



FY 2025 Annual Report

July 1, 2024 - June 30, 2025


The Arc[®]
Northern Virginia



Who We Are



The Arc of Northern Virginia is a local chapter of the largest national non-profit organization serving people with intellectual and developmental disabilities (IDD) and their families.

Our Mission

The Arc of Northern Virginia promotes and protects the human rights of people with IDD and actively supports their full inclusion and participation in the community throughout their lifetimes.



What's Inside



Overview

Who We Are & Our Mission	1
Letter from Melissa & Michael	3
Our Mission in Action	4
Where We Work	5
Community & Connections	6

Programs

Bringing The Mission to Life	8
Stories of Impact	13
By the Numbers	15
Ways to Get Involved	16

Good People

Donors	17
Board Members	25
Our Staff	26



Letter from Melissa & Michael

As we reflect on this past fiscal year, we are filled with pride and deep gratitude—pride in the powerful work we’ve accomplished together and gratitude for the tireless dedication, passion, and resilience of our community. For more than 60 years, The Arc of Northern Virginia’s mission has guided us: to promote and protect the human rights of people with intellectual and developmental disabilities (IDD) and to support their full inclusion and participation in the community throughout their lifetimes. It is not just a statement—it is our compass, our call to action, and our promise to the people we serve. This year, that promise has felt more urgent than ever.

Across Virginia and the country, the disability community continues to face significant challenges—from threats to Medicaid and critical services to ongoing barriers in housing, education, employment, and inclusion. Yet in the face of these obstacles, we are continually reminded of the strength of our movement. The truth is: we’ve been here before. And we’ve always found a way forward, together.

In FY25, we expanded our programming, deepened our advocacy efforts, and strengthened our infrastructure to support people with IDD across every stage of life. Our team hosted more than 45 webinars on topics ranging from Medicaid navigation to Supported Decision Making and financial planning. We conducted over 2,500 direct consultations through our Information & Referral program, helped establish 102 new Special Needs Trusts, and continued to manage more than \$70 million in assets to ensure families have long-term financial security.

Our Tech for Independent Living program also grew, using custom-built lessons and community-based training to help 365 people with IDD build the skills they need to live and travel independently—and to equip 101 disability professionals with the tools to better support their clients. At the policy level, we achieved major advocacy wins in the General Assembly, including new mandates to support inclusive education, emergency planning, and communication access for individuals with disabilities. Our annual bus trip to Richmond once again empowered self-advocates and families to speak directly to legislators and influence public policy.

We also listened closely to the lived experiences of those we serve. Because inclusion is not just about presence—it’s about belonging. It’s about ensuring every individual with a disability has not only the right, but the support, to live A Life Like Yours. With more than 39,000 people with IDD living in Northern Virginia, and many still unaware of available services, our goal is to expand our reach so families find us before they are in crisis—offering trusted guidance, practical tools, and a path forward.

We remain deeply grateful to the families who trust us during their most vulnerable moments, to our staff who work tirelessly and compassionately, and to our funders, volunteers, and partners who make this work possible. Together, we are building a community where people with IDD are supported not just to survive, but to thrive.

Sincerely,



Michael Thomas,
President, Board of Directors



Melissa Heifetz,
Executive Director

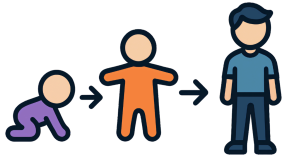


Our Mission in Action

We're proud of all we've accomplished this year, but we know the challenges families and individuals with IDD face remain significant. That's why we are:

Providing Practical Support Across the Lifespan

Helping individuals with IDD and their families navigate school, work, housing, legal, and financial systems by offering expert advice and direct support from early childhood through aging.



Answering Questions and Offering Resources

When Families Need Them Most: Responding to thousands of inquiries annually with personalized support, multilingual resources, and accessible webinars.



Empowering Independence Through Skill-Building Tech

Using innovative tools like our Arc2Independence app, hands-on training, and peer-led programs to teach life skills, build confidence, and support greater self-determination.



Standing with People Who Have No One Else

Acting as guardian, support coordinator, and partner for individuals who lack family support and ensuring their needs are met with dignity and care.



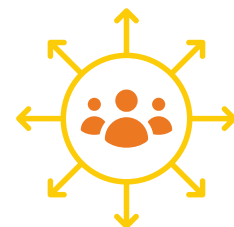
Championing Self-Advocacy and Inclusion

Creating safe spaces for individuals with IDD to use their voices through public speaking, self-advocacy training, and leadership development.



Driving Change Through Advocacy and Public Awareness

Educating lawmakers, influencing public policy, and fighting for inclusive laws, funding, and services that improve lives.



We believe that every person deserves the opportunity to thrive, and we're here to walk alongside them and their families every step of the way.

Where We Work

	Public Guardianship	DD Waiver Support Coordination	Advocacy	Information & Referral	People First for Young Adults	ALLY Toastmasters	Special Needs Trust	Transition POINTS	TFIL
Fairfax County									
Arlington County									
City of Alexandria									
City of Falls Church									
Loudoun County									
Prince William County									
Rappahannock County									
Culpeper County									
Fauquier County									
State of VA									
Washington, DC									
Montgomery County, MD									
Prince George's County, MD									
State of MD									

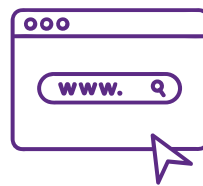
Community & Connection

Building Connections. Empowering Lives.

This year, thousands of families, advocates, and partners came together to strengthen inclusion across Northern Virginia.



1,816 participants joined **46** live webinars and virtual programs.



Resources on our website were accessed **75,000** times



2,537 families helped via phone, email, and our online portal



35,500 plays of our informational YouTube videos

"You are a lifeline and you have no idea how much it means to me."

