



2025

ANNUAL REPORT

 *bello machre*
Enriching Lives Heart by Heart

Bello Machre means *home of my heart* in Gaelic.



550

SKILLED
PROFESSIONALS
AT BELLO MACHRE



180

PEOPLE RECEIVING
RESIDENTIAL
SERVICES



50

FULLY-ACCESSIBLE,
BEAUTIFUL COMMUNITY
HOMES



170

INDIVIDUALS SUPPORTED
THROUGH MEANINGFUL
DAY SERVICES



115

PEOPLE RECEIVING
PERSONAL
SUPPORTS



24/7

LOVING CARE
PROVIDED
FOR A LIFETIME



2025

ANNUAL REPORT

Editors: Tracy Lynott,
Jeremy Crowe,
Mitchell Daro &
Hunter Jackson
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COVER PHOTO
**Lily and Christine enjoying
time together outdoors,
picking flowers with
their CDS group.**



guidestar.org/organization/52-0915574/bello-machre.aspx

OUR MISSION

To provide a lifetime commitment of *loving care, opportunity, and guidance* for people with developmental disabilities in Maryland.



For more than 50 years, Bello Machre has provided residential and community-based services that help the people we support live rich, fulfilling lives. With more than 550 dedicated professionals, we have the capacity to support 180 individuals in 50 community homes across Central and Western Maryland. We also provide services and support to more than 280 children, adults, and families in their own homes and communities.

The Jesse and Hertha Adams Ray of Hope Program provides financial assistance to help meet the needs of individuals and families. From specialized summer camp experiences to physical therapy and adaptive equipment, Ray of Hope helps ensure families receive support no matter the challenges they face.

Community Development Services (CDS) offer adults with developmental disabilities engaging, community-based day opportunities. Support is provided in small group or one-to-one settings, based on individual needs. Through activities such as creative arts, fitness, volunteering, and job readiness, the people we support build independence, form meaningful connections, and develop important life skills while remaining active in their communities.

Employment Services support adults with developmental disabilities as they work toward meaningful employment in the community. Through job coaching, skill development, on-site training, and ongoing support, individuals are empowered to succeed in the workplace. With guidance and coordination of services, the people we support gain confidence, independence, and long-term employment opportunities.

Residential Services provide loving care in Bello Machre-owned homes where individuals feel safe, supported, and valued. A Family Living Director and dedicated Direct Support Professionals offer guidance and assistance, helping the people we support grow, develop, and live life to the fullest.

OUR LEADERSHIP

Dedicated, Experienced & Compassionate

Sometimes, a single moment can change everything.

A question. A new opportunity. A door that opens.

This year at Bello Machre was filled with moments like these. We saw people take brave steps forward. We watched families find new confidence, and we witnessed, once again, the compassion of a team that shows up every day with heart. Each moment, big or small, reminded us what becomes possible when people are supported and truly seen.

We were especially honored to be named a Baltimore Sun Top Workplace, ranking among the top large organizations in our region. Bello Machre also received the Meaningfulness Award. This recognition belongs to our team. It reflects the care, dedication, and sense of purpose our staff bring to their work each day and the caring culture they continue to build together.

That culture comes to life in the stories you'll read in these pages. You'll meet Spike, whose big year reflects what can happen when someone is given the chance to discover their strengths and step into independence. You'll see how individuals and families are growing, connecting, and finding new possibilities through Bello Machre.

This year also marked meaningful growth for our organization. We launched our in-house Nursing Department, strengthening the care we provide across all programs.

We expanded opportunities through Employment and Community Services. In Residential Services

we continued to move forward, with five new homes currently in development that will soon offer more people the chance to live in a forever home.

As you read these stories, we invite you to think about the people in your own life. If you know someone who may be searching for support, opportunity, or a place to belong, we hope you'll share what you find here. Sometimes, all it takes is one caring conversation to help someone feel less alone and more hopeful about what lies ahead.

To our supporters, volunteers, and donors, thank you. Your generosity, time, and belief in our mission are the foundation of everything we do.

Because of you, doors open.

Because of you, people discover new possibilities.

Because of you, individuals and families across Maryland are building lives filled with dignity, connection, and opportunity.



Dr. Robert T. Ireland, President and CEO

Julie Provan, Vice President and COO



OUR STORIES

We Nurture, We Teach & We Care

Thriving Together

The lights dimmed and the room grew quiet as the audience settled into their seats.

On a Giving Tuesday evening in December, a sold-out crowd gathered at the Carroll Arts Council for the premiere of **Thriving Together: The Power of Inclusion**. Friends, families, staff, and community members came together not just to watch a documentary, but to celebrate the people and stories at its heart.

One of those stories belongs to Todd, affectionately known as Spike.

Spike is a talented woodworker whose creativity and determination shine both on screen and in everyday life. Through Employment Services at Bello Machre, he has built

confidence, strengthened his skills, and taken meaningful steps toward greater independence. Spike works in the community at Royal Farms and Moonlit Acres Retreat Farm where he is a valued member of both teams.

"I love the customers and the staff," Spike shares. "My job makes me feel important, and I'm proud that I get to give back to the community."

Beyond his workday, Spike continues to grow as an artist, expanding into laser engraving and creating intricate pieces that were featured in the evening's silent auction.



Thriving Together also highlights individuals supported by other service providers across Carroll County, each sharing what inclusion, opportunity, and belonging look like in their own lives. The premiere itself reflected that spirit, with a red carpet welcome, community connections, and a shared sense of celebration.

More than a film, *Thriving Together* is a reminder of what becomes possible when people are supported, encouraged, and welcomed into their communities.



Made with Care

At Bello Machre's Fall Vendor Event, people leaned in to ask questions. Hands exchanged baked goods, artwork, and small handmade items as creators shared how their pieces came to be. Conversations sparked easily, and the room felt welcoming and full of encouragement as families, friends, and neighbors moved from table to table.

Individuals supported through Bello Machre had the chance to showcase and sell their creations. They shared their work, talked with customers, and took pride in their accomplishments.

Brie, the founder of *Puzzled Pet Treats*, enjoyed talking with customers about her business and the treats she makes for pets. "I like telling people about my pet treats business and selling my treats to customers," she shared with a smile.

Events like the Fall Vendor Event reflect the purpose of Community Development Services. They create space for adults with developmental disabilities to build skills, form connections, and be recognized for their talents. By bringing individuals we support together with local vendors and community members, the event becomes a place where everyone feels included.

More than a single afternoon, the Fall Vendor Event is a reminder of how opportunity, encouragement, and community can come together to help people grow and be seen.





Feeling the *Love*

When Carol moved into a Bello Machre residential home in December, it marked the beginning of a new chapter in her life.

