pursue his/her own self-directed life goals.



Christian practices his arithmetic skills.



Mahmoud cleans his kitchen after dinner.



Ben and Max dance at the holiday party.

From the President

Dear Friends,

FY 2020 will be one for the record books for CSS as well as the rest of the world! In November, we celebrated our 25th anniversary and the many successes we have enjoyed. Several hundred people in our CSS community came together to share our past accomplishments and our vision of the future. Pride and joy filled the auditorium as our chorus performed, our leadership sang, and elected officials presented plaques and commendations. Our expectation was that we would continue to build on the models that have been developed to meet individualized needs and to expand and adapt as individuals' needs changed. We sat shoulder to shoulder, we hugged and kissed, we shook hands and mingled in large groups without a worry. We were at the top of our game, riding high, feeling strong, and confident in our futures.

Then in March, the world changed, and everything was turned upside down. We had to adapt quickly! The roller coaster took a sudden unexpected turn, and has become the ride of a lifetime. We are all still hanging on, not knowing exactly where it will take us. We ended FY20 in a very different place than we started only twelve months before.

When the fiscal year began in July of 2019, CSS was continuing to expand support to new individuals as transitioning youth moved into adult day and residential services. Many individuals held part time jobs with support, participated in volunteer opportunities, and enjoyed a wide range of community recreational and social activities. Children attended the CSS summer camp in record numbers, and the Marcia D. Smith School was successfully serving students with intensive special education plans. CSS had extensive partnerships with facilities in the community including gyms, art and music venues, horseback riding, dance studios, sports facilities, etc. CSS provided individualized transportation with a fleet of over a hundred minivans as well as partnered with a transportation company, ParaMed. Professional services were available for children and adults including speech/language therapy, art



CSS celebrates 25 years!



Preston and Asher sing holiday carols with their friends.



Dalante shows off his Halloween pumpkin.



Arkan walks in a community park during Spring Break.



Oscar advocates to Senator King in Annapolis.

and music therapy, nutrition, nursing, psychology, and psychiatry. The mission of providing community based, individualized services was fully implemented on a daily basis.

Then, the state of emergency was declared in March of 2020, and interaction with other people in public community settings came to a precipitous end. The Marcia D. Smith School was ordered closed for in-person instruction, residents of “group homes” including the CSS residences were ordered to stay home, and visitors were not allowed. Most of the facilities where individuals volunteered and worked were closed to visitors or volunteers. All gatherings of people ended as we avoided close physical contact with others, and we all stopped going into stores and restaurants in an effort to prevent exposure to the virus. Individuals living with their families stayed home in large numbers, and waited for the emergency to end. And waited some more. And are still waiting!

CSS responded to the pandemic of 2020 with the support of direct support staff, family members, and agency leadership. We learned about Personal Protective Equipment (PPE), scrambled to acquire it, and taught ourselves to use it properly. Virtual services were developed and put in place for behavioral support, nursing support, and other therapeutic services. Staff and individuals learned to use tablets to access virtual services and to communicate with friends and family members.



Simon creates art for the holidays.



Cecilia sings a song.



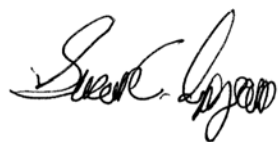
Senator Van Hollen speaks at the CSS 25th Anniversary.



Jordan relaxes in his home.

Day services continued for a smaller number of individuals in person, and others began accessing virtual offerings from their family home or group home setting. A few children received in person support through the Autism Waiver to access virtual special education and received one-to-one support in locations separate from all other children. Daily town halls provided regular updates and information to individuals, staff and family members regarding COVID-19 as well as services. CSS staff supported several individuals living in CSS operated residences, who tested positive, and provided direct support staff with needed leave and benefits to better cope with the crisis themselves. By the end of the fiscal year, June 30, ten individuals had tested positive and recovered, and 24 staff had reported positive test results. Specific daily procedures to manage the spread of COVID-19 were in place across all programs, and new daily activity schedules were implemented to meet individual needs during the pandemic.

CSS will persist against the struggle of managing the risk that COVID-19 continues to present in FY21 as the highest priority of the agency. We will learn what services can be provided safely, and how to meet specific needs differently. We will continue to follow the recommendations and guidelines provided by government entities and our medical advisor. CSS will rise to the challenges of the DDA transformation, including new service definitions and billing practices. The Marcia D. Smith School will open in the fall with in person as well as virtual options for students. New socially distanced recreation will be implemented in the next year and daily schedules will reflect each person's preferences and be designed to meet individualized needs. Our main resource center and office space will be repurposed to provide space which minimizes exposure risk. Together, we will navigate this surreal new world, and find safe places to pursue and support each person's life goals.



Susan Ingram
President



Kaisa sorts mail in the classroom.

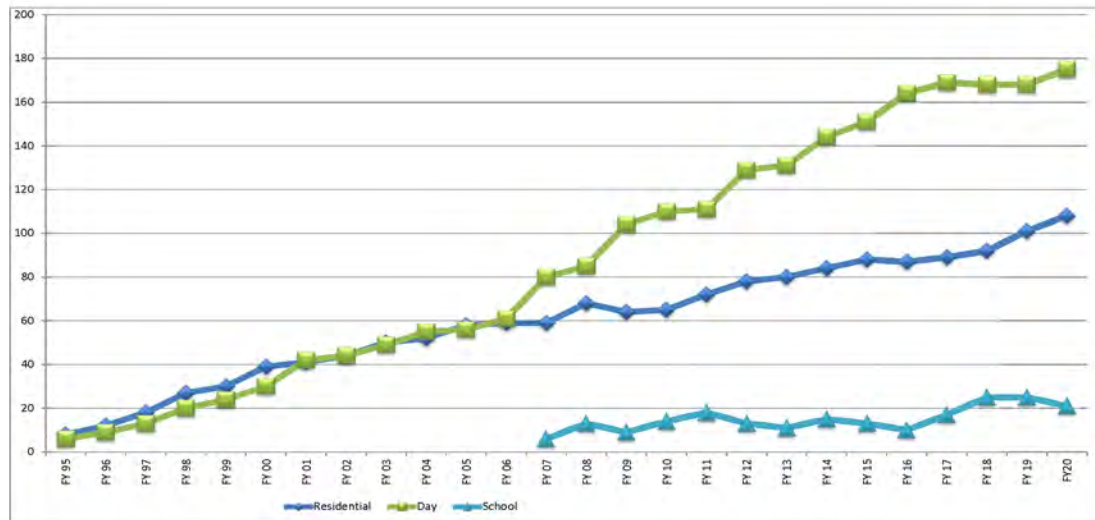


Annie dances with her brother.



