



**Community Support Services, Inc.**

# 2021

## Annual Report

*July 2020 - June 2021*



# Mission Statement

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.



*Tommy plays outside with his friends during the Children's Camp over spring break.*



*Cecilia smiles after getting her second dose of the COVID-19 vaccine at the CSS hosted clinic.*



*Logan receives her graduation certificate during the Marcia D Smith School ceremony.*



*Warren keeps time on a drum during music therapy.*



*Deion volunteers at Interfaith Clothing Works.*

# From the Chief Executive Officer

Dear Friends

Our collective experience of FY 21, July 1, 2020 through June, 30, 2021, is dominated by the escalation of the COVID-19 crisis and our efforts to mitigate the negative impact on the lives of all stakeholders. As the CDC, local health departments, and other experts updated recommendations and requirements to prevent the spread of COVID-19 and treat those who fell ill, CSS continuously updated day to day procedures and trainings. Individual daily schedules were adjusted to reduce interaction with others, staff schedules were changed to minimize the number of different people working in each location, employees were moved to remote work when possible, and virtual services were expanded across programs. Visitors to residences were not allowed, and visits to family homes were stopped.

Despite these efforts to reduce the risk of exposure to this disease, some individuals and CSS employees contracted the illness, with one individual requiring hospitalization. All CSS supported individuals and employees recovered from COVID-19, but many of us lost family members or friends this year. We also lost others to other illnesses, including our beloved Kris Gorman, employed with CSS since 1994. Kris was the first direct support staff hired by CSS as we began adult services, and her loss is grieved by all who knew her.

As we adjusted to the necessary changes and restrictions on where we could go and what we could do on a daily basis, we developed new routines and ways to interact with each other. During nice weather months, we developed outdoor activities which allowed for social distancing like structured fitness at Seneca Park and Riley's Lock. We found new places to walk and recreate in our neighborhoods, and hiked on trails in the county we had not explored before. Many were able to enjoy swimming in a family's private backyard pool, and others joined family members at the park to enjoy walks or picnics. Special events such as birthdays or holidays were celebrated virtually, and special foods and activities designed to recognize them were found. In many different ways,



*Isabel, Nancy, Caitlin, and Victoria exercise at Seneca Park.*



*Claire, Gary, Matthew, Clarence, Ryan and Peggy enjoy a picnic at Riley's Lock.*



*David jumps into the pool.*



*Matthew and Michael celebrate after getting their second dose of the COVID-19 vaccine.*



*Adriana shows off some of the valentines she made through virtual art therapy.*

we showed each other that we were still connected, still loved and appreciated, and we would continue to face the challenges together.

Individuals, staff, and family members all became more proficient with the use of Zoom and other online platforms. Virtual visits with family and friends, nursing and psychology services, as well as virtual activities improved and became routine. The camera systems and tablets in the residences became essential tools to deliver services and monitor the well being of people in multiple locations. The IT department managed systems and equipment in multiple sites to keep us connected and working.

During periods when PPE was hard to find, CSS received assistance to obtain needed supplies so that at a minimum direct support staff had a mask and cleaning supplies. As the year progressed, PPE became more available, and we acquired a large supply of different types of PPE for ongoing use. A team of staff trained in the use of N95 masks and face shields was put in place, and these dedicated employees supported individuals who tested positive for COVID-19. Some staff lived apart from their families in CSS isolation sites, in order to prevent the spread of the illness to their family members. Dr. Mike Greenberg provided hundreds of hours of medical advice and training, and other family members helped prepare supplies and made deliveries to residences. The CSS employees working at our deli, That's A Wrap, produced prepared meals and ordered food and household supplies for weekly pick ups by all residents.

State funding agencies including DDA and MSDE obtained approvals to develop certain flexibilities in the various waiver services impacting CSS supported children and adults. The autism waiver allowed individual support services to be used to help a child access virtual special education programming, and several children benefited from this service throughout the year. Special education, personal supports, and day habilitation were all allowed to be provided virtually, and CSS programs developed robust virtual offerings. Teachers and therapists met with students virtually for individual and group sessions. CSS expanded cooking and nutrition services by successfully implementing virtual strategies. Summer camp and days off from school were also provided virtually for some

children successfully. The flexibilities put in place by the state government for funding and service provision were effective and helpful throughout FY 21.

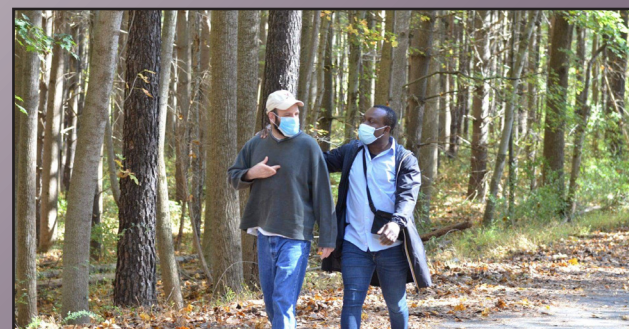
Advocacy at the state and federal level enabled people with disabilities in long term community services to be included in the early roll out of the vaccines. CSS partnered with CVS to hold three clinics at our main building and over 600 people received the two shots in February and March. By the end of FY 21, all individuals receiving residential services were fully vaccinated, the majority of children eligible and adults living in family homes were vaccinated, and about 75% of CSS employees were vaccinated for COVID-19.

