

Family and Children's Services of Central Maryland / Annual Report 2004

HELPING
PEOPLE
AT A
CROSSROAD



*“Helping
people at a crossroad
is what we do for a diverse
and complex group of people
who seek out agency services.”*



Mission Statement: Family and Children's Services of Central Maryland is a private, nonprofit, nonsectarian social services agency that provides specialized programs to troubled or vulnerable families and individuals so they can improve their quality of life.

From the President and Executive Director

We are delighted to present the 2004 annual report for Family and Children's Services of Central Maryland. "Helping people at a crossroad" is what we do for a diverse and complex group of people who seek out agency services. Families come to us with varying needs, resources and levels of ability to address their problems. They seek the help of professionals before their problems become unmanageable.

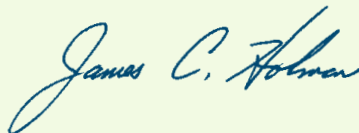
We help people make choices that will improve their lives. We work with the strengths of each family and encourage each family member to be part of their solution. We walk with them to their crossroad and venture along the new path they have chosen. However, the journey is theirs alone. We cannot lead our clients on their journey. We provide tools but not answers.

Family and Children's Services has been at its own crossroad and is using these same strategies to make difficult choices. The past few years have been very challenging due to the downward spiral of our economy and corresponding cutbacks from our traditional funding sources. We looked long and hard

at our programs to determine our strengths. We streamlined our operations and focused on those programs that most effectively use our expertise.

We continue discussions about how best to position the agency for the future. Three Board task forces are looking at strategies to generate revenue through PR/marketing, programs and fund raising. With the concerted effort of staff and board, we expect to chart a course that will secure the agency for the immediate future and bring enhanced services to our community.

Thank you for your continued support of the work we do to help families and individuals choose the best path to improve the quality of their lives.



James C. Holman, President



Stanley A. Levi, LCSW-C, Executive Director

“I was shocked that my sister would throw me out! I realized that I had to change my life.”

HIV+ and Drug-Affected Families

Clean up or give up?

Elana was a hard-working single mother when she discovered that her boyfriend had AIDS. Although she tested positive for HIV, Elana was able to continue to work and take care of her daughter, Ashley. But when she developed symptoms she lost her job, and the two of them moved from one relative to another. By the time they were referred to Family and Children’s Services, her daughter’s father was dead and Elana was using heroin to blunt her pain. To make matters more difficult, she was pregnant again. Her sister was threatening to throw the family out of her house. “I was shocked that my sister would throw me out! At that moment, I realized that I had to change my life,” recalls Elana.

Our Home-Based Services program arranged to get her into a drug treatment program. Ashley received counseling and her school attendance improved. Despite the odds, Elana triumphed over her addiction. In the seven years that we have been working with this family, Elana has earned her GED and has a job with good benefits. She has established her own household and is able to support her children, and they are doing well in school. This year, Elana became the first person in her family to attend community college. With help from Family and Children’s Services, this determined woman has turned around her once-bleak future.

“I NEARLY LOST MY NEW FAMILY OVER SQUABBLES AND TEMPER TANTRUMS.”

Family Life

Adapt or uncouple?

When Marcos and Jenny started to date, they seemed like an odd couple, with a 20-year age difference and a total of five teenagers between them. Marcos, a widower raising his four children, appreciated Jenny’s perspective when making decisions regarding rules and discipline. Jenny blossomed with the attention Marcos paid her. The kids were nervous, however, as Marcos and Jenny grew closer, the two families met and took tentative steps toward blending into one family. By the time Marcos proposed, the kids were all behind the “merger.” Everyone was on their best behavior at first, but friction crept in one issue at a time. The family seemed to be falling apart. Marcos was appalled by Jenny’s permissiveness. Jenny felt overwhelmed by

the sheer number of people living in the house. The twin boys felt uncomfortable living with girls. Traci thought the boys excluded her. Then Jenny discovered our counseling services. “I thought that Family and Children’s Services only had programs for abused kids and battered wives,” she recalls. They began a series of family counseling sessions that were interspersed with couples’ work. They learned to communicate better, and to change unrealistic expectations. Now they come in for monthly “family tune-ups” and everyone is feeling more positive. “Thank goodness we sought help when we did,” proclaims Marcos, “I nearly lost Jenny and our new family over squabbles and temper tantrums.”