Paul and Sonia enjoy the 25th Anniversary Party.

Services Growth



Agency services growth throughout agency history. CSS began providing day and residential services in FY95 and the Marcia D Smith School opened in FY07. All services have expanded from program start through the end of FY20.



Rachel kicks a ball in the park.

Spotlight on Services

Rodrigo, a 25 year old young man, lives with a housemate in a townhouse in Clarksburg. Rodrigo entered Day Habilitation services in 2016 and successfully transitioned to adult residential services in 2018. In his leisure time, Rodrigo enjoys cooking, swimming, watching movies, and taking pictures on his camera. For most of the past year, Rodrigo worked two jobs, at That's a Wrap and McDonald's. In addition he engaged in multiple community activities such as bowling, shopping and classes such as knitting and photography. While the pandemic curtailed many in person pursuits, Rodrigo was able to combine his desire to work with spending time outside and he began gardening three days a week at the community garden in Wooton's Mill Park in Rockville. During the pandemic Rodrigo engaged in virtual activities with his peers. In addition to practicing his photography and knitting, Rodrigo also began taking art classes online. Rodrigo's CSS team and family coordinate closely with psychiatric and psychological service providers to develop treatment strategies that enable him to live and work as safely and independently as possible in the community. Rodrigo enjoys visits with his family and looks forward to the pandemic ending so that he can do all of his favorite activities again and go back to work.





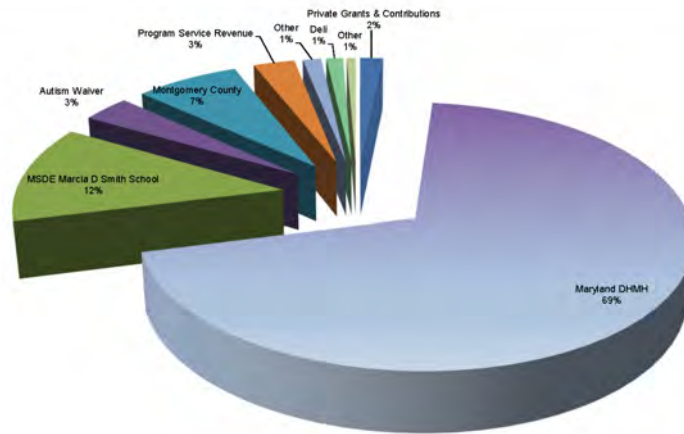
Julie and Alex walk along the boardwalk in Ocean City.



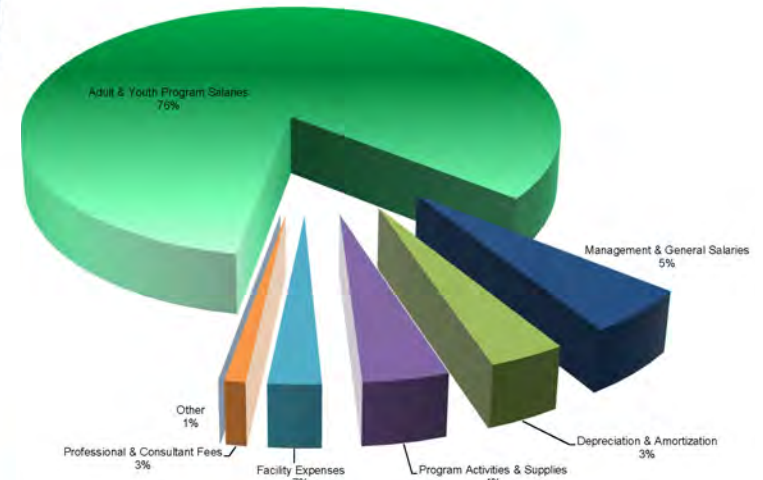
Desmond shows off an eggplant he harvested in the community garden.

Financial Summary: Year Ended June 30, 2020

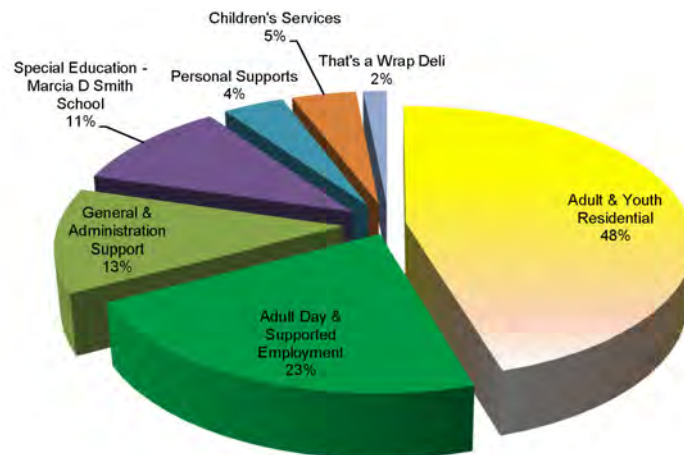
Public Support and Revenue



Expenditures by Major Category



Expenditures by Service



Community Support Services, Inc. is audited annually by Mullen, Sondberg, Wimbish & Stone.

A full FY20 audit report is available upon request.

