



65 Years of Vision

Making the future possible, together

This year, as Fello celebrates 65 years, we honor and recommit to the bold vision that sparked our founding: the belief that **our communities can—and must—be places where every person belongs and has the opportunity to thrive.**

What began in 1961 with a handful of families advocating for dignity and opportunity for their children with disabilities has grown into a statewide movement. Together, we have created housing where people build their futures, services that meet people where they are, and a culture of inclusion that strengthens every community we touch.

Our rebrand to Fello in 2025 was not a departure, but a continuation of the legacy entrusted to us: **a legacy of innovation, advocacy, and building lasting change, together.**

As we move into 2026, we do so with momentum, confidence, and gratitude for everyone who makes this possible: the people we support, our dedicated employees, our partners, our donors, and the communities we serve. You are the heart of this legacy.

The next 65 years begin now. Together, we will keep building.



Jonathon Rondeau
President & CEO

Growing Your Legacy of Giving

When you give to Fello, you join a legacy of people showing up in meaningful ways for children with disabilities and their families in our communities.



You Give, We Give

Our donors are changemakers who give with their whole hearts, knowing their generosity fuels connection, stability, and opportunities. They see gaps where children need speech therapy, adaptive equipment, enriching summer experiences, educational opportunities, or holiday gifts—and they step in to make those opportunities possible.

Many donors have partnered with us for decades. Nothing compares to knowing your gift helped a child take their first steps, speak their first words, or graduate with pride. At Fello, every dollar raised goes directly to what matters most—services and supports that people in our communities tell us they need. We don't fundraise to keep the lights on. We fundraise to keep children thriving, connect families, and strengthen communities.



*Making
a difference,
together*

For over 20 years, Steve Brennan has supported Fello because he believes in the vision our founders started: communities where everyone belongs.

His gifts have helped Fello grow in countless ways, expanding programs, improving infrastructure, and reaching people across Maryland.



I continue to support Fello because they turn belief into action every day. Supporting Fello continues the legacy the founders believed in, and the kind of change I want to see in our communities.

Steve Brennan



Your Generosity at Work

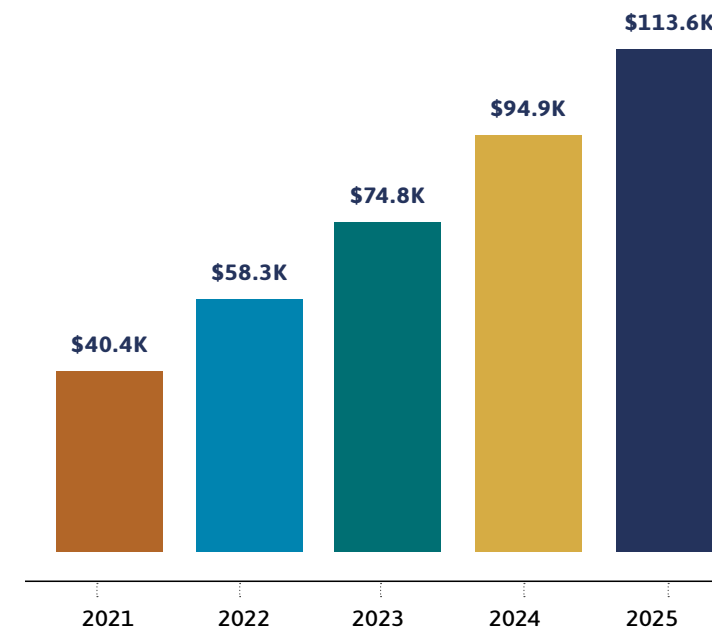
Together, We Thrive

This year, generosity has had record-breaking impact. Donors came together in greater numbers than ever before, raising more funds and reaching more families across Maryland. From campaigns to community events, every gift reflected a shared commitment to building stronger, more inclusive communities. Together, we are proving that generosity isn't just about dollars—it's about creating a legacy of opportunity and connection that will carry forward for generations.

