Celebrating 20 Years of Transforming Lives

1996-2016

Annual Report 2016
In 1996, a woman named Faith Joyner opened her home to two young adults with intellectual and developmental disabilities who had been having difficulty locating a provider agency that could support their unique needs. Twenty years later, Compass is still known as one of the most progressive and nimble organizations in Maryland with a focus on learning and understanding the individualized needs and dreams of each of the 133 people who are supported in our community living programs and 47 people supported in our employment, educational, recreational, and expressive arts programs throughout Montgomery, Prince Georges, Charles and Howard Counties.

Compass was founded, and continues to operate, on the foundation that everyone is in a perpetual state of growth and change in their lives. This theme of transforming lives seemed particularly fitting as we move past two decades of service and into the next!

Successful transformation requires the right environment, temperature (temperament), perseverance and a certain amount of struggle. It also requires experiences; trying “on” and “out” new things. How do we know we like to work unless we experience the feeling of going to work, making new friends and getting paid? How do we know we like to win and not lose if we don’t have the opportunity to compete, and experience winning and losing? How do we know what kind of food we really like if we don’t ever try more than 10 foods? Do we really know where we want to live and places we would like to visit if we don’t even know what’s beyond our back yard?

All of these experiences drive the human emotion and form personality,… not just some carefully thought-through, filtered and protective experiences, but the dignity of having opportunities to feel love, happiness, pain, excitement, sorrow, and success! As we look to the future, we want to thank you for your continued support as we expand our wings and continue our important work to assist people to Find Their Direction and Follow Their Dreams.

Sincerely,

Ande Kolp, Executive Director

Ken Haber, Board President
Meet Angie

Angie is a woman with an engaging smile and positive outlook.

When she came to Compass a little more than 5 years ago, she yearned for a job and independence. Having earned a high GPA in high school, along with being on the honor roll and graduating with 636 community service hours, Angie went above and beyond to exceed expectations and finds joy in making others happy.

Once she began working with her Employment Coach here at Compass, she was able to work as a receptionist at the front desk. Armed with this experience, she went out and obtained a job working with a local political campaign in their call center. She combines her gifts and abilities in both positions to earn money and make a difference in her community. Angie says that her purpose in life is “to serve and assist as many people as possible by going beyond her comfort zone.”

“I want to serve and assist as many people as possible by going beyond my comfort zone”

~Angie
Jonathan became independent for the first time when both of his parents passed away. Initially, he relied on his sisters for support and a place to live. Living between homes was difficult for everyone; Jonathan had not fully developed his independent living skills and his sisters became concerned that he was not living to his full potential. In March of 2015, this all changed when Jonathan moved into a home he helped select and began working with Darnell, his live-in house manager.

Jonathan has really blossomed and his transition into supported living has been as smooth as everyone hoped. His biggest hurdles initially were learning to cook and get himself going in the morning! Jonathan currently works at Giant 15 hours a week, where he enjoys bagging groceries and keeping track of the carts. Jonathan is also enrolled in Howard County Community College’s core enrichment program, where he takes classes in math, computers, and money management, 5 days a week. Jonathan loves to bowl, and decided to join the Special Olympics. He has made many friends at both work and school, and enjoys socializing on the weekends by hosting parties and attending dances. With his go-with-the-flow attitude, perpetual smile, and positive outlook on life, Jonathan continues to find success in just about everything he does!
Meet Geoffrey

Geoffrey did not communicate with words or use other understandable forms of communication when he first came to Compass. He also did not demonstrate understanding of concepts of money management or show interest in engaging in activities. He spent most days repeatedly rocking in front of a TV or peeling paint off of the walls. He was initially hesitant to try something new.

With the introduction of technology and behavioral supports, it quickly became apparent that what people thought they knew about Geoffrey was vastly different than the man he really is.

When he first began Speech Therapy, a Picture Exchange Communication (PECS) schedule board was used, which paired specific words with an image. After only a few weeks, Geoff was pronouncing the words without the use of the associate images. After a few months of speech work, he verbally asked for a Kindle for Christmas, and when he received it, he slowly began to use it. About 6 months later, he was reading whole stories aloud. He showed everyone that he had been listening and had been taking everything in,... all along. His gifts were tucked away until had the tools he needed to unlock them.

It has been a couple of years now since he first began to use words and his technology aid to communicate, and aside from improving immensely in his speech, he has become more cautious about money management and prioritizing his needs. He recently began taking adaptive courses at a local community college, and was awarded recognition at a recent event for his artwork, “The Fish”. In 2015, he was the proud recipient of the MACS Achievement Award for his relentless quest and appetite for learning and trying new things. Geoffrey has not only dedicated his time to improving his own well-being and social skills, but has also dedicated time to do volunteer work at Food & Friends and a Community Garden as well. He is an inspiration, for his amazing transformation into the man he is today.
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Many thanks to our individual supporters for their generosity!
Audited Financial Statement

Revenue

State of Maryland: $14,312,382 (90.1%)
Montgomery County: 836,116 (5.3%)
Consumer Fees: 596,332 (3.8%)
Grants and Other Misc.: 28,590 (0.2%)
Interest: 37,957 (0.2%)
Donations: 78,031 (0.5%)
Total Revenue: $15,889,408

Expenses

Personnel: $11,292,785 (72.7%)
Supports for Individuals: 1,589,970 (10.2%)
Capital related: 1,640,862 (10.6%)
Program Overhead: 1,015,719 (6.5%)
Total Expenditures: 15,539,336

Change in Net Assets: +$350,072
Run Your Art Out 2015
Snow Ball 2015
Compass de Mayo Gala 2016
Other Compass Events

Volunteer Day in May

Garden Club!

Direct Support Professionals Week

Six Flags!

Carnival Day!

MLK Day of Service

Compass Cookout
Upcoming Events

Compass Employee Appreciation Cookout
Friday, September 23rd from 4pm-8pm
Centennial Park Pavilion H
10000 Route 108
Ellicott City, MD 21042

Run Your Art Out 5k and Fun Run
Saturday, October 22nd from 7:30am-11am
Martin Luther King Recreational Park
1120 Jackson Rd
Silver Spring, MD 20904

Visit our website www.compassmaryland.org for more information!
1996–2016
CELEBRATING 20 Years of Excellence