**“They saved
my
life
and probably
my son’s life, too.”**

**Domestic Violence:
To stay or start over?**

After 16 years of marriage, Charlene came to Family and Children’s Services for protection from her abusive husband and help in deciding whether or not to ask for a divorce. She had never before told anyone that her husband, James, beloved and respected by family, neighbors and co-workers, was getting increasingly angry and violent behind closed doors. Charlene had no money of her own and nowhere to turn. Several times, their teenage son tried to protect his mom, only to end up with a black eye, a busted lip or worse. The youngest child relived their arguments in terrifying nightmares. We arranged for temporary shelter for Charlene and her children and found a source of emergency

funding for food and day-to-day expenses. With our help, she filed a protective order against James. Several times, she had to call the police when her husband threatened her. James was ordered by the courts to attend a group program for abusers offered by Family and Children’s Services. Charlene and her children had been receiving counseling for more than a year when she decided to file for divorce. Charlene is now taking college courses and planning for a time when she can earn her own living. “Family and Children’s Services helped me start over,” says Charlene. “They saved my life and probably my son’s life, too.”

"I no longer
worry about
Dad forgetting to eat
or take his medicine"

The Elderly:
Our house or a nursing home?

Shirley and Ed are members of the "sandwich generation." They live with their teenage daughters and Shirley's father, Milton, who lived three states away until a few years ago. When Shirley's mother died unexpectedly, her father stopped taking care of himself. He forgot to renew his prescriptions. He forgot to change his clothes. He even forgot to eat. Shirley used most of her vacation time that year visiting her father to check up on him. Clearly, Milton could no longer live in the home he had shared with his wife for 58 years. Shirley could not bear the thought of her father living in a nursing home. He needed to be closer to his only child so she could keep an eye on him. The family talked

it over and agreed that the best solution was for Milton to move in with them. It took some time for him to adapt to his new living arrangements, but being around the family has cheered him up considerably. While Shirley and Ed are at work and their daughters are at school, Milton spends his days at our Carroll County Adult Day Center. "If not for Family and Children's Services, there's no way Dad could live with us. He enjoys participating in the activities at the Center," says Shirley, "and now I no longer worry about him falling, forgetting to eat or take his medicine."

Programs

“I had trouble getting my son to take school seriously, until his SOAP counselor started working with him. Now he’s getting better grades.”

SERVICES FOR CHILDREN AND ADOLESCENTS

After School AKAdemy

offers an arts-based program to middle school girls from Booker T. Washington and Mt. Royal Middle Schools, to help improve their school performance and provide a safe environment after school. Members of the Rho Xi Omega chapter of AKA sorority act as mentors to participants.

Children’s Permanency Project

provides foster care for HIV-positive, medically fragile and drug-affected children while arranging permanent family placements. Services include case management, outreach, counseling, life skills education for birth parents, and collaboration with other resources to meet the child’s medical and developmental needs.

Outreach and Intervention Project

seeks to prevent further delinquent behavior by Harford County youth who are referred to this program for intensive case management services through the Department of Juvenile Services.

School Outreach and Advocacy Program (SOAP)

provides early intervention and prevention services including counseling, after-school therapeutic groups, recreational activities and mentoring services to at-risk students from four Harford County elementary schools. Additional services are offered to their families.

SERVICES FOR FAMILIES

Abuse Treatment Services

help children and adults who have experienced sexual, physical or emotional abuse. Counseling is offered to victims and their families. Advocacy and support services in the home, school and community are also offered. Not all services are available at each center.