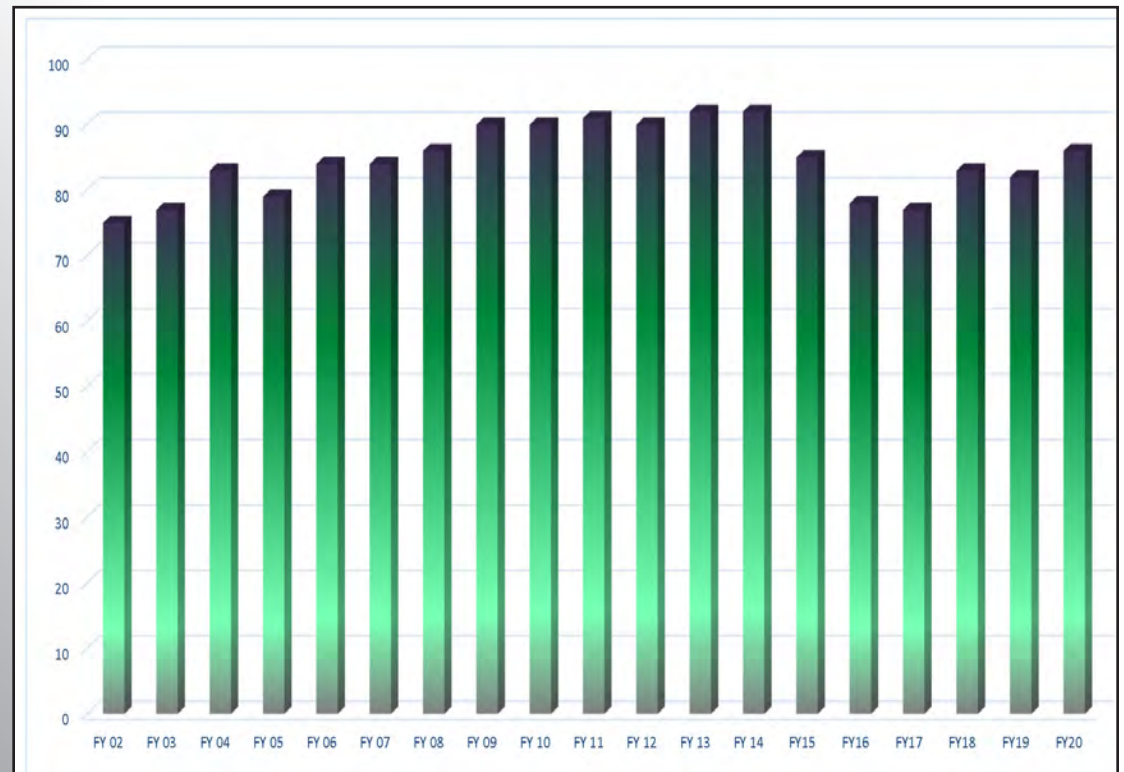
Performance

Strengthening Services

The monthly status system monitors program quality in critical areas on an ongoing basis. Every residential, educational and day service site is observed and evaluated by a program supervisor each month. The rating for each site is shared with all staff and areas needing improvement are reviewed and corrected. A score of 80% or better has been established as the agency goal which reflects a high programmatic quality and coordination of services, as well as overall compliance with licensing regulations. The agency's overall average on the monthly status for the first three quarters was 84%.

In April 2020, CSS developed and implemented an alternate monthly status tool that more specifically addresses program quality as it relates to health and safety management during the COVID-19 crisis. Specific areas addressed include: Safety Procedures, Cleaning/Disinfecting Procedures, Nutrition, Medication Administration, Exercise and Physical Activity Opportunities, Provision of Behavior Support Services, Adherence to Visitation Policy and Social Distancing requirements, and Communication/Coordination. A score of 100% was established as the agency goal for this newly adapted tool. The agency's average monthly status score for the fourth quarter using the newly adapted monthly status tool was 93%.

Quality Assurance Measure: Annual Agency Average



Tammie and Karla celebrate during the 25th Anniversary Party.

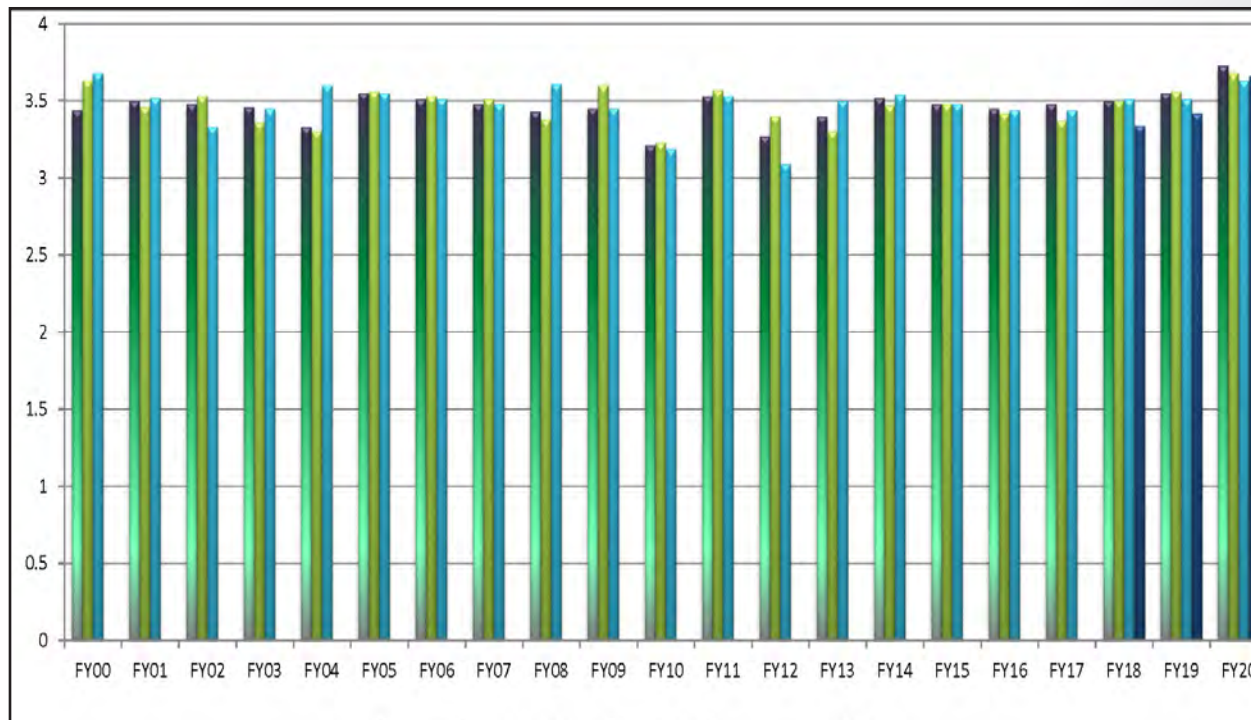


Sophie and Amani dance.