On the day of her big move, the staff surprised her with homemade signs welcoming her with open arms, creating a warm first day that immediately felt special. As she explored her new space and shared how she wanted her room arranged, Carol's excitement was clear. She kept smiling and saying, "this is love" and "I feel the love."

From the start, the team focused on making Carol feel comfortable, heard, and supported. With strong leadership from the home's Family Living Director, Olusegun, staff coordinated each step of the transition, ensuring it was as easy and comfortable as possible. Carol quickly began building routines, participating in daily life in the home and forming meaningful connections with those around her. Olusegun shared, "She loves being involved and is always asking how she can help. Carol is amazing!" She has especially bonded with one of her housemates, Lori. Their friendship continues to grow even stronger with all of the time they spend together. Recently, Lori told her, "Carol I love you," a moment that reflected just how connected the two have become.

Before Carol joined Bello Machre, her family had understandable concerns and many questions. Through steady communication and collaboration, trust grew quickly. Seeing Carol



settle in happily and comfortably has brought both relief and gratitude. Olusegun shares, "The home really is like one big family, and Carol is now one of our family members."

As her sister shared, "Carol is thrilled to be there. We worried about finding the right place for her, especially with our family's health challenges and the increasing difficulty of caring for her at home. We were so relieved and happy to see how comfortable she was right away. We were worried she wouldn't want to stay with Bello Machre, but she has been so happy since she moved in. The staff have been so kind and helpful. This has been great for Carol."



Meaningful *Work*

At Bello Machre, purpose is not a slogan. You can feel it in the way people greet one another, in the care shared with those we support, and in the pride our team takes in their work. This year, that spirit earned us an incredible honor.

Bello Machre was named a 2025 Baltimore Sun Top Workplace, ranking **fifth** among large organizations across the entire region. In a field of hundreds of employers, our team stood out. We were also honored with the **Meaningfulness Award**, recognizing workplaces where employees feel the strongest sense of purpose in what they do.

These recognitions are a powerful reflection of our caring team. Every day, our staff show up with compassion and love for the individuals we support and for one another.

For more than 50 years, Bello Machre has been a place where people live, grow, and thrive. These honors celebrate the culture our team has built and the extraordinary impact they make every single day.



OUR DONORS

Extraordinary Acts of Generosity

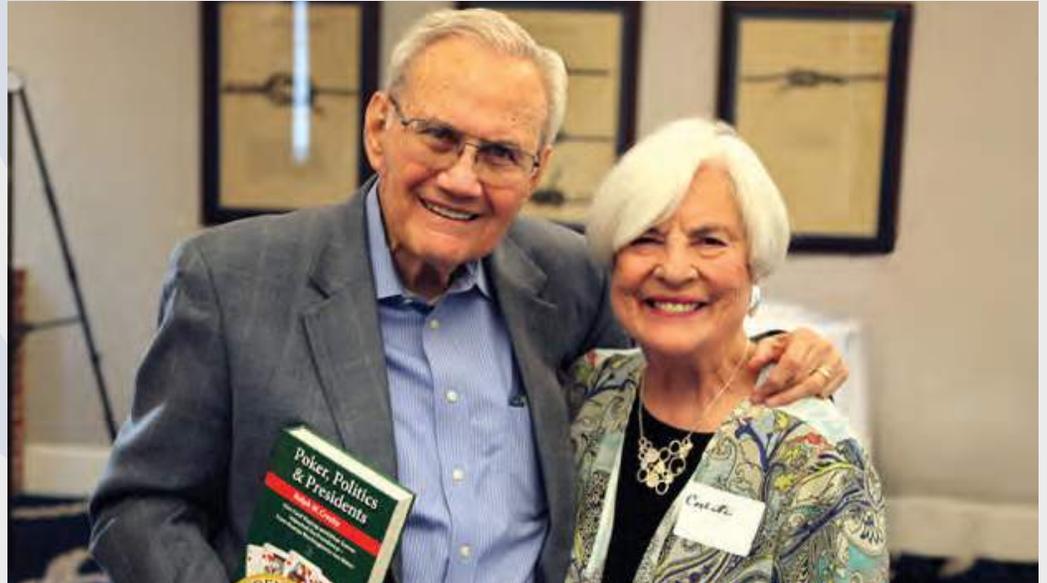
Crosby *Family*

Makes a \$100,000 commitment

For more than 20 years, Ralph and Carlotta Crosby have been steadfast and generous supporters of Bello Machre. Their most recent commitment of \$25,000 annually over four years speaks volumes about their dedication to our mission. To date, Ralph and Carlotta's total giving exceeds \$70,000. A remarkable testament to their belief in the work and impact of Bello Machre.

Ralph founded Crosby Marketing Communications in 1973 after spending 15 years as a journalist and gaining experience in the business world. Today, Crosby Marketing is a thriving firm with Ralph continuing to provide high-level counsel and strategic oversight that guide the company's long-term vision and success.

Ralph's connection to Bello Machre began through Dr. Ireland, who asked his longtime friend to share his marketing expertise. That collaboration sparked the development of key marketing initiatives, many of which remain in use today. They continue to have a lasting impact on Bello Machre beyond their generous financial support.



Ralph holding his latest published book with his wife, Carlotta.

*Every day, our incredible donors make a **life-long impact** on the lives of the people Bello Machre supports. Thank you all for your extraordinary generosity and friendship!*



Generous Community Grant Partners

Our amazing grant partners made numerous funding opportunities available for Bello Machre. Our 2025 grantors prove again that we are part of a very generous, enduring community.

Phillips Charitable Foundation awarded Bello Machre **\$325,000** to establish the **Phillips Charitable Foundation Home Maintenance Fund**. This visionary gift placed in the Bello Machre Legacy Fund ensures the long-term upkeep and sustainability of Bello Machre's community homes — now and for generations to come.

A special Recognition & Dedication Ceremony held July 16, celebrated a shared commitment to safe, accessible, and welcoming homes for people with developmental disabilities. Eileen Gross, President and Founder of the Phillips Foundation, stated, "We were drawn to Bello Machre because of their passionate commitment to helping each person they serve live their best life, no matter the challenges they face. The Bello Machre team sees potential where others see disability. Life presents real difficulties for these individuals and their families, and Bello Machre meets those challenges with compassion and excellence. Their residential services provide a true forever home where individuals with developmental disabilities can live with dignity, purpose, and love in a family-like environment. This home maintenance fund is our way of helping preserve the safe and nurturing spaces that make their work so extraordinary, both now and in the future."

"The Phillips Charitable Foundation has been a long-standing friend and generous benefactor of Bello Machre. We are deeply grateful for their continued support and vision for the future. Through this partnership, their foundation has made a significant investment into our Legacy Fund, ensuring the long-term sustainability of our homes for the next 100 years."

– Tracy Lynott, Development Director



The Phillips Charitable Foundation inaugural grant check.