- Northern Virginia Parent

"The information you provided has been so informative and will definitely relieve some of the uncertainty and overwhelm the family might be experiencing. It's difficult to fully express over email, but I truly appreciate your help. I wasn't even sure where to begin."

- School Social Worker

"I don't know how I could have lasted as far as I have without The Arc of Northern Virginia all these years."

- Northern Virginia Parent

Advocating for Change. Supporting Every Individual.

47 legislators engaged,
resulting in **15** bills &
amendments passed

Established **102** new Special
Needs Trusts in FY2025, now
managing 1,955 trusts
totaling **\$70.5M+** in assets

109 individuals
supported through
DD Medicaid Waiver
case management

49 individuals served
through Public
Guardian of Last
Resort program

80+ participants across
22 advocacy &
work-readiness events

185 participants across
33 bilingual Transition
Series sessions

225+ for safer
trained community
interactions

150+ people with IDD
75+ first responders

498 on Arc2Independence,
app users learning skills to be
independent in their
communities.

55 by self-advocates
blog posts facilitated by the
Trippett Fellowship
since April

At The Arc of Northern Virginia, our mission comes to life through programs and initiatives that support individuals with IDD and their families across their entire lifespan.

Here's How We Bring That Mission To Life



Education & Empowerment

We create and host educational webinars so families, professionals, and individuals with IDD can access timely guidance. Some of our popular topics last year included navigating Medicaid waivers, Trust Talk Tuesdays, Social Media Safety, Empowered Budgeting and Supported Decision Making. Our online resources remain available as long-term tools.

Advocacy & Policy Change

Our advocacy team advanced inclusive policy solutions at the state level. In FY25, we met with 47 legislators and supported 48 legislative initiatives, 15 of which became law, including improvements to education, emergency planning in IEPs, communication access, voting rights, and more. We also mobilized families and self-advocates to participate in legislative town halls, virtual meetings, and our annual advocacy bus trip to Richmond, giving people with IDD the opportunity to speak directly with lawmakers about the policies that impact their lives.



"The Arc of Northern Virginia is the most effective advocate in the General Assembly."
Virginia Delegate Patrick Hope



Tech for Independent Living (TFIL)

Our Tech for Independent Living program empowers people with IDD to build critical skills for greater independence through technology-based learning and real-world community experiences.

Last year we expanded the reach of our Arc2Independence app to 498 app users and 101 providers who each support multiple people through the app. The app continues to provide lessons in transportation, safety, employment, and daily living, and last year we launched several new features including Google Maps integration with preset addresses and linked lessons to goal notifications. Our footprint also grew geographically, with clients now in Virginia, Washington, D.C., and Maryland.

Community engagement remains a hallmark of our work. In FY25 we hosted 26 travel training trips across the DMV area on both Metro and public buses. We organized three Cooking Clubs, eleven TFIL Talks, three Arc2Independence Connects, one Lunch Bunch, three Safety Events, two DMV Connects, and one Wings for All event.



Transition POINTS: Lifespan Support

Transition POINTS supports individuals with IDD and their families at every major life stage. In FY25, we offered dozens of webinars and events, including our six-week Transition Series, focused on critical topics like employment, independent living, and aging.

We hosted monthly family support groups, bi-monthly Lunch & Learn discussions, and “Chat with an Attorney” sessions to guide families through special education challenges. We also participated in school transition fairs across Northern Virginia and expanded our outreach to non-English-speaking families through translated resources and Spanish-language webinars.



Starting Life with Your Child with a Disability
The Arc Northern Virginia
Transition, special education, adult services, employment, independent living, aging, and more. In multiple languages and at all life stages.



Transition from School to Adult Life
The Arc Northern Virginia
A guide to navigating the transition from school to adult life, including employment, independent living, and aging.



Getting the Most from Special Education
The Arc Northern Virginia
Transition, special education, adult services, employment, independent living, aging, and more. In multiple languages and at all life stages.



Finding a Home for Adults with Disabilities
The Arc Northern Virginia
Transition, special education, adult services, employment, independent living, aging, and more. In multiple languages and at all life stages.



Entering the World of Work
The Arc Northern Virginia
Transition, special education, adult services, employment, independent living, aging, and more. In multiple languages and at all life stages.



Aging with a Disability
The Arc Northern Virginia
Transition, special education, adult services, employment, independent living, aging, and more. In multiple languages and at all life stages.

Special Needs Trusts & Future Planning

We empower families to secure the future for their loved ones. In the last year, we established 102 new Special Needs Trusts, bringing our total to 1,864, with over \$70 million in assets held. We also conducted 175 personalized consultations to guide families through financial planning and the trust process.



“Every county school system across NOVA should contract with The Arc of Northern Virginia to provide these courses to their Families AND Transition Coordinators. As a person who transitioned his son two years ago, I can attest this info and support is priceless!” – Doug McCallum, Local Parent

Information & Referral Services

Our team answered more than **2,500 inquiries** through phone, email, and website portal. By providing personalized support, up-to-date toolkits, and accessible materials, we help families navigate crucial decisions with confidence.

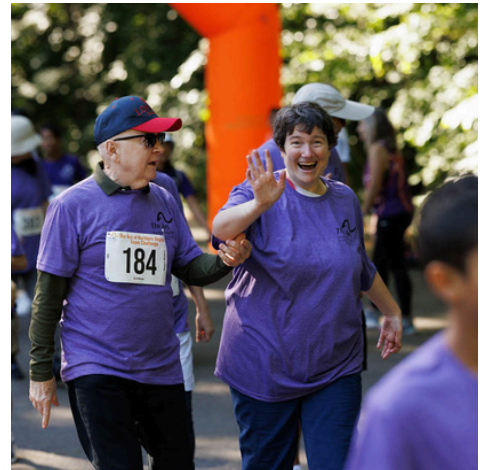


Public Guardianship

We serve as a trusted anchor for those without family support. Our Guardianship program served **45** individuals.