Performance

The CSS Board of Directors conducts an annual satisfaction survey as part of the internal evaluation of quality. Individuals, family members and staff rate their level of satisfaction on specific areas of services with Residential, Adult Day, Children's Services, and the Marcia D. Smith School. A 4 indicates that the respondent is highly satisfied and a 1 indicates a low level of satisfaction with that item. CSS services have maintained a consistent level of satisfaction, between satisfied and highly satisfied (3-4) each year since inception.

Internal Satisfaction Survey Results Across Agency



For FY20 four additional questions were added to the survey to evaluate agency response to the COVID-19 crisis using the same satisfaction scale. CSS averaged a 3.75 indicating that respondents were highly satisfied with the developed policies, alternative schedules, communication and provided equipment during the COVID-19 crisis.



Cyril throws a basketball.

CSS Staff as of June 30, 2020

Administrative and Supervisory Staff

Victor Kossi Mensah Adoukonou	<i>Community Support Specialist</i>
Fatmatu Agne	<i>Community Life Services Assistant</i>
Charles Aikins	<i>Accounting Clerk</i>
Yemisi Akinbolusere	<i>Coordinator of Children Services</i>
Michael Allen	<i>Quality Assurance Manager</i>
Dede Amegnona	<i>Community Support Coordinator</i>
Katharine Andreassen	<i>Lead Special Education Teacher</i>
Connie Antonio	<i>Chief Financial Officer</i>
Dora Apau	<i>Delegating Nurse</i>
Nancy Atkinson	<i>Behavior Specialist</i>
Janice Bailey-Goldschmidt	<i>Director of Nutrition Services</i>
Allen Barnes	<i>Program Services Assistant</i>
Sulaiman Barrie	<i>Assistant Program Director</i>
Fatima Barrie	<i>Community Support Coordinator</i>
Monroe Barry	<i>Program Technology Coordinator</i>
Adwoa Bempa	<i>Behavior Specialist</i>
Evan Bernstein	<i>Community Support Coordinator</i>
Sean Blakley	<i>Director of Community Life Services</i>
Lionel Bongkiyung	<i>Senior Assistant Program Director</i>
Joy Brill	<i>Delegating Nurse</i>
Travis Broaddus	<i>Assistant Director of Children's Services</i>
Robert Brown	<i>Community Support Coordinator</i>
Ashley Brumbaugh	<i>Executive Assistant</i>
Mary Lyle Buff	<i>Project Manager/Instructional Designer</i>
Darla Carter	<i>Director of Nursing</i>
Ashley Chatneuff	<i>Communications Coordinator</i>
Richard Colburn	<i>Facility & Grounds Maintenance Technician</i>
Brian Ddumba	<i>Community Support Coordinator</i>
Emilio Del Toro Sanchez	<i>IT Manager</i>
Donald Donoghue	<i>Assistant Director of Finance</i>
Brandon Dorsey	<i>Fleet Manager</i>
Henry Dunkwu	<i>Behavior Specialist</i>
Florence Esehngome	<i>Delegating Nurse</i>
Rhonda Exil	<i>Substitute Coordinator</i>
Christine Fletcher	<i>LPN</i>
Yvonne Fonseca	<i>Employment Instructional Coordinator</i>
Nahvote Forkom	<i>Delegating Nurse</i>
Cheyenne Frenz	<i>Clinical Director of Children's Services</i>
Jurgen Frenz	<i>Community Support Coordinator</i>
Denise Gatcham	<i>Coordinator of Children Services</i>
James Gipson	<i>Chief Executive Officer</i>
Alicia Glassman	<i>Disability Benefits Specialist</i>
Laura Lear Glean	<i>Chief Operating Officer</i>
Kristina Gorman	<i>Director of Adult Day Services</i>



The Community Life Services Team smiles for the camera during the 25th Anniversary.

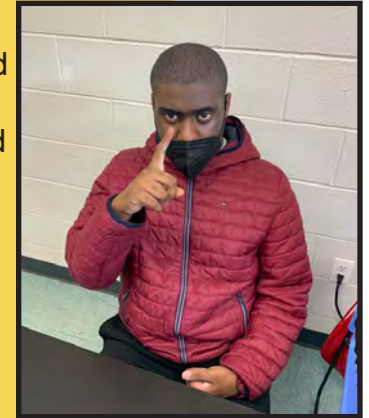
Wayne Gregory	<i>Assistant Director of Vocational Training</i>
Erika Hamberg-Johnson	<i>Education Specialist</i>
Pierre Harps	<i>Provisional PE Teacher</i>
Miguel Hernandez	<i>HR Assistant</i>
Rosemary Hickman	<i>Behavior Specialist</i>
Douglas Hubbard	<i>Senior Facility Maintenance Coordinator</i>
Eric Hufnagle	<i>Community Support Coordinator</i>
Susan Ingram	<i>President</i>
Allison Jarvis	<i>Coordinator of Children Services</i>
Arminda Johnson	<i>Delegating Nurse</i>
Keisha Johnstone	<i>Special Ed Teacher and Residential Supervisor</i>
Samuel Jones	<i>Community Support Coordinator</i>
Kerri Kimbrell-Silva	<i>Director of Dietary Services</i>
Gyesi Korang	<i>Senior Assistant Program Director</i>
Hawa Koroma	<i>Community Support Coordinator</i>
Marissa Kring	<i>Quality Assurance Coordinator</i>
Dorothy Lookey Djobo	<i>Community Support Coordinator</i>
Kerrie Love	<i>HR Coordinator and Compliance Manager</i>
Fayia Mackay-Lengor	<i>Accountant</i>
Marguerite Mbouma	<i>Delegating Nurse</i>
Stacey McCarley	<i>Accounts Receivable Specialist</i>
Cynthia Meredith	<i>Education Specialist</i>
James Morris	<i>Director of Facilities</i>
Angela Moulongo-Boussoukou	<i>Assistant Director of Community Life Services</i>
Ngamimie Moussa	<i>Community Support Coordinator</i>
Chembonuh Ndeh Clement	<i>Community Support Coordinator</i>
Kim-Thanh Nguyen	<i>Office Manager</i>
Erin Nickell	<i>Medical Coordinator</i>