Dr. Ireland with Eileen Gross, President and Founder of the Phillips Charitable Foundation, in front of the plaque dedicated in July 2025.

The local partnership with the **Baltimore Civitan Club** resulted in the Foundation for Children with Intellectual and Developmental Disabilities awarding a generous grant in the amount of **\$11,500** to purchase 10 wheelchair scales. These scales are imperative to meeting our health needs for the individuals in our care. The scales will be strategically and centrally placed throughout Anne Arundel and Carroll Counties for easy access.

Hertha S. and Jesse L. Adams Charitable Trust's continued generosity totaled **\$59,308** in support of the Hertha and Jesse Adams Ray of Hope Program. This program helps families in our community with unfunded items such as physical and occupational therapy, co-pays for medical appointments, prescription medication, summer camp expenses, adaptive equipment, and transportation to out-of-state specialists. The Adams Charitable Trust helped Bello Machre support 100 families in 2025.

Kathy and Jerry Wood Foundation continued its support of Bello Machre's Community Services with a **\$50,000** grant. This grant helps young adults with developmental disabilities obtain job skills training and community job placement. The Kathy and Jerry Wood Foundation has been a partner of Bello Machre, giving \$325,000 in grant funding over 11 years.

Maryland Affordable Housing Trust (MAHT) awarded a **\$45,000** grant to Bello Machre in 2025 to purchase three whole-house generators for our South Farm Crossing, McGuirk, and Cedar Park homes. We were fortunate to host a site visit for the leadership team from MAHT so they could see first-hand how their donations make a huge difference at Bello Machre. We are so grateful for this partnership that has helped us purchase and install whole-house generators ensuring our most vulnerable can shelter in place during a power outage or weather emergency.



Leadership from MAHT see their grant in action.



Presenting Sponsor
Commercial Insurance Managers

Champion Sponsors
A.R. Builders
Kelly Benefits
Shore United Bank

Ambassador Sponsors
Cattail Construction & Management Co.
Gavigans Home Furnishings
Waverly Construction
& Management Company

Community Spirit Sponsors
Bancorp Leasing
Bank of Glen Burnie
Childs Landscape Contractors Inc.
Dimensional Healthcare Associates, Inc.
The Doukas Family
Harriss Roofing
J. Mayer Architects, LLC
Merrill Lynch Wealth Management
Progressive Title Corporation

Heart by Heart Sponsors
Absolute Fire Protection, Inc.
ADSS Global
Bugout Termite & Pest Control, Inc.
Columbia Rubber Corporation
J&H Power Equipment, Inc.
Mullen, Sondberg, Wimbish & Stone, PA
Transforming Architecture
Wagener Contracting

Rest Stop Sponsors
Air Gott Services, Inc.
Carousel Carpets
DataLink Interactive, Inc.
Ellin & Tucker
Phelps Water Co.

Distance Marker Sponsors
Maryland Auto & Truck Repair
Skyline Technology Solutions

Home Sponsor
First & Last Restoration



EVERY step COUNTS

OUR TWO LOCATIONS Raises \$200,000

Bello Machre welcomed families, staff, sponsors, and community leaders to the 34th annual Every Step Counts fundraiser at Anne Arundel Community College and Dutterer Family Park. Some came for the walk, others for the music or the games, and many simply to be together. No matter how they participated, everyone came in support of Bello Machre's mission and the people it serves.

We were grateful to the community leaders and partners who joined us to spend time with the Bello Machre community.

"Every Step Counts is a staple Bello Machre tradition," shared Vice President and COO Julie Provan. "It brings together the people we support, their families, our staff, and our partners in a way that feels genuine and shared."

We are thankful to everyone who took part. Every Step Counts continues to reflect the strength of a community that shows up year after year in support of lifelong care and opportunity.



SAVE THE DATE FOR SATURDAY, JUNE 13, 2026



ANNUAL GOLF TOURNAMENT Tops \$110,000

A clear September morning at Queenstown Harbor Golf Course set the stage for Bello Machre's 41st Annual Golf Tournament. More than 140 golfers gathered for a day that blended friendly competition with a shared commitment to supporting the individuals and families Bello Machre serves. Golfers spent the day on the course enjoying good company and plenty of excitement around the \$25,000 hole-in-one challenge. The energy and enthusiasm carried through the day from the first tee shot to the final putt.

Thanks to the generosity of our golfers, sponsors, and partners, the tournament raised more than \$110,000 in support of Bello Machre's mission. These funds help make possible a lifetime of loving care and meaningful opportunity for people with developmental disabilities.

"Our Annual Golf Tournament is about so much more than a day on the course," shared President and CEO Dr. Robert Ireland. "Because of the generosity of our sponsors and partners, we are able to continue providing lifelong care and opportunity to the people we support."

LEAD SPONSOR

Tential

Platinum Sponsor

A.R. Builders

Gold Sponsors

Bancorp Leasing
Cattail Construction
Kelly Benefits
Skyline Technology Solutions

Silver Sponsors

3 Vectors
David Orso Group of Century 21 New Millennium
Harriss Roofkin
J&H Power Equipment, Inc.
Merrill Lynch Wealth Management - Murray
McGehrin & Shiery
Mullen Sondberg, Wimbish & Stone P.A.
Progressive Title Corporation
Shore United Bank
The Doukas Family

Bronze Sponsors

Cenero
First Citizens Bank

Hole-in-One Sponsors

Lee McGraw & Ciara McGraw
Lewicki

Beverage Stop Sponsors

Childs Landscape Contractors, Inc.
Lindsay Builders
One Call Concept Locating Services
UBEO Business Services

Tee/Green Sponsors

DataLink Interactive, Inc.
Maryland Auto Truck Repair
Peabody Press
Phelps Water Co.
Travel by Lu Anne



We are deeply grateful to all our sponsors, whose continued commitment make these events possible. We also thank the many volunteers and partners who helped bring the day together.

SAVE THE DATE FOR WEDNESDAY, SEPTEMBER 16, 2026

Golf
Sept. 10
2025





Volunteers from Union Church visited our community homes planting flowers and sprucing up the yards.

OUR MANY Volunteers Make a Difference

Our 2025 Volunteer Impact:

- 2,619** Total Volunteer Hours
- 870** Group Volunteer Hours
- 73** New Volunteers



VOLUNTEER GROUPS

- AARP Tax Volunteers
- Annapolis High School
- Archbishop Spalding High School – Robotics Team
- Arundel Federal Savings Bank
- Asbury United Methodist Church
- Baltimore Washington Medical Center
- Bank of Glen Burnie
- BayVanguard Bank
- Calvary United Methodist Church
- Canada Dry Potomac Corporation
- Glen Burnie High School National Honor Society
- Hope Church
- Home Depot – Glen Burnie Ordnance Road
- Maryland International School
- North Carolina State University Alternative Spring Break Group
- Prince of Peace Church - Crofton
- Skyline Technology Solutions
- St. John the Evangelist School – Severna Park
- Union Church – BWI



A group of volunteers from North Carolina State University spent their Spring Break with our residents. They sang karaoke, made dinner, led arts & crafts sessions, planned and executed a St. Patrick's Day dance. They left a lasting impression on everyone at Bello Machre and made their Spring Break one to remember.