DD Waiver Support Coordination

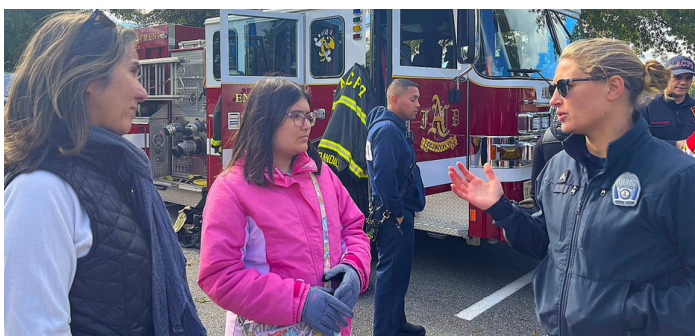
We provided Medicaid Waiver case management to **109 clients** to ensure that they maintained preferred case management providers through their state-funded DD Medicaid Waivers. We secured supplemental funding to cover needs not included in Medicaid Waivers, such as adaptive equipment, camps, and recreational programs, which **enhance their quality of life.**



Safety Trainings & Criminal Justice Reform

In partnership with Arlington and Fairfax County Police Departments, we hosted three Safety Trainings during FY25. These sessions prepared over 150 individuals with IDD and more than 75 police officers and first responders to engage safely and confidently during community interactions.

These training sessions built mutual understanding, improved communication skills, and equipped officers with the tools needed to recognize and appropriately respond to people with IDD.



Self-Advocacy & Leadership

Through People First for Young Adults and People First/“A Life Like Yours” (ALLY) Toastmasters, we offered 22 self-advocacy and work-readiness events in FY25. These sessions supported more than 80 participants in developing essential skills in public speaking, social connection, and leadership, and empowered them to speak up for their rights and take active roles in shaping their lives.





Stories of Impact



Taking Flight: Toryn's Story

For Toryn and his family, the Wings for All program opened the door to new possibilities. Designed to help families with autism and other developmental disabilities practice the activities that take place during airport travel, the event gave Toryn the chance to practice checking his luggage, getting a boarding pass, going through security, waiting at the gate, boarding a plane, and riding the tarmac. Using his iPad to share his name and answer questions, Toryn did “pretty awesome,” his mom shared, and proudly showed he was ready to take on the skies.



Not long after, Toryn used his iPad to tell his family and teachers that he wanted to try a real flight. They packed his favorite snacks, sensory toys, and headphones, said a prayer, and set off for Orlando to celebrate his sister's graduation with a vacation at Disney. Even with an hour delay, a storm with turbulence, and more delays on the ground, Toryn “did uh-may-zing!” He rode real deal roller coasters for the first time, met Minnie, Pluto, Rapunzel, and Tiana, and even declared favorites like the Space Mountain and the Seven Dwarfs ride. Reflecting on the trip, his dad wrote, “While there was plenty of nervousness building up to this trip, Toryn assured us he wanted to try to fly, we listened... and we triumphed! My heart is FULL. This was a success every angle you look at it!”

Stories like Toryn's show how The Arc of Northern Virginia's Wings for All program can transform what once felt impossible into a joyful family milestone.



Emily & Kathy's Story

As the mom of an adult daughter with disabilities, Kathy has spent years navigating the complexities of Virginia's disability services system. Emily, who is mostly non-speaking, continues to amaze her family with her memory and how she takes in the world around her. When the supports Emily had in place were no longer meeting her needs, Kathy and her husband realized they needed to advocate for a more sustainable plan for her future. Despite their best efforts, they encountered repeated roadblocks. That's when Kathy reached out to The Arc of Northern Virginia and connected with Director of Advocacy Lucy Beadnell, who became a *pivotal* ally in the process.

"Lucy was a tremendous source of support," Kathy shared. "She has answered many questions and provided valuable advice, and always responds as if you are the only person she is helping that day, which I know is not the case." Over the years, The Arc of Northern Virginia has supported Kathy's family through Lunch Bunch meetings, webinars, professional referrals, and consistent advocacy at the state level. After much persistence and support, Emily was recently approved for a new program that more fully meets her needs, a critical step forward for her long-term stability and quality of life. Kathy's advice to others: educate yourself by gathering information, talking to others who've walked the same path, and focusing on the facts. She also emphasized how important it has been to know that **"while families like hers are stretched thin, The Arc of Northern Virginia is out there fighting for them."**



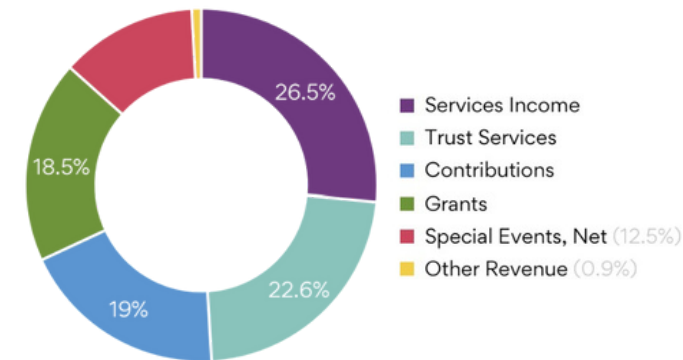
By the Numbers

The Arc of Northern Virginia’s financial year reflects a strong commitment to using resources responsibly and in direct support of our mission. We remain focused on what matters most—programs, services, and advocacy for people with intellectual and developmental disabilities and their families. We strive to ensure only a small portion of expenses is allocated to essential administrative and fundraising functions, ensuring that our community’s support goes where it has the greatest impact. This careful stewardship allows us to maximize the positive outcomes and meaningful difference we make in the lives of those we serve.