Anne Arundel County Visitation Center

provides a safe location for supervised visitation of children, allowing non-custodial parents to visit their children in a safe environment. When parents cannot have contact with one another, the center also provides a neutral location for monitored exchange, allowing children to be transferred safely from parent to parent.

Back to Basics

helps families living with HIV/AIDS meet basic needs for food, shelter and clothing during times of crisis, offering crisis intervention and long-term crisis management. A federally funded program.

Counseling

helps couples and families create and maintain a safe and nurturing environment, promotes family cohesion and harmony, and makes it possible for individuals to function at the highest level possible. Services are offered on a sliding-fee scale based on ability to pay.

Domestic Violence Programs

offer individual and group counseling, case management, shelter, legal advocacy and a 24-hour hotline for victims and their children. Abusers participate in group educational programs.

DRU Administrative Services/Success By 6[®]

provides early intervention services to families with children under six in the Druid Heights, Reservoir Hill and Upton communities of Baltimore City. As the lead agency, Family and Children's Services develops partnerships with organizations and community representatives, coordinates services and monitors the work of service providers.

**Management and oversight provided by the United Way of Central Maryland and the Family League of Baltimore City.*

Healthy Families Howard County

provides the home-visiting component of a comprehensive program supporting first-time parents in Howard County.

Home-Based Services for HIV+ and Drug-Affected Families

supports Baltimore families dealing with HIV/AIDS in their efforts to function independently. Helps families understand medical, employment, and housing needs; obtain health care; and plan for a smooth transition of dependent children to an alternative caregiver, if necessary.

Park Heights Family Support Center

is a community-based center for families with children under four years of age, offering literacy, parenting and nutrition classes; GED preparation and employment readiness services; health screenings; and referrals to community resources. Staff works with parents and children to help them achieve developmental milestones.

SERVICES FOR THE ELDERLY AND DISABLED**Adult Day Centers**

in Carroll County and Harford County are fully accredited adult medical day care programs providing stimulation, socialization, structured daytime activities, and nursing supervision for mentally and/or physically impaired adults in a pleasant and comfortable environment.

Foster Grandparent Program

provides low-income senior citizens in Baltimore City with a stipend for volunteering 20 hours a week in community settings with children with special needs.

In-Home Aid and Caregiving Services

help individuals avoid premature institutionalization, provide respite for caregivers and ensure family stability. A range of services are provided by FCS staff including certified nursing assistants, registered nurses and social workers as needed. Services are offered throughout Central Maryland in the client's home or in a hospital, assisted living or nursing home setting. Services are offered on a sliding-fee scale based on income.

Oscar G. Murray Program

is a program that provides monthly grants or lump sum payments to help support widows and orphans of former B&O Railroad Company employees. The charitable trust is administered by the Baltimore Community Foundation and coordinated by FCS.

Senior Aides Program

offers low-income senior citizens in Baltimore City work in a grant funded training program in public or non-profit organizations, with the goal of moving them to permanent jobs.

West End Apartments

offer independent living to low to moderate income Carroll County seniors in eight barrier-free apartments.

SERVICES FOR EMPLOYERS**Employee Counseling Program (ECP)**

provides assessment, counseling and referral services to employees from a wide range of businesses and government agencies contracting with the agency. Services are offered to employees and their family members who are experiencing difficulties affecting their personal lives or job performance. Training and consultation is also offered to organizations.

Locations

BALTIMORE CITY

Administrative Office

4623 Falls Road
Baltimore, MD 21209
410-366-1980

Programs Offered

Child Abuse Treatment
Services (CATS)
Employee Counseling Program
Foster Grandparents Program
General Counseling
for Families and Individuals
In-Home Services for the
Elderly and Adult Disabled
Oscar G. Murray Fund
Senior Aides Program

Arena Players

801 McCulloh Street
Baltimore, MD 21201
410-383-2691

Program Offered

AKAdemy After School Program

Bolton Hill Office

204 West Lanvale Street
Baltimore, MD 21217
410-669-9000

Programs Offered

Children's Permanency Program
Home-Based Services
for HIV+ and Drug-Affected Families

