



REACHING FOR THE STARS



2 0 1 0 A N N U A L R E P O R T

IF YOU CAN'T BE A PINE ON THE TOP OF THE HILL
BE A SCRUB IN THE VALLEY — BUT BE
THE BEST LITTLE SCRUB BY THE SIDE OF THE RILL;
BE A BUSH IF YOU CAN'T BE A TREE.

IF YOU CAN'T BE A BUSH BE A BIT OF THE GRASS,
AND SOME HIGHWAY SOME HAPPIER MAKE;
IF YOU CAN'T BE A MUSKIE THEN JUST BE A BASS —
BUT THE LIVELIEST BASS IN THE LAKE!

WE CAN'T ALL BE CAPTAINS, WE'VE GOT TO BE CREW,
THERE'S SOMETHING FOR ALL OF US HERE.
THERE'S BIG WORK TO DO AND THERE'S LESSER TO DO,
AND THE TASK WE MUST DO IS THE NEAR.

IF YOU CAN'T BE A HIGHWAY THEN JUST BE A TRAIL,
IF YOU CAN'T BE THE SUN BE A STAR;
IT ISN'T BY SIZE THAT YOU WIN OR YOU FAIL —
BE THE BEST OF WHATEVER YOU ARE!

— By Douglas Malloch



As you know, 2010 was a challenging year for businesses in the for-profit and non-profit sectors. Despite these challenges, Center for Social Change's staff and volunteers continued our efforts to provide opportunities to the individuals we support. Not content to maintain the status quo, we decided to **REACH FOR THE STARS** no matter how big, or small, the undertaking has been.

Providing high-quality services results from identifying challenges, and setting goals to meet those challenges. CSC's staff members dedicated themselves to reach, and then surpass, those goals, with accreditation of all of CSC's programs by the Commission on Accreditation of Rehabilitation Facilities (CARF) being clear evidence of that success.

But we didn't stop there. As you'll see in the pages of this annual report, Center for Social Change continued its focus on enhancing the lives of the individuals we support. Combining hard work with a deep sense of caring, our staff and volunteers exceeded our expectations. Together, we have risen above and beyond what we had hoped to achieve.

The individuals that we support accomplished many achievements in 2010. For some, their successful transition into adulthood enhanced their independence. For those who employed their unique skills in service to others, a strong sense of accomplishment was felt. And there were those individuals who experienced the personal pride that comes from succeeding in smaller, but no less challenging, ways. Each of these life experiences helped the individuals we support enhance their personal feelings of pride and achievement.

As our programs continue to expand and evolve, individuals supported by CSC thrive as a result of finding and keeping jobs, living in their communities, and exercising their rights as citizens.

We are proud to have met the challenges in 2010, and everyone at CSC has their eyes and hearts set on reaching for the stars, and what lies beyond, in 2011!

I would like to thank you for your continued support of Center for Social Change.

Sincerely

Dr. Joseph Mathew
President
Center for Social Change



Malcolm Johnson – living life to the fullest

The **PRIDE** that Malcolm Johnson feels about his accomplishments is obvious in his constant smile. During this past year, Malcolm successfully managed a number of significant life changes as he transitioned from a CSC community housing program serving children to one serving adults.

PRIDE

MALCOLM JOHNSON

Perhaps Malcolm's greatest challenge was the move to a new home with new housemates. For Malcolm, however, this hardly stopped him, as he easily moved into the flow of responsibilities in his new home. "Malcolm has an incredible sense of independence around the house; he may have physical difficulties, but he doesn't let them get in the way of life" says Malcolm's program coordinator.

Malcolm's new life also brought with it responsibilities related to the adult world of work. Having moved to CSC's Community Employment Services Program, Malcolm now participates in job development workshops and trainings, and practices the skills he learns in a variety of work scenarios. His natural sociability is apparent, as Malcolm is well-liked by staff and others in the program.

By honoring his clear expressions about the services that he wanted, where he wanted to receive them, and when he received them, Malcolm was provided the opportunity to develop a safe and independent life. His developing sense of pride and accomplishment provide the foundation on which his dreams of the stars that he will conquer are built.

Malcolm receives supports in Center for Social Change's **COMMUNITY HOUSING FOR ADULTS PROGRAM**. The mission of this Program is to provide the resources needed by individuals with intellectual disabilities to enable them to achieve independence, to exercise self-determination and rights and, with partnerships in the community, to enhance their opportunities to live healthy, safe and valued lives.



