

2012 Report to the Community



Melwood[®]
Growing Opportunities

VISION

A world where people with disabilities are fully included.

MISSION

Creating jobs and opportunities for people with differing disabilities so they can have a good quality of life.

CORE VALUES:

COMMITMENT TO PEOPLE

Our first priority is to assist people with disabilities to create full and meaningful lives of their own choosing. We value our employees' achievements in supporting this priority. We ensure they understand how their responsibilities fit into Melwood's success, provide them with the skills and resources they need, assess their performance fairly, and recognize their outstanding contributions.

QUALITY

Melwood will be a model for other organizations by providing programs and services that exceed the expectations of the individuals and businesses we serve, staff, and licensing/certification standards.

TEAMWORK

Together we are Melwood. We know that to be successful we must work across organizational boundaries. We collaborate, listen, share information, and provide mutual support within Melwood and with our partners so that we can achieve our goals.

INITIATIVE

Our employees are self-starters. They take pride in their work, continually looking for ways to improve the services we provide to our clients and customers, and for ways to make other employees more effective and productive. They are never satisfied with anything less than the best for those we serve.

INNOVATION

Our flexibility allows us to take advantage of opportunities in our constantly changing environment to pursue new ideas and creative solutions that help us improve the lives of people with disabilities.

STEWARDSHIP

When making decisions that commit Melwood's human and financial resources, we consider if the expenditures help to achieve our mission and ensure our long-term financial viability.

INTEGRITY

We inspire trust through personal and professional leadership, honesty in our relationships, decisions consistent with our values, and individual accountability for our actions.

MELWOOD 2012 REPORT TO THE COMMUNITY



Melwood is a leading provider of opportunities for people with disabilities. Since 1963, we have remained committed to developing employment opportunities and providing supportive services for people with disabilities so that they can accomplish their life goals and pursue what we all want -- and that is to have a good quality of life.

We understand that it's all about "an opportunity" and throughout our rich history of serving the Washington Metropolitan area -- especially here in Prince George's County, Maryland -- we have touched the lives of tens of thousands of individuals and their families. This year, we added to our success life skills training for nearly 300 individuals and provided employment support services for close to 400 individuals. We created over 190 new job opportunities to add, for example, to our landscaping, administrative, facility maintenance and janitorial workforce of 1,000. There isn't a more impactful way to affect a person's life than empowering them to live independently.

Our job retention rate of 98%, for those we employ in the community, is further evidence of our success in job training and career development. This success was achieved through several initiatives, including our Job Readiness Training Program, where we provide the individualized training and support needed so that individuals pursue their dream job. This is what our founders envisioned when they created Melwood; a place where the possibilities are limitless.

Melwood's recreation center, located in Nanjemoy, Maryland, has made great strides with the innovative programs and opportunities for both children and adults. Camp Accomplish, Melwood's inclusion camp for children of all abilities, had one of its most successful summers to date and offered nearly 600 wonderful camp experiences to youth from throughout the region. Meanwhile, Access Adventures, our vacation program, provided more than 300 adults with disabilities with unforgettable travel experiences around the country.

We take great pride in our legacy of service and our commitment to fulfill our mission. At the heart of every service or program are our **Core Values of Innovation, Initiative, Stewardship, Integrity, Quality, and Teamwork**. It is the thread that connects the Melwood family back to our founders, to the community and to our **Commitment to People** with differing disabilities.

Your support was an essential component to Melwood's success. Thank you for helping us make these achievements possible.

Melwood prides itself on providing unique opportunities. We invite you to share the story of your opportunity on Facebook at www.facebook.com/MelwoodNews or on our blog at www.melwood.org/blog.

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INITIATIVE

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FORT MEADE TEAM COMMANDS QUALITY



JASON SPAIN

Jason Spain was thrilled to receive a full-time position as a Grounds Maintenance laborer on Melwood's total facility management contract at Fort George G. Meade. He was hired in 2011, and before that was employed with Walmart. A counselor encouraged Jason to apply for the job opening on Melwood's AbilityOne contract. He says Melwood really helped him realize his true potential. "I had no idea that people would like my landscaping work so much," Jason said. "It has really broadened my horizons." Jason's favorite part of the job is working with the equipment, especially the weed wacker. "Jason is one of Melwood's biggest success stories," said Jason's supervisor, Todd Gribbling, Roads and Grounds Maintenance Manager at Ft. Meade. "He quickly adjusted to all of the job responsibilities and new equipment and his confidence has improved 200%." Although Jason really likes the job and knows it's the perfect opportunity for him at the moment, he has set his sights on pursuing a Commercial Driver's license in the future. He says he wouldn't have ever set that goal if it weren't for the training he received at Melwood. "This job

