



Community Support Services, Inc.



Annual Report 2022

July 1, 2021 - June 30, 2022

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.



Deon folds menus as part of his internship training.



Spencer shows off his certificate during the Marcia D Smith School graduation ceremony.



David and Derric enjoy a movie outside with their friends in Clarksburg.



Asher appreciates the summer flowers.



Warren and Jeremy cool off at a neighborhood pool.

From the Chief Executive Officer

Dear Friends,

During FY22, July 2021 - June 2022, Community Support Services (CSS) and our entire community began to cautiously emerge from the restrictions and challenges imposed by the pandemic for over two years. Our focus was to safely redesign services person by person, which included developing employment opportunities, work experience options, and community engagement activities that promoted the interests and goals of individuals supported. In order to provide the desired schedules of support, additional direct support professionals were hired and trained. Policies and procedures related to COVID-19 prevention were modified as new guidelines were put in place by the CDC and other authorities. The flexibilities and changes in service requirements issued by the DDA and MSDE during the federal emergency continued to be updated. CSS worked to comply with these ever changing rules as services were expanded for each individual.

Throughout the year, our strength as a community was evident in many ways. CSS has a strong leadership team that is dedicated to our mission and values, as well as a highly trained staff of direct support professionals who are committed to providing individualized and inclusive support services. Our supportive friends and family members also played a vital role in the accomplishments this year. In FY22, CSS supported 112 individuals in residential services, 174 adults in Day Habilitation Services, 17 children in nonpublic special education services at the Marcia D Smith School, and 54 adults received Personal Support Services in their homes and community.

Highlights from FY22 include:

- Expanded day services to include five transitioning youth beginning July of 2021
- Expanded residential services to include four new individuals
- Hired and trained 215 new staff
- Four new homes in upper Montgomery County were purchased and licensed as community living sites



Preston shreds paper.



Amani exercises as part of his individualized schedule.



Annie talks with her staff.



Joey joins his favorite virtual activities from his tablet.



Drew goes to the park.



Michael and Scott distribute food as part of their work at their volunteer job.

- Established new work sites for paid and volunteer work experience
- Purchased 12 new vans and developed routes with ParaMed transportation
- Developed highly individualized ways to support children and adults accessing services, including new adaptations to our building spaces to maximize safety
- Expanded upon existing outdoor community activities including swimming, structured use of parks, the Miracle League (baseball), and gardening
- Established memberships and classes at favorite activities including Vis Arts, bowling, the SoccerPlex, and other recreational facilities
- That's a Wrap distributed meals and supplies to residences while continuing to provide employment to individuals with developmental disabilities
- Weekly Town Halls provided ongoing communication to our entire community
- Restructured residential services by adding a senior residential associate to support new staff and individuals
- Invited county officials to join an ongoing event at Riley's Lock to express appreciation for the county's ongoing support

FY22 presented us with many challenges which have required us to be strategic and creative in our approach. Even as this past year has been more hopeful, COVID-19 remains ever present and creates persistent demands; from providing PPE, to isolating individuals with COVID-19, and adjusting schedules as needed in planning safe community activities.

While we transition back to community settings, we recognize the need for additional resources dedicated to workforce and community development. Expanding schedules and transportation services also requires more time, which is more difficult with the ongoing staff shortages. In addition to the continuing need for direct support professionals, hiring professional positions such as nurses, teachers, and therapists has been challenging, and human resources have devoted more effort to finding qualified candidates.

As CSS moves into FY23, we are keenly aware of the vital role we play in the lives of individuals with developmental disabilities in Montgomery County. Our goal remains to develop and preserve a strong support system which enables each individual to participate fully in community life, achieve their goals and aspirations,

and live as independently as possible. We will continue to work closely with our stakeholders, including individuals with disabilities, their families, and our community partners, to identify new resources and develop innovative solutions to meet the challenges ahead.

Building community partnerships and coalitions will be essential to our success in FY23. By increasing involvement, integration, and awareness, we can build stronger connections between individuals with developmental disabilities, their families, and the broader community. This will help to promote inclusion and acceptance and create a more supportive and inclusive environment for all.



Laura Lear Glean
Chief Executive Officer



Richard relaxes at the Germantown Swim Center.



Iris takes a mixed media class at VisArts.



Stephen and Wilson work at the farmer's market.



Fred smiles during art class.

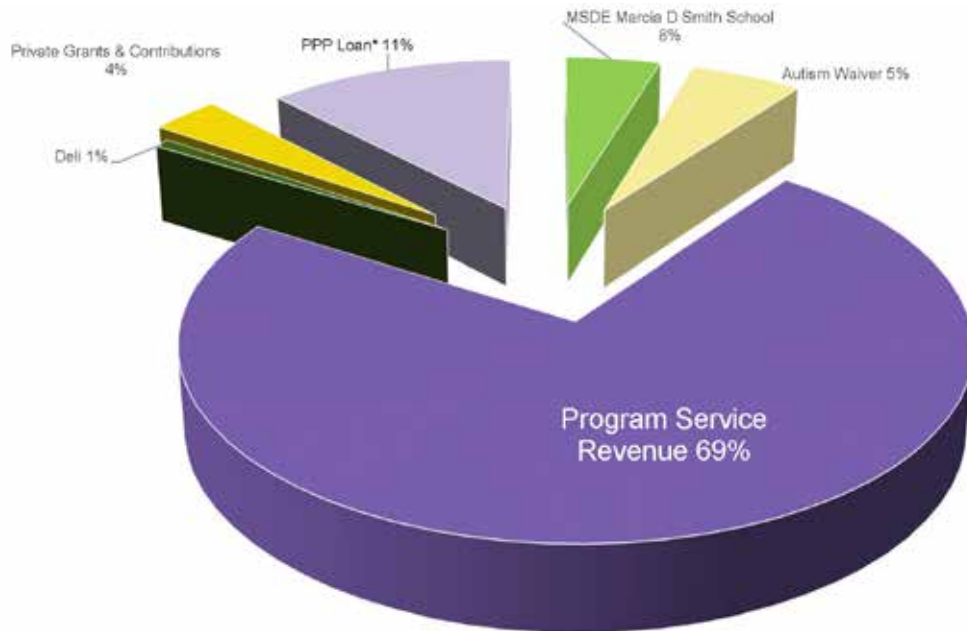


Casey makes a speech at the picnic.

