

2023



# ANNUAL REPORT

July 1, 2022 - June 30, 2023



# 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.



# From the Chief Executive Officer

Dear Friends,

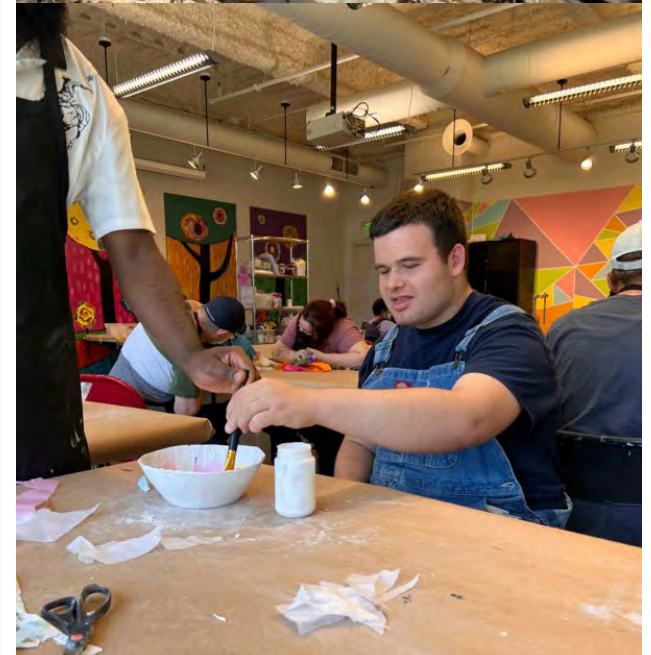
During FY23, July 2022 - June 2023, Community Support Services (CSS) continued the process of designing and implementing person-centered services for over two hundred children and adults with developmental disabilities. The state system moved forward with policies and procedures requiring provider agencies to make significant changes including the transition to the new Maryland Long Term Services and Support System (LTSS) to document service delivery in accordance with Quality Improvement Organization (QIO) standards to transform services and revise Person-Centered Plans (PCPs) to comply with the new DDA waiver definitions.

The flexibilities and changes in service requirements issued by the DDA and MSDE during the pandemic were modified multiple times during the year and finally discontinued. CSS worked to comply with these ever-changing rules as services were individualized for each person.

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 services. Our supportive friends and family members also played a vital role in the accomplishments this year. In FY23, CSS supported 112 individuals in residential services, 179 adults in Day Habilitation Services, 14 children in nonpublic special education services at the Marcia D Smith School, and 53 adults received Personal Support Services in their homes and community. Each person and their team developed a person-centered plan reflecting the goals and services needed for the person to live the life they choose.

Highlights from FY23 include:

- Expanded Meaningful Day Services to include five transitioning youth beginning July of 2022
- Expanded Supported Living Services to include one new adult aging out of the





- residential school program
- Hired and trained 176 new staff
  - Established new work sites for paid and volunteer work experience
  - Obtained 11 new vans through grants and purchases and developed additional routes with ParaMed transportation
  - Began renovations on one residence using the county group home renovation program
  - Continued and expanded community engagement opportunities including swimming, structured use of parks, the Miracle League (baseball), soccer, fitness instruction at Thomas Farm Community Center, Spirit Club classes, and gardening at our four community plots at Wooton's Mill Park
  - Developed a new partnership with fitness classes through Casey Community Center
  - 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
  - Increased supervision and support to Adult Day Services with the addition of five Senior Employment Instructional Associate positions to assist staff with daily schedule development and implementation
  - Expanded self-advocacy with regular meetings of small groups to facilitate open discussion
  - Implemented CIMS, an electronic record and billing system, by establishing a CIMS team and conducting training for all program staff to prepare for transition to LTSS in FY24
  - Invited new county council members and district 17 legislators to tour and visit CSS
  - Purchased the 9055 building and moved out of rented space at Industrial Drive
  - Developed renovation plans for the 9055 building and applied for federal earmark funding and state capital grant funding
  - Completed two quarterly QIO audits at 100% compliance

FY23 presented us with many challenges which have required us to be strategic and creative in our approach. While we continue to rebuild community connections and resources to support each person in the life they choose, CSS is preparing for a total change in our fiscal operations as the transition to LTSS is completed in

October of 2023.

As CSS moves into FY24, we will continue to work closely with our stakeholders, including individuals with disabilities, their families, community partners, and state and county agencies to identify new resources and develop innovative solutions to meet the challenges ahead. CSS has the administrative capacity to successfully transition to the new DDA funding system and to ensure that adequate resources are available for each person served. We look forward to continued expansion as new individuals choose CSS to support their self-directed goals.



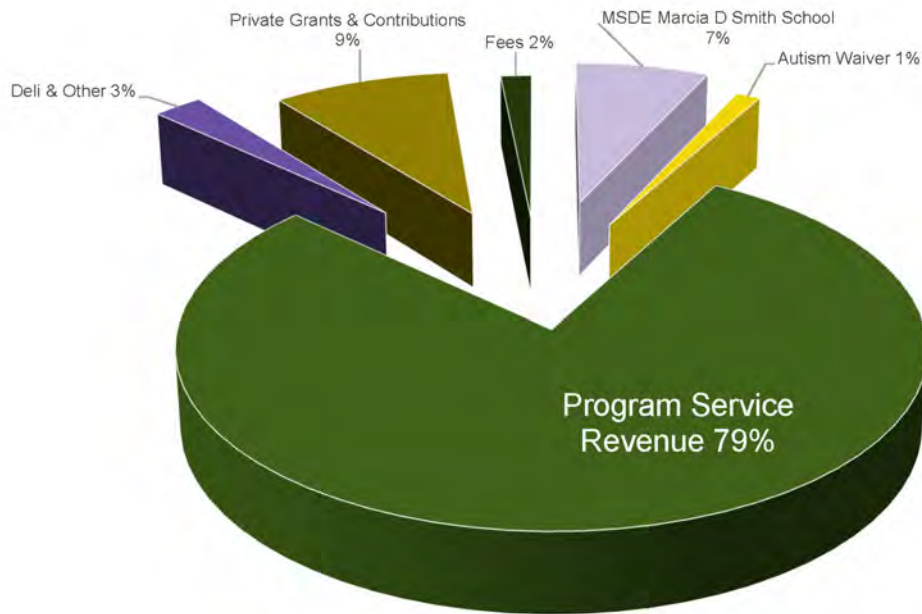
Laura Lear Glean  
Chief Executive Officer