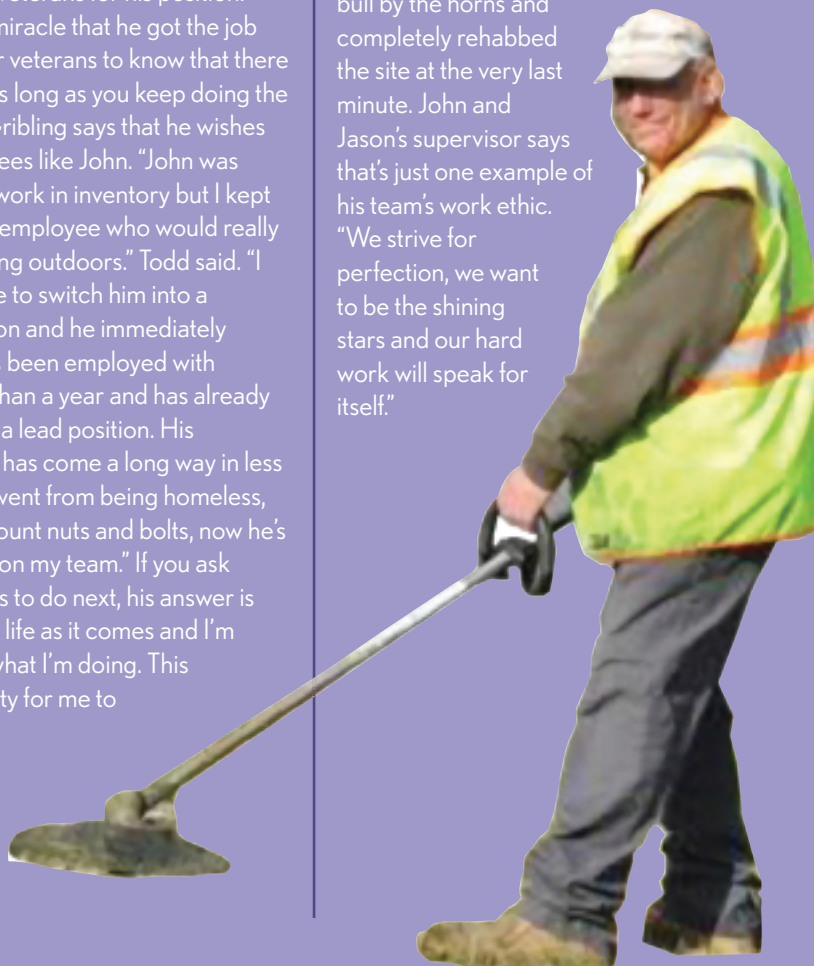
has really opened doors for me," said Jason. "It has shown me that I can do more than I ever thought I could possibly do."

JOHN LOGAN

John Logan is a perfect example of how much one can accomplish through hard work and dedication. He became employed on Melwood's total facility management contract at Fort George G. Meade in May of 2011. Before that, John was unemployed and homeless for several years. "I've had really good times in my life, I've been in the military, owned my own business and I've traveled the world; then I lost everything," John said. "Today, I'm really proud of who I am and that has a lot to do with my work." Melwood interviewed John and 14 other veterans for his position. John said it was a miracle that he got the job and he wants other veterans to know that there is hope out there as long as you keep doing the right thing. Todd Gribbling says that he wishes he had 20 employees like John. "John was originally hired to work in inventory but I kept hearing about this employee who would really benefit from working outdoors." Todd said. "I was eventually able to switch him into a landscaping position and he immediately excelled." John has been employed with Melwood for less than a year and has already been promoted to a lead position. His supervisor says he has come a long way in less than a year. "John went from being homeless, to being hired to count nuts and bolts, now he's one of the leaders on my team." If you ask John what he wants to do next, his answer is very simple. "I take life as it comes and I'm really happy with what I'm doing. This job is an opportunity for me to do something amazing, and get paid for it."