Financial Summary:

Year Ended June 30, 2022

Public Support and Revenue

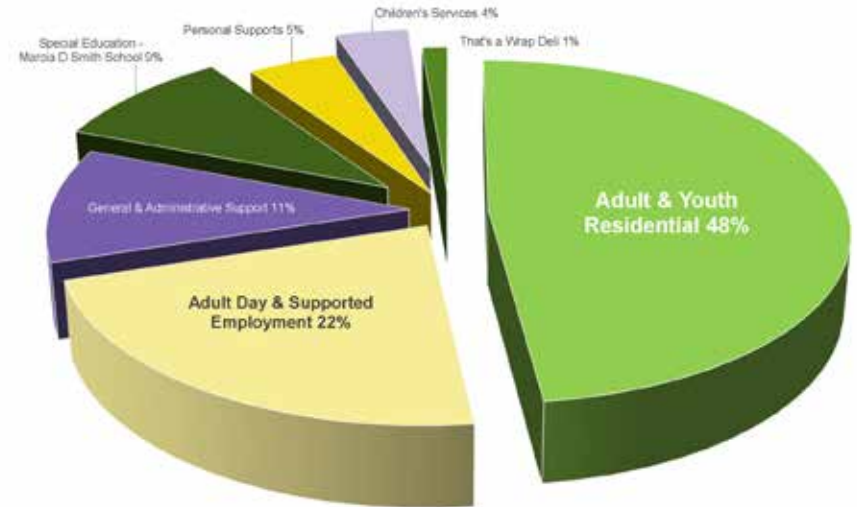


*Although funds were received in FY21, the loan was forgiven in FY22, as a result the revenue was realized in FY22

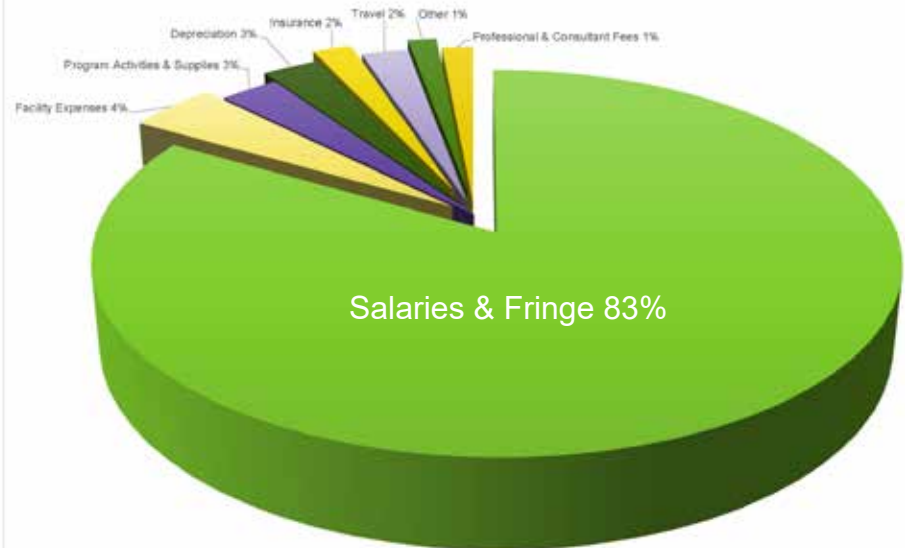
Community Support Services, Inc. is audited annually by Mullen, Sondberg, Wimbish & Stone.

A full FY22 audit report is available upon request.

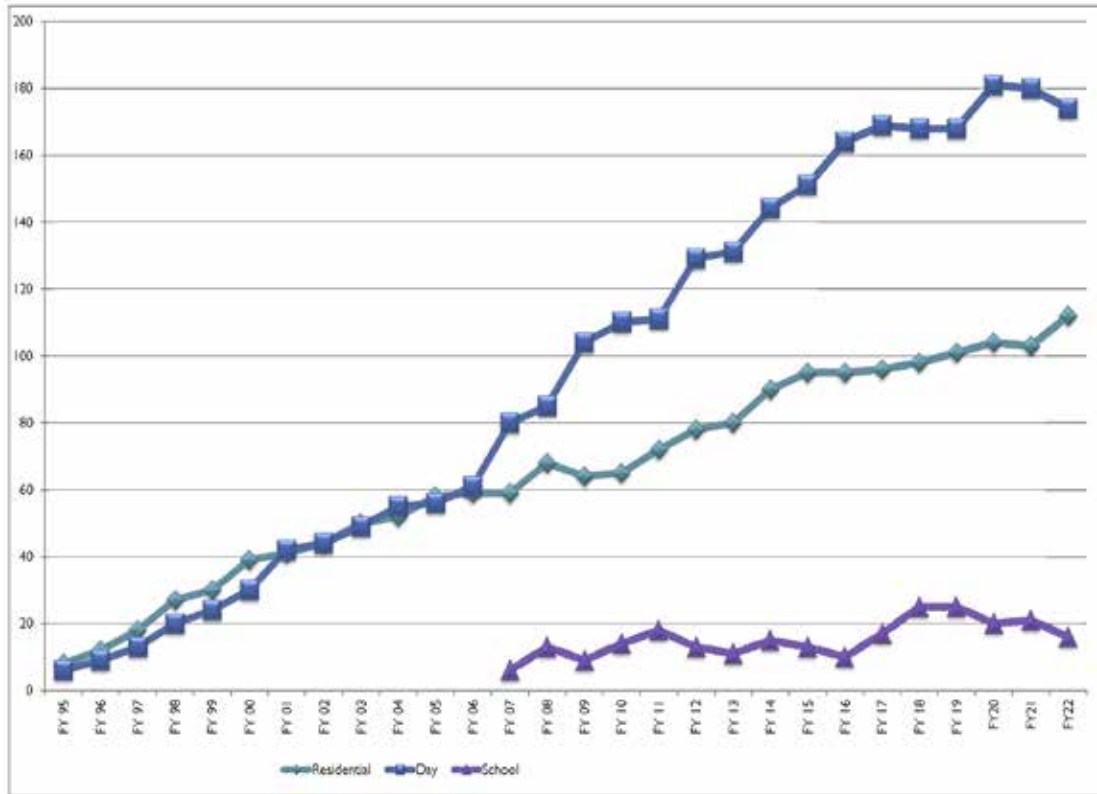
Expenditures by Service



Expenditures by Major Category



Services Growth



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 FY22.



Julie takes a break from her job to show off her green for Saint Patrick's Day.



Eskinder reports on the news.