Holidays are always festive around Bello Machre. Our volunteers bring so much joy to the holidays!



In 2025, we received and distributed 189 Baskets of Joy to people in our services thanks to wonderful donors like the University of Maryland Medical Team.



A group from Home Depot of Glen Burnie-Ordnance Road came out and built a raised garden bed and filled it with mulch and mums, and they will return in 2026 to build another raised bed and install an irrigation system! They also provided hundreds of thousands of seeds for our 2026 planting!

INDIVIDUAL VOLUNTEERS

- | | |
|--------------------|----------------------------|
| Pam Abbott | John Hackman |
| Diana Ackermann | Griff Hall |
| Jody Allen | Kiernan Harden |
| Mashaal Awan | Chayse Hartnett |
| Shatina Berger | Randi Hautala |
| Debbie Biggerstaff | Kristin Hayes |
| David Bittings | Jessica Hellman |
| Todd Bonney | Hailey Henry |
| Ronita Brown | Patty Honeycutt |
| Crystal Brownlee | Jacqueline Hutton |
| Ta'kari Bryant | Karen Imhoff |
| Kathy Buss | Hunter Jackson |
| Whitney Byrd | Ian Johnson |
| Safiya Caldwell | Felicia Jones-Taylor |
| Larry Cate | Mr. and Mrs. Albert Kairys |
| Alicia Chamblee | Jennifer Karsner |
| Kelly Cicen | Kia Kelly |
| April Claggett | Barb Lewis |
| Jeanne Clifford | Bob Lewis |
| Andrew Cooch | Kristin Marsch |
| Jeremy Crowe | Michele Marshall |
| Michael Cruz | Audrea Matthews |
| Elina Czarapata | Jan Meinster |
| Mitchell Daro | David Menzel |
| Christopher DeVoy | Pat Menzel |
| Daniel Dewey | Kristi Middleton |
| Deena Dib | Lashae Morant |
| Krystal Dorsey | Candice Mumpower-Booker |
| Janis Ellis | Tessa Nardone |
| Chris Engler | Ashlie Pack |
| Tameka Estwick | Kendra Parker |
| Juanita Evans | Samantha Perouty |
| Saa Faboe | Jalini Persaud |
| David Flair | Tabitha Rankins |
| Denise Golden | Bobbie Roary |

- | |
|-----------------------------|
| Cosette Rodriguez-Hernandez |
| Rich Saad |
| Noelle Salamandra |
| Quinn Salamandra |
| Michael Saldi |
| Mia Scabis |
| Penny Schimpler |
| Rose Searcy |
| Daniel Shaker |
| Lisa Singleton |
| Connor Skalitzky |
| Lori Skalitzky |
| Liam Smith |
| Peggie Solley |
| Jason Strecker |
| Jimmy Tadlock |
| Micky Thomas |
| Tricia Timmons |
| Mike Todd |
| Nadine Vaughan-Davis |
| Philip Wagener |
| Robert Welenc |
| Kara Welsh |
| Pamela West |
| Erica Willett |
| Menkara Williams |
| Tamara Williams |
| Rachel Wolpert |
| Sky Word |
| David Wynkoop |
| Kathryn Wynkoop |
| Mary Young |
| Nikki Younger |
| Lynn Zephir |



Skyline Technology Solutions delivered Baskets of Joy to Bello Machre homes this Thanksgiving.



Penny Schimpler helps staff envelopes for our annual appeal.



THANK YOU, 2025 INTERNS!

Bello Machre's Internship Program offers students hands-on experience while making a real difference in the lives of the people we support. Our 2025 interns brought fresh perspectives, dedication, and compassion to teams across the organization. We are grateful for the role they played in supporting our mission.

- Tytiona Briscoe** · Residential Intern, *UMBC*
- Ta'Kari Bryant** · Residential Intern, *University of Maryland*
- Annastacia DiRenzo** · HR/Training Intern, *Towson*
- Kiernan Harden** · Marketing Intern, *UMBC*
- Mobolaji Makinde** · Accounting Intern, *UMBC*
- Bobbie Roary** · Residential Intern, *Morgan State*
- Mia Scabis** · Residential Intern, *University of Maryland*
- Daniel Shaker** · Accounting Intern, *University of Maryland*

Interested in learning more about Bello Machre's Internship Program? Scan the QR code to explore opportunities and hear from past interns.



Bello Machre is blessed with **volunteers who have loving, generous hearts.**

OUR FINANCIAL REPORT

Financial Stability Secures the Future

FISCAL YEAR — JULY 1, 2024 THROUGH JUNE 30, 2025

| Balance Sheet | FY24 | FY25 |
|---|---------------------|-------------------------------|
| Current Assets | \$34,752,548 | \$27,121,211 |
| Long-Term Assets | 26,961,616 | 32,833,272 |
| Accumulated Depreciation | <u>1,537,835</u> | <u>1,597,767</u> |
| TOTAL ASSETS | \$63,251,999 | \$61,552,250 |
| Current Liabilities | \$15,427,205 | \$5,522,559 |
| Long-Term Liabilities | 21,474,606 | 25,028,230 |
| Fund Balance | <u>26,350,188</u> | <u>31,001,461</u> |
| TOTAL LIABILITIES AND FUND BALANCE | \$63,251,999 | \$61,552,250 |
| Statement of Activities | | |
| Revenue | | |
| Program Funding Sources | \$40,260,531 | \$47,744,650 |
| Federal/Insurance Funding | 1,053,277 | 1,049,859 |
| Fundraising, Grants, In-Kind Donations | 1,450,467 | 1,451,780 |
| Other | <u>2,609,368</u> | <u>2,107,464</u> ¹ |
| TOTAL REVENUES | \$45,373,643 | \$52,353,753 |
| Expenses | | |
| Residential Support | \$29,462,401 | \$36,187,809 |
| Personal Supports Services | 3,703,391 | 4,071,248 |
| Meaningful Day | 2,466,130 | 3,016,690 |
| Administrative & General | 2,686,253 | 4,147,856 |
| Fundraising & Development | <u>230,324</u> | <u>278,877</u> |
| TOTAL EXPENSES | \$38,548,499 | \$47,702,480 |

¹ Included realized gain on sale of property, unrealized gain on investments, and investment income.



BELLO MACHRE'S FINANCIAL POSITION REMAINS STRONG AND STABLE.