Audrey's pride about herself is hard to disguise



Nathan and Cassandra proudly display their Boardwalk winnings

Pride of country is important to Robert



Cathy's medal for participation during CSC's Sports Day is clearly a source of pride for her





Tyneshia Miller's ever-present smile leaves little doubt that she is enjoying the choices she has been able to make

“What do I want my life to look like? Where do I want to live, and with whom? What do I want to do with my life?” Tyneshia Miller is an excellent example of someone who is taking full advantage of her **RIGHT TO CHOOSE.**

CHOICE

TYNESHIA MILLER

As she considered a move to a home at CSC, Tyneshia was happy to learn that she would be assisted in painting her room any color she wanted, and in planting a garden in the back yard of her new home. After being asked if she could teach others how to plant their own gardens, Tyneshia and her mom decided that CSC was where she wanted to be, and she moved in. Guided by the expressed desires of Tyneshia and her supportive family, CSC's staff helped Tyneshia begin to participate in household chores, as well as to make important choices about the cultural, social, recreational, and spiritual activities that she wished to participate in.

“Ever since she moved in with us, Tyneshia has been a real help,” says her program coordinator. “Besides helping out in the kitchen, she's always ready to assist the staff and her housemates with other chores and activities.”

During this past year, Tyneshia especially enjoyed visits to the bowling alley and the shopping mall. “She's a fan of movies,” adds her program coordinator, “but, her favorite past time is bowling. Tyneshia is very happy with the choices she has made.”

“Tyneshia is very happy with the choices she has made.”



Donald and Nathan decide what is really important to them



For Bill, “choosing” means doing what he really loves to do



At work or play, the choices we make say a lot about who are



Tony Fallon assists CSC in translating documents into Braille format

In pursuit of his goal of **INDEPENDENCE**, and with the support of staff who are well trained in the art and science of job development, Tony Fallon works at CSC's office reception desk several days a week.

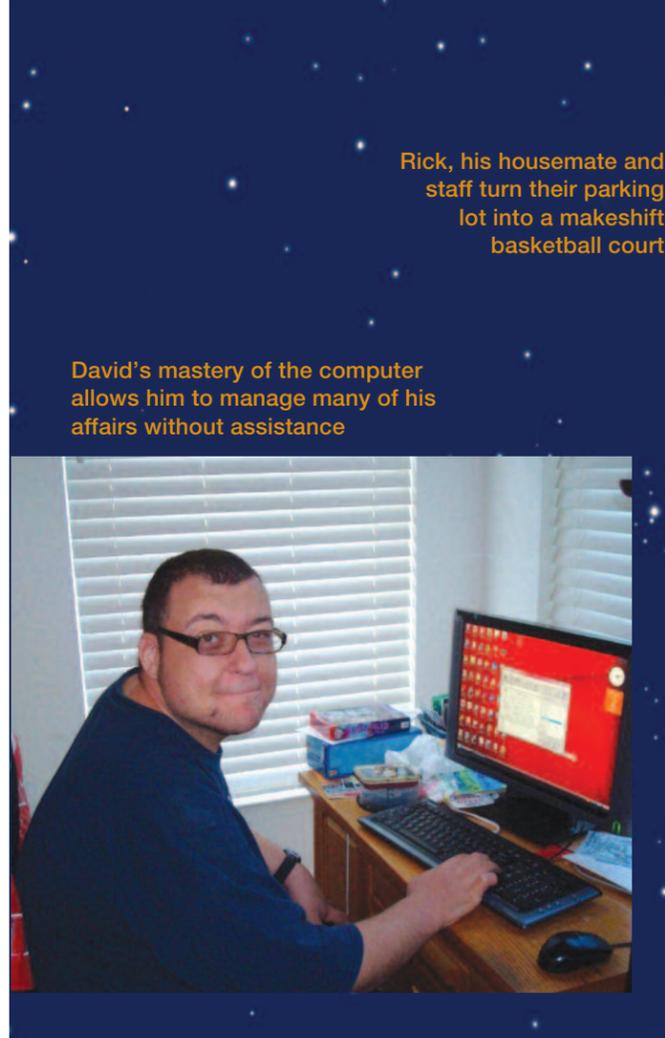
INDEPENDENCE

TONY
FALLON

Although Tony is blind, he is an excellent receptionist; Tony even converted the entire phone list to Braille so he could locate people faster and serve visitors better. When he first began in this position, he required considerable 1:1 assistance with the task; however, as he became more independent, his support staff gradually decreased their presence on the job. Today, Tony's dream of working on the telephones completely independently has been achieved.