COMMANDER'S CALL CERTIFICATE

Jason and John were recently presented with the Commander's Certificate of Excellence at the Fort Meade Commander's Call for their exemplary work in landscaping and construction clean-up. They were awarded the certificates for going above and beyond their call of duty. The USO complex was in preparation for its opening ceremony. The day before the opening, the grounds team realized that the complex wasn't anywhere close to completion. The grounds were covered in mud, the sidewalks weren't yet completed and construction debris was scattered around the entire area that would host 200 dignitaries the next day. Melwood's grounds team took the bull by the horns and completely rehabbed the site at the very last minute. John and Jason's supervisor says that's just one example of his team's work ethic. "We strive for perfection, we want to be the shining stars and our hard work will speak for itself."



2012 Highlights

- // Employed **604** people with disabilities through the AbilityOne Program
- // **387** training and employment opportunities were provided to support people in their career development
- // **192** new jobs provided
- // **7** Melwood workers were presented with the Ft. Meade Commander's Certificate of Excellence
- // **23** Melwood workers, at various federal sites, received certificates in recognition of their hard work and dedication

SHANEIKA PARKER

Shaneika Parker is a true inspiration to her supervisor and co-workers at The Federal Law Enforcement Training Center (FLETC) in Cheltenham, Maryland. Shaneika was recently promoted to Lead Custodial Worker on Melwood's custodial contract at FLETC. She has been an employee at Melwood for almost 8 years. Her supervisor says she is her "go to" girl. "No matter what you ask Shaneika to do she is willing to help do it," says Ms. Dorothy Makle. "Everyone loves Shaneika, she is really doing a great job in building 13." Shaneika is very happy with her recent accomplishments. But, she would be the first to tell you that she had to overcome a few obstacles to reach this point in her life. Earlier in Shaneika's employment with Melwood she struggled with her reading. "I didn't get the help I needed when in school," Shaneika says. "I could do the basic stuff but I knew that I needed help with my reading and writing." She decided to sign up for a few classes that focused on improving her literacy skills. "My reading has improved drastically, I am no longer where I was yesterday or the day before; and *like dust, still I rise* to the occasions that come before me." Shaneika has certainly risen to the occasion both personally and professionally.



CARL JAMES

Carl James has been a dedicated employee with Melwood for more than 13 years. He is a custodial worker at the New Executive Office Building in Washington D.C. Before that, Melwood employed Carl through a facility management services contract at the Federal Bureau of Investigation. Carl plans to remain in his current position because he likes it and sees no reason to make a change. Ersel Coates, Carl's supervisor for the past 6 years, says that she wishes that she had 5 more employees just like Carl. "Carl is a great worker, he follows instructions very well," says Ms. Coates. "He is willing to do anything I ask him to do."



RONNIE BARNES

Ronnie Barnes has worked for Melwood's landscaping team for the past 8 years. He first came to Melwood after graduating from high school. Ronnie says that Melwood has helped him become a better person. He's learned how to live independently, remain focused on the job and, most importantly, he can be himself. Aside from Melwood's Dower House Campus, Ronnie also assists with the grounds maintenance for the NASA Goddard Space Flight Center, The John F. Kennedy Center for the Performing Arts, the U.S. Department of Agriculture and the U.S. Department of Housing and Urban Development. Mark Phillips, Site Supervisor for the U.S. Department of Agriculture, says he is very impressed by Ronnie's proficiency on the job. "Ronnie is a true professional," Mark says. "He is assigned several tasks each day, but his favorite part of the job is cutting the grass. This may or may not have something to do with the cool lawnmower he gets to drive."



INNOVATION

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MELWOOD SALUTES A LIVING LEGEND



WINSHIP (CHIP) FUERST

Winship (Chip) Fuerst was born on January 18th, 1955. He is one of 10 children born to Robert G. Fuerst Sr. and Rosemary Wheatley Fuerst. His father was a chemist at the University of Maryland and his mother was a teacher in the Prince George's County public school system. Chip's younger brother, Mark Fuerst, said that their parents were committed, from the moment Chip was born, to him living his life the same as every other member of the family. "When Chip was born the doctors came to my mother, while she was still on the delivery table, trying to get her to sign papers to move Chip into an institution," he said. "But, my mother was very insistent that Chip would come home with his family." Mark said it was a common practice to institutionalize children born with disabilities in the 50s, but his mother had a different vision for her son's

future. He said his mother wanted her son to receive the same treatment in the outside world that he received at home. Chip's uncle and his namesake, former Maryland State Senator H. Winship Wheatley, was an early advocate for individuals living with disabilities. Wheatley helped Chip's mother research organizations that could provide her son with services that would allow him to live as independently as possible. They soon heard about an organization where Chip would learn good work habits, gain specific job skills and earn self-generated income: Melwood.