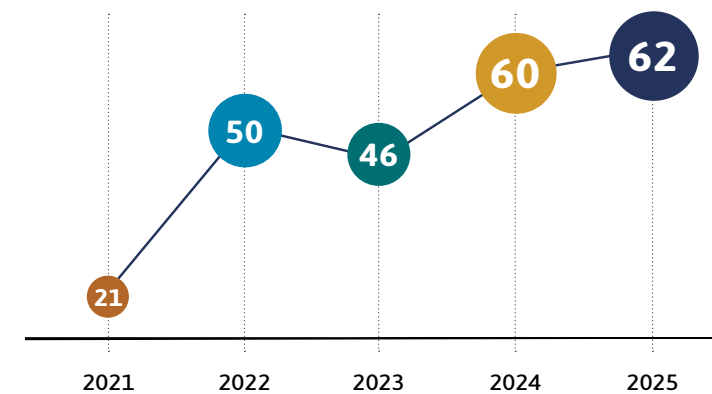


Your Impact on the Family Fund

\$382k+ distributed through the Family Fund



Total Raised for the Family Fund



Fully Funded Grants



Driving community impact

Fello's annual golf tournament is more than a day on the greens—it's a celebration of community support.

Each year, participants come together to celebrate connection, generosity, and a shared commitment to children with disabilities.

Over the last seven years, the tournament has grown from 18 foursomes raising just over \$30,000 to a **sold-out event with 72 foursomes raising more than \$250,000**. Every dollar supports Fello's Children, Youth & Their Families services—essential programs that would otherwise go unfunded—making a real difference in the lives of those who rely on them.

WITH GRATITUDE TO

Our Donors

Abba Father Contractor
ACDS
Advanced BLT, Inc.
Aireco Supply Inc.
AL & Joseph Sheet Metal
Mechanic, LLC.
Alco Pharmacy
Alexander Rossbach
Alinea Advisory Group
Alliance InfoSystems
Ananta Hejeebu
Andrea Spainhour
Andrew Cooch
Angie DeMoreland
Arundel Excavation
Bank of Glen Burnie
Barry Harris
Bartley Corporation
Bay State Electric Inc.
Ben & Sarah Harries
BGC/G&G
Bret Minarik
Call Tracking Metrics
Carrier Enterprise
Catherine Comer
CFG Bank
Charles Marc Abbey
Cheryl Malone
Chesapeake Car Wash
Childs Landscape Contractors, Inc.
Choptank Electric
Choptank Transport/HUB Group
Chris Bucolo
City of Annapolis
Clark Insurance Agency, Inc.
Claudia Hatch

Climate Care HVAC Services
Clippers Lacrosse Club
Combined Federal Campaign
COPT Defense Properties LP
Corvette Annapolis
Cotter Johnston
Crescent Cities Charities, Inc.
Damita McDonald (Chambers)
Danny Schaub
DAP
David Baker III
David Payne
David Rosenthal
Dawn Davis-Brodeur
Debbie Janis
Debra Blackburn
Debra Watkins
Deena Kilmon
Delaware Elevator
Dennis Hayden
DeVere Insulation
Donaileen Dondero
Donald & Jerilynn DeMoreland
Dragonfly Central, Inc.
Dresner Group, LLC.
Duct Works, Inc.
Easton Utilities
EBS of RCM&D
Ed & Pat Worff
Education Team Allies
Elite Income Advisors
Ellen Evans
Enterprise Mobility Foundation
Eve Noon
F.C. Clifford Inc.
Ferguson HVAC

First Citizens Bank
Flooring Partners
Funk & Bolton
Ginger Palmer
Gratias Wealth, Ameriprise
Financial, LLC.
H&B Engineered Products
Harbor Roofing and Contracting, Inc.
Hartman Executive Advisors
HavTech
Heidler, Inc.
High Mark Construction
HiTouch Business Services, LLC.
HWP Insurance
idfive
Iliff, Meredith, Wildberger,
& Brennan, P.C.
Image Power, Inc.
Impact Automation
James Smith
Jane Plapinger
Jason & Keri Weisberg
Jeffrey Dunaway
Jessica Sauers
Jessie Su
Joan Green
Jodie Chilson
Jodie Colombo
Jodie & Jason Sandel
John & Kim Bergwall
John Benner
John Horner
Johnstone Supply The Balsan Group
Jonathan Cutler
Jonathon & Matthew Rondeau
Joyce Kerridge