Tony's support staff also helped him translate his unique skills into additional opportunities to assist others. When CSC modified all its information into formats accessible to everyone, regardless of disability, Tony was the natural choice to translate those materials into Braille. Ensuring that each individual has full access to all of CSC's resources is what we are all about, and helping others gain this access gave Tony an additional boost as he reaches for the stars.

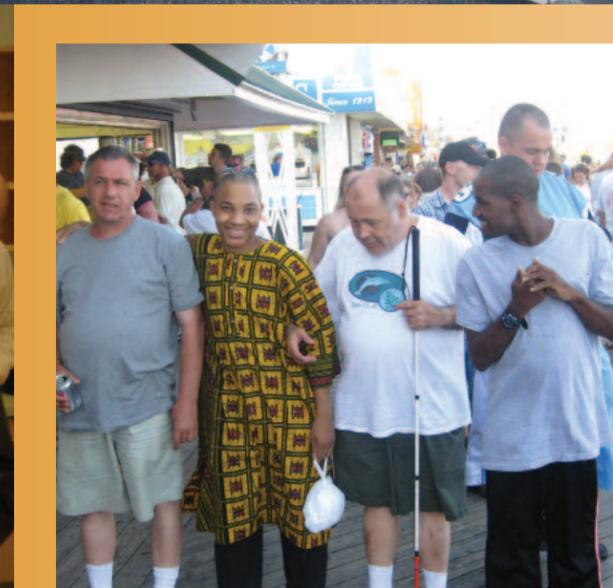
Tony Fallon receives supports from Center for Social Change's **COMMUNITY EMPLOYMENT PROGRAM**. This program focuses on providing individuals with intellectual disabilities the resources they need to obtain employment in their communities. The major components of this program are job development, job training, and job supports.



David's mastery of the computer allows him to manage many of his affairs without assistance



Rick, his housemate and staff turn their parking lot into a makeshift basketball court



Bill, Nathan, Tony, Antonio and Donald (back) – friends exploring their world

Nathan chats with President Pat Clark at the conclusion of a recent community association meeting