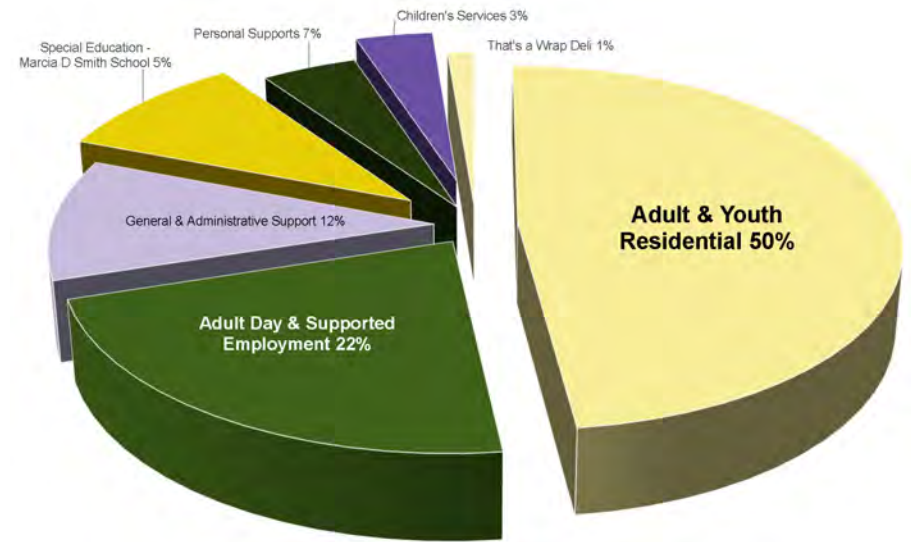
# Financial Summary:

## Year Ended June 30, 2023

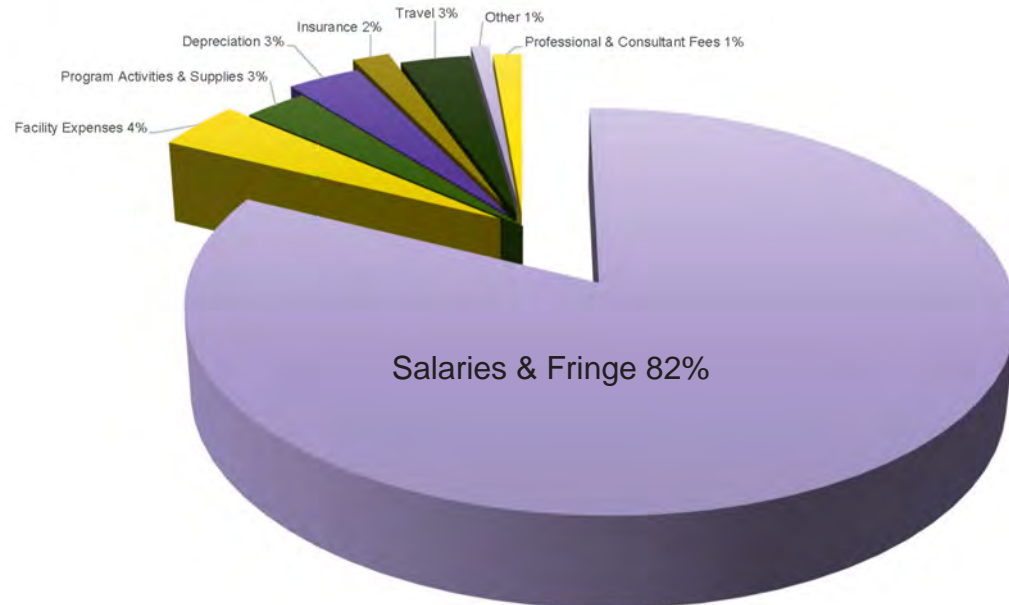
### Public Support and Revenue



### Expenditures by Service



### Expenditures by Major Category

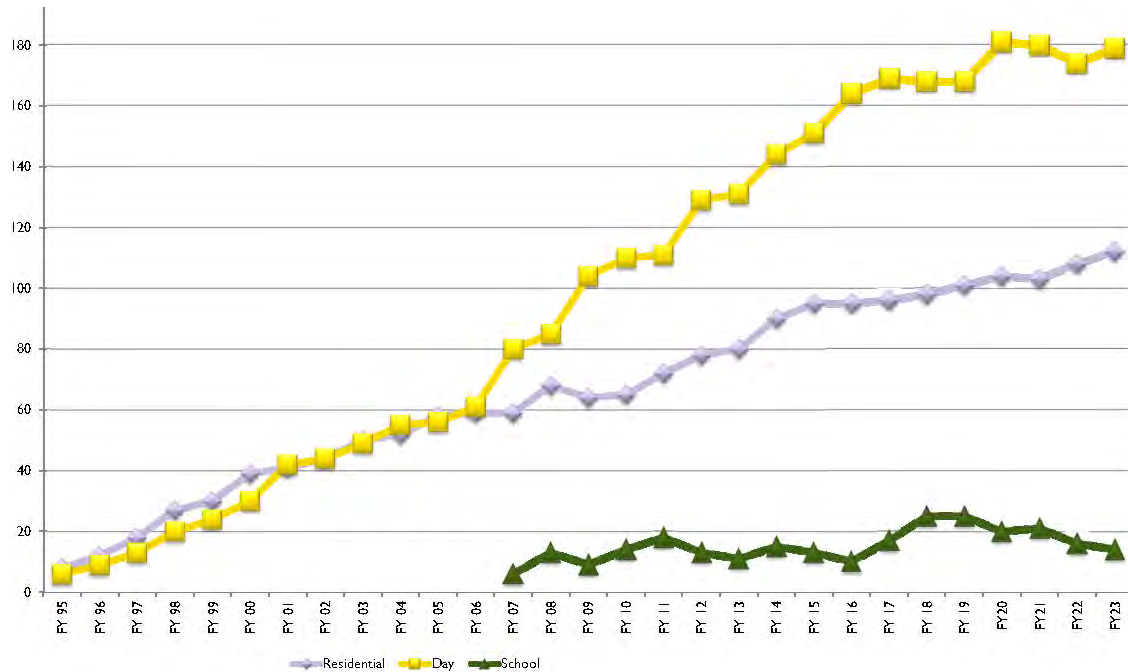


Community Support Services, Inc. is audited annually by Mullen, Sondberg, Wimbish & Stone.