Spotlight on Services

Devin, 31, lives with a housemate in Montgomery Village. Devin successfully transitioned to residential services this year. His new neighborhood gives Devin the opportunity to pursue his many interests, and he has an active individualized schedule that includes various opportunities for community, inclusion, peer, social interaction, and volunteer activities. Devin began receiving Day Habilitation Services in 2012 after graduating from his special education program. He is interested in working in the community and he volunteers at WUMCO Help where he assists in receiving food donations. Devin has a second job working with Habitat for Humanity in Silver Spring. In his spare time Devin also enjoys calligraphy, art, knitting, and using the computer. He discovered he can connect with others through Zoom activities and enjoys using his tablet and computer to join his favorite classes. Devin is very active; he plays soccer and exercises in community recreation centers in the area. It's important to Devin that his residence is close to his family and he appreciates being able to spend time with them.

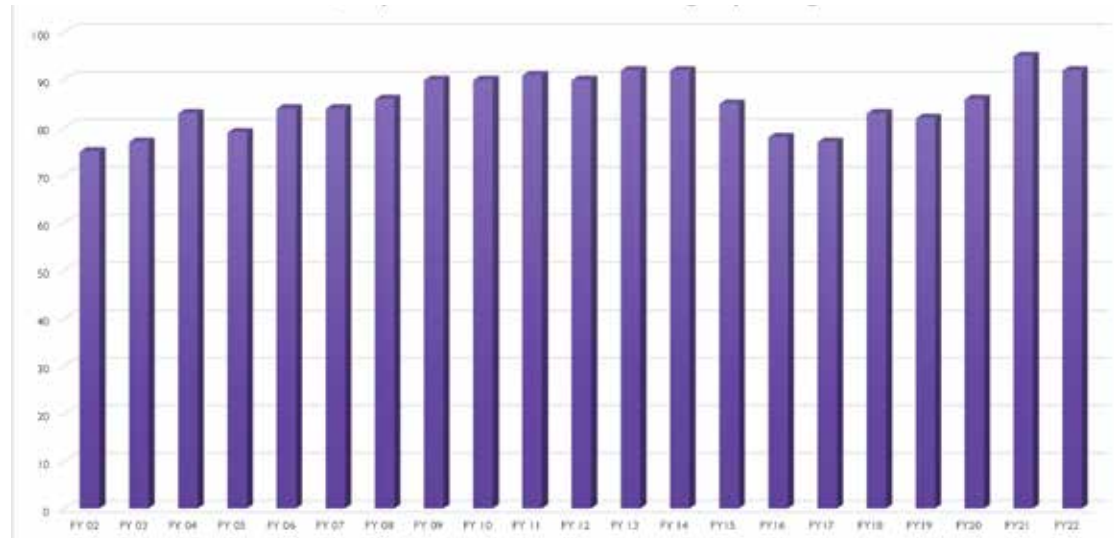


Performance

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 FY22 was 93%.

Quality Assurance Measure: Annual Agency Average



Spotlight on Services

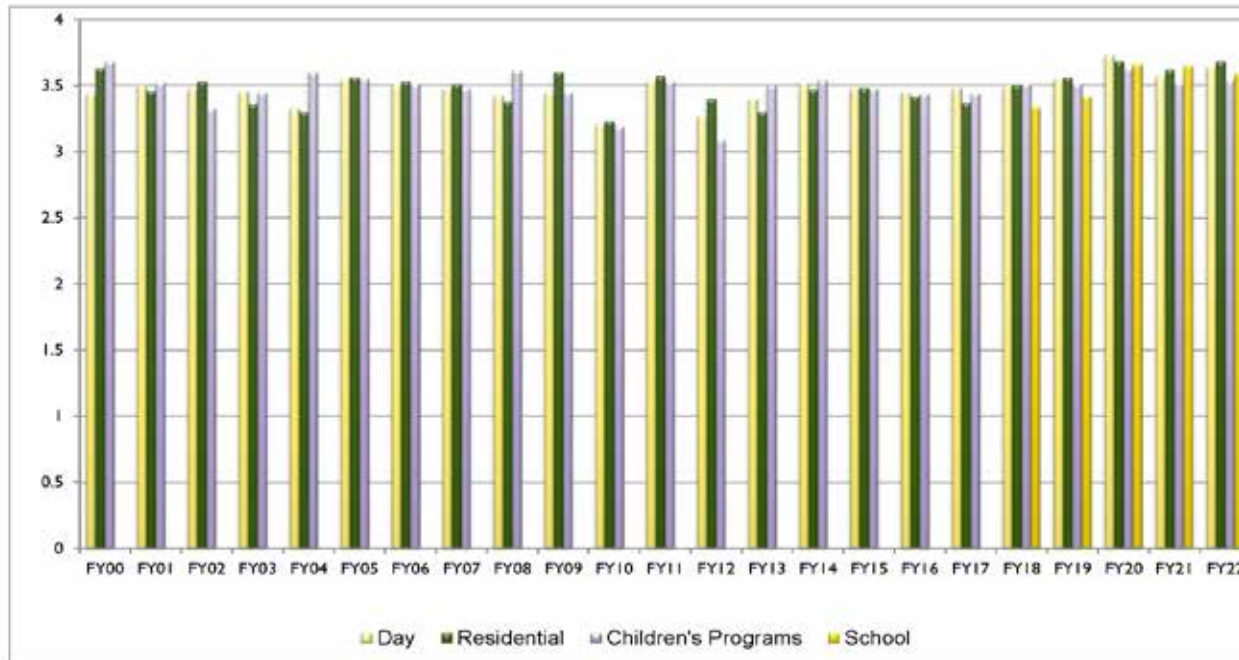
Jared has created a schedule for his adult day habilitation, personal support and behavior support services which reflects his interests and needs. On a daily basis he enjoys developing skills with work experience at That's A Wrap where he participates in the completion of a variety of food service tasks. Jared is an active young man and enjoys playing Bankshot and hiking in local areas with his peers. He thrives when interacting with others and attends a weekly self-advocacy group, different art classes throughout the week, and is a member of the local Theater sponsored by CSS. Jared excels in theater where he brings vocal ability and enthusiasm to the group dynamic and performances. He adjusts his weekly schedule as the seasons change and as new opportunities arise. The services he receives each day are stacked and braided so the transitions are seamless and provide the support he prefers to achieve his goals. Jared lives with his family in Montgomery County and uses specialized transportation provided by ParaMed and CSS to move safely around the community daily.