JP Morgan Chase
Judi Olinger
Judy Carter-Johnson
Karen & Ralph Kirchner
Karen Cratty
Karlton Morris Jr.
Kelly Financial Advisors, LLC.
Kent Island Methodist Church
Kim Curry
Knights of Columbus #12180
Knights of Columbus Council
#17990
L.R. Willson & Sons (Crane
Rental Estimator)
Laura Austin
Leigh McHargue
Lennox
Level One Architects
Linda Prochaska
Lorraine Gallagher
Malone Charitable Fund
Marcia Kirby
Martha Brown
Mary Acton
Maryland Charity Campaign
Matt Kemp
Matt Morgan & Emily Heinlein
Matt & Dana Sarro
Megan Lyle, Esq.
Michael O'Connell
Michele Tharp
Modus Solutions, LLC.
MOJO Creative Digital
MOSS Inc.
MTI/ProTAB
MWE Partnership

N.H. Yates & Co. Inc.
Nancy Rase
Nickalus (Nico) Sanders
Nina Galvez
Nonprofit HR
Novotny, Larash, Venters
& Wolf, LLC.
Patricia Baldwin
Patricia Coffin
Paul Acito Sr.
Paul Erickson
Peter & Mary DeAngelo
Peter & Nancy Klein Jr.
Peter Anderson
PNC Bank
Potter Law, LLC.
Printing Specialist
Progressive Title Company
PSA Financial/Hilb Group
RAUCH inc.
RE Michel Company
Reilly Insurance Agency
Rich Donoho
Rivers & Roads
Robert Dick
Ryan Peaper
Sara Gray
SC&H Group, Inc.
Scott & Melissa Lesmes
Sean Nidecker
Severn Village, LLC.
Sheehy Toyota of Laurel
SMI Environmental Site
Development Companies
Source One Business Services
Special Olympics Maryland

St. Andrew's Apostle
St. Bernadette Parish
Stacie Brawner
Stephanie Lacaze
Stephen & Judi Shaw
Stephen & Lisa Brennan
Steve & Nicole Smollon
Steven Schuh
Strong Wall Construction
Stuart Contractors, LLC.
Susie & Bob C. Park Jr.
Talbot County
Talbot County Garden Club
Taryn Chase
Techmark Corporation
The Bancorp Bank
The Bowen Foundation For Autism
The Gerald & Judith Feldman
Charitable Foundation
The Gough Group
The Harry & Jeanette Weinberg
Foundation
The Kyle Todd Public Service
Foundation
The Merrill Family Foundation
The Severn Group
The Spence Group of
Keller Williams Integrity
Thomas Harries
Todd Pattison
Tom & Maribeth Lane
TowerCares Foundation
Tracy Higgs Wagner
Travis Gray
United Rentals
Wells & Associates
Z Zurich Foundation

Building Homes, Creating Community

Fello’s first service began in 1975, when we opened our first home for people with disabilities. That milestone laid the foundation for the inclusive community development we continue today.

In 1975, we opened our first home for people with disabilities on Benton Avenue—a small house that would become the blueprint for inclusive communities across Maryland.

Today, Benton Avenue is still part of Fello—and a reminder that having a safe, welcoming home is the foundation of independence and connection.

From our first home...



Our first home on Benton Avenue. Shown before (left) and after (right) remodel.

...to thriving communities



“

At Fello Communities, we’re redefining what inclusive housing can look like. Our work is rooted in the idea that when people have access to safe, affordable homes and real community connections, everything else becomes possible.

Ross Benincasa, Senior Vice President of Community Development

Over the years, we’ve grown significantly, with our housing creating communities where neighbors of all abilities live side by side, and communities thrive because of it. From that single house to the 81 units in our current portfolio—and more than 150 in development at projects like Easton Crossing and Silo Court—our focus remains the same: creating inclusive, welcoming neighborhoods where people can grow, connect, and truly belong.

When people have access to safe, affordable homes and an inclusive community, everything else becomes possible.

This year, we saw what happens when housing is designed with intention: people build relationships, gain stability, and shape the lives they choose. That sense of belonging is what transforms lives, and it’s what drives us to keep expanding what Fello Communities can be for Marylanders.



Living life together

Last fall, our teams gifted every child living at Port Street Commons a backpack full of school supplies like pencils, notebooks, folders, crayons, and more.

The goal was simple: help children living at Port Street Commons start the school year feeling prepared and supported.

At Fello Communities, we don't just provide housing—we build relationships. For us, it's all about staying engaged, listening to our residents' needs, and showing up when it counts like the good neighbors, good leaders, and good people we want to be.



Building For All

When people with disabilities have accessible, beautiful homes they can afford—and their neighbors do too—our communities become stronger, safer, and more vibrant. At Fello, we are driven by a commitment to build communities that are inclusive, resilient, and anchored in connection.