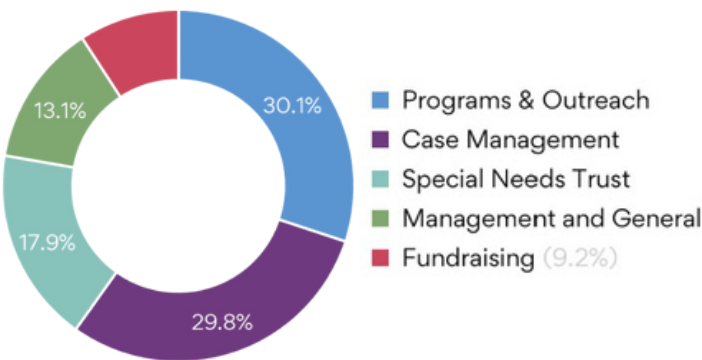
Revenue

Revenue	2024/2025
Contributions	\$541,979
Grants	\$528,012
Special Events, Net	\$357,585
Services Income	\$755,390
Trust Services	\$642,852
Other Revenue	\$24,620
Total Revenues	\$2,850,438

Total Revenue FY25 \$2,850,438



Total Expenses FY25 \$2,916,252



Expenses

Total Expenses	2024/2025
Programs (TP/TFIL), Outreach, Advocacy, and I&R	\$877,088
Guardianship & Case Management	\$868,825
Special Needs Trust	\$520,899
Total Program	\$2,266,812
Management and General	\$382,205
Fundraising	\$267,235
Total Support	\$649,440
Total Expenses	\$2,916,252

Ways to Get Involved

Donate to The Arc of Northern Virginia

Join us in making a meaningful difference. Your support fuels inclusion, advocacy, and empowerment for individuals with IDD and their families.



Attend or Sponsor a Special Event

Join one of our signature events! From the Gala and Benefit Breakfast to Team Challenge, Sip and Support, and Arctoberfest, there are many fun and meaningful ways to get involved. Sponsorship opportunities are also available for individuals and organizations looking to make a deeper impact while gaining visibility in our community.



Advocate: Join our advocacy campaigns, attend town halls, participate in Richmond bus trips, and share your story with elected officials.



Volunteer
Bring your time and talents to our programs and events.



Provide Grant Funding

Grants help us deliver critical programs that support individuals with intellectual and developmental disabilities and their families across Northern Virginia. Your investment fuels long-term change and creates a more inclusive community for all.

Partner With Us

If you're a school, nonprofit, business, or community organization looking to co-host workshops, host events, or enhance disability support. Reach out to explore a partnership.



Stay Informed: Subscribe to our newsletter, follow us on social media, and access our blog to stay updated on advocacy alerts, community events, and resources.

Whether you're looking to donate, volunteer, sponsor an event, join us at a fundraiser, or partner with us as a business or foundation: we'd love to hear from you. Reach out to us at Development@thearcofnova.org to learn more about how you can make a difference.





Donor Recognition

At The Arc of Northern Virginia, none of the progress and impact we celebrate this year would be possible without the generosity and commitment of our donors.

From individual supporters who believe in our mission to institutional partners who provide critical resources, your contributions fuel our work to empower individuals with intellectual and developmental disabilities and their families. The donors listed on the following pages represent those who contributed \$100 or more between July 1, 2024, and June 30, 2025.

We are deeply grateful for your trust and partnership in building a more inclusive and supportive community. Thank you for standing with us every step of the way.



Anonymous	Lynn Berry and John Pelkey	Rhonda Butts-McGee
321 Web Marketing	Michael and June Beyer	Keith and Anne Byerly
8 Chains North Winery	Abera Bezuneh	Edward and Denise Byrne
Adams-Green Funeral Home	Swati Singhal	Sean and Cori Byrne
Charles and Sara Adkins-Blanch	James Bierman	Sami Caffey
Mari Jill Ahrold	Mary Blake	Mary Cahill
Mark and Robin Albert	Steven and Sunny Blanco	Bob Calder
The Albert and Linda Rosecan	Jennifer Blick	Calvert Masonry
Charitable Foundation	Nelson and Cookie Blitz	Linda Campanelli
Debra Alexander	Alex and Cristina Blough	Chris and Mary Beth Campbell
Reginald Allen	David and Catherine Bobzien	Chris Campbell
Alliance ABA Therapy	John Bonds	Capital Anesthesia Associates, LLC
Alloy Family Foundation, Inc	BOWA	Capital One
Leo and Betty Alonso	Maria Luisa Boyce	Kasey and Kurt Card
Alonso Insurance II LLC	Jennifer Boysko	Melanie Carlos
Etsegenet Antehun	Brain Injury Services	Darlane Carpen
Arena Stage	Carl and Barbara Brandhorst	James and Marie Carter
Sarah Armstrong	Gregory Brandon	Laura and Roberto Casillas
Peter Arundel	Leslie Braunstein	Kay Casstevens
AT&T Employee Giving Campaign	Denise Brien	Joe and Carol Catalano
Atlantic Union Bank	John and Leonie Brinkema	Jonathan and Megan Catherwood
AW CPR and Medical Training	John and Leonie Brinkema	CertaPro Painters of Springfield, VA
Steven Doskey and Young Bae	Deborah Brittain	Karen Chandler
John and Linda Bailey	Warner Broaddus	John Chang
David and Sandra Barker	Mike and Penny Brooks	Lucy Chang
The Barns at Wolf Trap	Charles and Linda Brown	Changeis, Inc.
Renee Barr	Christy Brown	Adrian and Jan Chapman
Eric and Tracey Barrett	Lorraine Brown	John Chapman
Bay Creek	Marisa and Douglas Brown	Robert and Aurora Charnoff
Beacon Specialized Living, Virginia	Jeanne Broyhill and Joe Ventrone	Chartis Federal
Lucy Beadnell	Kellie Budd	David E. Chelen
Bear Chase Brewing Company, LLC	Donna Budway	Richard Chen
Daniel and Margaret Bell	Linda Bufano	Scott Chesson
Angela Bender	Bunnyman Brewing	Anthony Chiles
Bender Group	Brian and Julie Burke	Douglas and Glenys Church
Greg Bengston	Jennifer Burmester	Francis and Janice Cirillo
Berenzweig Leonard, LLP	Jessica Burmester	City of Alexandria Fund for Human
Alyssa Berger	Donna Burnette	Services
Jane and Ken Bergquist	Kathleen Burtschi	City of Falls Church
Barbara Bernero	Business Benefits Group	Kathleen Clark
Nicole Berrigan	Suzanne and Larry Butcher	Rob Clarke