Spotlight on Services



Elvin, 16, and Baron, 19, are brothers who receive funding through the Autism Waiver and have participated in programs for children at CSS for the past two years. Their schedule of services includes weekday therapeutic after school services via Therapeutic Integration (TI) and weekend and non-school day Intensive Individual Support Services (IISS) which provide them with structured community instruction, peer and community socialization all with the immediate behavioral supports required for their safety. Both Baron and Elvin have an individualized schedule reflective of their unique preferences and they each have unique interests and skills. Through the combination of after school services while being paired with a friend with similar abilities and interests and the one to one support for more intensive community activities they have each accessed a wide variety of community settings successfully. Some of Baron's favorite activities included attending VisArts classes in Rockville, music therapy, and knitting. While Elvin has enjoyed

his opportunities in Zamdance, Dawn Crafton Dance Connection classes in Rockville, Bankshot basketball, and learning some challenging yoga poses in Adam's online yoga class. During the pandemic their services and individual goals were drastically reassessed and revamped to fit the current needs of Elvin, Baron, and their family. Baron and Elvin are supported individually with daily distance learning academic classes through their separate public school classes. In-between classes and related service sessions, Elvin and Baron also learned many home skills for the first time. Elvin and Baron received substantial support to continue to be engaged in their school and therapeutic social programs enabling them to have a balanced, age appropriate schedule of opportunities even during the most challenging times in the pandemic.



Carine Nya
 Claudette Nyambi
 Christine O'Connor
 Rebecca Oleksa
 Jose Ortiz
 Marian Osuji
 Estelle Ouedraogo
 Sylvie Ouelega
 Claudine Paxton
 Willie Prout
 Bernard Richards
 James Richards
 Nicholas Robb
 Craig Roberts
 Samantha Robinson
 Juan Ramon Rodriguez
 Jennifer Ryan
 Rhonda Sbona
 Foad Sesay
 Lynn Shahoseini
 Saheed Shittu

Employment Instructional Coordinator
Delegating Nurse
Senior Solutions Manager
Staff Development Manager
Maintenance Technician
Talent Acquisition Specialist
Community Support Coordinator
Behavior Specialist
Assistant Program Director
Community Support Coordinator
Operations Manager
Senior Assistant Program Director
Chief Information Officer
Director of Adult Recreation Services
Quality Assurance Coordinator
Custodial Technician
Assistant Clinical Director of Childrens Services
Director of Human Resources
Assistant Program Director
HRIS/Payroll Specialist
Community Support Coordinator

Tammie Snyder
 John Solyst
 Sory Souare
 Katie Raymond
 Joe Sumo
 Jonathan Swann
 Yurani Taylor
 Dagmawe Teffra
 Fasil Temesgen
 Sarah Trill
 Alexandra Warren
 Swarada Vaishampayan
 Seaton VanderWoude
 Jane Wang
 Wellington Wasonga
 Joseph Whitney
 Ulester Williams
 Deborah Williams-Dean
 Shery Wing
 Nicole Wright

Chief Services Officer
Community Support Coordinator
Junior Staff Accountant
Director of Clinical Services
Senior Assistant Program Director
Dep. Director of Day Services for Clinical Operations
HR Assistant
Senior Assistant Program Director
Safety Specialist
Speech Language Pathologist
Director of Children's Services
Senior HR Generalist
Assistant Director of Employment
Junior Staff Accountant
Community Support Coordinator
Special Education Teacher
Provisional Teacher
Director of Psychology
Psychology Associate
Weekend Community Support Coordinator

CSS Staff as of June 30, 2020

Direct Support Staff

Awake Overnight

Hermann Aboa
Simon Achiri
Chukwuemeka Aguguo
Metogbe Ahonon
Esther Akinyi Perez Garner
Karl Marx Akuaku
Charlotte Annan
Godfred Dei Apau
Veronica Bainsong
Lou Bili Bali
Salem Barry
Henrietta Bempa
Millicent Boateng
Emmanuel Bonsu
Metuge Bwang
Benoit Codjia
Nchamukong Derick Dayebga
Madeleine Djuenji
Mohamed Dumbuya
Neylie Essono
Tanyi Eyongetah
Alain Bertin Felifack Toutsop
Emmanuel Arnold Foyeng Ngamene
Josiane Gongang
Abiodun Idowu
Eva Ihienkonye
Agyabeng Kankam
Linus Mancho
Mohamed Mansaray

Christiana Mintah
Delight Napoabil Mosore
Fokum Munawoe
Samuel Nana
Walter Ngu
Collins Ngwane
Michel Nouné
Kodzo Numatekpo
Christopher Obiamiwe
Philemon Owusu
Kofi Owusu Kankam
Fadekemi Christina Saka
Momo Sarnor
Myriam Stevenson
Fnu Suh Nforbangong Nebasi
Beatrice Tamakloe
Russell Tchatchou Nya
Theophilus Tetteh
Reginald Thompson
Arnauld Tsogoum Tchinda
Rose Washington
Lansana Woobay

Community Support Associate

Joy Achibi Tifuh
Olayemi Adeyemi
Stephenie Afful
Yawoa Akamah
Peter Alhassan
Francisca Alvarez

Felix Annor
Alphonso Arku
Kwaku Armooh
Arezoo Aryaee
Claire Asu
Daniel Azeh
Ramata Ba
Sidi Bah
Bai Bangura
Kwabena Bempah
Sania Ngendap Bobga Violet
Esther Bobie-Ansah
Emile Bulhassan
Irine Butame
Sekou Camara
Alejandro Castillo Duron
Daniel Chukwuezi
Afi Coffie
Aminata Cole
Yembah Conteh
Alberta Corneh
Kodjo Dadabor
Brook Daniel
Sherma Darlington-Wilson
Rashidi Dihissou
Janet Edwards
Thierry Essosso Ateba
Eric Estrin
Adama Fawty
Ana Paula Fernandes
Ceoah Fiske
Jean-Marc Guessan Bi Guessan
Luray Holland
Shiyu Hu
Jacqueline James
Katty Joof
Henoc Kalonji
Lansana Kamara
Lea Raoul Komze
Justin Kono Owono
Jomblah Lamin
Kenneth Ogugua Lawrence
Odessa Lawton
Abigail Lebbie
Liliane Magne



Nancy and Florence take a break from art class.