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



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 FY22 survey CSS averaged a 3.61 indicating that respondents were highly satisfied with the developed policies, alternative schedules, communication and provided equipment during the COVID-19 crisis.



Cyrus walks on a local park trail.

CSS Staff as of June 30, 2022

Edith Abba *EIA*
Hamda Abeka Ansah *Adult Services Specialist*
Paul Ackah-Soboh *SRIA*
Ablewa Acolatse *RIA*
Olubunmi Adejumo *Nurse*
Seliyatou Adeledou *EIA*
Olabode Adeniran *EIA*
Adijat Adetu *AON*
Olayemi Adeyemi *Coordinator of CWAS*
Abiodun Adeyeye *EIA*
Erica Adom *RIA*
Bernard Adono *EIA*
Yaw Adu-Gyamfi *EIA*
Elvis Afumbom *EIA*
Anna Agbor *Nurse*
Christiana Agbro *Substitute*
Fatmatu Agne *Community Life Services Assistant*
Mary Agyei *Nurse*
Josephine Agyeman *RIA*
Mark Agyenim-Boateng *EIA*
Jennifer Ahmed *Behavior Support Specialist*
Metogbe Ahonon *AON*
Charles Aikins *Accounting Clerk*
Ayikoe Ajavon *AON*
Nusirat Ajiboye *RIA*
Omojesu Akinkuade *RIA*
Olakunle Akinyode *AON*
Karl Marx Akuaku *AON*
Jude Akwo *EIA*
Josephine Alabi *RIA*
Peter Alhassan *CSA*

Joseph Allou *EIA*
Kodjo Alode *RIA*
Francisca Alvarez *TIA*
Obioma Amadi *EIA*
Dede Amegnona *SRIA*
Johnson Amoah *RIA*
Atta Amponsah *Substitute*
Katharine Andreassen *Director of B&IS for Children*
Emmanuel Anifalaje *AON*
Abiodun Anjorin *RIA*
Marlyse Ankouma *RIA*
Charlotte Annan *AON*
Felix Annor *TIA 2*
Connie Antonio *Chief Financial Officer*
Dora Apau *Nurse*
Alex Appiah *RIA*
Akwasi Appiah Kubi *EIA*
Kwaku Armooh *CSA/AON*
Janette Arnez-Turay *EIA*
Arezoo Aryaee *CSA*
Joana Asamoah *RIA*
Gideon Asante *TIA*
Robert Ashyono *RIA-T*
Yaovi Atigan *RIA*
Fortune Atiye *AON*
Nancy Atkinson *Psychology Associate*
Esther Attemene *RIA*
Maribel Awungacha *RIA*
Hamzzat Ayandiran *EIA*
Ayivi Ayite Atayi *EIA*
Myles Ayuketah *EIA*
Ramata Ba *CSA*
Comfort Badru *EIA*
Sidi Bah *CSA*
Janice Goldschmidt *Director of Nutrition Services*
Martin Baiye *AON*
Lou Bili Bali *AON*
Michel Balla *RIA*
L'Tuanya Ballard *TIA*
Sulaiman Barrie *CCLS*
Fatima Barrie *CCLS*
Abu Barrie *EIA*
Abubakarr Barrie *EIA*
Salem Barry *AON*
Nuru Deen Barry *Program Technology Coordinator*
Prince Beckley *CSA*
Eudora Beckley *SRIA*

Fetia Bedada *SRIA*
Roozhan Behseta *Deli Worker*
Olasunkanmi Bello *RIA*
Henrietta Bempa *AON*
Adwoa Bempa *Behavior Support Specialist 4*
Kwabena Bempah *RIA*
Andrew Berewa *EIA*
Paul Berman *Temp Summer Children's Camp Coordinator*
Evan Bernstein *Day and Employment Coordinator*
Sean Blakley *Director of Community Life Services*
Anita Dufie Boadi *RIA*
Millicent Boateng *Substitute*
Sarjo Bojang *RIA*
Akabla Bombo *RIA*
Lionel Bongkiyung *CCLS*
Emmanuel Bonsu *AON*
Joseph Boursiquot *Substitute*
Megan Bradley *CSA*
Peter Brigham *Director of Facility Operations*
Joy Brill *Nurse*
Robert Brown *Day and Employment Coordinator*
Brenton Bryan *Deli Worker*
Vivian Buah *CSA*
Henry Buana *EIA*
Mary Lyle Buff *Project Manager/Instructional Designer*
Emile Bulhassan *RIA*
Hajaratu Bundu *RIA*
Chernor Bundu *EIA*
Metuge Bwang *AON*
Karen Caffrey *Operations Manager*
Sekou Camara *RIA*
Alejandro Castillo Duron *RIA*
Stephen Charyoe *IA*
Ashley Chatneuff *Director of Community Relations*
Nchangnwi Che *EIA*
Harold Cheatham *Deputy Director of IT*
Daniel Chukwuezi *IA*
Emma Claimett *IA*
Benoit Codjia *AON*
Oumou Conde *RIA*
Yembeh Conteh *EIA*
Abubakarr Conteh *EIA*
Memuna Conteh *AON*
Peter Conteh *RIA*
Robert Conteh *AON*
Tre Conterez *RIA-T*
Eliseus Cooper *EIA*



Ezana smiles during a picnic at Riley's Lock by the Potomac River.



Naseer pauses before going out to the community

Alberta Corneh TIA 2
 Michael Correal Activities Coordinator
 Ebenezer Cournooh EIA
 Amy Cryer HR Administrative Assistant
 Lyndon Cummings AON
 Paul Cummings AON
 Elijah Curtis EIA
 Senanu Dagadu SRIA
 Adama Dainkeh AON
 Taiye Daniel EIA-T
 Matilda Darko RIA
 Sherma Darlington-Wilson CSA
 Fatmata Davies EIA
 Sally Davies EIA
 Brian Ddumba CCLS
 Ameh Carl Max de Souza EIA
 Emilio Del Toro Sanchez IT Manager
 Jordyn Delo CSA
 Nchamukong Derick Dayebga AON
 Hanna Dibaba RIA
 Patrick Djateng Ngassam RIA-T
 Serge Djomen Kwubonte EIA
 Colette Djomo EIA
 Denise Djoukouo Ngoko Epse Djoume EIA
 Madeleine Djuenji AON
 Prince Donkor RIA
 Donald Donoghue Assistant Director of Finance
 Rhonda Dopwell Exil Substitute Coordinator
 Brandon Dorsey Fleet Manager
 Decemah Doryen RIA