Thriving, welcoming communities are not a luxury; they are a necessity. Everyone deserves a home that is accessible, high-quality, and built to last.

The homes we build feature thoughtful design, beautiful finishes, and sustainable features. You can't tell our market-rate units from our affordable ones—and that's intentional. We believe everyone deserves housing that is beautiful, affordable, and accessible, regardless of income.

150+
units in development

21
accessible units

5
units supporting families transitioning from homelessness



Relationships That Last

The essence of Fello’s mission is rooted in the connections we build—between the people we support, our employees, and the communities we serve.



Building Lasting Connections

The relationships we build are the foundation of everything we do. The deep bonds between Direct Support Professionals and the people they support, the camaraderie among our teams, the connections we make with families, donors, and community leaders—these relationships form the core of Fello’s culture.

What often begins with a single conversation can grow into years of lasting support, always focused on the person in front of us. It is this relationship-centered approach that has allowed our teams to support people in Anne Arundel County since 1961, serve communities on the Eastern Shore for over 20 years, and work with people self-directing their services statewide for nearly two decades.

Investing in People

Meaningful investment in our communities starts with authentically investing in people. At Fello we invest in our employees by building trust and creating opportunities for growth and connection.

Our DSP Career Ladder—now celebrating its second year—provides clear pathways for pay mobility, professional growth and skill development. Organization-wide, we train our employees in the Coach Approach model ensuring managers lead with empathy, collaboration, and cultivate leaders at every level. By equipping our teams with the tools and training they need, we create a culture where people feel supported, valued, and do their best work.

These investments don’t just strengthen our workforce, they strengthen the communities around us. Strong, empowered teams meet people where they are, build trust, and foster meaningful connections that last.



Putting people first

Rachel is a person we have served through Community Supports to live in her own apartment for 38 years—more than half of Fello’s lifetime.

Recently when her health started to decline, her needs meant she needed round-the-clock support, and she was adamant that she was not leaving her apartment. Our Community Supports

teams worked closely with Living Options & Services leaders to navigate what staying in her apartment could look like for her.

Our teams were able to create the unique support she needed so she could stay in her own apartment and continue to thrive. Fello is the person-centered, relationship-centered organization we are today because of our culture of putting people first—always.

OUR LEGACY

65 Years of Connection

From the advocacy efforts that led to our founding in 1961 to the dynamic, statewide programs Fello offers today, our legacy is one of growth, innovation, and community transformation.

From the first families advocating for their children with disabilities to the thousands we now serve across Maryland, Fello's growth is rooted in inclusion and opportunity. Through bold vision, our impact has expanded from a small community footprint to statewide leadership, showing that lasting change is possible when people and communities are supported together.

HOUSING IMPACT

81



units managed
(168 additional units
in development)



EMPLOYEE INVESTMENT

\$1.18M

contributions to 403B,
platinum-level
health insurance

5k+

services provided for people
throughout the community



DIRECT JOBS CREATED

676

employees across
Maryland

SELF-DIRECTION PROGRAM

9.5k+

employees hired by
people directing their
own services



92%

fundraising
growth



Milestones & Community Impact

Fello's impact is best seen in the lives of the people we support and communities we create. Our economic impact in Maryland spans jobs, wages, supporting local and minority-owned businesses, community development, and housing.



With support from Maryland's Developmental Disabilities Administration (DDA), we expanded our **Family and Individual Support Services**.

- Began supporting all of Maryland through Self-Directed Services.
- We established **Chesapeake Neighbors** to create affordable, inclusive housing opportunities, and opened our **Eastern Shore Regional Office**.

- **Jonathon Rondeau** became our President & CEO.
- We created the **Family Fund Grant Program** for children with disabilities.

Our organization grew to **over 500 employees** and moved to a new headquarters in Linthicum.



- Port Street Commons opened as our new Eastern Shore headquarters, combining our Eastern Shore office with **The Residences at Port Street**—nine affordable apartment units managed by Chesapeake Neighbors.
- We launched the **Direct Support Professional (DSP) Career Ladder** to create professional growth opportunities for DSPs.
- We opened **Health Connection**, an on-site urgent and primary care clinic supporting our employees on their health journey.

1961



We were founded by a group of parents who wanted a better life for their children with disabilities.

1975

We opened our first group homes in Linthicum and Annapolis, and began an apartment-based **Community Living** program.

Our organization merged with Alternative Living, Inc. to create a stronger, more unified agency. **Kate Rollason** became our Executive Director.

