

2017

Annual Report

Langton Green, Inc.



Standards for Excellence:

We are proud to again receive the Standards for Excellence designation from the Maryland Association of Non- Profit Organizations (MANO) following a comprehensive examination of our operations. Our progressive approach to Quality Assurance, staff training, and person-centered services for those we support ensures that our commitment to quality affects all facets of operations. We actively promote healthy living, employ trauma-informed care to behavioral challenges, and create staff development programs spanning from mentorship upon hire to specialized training throughout employment. Access to both internal and external staff trainings allow employees to stay up-to-date on evolving practices and procedures to best support the individuals living at Langton Green.

Langton Green Community Farm and Supported Employment:

While it's hard to believe it's already been three years, Langton Green Community Farm continues to grow and expand in to new realms of good agricultural practices. Our farm, which once housed racehorses, has grown in to expansive fields of various crops. This year, thanks to our grant from the Danny's Day Foundation, we added a large orchard of fruit trees and bushes including apples, pears, cherries, grapes, and blueberries that we are anxiously waiting to see



what they yield for us in the coming years. We also purchased one dozen of laying hens in the spring and built a large coop for their comfort. Lastly, a grant from the Annapolis area Civitan club allowed us to purchase two new greenhouses that are currently being installed which will house our seedlings and potted plants and flowers.

The rain, humidity, bugs, and wildlife proved to make farming difficult. However, despite all of our challenges with mother nature, we managed to produce adequate crops for our homes, our crop-share recipients, the local food bank, and the public who stopped by for our weekend vegetable sale. We look forward to offering fresh eggs in as

well. We have also partnered with the Maryland Food Bank's Farm to Food Bank program and beginning in 2018 one acre of our land will be dedicated solely to providing fresh produce to Marylanders.

Our supported employment programs kept very busy this year from helping our farm, maintenance and landscaping crews, to volunteering, taking day trips, and attending special events hosted around the state. Our day programs spent time in





Washington D.C. where they visited the Martin Luther King memorial, saw the cherry blossoms, and toured the Smithsonian Institute. They also volunteered at the Maryland Food Bank, local nursing homes, and the Light House shelter here in Annapolis. Our job coaches continue to encourage living an active lifestyle by planning trips to go hiking, practicing yoga each week, walking at local parks and trails, and going swimming at the lake.

Community Support and Integration:

We continue to encourage the individuals at Langton Green to stay active in their community and it has paid off in 2017. A few individuals have set goals to volunteer monthly to various organizations including the Chesapeake Bay Foundation, the Lighthouse Shelter, the U.S. Naval Academy, local firehouses, and PetSmart. They've also gone on quite a few exciting outings this year including Toby's Dinner Theater, The Lion King, Ocean City, Washington D.C., and on trips out of state with their families to places like Arizona and Wisconsin. Our friendships with the midshipmen involved in the Best Buddies program at the U.S. Naval Academy continued this year and our annual Best Buddies Cookout and dance was a huge success. To further our efforts in expanding individual's skill set, four people attended a 2-hour CPR course in November and more are scheduled to attend in 2018.



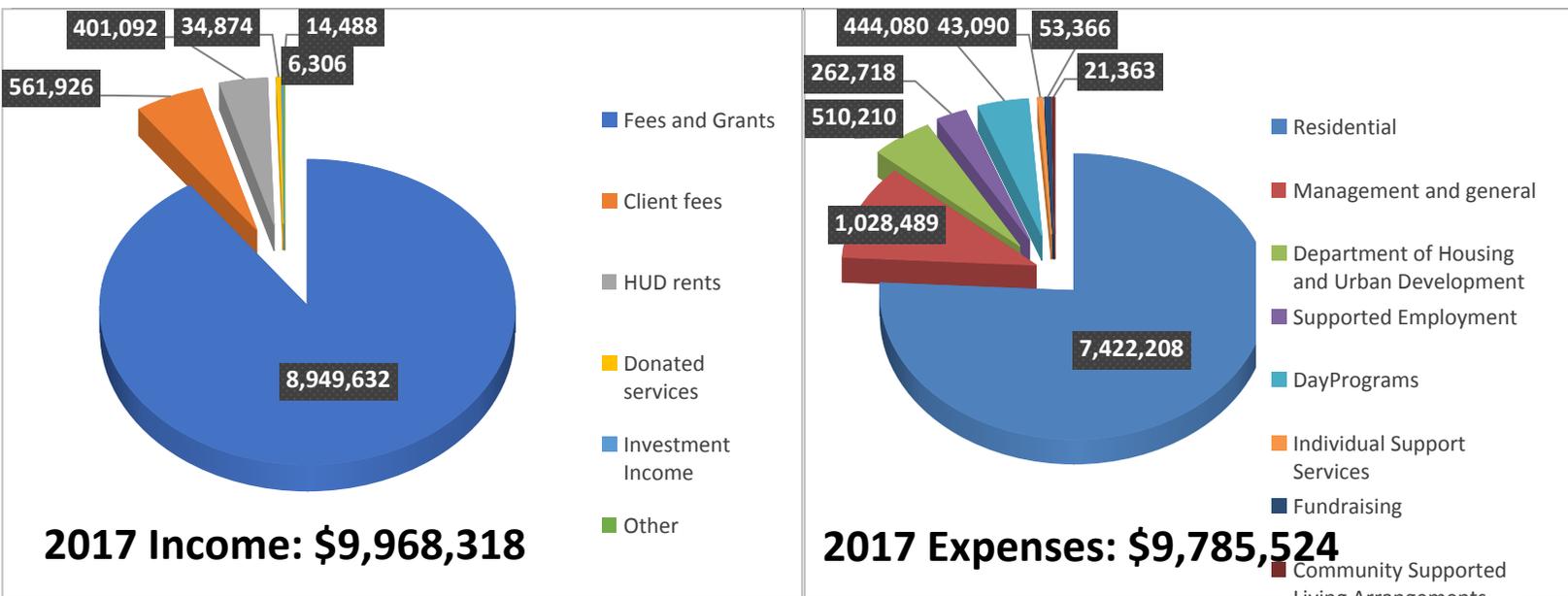
We have also been the recipient of volunteerism as our community volunteers donated 1,500 hours of their time in 2017 to assist on the farm and with our Fall Harvest Festival. This year, we had a group of 26 bible camp students volunteer on our farm helping mulch our fruit trees and weed our strawberry plants as well as students from Arlington Echo Outdoor Education Center come to help with various projects. We're also thankful for our high school intern who has contributed 75 hours helping with social media posts, cataloging photos, and writing articles.