A full FY23 audit report is available upon request.

# 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 FY23.



## Spotlight on Services

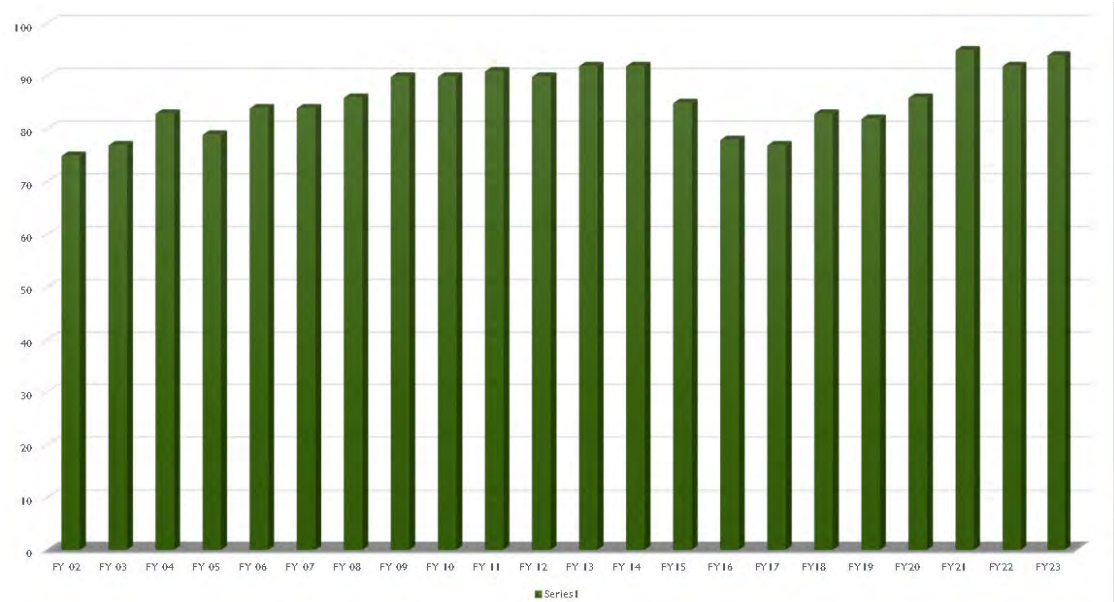
Thien-An began receiving non-public, special education services at the Marcia D Smith School in 2017. Thien-An lives at home with her family in Germantown and since entering the school she has been learning skills that will support her transition into adult services. With staff support, Thien-An participates in activities in the community and works on developing vocational skills and interests. Thien-An assists with the design of her schedule and it includes things that she enjoys such as horseback riding, gymnastics, ceramics class at VisArts in Rockville, and visiting the local library. Therapeutic services are integrated throughout her week and includes psychological, art, speech, and occupational therapies. Thien-An also held a community-based intern position at Ledo's Pizza on Darnestown Road where she developed skills folding pizza boxes, rolling silverware, wiping menus, and cleaning tables and chairs.

# 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 FY23 was 94%.

## Quality Assurance Measure: Annual Agency Average



## Spotlight on Services

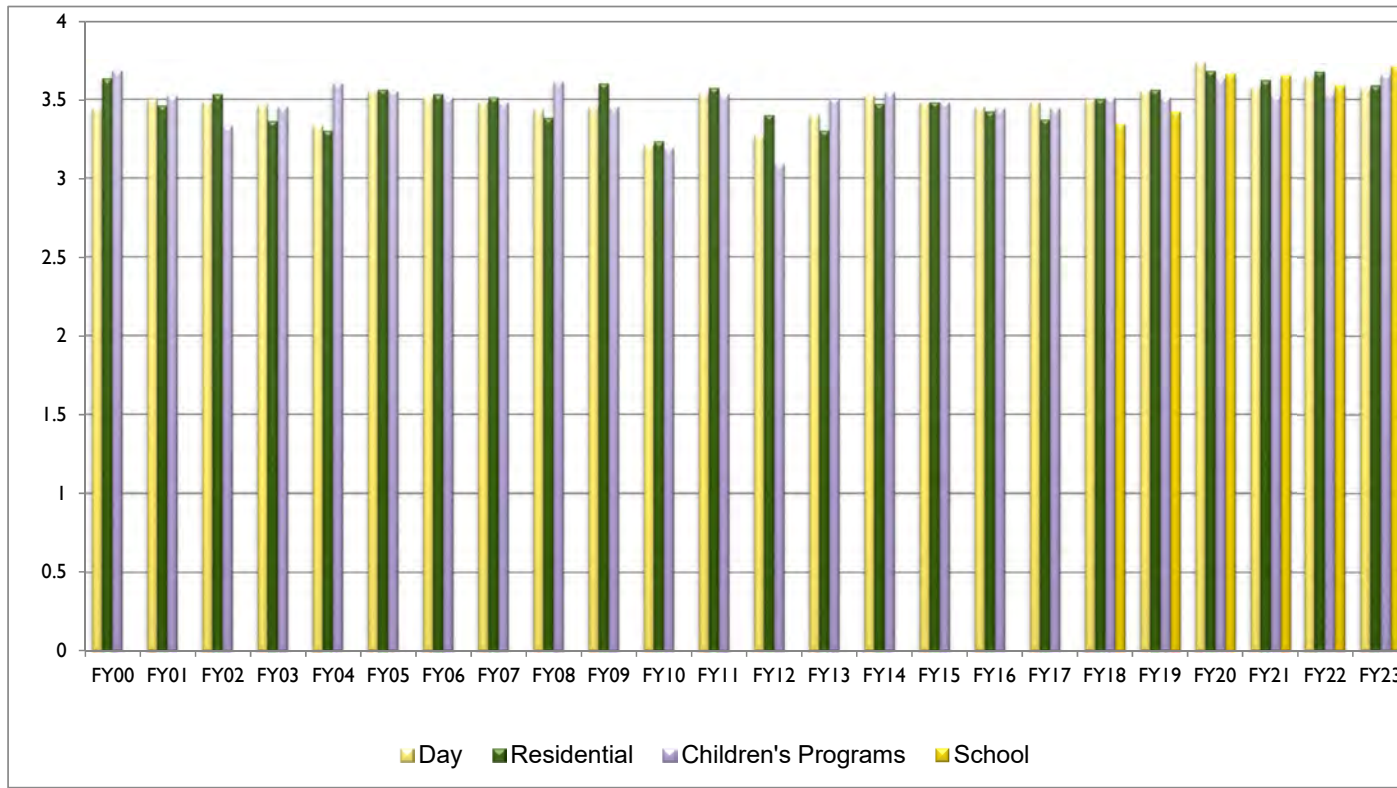
Ben, 31, and Sam, 29, are brothers who receive funding through the Community Pathways Waiver and have participated in programs at CSS since they were children. They successfully transitioned to residential services this year and live together in a townhome in Clarksburg. Ben and Sam are very active; they learned a new sport this year, pickleball, and have improved their bankshot skills. Both Ben and Sam have an individualized schedule reflective of their preferences and they each have unique interests and skills. Some of Ben's favorite activities include walking in the local parks such as Bohrer Park, Seneca Park, and Riley's Lock. Ben takes music therapy and it's important to Ben that swimming is on his schedule. Sam enjoys activities where he can talk to others. Sam prefers a structured daily schedule that includes opportunities to be in the community. In the warmer months Sam takes a gardening class in Wootton's Mill Park with his friends. On the weekends the brothers explore Black Hills Park together. Family is very important to both Ben and Sam and this is reflected in their choice to continue living with one another. They wanted a residence close to their other family members so they are able to regularly spend time with them both in their home and in the community..