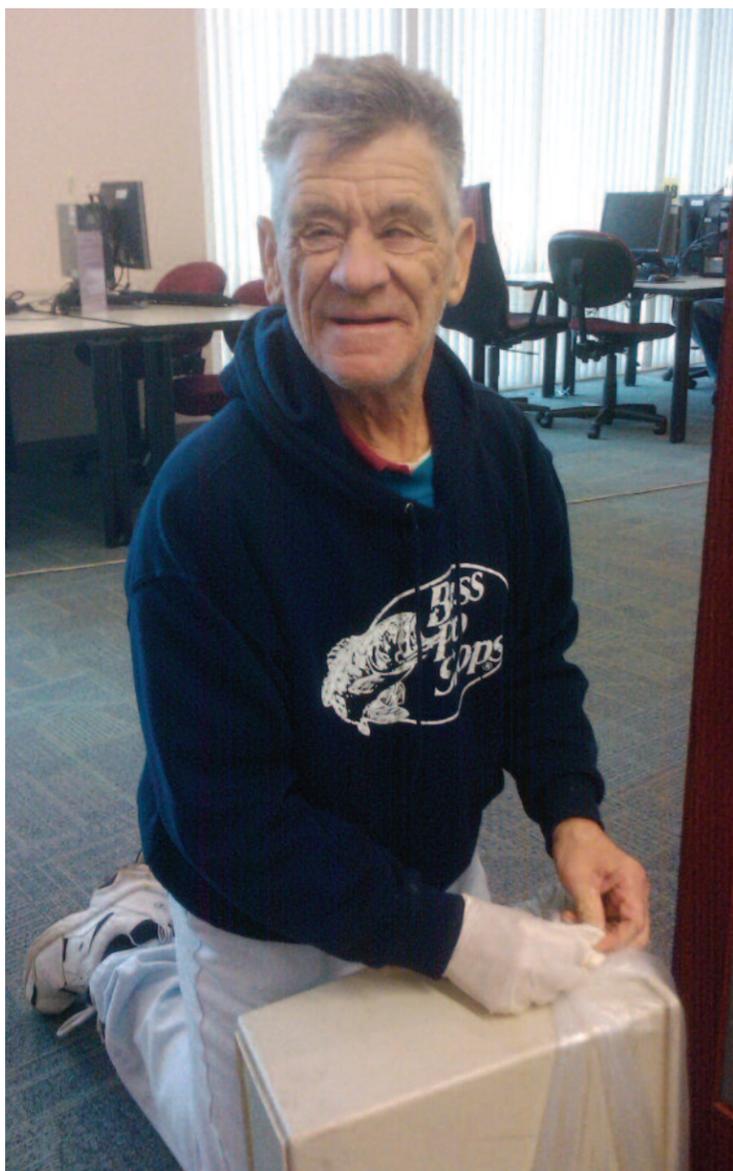
ERNEST KLOCKE:
REFUSING TO
SLOW DOWN

INDIVIDUAL RIGHTS

Don't ever tell Ernest Klocke that he is "supposed" to retire, because he simply isn't ready to stop working. Even at the age of 75, Ernest is asserting his **RIGHT** to the feelings of satisfaction, productivity, and value that come with putting in a good day's work.

Ernest has received employment supports from CSC for five years, and he's not showing any signs of slowing down. Having been assisted in mastering the critical skills needed to identify, obtain, and maintain his job, Ernest works with pride at the University of Maryland, Baltimore County where, as a member of the library janitorial staff, his chores include dusting, mopping, and wiping tables. Every day, he is awakened by the support staff in his house, and after his breakfast Ernest boards the mobility bus and rides over to the campus. Through his dedication to his work and his co-workers, Ernest has realized a sense of pride and independence.

"He has no intention of ever retiring, and he's never late or misses a day at work," says his program coordinator. "Working in the program fills his day, and keeps him busy, and that makes him happy." Helping Ernest fulfill his dream of working straight through retirement allows him to appreciate that with the right amount of support and determination, he can reach for the stars – and catch them!



Ernest Klocke demonstrates an ongoing commitment to his work



Tyrone Morris (seated) is assisted by Vernon Streater (left) and Michael McCormick (middle) as he shreds documents.

Tyrone Morris has traveled a long way at CSC's Vocational Program in seven short months. He has made great strides in mastering those skills that are necessary for successful **INTEGRATION** with others – listening, respecting others, and patience.

COMMUNITY INTEGRATION

TYRONE MORRIS

Before entering the program, a customized plan was developed that was based on an assessment of Tyrone's abilities, needs, and preferences. And, as time has gone on, regular reviews of his plan have ensured that his plan has evolved to reflect his developing skills.

At first, Tyrone's communication and behavioral challenges made his successful community integration difficult. However, his staff's commitment to his progress slowly enabled him to participate with others in the program, and he began to learn new relationship skills. His first hurdle was learning to sit patiently and quietly while the others participated in group activities.

As he began to learn these skills, Tyrone demonstrated an increased ability to cooperate with others on new tasks. When it was clear that Tyrone was ready for the next challenge, his ability to accept direction from others was developed by his being paired with staff to learn a new skill. Within a short time, Tyrone had learned how to cooperate with staff, and had mastered the operation of CSC's document shredding equipment, and he steadily increased his ability to interact with staff for longer periods of time. "Tyrone has increased the amount of time that he is able to work with staff from five minute intervals to a full thirty minutes in a short amount of time," says his program coordinator. "He has become very successful in working with others in the shredding area, and it's amazing the progress he's made in less than a year."

"He's a much different person than when he first started with CSC," says his program coordinator. "Tyrone has come a long way towards developing skills that he will need to become an active member of his community, and we're all very proud of him." And those who know Tyrone can sense that, although he might not be able to express it with words, he is proud to be working towards his dreams.

CCS's new Community Relations Department has a two-fold role: **BUILDING RELATIONSHIPS** with significant stakeholders, and facilitating the **COMMUNITY INTEGRATION** of those we support. The past year has been a busy on both fronts.

BUILDING COMMUNITY RELATIONSHIPS

This has been a “year of making connections” for the Community Relations Department. As a result of our active membership in local Chambers of Commerce, many community businesses have become newly aware of the role that CSC plays as an important community resource. The individuals we support have already benefited from these relationships through the 35 free or discounted tickets to a motorcycle show that were donated, or by the 50 free tickets donated for a recent “Nuclear Cowboyz” show. Attendance at these events created opportunities for the type of community integration that CSC strives to foster for each of the individuals we support.