The careful stewardship of our resources establishes the foundation to continue our valuable work. Our generous community helps Bello Machre grow and expand services, providing a lifetime of extraordinary loving care and opportunities to people with developmental disabilities in Maryland!



91 CENTS OF EVERY DOLLAR RECEIVED WAS SPENT ON SERVICES

With your help Bello Machre provided:

- 1,847,531** Hours of Residential Services
- 83,991** Hours of Personal Support Services
- 62,360** Hours of Meaningful Day Services
- 1,744** Hours of Respite Care

Over 1.8 million hours provided – an increase of over 50,000 hours.



How each dollar was spent in FY2025

| | |
|--|----------|
| Residential..... | 76 cents |
| Personal Support Services, Respite Care..... | 9 cents |
| Meaningful Day | 6 cents |
| Management, Marketing & Fundraising..... | 9 cents |



- Residential Services
- Personal Support Services & Respite Care
- Management, Marketing & Fundraising
- Meaningful Day Services

“We do our very best to ensure that every dollar at Bello Machre goes toward our mission.”
– Dr. Ireland



OUR GIFTS

Thank You for Helping Make Bello Machre Possible



GIFTS — FEBRUARY 1, 2025 THROUGH JANUARY 31, 2026

DISTINGUISHED HUMANITARIAN Excellence in Philanthropy \$100,000 and Above

Phillips Charitable Foundation, Inc.
Ms. Eileen Gross
Mr. & Mrs. Tom Hoff
Mr. Edward T. Warzel

CHAIRPERSON'S CLUB \$25,000 - \$99,999

Hertha S. & Jesse L. Adams Charitable Trust
Estate of Eileen Albergo
Commercial Insurance Managers
Mrs. Candice Mumpower-Booker
Crosby Foundation
Mr. & Mrs. Ralph Crosby
DDA American Rescue Plan
Dr. Robert T. Ireland
Maryland Affordable Housing Trust
Shore United Bank
Mr. Patrick Pierce
Tential
Mr. Shane Ireland &
Mr. Quinn Salamandra
Kathy & Jerry Wood Foundation
Ms. Sallie Hamrick

LEGACY CLUB \$10,000 - \$24,999

A.R. Builders, Inc.
Mr. Albert Retowsky

Anne Arundel Co. Department of Health
Bay Restoration Grant
Cattail Construction, Inc.
Mr. Michael Muzik
Ensor Family Golf Tournament
Foundation for Children with Intellectual
& Developmental Disabilities, Inc.
Gavigans Home Furnishings
Mr. Robert Gavigan
Kelly Benefits
Mr. Frank Kelly
Mr. & Mrs. Chester C. Lawrence III
Mr. & Mrs. David Menzel
Ms. Audrey Miller
Creston G. Tate & Betty Jane Tate Foundation
Mr. Creston G. Tate
VIKA Maryland, LLC
Mr. Charles Irish
Waverly Construction
Mr. Edward J. Audy & Mr. John Eyring

FOUNDER'S CLUB \$5,000 - \$9,999

Art in the Park
Mr. Jason LaBarge
Arundel Community Development
Services, Inc.
Bancorp Leasing
Mr. Christopher Simmons
Mr. & Mrs. Russell Berry
Mary K. Bryant Trust U/A
Kathleen Chamberlin, Trustee
Mr. & Mrs. Larry Cate

Mr. & Mrs. Paul Devlin
Dr. & Mrs. William Doukas
Mr. & Mrs. James W. Ellis
Mr. & Mrs. B. Spencer Franklin
Harriss Roofing
Mr. George Harriss
J&H Power Equipment, Inc.
Mr. Howard Hartmeyer
Murray, McGehrin & Shiery - Merrill Lynch
Wealth Management
Mr. Cullen Murray & Mr. Matt McGehrin
Ochs Family Foundation
Mr. & Mrs. Ted Ochs
Progressive Title Corporation
Mr. Andrew Cooch, Esq.
Ms. Linda Robb
Mr. & Mrs. James Salomon
Skyline Technology Solutions
Mr. & Mrs. Brian Holsonbake
Ms. Ella I. Smith
Mr. Robert M. Urdal

PRESIDENT'S CLUB \$2,500 - \$4,999

3 Vectors
Brendan Mahoney
Bank of Glen Burnie
Mr. Mark C. Hanna
Dr. & Mrs. David Bittings
Childs Landscape Contractors, Inc.
Mr. Chris & Mr. Cole Redmon
Mr. & Mrs. Wallace M. Ciepiela
Mrs. Evelyn Dederer

Dimensional Health Care Associates
Ms. Kelly Dempsey
Mrs. Janet Doyle
First National Bank
Mr. & Mrs. John Goldthwait
Col. & Mrs. Fred Gortler
Ms. Denise Hoover
Mr. George Lambert
Mr. Jim Lord
Mr. & Mrs. Martin Lynott
J. Mayer Architects
Mr. Joe Mayer
Mullen, Sondberg, Wimbish & Stone, P.A.
Ms. Michele Moore
The David Orso Group of Century 21
New Millennium
Mr. David Orso
Mr. & Mrs. Fred & Maggie Ottenbacher
Mr. & Mrs. Don Provan
Mr. & Mrs. Robert Skalitzky
Mr. & Mrs. Glen Thomas
Mr. Mike Watts

PATRON'S CLUB

\$1,000 - \$2,499

5-Star Painting of Columbia MD
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Ms. Mollie Klein
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OUR STORY

Over 50 years ago the Bello Machre campus was founded by parents who wanted a better life for their children with developmental disabilities. Starting with four group homes, an administrative office building, and a recreation center, the dream of Bello Machre came to life.

1971 *Ground breaking at the Freetown Road Campus in Glen Burnie, Maryland — Sen. Robert Pascal with helpers*



1972 *Bello Machre opened four homes on the Freetown Road Campus*



1980 *First community home opened*



1981 *Bello Machre Trust Fund is established*

1983 *First Annual Golf Tournament sponsored by the Sunset Restaurant & Lounge*



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Mrs. Pamela West
Ms. Denise Wojcik
Mr. Charles Wolfson

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1989 *Our 25th community home opened*



1991 *First Every Step Counts event held — formerly known as the Flag Day Parade-A-Thon*



1994 *Bello Machre launches its Support Service Program providing in-home supports to families*

1996 *Opened the first retirement home dedicated to the care of seniors with developmental disabilities*

1998 *Completed major renovations on the five campus homes including the addition of full kitchens in each*

2000 *Opened the Respite Care Home in Glen Burnie, Maryland, providing emergency and temporary care to individuals in the community*



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2001 Anne Arundel County donates previously leased land to Bello Machre's campus program