# 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.

## Internal Satisfaction Survey Results Across Agency



# CSS Staff as of June 30, 2023

Kafui Aballo *RIA*  
Edith Abba *EIA*  
Hamda Abeka Ansah *Adult Services Specialist*  
Andre Aboue *OIA*  
Paul Ackah-Soboh *CCLS*  
Ablewa Acolatse *RIA*  
Aderonke Adebisi *RIA*  
Olubunmi Adejumo *LPN*  
Victor Adekola *CSA*  
Seliyatou Adeledou *Behavior Support Specialist*  
Olabode Adeniran *EIA*  
Evelyn Adu Nsafoa *IA*  
Yaw Adu-Gyamfi *EIA*  
Mulugeta Aembego *EIA*  
Elvis Afumbom *EIA*  
Nicole Agbakoba *Director of Community Health Services*  
Dede Agbodo *RIA*  
Anna Agbor *Nurse*  
Christiana Agbro *Substitute*  
Fatmatu Agne *Community Life Services Assistant*  
Jose Aguilera Sierra *RIA-T*  
Richard Agyekum *Substitute*  
Josephine Agyeman *RIA*  
Mark Agyenim-Boateng *EIA*  
Jennifer Ahmed *Psychology Associate*  
Metogbe Ahonon *OOS*  
Charles Aikins *Accounting Clerk*  
Ayikoe Ajavon *OOS*  
Nusirat Ajiboye *RIA*  
Omojesu Akinkuade *RIA*  
Olakunle Akinyode *OIA*  
Rose Marie Akoumenze *EIA*  
Karl Marx Akuaku *OOS*  
Opanin Ba Akyaa *Nurse*  
Josephine Alabi *RIA*  
Oladapo Alagbe *Health Information Systems Manager*  
Olusegun Alao *EIA*  
Victoria Alapati *EIA*  
Peter Alhassan *EIA*  
Joseph Allou *EIA*  
Kodjo Alode *RIA*  
Francisca Alvarez *TIA*  
David Amara *EIA*  
Katharine Andreassen *Director of B & IS for Children*  
Ayelevi Anenou *RIA*  
Tare Ere Aniagor *EIA*  
Emmanuel Anifalaje *OOS*

Abiodun Anjorin *SRIA*  
Marlyse Ankouma *RIA*  
Charlotte Annan *OOS*  
Felix Annor *TIA 2*  
Connie Antonio *Chief Financial Officer*  
Dora Apau *Nurse*  
Alex Appiah *RIA*  
Akwasi Appiah Kubi *SEIA*  
Kwaku Armooh *CSA/OIA*  
Janette Arnez-Turay *SEIA*  
Arezoo Aryaee *CSA*  
Joana Asamoah *RIA*  
Gideon Asante *Substitute*  
Robert Ashyono *RIA*  
Malik Ateyb *OIA*  
Yaovi Atigan *RIA*  
Nancy Atkinson *Psychology Associate*  
Esther Attemene *RIA*  
Daniel Attoh *CSA*  
Merveille Avinou *EIA*  
Stephanie Awono Atangana *RIA*  
Elvis Awungache *EIA*  
Lewis Awungnkeng *EIA-T*  
Ayivi Ayite Atayi *EIA*  
Myles Ayuketah *EIA*  
Comfort Badru *EIA*  
Sidi Bah *CSA*  
Janice Bailey-Goldschmidt *Director of Nutrition Services*  
Martin Baiye *OIA*  
Eleanor Bangura *RIA*  
Abu Barrie *EIA*  
Abubakarr Barrie *EIA*  
Fatima Barrie *CCLS*  
Sulaiman Barrie *CCLS*  
Salem Barry *OOS*  
Nuru Deen Barry *Technology Coordinator*  
Prince Beckley *Day and Employment Coordinator*  
Eudora Beckley *CCLS*  
Fetia Bedada *CCLS*  
Roozhan Behseta *Deli Worker*  
Dejuana Bell *EIA*  
Temitope Bello *RIA*  
Olasunkanmi Bello *RIA*  
Henrietta Bempa *EIA*  
Adwoa Bempa *Psychology Associate*  
Kwabena Bempah *RIA*  
Grace Bentley *EIA-T*