After graduating from Bowie Special Education at the age of 19, Chip joined Melwood's Vocational Department in March of 1974. He worked with Melwood's custodial team in the community services division. Chip remained in that position for several years.

When he later expressed an interest in other job



opportunities he was placed on a variety of contracts including the Army Ten Miler, Arbitron, Win Win game, and Metro Rails. Eventually Chip became interested in other programs that focused more on building life skills. Chip said that he enjoyed many of the program activities, especially the ones that focused on creative arts, culinary arts, music and movement and fitness. Basketball was one of his personal favorites. Recently, Chip had the pleasure of attending a trip to Myrtle Beach through Melwood's community-based vacation program, Access Adventures.

For 35 years, Chip has been an active participant in many of the programs at Melwood. He embodies the vision Melwood's founders have for the individuals living with disabilities that we serve. "Chip is truly one of a kind and will now be

considered a living legend of Melwood," says Brian Harris, Assistant Director of Day Services at Melwood. "He is a man of great character who truly enjoys being around people; and as everyone knows, Chip loves his cheese pizza." The Melwood Family wishes Chip Fuerst a happy retirement and we thank you for allowing Melwood to support you for 35 years.



2012 Highlights

- // **635** people were supported to achieve their goals in employment, independent living, or meaningful day services.
- // Over **200** intake meetings were held, helping to provide services and referrals to people needing support
- // **98%** of people in independent employment successfully maintained their employment with their employer
- // **85%** of Community Services employees stated they were satisfied with their work at Melwood



LESTER ODEN

Crossroads Program

Lester Oden has participated in various programs in the community services division at Melwood for the past 15 years. He has become an experienced gardener as a result of the training he's received in Melwood's Horticulture Therapy program. In fact, Lester has become such an expert at his craft that he started his own landscaping business. Oden Landscaping now has a diverse clientele throughout the Washington Metropolitan area. Lester says he loves the work that he does for his clients and in Melwood's Garden Center. The Manager of Horticulture Therapy Programs at Melwood says that Lester is no stranger to hard work. "Lester loves his work," says Sheila Gallagher. "He loses himself in his assignments and we have to remind him to take a break, he works really hard." Sheila also says that Lester has taken on the Melwood vegetable garden as his pet project. He grows cabbage, tomatoes, squash and green peppers in the garden each year. Lester is so experienced in gardening that he now helps train some of the novice gardeners in the program. Lester's development coach, Clara Akinsola, says the Horticulture Program has helped Lester with his time management and listening skills. But Lester's passion for gardening is what excites her most about his development. "Lester is very caring, he loves plants and he enjoys what he does. He knows more about our vegetable garden than we do!"

CATHY SPAUR

Employee Support Services

Melwood's Employee Support Services team has played a role in Cathy Spaur's career development for the past 3 decades. One of their top priorities over the years has been placing Cathy in jobs that are a good match for her vibrant personality and active schedule. Cathy has worked as a bagger at the Giant in Bowie for the past 6 years. Cathy says that she has made friends at the store who will help her whenever she needs it. Cathy's co-workers call her the veteran employee. In fact, Cathy pre-dates many of her supervisors. Her case manager, Donna Robinson, says that Cathy's reputation and work ethic are commendable. "There are supervisors at other locations, like the Giant in College Park, that know Cathy," Donna says. "She is able to work independently, without the need of a job coach or verbal prompting. She's 100% independent and effective." Her supervisors at Giant also gave her work glowing reviews. "Cathy is very dependable, she shows up to work on time, is helpful with the customers and she works well with everyone," says Bobby Dudley, Assistant Front End Manager at the Bowie Giant. On her days off Cathy enjoys working with animals, riding horses, swimming and bowling. Cathy proudly mentioned that her bowling team, The College Park Wood Choppers, just received a trophy for their high scores.



MELBA CHRISTOPHER

Community Support Services

Melba Christopher gained her independence with the help of Melwood and the direct support staff in the community services division. She first came to Melwood 27 years ago; over time Melba has participated in a variety of programs. She was employed through the employee support services division for a large majority of her career. Melba said that she most enjoyed working with Melwood's landscaping team. Learning how to take care of the plants and cut grass were just a few of the skills Melba picked up. She says learning to cut the grass on the big lawnmower is just one of her fond Melwood memories. Now that Melba has retired from the workforce, Melwood assists her with organizing her day-to-day activities. Stefanie Bradley, her direct support professional, is happy to see Melba adjust to the new responsibilities she's gained through her independence. "She really does well with organizing her schedule and managing her household chores; she now washes her own clothes and prepares her meals." Today, Melba most enjoys volunteering at the local animal shelter, she loves walking the dogs. She also likes taking the bus to St. Charles Towne Center to participate in the Mallwalkers exercise program. Melba credits Melwood with helping her gain the confidence to live her best life.