Charles Village Office

2502 St. Paul Street
Baltimore, MD 21218
410-662-7373

Program Offered

Back to Basics

Park Heights Office

4236 Pimlico Road
Baltimore, MD 21215
410-578-0244

Program Offered

Park Heights Family Support Center

ANNE ARUNDEL COUNTY

Annapolis Office

Sigma Business Plaza
Suite 204
45 Old Solomons Island Road
Annapolis, MD 21401
410-571-8341

Programs Offered

Anne Arundel Abuse
Counseling Program
Employee Counseling Program
General Counseling
for Families and Individuals
In-Home Services for the
Elderly and Adult Disabled

Glen Burnie Office

795 Aquahart Road, Suite 206
Glen Burnie, MD 21061
410-760-6634

Program Offered

In-Home Services for the
Elderly and Adult Disabled

Visitation Center

Anne Arundel County
Government Building
101 North Crain Highway
Glen Burnie, MD 21061
410-760-6634

Program Offered

Supervised Visitation and
Monitored Exchange

BALTIMORE COUNTY

Woodlawn Office

3104 Lord Baltimore Drive
Suite 206
Baltimore, MD 21244
410-281-1334

Programs Offered

Child Abuse Treatment Services
Domestic Violence Services
Employee Counseling Program
General Counseling
for Families and Individuals
In-Home Services for the
Elderly and Adult Disabled

CARROLL COUNTY

**Westminster
Counseling Office**
22 North Court Street
Westminster, MD 21157
410-876-1233

Programs Offered
Child Sexual Abuse
Treatment Services
Domestic Violence Services
Employee Counseling Program
General Counseling
for Families and Individuals

West End Place
Seven Schoolhouse Avenue
Westminster, MD 21157
410-848-2433

Programs Offered
Adult Day Care
In-Home Services for the
Elderly and Adult Disabled
West End Apartments

HARFORD COUNTY

**Bel Air
Counseling Office**
44 E. Gordon Street
Bel Air, MD 21014
410-838-9000

Programs Offered
Child Sexual Abuse
Treatment Services
Employee Counseling Program
General Counseling
for Families and Individuals
Outreach and Intervention Project
School Outreach and
Advocacy Program (SOAP)

**Adult Day Care at
Harford Community College**
309 Thomas Run Road
Bel Air, MD 21015
410-838-3222

Programs Offered
Adult Day Care
In-Home Services for the
Elderly and Adult Disabled

HOWARD COUNTY

Columbia Office
Wild Lake Village Center
10451 Twin Rivers Road
Columbia, MD 21044
410-997-3557

Programs Offered
Employee Counseling Program
General Counseling
for Families and Individuals
Healthy Families Howard County
In-Home Services for the
Elderly and Adult Disabled

Laurel Office
Whiskey Bottom Shopping
Center, Suite I
9105 All Saints Road
Laurel, MD 20723
301-498-7509

Programs Offered
Employee Counseling Program
General Counseling
for Families and Individuals
Healthy Families Howard County
In-Home Services for the Elderly
and Adult Disabled

**“The kids cried every time
we fought. If it wasn’t
for the agency’s sliding scale fee,
we would never
have been able to afford
counseling.”**

Gifts to Family and Children's Services

**“After my back surgery,
I became a client as well as a donor.
The aide from In-Home Services
gave me **superb care!**”**

Cash contributions received during FY 2004 included annual fund gifts, United Way designated gifts, proceeds from fundraising events and restricted gifts in support of various programs, bequests and pledge payments to the investment fund. In addition to the FY 2004 contributors listed by name on the following pages, we extend our gratitude to these individuals and organizations:

The United Way of Central Maryland provided us with financial support, technical assistance, and day-to-day encouragement.

Designated gifts from 245 individuals totaled \$55,796 in conjunction with their pledges to the United Way of Central Maryland Campaign, the Combined Federal Campaign, the Combined Charity Campaign, or the Maryland Charity Campaign.