Andrew Berewa *EIA*  
Evan Bernstein *Day and Employment Coordinator*  
Samantha Blake *EIA*  
Sean Blakley *Director of Community Life Services*  
Millicent Boateng *Substitute*  
Akabla Bombo *SRIA*  
Emmanuel Bonsu *OIA*  
Peter Brigham *Director of Facility Operations*  
Joy Brill *Nurse*  
Daniel Briscoe *RIA*  
Robert Brown *Day and Employment Coordinator*  
Brenton Bryan *Deli Worker*  
Dorothy Buachie *RIA*  
Henry Buana *OIA*  
Emile Bulhassan *RIA*  
Chernor Bundu *EIA*  
Metuge Bwang *OOS*  
Karen Caffrey *Operations Manager*  
Sekou Camara *RIA*  
Jose Castillo *Custodial Technician*  
Alejandro Castillo Duron *RIA*  
Mariama Chaouki *RIA*  
Stephen Charyoe *IA*  
Ashley Chatneuff *Director of Community Relations*  
Nchangnwi Che *EIA*  
Fnu Ching Kwah Kenneth *EIA-T*  
Margaret Christie *OOS*  
Daniel Chukwuezi *IA*  
Emma Claimett *EIA*  
Benoit Codjia *OOS*  
Henry Coleman *EIA*



Oumou Conde *RIA*  
 Yembeh Conteh *EIA*  
 Peter Conteh *RIA*  
 Abubakarr Conteh *EIA*  
 Osman Conteh *CSA*  
 Robert Conteh *OOS*  
 Memuna Conteh *OOS*  
 Eliseus Cooper *EIA*  
 Alberta Corneh *CSA*  
 Michael Correal *Activities Coordinator*  
 Youssouf Coulibaly *RIA*  
 Ebenezer Cournoo *EIA*  
 Marcus Crawford *IA*  
 Amy Cryer *HR Administrative Assistant*  
 Elijah Curtis *EIA*

Senanu Dagadu *CCLS*  
 Adama Dainkeh *OIA*  
 Michael Dandridge *RIA*  
 Taiye Daniel *EIA*  
 Matilda Darko *RIA*  
 Sherma Darlington-Wilson *CSA*  
 Fatmata Davies *EIA*  
 Sally Davies *EIA*  
 Ameh Carl Max de Souza *EIA*  
 Emilio Del Toro Sanchez *IT Manager*  
 Anais Dele *RIA*  
 Jordyn Delo *CSA*  
 Jeremy Deschamps *CSA*  
 Fatoumata Diallo *EIA*  
 Hanna Dibaba *RIA*  
 Patrick Djateng Ngassam *RIA*  
 Serge Djomen Kwubonte *SEIA*  
 Colette Djomo *EIA*  
 Madeleine Djuenji *OIA*  
 Emmanuela Dobgima Njigum *SRIA*  
 Donald Donoghue *Deputy Chief Financial Officer*  
 Rhonda Dopwell Exil *Substitute Coordinator*  
 Brandon Dorsey *Fleet Manager*  
 Decemah Doryen *RIA*  
 Babatunde Dosumu *EIA*  
 Facia Dukuly *SRIA*  
 Mohamed Dumbuya *OIA*  
 Donald Durham *PE & Recreation Manager*  
 Audrey Kevin Dzali Noumbi *EIA*  
 Meghan Easterday *Coordinator of CO & C*  
 Sampson Edeful *EIA*  
 Obidike Ejimofor *OOS*

Ruth Ekane Kwin *RIA*  
 Tinuola Eko *Nurse*  
 Priscilla Ekpata *EIA*  
 Fnu Emmanuel Molinga Moki *RIA*  
 Eveline Enyime *RIA*  
 Nkeh Ernest *RIA*  
 Florence Eseh *RIA*  
 Florence Esehngome *Senior Delegating Nurse*  
 Mireille Essong Engoulou *SRIA*  
 Eric Estrin *CSA*  
 Ekese Ewane *RIA*  
 Tanyi Eyongetah *OIA*  
 Gloria Ezulike *EIA*  
 Atinuke Fadipe *Nurse*  
 Laetitia Fanya Hodjio *RIA*  
 Jemal Fedil *Substitute*  
 Mineva Feh Tita Kunkah *EIA*  
 Alain Bertin Felifack Toutsop *OOS*  
 Ana Paula Fernandes *EIA*  
 Mercy Fiamegu *IA*  
 Rufus Filani *EIA*  
 Ceoah Fiske *EIA*  
 Manuel Flores *CSA*  
 Natalie Fofanah *EIA*  
 Hassan Fofanah *IA-T*  
 Olubukola Folarin *CSA*  
 Gerald Folefac *EIA*  
 Dolagbenu Folly *EIA*  
 Christopher Ford *EIA*  
 Emmanuel Arnold Foyeng Ngamene *OOS*  
 A'Kim Frett *EIA*  
 Marencia Gakeh *Behavior Support Specialist*  
 Evelyne Gana *RIA*  
 Ivo Gana *SRIA*  
 Adama Ganda *SEIA*  
 Almamy Gassama *SEIA*  
 Denise Gatcham *Assistant Director of CWAS*  
 Adeyemi Gbadebo *EIA*  
 Onozo Gbaka Brede *RIA*  
 Betel Gebregiorgis *RIA*  
 Kennedy Gedepoh *COVID-19 Autism Waiver*  
 Theresa Geegbe *EIA*  
 Joseph Gibson *EIA*  
 Alicia Glassman *Disability Benefits Specialist*  
 Laura Lear Glean *Chief Executive Officer*  
 Madisyn Goaneh *EIA*  
 Antoinette Godwin-Cole *Behavior Support Specialist*