TEAMWORK

Together we are Melwood. We know that to be successful we must work across organizational boundaries. We collaborate, listen, share information, and provide mutual support within Melwood and with our partners so that we can achieve our goals.

CAMP ACCOMPLISH BUILDS CHARACTER

GERIK BABIARZ

Gerik Babiarez, 10-years-old, has enjoyed many of the programs at the Melwood Recreation Center. He initially signed up for Camp Accomplish, Melwood's inclusive summer camp for children of all abilities. Gerik had such an amazing time that he returned the next year; and is excited to conquer the high ropes again this summer. "I love the food, the rock wall, the high ropes and the art. But I especially love making friends with the horses." Gerik has become a mainstay at the Recreation Center and he's filled his schedule with activities such as Unified Trail Riding, Pony Pals, New Year's Camp, and Day Camp. But, Gerik says he prefers to spend his time riding his favorite horse, Clementine. Mary and Paul Babiarez, Gerik's parents, love the atmosphere Melwood's staff has created for their son. They believe that participating in the activities at Camp Accomplish has helped improve Gerik's social skills as well as his academics. "I can see improvements at the end of each summer," said Mary Babiarez. "His teachers remark on his progress when he goes back to school."



2012 Highlights

// 633 people were given opportunities to camp, travel, ride and/or retreat

// 326 riding sessions were provided

// 596 inclusive summer camping experiences were provided

// 340 adults with disabilities vacationed through Access Adventures

// Inclusive competitive trail riding team competed as a team made up of people of all abilities and skill levels

// 1st Annual Armed Forces Day was held in appreciation of those that have served our country with over 200 in attendance



JOE & CATHERINE GIESE

Joe and Catherine Giese are both considered "all-around" Melwood Recreation Center participants. The siblings first heard about Melwood's Camp Accomplish in 2004. Their neighbors had attended the summer camp and told them all about their experience. Joe and Catherine first came to the camp during the summer of 2006 when Catherine was 7 years old and Joe was 11. "I liked a lot of things about Camp Accomplish, like the encouragement the staff gives to the campers and the positive vibe that's around there," Joe Giese says, "and how well everyone gets to know each other by the end of the week." Joe credits Camp Accomplish with helping him grow to better understand how to resolve conflict. The Giese siblings enjoyed Camp Accomplish so much that they returned each summer. Joe eventually transitioned from Camp Accomplish to the Terrific Teen program. Marisa Cucuzzella, Assistant Director of Melwood Recreation Center, says Joe Giese is the very reason that Camp Accomplish was created. "I have had the pleasure of watching Joe grow and mature for the past six summers," Marisa says. "He truly embodies what the program was designed for and has taken the skills learned at camp and incorporated them into his life in the real world." Joe now participates in some of the activities through Access Adventures. He recently attended a weekend retreat with Melwood's community-based vacation program and he plans on traveling more with the group in the near future.