The Chrysanthemum Ball Committee staged the very successful first fall gala at the Grand Lodge at Bonnie Blink. The Chrysanthemum Ball raised a record \$53,566 to benefit agency programs, thanks to the support of nearly 300 guests and seven corporate sponsors.

The Auxiliary of Family and Children's Services and members of the Antiques Show Committee committed enormous amounts of time and effort to the 34th Annual Hunt Valley Antiques Show, which was an overwhelming success and resulted in an \$85,500 gift to the agency. We also thank the individuals, corporations and foundations that participated as benefactors, sponsors or patrons of the Antiques Show.

Whole Foods Market designated Family and Children's Services as the beneficiary of a five percent donation day that raised \$3,314. Thanks to those who shopped as well as those who staffed the FCS information table.

The participation of 37 individuals in our Mother's Day fundraiser resulted in gifts totaling \$3,770 for the benefit of agency programs.

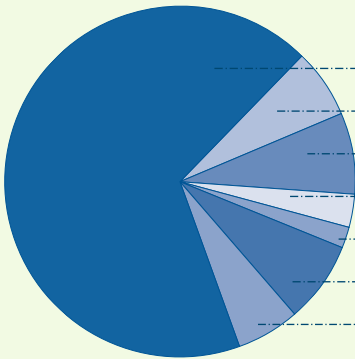
The Golf Tournament Committee made the second annual tournament a great success. As a result of their efforts, proceeds of \$10,630 were added to unrestricted funds for agency programs. We also thank the individuals, corporations and foundations that participated as benefactors, sponsors or patrons of the tournament.

Corporations and individuals contributed goods and services to programs and fundraising events.

Board members, staff and friends of the agency participated in our Adopt-A-Family campaign by purchasing holiday gifts for our clients.

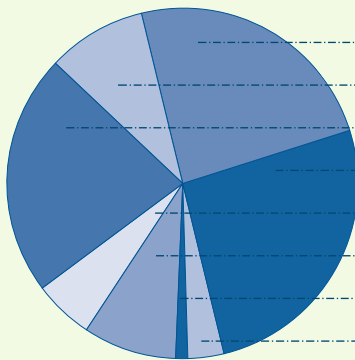
Financials for Fiscal Year 2004

Revenue and Expenses FY04



SOURCES OF INCOME*

Fees and grants from government . . .	\$7,567,812
Public support and revenue	717,332
Program service fees	858,776
Foundations, trusts, bequests	325,043
Investment / other income	216,641
United Way	856,128
Success by Six	637,571
Total	\$11,179,303



DISTRIBUTION OF INCOME*

Children's Services	\$2,502,848
Adolescent Services	1,006,928
Family Services	2,684,146
Elder Services	2,932,527
Success by Six	598,427
Management and General	962,930
Fundraising	143,825
Change in Fund Balance	347,673
Total	\$11,179,303

**includes in-kind expenses*

Donors

CLARK MOCK FOUNDERS

Clark Mock provided extraordinary leadership to this agency from 1942 through 1967, guiding it through the merger of the Family Welfare Association and the Henry Watson Children's Aid Society.

\$5,000 and Above

Anonymous
Allyn Foundation, Inc.
Mrs. Louise A. Armstrong
Ascend One
The Auxiliary of Family and Children's Services
Jane and Worth B. Daniels, Jr. Fund of the Balt. Community Foundation Bank of America
Mr. and Mrs. Michael Bordick
General Physics Corporation
Mr. James C. Holman
Legg Mason Wood Walker, Inc.
Manekin, LLC
Mr. and Mrs. Kevin A. McCreadie
Owen Charitable Foundation
Wachovia Bank, N.A.
Cecilia Young Willard Helping Fund

JANE ADDAMS PATRONS

Jane Addams, recipient of the Nobel Peace Prize in 1931, was the founder of the settlement house movement in America, one of the earliest forms of social work in the nation.