1998

2006

- We started providing services on the **Eastern Shore**.
- We also started our **Holiday Giving** Program, connecting community members and donors to provide gifts, essentials, and joy to children with disabilities and their families during the holiday season.



2017

2018

We completed major renovations and moved to our new **headquarters in Severn**.



Building on a holistic approach to services, we introduced Behavioral Health services to provide mental health counseling for the people we support.

2020

2021

- **Chesapeake Community Development** was founded to scale the development of inclusive, affordable housing.
- **Project Learn** began in partnership with Education Team Allies to support parents and their children through the Individualized Education Program (IEP) process.
- **Chesapeake Neighbors** hired its first Executive Director, **Judi Olinger**, to advance quality, affordable housing for all.

2023

2024

2025

Highlights

Rebranded to Fello
—reflecting a bold new identity rooted in connection, inclusion, and community.

Increased Direct Support Professional (DSP) starting wages to \$20.50 an hour, more than doubling them since 2017.

Fello vehicles traveled over 1.4M miles connecting people to their communities.

Launched the Fello Thinking Differently Podcast to explore the innovation and impact behind our services.

Broke ground on Silo Court.



Ribbon Cutting of 407 Brookletts Ave, the leasing office for Easton Crossing.



Fello at The Mall construction began. Opening February 2026.

We raised \$258k+ at our annual **Golf Fore Kids** tournament.

71 certification levels were achieved through the DSP career ladder.



Expanded Health Connection to people we support through Living Options & Services.



Stewarding Resources With Integrity

Fello is committed to transparency, ethical governance, and responsible management of every dollar entrusted to us. Our budget reflects our investment in our people and how we live out our person-centered values every day.