Lucia Sedwick Claster
 Nicole Claude
 Marc and Valerie Cloutier
 Clover Leaf Wealth Strategies LLC
 Clune Construction
 Bill and Sabrina Coen
 Kenneth and Susan Cohn
 Tyson and Kia Cole-Hines
 Sherri Coles
 Joanne Collins
 The Alisann and Terry Collins
 Foundation
 Community Concepts, Inc.
 Community Living Alternatives
 Community Systems, Inc. Virginia
 Community Visions, LLC
 Julia Connally
 Patricia and Thomas Connally
 Marybeth and Michael Connelly
 Continuum Care Strategies
 Kristen Conway
 Caitlin Cooper
 Elaine Cornett
 Sally Cors
 Deborah Cortina
 Sarah Coste
 Tom and Michele Costello
 Cozy Horizons Supported Living
 Brian and Alison Creswick
 Patricia Cripe
 Patrick and Brenda Cross
 Kim Crowell
 CST Group, CPAs, PC
 Sharon Cummings
 Trang Dang
 Hannah Dannenfelser
 Caryn Danoff
 Dave and Buster's
 Barbara Davis
 Carolyn Davis
 Kathey Davis

Saundra Davis
 Sharon A. Davis
 Crysta De peiza
 Frankie Sue Del Papa
 Del Professional Healthcare LLC
 Delia's Mediterranean Grill &
 Brick Oven Pizza
 Alex and Georgina Dell'Atti
 Brian and Kymberly Deloatche
 Chris Delta
 Marilyn Derian
 Gabriel Derosier
 Ann Deschamps
 Nathan and Cintia Desnoyers
 Amelia DeSorrento
 Joseph Diaz
 Didlake, Inc.
 Kara Dingell
 DMV Fitness, Inc.
 Garen Dodge
 Hunter and Alicia Doe
 Brigid M. Doherty
 Kathryn Doherty
 Pete Dolan
 William Donahue
 Nancy Dotti
 Tom Downs
 Sandy and Charles Doyle
 Peter and Janna Dressel
 Cheryl and Roger Dronsfield
 David and Trish Drury
 William Dubishar
 Dude's Dog House and Spa
 Jean Duffy
 Julianne and Joseph Duffy
 Dulles Foundation Club
 Andrew Durmont
 Margaret Dunn
 Tish Duplechain
 James Dykstra
 Hutton Easley

Robert and Carol Edwards
 Lisa Egeland
 Electrosoft Services, Inc.
 Elites Care, LLC
 George and Theresa Ellis
 Employees Charity Organization of
 Northrop Grumman
 Empowerment, Advocacy &
 Sexuality Education (EASE)
 enCircle
 Carol and Mark Endahl
 Rikki Epstein and Ron Shapiro
 Jeff and Shelia Erhardt
 Jeffrey and Joan Erikson
 Eskridge Research Corporation
 Essig Educational Group LLC
 Patricia Eu
 Evermay Wealth Management, LLC
 Evolve Medical Aesthetic and
 Wellness Center
 Fairfax Neonatal Associates, P.C.
 Isa and Stefanie Farhat
 Paige Fawehinmi
 Thomas and Meghan Fatouros
 Feast Flavours By Cris
 Norman and Melissa Fichthorn
 Mark Fies
 Dennis Findley
 Elaine and Favio Garcia
 First Watch
 Fish Head Guides
 Robert and Ruth Fisher
 Sara FitzGerald
 Richard and Ellen Flaherty
 Joan and Fred Flippin
 Rosemary Fluehr
 Mara Flynn
 FOCUS on NoVA Real Estate
 Kyle Foley
 Lisa Fong
 The Foundation of The Arc of
 Northern Virginia



Foundations Supportive Care, LLC
 John Foust
 Mark and Christine Fowler
 Sharon and Jonathan Franklin
 W. Robert Freck
 FreshEye Innovative Solutions
 Friese-Phillips-Bock Group, Merrill
 Lynch Wealth Management
 Debra Furman
 Gabriel Homes Foundation
 Gabriel Homes, Inc.
 Linda Gabris
 Douglas and Suzanne Gaibler
 Gap, Inc.
 Tony Geisler
 Meredith Gelman
 General Dynamics Mission Systems
 Lisa Geraci Rigoni
 Scott and Laura Gerke
 Jonathan and Shonnetta Gessert
 Scott and Angela Giddings
 Arthur Ginsberg
 Lisa Giulianelli
 Lisa Glasgow
 Sandi and Ben Glass
 Ashley Goff
 Steven and Janie Goldberg
 Richard and Miriam Goldin
 Goldman, Sachs & Co. Matching Gift
 Program
 Marissa Goldsmith
 John Gordon IV
 Renee and Barry Gordon
 Margaret Goss
 Lakia Graham
 Ellen Grass
 Jennifer Graviano
 Great Country Farms
 Greater Merrifield Business
 Association