Babatunde Dosumu EIA
 Facia Dukuly EIA
 Mohamed Dumbuya AON
 Prince Duo RIA
 Audrey Kevin Dzali Noumbi EIA
 Sampson Eduful EIA
 Donnette Edwards Substitute
 Obidike Ejimofor AON
 Marie Claire Ekodo epse Kengne EIA
 Ndanjong Emmanuela Jona SRIA
 Florence Esehngome Nurse
 Mireille Essong Engoulou RIA
 Eric Estrin CSA
 Camella Evonlah Temporary CSA
 Ekese Ewane RIA
 Tanyi Eyongetah AON
 Gloria Ezulike EIA
 Laetitia Fanya Hodjio RIA
 Jemal Fedil Substitute
 Alain Bertin Felifack Toutsop AON
 Ana Paula Fernandes EIA
 Rufus Filani EIA
 Ceoah Fiske EIA
 Sianga Fofana Substitute
 Natalie Fofanah EIA
 Olubukola Folarin CSA
 Dolagbenu Folly EIA
 Belleh Fontava CTIA
 Emmanuel Arnold Foyeng Ngamene AON
 Jurgen Frenz Day and Employment Coordinator
 A'Kim Frett IA
 Mark Fuentes Custodial Technician
 Gift Gaja EIA-T
 Evelyne Gana RIA-T
 Ivo Gana SRIA
 Adama Ganda SEIA
 Almamy Gassama EIA
 Denise Gatcham Coordinator of CWAS
 Kennedy Gedepoh COVID-19 Autism Waiver
 Theresa Geegbe EIA
 Alicia Glassman Disability Benefits Specialist
 Laura Lear Glean Chief Executive Officer
 Madisyn Goaneh CTIA
 Gustave Gohore RIA-T
 Josiane Gongang EIA
 Kavon Gray Temporary CSA
 Wayne Gregory Coordinator of D&CE Services

Nathalie Guessele Souleymanou Epse Milol RIA
 Peter Gwanyalla SRIA
 Michael Hachaba RIA
 Margo Hale EIA
 Annjenette Halifax Hayford EIA
 Erika Hamberg-Johnson Special Education Teacher
 Jesse Harkins IA
 Jermaine Harris EIA
 Emily Hartung Deli Worker
 Melissa Henderson RIA-T
 Ivo Hene Etone CCLS
 Rosemary Hickman Behavior Support Specialist
 Ricardo Hill RIA
 Luray Holland TIA
 Lydia Houdroush EIA
 Konan Houssou RIA
 Miatta Hubbard RIA
 Douglas Hubbard Sen. Facility Maintenance Coordinator
 Eric Hufnagle Day and Employment Coordinator
 Adebayo Idowu EIA
 Mohamed Idriss EIA
 Emmanuel Idun RIA
 Mayokun Ilori EIA
 Thadeus Ilori EIA
 Kofoworola Iluyomade IA
 Susan Ingram President
 Sampson Itoka RIA



Jonathan puts the finishing touches on his scrapbook.



Caitlin demonstrates her bowling skills.

CSS Staff as of June 30, 2022

Abraham Jalloh *EIA*
Jacqueline James *CSA/AON*
Victoria James *CCLS*
Sarah Janneh *Substitute*
Emmanuel Jartu *EIA*
Allison Jarvis *Assistant Teacher*
Arminda Johnson *Nurse*
Ephraim Johnson *EIA*
Olayemi Johnson *Director of Nursing*
Arlene Johnson *AON*
Keisha Johnstone *Director of Children's Clinical Services*
Samuel Jones *Day and Employment Coordinator*
Katty Joof *CSA*
Allan Juxon Smith *EIA*
Sarah Kabba *Behavior Support Specialist*
Gbesan Kabir *RIA*
Ali Kamara *RIA*
Magdalene Kamara *RIA*
Emmah Kamara *EIA*
Hafeez Kamara *SRIA*
Abu Kamarah *EIA*
Claudine Kamdem Kenmegne *EIA*
Joyce Kamei *SRIA*
Clarence Kandakai *EIA*
Agyabeng Kankam *AON*
Osei Kankam *AON*
Aloysius Kargbo *RIA*
Charles Kargbo *EIA*
Prince Karikari *AON*
Seyida Kassa *Nurse*
Aaron Kaufman *Deli Worker*
Vanessa Ndum Kenah *EIA*
Precious Kennedy *EIA*
Deusdedit Kessy *EIA*



Darnell and Derrick begin a new project in art therapy.

Emmanuel Khanu *IA*
Sarah Kima *Behavior Support Specialist*
Kerri Kimbrell-Silva *Director of Dietary Services*
Frida Kimolo *CSA*
Christiane Martine Raphael Kissolo *RIA*
Eric Knowlden *CSA*
Catherine Kodock *RIA*
Folly Toukui Kos Koeviya *TIA*
Alice Koffy *RIA*
Solange Kom *RIA-T*
Hassan Komeh *SRIA*
Yawo Kondo *EIA*
Alusine Konie *SRIA*
Lucy Konie *CSA*
Maada Konneh *EIA*
Mohamed Konneh *RIA*
Justin Marcellin Kono Owono *IA*
Gyesi Korang *Coordinator of CO&C*
Hawanatu Koroma *EIA*
John Koroma *AON*
Aymar Kouagni *RIA*
Kouassi Kouakou *Substitute*
Kouakou Kouassi *RIA*
Mary Kouko *EIA*
Lucie Kouonang Djoumgoue *CSA*
Adak Kourouma *Substitute*
Komlan Kouvedou *RIA*
Ameh Kowou *EIA*
Martin Kpade *CSA*
Alain Kue *RIA*
Adamah Kuevey *RIA*
Glory Kum *Nurse*
Manuela Kun Gyasi *RIA*
Vibheena Kunnapalli *Substitute*
Solange Kutowu *CSA*
Josephine Kuyembah *CTIA*
Bolanle Ladele *SRIA*
Waynette Lamorell *Assistant Director of HR*
Naa Shika Lamptey *RIA*
Amber Latimore *Assistant Director of Operations for CS*
Edward Lavalie *EIA*
Kenneth Ogugua Lawrence *TIA 2*
Fessou Lawson *Behavior Support Specialist*
Odessa Lawton *EIA*
Erin Lee *TIA*
Keyona Leftwood *EIA*
Retta Lemma *EIA*



Matthew cools off in a neighborhood pool.