2003 Bello Machre received its largest planned gift from Hertha and Jesse Adams Trust providing \$45,000 annually

2004 Our 50th community home opened



2007 *Bello Machre graduated its first Specialized Certified Nursing Assistant Class*

2009 *Purchased 3.2 acres adjoining the campus property for future growth and development*



2011 *Designed and opened a new, fully-accessible home with state-of-the-art equipment and features in Glen Burnie, Maryland*



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 Ryan Brown
 Bill Brown
 Buddy's Crabs & Ribs
 Carroll's Creek Café

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 Sarah Rene
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 Matthew Shiffermiller
 Porter Shifflett
 Carolyn Sigmon
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 Lenny Simmons
 Dave Sizemore
 Lori Skalitzky
 Svetlana Slobodyanik
 Jarray Slocum
 Ella I. Smith
 Smyth Jewelers
 Scott Squier
 SSA Apparel
 Christine, Rick, & Lilly Rogall

2013 *Expanded services in Carroll County, Maryland*



2014 *The Nina & Patsy Sage Home on Kentucky Avenue was dedicated through the generosity of Tom and Norma Hoff*



2015 *Established the Bello Machre Meaningful Day Program providing individualized day services, supported employment, and community-based opportunities*

2018 *Largest corporate gift in the history of Bello Machre from Exelon's 2018 iTee Charity Golf Tournament*

2021 Phillips Charitable Foundation awarded Bello Machre over \$115,000 for the down payment on a new fully-accessible home



2022 A Gala Celebration commemorates 50 years of providing loving care, opportunities, and guidance to people with developmental disabilities



2023 The newly renovated Recreation and Training Center is celebrated with a Grand Opening Ceremony.



- Dave Stockum
- Lee Summerlin
- Holly Sutliff
- Honora Sutor
- Brenda Sydney
- Jimmy Tadlock
- Graham Talbot
- Nick Tanis
- Mr. & Mrs. Glen Thomas
- Brad Thompson
- Robin Torrence
- Calvary UMC Grief Support Group
- Diane Valway
- Darrell Volney
- Kyle Voorhees
- Pamela Walter
- Washington Capitals
- Washington County Museum of Fina Arts
- Watermark Tours
- Dane Ways
- Kirstin Whitaker
- Bob White
- Kevin Wholey
- Tom Wisner
- Ronnie Wooten
- Eric Young
- Michelle Zarren
- Mr. & Mrs. Bill Zephir
- Kim Zorn

Thank you to all our donors.



A GRATEFUL PARENT & FAMILY

This note was written with heartfelt thanks.



On behalf of my Aunt Eileen, I want to express her sincere gratitude for the exceptional care you provide for her daughter, Karen. Your compassion and tireless dedication have made such a difference in Karen's life. My Aunt especially appreciated that Karen's caregiver, Devona, would take her to see Eileen when she was no longer able to drive. It was great comfort for Eileen and our entire family knowing Karen is in such kind and capable hands. Your work is more than just a job; it is a true gift to those you serve. In appreciation of all that you do, Eileen has included Bello Machre in her will with a gift of \$50,000 to support your important work.

- Linda, Eileen's niece

We have made every effort to be accurate in our list of donors. If we misspelled or omitted your name, please accept our apologies and let us know of our mistake so we may correctly acknowledge your gift.



A LEGACY OF HOPE AT BELLO MACHRE

Our Ray of Hope Program

From an early age, Evan Henderson showed a quiet determination that stood out to his family. In early 2024, when he was just two years old, Evan's mom began to notice that his speech development seemed slower than expected.

While reassurance came from many directions, her instincts encouraged her to seek additional support so Evan could have every opportunity to succeed. That decision opened the door to speech therapy and new tools to help Evan communicate. Though progress took time, Evan's understanding and ability to connect with others continued to grow. Using sign language and supported by dedicated therapists and teachers, Evan worked steadily toward finding his voice in ways that felt right for him.

As Evan grew, so did his confidence. He began attempting new words and engaging more fully with those around him, even as communication remained a challenge. Naturally shy, Evan met each new experience with patience and resilience, supported every step of the way by his family.

When the cost of additional resources became a concern, Bello Machre's Ray of Hope program stepped in. As Evan's mother shared, "It's wonderful to have the Ray of Hope Program as an option. While we are financially stable, the cost of Evan's speech therapy has placed a real strain on our budget. Without this grant, I'm not sure what options we would have had. The program focused on Evan and his needs without requiring us to meet strict financial criteria."

Today, Evan continues to grow and make meaningful progress. "Because of the grant, we were able to purchase an AAC device at a critical point in his development," his mom explained. "It's something we would not have been able to afford for quite some time. Since receiving it, Evan has been thriving in his speech."



Evan using his AAC device provided by the Ray of Hope program.

To learn more about services scan the QR code:



Interested in the Ray of Hope program?

Reach out to our wonderful Ray of Hope Coordinator, Alicia, at Alicia.Chamblee@bellomachre.org to learn more.

2024 In recognition of Dr. Ireland's decades of dedication, a special naming ceremony was held in October 2024. The administrative building was officially renamed the Dr. Robert T. Ireland Building.



2025 Baltimore Sun Top Workplace Award. We were also honored with the Meaningfulness Award.



ESTATE GIFTS THAT MAKE AN IMPACT FOR GENERATIONS TO COME



Penny and Stephen Schimpler joined the Bello Machre Heritage Society in 2025 by making a significant estate gift in support of Bello Machre's mission.

Planned gifts like theirs are essential to ensuring that Bello Machre can keep its promise to families, providing a lifetime of loving care.

Their son, Michael, joined the Bello Machre family in February 2023 when he moved into the Wohlgemuth Home. Penny shared how their journey began: "Several of Michael's care providers knew that we were interested in finding a place where he could be more independent and suggested that we explore what Bello Machre had to offer. We were amazed to learn that Bello Machre has been providing services to people with disabilities for over 50 years. A Bello Machre representative arranged a tour of a home close to us, and after visiting and spending time with the dedicated and compassionate staff, we felt confident that Michael would thrive in this type of living arrangement. After a few months, we knew we had made the right decision when Mike sent us a text that said it all: 'I am happy.'"

Penny continued, "As parents, the peace of mind we have in knowing that our son has a home he loves for the rest of his life is priceless. Including Bello Machre in our estate planning helps ensure that Michael, and others, will be cared for long after we are gone and can continue to live their best lives. Planning for the future is something this organization truly excels at, and with everyone's help, they will be able to navigate uncertain times and the ongoing potential for funding cuts."

Through thoughtful estate planning, families like the Schimplers help secure a future where Bello Machre can continue providing stability, care, and hope for generations to come.

Heritage Society Members

Bello Machre is grateful to all the individuals who have included us in their will or estate plans or who have made other planned gifts in support of our mission. These special gifts allow us to provide loving care for a lifetime.



