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ANNUAL REPORT

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About NCIA

With a history grounded in criminal justice services and sentencing advocacy, NCIA is dedicated to empowering people with limited access to opportunities to build fulfilling lives and stronger communities through unconditional support. Led by the principles of promoting independence, financial stability, equity, and compassion without limits, NCIA is changing lives, one person at a time.



46
Years
of changing lives

Fast Facts:

- NCIA Community Living provides housing for adults with Intellectual/Development Disabilities (I/DD), in 40 residential homes throughout Baltimore County, Baltimore City, and Prince George's County.
- NCIA's Business Services Department coordinates community-based, competitive, integrated employment opportunities, and on-the-job training to people with disabilities.
- NCIA's Career Development Center, also known as our Day Program, offers meaningful skill-building activities that are both fun and purpose-driven, with the intent to prepare individuals for community employment.
- NCIA's Youth in Transition School (YIT) is approved by the Maryland State Department of Education as a Type I full-day special education program for students ages 11-21 who are pursuing a high school diploma or certificate of completion.
- NCIA's Vocational Training Centers support those seeking a second chance with occupational training, case management, life skills coaching and a path to skilled employment.

A Letter From the CEO

Dear Friends and Colleagues,

As we embrace our 46th year of service and impact at NCIA, I'm moved by the resilience, passion, and dedication that define our collective journey. Central to NCIA is a mission that deeply resonates with each of us: empowering individuals with limited access to opportunities to build fulfilling lives and stronger communities through unconditional support. This mission is our guiding light, directing every action we undertake.

Reflecting on the past year and looking ahead, it's clear we are navigating a transformative path. Our strategic plan for FY 2024 - 2026, thoughtfully crafted with a clear vision, underscores our commitment to advancing the well-being of those we support. This journey acknowledges the complexities of our mission and the dynamic nature of the needs within our communities. As we progress, we recognize that realizing our priorities involves not just time and dedication but the deliberate allocation of resources—a commitment we wholeheartedly embrace.

Our considered ambitions for the upcoming years are bold, signifying our resolve to broaden our reach and deepen our impact. Foremost, we aim to enhance our organizational capabilities—investing in our team, refining our processes, and boosting performance.

We appreciate the critical role of a skilled, compassionate team in propelling our mission. Consequently, we are dedicated to promoting professional development, improving operational efficiencies, and leveraging technology to bolster service delivery and organizational resilience.

Additionally, securing sustainable, reliable revenue streams to support our mission is paramount. Financial sustainability is crucial for our capacity to support more people and respond to emerging needs without sacrificing service quality. Through strategic marketing efforts, comprehensive business planning, and the exploration of new service opportunities, we are setting the stage for a future defined by the breadth of our vision.

As we move forward, our focus extends to expanding our services and reaching more people in need. From aiding those with intellectual and developmental disabilities to facilitating economic empowerment and re-entry support, our vision for the future is both inclusive and ambitious. We are inspired by the potential to significantly enhance the lives of the people and communities we support.

This journey, filled with promise, demands patience, perseverance, and collaboration. The complete realization of our priorities will unfold over time, buoyed by the steadfast commitment of our team and the invaluable support of our partners and community. Together, we are making strides toward a future where everyone has the opportunity to lead a fulfilling and independent life.

Thank you for your unwavering support, for standing with us, and for believing in our mission. Here's to a year of continued growth, impact, and transformation.

With heartfelt gratitude,



Carole D. Argo

Carole Argo

Chief Executive Officer



The NCIA Foundation

Empowering Progress: The NCIA Foundation's Inaugural Year

Founded with the vision of expanding the programs of NCIA, our foundation embarked on a journey of profound significance in its inaugural year. We are proud to share the milestones and strides we've made in our pursuit of making a difference.

A Year of Impactful Beginnings

The launch of our first end-of-year giving campaign exceeded our expectations and significantly broadened NCIA's community presence. This initiative brought a wave of new donors, eager to give to a cause that resonates with their values. More importantly, it expanded our reach, allowing our programs greater impact.