Dorothy Looky Djobo *CCLS*
Ashley Lordsamba *AON*
Nziengung Louis *RIA-T*
Kerrie Love *HR Generalist*
Phyllis Lowery *SRIA*
Conor Lozupone *Temp. Children's Prog. Aide*
Regina Lum Epse Nyam *EIA*
Laura Lurshe Churye *RIA*
Abu Bakarr Macauley *RIA-T*
Fayia Mackay-Lengor *Accountant*
James Macollins *SRIA*
Dasse Madou *AON*
Quennie Madrid *TIA 2*
Liliane Mafokogne *SRIA*
Lionelle Magnikeu Ponde *RIA*
Linus Mancho *AON*
Evangeline Mancka *EIA*
Tamala Manning *Talent Acquisition Specialist*
Binta Mansaray *EIA*
Seth Manu *RIA*
Salome Marco *SRIA*
Bernard Martey *EIA*
Lisa Massey *EIA*
Mersianne Massoh *EIA*
John Matthew Akpala *EIA-T*
Lennox May *EIA*
Francois Junior Mbarga Owono *IA*



Spotlight on Services

Leah began receiving non-public, special education services at the Marcia D. Smith School in November 2019. In addition to her day program education, she also received after school, wrap-around services at CSS which were funded through the Autism Waiver. Leah is an enthusiastic and social young woman with an outgoing personality and a great sense of humor. During her time in the school, Leah enjoyed spending time in the community going shopping, swimming, bowling, and to the park. Leah loves listening to music, singing, art, fashion and writing. She demonstrates strengths in a range of vocational skills including sorting items, folding laundry, shredding, and assembly tasks. Prior to graduation, Leah expanded her repertoire of skills to include mobile vocational tasks such as restocking classroom supplies, making deliveries, taking staff orders for paperwork and restocking the kitchens in the 9055 building. Leah also held a community based intern position at Ledo's Pizza on Darnestown Rd. where she became very skilled in folding pizza boxes, rolling silverware, wiping menus, and cleaning tables and chairs. Leah graduated in June 2022 and transitioned to adult services at that time. She currently receives day habilitation, personal support, and behavior support services at CSS funded through DDA.

Bernadette Laetitia Mbel II Epse Nanga *RIA*
 Bongadu Mbiydzenyuy *RIA*
 Chi Mbonu *EIA*
 Ephraim Mbonu *EIA*
 Leopold Mbunga *SRIA*
 Stacey McCarley *Accounts Receivable Specialist*
 Julienne Mehouo *RIA-T*
 Ghislaine Mekemte Foky *EIA*
 Marthe Christelle Mendja Mindja *AON*
 Belayneh Mengesha *EIA*
 Priscilla Mensah *TIA*
 Sandra Mensah *Nurse*
 Isaac Mensah *EIA*
 Isaac Mensah-Poku *RIA*
 Cynthia Meredith *Education Specialist*
 Gaelle Metiadem *EIA*
 Emanuel Mfaw Ngegie *RIA*
 Komi Midekor *RIA*
 Anna Miller *RIA*
 Christin Molongoski *Data Management Specialist*
 Samuel Floriant Momeni Ngakwe *Substitute*
 David Morris *CSA*
 Delight Napoabil Mosore *AON*
 Marissa Mott *Coordinator of CO & C*
 Frederick Motuba Luma *EIA*
 Agathon Mouganda *RIA*
 Jonathan Moughty *Special Projects Coordinator*

Sophie Moukembou Mavioka *EIA*
 Angela Moulongo-Boussoukou *Deputy Dir of CLS*
 Ngamimie Moussa *SRIA*
 Shifa Muhammad *AON*
 Paddy Mukwaba *AON*
 Eugene Mulume Yumba *RIA*
 Fokum Munawoe *AON*
 Eric Musa *EIA*
 Felix Mutia *EIA*
 Kadiatou Nabe *Temporary CSA*
 Khadijat Nafiu *RIA*
 Folestine Chimene Nanyang Tcheumani Epse Njin *CSA*
 Eric Ndala *EIA*
 Thaddeus Ndanjong *EIA*
 Brian Ndansi *RIA*
 Rose Ndemazea *RIA*
 Emmanuel Neba *SRIA*
 Madeleine Ngo Minlend bateky *AON*
 Marie Anne Ngolo Ntsede *EIA*
 Adeline Ngouemeni Ngodji *RIA*
 Walter Ngu *AON*
 Kim-Thanh Nguyen *Office Manager*
 Jonathan Ngwa Suh *CSA*
 Edwin Ngwashi Fozo *EIA-T*
 Erin Nickell *Medical Coordinator*
 Garmai Nipeh *RIA*
 Aja-awa Njie *EIA*



Jeanette and Monica watch an outdoor movie at BlackRock Center for the Arts.

Sam Njinda *RIA*
 Eric Njume *CSA*
 Rhody Nkansah *RIA*
 Epede Lowo Nku Ndolo *CSA*
 Julia Noudjeu *IA*
 Carine Nya *Employment Instructional Coordinator*
 Theodora Nyamboli Bongsha *EIA*

CSS Staff as of June 30, 2022

Walters Nyuwen *EIA*
Christine O'Connor *Director of Operations*
Frederick Ofori *EIA*
Andy Ojinnaka *EIA*
Nneka Okeke *RIA*
Fyne Okereke *EIA-T*
Buggi Okundaye *AON*
Adejoke Oladipo *RIA*
Samson Olanipekun *RIA*
Rebecca Oleksa *Staff Development Manager*
Zainabo Oliveira Omar *RIA*
Marius Oloumou Etoungue *Staff Development Specialist*
Olufunke Omopariola *CSA*
Modupe Omopo *EIA*
Christine Onemu *RIA*
Theresa Orah *Substitute*
Ossy Orieh *RIA*
Jose Ortiz *Maintenance Technician*
Ange Ory *RIA*
Emmanuel Osemene *SRIA*
Adekunle Oshin *RIA*
Sylvie Ouelega *BCBA*
Dagobert Owono Mbarga *EIA*
Philemon Owusu *AON*
Kofi Owusu Kankam *AON*
Charles Owusu-Ansah *AON*
Tchedye Palanga *CSA*
Emilia Palmer *AON*
Katherine Pena Lovo *IA*
Emmanuel Pierre Pierre *Deliver Manager*