We honor the memory of those who have passed. Their generous estate gift will live on in the service to others.

- | | | |
|-------------------------------|----------------------------|---|
| Bel Barbalace | Marty & Tracy Lynott | <i>We honor the memory of those who have passed. Their generous estate gift will live on in the service to others.</i> |
| Jeffery Bathras | John & Ellen McMann | |
| Randon & David Bittings | Dave & Pat Menzel | |
| Susan Barbara Carmon | Audrey Miller | |
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| | Patricia Weaver | |
| | Peggy Williamson | |
| | Honora & George Wohlgemuth | |
| | Trish Wynkoop | |



Join this prestigious giving club by emailing Tracy Lynott today at tracy.lynott@bellomachre.org

Perpetual Legacy

A gift of \$25,000 or more is sufficient to establish a Perpetual Legacy that is distributed into the Trust Fund. This Perpetual Legacy pays special tribute to a loved one as an honor or memorial gift and is recognized with a permanent dedication at Bello Machre.

PERPETUAL MEMORIAL

Hertha S. & Jesse L. Adams

Hertha S. & Jesse L. Adams Charitable Trust

Barbara Cruze

Mr. & Mrs. George Cruze

James “Jimmy” Cutter

Estate of his Loving Mother

Laura Elizabeth Gortler

Mr. & Mrs. Fred Gortler, III

Jo Beth Ireland

The Ireland Family
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Ms. Sherrie Wrieden,
Ms. Toni Leonard & Ms. Kelly Emmerich

Mr. Charles L. Miller, Jr.

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Tom & Norma Hoff

Arlene & Lisa Warzel

Ed Warzel

Paul A. West

Estate of Paul A. West

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Mrs. Audrey Miller & Family

Our 50th Wedding Anniversary

Stanley & Dianne Zweback

Wohlgemuth & Whelan Families

Mr. & Mrs. George Wohlgemuth



THE WARZEL LEGACY

In 2020, Ed and Arlene Warzel lost their beloved daughter, Lisa. Through their grief and broken hearts, they reflected on the many meaningful experiences Lisa had through the Bello Machre Community Services program and felt called to give back. Through their estate plans, they gifted their family home to Bello Machre as a lasting tribute to Lisa's life.

In recognition of this extraordinary gift, and in memory of their precious Lisa, the Bello Machre Otis Drive Home in Hanover, Maryland was dedicated on August 9, 2022, and renamed The Lisa Marie Warzel Home — or, as it is affectionately known, Lisa's Home.

Since that time, Bello Machre has also mourned the passing of Arlene Warzel, whose compassion, generosity, and devotion to honoring Lisa's life continue to leave a lasting legacy.



Arlene

Following Arlene's passing, Ed sold their beloved family home and made an estate gift to Bello Machre. This generous gift of \$260,201 established a Charitable Gift Annuity and will ensure Ed receives lifetime payments, while supporting an organization Ed and Arlene both held dear.



“Knowing that our beloved Lisa will be remembered through the naming of the Bello Machre home fills my heart with joy.”
– Ed Warzel

Perpetual Gifts

A gift of \$10,000 to \$24,999 is sufficient to establish a Perpetual honor or memorial designation that is distributed into the Trust Fund; the interest provided by this fund is used in the work at Bello Machre and perpetually pays tribute to a loved one as it continues to provide assistance to children and adults with developmental disabilities both now and for generations to come.

PERPETUAL MEMORIAL GIFTS

Abdulla Al-Bushlaibi & Areej Al-Bushlaibi

Colonel Mohamed A. Al-Bushlaibi & Ms. Salama Mohamed Siddiq

Michelle Lynn Bathras

Jeffery Bathras

Themistocles “Pete” Bathras, Sr.

Jeffery & Michelle Bathras

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Dorothea Burke & Family

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Griff Hall

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Ethel Codd

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Phillip & Ellie Merrill,
Capital-Gazette Newspapers

Margaret Curtin

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Jeffery & Michelle Bathras

Clarabelle Dugit

Gladys Dye

Atticus Heygood Dye

Gladys Dye

Gladys Dye

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The Ellison Family

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Frederick “Rick” Talbot Ensor, Jr.

Ensor Family Golf Tournament

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Lena Licciardi

Estate of Lena Licciardi

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Dr. & Mrs. Robert T. Ireland

Betsy Lynch

Mr. & Mrs. Robert D. Lynch

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Her Loving Children

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Shirley Marconi & Larry Marconi

Louis Marconi

Mrs. Jacqueline Marconi

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Mike Pfeifer

The Estate of Phyllis Donnaud Pfeifer

Eileen Potteiger

Michael Potteiger & William Potteiger

Bruce Gerard Radowich

Alice Joyce Radowich

Patricia A. Sacchetti

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John Holland

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Frank Seifert

Dawn Shiflet

Mr. & Mrs. Roy Shiflet & Friends

Emily Shiflet

Roy Shiflet

Madaline K. Shiflet

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His Loving Family

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Parent Group Trust

Bello Machre Parent Association

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Mrs. Phyllis Donnaud

Sylvia E. Weaver

Mr & Mrs. Roger L. Weaver

Cheryl Lynn Williamson

Mr. & Mrs. John Williamson

Memorial Gifts

A gift in memory of a loved one is truly a living memorial. As it honors the memory of a special person it also serves as an investment in the lives of individuals with developmental disabilities.

Anne and John Adams

Mr. & Mrs. Martin Lynott

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Mr. Robert Richardson
Ms. Brigitte Smith
Ms. Cheri Winteron

Christina Brandon

Jeremy Crowe

Wayne E. Brumwell

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(Way) Family
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Trish Wynkoop

Mr. David Wynkoop

Honor Gifts

A gift that honors a living person and pays tribute on behalf of a special occasion. It also serves as an investment in the lives of those who are served by Bello Machre.

Mary Debbie Ancin

Ms. Linda Ancin
Ms. Ella I. Smith

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Ms. Joanie Bradford

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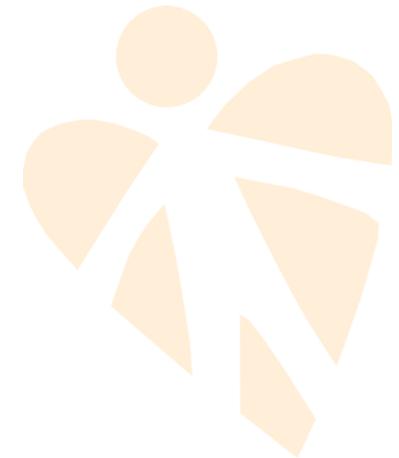
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Mr. Richard Zorn



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We have made every effort to be accurate in our list of donors. If we misspelled or omitted your name, please accept our apologies and let us know of our mistake so we may correctly acknowledge your gift.