While the pandemic continues to overshadow many aspects of our lives, we do have many positive successes this year to celebrate:

- We developed and implemented excellent educational and training regarding COVID-19 and how to live and work in a pandemic
- We developed virtual resources and skills across individuals, staff, and other stakeholders.
- We communicated within our community vital updates and information regarding the impact of the crisis and solutions.
- We attended carefully to information from state and local government to be included in grants, special programs, new policies, and flexibilities allowed due to the pandemic.
- We recognized our outstanding direct support professionals with the Windows on Our World ongoing program.
- We supported children and adults in highly individualized ways to access services adapting our building spaces to maximize safety.
- We upgraded ventilation, rearranged furniture, and developed procedures for the safe use of indoor spaces to meet individual needs.
- We won a small grant for a gardening program and began work growing food in a community garden plot.
- We expanded outdoor community activities in the spring and plan to continue to expand throughout the summer.
- 6 individuals joined adult day services and 56 adults received Personal



*Mireille receives her first COVID-19 vaccination at a CSS hosted clinic.*



*Zack walks in the park.*



*Mackie and Matthew volunteer at Ross Boddy Recreation Center in Sandy Spring.*

Support Services in addition to Day Habilitation Services

- That's a Wrap provided meals and supplies to residences while continuing to provide employment to individuals with developmental disabilities
- CSS was approved for a Dietetic Intern Program by the Accreditation Council for Education in Nutrition and Dietetics
- Town Halls provided ongoing communication to our entire community
- CSS qualified for a PPP loan in the second round providing additional resources to offset costs of the pandemic

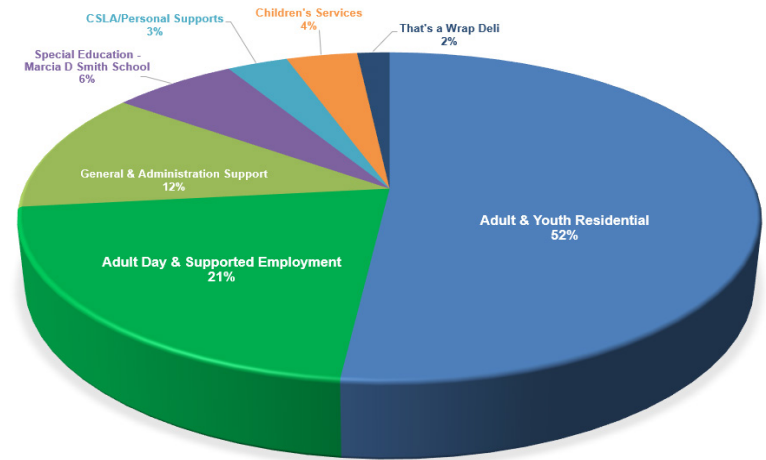
As I take the reins as the Chief Executive Officer July 1, 2021, I am committed to continue on the path we have chosen without interruption. As we begin FY 22, our team is strong. We continue to learn, adjust, and contribute our many talents and expertise so that we move forward together. Our goals include the resumption and expansion of in person services; hiring and training of staff to provide in person services across program areas; continuous review of COVID prevention procedures; and preparation for systems change as DDA continues its transformation to LTSS. I look forward to working closely with all stakeholders in FY22 and am confident in our ability to thrive regardless of the surprises and challenges we will find along the way.



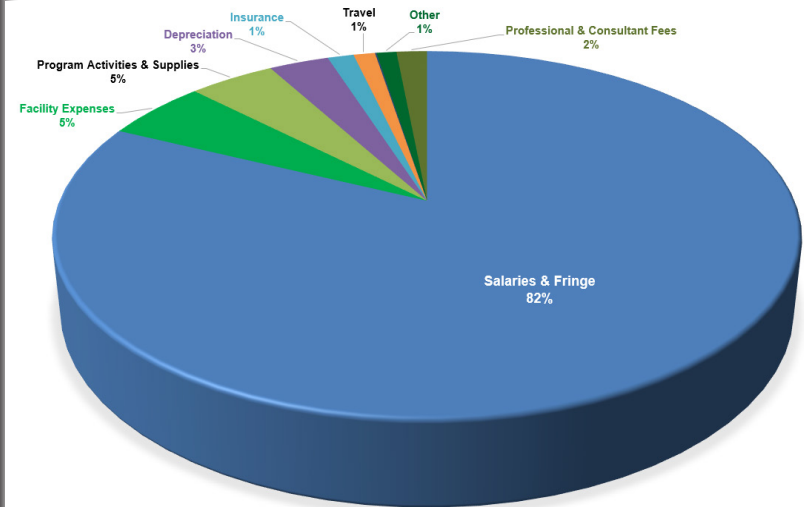
Laura Lear Glean  
Chief Executive Officer