Francois Junior Mbarga Owono
David Morris
Eugene Mulume Yumba
Dorothee Mvoto Emini Owono
Chimene Nanyang
Christopher Ndasi
Fidelis Nforbi
Bryan Ngueleu
Steve Le Roi Njangue Njangue
Eric Njume
Epede Lowo Nku Ndolo
Samuel Ntim
King Owusu-Ansah
Tchedye Palanga
Augusta Sannoh
Kurt William Seip
Solomon Sesay
Sylvie Siewe Ndengoue
Marcel Sindjui
Carly Smith
Aminah Ssebibi
Guylaine Flore Tiwa Petsagui
Edwin Sallu Tucker
Daniel Velez
Kathy Wang
Patricia Williams

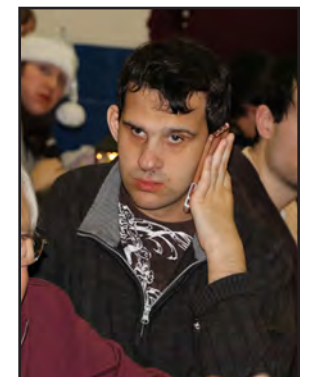
Njoano Ambomu
Beverly Ampem Darko
Hamda Ansah
Janette Arnez-Turay
Anselme Assi
Ayivi Ayite Atayi
Martin Baiye
Abu Barrie
Abubakarr Barrie
Oumarou Barro
Prince Beckley
Eudora Beckley
Andrew Berewa
Chernor Bundu
Abubakarr Conteh
Elijah Curtis
Taiye Daniel
Hanna Dibaba
Djibril Diop

Employment Instructional Associate

Seliyatou Adeledou
Bernard Adono
Elvis Afumbom
Mark Agyenim-Boateng
Joseph Allou



Abraham and Richard wait for their friends at the 25th Anniversary Party.



Warren listens to music.



Fasil, Adama, Belaynah and Victoria smile for the camera.



Theresa and David sing carols.

Markus Djemene
 Michele Djemene Toko
 Serge Djomen Kwubonte
 Facia Dukuly
 Christian Duru
 Sampson Eduful
 Emmanuel Etei
 Gloria Ezulike
 Jemal Fedil
 Rufus Filani
 Dolagbenu Folly
 Mary Fornah
 Adama Ganda
 Almamy Gassama
 Theresa Geegbe
 Sayed Helal
 Lydia Houdroush
 Mohamed Idriss
 Thadeus Ilori
 Mayokun Ilori
 Abraham Jalloh
 Ephraim Johnson
 Sarah Kabba
 Alusine Kamara
 Abdul Kamara
 Emmah Kamara
 Hafeez Kamara
 Abu Kamarah
 Claudine Kamdem Kenmegne
 Joyce Kamei
 Clarence Kandakai
 Charles Kargbo
 Precious Kennedy

Deusdedit Kessy
 Emmanuel Khanu
 Yawo Kondo
 Hawanatu Koroma
 Mary Kouko
 Adama Kourouma
 Paul Aji Kum
 Edward Lavalie
 Franck Louzolo
 Regina Lum Epse Nyam
 Iyamide Macbailey
 Evangeline Mancka
 Binta Mansaray
 Florence Manu
 Lisa Massey
 Mersianne Massoh
 Lennox May
 Chi Mbonu
 Darion McFadden
 Belayneh Mengesha
 Komi Midekor
 Frederick Motuba Luma
 Sophie Moukembou Mavioka
 Thaddeus Ndanjong
 Tanjong Njie Tambe Arrey
 Theodora Nyamboli Bongsha
 Walters Nyuwen
 Frederick Ofori
 Andy Ojinnaka
 Modupe Omopo
 Victorine Laure Ozang Mvella
 Epse Deutcheu
 Ebenezer Quarshe

James Quaye
 Maima Quermorllue
 Elizabeth Saah
 Folorunsho Samuel
 Gershon Senaya
 Berhanu Serebo
 Alimamy Suma
 Isabelle Tagny Epse Tchoumkoua
 Dissirama Tatoa
 Andre Tayou
 Anne Tchappi
 Nadine Teasley Fundo
 Robert Tetteh
 Francois Thypan
 Idara Udo
 Gerald Uzoka

Damika Ward
 Birdelyn Weems
 Adam Wysong
 Janet Dora Yeboah
 Nicholas Yevo
 Monica Zelma

Instructional Associate
 Pascal Abalo
 Atta Amponsah
 Mokter Bonfoh
 Michael Correal
 Audrey Kevin Dzali Noumbi
 Jean Ilera
 Kofoworola Iluyomade
 Allan Juxon-Smith

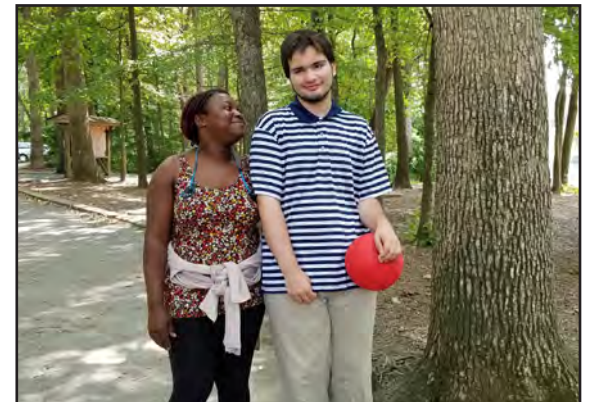
Fnu Kitty Ambang A Espe Awanchiri
 Shifa Muhammad
 Yusufu Sesay
 Michael Tau
 Harrison Tiah
 Guy Parfait Tiba Azemo
 Joseph Turay

Residential Instructional Associate

Paul Ackah-Soboh
 Ablewa Acolatse
 Olabode Adeniran
 Folasade Adesalu
 Erica Adom
 Anna Agbor
 Josephine Agyeman
 Omojesu Akinkuade
 Olivia Akoth
 Kodjo Alode
 Johnson Amoah
 Abiodun Anjorin
 Delali Anthony
 Alex Appiah
 Joana Asamoah
 Esther Attemene
 Felix Azoh
 Michel Balla
 Sandrine Bidias
 Nchangnwi Che
 Oumou Conde
 Peter Conteh
 Anthony Cudjoe



Diamond and Gloria pose in front of the holiday tree.