Kendra Green
 Kristen Green
 Robert Greene
 Kevin Greenlief
 Thomas Greeson and Catherine
 Read
 Ryan Greives
 Elijah Walter Griffin
 Andrew Grimm
 Mark and Ellen Gross
 Sharon Gross and Christopher
 Jordan
 Idalgiza Grullon
 David and Debbie Guthrie
 Debra Hagen
 Hale Ball Murphy PLC
 Rob and Maggie Hallbach
 Paul and Maureen Hallman
 Arthur Hamerschlag
 David and Katherine Hamilton
 Simon Hamilton
 Alan and Kelly Harbitter
 Thrine Harpring
 Boots Harris
 Jacquelyn Harris
 Chris and Cindy Hart
 Härth
 Hartwood Foundation, Inc.
 Justin and Kayo Haselden
 Daniel Hastings
 Shyamali Hauth
 Edward and Lynn Heaton
 Michael and Sarah Heberle
 Thomas and Elizabeth Hefferon
 Lara Hegler
 Aaron Heifetz
 Melissa and Andrew Heifetz
 John Henley
 Oanh Henry
 The Henry S. Rosenbloom Trust

Matty and Evelyn Herb
 Kurt and Dorothy Hesser
 Mandana Heydarian
 Justin and Cortney Heykoop
 Patricia Hickey-Warren
 The Hilb Group
 Randolph and Kirsten Hill
 David and Andrea Hilliard
 Alan Hochstadt
 Howard Hogan
 Robert and Jeanne Holden
 Aimee Holleb

 Rhonda Cunningham Holmes and
 Ira S. Holmes
 Richard and Katherine Horan
 Masrur Hossain
 Deborah House
 Sharvita House
 Dwayne Houston
 Carolyn Howard
 Ana Hughes
 Brittney Hughes
 Daniel Hughes
 Lisa Hughes
 Richard and Maria Hughes
 Cecile Hult
 Lisa Humes
 Mackenzie Humphrey
 Fredda Hurwitz
 IBM Employee Service Center
 Sue Ibrahim
 Inclusion Consultants, LLC
 Mimy Indra
 International Brotherhood
 International Monetary Fund
 Keith and Kelly Jackson
 The Jacquemin Family Foundation,
 Inc.
 Parisa Jalali



Danielle Jefferson
 Bruce Jennings
 Margaret Jenny
 Elizabeth and Charley John
 Aaron and Cheryl Johnson
 Aaron and Cheryl Johnson
 Judson and Shawndre Johnson
 Ackie Jones
 Alan and Anne Jones
 John Jones
 Allen Joseph and Polly Panitz
 Joseph K. and Mariana S. Maloy
 Foundation
 Franzia Kamara
 Lisa Karam
 Natalie Karelis
 Julie and John Kavanaugh
 Kearney & Company
 Daniel and Tara Keelean
 John and Kristen Keffer
 Susan and Peter Keisler
 George and Mytzu Kelley
 Jim Kelley
 Paula Kelley
 Claire Kelly
 Richard and Joyce Kelly
 Kendra Scott
 Kate Kennedy
 Sopa Keo
 Jennifer Keogh
 Key Concepts Knowledgebase LLC
 John Kilcullen
 Kilroy's
 The Kimmel Family Foundation
 Kelly Kinneen
 Shanton Kittler
 Susan and Stephen Klein
 Kimberley Knox
 Suzanne Korff
 KOVAR Corporation
 Christina Kramer

Mary and Edward Kringer
 Matthew Scheeser and Scott
 Krysztofiak
 John and Adrian Kuzel
 Paul Kyle
 Barbara Mack and Roger
 Lagunoff
 Stanley and Patrecea Lamb
 William Lampe
 Malinda Langford
 Victoria Lanier
 Daniel J. Lanigan
 Lansdowne Resort
 Gerry Laporte
 L'Arche Greater Washington, D.C.
 Belinda Laryea
 Dom Lasorsa
 Toby and Lindsay Latham
 Law Office of Patricia E. Tichenor,
 PLLC
 Law Office of Zahedi
 Leader Six, Inc.
 Matthew and Kim Leland
 Orissa Leland
 Regina Lewis
 Libretto.fm
 Charles and Karen Lipsey
 Jeff Little
 Serena Lo
 Elaine Lomax
 Bitu Lotfi
 Dana and John Lu
 Rob Lucas
 Luray Caverns
 Megan Lustig
 Drew and Carol Luten
 Robert W. Lyford
 Daniel and Paula Lyon
 Mark MacNichol
 Dan Magallanez
 MainStreet Bank

Patricia Majors
 Maketto
 Paul Mandell
 John Mansell
 Natalia Manuilova
 David and Barbara Martin
 Richard Masannat
 Tracy and Brad Mason
 MAXISIQ
 John and Kathleen May
 Richard and Alice McArdle
 Nancy and Doug McCallum
 McCandlish Lillard
 Cindy McDonald
 Carolyn J. McDowell
 Melanie McFeeters
 Kathryn and Michael McGahuey
 Bertra McGann
 John and Daria McGeehan
 Elizabeth McHugh
 Ana McIntosh
 Ana McIntosh
 McLean Community Foundation
 Rachel McQuillen
 McShade
 David and Priya Menachery
 Balakrishna Menon
 Lisa Merkel
 Molly Merlo
 John and Kay Merrell
 Metropolitan Washington Council of
 Governments
 Michael & Son Services, Inc.
 Mike and Cindy O'Kane Family Fund
 Michelle Milam
 Steven Miller
 Jim and Cathy Mitman
 Vijaya and Pradeep Mitra
 Sumedha Mongia
 Chuck and Diane Monnig
 Monumental Sports & Entertainment