# Financial Summary: Year Ended June 30, 2021

Expenditures by Service



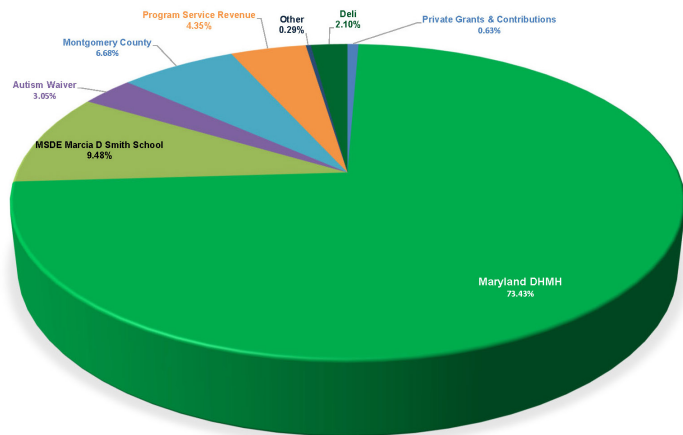
Expenditures by Major Category



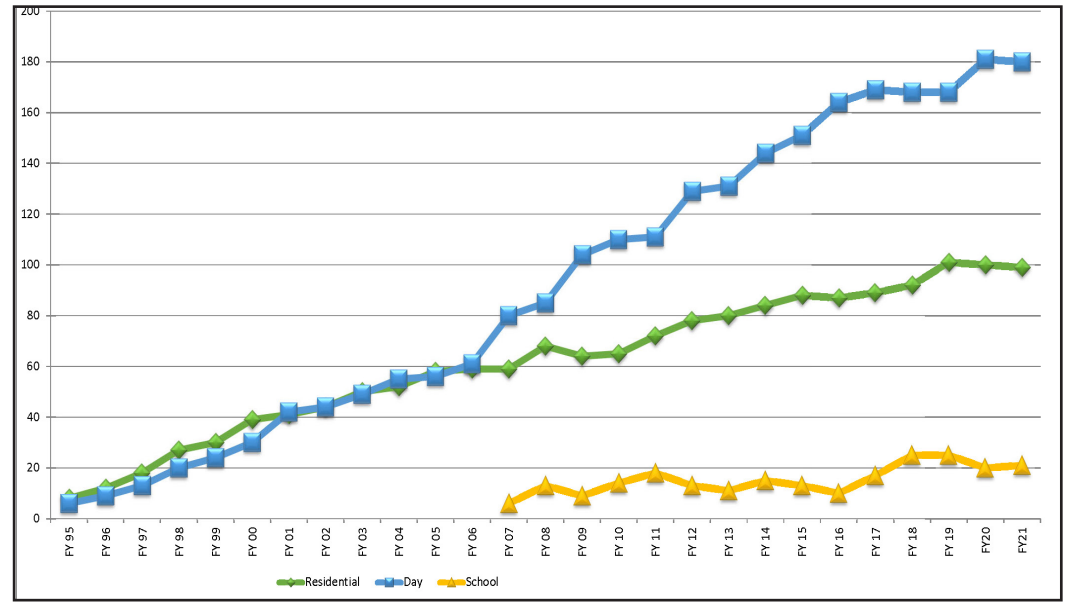
# Financial Summary:

Year Ended June 30, 2021

Public Support and Revenue



# Services Growth



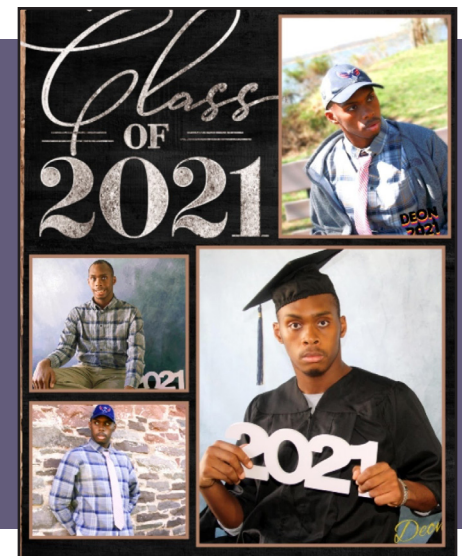
Community Support Services, Inc. is audited annually by Mullen, Sondberg, Wimbish & Stone.

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 FY21.

A full FY21 audit report is available upon request.

## Spotlight on Services

Deon, an active 21 year old young man, lives with a housemate in Clarksburg. Deon entered residential services in 2011 and will be transitioning to adult residential services in 2021. Deon attends public school and he has been participating in after-school and special camps for children through CSS since he was six years old. Before the pandemic some of his afterschool activities included basketball, music, speech therapy, and attending classes in the community such as art and gymnastics. Living in Montgomery County allows Deon to be near his family and participate in activities with his friends several times a week. As part of his adult services Deon will be transitioning to an adult day habilitation schedule which will include swimming, baseball, fitness classes and community outings. Deon's team is focused on helping him learn both the vocational and communication skills that will help him succeed.