# CSS Staff as of June 30, 2023



Gustave Gohore *Substitute*  
 Josiane Gongang *EIA*  
 Fiona Gore *CSA*  
 Kavon Gray *EIA*  
 Wayne Gregory *Coordinator of D & CE Services*  
 Nathalie Guessele Souleymanou Epse Milol *RIA*  
 Peter Gwanyalla *SRIA*  
 Blessing Gyamfuaa *IA*  
 Michael Hachaba *RIA*  
 Margo Hale *EIA*  
 Erika Hamberg-Johnson *Director of Education*  
 Jesse Harkins *IA*  
 Susan Hartung *Special Education Teacher*  
 Melissa Henderson *CSA*  
 Ivo Hene Etone *CCLS*  
 Aisha Hines *EIA*  
 Luray Holland *EIA*

Lydia Houdroush *EIA*  
 Konan Houssou *RIA*  
 Miatta Hubbard *RIA*  
 Douglas Hubbard *Sen. Facility Maintenance Coordinator*  
 Eric Hufnagle *Day and Employment Coordinator*  
 Dana Hull *EIA-T*  
 Adebayo Idowu *EIA*  
 Mohamed Idriss *EIA*  
 Emmanuel Idun *RIA*  
 Thadeus Ilori *EIA*  
 Mayokun Ilori *EIA*  
 Kofoworola Iluyomade *IA*  
 Susan Ingram *President*  
 Oluwayomi Ipinlaiye *RIA*  
 Sampson Itoka *RIA*  
 Alhaji-Sheiku Jabbie *CSA*  
 Abraham Jalloh *EIA*  
 Jacqueline James *CSA/OIA*  
 Victoria James *CCLS*  
 Emmanuel Jartu *EIA*  
 Allison Jarvis *Assistant Teacher*  
 Nikita Johnson *EIA*  
 Ephraim Johnson *EIA*  
 Arminda Johnson *Lead Delegating Nurse*  
 Chana Johnston *Substitute*  
 Malika Jones *EIA*  
 Samuel Jones *Day and Employment Coordinator*  
 Allan Juxon-Smith *EIA*  
 Sarah Kabba *Behavior Support Specialist*  
 Gbesan Kabir *RIA*  
 Emmah Kamara *EIA*  
 Hafeez Kamara *SRIA*  
 Nkalagbati Kamara *OIA*  
 Abu Kamarah *EIA*  
 Joyce Kamei *CCLS*  
 Clarence Kandakai *EIA*  
 Osei Kankam *OIA*  
 Agyabeng Kankam *OOS*  
 Alsina Kanu *EIA*  
 Aloysius Kargbo *RIA*  
 Charles Kargbo *RIA*  
 Prince Karikari *OOS*  
 Shakiya Kelley *CSA*  
 Pascal Kengni *RIA-T*  
 Precious Kennedy *SEIA*  
 Deusdedit Kessy *EIA*  
 Barke Ahmed Khamis *EIA*

Emmanuel Khanu *EIA*  
 Sarah Kima *Behavior Support Specialist*  
 Kerri Kimbrell-Silva *Director of Dietary Services*  
 Chris Kinyanjui *Substitute*  
 Christiane Martine Raphael Kissolo *RIA*  
 Kelvin Kisusi *CSA*  
 Eric Knowlden *CSA*  
 Priscilla Kodock *RIA*  
 Ambrose Koenig *EIA*  
 Folly Toukui Kos Koeviya *EIA*  
 Alice Koffy *RIA*  
 Hassan Komeh *SRIA*  
 Yawo Kondo *Substitute*  
 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 *OIA*  
 Kouassi Kouakou *Substitute*  
 Kouakou Kouassi *RIA*  
 Mary Kouko *EIA*  
 Lucie Kouonang Djoumgoue *CSA*  
 Komlan Kouvedou *RIA*  
 Ameh Kowou *EIA*  
 Alain Kue *RIA*  
 Adamah Kuevey *EIA*  
 Glory Kum *Nurse*





## Spotlight on Services

Anand has created a schedule for his adult day habilitation, personal support and behavior support services which reflects his interests and needs. Community involvement and interacting with peers are important to him. On a daily basis Anand participates in recreational and social activities with others who have similar interests. He takes yoga at the Casey Community Center, a fitness class at the Thomas Farm Recreation Center, and attends music therapy and interactive art classes. Anand adjusts his weekly schedule as the seasons change and new opportunities arise. Anand enjoys virtual activities which gives him additional flexibility to engage in his interests and connect with his peers. 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. Anand lives with his family in Montgomery County and during the COVID-19 crisis he received services from CSS based at his home. Personal Supports services provide the resources that enable him to be successful.

Solange Kutowu *EIA*  
 Josephine Kuyembah *IA*  
 Georgina Kyeremateng *RIA-T*  
 Bolanle Ladele *SRIA*  
 Naa Shika Lamptey *RIA*  
 Kenneth Ogugua *Lawrence CSA*  
 Fessou Lawson *Behavior Support Specialist*  
 Odessa Lawton *EIA*  
 Keyona Leftwood *EIA*  
 Tsegaye Legesse *Deputy Chief Financial Officer*  
 Retta Lemma *EIA*  
 Milene Linda Levai *EIA*  
 Erica Lipford *RIA*  
 Rawshan Lisa *RIA*  
 Edmonde Loko-Ayika *RIA-T*  
 Dorothy Looky Djobo *Coordinator of CO & C*  
 Nziengung Louis *RIA*  
 Kerrie Love *HR Generalist*  
 Regina Lum Epse Nyam *EIA*  
 Laura Lurshe Churye *RIA*  
 Mamanou-Anne Luwawa *EIA-T*  
 Abu Bakarr Macauley *RIA*  
 James Macollins *SRIA*  
 Dasse Madou *RIA*  
 Liliane Mafokogne *SRIA*  
 Lionelle Magnikeu Ponde *Substitute*  
 Linus Mancho *OIA*