Irine and Johannes take a break from playing in the park.



Ebony, Emilie, and Yvonne play miniature golf.



Abdul relaxes during the CSS Olympics.

Senanu Dagadu
 Matilda Darko
 Ameh Carl Max de Souza
 Colette Djomo
 Decemah Doryen
 Benjamin Doughan
 Nsanbeh Eizitone
 Ndanjong Emmanuela Jona
 Ekese Ewane
 Laetitia Fanya Hodjio
 Ivo Gana
 Peter Gwanyalla
 Ivo Hene Etone
 Miatta Hubbard
 Emmanuel Idun
 Sampson Itoka
 Victoria James
 Sarah Janneh
 Aloysius Kargbo
 Clifford Kibang
 Prince King
 Catherine Kodock
 Alice Koffy
 Hassan Komeh
 Alusine Konie
 Betty Kouadio
 Aymar Kouagni
 Kouassi Kouakou
 Kouako Kouassi
 Alain Kue
 Manuela Kun Gyasi
 Bolanle Ladele
 Naa Shika Lamptey
 Phyllis Lowery

James Macollins
 Liliane Mafokogne
 Lionelle Magnikeu Ponde
 Salome Marco
 Bernadette Mbel
 Ephraim Mbonu
 Leopold Mbunga
 Isaac Mensah-Poku
 Augustin Menye
 Emanuel Mfaw Ngegie
 Agathon Mouganda
 Brian Ndansi
 Emmanuel Neba
 Garmai Nipeh
 Honorine Njifonuh
 Sam Njinda
 Nneka Okeke
 Obioha Okeke
 Samson Olanipekun
 Zainabo Oliveira Omar
 Ossy Orieh
 Emmanuel Osemene
 Emmanuel Pierre Pierre
 Dennis Sackey
 Fadhil Saleh
 Mounirou Sani
 Tajoacha Scott
 Issa Senesie
 Nacebatu Sesay
 Earlene Stewart
 Catherine Tachie Mensah
 Sheku Tarawally
 Christine Tataw
 Gabriel Taylor

Cephise Tchamou Etcheu
 Israel Tetteh
 Clinton Tibuck
 Toh Tibuck
 Jonah Toee
 Hilary Uzoka
 John Wachanga
 Claude Wanssi
 Amin Yansaneh
 Pierre Yombi Essama

Substitute

Komlan Anthony
 Obidike Ejimofor
 Cynthia Fosu Rockson
 Martha-Nach Manyo
 Carole Sidonie Ndefo Djuikam
 Donald Nsoh
 Theresa Orah
 Ange Ory

Temp: COVID-19

Kennedi Gedepoh
 Amy Gersten
 Shelby Melton
 Benhur Menghisteab
 Lena Walden



Amy and Ablewa get some flavored ice on a hot summer day.



Josh plays the drums during Music Therapy.



Taha keeps the beat while practicing his drumming lesson.

Consultant and Professional Services

Paula Akanni
 Angela Akbarova
 Jodi Albright
 Arezoo Aryaee
 David Band
 MaryAn Blotzer
 Patricia Clements
 Nicolas Fondom
 Lynn Gorman
 Jen Hawley

Family Consultant
Art Therapist
Music Therapist
Vocational Instructor
Psychiatrist
Social Worker
Speech/Language Pathologist
IT Contractor
Accounting Consultant
Piano Instructor

Dave Jones
 Marilyn Leeseberg
 Susan Levine
 Steve Poss
 Laura Schneider
 Dr. Marcia Smith
 Marianne Starr
 Annette Williams
 Jackie Zamora

Drumming Instructor
Music Therapist
Speech/Language Pathologist
Occupational Therapist
Art Therapist
Psychologist
Speech/Language Pathologist
Family Consultant
Zumba Dance Instructor

that's a wrap

That's a Wrap Staff

Roozhan Behseta
Brenton Bryan
Arnel Cervantes
DeVonte Chambers
Stephen Cowan
Marissa Fobbs
Matthew Greenberg
James Griffin
Pia Gueco
Myisha Hagler
Emily Hartung

Kevin Ho
Aaron Kaufman
Michael Konopka
Kerry Mehailescu
Karim Moussavi
Rodrigo Perez
Casey Pioli
Julie Ricketson
Jonathan Robinson
Joseph Youssefi



Roozhan makes a delivery

*And in March
...everything
changed*

That's a Wrap Started With a Dream

Over 20 years ago, Community Support Services, Inc. began supporting individuals with developmental disabilities in Montgomery County. In the last two decades we established community farms, we learned how to cook, and we wanted to work. Our dreams led to That's a Wrap. In the last year That's a Wrap pivoted quickly to support CSS with the acquisition of supplies and food items when regular stores and supply chains were disrupted due to COVID-19. Today our market employs individuals with developmental disabilities and produces meals for individuals in CSS residences as well as meal kits designed to encourage and develop individual cooking skills. Virtual cooking classes provide additional guidance and support each week and individuals enjoy healthy, easy to prepare meals through That's a Wrap.

When in-person cooking classes ceased at CSS due to the lockdown and social isolation required by COVID-19, the Department of Nutrition Services was able to use That's A Wrap as a conduit to advance food preparation skills. Nutrition Services built on the Active Engagement Curriculum and designed meal kits to encourage everyone to be involved in the cooking process while providing fresh, varied food options to individuals supported by CSS.



Marissa prepares fresh produce for CSS supported residences.



Sam washes dishes.