Morenike Popoola *EIA*
Willie Prout *CCLS*
Wisam Qasim *TIA*
Ebenezer Quarshe *EIA*
James Quaye *AON*
Maima Quermorllue *EIA*
Tabitha Rankins *CCLS*
Timothy Reeves *AON*
James Richards *CCLS*
Julie Ricketson *Deliver Worker*
Nicholas Robb *Chief Information Officer*
Craig Roberts *Director of Adult Recreation Services*
Lexus Robinson *RIA-T*
Samantha Robinson *Coordinator of CO & C*
Juan Ramon Rodriguez *Custodial Technician*
Elizabeth Saah *EIA*
Dennis Sackey *RIA*
Fadekemi Christina Saka *AON*
Fadhil Saleh *RIA*
Folorunsho Samuel *SRIA*
Mounirou Sani *Substitute*
Cecilia Sarkodee *Coordinator of CWAS*
Momo Sarnor *AON*
Rhonda Sbona *Director of Human Resources*
Tajoacha Scott *RIA*
Ibrahim Seck *EIA*
Kurt William Seip *CSA*
John Semwogerere *CSA*
Gershon Senaya *EIA*
Issa Senesie *RIA*

Berhanu Serebo *EIA*
Yusufu Sesay *CSA*
Rugiatu Sesay *EIA*
Solomon Sesay *CSA*
Foad Sesay *Assistant Director of CLS*
Oniel Sesay *EIA*
Juliette Sesay *IA-T*
Rashida Sesay *EIA-T*
Lynn Shahoseini *HRIS/Payroll Specialist*
Nadine Shaw *AON*
Christie Sherman *RIA*
Chrispine Shija *RIA*
Sylvie Siewe Ndengoue *CSA*
Olufunmilayo Simeon *EIA*
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Earlene Stewart *RIA*
Mona Stubblefield Smith *AON*
Katherine Raymond Stull *Deputy Chief Services Officer*
Fnu Suh Nforbangong Nebasi *AON*
Alimamy Suma *EIA*
Joe Sumo *CCLS*



Christian concentrates in art therapy.



Christen receives a visit from her friend Kyle.



Shan volunteers at the YMCA.



Gabriel and Thomas work at ReStore.

CSS Staff as of June 30, 2022

Jonathan Swann *Dir. of Day and Employment Services*

Mariama Sy *AON*
 Junior Isabelle Tagny Epse Tchoumkoua *EIA*
 Beatrice Tamakloe *CSA/AON*
 Christopher Tambu *AON*
 Sheku Tarawally *SRIA*
 Michael Tau *IA*
 Yurani Taylor *HR Specialist*
 Gabriel Taylor *RIA*
 Calyn Taylor *CTIA*
 Steven Taylor *EIA*
 Gisele Tchamlesso *RIA*
 Cephise Tchamou Etcheu *CCLS*
 Anne Tchappi *EIA*
 Pascal Tchinda *RIA*
 Genevieve Dorcas Nguendja Tchoubfong *CSA*
 Nadine Teasley Fundo *EIA*
 Dagmawe Teffra *CCLS*
 Wilson Tejada Ngo *IA*
 Joshua Telo *IA*
 Fasil Temesgen *Safety Specialist*
 Akem Teshoukngong *RIA*
 Israel Tetteh *RIA*
 Theophilus Tetteh *AON*
 Robert Tetteh *EIA*
 Reginald Thompson *AON*
 Francois Thypam *EIA*
 Harrison Tiah *Assistant Teacher*
 Guy Parfait Tiba Azemo *IA*
 Toh Tibuck *RIA*
 Jonah Toee *RIA*
 Marian Topen *RIA*
 Brell Toukam Ouafo *AON*
 Ibrahima Toure *AON*
 Mariame Traore *CTIA*
 Sarah Trill *Speech Language Pathologist*
 Arnauld Tsogoum Tchinda *AON*
 Justine Tsoungui *EIA-T*
 Edwin Sallu Tucker *CSA*
 Alexandra Urey *Director of Children's Services*
 Gerald Uzoka *EIA*
 Hilary Uzoka *CSA*
 Tiffany Valentine *RIA-T*
 Maitha Vandt *TIA*
 Yoselyn Velasquez Pena *EIA*
 Sophia Wabi Epse Sepoh *EIA-T*
 John Wachanga *SRIA*



Casey exercises with his friends during Spirit Club.

Lena Walden *COVID-19 Autism Waiver*
 Irving Walker *Special Education Teacher*
 Jane Wang *Budget Analyst*
 Claude Wanssi *EIA*
 Damika Ward *EIA*
 Jasmyne Ward *EIA-T*
 Charlisha Washington *Talent Acquisition Specialist*
 Rose Washington *AON*
 Wellington Wasonga *CCLS*
 Birdelyn Weems *EIA*
 Fatima Williams *Behavior Support Specialist*
 Deborah Williams-Dean *Director of Psychology*
 Jude Williamson *AON*
 Mariama Wilson *RIA*
 Janet Wilson *Clinical Services Assistant*
 Lucy Wilson *EIA*
 La'Bre Wilson *TIA*
 Sherry Wing *Psychology Associate*
 Micheal Keka Woleta *RIA*
 Lansana Woobay *CSA/AON*
 Jean-Marie Worou *RIA*
 Nicole Wright *Weekend CSC*
 Adam Wysong *SEIA*
 Gibril Yansaneh *RIA*
 Amin Yansaneh *SRIA*
 Janet Dora Yeboah *EIA*
 Nicholas Yevo *CSA/AON*
 Pierre Yombi Essama *RIA*
 Eliane Yondou *AON*
 Hh Zaizay *EIA-T*
 Monica Zelma *EIA*

Consultant and Professional Services

| | |
|-------------------|------------------------------------|
| Angela Akbarova | <i>Art Therapist</i> |
| Jodi Albright | <i>Music Therapist</i> |
| Arezoo Aryaee | <i>Vocational Instructor</i> |
| David Band | <i>Psychiatrist</i> |
| MaryAn Blotzer | <i>Social Worker</i> |
| Dana Fensterman | <i>Speech Language Pathologist</i> |
| Lynn Gorman | <i>Accounting Consultant</i> |
| Abigail Graveline | <i>BCBA Consultant</i> |
| Jen Hawley | <i>Piano Instructor</i> |
| Dave Jones | <i>Drumming Instructor</i> |
| Marilyn Leeseberg | <i>Music Therapist</i> |
| Susan Levine | <i>Speech/Language Pathologist</i> |
| Leslie Martone | <i>Psych Associate</i> |
| Steve Poss | <i>Occupational Therapist</i> |
| Laura Schneider | <i>Art Therapist</i> |
| Marcia Smith | <i>Psychologist</i> |
| Marianne Starr | <i>Speech/Language Pathologist</i> |
| Annette Williams | <i>Family Consultant</i> |
| Jackie Zamora | <i>Zumba Dance Instructor</i> |



Alex relaxes outside at her home.