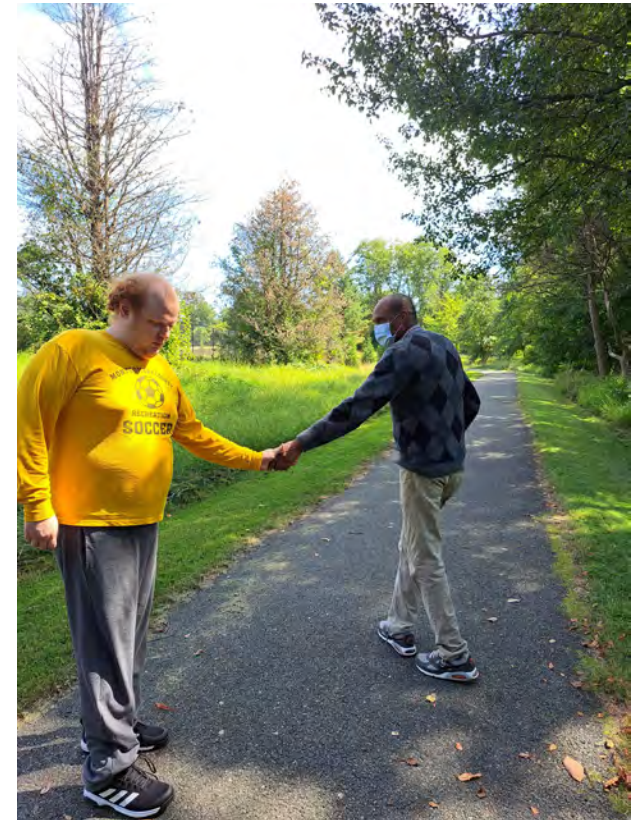
Evangeline Mancka *EIA*  
 Binta Mansaray *EIA*  
 Salome Marco *SRIA*  
 Bernard Martey *EIA*  
 Claudia Martinez *RIA*  
 Sheryl Mason *EIA-T*  
 Lisa Massey *EIA*  
 Mersianne Massoh *EIA*  
 Robyn Matthews *EIA*  
 Bernadette Laetitia Mbel II Epse Nanga *RIA*  
 Bongadu Mbydzenyuy *RIA*  
 Nicholas Mbogo *RIA-T*  
 Ephraim Mbonu *EIA*  
 Chi Mbonu *CSA*  
 Leopold Mbunga *SRIA*  
 Adam McArthur *Asst. Dir. of Day and ES*  
 Stacey McCarley *Accounts Receivable Specialist*  
 Joshua McFalls *EIA*  
 Ghislaine Mekemte Foky *EIA*  
 Belayneh Mengesha *EIA*  
 Priscilla Mensah *EIA*  
 Isaac Mensah-Poku *RIA*  
 Cynthia Meredith *Education Specialist*  
 Gaelle Metiadem *EIA*  
 Emmanuel Mfaw Ngegie *RIA*  
 Komi Midekor *EIA*  
 Anna Miller *RIA*

Mariah Mkandawire *Special Education Teacher*  
 Emmaculate Mokito *OOS*  
 Christin Molongoski *Data Management Specialist*  
 Courtney Monroe *CSA*  
 David Morris *EIA*  
 Lonnell Morris *IA-T*  
 Ashley Moss *Special Education Teacher*  
 Marissa Mott *Coordinator of CO & C*  
 Frederick Motuba Luma *EIA*  
 Agathon Mouganda *RIA*  
 Sophie Moukembou Mavioka *Accounting Clerk*  
 Angela Moulongo-Boussoukou *Deputy Dir of CLS*  
 Ngamimie Moussa *SRIA*  
 Shifa Muhammad *OIA*  
 Eugene Mulume Yumba *RIA*  
 Fokum Munawoe *OOS*  
 Eric Musa *EIA*  
 Felix Mutia *EIA*  
 Khadijat Nafiu *SRIA*  
 Therese Nana *RIA*  
 Folestine Chimene Nanyang Tcheumani Epse Njin *CSA*  
 Eric Ndala *EIA*  
 Thaddeus Ndanjong *EIA*  
 Brian Ndansi *RIA*  
 Rose Ndemazea *RIA*  
 Vasty Ngeyup *CSA*  
 Marie Anne Ngolo Ntsede *EIA*

# CSS Staff as of June 30, 2023

Walter Ngu *OIA*  
Kingsley Ngunjoh *EIA*  
Kim-Thanh Nguyen *Office Manager*  
Erin Nickell *Medical Coordinator*  
Garmai Nipeh *SRIA*  
Carl Nji *RIA*  
Aja-awa Njie *EIA*  
Sam Njinda *RIA*  
Laurent Nkanko Ndjankam *RIA*  
Rhody Nkansah *RIA*  
Oswald Nkimbi *EIA*  
Epede Lowo Nku Ndolo *CSA*  
Samantha Nowamaani *IT Help Desk Manager*  
Carine Nya *Coordinator of Adult Virtual and WAS*  
Theodora Nyamboli Bongsha *EIA*  
Christel Nzume *CSA*  
Olushola Obanla *CSA*  
Alexander Oberlin *Coordinator of Innovative Services*  
Christine O'Connor *Director of Operations*  
Frederick Ofori *EIA*  
Andy Ojinnaka *EIA*  
Naomi Okafor *OOS*  
Moshood Oke *RIA*  
Dominic Okoji *RIA-T*  
Chidubem Okoli *RIA*  
Buggi Okundaye *OIA*  
Adejoke Oladipo *RIA*  
Samson Olanipekun *RIA*  
Rebecca Oleksa *Staff Development Manager*  
Zainabo Oliveira Omar *RIA*  
Jaden Olley *IA*  
Marius Oloumou Etoungue *Staff Development Specialist*  
Cinderella Omiagbo *EIA*  
Olufunke Omopariola *CSA*  
Modupe Omopo *EIA*  
Christine Onemu *RIA*  
Theresa Orah *Substitute*  
Ossy Orieh *RIA*  
James Orsini *Garden and Landscape Coordinator*  
Jose Ortiz *Maintenance Technician*  
Ange Ory *Substitute*  
Emmanuel Osemene *SRIA*  
Adekunle Oshin *RIA*  
Sylvie Ouelega *BCBA*  
Dagobert Owono Mbarga *EIA*  
Kofi Owusu Kankam *OIA*