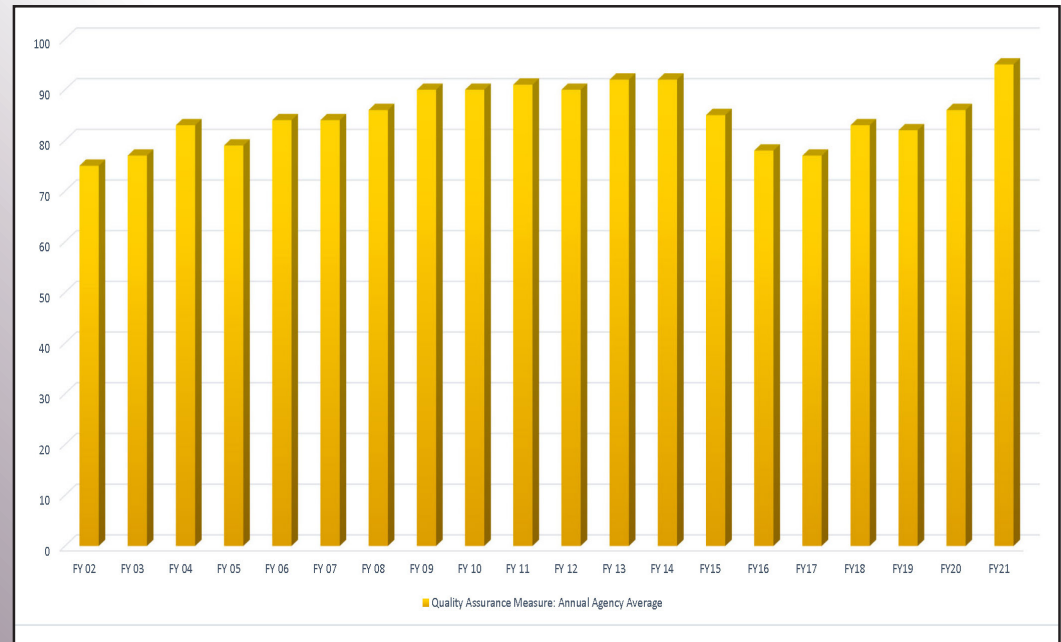
# Performance

## 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%.

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 and utilized this alternate tool throughout FY21. 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 FY'21 overall average reliability score is a 97%.

## Quality Assurance Measure: Annual Agency Average



*Diamond and Alisa participate in virtual groups through their ipads.*

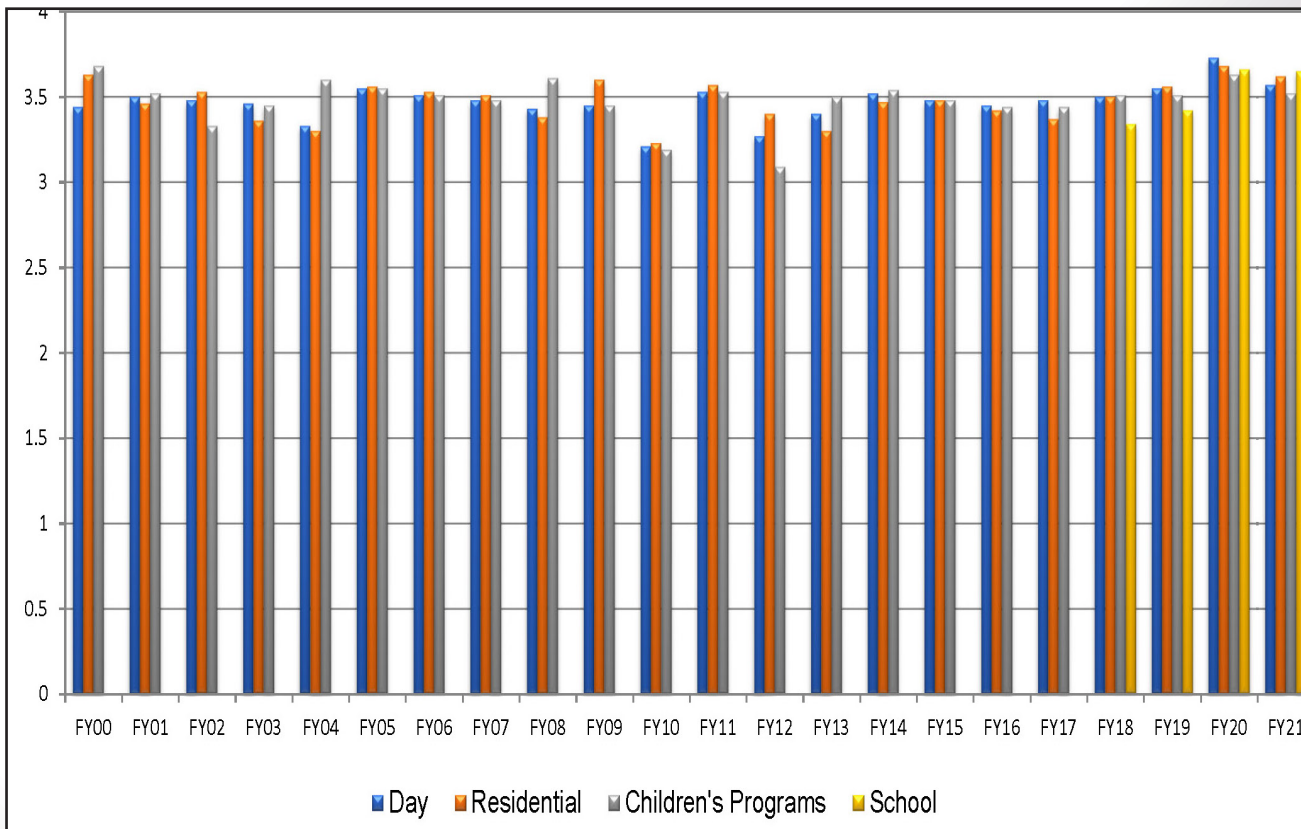


# Performance

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.

*In FY20 four additional questions were added to the survey to evaluate agency response to the COVID-19 crisis using the same satisfaction scale. On the FY21 survey CSS averaged a 3.70 indicating that respondents were highly satisfied with the developed policies, alternative schedules, communication and provided equipment during the COVID-19 crisis.*

## Internal Satisfaction Survey Results Across Agency



*Kara shares a smile with Christine.*

# Windows on Our World



Meet the true heroes of CSS, Direct Support Professionals (DSPs). Every day DSPs make a difference. They are the heart of our organization and continue to stand on the front line throughout the COVID-19 crisis.