During the past year, CSC's financial sponsorship of significant community events has provided opportunities for us to give back to the communities that support us, and for the individuals we support to participate in their communities. As one of the major sponsors of Randallstown's Annual Tree-Lighting Ceremony, CSC was extremely proud when one of the individuals we support was invited to “throw the switch” to light the tree at this community-wide event.

CSC, a charter member of the newly forming Civitan community service club, is represented at a recent meeting by Arthur Gold, Director of Community Relations (seated third from left)



The mission of the **COMMUNITY RELATIONS DEPARTMENT** of Center for Social Change includes helping to build connections for individuals with intellectual disabilities to their communities, and to increase the awareness by the public of the valuable role that these individuals can play in their communities.



The Randallstown Community Park will benefit from volunteer maintenance performed by CSC-supported individuals



Quintin and Todd prepare a newsletter mailing for a social service agency working in Thailand

Likewise, CSC's sponsorship of Northwest Hospital's Community Health Fair helped bring health screenings and information to those in the wider community, and to the individuals we support.

CSC's active participation on the Liberty Road Business Association Board of Directors, and with the Fieldstone Community Association, further links us, and the individuals we support, to our communities. Through these relationships, individuals supported in CSC's residential program have volunteered to provide grounds maintenance that will keep the Liberty Road pocket-park an inviting gathering place for its neighbors.

Educating professionals and the general public about the contributions to be made by individuals with developmental disabilities is an important responsibility of any provider agency. During the past year, CSC participated in several Service Learning Fairs, where students learn how they can assist CSC in our mission by volunteering in one of our programs as part of their college curriculum.

Their volunteer participation during this past year's MPT's Pledge Drive provided several staff and an individual the opportunity not only to support their community, but also to address the viewing audience with a message about the contributions that individuals with intellectual disabilities can make to their communities.

CSC's participation with volunteer service agencies further demonstrates our commitment to giving back to our community. As a charter member of the local Civitan Club, CSC has committed to providing resources in support of the wider community of individuals with intellectual disabilities, beyond those that CSC directly serves.

During the past year, individuals in CSC's Employment Services Program volunteered to prepare a mailing for a non-profit which supports children with disabilities in Thailand. This effort demonstrated that everyone has skills they can offer to their communities.

Enhancing the independence of those we support, and their ability to exercise their individual rights, is paramount to the mission of CSC. During the past election year, individuals that we support were assisted in becoming registered voters, in attending Candidates' Forums where they could learn about the issues, and in getting to the polls to vote.



Wyndella greets the crowd as she prepares to light the community Christmas tree



CSC's Program Director, Dana Dimas, takes a winter plunge in support of Special Olympics

COMMUNITY INTEGRATION
INDEPENDENCE
INDIVIDUAL RIGHTS
PRIDE
CHOICE

the building blocks for a happy, connected, and fulfilled life.

**2010
CONTRIBUTORS**

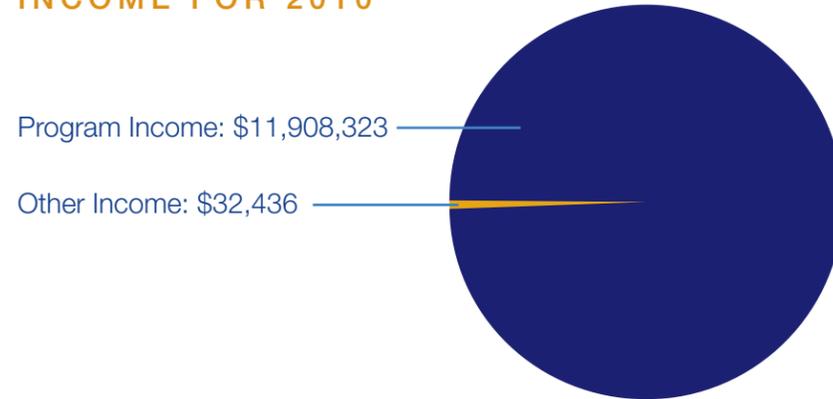
- Jackie Albertson
- William and Margaret Ankrum
- Brooks Benefit Services, LLC
- Combined Charity Campaign
- Skaira and Annamma Ellimoottil
- Frankford Exterminating Co.
- Arthur and Margaret Gold
- Janet Goldman
- Ramana Gopalan, MD
- James and Mildred Meushaw
- Linda C. Moler
- Network for Good
- Annamma K Philip
- Justin Philip
- Maryland Charity Campaign
- John and Elizabeth Poulouse
- Gaetano & Maria S. Purpora
- Col. Donald and Lorraine Retzlaff
- Nina Schloss
- SMG - 1st Mariner Arena
- David L Smith
- Hilda and Errol Sober
- Dr. Ibrahim and Sevim Turek
- United Way of Central Maryland
- Zipper's Cycle