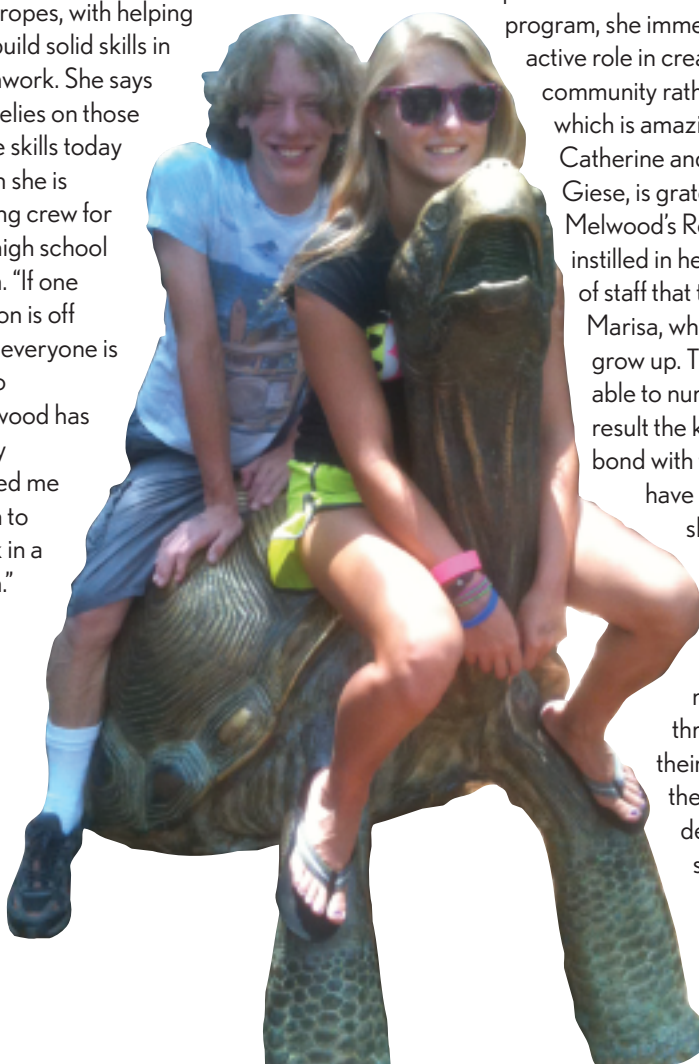
Catherine Giese has richly benefitted from many of the opportunities at Melwood's Recreation Center. She came to Camp Accomplish as a self-admitted hyper kid with an affinity for pixy sticks. But as the years went on she developed an interest in many of the activities at Camp Accomplish, its mission and the people. "As the summers passed, I settled down and decided to learn more about the horses and kids with disabilities," she says. "I'm really big into the equestrian program." When Catherine first signed up for Melwood's Therapeutic Equestrian program she had no experience riding a horse. She's now an avid rider. This year Catherine signed up as a volunteer for the equestrian program helping less experienced riders hone their skills. Catherine also credits some of the more difficult camp activities, like the infamous high ropes, with helping her build solid skills in teamwork. She says she relies on those same skills today when she is rowing crew for her high school team. "If one person is off then everyone is off so Melwood has really helped me learn to work in a team."



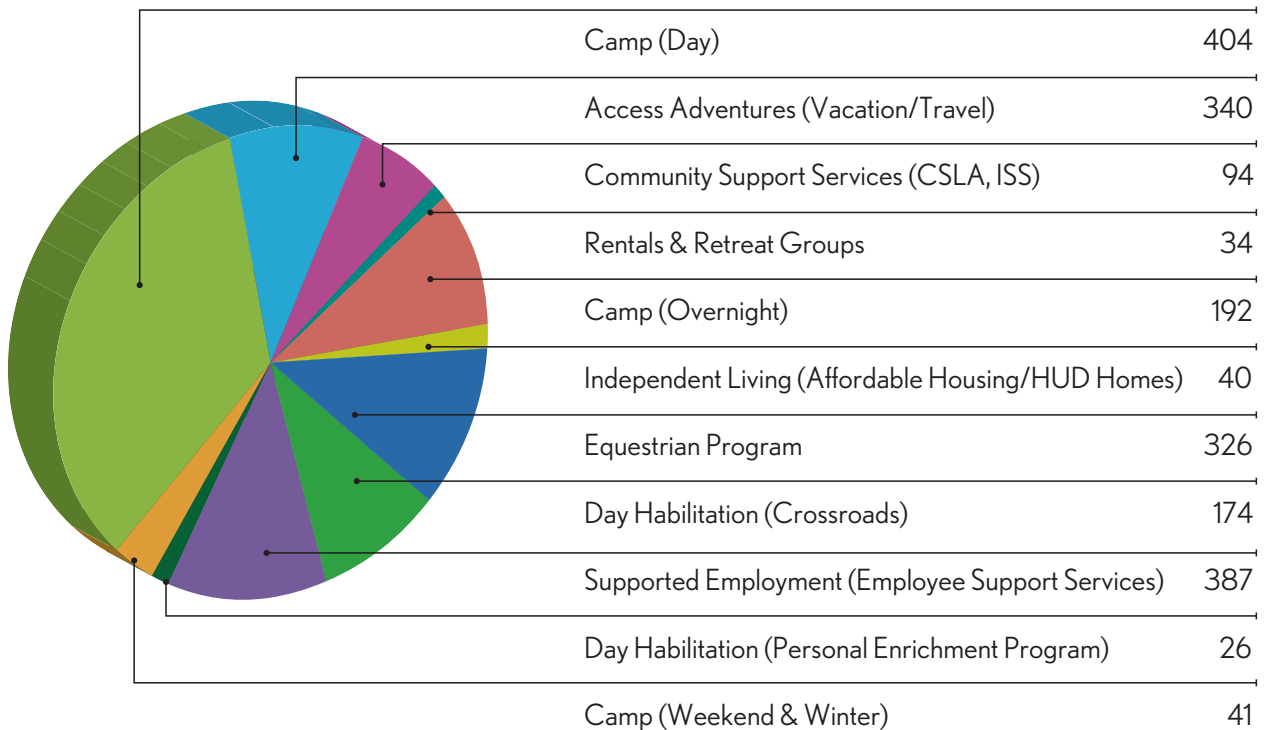
Doria Fleisher, Director of the Equestrian program, says Catherine has become a dedicated volunteer and role model. "It has truly been a pleasure watching Catherine grow into the person she is today; she has transitioned from being a camper to a leader in our programs," she says. "When Cat expressed an interest in our volunteer program, she immediately took on a more active role in creating the camp community rather than just living in it, which is amazing."