*You can read their stories and learn more on our website: <https://www.css-md.org/windows-on-our-world>*



# CSS Staff as of June 30, 2021

## Direct Support Staff

### Awake Overnight

Simon Achiri  
Runey Nana Agyenim Boateng  
Esther Akinyi Perez Garner  
Charlotte Annan  
Godfred Dei Apau  
Martin Baiye  
Lou Bili Bali  
Salem Barry  
Henrietta Bempa  
Millicent Boateng  
Emmanuel Bonsu  
Metuge Bwang  
Nchangnwi Che  
Benoit Codjia  
Memuna Conteh  
Nchamukong Derick Dayebga  
Marieme Dieng  
Madeleine Djuenji  
Mohamed Dumbuya  
Obidike Ejimofor  
Victoria Ekue  
Neylie Essono  
Tanyi Eyongetah

Alain Bertin Felifack Toutsop  
Afolake Fitchett  
Emmanuel Foyeng Ngamene  
Josiane Gongang  
Eva Ihienkonye  
Agyabeng Kankam  
Osei Kankam  
Eric Knowlden  
Linus Mancho  
Christiana Mintah  
Delight Napoabil Mosore  
Shifa Muhammad  
Fokum Munawoe  
Felix Mutia  
Walter Ngu  
Collins Ngwane  
Christopher Obiamiwe  
Theresa Orah  
Philemon Owusu  
Kofi Owusu Kankam  
James Quaye  
Timothy Reeves  
Fadekemi Christina Saka  
Momo Sarnor  
Myriam Stevenson  
Fnu Suh Nforbangong Nebasi  
Beatrice Tamakloe  
Christopher Tambu  
Theophilus Tetteh  
Reginald Thompson  
Arnauld Tsogoum Tchinda  
Rose Washington  
Lansana Woobay  
Yannick Wuno  
Eliane Yondou

### Community Support Associate

Besong Achuchoh  
Tracy Adutwumwaa  
Josephine Alabi  
Peter Alhassan  
Francisca Alvarez  
Felix Annor  
Kwaku Armoooh  
Arezoa Aryaee

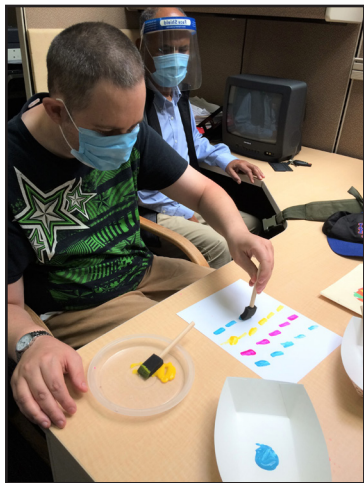
Athanasius Awasom Longcha  
Ramata Ba  
Sidi Bah  
Bai Bangura  
Prince Beckley  
Kwabena Bempah  
Joseph Boursiquot  
Naomi Broadus  
Henry Buana  
Irine Butame  
Sekou Camara  
Alejandro Castillo Duron  
Emma Claimett  
Aminata Cole  
Jasmine Coltrane  
Alberta Corneh  
Sherma Darlington-Wilson  
Fatmata Davies  
Ami Dewonou  
Mary Dieng  
Marie Claire Ekodo epse Kengne  
Eric Estrin  
Isaiah Eurie  
Olubukola Folarin  
Carly Fratangelo  
Margo Hale  
Luray Holland  
Abiodun Idowu  
Kaelyn Jackson  
Jacqueline James  
Katty Joof  
Gbesan Kabir  
Henoc Kalonji  
Lansana Kamara  
Adjo Kavege  
Frida Kimolo  
Justin Kono Owono  
Lucie Kouonang Djoumgoue  
Komlan Kouvedou  
Kenneth Ogugua Lawrence  
Ghislaine Mekemte Foky  
Isaac Mensah  
Chimene Nanyang  
Carole Sidonie Ndefo Djuikam  
Fidelis Nforbi

Eric Njume  
Epede Lowo Nku Ndolo  
Julia Noudjeu  
Bella Ogbarmy Binfor  
Sopi Ogou  
Olufunke Omopariola  
Dagobert Owono Mbarga  
Tchedye Palanga  
Vanesha Prather  
Kurt William Seip  
Solomon Sesay  
Sylvie Siewe Ndengoue  
Marcel Sindjui  
Aminah Ssebibi  
Steven Taylor  
Yawo Tchatchou  
Genevieve Tchoubfong  
Joshua Telo  
Fatima Thomas Barrie  
Edwin Sallu Tucker  
Joseph Urey  
Daniel Velez  
Patricia Williams  
Nick Zemura

### Employment Instructional Associate

Seliyatou Adeledou  
Bernard Adono  
Elvis Afumbom  
Mark Agyenim-Boateng  
Joseph Allou  
Njoano Ambomu  
Hamda Anshar  
Janette Arnez-Turay  
Anselme Assi  
Ayivi Ayite Atayi  
Comfort Badru  
Abu Barrie  
Abubakarr Barrie  
Eudora Beckley  
Fetia Bedada  
Andrew Berewa  
Akabla Bombo  
Moktar Bonfoh

Chernor Bundu  
Abubakar Conteh  
Elijah Curtis  
Taiye Daniel  
Ameh Carl Max de Souza  
Serge Djomen Kwubonte  
Colette Djomo  
Facia Dukuly  
Christian Duru  
Audrey Kevin Dzali Noumbi  
Sampson Eduful  
Gloria Ezulike  
Jemal Fedil  
Ana Paula Fernandes  
Rufus Filani  
Ceoah Fiske  
Dolagbenu Folly  
Adama Ganda  
Almamy Gassama  
Theresa Geegbe  
Jermaine Harris  
Sayed Helal  
Lydia Houdroush  
Mohamed Idriss  
Mayokun Illori  
Thadeus Illori  
Abraham Jalloh  
Emmanuel Jartu  
Ephraim Johnson  
Allan Juxon-Smith  
Sarah Kabba  
Abdul Kamara  
Emmah Kamara  
Abu Kamarah  
Claudine Kamdem Kenmegne  
Joyce Kamei  
Clarence Kandakai  
Charles Kargbo  
Precious Kennedy  
Deusdedit Kessy  
Emmanuel Khanu  
Yawo Kondo  
Hawanatu Koroma  
Mary Kouko  
Adak Kourouma



Belayneh assists Richard during art class.