Sarah Moore
 Melissa Morelli
 Peter and Anne Marie Morici
 The Morris & Gwendolyn Cafritz
 Foundation
 Moseley Architects
 Munson Law Firm, PLLC
 Anne Murphy
 MWM Legal Group, PLLC
 Arvind and Meenakshi Nandedkar
 Terrig Thomas and Maithily A.
 Nandedkar
 Michael Nannini
 Laura Nash
 The Neall Family Charitable
 Foundation
 Maureen Nemec
 Shelia and Ford Newman
 Elisabeth Nguyen
 Christiana Nichols
 Kenneth and Barbara Nichols
 Amberella Nightingale
 Paul Nolan
 Dianne Nolin
 Jodi Nordby
 Northrop Grumman McLean Office
 Northwest Federal Credit Union
 Nothing Bundt Cakes - Vienna
 NoVA IDD Group Genius
 James and Veronica O'Donnell
 Edward O'Brien
 Margaret O'Brien
 Kenny and Jaclyn Gardner
 Ocean Reef Club
 Anne O'Connor
 David Joseph O'Connor
 Odin Feldman Pittleman
 Daniel and Kathleen O'Donohue
 Paul and Elysia Olsen
 The Organizing Mentors, LLC
 Katherine Ortiz

Robert and Barbara Osgood
 Jennifer Owens
 Tara Owens
 Kimberly Painter
 Janet Palmer
 Paradigm Development
 Company, LLC
 Carol Sue Caviezel Pardon
 Tong Park
 Elizabeth Parks
 Ed and Donna Patchett
 Heidi Patriquin
 Jennifer Patterson
 Marc Grossman and Mildred
 Patterson
 Tyler and Karin Patterson
 Nanika Paul
 PBMAres, LLP
 PBS NewsHour
 Pearmund Cellars
 Stella Pekarsky
 Jerry and Pam Pelano
 PEO Chapter E Virginia
 Daniel and Natasha Perkins
 Huong Pham
 Phi Gamma Delta of MIT Fund
 Philip L. Graham Fund
 Chase Phillips
 Joan Piccariello
 Kenneth and Jane Plum
 Aaron and Tory Poe
 Hank and Jan Pohl
 Timothy and Lori Polnow
 Jeffrey and Stacy Porro
 Andrew and Patricia Porth
 Mary Postma
 Premium Home Health Care, LLC
 Princess Jewelers
 Professional Dermatology Care,
 PC

Susan Prokop
 Gabrielle Pyle
 The Quaker Hill Foundation
 Jeanne Radday
 Rahma Group Home, LLC
 Elizabeth Rainhart
 Brenda and Isaac Randall
 Randolph D. Rouse Foundation, Inc
 Bronwen and Andy Rankin
 Kirby and Tye Rattenbury
 Sharon Bernson
 Kelly Rector
 Red Six Solutions
 Calvin and Elizabeth Reece
 William Reed
 Elise and Dennis Reeder
 Charles and Lenor Reese
 Sean and Anne Regan
 The Restaurant at Patowmack Farm
 Courtney Reynolds
 Paul Horwitz and Margaret Rice
 Vanessa Richardson
 Janet M. Rife
 John Roach
 Laura Roakes
 Raymond and Karen Roberson
 Shawn E. Roberts
 Laurie Robbins
 Natalie Robinson
 ROCS Grad Staffing
 Nicholas and Hillary Rodak
 Phara Rodrigue
 Sean and Denise Rogstad
 Howard and Marsha Rolston
 Joseph Romagnoli
 Karen Rosales
 Julie Rose
 Michael and Jennifer Rose
 Jennipher Rosecrans
 Ariela Rosenstein



Loren Rosenthal
 Jonathan Ross and Linda Harris
 Penni Ross
 Thomas Ross
 Sohelia Rostami
 Rotary Club of Alexandria
 Sean and Sarah Rotbart
 Stephanie Rowzie
 Jennifer Roy
 Rebekka Rucinski-Trasborg
 Ana Ruggie
 Lynn and Steve Ruiz
 Christopher Ryan
 Julie Ryan-Silva
 Betts Abel and Patrick Saccomandi
 Silvia Sagari and Magdi Iskander
 Nick Salameh
 Roopal Saran
 Artati Saraswati
 Kerry Satterfield
 Moira and Tomas Saucedo
 Jeneé Saunders and Natasha Pollard
 Roberta Schaefer
 Mary Schaffhauser
 William Schermerhorn and Karyn Tan
 Faith Schneider
 Sharon Schoeller and Edward Saltzberg
 Andrew Schwind
 Christine Searight
 Seasons 52 Tysons Corner
 Walter Seedlock
 Janet and Richard Seide
 Sensational Smiles
 Suman Sharma
 Lisa Shaw
 Kimi Shewmaker
 Cathy Shifflett

Irene Shin and Peter Brophy
 Yoshinobu and Kathleen Shiota
 John Short
 Silicon Valley Community Foundation
 Marjorie R. Sims
 Mary Sinclair
 Thomas and Carol Skelly
 Linda Sklovsky
 Jeanette Slattery
 Walter and Ellen Sanders
 Alison and Richard Smith
 Caitlin Smith
 Kathy Smith
 Lijah Naomi Smith-Nicholson
 Emily Snyder
 Sopranessence
 Karen Sosnoski
 Pamela Spiering
 Deep Sran and Deborah March
 Robert and Catherine Stalzer
 Shannon Stapleton
 Kirk Stewart
 Stephen and Valeria Stewart
 Pat and Lori Stillman
 Melissa Stone
 Stone Tower Winery
 Cynthia Strand
 Howard Stregack and Ellen Bloom
 Joseph and Marlene Stregack
 Clark and Julia Strickland
 Studio 360 Architects

