



GROWING CONNECTIONS

IMPACT REPORT

JULY 2021- JUNE 2022

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SEEC's Board of Directors is comprised of volunteers from the community, family members of people receiving SEEC services, and at least one person receiving SEEC support. The Board meets quarterly to provide oversight for agency operations.

MESSAGE FROM KAREN LEE, CEO

Dear Friends,


This was a pivotal year for our community. Not only did the people we support return to work and join activities in the community after two years of uncertainty, but we also took on the challenge of reinventing our way of providing services.

As a result, we created the foundation of a new infrastructure which encouraged the people we support to grow connections while fully participating and contributing to our community.

Learning, adapting, and innovating quickly to ensure the people we support are the real drivers of their lives would not have been possible without you, our community of families, supporters, and partners.

Together we are leading the way in providing high-quality support enabling people to live, work and thrive in our community.

We believe people can grow new connections and make the community more vibrant as they fully participate and contribute.

A portrait of Karen Lee, CEO, with shoulder-length blonde hair, wearing a light blue collared shirt, smiling. The background is a solid dark blue.

"PEOPLE WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES WANT A LIFE LIKE EVERYBODY ELSE. THEY WANT AN OPPORTUNITY TO LIVE, WORK AND THRIVE. THEY WANT A JOB WHERE THEY CAN CONTRIBUTE AND EARN A PAYCHECK. THEY WANT TO HAVE A ROOMMATE AND LIVE IN A HOME THAT THEY CHOOSE AND WHERE THEY WANT TO LIVE. THEY WANT TO GROW AND DEVELOP JUST LIKE EVERYBODY ELSE."

KAREN LEE, CEO



SEEC's core mission is to help people with intellectual and developmental disabilities to direct their lives with dignity, choice, authority, and responsibility.

At SEEC, we believe people with intellectual and developmental disabilities want to live in a home that they choose, benefit from work that is valued, develop through continuous learning, and thrive in communities of family and friends.

SEEC is a source of excellence in providing support and services for people with intellectual and developmental disabilities that are meaningful and inclusive.



HOW WE CREATE IMPACT

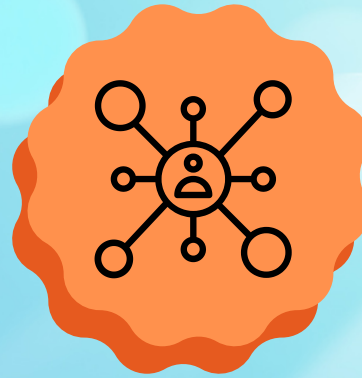
**PERSON-CENTERED
APPROACH**



**OUTREACH &
PARTNERSHIPS**



**COMMUNITY-BASED
APPROACH**



**WORKFORCE
DEVELOPMENT**



INNOVATION



BEST OF 2021



JULY

Graduates from the Project SEARCH/NIH program had the opportunity to meet Dr. Anthony Fauci, Director of the National Institute of Allergy and Infectious Diseases (NIAID) and Chief Medical Advisor to the President.



AUGUST

SEEC had its first hiring Open House! 30 interested candidates attended and 7 of them received a verbal offer.



SEPTEMBER

SEEC recognized its Direct Support Professionals (DSPs) during National DSP Recognition Week! They are the heart and soul of SEEC's mission.



OCTOBER

SEEC celebrated National Disability Employment Awareness Month (NDEAM).



NOVEMBER

SEEC had a special visit with government officials from the Commonwealth of Puerto Rico to share some information about best practices in providing support to people with intellectual and developmental disabilities.



DECEMBER

People in SEEC's Supported Living department received gifts from generous donors.

THANK YOU!
WE RAISED \$40,595!



BEST OF 2022



JANUARY

SEEC exceeded its end of year campaign goal!



FEBRUARY

SEEC's job seekers had their first onsite visit since the pandemic at Imagination Stage in Bethesda.



MARCH

SEEC recognized its volunteers during its first volunteer appreciation event.



APRIL

SEEC's 2022 Growing Connections Gala – our first hybrid ever – was a huge success!



MAY

SEEC was well represented as a participant and presenter at the APSE Conference in Denver.



JUNE

SEEC shared many of our innovative practices with officials from Maryland and the DDA.