Paul Aji Kum  
Edward Lavalie  
Odessa Lawton  
Franck Louzolo  
Regina Lum Epse Nyam  
Evangeline Mancka  
Binta Mansaray  
Lisa Massey  
Mersianne Massoh  
Lennox May  
Chi Mbonu  
Ephraim Mbonu  
Darion McFadden  
Belayneh Mengesha  
Frederick Motuba Luma  
Sophie Moukembou Mavioka  
Khadija Nafiu  
Eric Ndala  
Thaddeus Ndanjong  
Tanjong Njie Tambe Arrey  
Theodora Nyamboli Bongsha  
Walters Nyuwen  
Frederick Ofori  
Andy Ojinnaka  
Modupe Omopo  
Victorine Laure Ozang Mvelle  
Epse Deutcheu

Ebenezer Quarshe  
Maima Quermorllue  
Elizabeth Saah  
Folorunsho Samuel  
Ibrahim Seck  
Gershon Senaya  
Berhanu Serebo  
Rugiatu Sesay  
Alimamy Suma  
Isabelle Tagny Epse Tchoumkoua  
Dissirama Tatoa  
Anne Tchappi  
Nadine Teasley Fundo  
Robert Tetteh  
Francois Thypam  
Idara Udo  
Gerald Uzoka  
Damika Ward

Birdelyn Weems  
Adam Wysong  
Janet Dora Yeboah  
Nicholas Yevo  
Monica Zelma

#### **Instructional Associate**

Pascal Abalo  
Joy Achibi Tifuh  
Atta Amponsah  
Daniel Chukwuezi  
Yembeh Conteh  
Denise Djoukouo Ngoko Epse  
Djoume  
Harrison Dockery  
Kofoworola Iluyomade  
Alusine Kamara  
Samuel Lynagh  
Francois Junior Mbarga Owono  
Steve Le Roi Njangue Njangue  
Marius Oloumou Etoungue  
Michael Tau  
Wilson Tejeda Ngo  
Harrison Tiah  
Guy Parfait Tiba Azemo  
Joseph Turay

#### **Residential Instructional Associate**

Paul Ackah-Soboh  
Ablewa Acolatse  
Olabode Adeniran  
Folasade Adesalu  
Olayemi Adeyemi  
Erica Adom  
Anna Agbor  
Josephine Agyeman  
Omojesu Akinkuade  
Kodjo Alode  
Obioma Amadi  
Johnson Amoah  
Abiodun Anjorin  
Alex Appiah  
Joana Asamoah  
Esther Attemene

Michel Balla  
Sandrine Bidias  
Emile Bulhassan  
Oumou Conde  
Peter Conteh  
Anthony Cudjoe  
Matilda Darko  
Hanna Dibaba  
Decemah Doryen  
Benjamin Doughan  
Ndanjong Emmanuela Jona  
Mireille Essong Engoulou  
Ekese Ewane  
Laetitia Fanya Hodjio  
Ivo Gana  
Peter Gwanyalla  
Miatta Hubbard  
Emmanuel Idun  
Sampson Itoka  
Hafeez Kamara  
Aloysius Kargbo  
Prince Karikari  
Prince King  
Catherine Kodock  
Alice Koffy  
Hassan Komeh  
Betty Kouadio  
Aymar Kouagni  
Kouassi Kouakou  
Kouakou Kouassi  
Alain Kue  
Adamah Kuevey  
Naa Shika Lamptey  
Phyllis Lowery  
James Macollins  
Liliane Mafokogne  
Lionelle Magnikeu Ponde  
Salome Marco  
Bernadette Mbel  
Isaac Mensah-Poku  
Emanuel Mfaw Ngegie  
Komi Midekor  
Agathon Mouganda  
Eugene Mulume Yumba  
Brian Ndansi

Emmanuel Neba  
Garmai Nipeh  
Honorine Njifonuh  
Sam Njinda  
Rhody Nkansah  
Nneka Okeke  
Obioha Okeke  
Samson Olanipekun  
Zainabo Oliveira Omar  
Ossy Orieh  
Ange Ory  
Emmanuel Osemene  
Dennis Sackey  
Fadhil Saleh  
Mounirou Sani  
Tajoacha Scott  
Issa Senesie  
Nacebatu Sesay  
Olufunmilayo Simeon  
Earlene Stewart  
Catherine Tachie Mensah  
Gabriel Taylor  
Cephise Tchamou Etcheu  
Israel Tetteh  
Clinton Tibuck  
Toh Tibuck  
Jonah Toee  
Marian Topen  
John Wachanga  
Mariama Wilson  
Joan Wirnkar  
Amin Yansaneh  
Gibril Yansaneh  
Pierre Yombi Essama