Tchedye Palanga *RIA*  
Katherine Pena Lovo *IA*  
Emmanuel Pierre Pierre *OIA*  
Morenike Popoola *RIA*  
Carlos Prado *CSA*  
Willie Prout *CCLS*  
Ebenezer Quarshe *EIA*  
James Quaye *OOS*  
Maima Quermorllue *EIA*  
Lashawn Rankin *RIA*  
Timothy Reeves *OIA*  
James Richards *CCLS*  
Julie Ricketson *Deli Worker*  
Rafael Rios *CSA*  
Nichola Robb *Chief Information Officer*  
Craig Roberts *Director of Adult Recreation Services*  
Keona Robinson *OOS*  
Samantha Robinson *LTSS & EHR Manager*  
Juan Ramon Rodriguez *Custodial Technician*  
Arielle Ruiz *EIA-T*  
Elizabeth Saah *EIA*  
Dennis Sackey *RIA*  
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Mary Sakwe *RIA*  
Fadhil Saleh *RIA*  
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Coumba Sangare *EIA-T*  
Mounirou Sani *Substitute*  
Cecilia Sarkodee *Service Documentation Specialist*  
Momo Sarnor *OIA*  
Gilliane Sasvari *RIA*  
Rhonda Sbona *Director of Human Resources*  
Tajoacha Scott *SRIA*  
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Chrispine Shija *RIA*  
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Earlene Stewart *SRIA*  
Nadine Strong *EIA*  
Mona Stubblefield Smith *OOS*  
Katherine Raymond Stull *Deputy Chief Services Officer*  
Fnu Suh Nforbangong Nebasi *SRIA*  
Alimamy Suma *CSC-T*

# CSS Staff as of June 30, 2023

Joe Sumo *CCLS*  
 Jonathan Swann *Dir. of Day and Employment Services*  
 Mariama Sy *OIA*  
 Junior Isabelle Tagny *Tchoumkoua RIA*  
 Beatrice Tamakloe *OOS*  
 Christopher Tambu *OIA*  
 Evaristus-Akem Tanyi *RIA*  
 Sheku Tarawally *SRIA*  
 Sarah Tarawally *CSA/OIA*  
 Michael Tau *EIA*  
 Steven Taylor *EIA*  
 Yurani Taylor *HR Specialist*  
 Cephise Tchamou Etcheu *CCLS*  
 Anne Tchappi *EIA*  
 Pascal Tchinda *RIA*  
 Guy Daniel Tchoubou Foukeng *CSA/OIA*  
 Christian Teah *RIA*  
 Peter Tease *RIA*  
 Nadine Teasley Fundo *EIA*  
 Dagmawe Tefra *Support Staff Operations Manager*  
 Wilson Tejada Ngo *EIA - Administrative Services*  
 Fasil Temesgen *Safety Specialist*  
 Kelly Teshoukong *RIA*  
 Theophilus Tetteh *OOS*  
 Robert Tetteh *EIA*  
 Israel Tetteh *RIA*  
 Reginald Thompson *OOS*  
 Francois Thypam *EIA*  
 Harrison Tiah *Assistant Teacher*  
 Toh Tibuck *RIA*  
 Marian Topen *RIA*  
 Brell Toukam Ouafu *OIA*  
 Mariame Traore *RIA*  
 Arnauld Tsougoum Tchinda *OIA*  
 Ronita Turner *EIA*  
 Mir Uddin *Senior Delegating Nurse*  
 Ngozi Ukatu *RIA*  
 Gerald Uzoka *EIA*  
 Maitha Vandt *EIA*  
 Yoselyn Velasquez Pena *SEIA*  
 Damika Ward *EIA*  
 Deanna Washington *IA*  
 Rose Washington *OIA*  
 Charlisha Washington *Talent Acquisition Specialist*  
 Wellington Wasonga *CCLS*  
 Birdelyn Weems *EIA*  
 Linda Williams *RIA*



Deborah Williams-Dean *Director of Psychology*  
 Jude Williamson *OOS*  
 Mariama Wilson *RIA*  
 La'Bre Wilson *IA*  
 Lucy Wilson *EIA*  
 Janet Wilson *Clinical Services Assistant*  
 Christopher Wilson *Operations Administrative Assistant*  
 Sherry Wing *Psychology Associate*  
 Micheal Keka Woleta *RIA*  
 Fatu Wonyen *EIA*  
 Lansana Woobay *CSA/OIA*  
 Jean Marie Worou *RIA*  
 Adam Wysong *Behavior Support Specialist*  
 Amin Yansaneh *SRIA*  
 Gibril Yansaneh *SRIA*  
 Janet Dora Yeboah *EIA*  
 Pierre Yombi Essama *RIA*  
 Eliane Yondou *OIA*  
 Monica Zelma *Community Engagement Manager*

## Consultant and Professional Services

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>
Leslie Martone	<i>Psych Associate</i>
Steve Poss	<i>Occupational Therapist</i>
Laura Schneider	<i>Art Therapist</i>
Marcia Smith	<i>Psychologist</i>
Annette Williams	<i>Family Consultant</i>
Jackie Zamora	<i>Adapted Zumba Instructor</i>



# Partner Employers



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Casey Community Center  
Century Ford  
CPK (California Pizza Kitchen) Restaurant  
Damascus Community Recreation Center  
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EyeBlack  
Food and Friends  
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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  
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)  
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Sasuns Cafe Restaurant  
Silver Diner Restaurant (RIO)  
So What Else, Inc.  
St Francois Church  
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Taco Bell Restaurant  
Upcounty Hub  
Upper Country Community Center (UCCC)  
White Oak Senior Center  
Woodmont Grill  
WUMCO (Poolesville)  
YMCA (Bethesda)  
YMCA (Silver Spring)



*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](mailto:jsolyst@css-md.org) or 240-702-5987 for more information.**



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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

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Amy Rappaport  
Asher Ellis  
Brian Hustvedt  
Christian Braisted  
Devin Page  
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John E Simkins  
Jonathan Jean  
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



## **Community Support Services, Inc.**

9075 Comprint Court, Gaithersburg, MD, 20877

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