IN-KIND DONATIONS

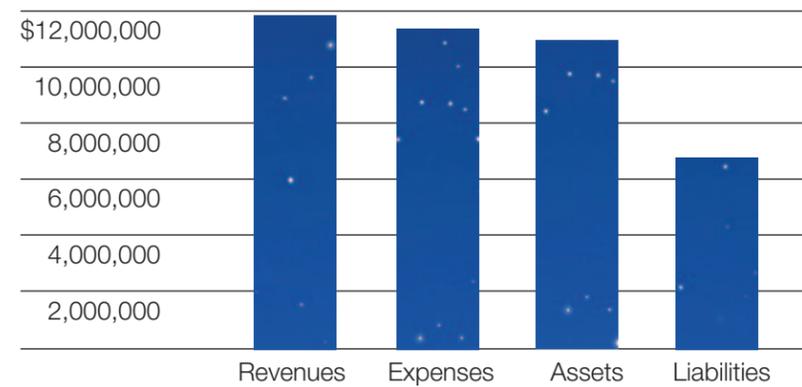
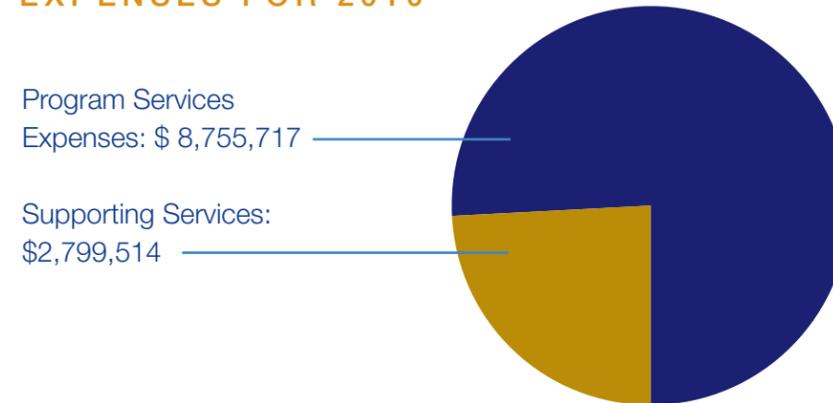
- Shoppers Food and Pharmacy
- EmbroidMe

FINANCIALS

INCOME FOR 2010



EXPENSES FOR 2010



Revenues.....	\$11,940,759
Expenses.....	\$11,510,833
Assets.....	\$11,134,099
Liabilities	\$6,868,916

MISSION Our Mission is to provide services of the highest quality for people with cognitive and developmental disabilities and related disorders including autism that optimize each individual's independence and capabilities, ensure self-determination and rights and, with partnerships in the community, enhances their opportunities to live healthy, safe and valued lives.

VISION Our Vision is to provide programs and services to individuals with developmental disabilities and related disorders including autism to live and work in the community and exercise their rights, choice and freedom and to live independent of institutional life through integrated efforts of change agents who are passionate about changing lives of people with disabilities throughout the world



EXECUTIVE TEAM

- Dr. Joseph Mathew
CEO
- Jesse Singh
Director of Operations
- Dana Dimas
Director of Community Housing
- Arthur Gold
Director of Quality Assurance and Community Relations
- Dr. Josephine George
Director of Clinical Services
- Diana Letzsch
Director of Employment Services
- Aradhana Aggarwal, CPA
Director of Finance

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2010 TO 2011

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- Phil Petty
- Nathan Stokes
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- Dr. Ibrahim Turek
- Flo Valentine
- Joseph Mathew



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ALL PROGRAMS
ACCREDITED
BY CARF