Ryan eats a snack in the park.

Partner Employers

A Wider Circle
Beers and Cheers
Brookside Nature Center
Casey Community Center
Century Ford
CPK (California Pizza Kitchen) Restaurant
Damascus Community Recreation Center
Donation Nation
Earth Treks/Rockville Climbing
Epworth Church
EyeBlack
Food and Friends
Great and Small Riding
Habitat for Humanities (Rockville, Silver Spring, Frederick)
Harwood Thrift Shop
Health Unlimited for Family Aquatics
Hughes United Methodist Church
I Support The Girls
IHOP (Gaithersburg)
IHOP (Germantown)
IHOP (Rockville)
Interfaith Clothing and Grocery
La Mexicana Restaurant
Ledo's Pizza Restaurant (Bethesda)
Ledo's Pizza Restaurant (Darnstown)
Ledo's Pizza Restaurant (Rockville)
Lifetime Companies
Little Bennett
Living Faith Lutheran Church
LKC Technologies



Jeffrey works at EyeBlack.

Longwood Community Center
Manna Foods
Margaret Schweinhaut Citizen Center
McDonald's Restaurant (Frederick)
McDonald's Restaurant (Kensington)
McDonald's Restaurant (Mt. Airy)
McDonald's Restaurant (Quince Orchard)
McDonald's Restaurant (Rockville)
McDonald's Restaurant (Silver Spring)
N. Potomac "Nancy Dacek" Recreation Community Center
Needed and Found Consignment
Para Med Trans
Planet Aid
Plum Gar Community Center
Pope Farm Nursery
Red Wiggler Community Farm
Rockville Library
Rodgers (Largo)
Rodgers Consulting (Germantown)
Ross Boddy Neighborhood Community Center
Salvation (Germantown)
Salvation Army (Gaithersburg)
Salvation Army (Rockville)
Sasuns Cafe Restaurant
Silver Diner Restaurant (RIO)
So What Else, Inc.
St Francois Church
St James Thrift Shop
Taco Bell Restaurant
Upcounty Hub
Upper Country Community Center (UCCC)
White Oak Senior Center
Woodmont Grill
WUMCO (Poolesville)
YMCA (Bethesda)
YMCA (Silver Spring)



Matthew shreds paper at LKC Technologies.



Ani folds clothes at A Wider Circle.

We are always looking to create more partnerships in the community. If you know of, or are a local business that could use help we look forward to working with you to create rewarding opportunities.

Contact John Solyst at jsolyst@css-md.org or 301-926-2300 for more information.

Thank you, Donors! July 1, 2021 - June 30, 2022



Jose delivers plants.

Joanne Vanderhorst and Rashid Abdulle
Cynthia Ann and Daniel Anastasi
Katherine Anderson
Connie Antonio
Charles and Alta Asmar
Lyda and Robert Astrove
Suzanne Astrove
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Sharon Moskowitz

Thank you, Donors!



Ingrid receives a gift during her graduation ceremony.

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Cormac Tobin
Grace B Jackson, Grandmother of Jared C Mason
Sandy Kramer
Edna Turner
Andrew John Roth
Josephine Racanelli
Kristina 'Kris' Gorman-Wood

In Honor

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Julie Ricketson
Kayleigh and the Staff at Bazzellton
Kevin Bender
Kyle Wong
Mahmoud Farid
Max Wingo
Molly Diamond, mother of Simon
Peggy Greenspan
Rodrigo J. Perez
Ryan Greenspan
Simon Diamond
Susan
Zak Spielman
All the Wonderful Administrative Staff including the Nurses
All the Wonderful DSP Staff who work with Ryan Greenspan



Andrew remains forever in our hearts. He loved everyone he met and he was loved in return.

From the Individual Advisory Group

Dear Friends,

We are the members of the Individual Advisory Committee here at CSS. If you don't know who we are, we meet every week to discuss what's going on at CSS. We used to meet in person, however since COVID we started meeting online. This year we tried meeting in person again and decided that we like Zoom better. It's nice that we can join to talk to our friends wherever we are and it makes our schedules easier.

We talk a lot about jobs. Some of us have returned to work and that's great! However, we don't have the jobs that we used to have and we all would like something better. We know that we can do more. We're really proud of our jobs and we like telling others about what we do at work. Paid jobs are better, but volunteering is a good start. We want the chance to use our skills.

This year we talked a lot about what we would do when COVID is over. We had hoped we could go back to our old schedules by now. Even though we're disappointed we are excited about all of the good things that happened this year. More of our friends came back to CSS in person, and we added new in person activities that we like. We got to put on a theater show. We really like theater. Those of us who live in a CSS home saw our families a lot more. It's good to get out and do more things. It was nice to stay home for a while, and it's important to stay safe, but a year is too long. We're happy to go bowling again, to go out to eat and to take art classes.

We like that CSS still does things on Zoom. Yoga is one of our favorites, and the morning Breakfast Club, and Bingo and Karaoke and there's something good for everyone depending on what you're interested in.

We think that CSS has been doing a good job with COVID. We really like that CSS got everyone vaccinated as soon as possible and they worked with us to make sure we got a booster. Most of us think it's a good idea that everyone is still wearing masks indoors and that we all do things to stay safe. Because we're doing such a good job we've been able to see our friends and celebrate birthdays. We love birthdays. It's good to have a party when someone turns a year older.

One thing we do in this group is a newsletter, the CSS Journal. During the pandemic we emailed it to people and this year we started printing it again. This newsletter reports on events at CSS and has puzzles and activities that we've done that are important to us and our friends. We like doing this so much that this year we hope to be able to start making videos for everyone too.

We have a lot of ideas for next year and we can't wait to do them.

Sincerely,
The Individual Advisory Committee

Oscar Peter

Mike Kremposky

Mr. Edward Scott Hurson

David Tapper

DeVVR

DIGTS

JAMES

Dave. G. Gio.

Tim



Community Support Services, Inc.

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