A FAMILY LEGACY OF GIVING

In 2006, Ellen and Fred Gortler established a Perpetual Memorial Legacy at Bello Machre in honor of their daughter, Laura Elizabeth. Laura was born with complex developmental disabilities caused by a rare chromosomal deletion syndrome. Reflecting on that time, Ellen shares, "When Laura died so young, my greatest fear was that she would be forgotten. Now I know that couldn't be further from the truth. Laura Elizabeth Gortler's name lives on, perpetually, through the life-changing work at Bello Machre."

Laura's spirit also lives on through the enduring philanthropic commitment of the Gortler family. Ellen and Fred instilled in their daughters the importance of giving back. The family found a meaningful way to do so through monthly remembrance gifts honoring Laura. To date, the Gortler family — Ellen, Fred, Julie, and Carolyn — has contributed more than \$100,000 through monthly gifts in Laura Elizabeth's memory.



Left to right: Ellen, Carolyn, and Julie

"I am so proud of my daughters' generous hearts." – Ellen Gortler

"It means so much to us that they continue to support a cause so deeply connected to our family. Even as they've grown up and now have children of their own, my hope is that this spirit of giving continues for generations to come," states Ellen.

Workplace Giving 2025

Bello Machre employees who give through payroll deductions go the extra mile to show their commitment to all the children and adults with disabilities who we support.

\$16,000+ from 74 generous Bello Machre Employees

Davis Abimbola
Diana Ackermann
Omolara Adeniji
Jacob Akinola
Babatunde Ayodeji
Randon Bittings
Todd Bonney
Rahneeka Bowman
Ronita Brown
Kathy Buss
Brigette Chambers
Alicia Chamblee
Kelly Cicen
Wendy Coates
Jeremy Crowe
Cynthia Dabo
Mitchell Daro
Deena Dib
Krystal Dorsey
Crystal Edwards-Brownlee
Christopher Engler
Tameka Estwick
Juanita Evans
Adekunle Fadele
Saa Fillie Faboe
Quantrice Ford
Denise Golden
Michele Goodman-James
Cassandra Green
Tyresa Gross
Kristin Hayes
Melinda Healy
Hailey Henry
Darlene Hicks
Patricia Honeycutt
Ashley Horton
Jacqueline Hutton

Karen Imhoff
Hunter Jackson
Ebrima Jallow
Shironda Jones
John Jones
Angela Keaser
Nickie Legette
Barbara Lewis
Tracy Lynott
Audrea Matthews
Mamadou Mbengue
Jasmine McDaniel
Olusegun Ojutiku
Omotayo Ojutiku
Bukola Olopade
Carolyn Parker-Crandell
Julie Provan
Kathleen Reese
Suzanne Revels
Devona Robinson
Cosette Rodriguez-Hernandez
Victor Sangster
Derosha Simmons
Nicola Simpson
Chermeka Singley
Maud Tamakloe Oppong
Chianti Thomas
Patricia Timmons
Yolanda Ward
Michael Watts
Kara Welsh
Pamela West
Erica Willett
Tamara Williams
Tawanda Williamson
Dominique Wright
Mary Young

Giving with Purpose

For Olusegun “Sean” Ojutiku and his wife, Omatoya, giving is a reflection of who they are and what they value. Sean has been part of the Bello Machre family since 2008 and serves as the Family Living Director at our Turnbrook Home. He began giving through payroll deductions in 2017, with Omatoya joining him the following year. Together, they give with intention and a shared belief in helping others.

“So much joy and good comes from giving.” – Sean

“It doesn’t just benefit the giver. It has a real impact on others, even when the sacrifice feels small,” shares Sean.

For Sean, giving is personal. He believes deeply in helping where he can, knowing that even small acts of generosity can make a difference. “I really like to help,” he says. “It can provide immediate assistance. It helps the giver, the people we support, and the community. It builds relationships.”

That same belief shapes how Sean sees Bello Machre.

“I don’t just see Bello Machre as an agency caring for people with disabilities,” he explains. “I see it as a family home, where everyone is cared for and lives together as one family. When an organization truly makes sure people’s needs are met, that’s something good and noble for the community.”

That sense of family runs deep. Sean remembers caring for his mother later in her life, when she needed support. Being involved in her care helped prepare him for the work he would one day do at Bello Machre and the relationships he would build along the way.



OLUSEGUN (SEAN) & OMATOYA OJUTIKU

“When I came to Bello Machre, it felt like more than a job,” he says. “It felt like a calling. I’ve made friends here, even among the residents. I enjoy talking with them, laughing with them, and spending time together. This place feels like home.”

As the Family Living Director at Turnbrook, Sean sees his role as a chance to lead with care and encouragement. “You’re helping people see why they’re here,” he shares. “You can shape mindsets and show just how much of an impact this work has on people’s lives.”

Sean and Omatoya give because Bello Machre feels like family, and they believe in caring for one another.

We are truly grateful for their generosity, their dedication, and the care they bring to everything they do.



Bello Machre Management Team

Dr. Robert T. Ireland
President & CEO

Julie Provan
Vice President & COO

Randon Bittings
Chief Services Officer

Lana Slobodyanik
Chief Financial Officer

Diana Ackermann
Director of Human Resources

Todd Bonney
*Director of Community Services
Carroll County*

Chris Engler
*Director of Community Services
Anne Arundel County*

Jackie Hutton
Director of Residential Services

Hunter Jackson
Director of Marketing

Tracy Lynott
Director of Development

Tricia Timmons
Director of Quality Services

Mike Watts
Director of Maintenance Services

Board of Directors • 2025-2026

Our Board of Directors is an important part of our Bello Machre family.

We thank them for all of their hard work and continued support.

Griff Hall
Chair

Michael Saldi
Vice Chair

Micky V. Thomas
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Menkara Williams
Secretary

Larry Cate
Andrew Cooch, Esq.
Janis Ellis
Michele Marshall
Dave Menzel
Quinn Salamandra
Jimmy Rey Tadlock, III
Felicia Jones Taylor, Ed.D.



Left to right, top row standing: Jimmy Rey Tadlock III, Felicia Jones Taylor, Andrew Cooch, Dave Menzel, Michele Marshall, and Quinn Salamandra • Bottom row sitting: Menkara Williams, Griff Hall, and Micky V. Thomas

CONTACT INFO

Anne Arundel County Headquarters
7765 Freetown Road
Glen Burnie, MD 21060
p 443.702.3000 f 410.437.3749

Carroll County Location
255 Clifton Boulevard, Suite 301
Westminster, MD 21157
p 443.821.3386 f 667.367.2462



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Serving people throughout Maryland

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Bello Machre, Inc. is a 501(c)(3) charitable organization registered with the Maryland Secretary of State. It serves children and adults with developmental disabilities, without regard to race, religion, gender, or national origin.