Catherine and Joe's mother, Anne Giese, is grateful for the life skills Melwood's Recreation Center has instilled in her kids. "There's a cadre of staff that they see, like Doria and Marisa, who have watched them grow up. They have really been able to nurture my kids and as a result the kids have developed a bond with them that they don't have with any other adult," she says.

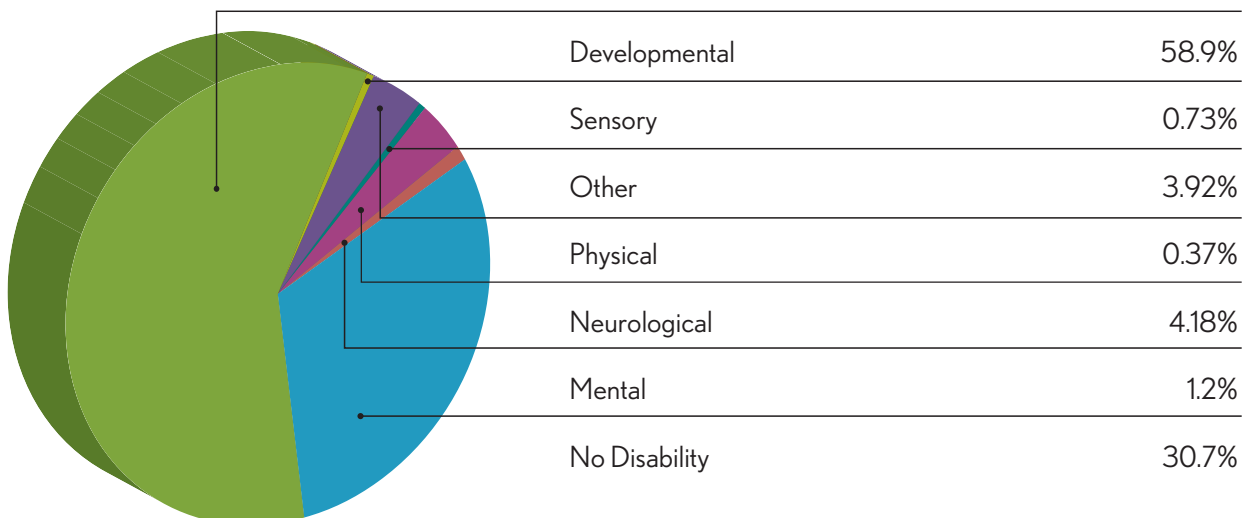
"They have seen them in times of fun and in times of stress, so they've become their role models in navigating through those moments in their lives and along the way they've helped them develop very important life skills. Both of my children have grown in their own way."