#### **Senior Residential Instructional Associate**

Dede Amegnona  
Senanu Dagadu  
Ivo Hene Etone  
Victoria James  
Clifford Kibang  
Alusine Konie  
Bolanle Ladele  
Leopold Mbunga

Sheku Tarawally

#### **Substitute**

Nicolas Edougue  
Sarah Jacob  
Fnu Kitty Ambang A Espe Awanchiri  
Ahmed Koroma  
Assumpta Nwagwu  
Yusufu Sesay  
Michel Ludovic Temgoua  
Claude Wanssi

#### **COVID-19 Autism Waiver**

Kennedi Gedepoh  
Kiana Johnson  
Kierra Johnson  
Benhur Menghisteb  
Lena Walden



*Elvis and Donald enjoy the sun.*

# CSS Staff as of June 30, 2021

## Administrative and Supervisory Staff

Fatmatu Agne *Community Life Services Assistant*  
 Charles Aikins *Accounting Clerk*  
 Yemisi Akinbolusere *Coordinator of Children Services*  
 Michael Allen *Coordinator of Clinical Operations and Compliance*  
 Katharine Andreassen *Lead Special Education Teacher*  
 Connie Antonio *Chief Financial Officer*  
 Dora Apau *Nurse*  
 Nancy Atkinson *Behavior Specialist*  
 Janice Goldschmidt *Director of Nutrition Services*  
 Fatima Barrie *Assistant Program Director*  
 Sulaiman Barrie *Assistant Program Director*  
 Nuru Deen Barry *Program Technology Coordinator*  
 Adwoa Bempa *Behavior Specialist*  
 Evan Bernstein *Day and Employment Coordinator*  
 Sean Blakley *Director of Community Life Services*  
 Lionel Bongkiyung *Senior Assistant Program Director*  
 Joy Brill *Nurse*  
 Travis Broaddus *Assistant Director of Children's Services*  
 Robert Brown *Day and Employment Coordinator*  
 Mary Lyle Buff *Project Manager/Instructional Designer*  
 Abena Caesar *Temporary COVID Response Coordinator*  
 Ashley Chatneuff *Director of Community Relations*  
 Michael Correal *Activities Coordinator*  
 Brian Ddumba *Community Support Coordinator*  
 Emilio Del Toro Sanchez *IT Manager*  
 Donald Donoghue *Assistant Director of Finance*  
 Brandon Dorsey *Fleet Manager*  
 Florence Esehngome *Nurse*  
 Rhonda Exil *Substitute Coordinator*  
 Akiel-Tyler Falconer *Behavior Specialist*  
 Yvonne Fonseca *Employment Instructional Coordinator*  
 Nahvote Forkom *Nurse*  
 Cheyenne Frenz *Clinical Director of Children's Services*  
 Jurgen Frenz *Day and Employment Coordinator*  
 Denise Gatcham *Coordinator of Children Services*  
 Alicia Glassman *Disability Benefits Specialist*  
 Laura Lear Glean *Chief Executive Officer*  
 Wayne Gregory *Coordinator of Day and Career Exploration Services*  
 Erika Hamberg-Johnson *Special Education Teacher*  
 Pierre Harps *Provisional PE Teacher*  
 Rosemary Hickman *Senior Behavior Specialist*  
 Douglas Hubbard *Senior Facility Maintenance Coordinator*  
 Eric Hufnagle *Day and Employment Coordinator*  
 Susan Ingram *President*



CSS nursing staff and volunteers share a moment during a vaccine clinic hosted at CSS.

Allison Jarvis *Coordinator of Children Services*  
 Olayemi Johnson *Director of Nursing*  
 Arminda Johnson *Nurse*  
 Keisha Johnstone *Special Ed Teacher and Residential Supervisor*  
 Samuel Jones *Day and Employment Coordinator*  
 Kerri Kimbrell-Silva *Director of Dietary Services*  
 Gyesi Korang *Senior Assistant Program Director*  
 Hawa Koroma *Adult Services Specialist*  
 Glory Kum *Nurse*  
 Fessou Lawson *BSS Mentor*  
 Dorothy Looky Djobo *Assistant Program Director*  
 Kerrie Love *HR Coordinator and Compliance Manager*  
 Fayia Mackay-Lengor *Accountant*  
 Stacey McCarley *Accounts Receivable Specialist*  
 Cynthia Meredith *Education Specialist*  
 James Morris *Director of Facilities*  
 Carter Morris *Garden and Activities Coordinator*  
 Marissa Mott *Coordinator of Clinical Operations and Compliance*  
 Jonathan Moughty *Special Projects Coordinator*  
 Angela Moulongo-Boussoukou *Deputy Director of Community Life Services*  
 Ngamimie Moussa *Community Support Coordinator*  
 Chembonuh Ndeh Clement *Assistant Program Director*  
 Kim Nguyen *Office Manager*  
 Erin Nickell *Medical Coordinator*  
 Carine Nya *Employment Instructional Coordinator*  
 Claudette Nyambi *Nurse*  
 Christine O'Connor *Director of Operations*  
 Anthony Oguogho *Nurse*  
 Rebecca Oleksa *Staff Development Manager*  
 Jose Ortiz *Maintenance Technician*  
 Marian Osuji *Talent Acquisition Specialist*  
 Estelle Ouedraogo *Community Support Coordinator*

# CSS Staff as of June 30, 2021

## Administrative and Supervisory Staff

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  
Laura Shahoseini  
Saheed Shittu  
Tammie Snyder  
John Solyst