Laying the Foundation for Future Success

Understanding the importance of sustainable growth, we established a Development Department dedicated to expanding our capabilities. This strategy ensured that our team has the support needed to pursue our goals with unwavering determination. Our efforts have already started to bear fruit, allowing NCIA to extend its services.

Beyond Boundaries: New Connections and Partnerships

The past year has been a testament to the power of collaboration and partnership. Our partnerships are the cornerstone of our future initiatives, as we aim to further broaden our reach and impact.

You Have the Power
to Change a Life



The Road Ahead: Amplifying Our Mission

The NCIA Foundation is in the process of not only broadening its reach but also strengthening and amplifying our brand. Our commitment to finding creative solutions for those in need remains unwavering, especially for individuals whose needs cannot be met by existing programs.

A Heartfelt Thank You

None of this would have been possible without the support of our donors, partners, and the community. Your belief in our mission fuels our passion and drives us to do more. As we move forward, we invite you to continue this journey with us. **Together, we are not just changing lives; we are shaping the future.**

500+
Donors

Visit
ncianet.org
to donate.



Our 2023 Impact



40

Community Living Homes



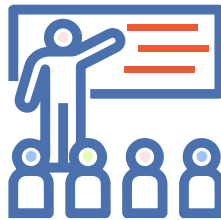
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People with I/DD Placed in Individualized Employment



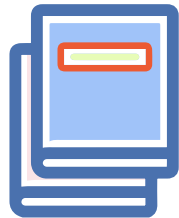
493

Employees



460

People Annually Trained at VTC



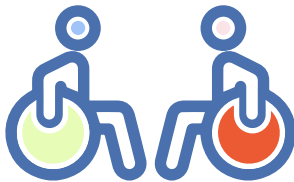
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Students Supported at YIT School



100

Youth with Disabilities Served per Year



300

Adults with Disabilities Served per Year



25K

Lives Changed Since 1977

158

People Supported with I/DD

We believe that no one should be turned away from receiving the support they need, no matter how complex or challenging their situation may be. We know people have been marginalized by society, and we are dedicated to helping them gain their independence and live in the least restrictive environment possible.

Financial Summary

Statement of Activities

These amounts are our revenue and expenses for 2023. These transactions help us accomplish our mission.

Here's the breakdown:

- 1 Program Service Revenue: \$33.4M
- 2 Contributions and Grants: \$1.6M
- 3 Other Revenue: \$748K
- 4 Salaries, Other Compensation, Employee Benefits: \$22.1M
- 5 Other Expenses: \$12.8M



Statement of Financial Position

These statements report the assets, liabilities, and equity of NCIA for 2023. View this as a summary, or snapshot, of our overall value for the 2023 fiscal year.

Amounts to know:

- 1 Total Assets: \$34.8M
- 2 Total Liabilities: \$24.1M

Our Programs

NCIA provides integrated, personalized services for people with disabilities or societal disadvantages through **six programs:**



Behavioral Respite

Our highly skilled staff provides a homelike respite, helping people return to community-placed settings, with the primary purpose of reducing the frequency, intensity, and duration of challenging behaviors. The respite program also assists people in managing co-occurring mental health disorders.



Community Living/Residential

Our supports emphasize socialization, relationship building, and connecting to the larger community. NCIA staff assist adults with I/DD in making community connections of their choice and developing skills for independent living while promoting a socially active lifestyle.



Day and Community-Based Services:

Activity options are offered both on-site and in the community. Programming is individualized to reflect each person's preferences and goals, as specified in their Person-Centered Plan. Services include Day Habilitation, Community Development Services, Job Development, Job Coaching, and Discovery.



Employment Programs

Our Business Services team collaborates with local businesses and government agencies to employ people with disabilities in a multitude of service jobs in commercial, state, and federal contracts.