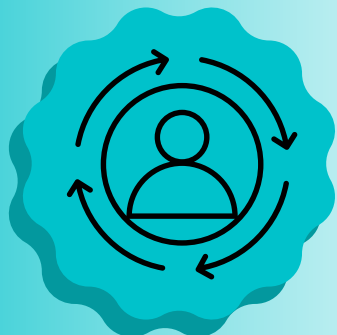
RE-ENVISIONING SERVICES: GROWING CONNECTIONS

At SEEC, we believe everyone has a contribution to make, and it is SEEC's role to assist people in finding occasions to share their gifts.

The pandemic has rearranged our environment and changed the way people interact, work, and live together as a community. Inspired by how people adapted from virtual to hybrid and adjusted their plans and dreams, SEEC also re-envisioned its services.

The new approach aims to give an organic way to find opportunities for connections and contributions to the community by walking in the neighborhood they live to explore it with a renewed look at their surroundings.

PERSON-CENTERED APPROACH



WHY ARE WE GOING ON WALKS?

Walking in the neighborhood allows for the people we support and their support staff to interact with their environment with all their senses, with intention, and to follow a path and a direction they choose. It is a very different experience from traditional disability support. Walks take time, and you never know whom you will meet and what connections you will make.

We are calling them "neighborhood walks". The walks are a way to implement the Asset Based Community Development approach for the people SEEC supports. Exploring neighborhoods give new spaces for people supported and their direct support team to learn about themselves, their interests, their neighbors, and the gifts they want to share while growing new connections with their close community.

STORY FROM 2022

Mercedes, a Direct Support Professional (DSP) at SEEC, joined the "neighborhood walks" practice in the fall of 2021. She learned about this new support strategy being used by the Community Engagement program to help people build their social capital during a training session with consultants from Neighbors Inc. As a result, she developed a new vision of her role as a community connector. During these walks, she learned more about Jessica and Graham and what community they wanted to connect with. The three chose downtown Silver Spring as their "neighborhood" to explore and belong to. Using the techniques learned in the training, they formed relationships and became contributing members in this close community. After a few months of building new connections, they created and handed out holiday cards to their new friends. Touched by this neighborly gesture, these new friends now seek out Graham, Jessica, and Mercedes when they are downtown.



PARTNERSHIP HIGHLIGHTS

NEIGHBOURS INC.

Neighbours Inc. in New Jersey is an expert in Asset Based Community Development (ABCD). They are supporting SEEC as we learn to take neighborhood walks with purpose. The Neighbours team includes DeAmon Harges, who is on faculty at the ABCD Institute at DePaul University and has received international media attention for his groundbreaking community work in Indianapolis, Indiana.

SPARC TANK FROM THE ARC OF MARYLAND

In January 2021, SEEC received a grant from the SpArc Tank, an initiative led by the Arc of Maryland to fund innovative projects serving people with intellectual and developmental disabilities. The grant supports the creation of a Community of Practice. The goal for SEEC is to share our experiences of using "neighborhood walks" as an improved way to support people with intellectual and developmental disabilities with other agencies in Maryland.



Outreach & Partnerships

**Growing connections with businesses in a pandemic:
Empowering people SEEC supports to be part of the workforce.**

At SEEC, we believe the opportunity to work is pivotal for people to thrive. We have developed unique strategies to support people at work to succeed and have fulfilling careers.

GROWING CONNECTIONS WITH THE LOCAL BUSINESS COMMUNITY

SEEC's Employment Outreach Team (EOT) has been pivotal over the past year in developing a partnership approach with local businesses. The team's mission is to promote the benefits of employing SEEC jobseekers and cultivate a pool of active business partners. The work of the EOT is to collaborate with other SEEC Employment professionals. Together, they grow long term connections with the business community leading to better employment outcomes. This unique approach was especially successful during the pandemic as the labor market faced new challenges. Focusing on growing connections with the business community also has been an asset for the interns of Project SEARCH. Unfortunately, some host sites could not provide internship opportunities for all interns across the four programs. EOT's work was particularly instrumental in this situation as additional externships came from new partnerships with businesses developed by the team. Additional externships allowed each intern to have two meaningful work experiences during the 10-month internship program.