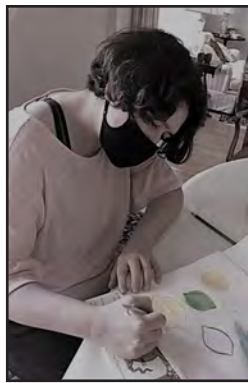
Thank you, Donors! July 1, 2019 - June 30, 2020



Ingrid participates in therapy through her laptop.



Jeremy has a picnic at the park.



Adriana creates a masterpiece during virtual art class.

Rashid Abdulle and Joanne Vanderhorst
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 Alfred and Angela Altimont
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 Connie Antonio
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 Laura Hustvedt
 Susan Ingram



Michael and Scott open a package of games and art supplies purchased through a grant from the DD Council.

Thank you, Donors!

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Jantipa Patnaik



Lisa plays bankshot basketball.



James waters the community garden.

Norma Pawulak
John Mark Payne and Patricia
Fenguo Peng
Raymond and Esther Peress
Rodrigo and Teresa Estrada Perez
Philip and Kathryn Perlman
Mary Peter
Jeffrey Kopp and Susan Pisano
Stuart and Laura Plank
Steven and Leslie Poe
Joseph and Elaine Potosky
Amble and Uma Prasad

Spotlight on Services

Chris, 13, entered the Marcia D Smith School as a residential student in 2019. Chris has made a smooth transition into the program, where he receives non-public special education and related services in accordance with his individual education plan. Chris prefers a structured schedule and before the COVID-19 pandemic was in the classroom and enjoyed group activities. Therapeutic services are integrated throughout his day and include psychological, psychiatric, and speech and language therapy. With staff support, Chris is active and participates in many different sports, and enjoyed gymnastics, swimming, and baseball with his peers. After the onset of the pandemic, Chris's team adapted to the new requirements both for the school and in the community. Chris continues to spend time at local parks and safely practices socially distanced activities including socially distant visits with his parents twice a week. Chris has many virtual classes and meets with his teachers and engages with his classmates. One of his favorite virtual classes is the social group where Christopher can interact with his peers, engage in art, fitness, science, history, and even cooking activities. Also, Chris has had the opportunity to participate in new virtual opportunities such as cooking and wellness classes.



Thank you, Donors!



Kathy and Devin volunteer every week to teach chair yoga.



Tommy works on a project in the classroom.

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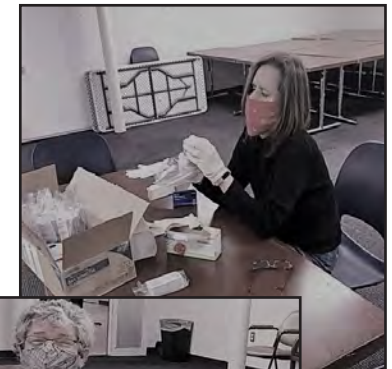
Jared stays connected with his friends through virtual classes.



Sarah puts a puzzle together.

Volunteers

Volunteers make an impact every year. Volunteers donate their time throughout the year fundraising, creating events, decorating homes, and assisting wherever they may be needed. In FY20 volunteers went above and beyond doing whatever was asked. Thank you for your unwavering commitment to supporting individuals with developmental disabilities.



Sue, Ellen, Teresa and Bob are among some of the amazing volunteers who showed up and truly made a difference throughout FY20.



Sammy walks to his next therapy.



Dave draws during a virtual art lesson.

Spotlight on Services

Alisa, 27, receives Day Habilitation and Behavioral Services through CSS. Alisa transitioned to CSS adult services after aging out of the Marcia D Smith School in July 2014. Before the pandemic, Alisa volunteered two days a week at the Salvation Army and worked at Planet Aid Thrift Store in Rockville in addition to a seasonal job at the Rainbow Women’s Shelter. Alisa enjoyed a variety of community activities with her peers such as going to Spirit Club in Kensington and swimming. When the COVID-19 pandemic began, Alisa and her entire team had to

pivot to ensure the continuation of services and currently she receives in person supports based from her family home. In the home Alisa is supported in activities on daily living such as preparing small snacks and meals, cleaning, exercise and leisure activities. She is able to engage with her peers through a variety of virtual classes and has enjoyed art classes through the internet. With one-to-one support Alisa continues to build her vocational skills and looks forward to returning to her community activities.



Tributes

In Honor

- All CSS Staff
- Lyda Astrove
- Thomas Boyd
- John Bucknam
- Spencer Conley
- Annie Corr
- Jim and Patrice Datovech
- David and Molly Diamond
- Simon Diamond
- Dora & Alisa
- Asher Ellis
- Matthew Funkhouser
- Priyan Gopinath
- Dr. Michael Greenberg
- Ryan Greenspan
- Brian Hustvedt
- Kayleigh McConnell
- Kara Mbacke
- David Reeves
- Julie Ricketson
- John Simkins
- Zak Spielman
- The Staff at Bazzelton

In Memory

- Koppy Griffin
- Lenora Lassen
- Jack Mertz
- Josephine Racanelli
- Frank Wong



Jamie and Casey walk in the park.

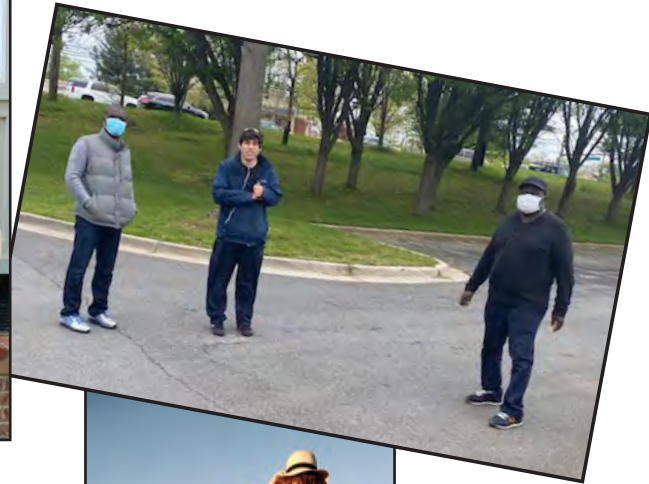
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Thank you for your support!

Go online to check out our website for more photos, videos, and links to our social networks.

www.css-md.org

a year of unique challenges *and also a year of success*



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