\$1,000-\$4,999

Anonymous
Mr. Christopher S. Alewine
Allegis Group Foundation
B. Jennine Anderson and Henry E. Cole
Mr. Joseph Antinozzi
Mr. and Mrs. Thomas H. G. Bailliere
Alan and Lisa Shusterman Family Fund of the Balti. Community Foundation
Terri and Jeff Becks
Beltway Capital Partners II LLC
Black & Decker
Mrs. Esther B. Bonnet
Michael and Jessica Bronfein Philanthropic Fund
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Cavanaugh Financial Group Charitable Foundation
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Deutsche Bank Americas Foundation
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Howard County General Hospital
Bach and Bob Jeffrey
Mr. Charles B. Keenan, Jr.
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Miles & Stockbridge
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Wells Obrecht and Mary Obrecht
The Charles & Margaret M.H. Obrecht Family Foundation
Peacock, Condron, Anderson & Co.
Mr. David Pivec
Ponagansett Foundation, Inc.
Rachuba Family Foundation
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Soil Safe
Mr. Hervey S. Stockman
SunTrust
William and Polly Surhoff
Susquehanna Bank
T. Rowe Price Associates Foundation, Inc.
The T. Rowe Price Program for Charitable Giving
Mr. Kenneth H. Trout
Troutman Company
Mr. and Mrs. Hugo J. Warns, III
Whiteford, Taylor & Preston
Whole Foods
Zeta Alpha Sigma Chapter, Inc.

MARY RICHMOND BENEFACTORS

Mary Richmond, renowned as the founder of modern social work, guided one of our predecessor agencies, the Baltimore Charity Organization, as its General Secretary from 1891 to 1899.

\$500 - \$999

Anonymous
Dr. and Mrs. Christen Alevizatos
Mr. & Mrs. George J. Arendt, III

The Associated: Jewish Community Federation of Baltimore
Jenny Baker and Robert Munroe
Mr. and Mrs. Roger L. Barnes
Ms. Kathleen E. Barry
Battelle
Mr. Cecil B. Bishop, Jr.
Mr. Robert W. Black, Jr.
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Ms. Yvonne V. Brown
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Mr. and Mrs. John Mutscheller
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Mr. and Mrs. William Pellington
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Mr. and Mrs. Michael Ponsi
Mr. Stephen V. Rieger
Mr. and Mrs. Michael Riehl
Mr. and Mrs. J. West Riggs
Riggs, Counselman, Michaels & Downes, Inc.
Mr. and Mrs. George A. Roche
Steven and Helen Rockwell
Mr. and Mrs. Mark Ruddick
Saiontz, Kirk & Miles, P.A.

Mr. Robert Sanderson
 Mr. and Mrs. Bruce L. Schindler
 Schluderberg Foundation
 Mr. Rick L. Sell
 Soroptimist Internat'l of Carroll County
 Steiff Foundation
 Ms. Sherrie L. Szekalski
 T. Rowe Price Program for
 Charitable Giving
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 Ms. Mary Beth Taylor
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 Philip Vilardo and Lisa Wilde
 Mr. and Mrs. James Vitale
 Mr. and Mrs. David J. Wallack
 Wells Fargo Home Mortgage
 Mr. and Mrs. Loren G. Western
 Mrs. Elizabeth E. Wolfe and
 Mr. Matthew H. Reed
 Mr. and Mrs. Stuart F. Wolffe
 Ms. Anne Winstead Woody
 Ms. Carolyn Workman
 Mr. and Mrs. Stewart Wright

HENRY WATSON FELLOWS

In 1871, Baltimore merchant Henry Watson bequeathed \$100,000 to our funding agency, the Children's Aid Society, to provide for the nurturance, education and care of the unfortunate.