COMMUNICATION & ADVOCACY EMPOWER PEOPLE IN THEIR CAREERS

SEEC's Direct Support Professionals are empowered by innovative and result-driven training to encourage the people they support to advocate and develop a natural circle of support in the workplace. Communication is also an important skill emphasized during direct support training as direct support staff encourage connections in the community between job seekers, colleagues, and employers. Communication and advocacy competencies have been essential for job seekers since the COVID-19 pandemic and allowed them to find career pathways with growth opportunities. For some people, it means advocating to find a position on-site instead of working remotely. For others, it means finding work in line with their skills and talents.

STORY FROM 2021

People with intellectual and developmental disabilities have a historically high level of unemployment. Nationally, only 20% of people with intellectual and developmental disabilities are employed. SEEC's employment rate is consistently over 60%, triple that of the national average. SEEC believes in the importance of membership and the opportunity to build social and economic capital by having a job and contributing to the local economy.



(Watch Video)



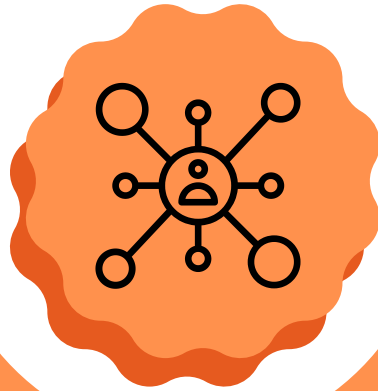
In the fall of 2021, SEEC's Employment Outreach Team (EOT) partnered with Benjamin Office Supply & Services to explore their staffing needs. SEEC's hands-on business analysis offered to employer partners is just one of the things that makes SEEC an industry leader. Benjamin Office Supply & Services is one of over 200 employer partners SEEC has in the business community. EOT identified parts of the company's processes that needed additional human resources to increase their efficiency. After several on-site visits, SEEC staff and Benjamin Office Supply & Services team members identified a part-time position that would benefit the early morning logistics team. Next, SEEC's team shared pre-screened candidates with the Benjamin management team. John Paul, one of 170 people supported by SEEC in the workforce, was offered the job and grew in his role as a Manifest Supervisor. In a few short months, the impact he had on the team was transformative. John Paul's attention to detail and focus on work allowed the Benjamin Office team not only to perform at a higher level but also to be more productive. Joshua Benjamin, Director of Communications at Benjamin Office Supply & Services said, *"John Paul is a diligent worker who has helped our drivers stay efficient! His work with our internal team creates a positive atmosphere. Partners like SEEC make it easy for businesses to find talented individuals who can help their teams grow!"* - Joshua Benjamin

PARTNERSHIP HIGHLIGHT

BUSINESS ADVISORY COUNCIL

SEEC's Business Advisory Council is a motivated group of business owners in Montgomery County convinced that inclusive hiring practices have positive social and economic outcomes. The Business Advisory Council plays the role of a "think tank" by sharing information about the local business community and opportunities to develop new partnerships. In addition, members mentor SEEC job seekers and actively participate in networking opportunities to widen SEEC's outreach activities.





Community-Based Approach

Growing connections with supporters, partners, and allies to provide meaningful opportunities to live and grow in the community

At SEEC, we are constantly inspired by you, our community of passionate supporters, partners, families, and volunteers. You enable us to develop innovative ways to support people with intellectual and developmental disabilities. In 2021-2022, despite considerable challenges due to the pandemic, your support was more vital than ever.

SUPPORTERS AND FAMILIES

Through operating support, you helped us create an environment allowing for new connections in the community for the people we support.



FUNDRAISER HIGHLIGHT

SEEC GALA 2022 "GROWING CONNECTIONS"

The SEEC Gala 2022 "Growing Connections" was a hybrid event and a huge success. On Saturday, April 2nd, 2022, for the first time since the pandemic, 200 sponsors and their guests gathered in person. They were joined by more supporters online, including a watch party of staff and people we support. Two individuals supported by SEEC, Annabel, an accomplished pianist, and James, a talented singer performed. There were few dry eyes in the house when these two artists finished. In addition, the gala also launched three short videos sharing stories of how growing connections helped the people SEEC supports thrive during challenging times.



PARTNERS

SEEC, as a leader in innovation, is actively engaged in sharing our experience and best practices with the community of providers in Maryland.