 James Sullivan
 Rip Sullivan
 Ann Summerson
 Casundra Sumpter
 Susan Skare Real Estate
 Rose Sutton

Roy and Susan Swift
 Estelle and Richard Syretz
 Terry Tablin
 Rashin and Hamid Taheri
 The Tailored Closet
 Cheryl Takemoto and James Scampavia
 Phyllis and Keith Talbert
 Jon and Liz Talotta
 Stephanie Tanner-Weber
 Andrew Gibson and Mary Tartaglione
 Patricia Tetro and Jack Wilbern
 Gary and Jane Thatcher
 Paul and Pam Thieberger
 Michael and Karen Thomas
 Pierre and Alyson Thomas
 David Thomason
 Sarah Thompson
 Michael and Rachael Thornton
 Carol Thurmond
 Paul Tierney and Michelle Youngers
 Mark and Theresa Toia
 Michael and Merle Toobin
 Joe and Pat Toole
 Courtney Toomath-West
 Total Wine & More
 Tom Toth
 Matthew Reisman and Kathy Tran
 TransCen
 Trattoria Villagio
 John and Ednamae Trevey
 Linda Trippett
 Rachel Trippett
 True Link Financial
 Colena Turner
 United Airlines
 United Bank
 Rita Updike
 UPS Employee Matching
 Michael and Cheryl Urban



Kenneth and Sue Utterback
 Jennifer Utterback
 Bill Chambers and Hendrika Van
 Casteren
 Deanne Vasely
 Taylor Beaumont and Roya Vasseghi
 Vasseghi Budd Law PLLC
 Barb Vaughan
 Vienna Family Dentists PC
 Mary and John Vihstadt
 Virginia Golf Center
 John and Kathleen Von Rosenberg
 Donna and Jaro Vostal
 Carolyn Vrabel
 Pansy Walker
 David and Jean Wiley
 Brian and Andrea Wallenhorst
 Lara H. Walt
 Scott Warner
 Washington Gas
 The Washington Group Special Care
 Planning Team

Tom and Maureen Waters
 Wealthnet Charitable Gift Fund
 Dana and Karen Weinberg
 Gretchen and David Welch
 Mark Werblood
 Heather Wessel
 Molly Whalen
 Charles Wheeler
 Cynthia Wheeling
 Jaroslaw and Janet Wieczorek
 Arlether Williams
 Bob Williams
 Jane Williams
 Loretta and Howard Williams
 John and Jane Winant
 Philip Winsor
 Wanda Wiser

World Bank Community
 Connections Fund
 Catherine Seibert and Frederick
 Wright
 Sharon Wright
 Craig R. Wulf and Diana Warmann
 Douglas Levey and Lisa Wysocki
 Craig and Lisa Yantiss
 Alex Yellin and Sheila Billingsley
 Elizabeth Yoder
 Michelle Zachry
 Marjan Zarafshar
 Jean Schiro-Zavela and Vance
 Zavela
 David and Alyssa Zawicki
 Nancy Ziegler
 Dennis and Suzanne Zimmerman
 Steven and Karen Ziselman
 Heidi Zollo
 Mike and Nicole Zupan



Board Members

Michael Thomas, President

Brian Creswick, 1st Vice President

Sunny Blanco, 2nd Vice President

Evelyn Burke Herb, Secretary

Peter Dressel, Treasurer

Mark Albert, Past President

Melody Akhavan

Sarah Armstrong

Doug Church

Sharon Cummings

Hannah Dannenfelser

Mark Fowler

Elizabeth Gray

Elizabeth John

Donalda Jones

Marisa Laios

Toby Latham

Matt Leland

Donna Patchett

Dan Scheinkman

Erin Schiffman

Frank Stephens



Our Staff

Executive Director Melissa Heifetz

Advocacy

Lucy Beadnell, Director of Advocacy
Jamie Colgin, Information and Referral Specialist
Majo Flores, Frank Trippett Advocacy & Outreach Fellow

Communications & Community Relations

Ashley Cantatore, Marketing & Communications Manager
Rob Hudson, Digital Communications Manager & Frank Trippett Advocacy & Outreach Fellow

DD Waiver Support Coordination

Cheryl Johnson, Director of Services
Lisa Fong, Assistant Director of Services
Hillary Rodak, DD Waiver Lead Support Coordinator
Dana McInvale, DD Waiver Support Coordinator
Chloe Rabold, DD Waiver Support Coordinator
Anna Everly, DD Waiver Support Coordinator

Development

Howard Stregack, Director of Development
Alyssa Klein, Development Associate
Lois Gaul, Special Events Manager

Programs

Diane Monnig, Director of Programs

Public Guardianship

Shannon Bond-Young, Program Director
Wendy Asmen, Public Guardian Representative
Alyzza Porrata-Doria, Guardian Representative

Special Needs Trust

Ana Hughes, Director of Trusts
Kevin Collins, Assistant Director of Trusts
Trini Nsabimana, Account Manager
Allie Shelby, Account Coordinator
Fiona Wright, Client Coordinator
Grace Rhodes, Account Coordinator - Incoming Funds
Caroline Girgenti, Client & Community Relations Specialist

Tech for Independent Living

Ashley Africa-Osborne, Program Manager
Keziah Wohlers, Senior Program Specialist
Ryan McNulty, Program Specialist
Maggie Morgan Jutras, Program Specialist
Sarah Cornett, Program Assistant
Daniel Soya, Program Assistant
Claire McTiernan, Program Assistant









 www.thearcofnova.org

 @thearcofnova

 3060 Williams Drive, Suite 300 Fairfax VA 22031