\$250-\$499

Anonymous
 Mr. and Mrs. Stephen B. Awalt
 Mr. and Mrs. Lou Baker
 Mr. and Mrs. Paul L. Baker
 Dr. R. Robinson Baker
 Mr. & Mrs. Christopher J. Baratta
 Anne and George Barker
 Mr. Robert J. Bauer
 Bay National Bank
 Dr. James Bell
 Bill and Amy Bennett
 Blue Dot of Maryland
 Ms. Evelyn C. Bond
 Mrs. Barbara J. Bonnell
 Mr. and Mrs. William A. Boykin, IV
 Bradford Bank
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 Mr. Richard Todd Briggs
 Ms. Donna J. Brohawn
 Mrs. Judy E. Brown
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 Ms. Roberta E. Dillow
 Mr. and Mrs. Richard DiPietro
 Mr. and Mrs. A. Eric Dott
 Marie and James Downing, Jr.
 Mr. George W. Duncan
 Major Errol L. Dutton
 Mr. Scott Easton
 Mr. and Mrs. Deric Emry
 Mrs. Nancy L. Ensor
 Mr. and Mrs. Randal B. Etheridge
 Mr. and Mrs. Scott D. Evander
 Ms. Lynn Evans
 Mr. and Mrs. Michael T. Evans
 Evergreen Homes, Inc.
 Mrs. Jackie Finch
 Mr. and Mrs. Robert Finnegan
 Thomas and Wesley Finnerty
 Mr. and Mrs. Scott A. Fisher
 Mr. Mark M. Flanigan
 Mr. and Mrs. Mark Foster
 Foster Grandparent Advisory Council
 Jeffrey and Charlene Fountain
 Mr. James Gammie and Mrs. Ann Fraker
 Mollie and Matt Franke
 Mr. and Mrs. Haswell M. Franklin
 Fraternal Order of Eagles, Aux. No. 4378
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 Mr. and Mrs. Anthony P. Gallo
 Kathryn and A. C. George
 Mr. and Mrs. Patrick J. Goles
 Mr. and Mrs. Mark Goodman
 Mr. Timothy C. Gordon
 Mr. and Mrs. F. Gillis Green
 Mr. David P. Griffin
 Growth Spurtz
 Mr. Harry Gruner
 Mr. and Mrs. James B. Gurley
 Ms. Marie Denise Harper
 Ms. Brenda D. Harrell
 Mr. Steve R. Harris
 Mr. & Mrs. Edward George Hart, III
 Mr. and Mrs. Frank Harvey
 Ms. Linda T. Harvey
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 Mr. Harry W. Johnson, Jr.
 Mr. and Mrs. Rodger Karwacki
 Mrs. Elizabeth W. Knight
 Mr. and Mrs. David Knipp
 Ms. Patty Knott
 Mr. and Mrs. Steve Kohler
 Mrs. Judith R. Kolker
 Mr. John D. La Costa
 Mr. and Mrs. Thomas Lauman
 Mr. and Mrs. W. Robert Lepczyk
 Mrs. Anne K. Lilly
 Mr. David R. Long
 Lutheran Church of the Living Word
 Mr. Michael J. Lynch
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 Morton and Sophia Macht Foundation
 Mrs. Duncan H. MacKenzie
 Mr. and Mrs. Hardy Manges
 Mann & Marshall, LLP
 Mrs. Ruth R. Marder
 Mr. and Mrs. Mark L. McCulloh
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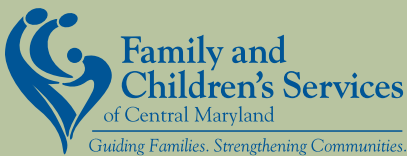
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Family and Children's Services of Central Maryland, Inc. is a private, nonprofit organization serving individuals regardless of race, color, religion, gender, handicap, sexual orientation or national origin. Fees for services are on a sliding scale based on ability to pay.

Accredited

Council on Accreditation of Services for Families and Children, Inc.

Member

Child Welfare League of America
Maryland Association of Nonprofit Organizations
Maryland Association of Resources for Families and Youth
National Association for Home Care
United Way of Central Maryland

Licensed

State of Maryland
Department of Human Resources
Department of Health and Mental Hygiene