Services Provided



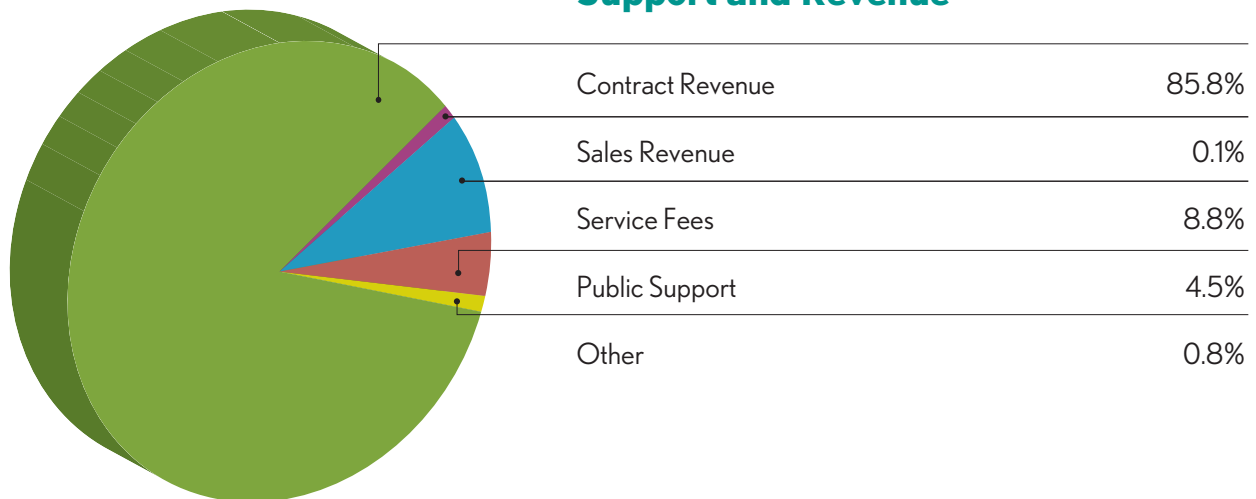
Disability Type



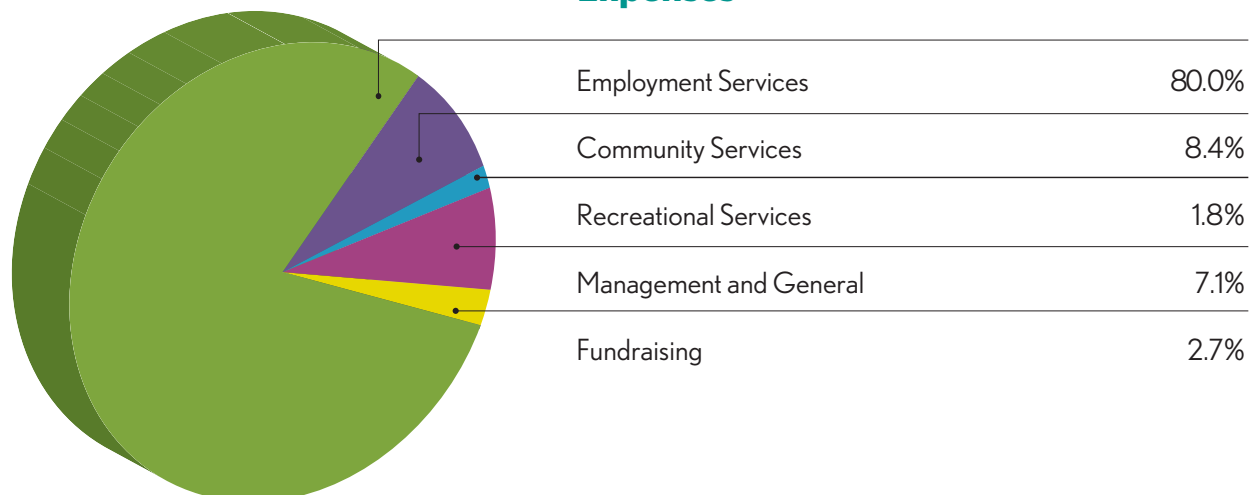
2012 Financial Highlights

Melwood's total income for fiscal year 2012 was **\$86,580,000**, and expenses amounted to **\$85,433,000**. This marks the third consecutive year of surplus following four years of deficits. It is attributable to aligning financial results to strategic objectives, closely scrutinizing financial data at various operating levels and developing budgets that provide sufficient levels of data for proper monitoring and managing of the organization. These actions allowed management and the board to identify areas of concern with clarity and implement corrective measures in a timely fashion. As a result, Melwood is now in a position of financial growth and increasing the amount of people we serve.

Support and Revenue



Expenses



2012 DONORS

STEWARDSHIP

When making decisions that commit Melwood's human and financial resources, we consider if the expenditures help to achieve our mission and ensure our long-term financial viability.

Melwood is grateful to the individuals, agencies, corporations and foundations whose financial and in-kind support benefited people with disabilities during 2012.

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