Vocational Training Centers (VTC)

In Baltimore and Charlotte, the VTC helps Veterans, Returning Citizens, and those emerging from recovery and homelessness learn and gain certification in Automotive Maintenance, HVAC/R Installation and Service, or Commercial Driver's License (CDL). The program also includes wraparound services, such as resume building, conflict resolution, and financial literacy. The VTC not only changes the lives of its participants, but also improves the surrounding community by helping people with barriers find success and new opportunities in life.



Youth in Transition School (YIT)

YIT is committed to an individualized approach where the unique needs of each student are considered paramount. These students are dealing with barriers such as autism, trauma, and emotional and/or intellectual disabilities. YIT provides comprehensive academic and clinical services and behavior support. YIT also offers outstanding vocational experiences in areas such as automotive, culinary arts, and other student interests. Vocation opportunities allow students to gain practical experience while completing the necessary requirements in their program of study.

 NCIA

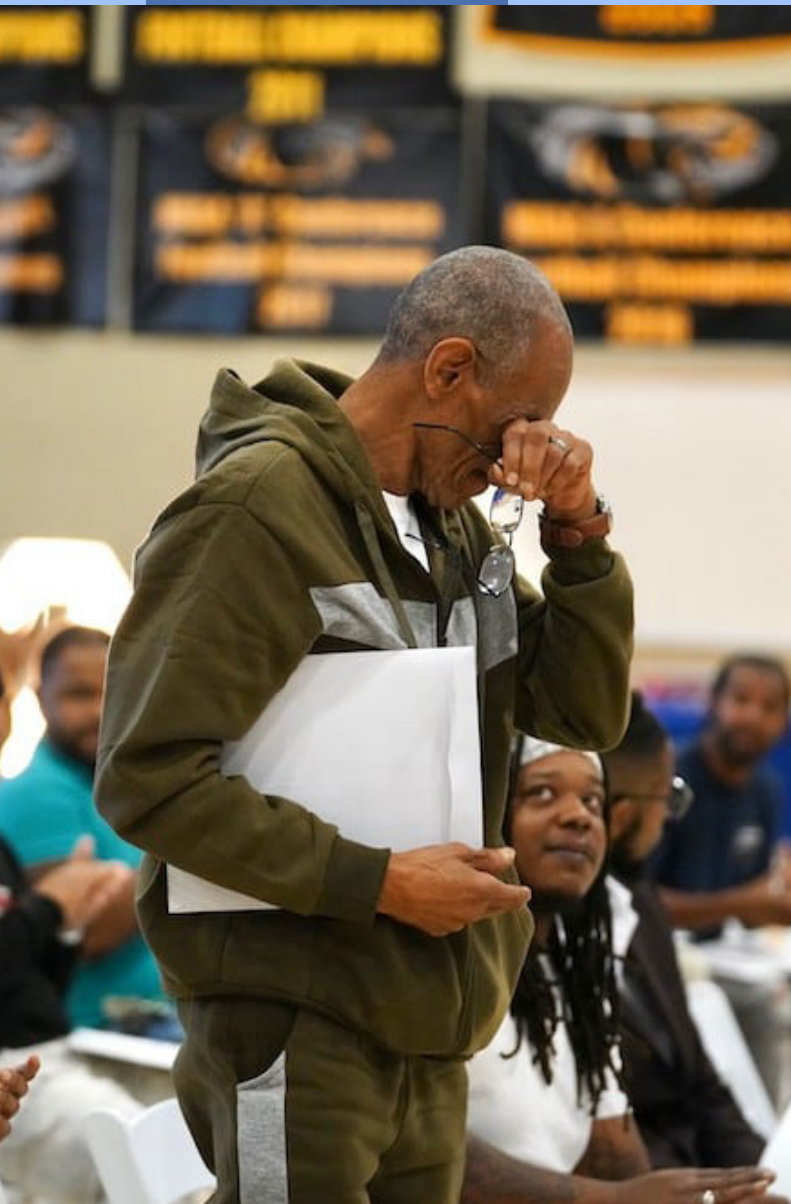
 NCIA

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Empowering people to
take control of their lives by
providing them a
better future through
self-sufficiency in a
thriving community.



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ONE PERSON AT A TIME.