Additionally, we launched the Employee Give Back program and to date have 17 employees participating. This program allows our employees to make one-time or recurring monetary contributions that will be pooled and given back to our houses or individuals based on need. Twice a year, the request period will open which will allow staff to request funding for

household items such as a George Foreman grill or new patio furniture, or on behalf of an individual who may not have the funds to accompany their housemates on a vacation.

The Council on Quality Leadership:

We are excited to announce that 2017 ended with our accreditation by the Council on Quality Leadership (CQL). The accreditation process began in January and over the course of 9 months, we submitted extensive evidence as to how Langton Green is providing person-centered services to the individuals we support. In October, we hosted three CQL analyzers who visited for a week to review the agency, meet with staff and individuals, and ask questions on our processes. On Friday, to close out their week in Annapolis, they announced our preliminary accreditation with a few stipulations and the need for a plan of correction in a few areas we weren't so strong. Our CQL team got right to work implementing surveys, assessments, new trainings, commitment statements, and Personal Outcome Measure interviews. We are so grateful for the assistance CQL has provided us with and look forward to continuing our progress towards person-centered supports. This year long process has only just begun as 2018 marks the beginning of a new era for Langton Green.



Each year the board of directors of Langton Green engage an Independent Certified Public Accounting firm to audit our financial statements. Our Auditors issued an Unqualified Opinion for Fiscal Year 2017. A complete copy of our Auditor's report is available by contacting our office.

Letter from the Board of Directors:

The end of the year and the beginning of the new year are always times when we mark change in our lives. This new year, though, is a special one for the Langton Green community. On behalf of the board of directors, I am thrilled to announce that Kimberly Breton laquinta will take over as our new Executive Director on January 1, 2018. At the same time, it is with a sense of both sadness and fulfillment that we pause to honor the retirement of our long-time Executive Director Arnie Dordick.

Kimberly has been with Langton Green for 14 years, and has worked her way up through the ranks. Over her long tenure, she has become a trusted member of the management team. Through Arnie's mentorship, she has learned about business, human resources, regulations, and every aspect of Langton Green's operation. Her natural compassion for the people we support, combined with her dedicated service and her ability to do virtually any job in the organization make her the perfect person to lead us forward. There is no better choice for this position than Kimberly.

When Arnie Dordick joined Langton Green more than 30 years ago, Shirley Carson (my mother), Harry Sylce and Charlie Hendry – Langton Green's founders – were still active in the organization. I remember us meeting in the office of the Arc of Anne Arundel County because we didn't have a meeting room on the campus; Arnie and I were both young men looking forward to our careers. Over the following 30 years, Arnie became the heart and mind of the organization. His list of accomplishments is too long to present here, but include building the organization to 10 times its original size, acquiring properties throughout the county, leading us through multiple certifications and awards and making the name Langton Green synonymous with excellence throughout the state. Please join me in expressing our admiration of Arnie's proud run as our Exec, and in humbly thanking him for leaving the organization immeasurably stronger than when he arrived.

I hope that over the next few weeks you'll have a chance to stop in and thank Arnie and to offer your congratulations to Kimberly. On behalf of Langton Green and our board of directors, I wish all of you a peaceful and happy holiday season, and I thank you all for your devotion to the individuals we serve.

Sincerely,

A handwritten signature in black ink, appearing to read 'SDC', written in a cursive style.

Scott D. Carson, Ph. D.
Board President