PARTNERSHIP HIGHLIGHTS

EVERYONE WORKS MONTGOMERY COUNTY COLLABORATIVE

SEEC is partnering with three other providers to provide a one-stop employment solution for medium and large employers throughout Montgomery County. As there is an increased interest in diversity, equity, and inclusion across the nation, many medium to larger-sized companies are wanting to hire candidates with intellectual and developmental disabilities. Everyone Works will offer a one-stop partnership and employment solutions.

UNIVERSITY OF MINNESOTA, INSTITUTE ON COMMUNITY INTEGRATION (ICI)

SEEC partners with the University of Minnesota ICI on data collection and qualitative research related to Direct Support Professional career pathways and intentional overtime. SEEC also receives technical assistance and resources through the partnership. The University of Minnesota ICI will publish the study's results by July 2023.

VOLUNTEERS AND ALLIES

SEEC's volunteer contributions and participation enhanced SEEC's strong virtual offering of activities for the people we support during the pandemic. SEEC's volunteers bring new skill sets to the organization allowing for new connections for the people SEEC supports. Volunteerism is seen to augment SEEC's core services and supports. Volunteers bring new ideas and make a difference in the lives of the people we support.

VOLUNTEER HIGHLIGHT

BILL LISS-LEVINSON

On April 28th, SEEC organized its first volunteer appreciation event and recognized three SEEC volunteers with awards. Bill Liss-Levinson, who leads Job Club, was one of the awardees. Bill started volunteering virtually with SEEC in 2020. As a retired healthcare executive, Bill dedicates his time to serving a diverse group of nonprofits. Since becoming involved, he has contributed more than 100 volunteer hours to our organization. Bill has gained a new level of respect and compassion for the people we support and their gifts and challenges, dreams, and abilities. Bill offers a weekly zoom meeting for SEEC's jobseekers, covering a wide array of topics such as conflict management, boosting self-confidence, and how to best communicate with others. Bill also worked directly with the people we support, holding many one-on-one mock interviews.



Workforce Development

Growing connections with the direct support workforce

The direct support workforce is at the heart of SEEC's mission as they are the women and men facilitating the lives of the people we support every day. They wear many hats as they have to adapt to whatever happens each day in the lives of the people we support.

With the declining number of people entering the Direct Support workforce, SEEC has been at the national forefront looking for ways to address the staffing shortage crisis.

SEEC's strategy focused on recruitment and retention to build a robust and reliable pipeline of professionals to carry out its mission. In addition, SEEC has heavily invested in training the Direct Support workforce to offer career pathways and provide high-quality services for the people we support.

DIRECT SUPPORT PROFESSIONAL I AND MENTOR TRAINING PROGRAM AT SEEC

In attempts to reduce the impact of a national crisis in direct support, SEEC has long advocated for a statewide career pathway for Direct Support Professionals in Maryland. To demonstrate our commitment, SEEC gathered colleagues and formed the Maryland Direct Support Consortium (MDDSP) in 2017. Since the creation of the MDDSP Training Consortium, over 250 DSPs have completed the training, acquired credentials and provided improved quality support for people with intellectual and developmental disabilities throughout Maryland. Simone and Ablewa are two of SEEC's DSPs who received credentials this past year.



PARTNERSHIP HIGHLIGHT

ROOTS OF JUSTICE

Growing connections with employees at SEEC also means understanding how society and its structure impact personal experiences about racial equity and inclusion. SEEC contracted with Roots of Justice, an organization providing anti-racist strategies, to audit the organization. SEEC is engaged in understanding and building awareness of the barriers of bias, racism, and exclusionary practices within the culture, policies, and interactions between people within the organization.

2022 STORIES

“With the MDDSP Mentor Training Program, I learned and improved on various mentoring skills and then implemented these both with a DSP mentee and the person I support. Specifically, applying the skills of strengths-based mentoring, giving feedback, and coaching has allowed me to be very reflective of my actions and has helped to make me a more effective DSP for the person I support and for my organization.”

**SIMONE TAYLOR,
DIRECT SUPPORT PROFESSIONAL, WORKING WITH THE COMMUNITY
ENGAGEMENT DEPARTMENT AT SEEC.**



"DSP II training is important to Direct Supports Professionals because it helps empower and equip people with disabilities to lead full and meaningful lives. It also helps to promote self-determination and independence for people with disabilities."

**ABLEWA ACOLATSE,
DIRECT SUPPORT PROFESSIONAL, WORKING WITH THE COMMUNITY
ENGAGEMENT DEPARTMENT AT SEEC**

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