*BCBA*  
*Assistant Program Director*  
*Assistant Program Director*  
*Operations Manager*  
*Senior Assistant Program Director*  
*Chief Information Officer*  
*Director of Adult Recreation Services*  
*Coordinator of Clinical Operations and Compliance*  
*Custodial Technician*  
*Assitant Clinical Director of Childrens Services*  
*Director of Human Resources*  
*Coordinator of Community Life Services*  
*HRIS/Payroll Specialist*  
*Assistant Program Director*  
*Chief Services Officer*  
*Job Developer*

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Katie Raymond Stull  
Joe Sumo  
Jonathan Swann  
Yurani Taylor  
Dagmawe Teffra  
Fasil Temesgen  
Sarah Trill  
Alexandra Urey  
Swarada Vaishampayan  
Jane Wang  
Wellington Wasonga  
Joseph Whitney  
Deborah Williams-Dean  
Sherry Wing  
Nicole Wright

*Junior Staff Accountant*  
*Director of Clinical Services*  
*Senior Assistant Program Director*  
*Director of Day and Employment Services*  
*HR Specialist*  
*Senior Assistant Program Director*  
*Safety Specialist*  
*Speech Language Pathologist*  
*Director of Children's Services*  
*Senior HR Generalist*  
*Budget Analyst*  
*Assistant Program Director*  
*Special Education Teacher*  
*Director of Psychology*  
*Psychology Associate*  
*Weekend Community Support Coordinator*

## Consultant and Professional Services

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Jodi Albright  
Arezoo Aryaee  
David Band  
MaryAn Blotzer  
Patricia Clements  
Lynn Gorman  
Abigail Graveline  
Jen Hawley

*Art Therapist*  
*Music Therapist*  
*Vocational Instructor*  
*Psychiatrist*  
*Social Worker*  
*Speech/Language Pathologist*  
*Accounting Consultant*  
*BCBA Consultant*  
*Piano Instructor*

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Marilyn Leeseberg  
Susan Levine  
Leslie Martone  
Steve Poss  
Laura Schneider  
Marcia Smith  
Marianne Starr  
Annette Williams  
Jackie Zamora

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



### Spotlight on Services

Mimi, 46, receives Day Habilitation and Behavioral Services through CSS. Mimi transitioned to CSS services from another agency in 2009. Mimi appreciates routine and enjoys socializing with her peers. Throughout most of the COVID-19 crisis Mimi stayed connected and received virtual support in her parents home. In addition to group classes with her friends she had one-on-one support and classes to receive personal engagement tailored to her individual needs. This June Mimi returned to receiving in-person services. She is continuing to participate in her favorite virtual activities which had become part of her daily schedule while receiving in-person supports. Mimi is keeping an active and healthy lifestyle by taking walks and exercising in local parks.

# Thank you, Donors! July 1, 2020 - June 30, 2021



*Matthew and Lisa smile for the camera during a COVID-19 clinic hosted at CSS.*

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*Iris knits a hat.*

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## Spotlight on Services

**Christian**, 28, lives with a housemate in Clarksburg. Christian entered Day Habilitation Services in 2014 after aging out of his special education program through Montgomery County Public Schools and he successfully transitioned to residential services in 2019. Christian enjoys being around people and out in the community and it's important to him that his residence is close enough that he can be near his family and spend time with his brother. Throughout the pandemic Christian has stayed connected to others through his tablet and virtual classes with the help of staff support. This summer Christian looks forward to swimming and exploring the parks in his community. Christian's CSS team and family coordinate closely with psychological service providers to develop strategies that enable him to live as independently as possible in the community. Christian looks forward to the pandemic being over so that he can return to all his favorite activities and resume the volunteer work that he had before the onset of the global crisis.



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## Spotlight on Services

Caleb, a 19 year old young man began with the Marcia D Smith School 2015 and in 2016 he entered residential educational services. Caleb 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. Caleb prefers a structured schedule and before the COVID-19 pandemic was in the classroom and enjoyed group activities. In the last two years his team has adapted to ensure that he has predictability while providing a framework allowing Caleb to pursue his goals.

Together, Caleb and his team utilize various educational technologies in ways that improve learning and promote connectivity. Therapeutic services are integrated throughout his day and include psychological, psychiatric, and speech and language therapy. With staff support, Caleb is active and participates in many different activities around his community. Caleb has many virtual classes and meets with his teachers and engages with his classmates. In addition he has been able to resume some of his favorite activities such as visiting with his family and swimming at the centers in the community.



# Tributes

## In Memory

Dr. Fred Biasini  
Dave and Beth Black  
Connie  
Mary Cross  
Dennis Parnell  
Josephine Racanelli  
Esther and Philip Silverman  
Kristina 'Kris' Gorman-Wood



*Kris will remain forever in our hearts. Her life was blessing and she was cherished beyond words. We will treasure Kris's memory and the love she has left behind.*

## In Honor

All The Wonderful Staff at CSS  
The Staff at Bazzellton  
Faranak Behseta  
Roozhan Behseta  
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Christian Braisted  
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*Above: Karla and Fasil talk during a picnic at Riley's Park.  
Right: Rashiid celebrates after getting his second dose of the COVID-19 vaccine.*



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**Go online to check out our website for more photos, videos, and links to our social networks.**  
**[www.css-md.org](http://www.css-md.org)**



*Sarah shows off produce that she harvested at the CSS Community Gardens.*



# Community Support Services, Inc.

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[www.css-md.org](http://www.css-md.org)