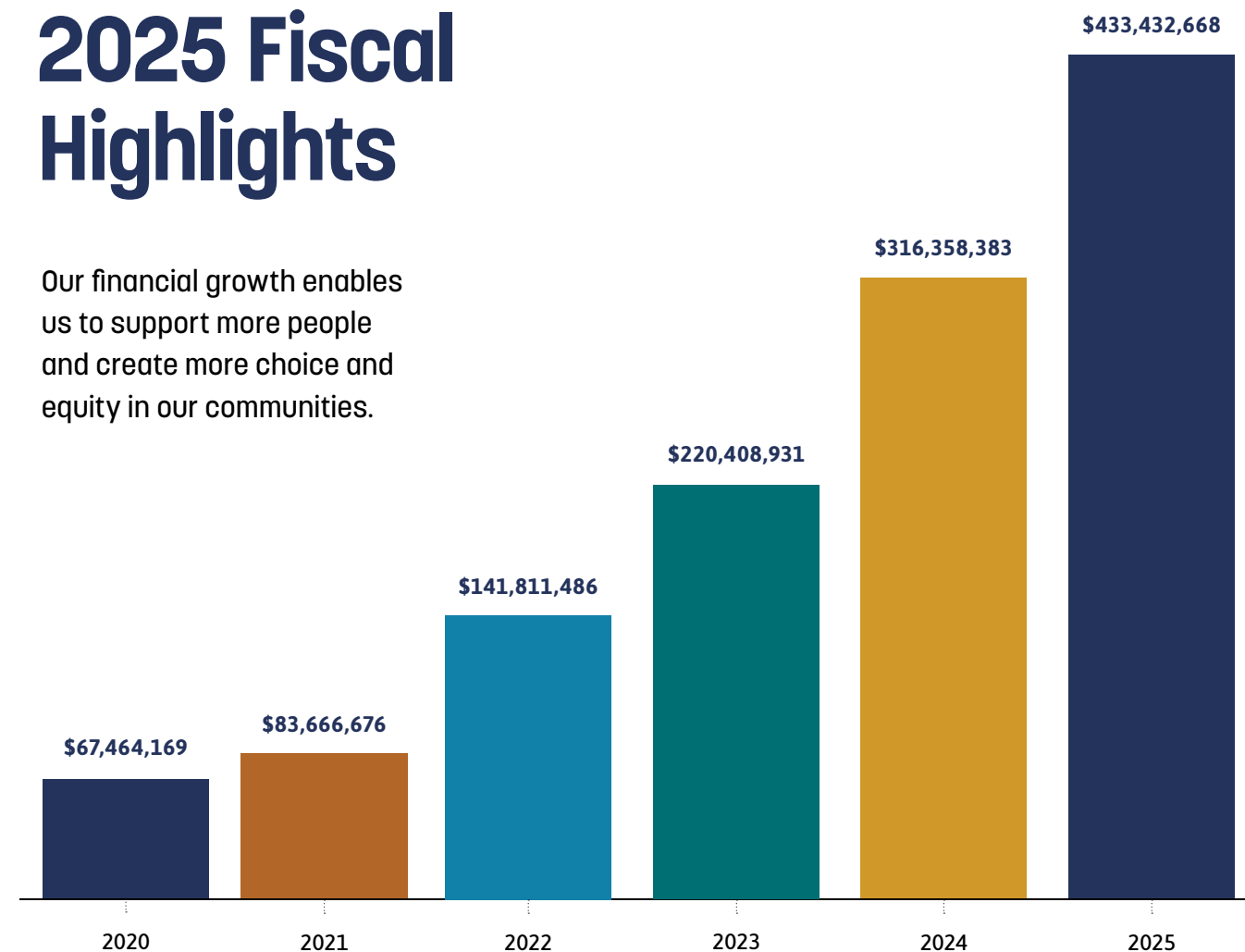
FY2025 at a Glance

Our audited results for FY2025 demonstrate a strong, sustainable financial position that supports our mission across Maryland. Revenue comes from a mix of sources including government funding, private donations, grants, and program fees. Expenses are allocated to directly impact our mission: the majority goes to programs, services, and housing development.

Our year-over-year growth reflects both financial stability and an increased capacity to serve more people in inclusive, thriving communities.

2025 Fiscal Highlights

Our financial growth enables us to support more people and create more choice and equity in our communities.



Fello's Revenue Growth Over the Past 6 Years



In a period of inflation, we maintained a healthy budget while continuing to invest in our communities.



Fello provided up to a **6% match** on employee 403(b) contributions.



Direct Support Professionals (DSPs) who completed the Career Ladder received up to **\$3.50 more an hour**.

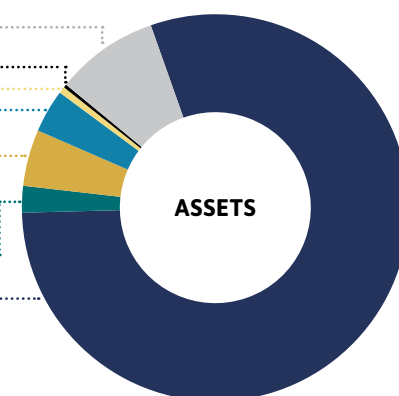
Financials

Assets

2025

CURRENT ASSETS

Cash and Cash Equivalents	\$ 6,586,177
Beneficial Interest in Community Foundation	98,040
Unconditional Promises to Give, Net	465,530
Due From State of Maryland	2,823,547
Right-of-Use Finance Lease Assets	3,431,845
Prepaid Expenses, Security Deposits, and Escrow	1,725,719
Property and Equipment, Net	60,051,105
Total Assets	\$ 116,255,756

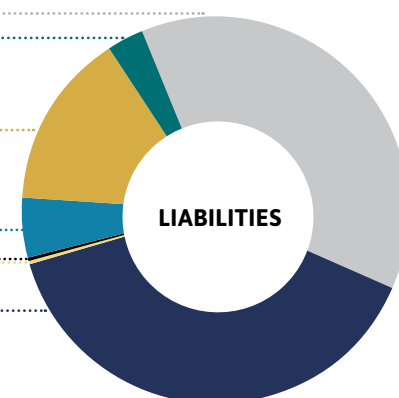


Liabilities and Net Assets

2025

LIABILITIES

Accrued Salaries and Related Expenses	\$ 33,217,015
Accounts Payable and Accrued Expenses	2,741,069
Due to State of Maryland	12,528,196
Finance Lease Obligations	4,372,029
Participation Liability	94,629
Other Liabilities	253,659
Mortgages and Notes Payable, Net	32,025,784
Total Liabilities	\$ 85,232,381



NET ASSETS

Without Donor Restrictions	\$ 30,454,800
With Donor Restrictions	568,575
Total Net Assets	\$ 31,023,375
Total Liabilities and Net Assets	\$ 116,255,756

SUPPORT AND REVENUE

	Without Donor Restrictions	With Donor Restrictions	2025 Total
Self-Directed Waiver Revenue	\$ 410,534,726	-	\$ 410,534,726
Program Service Fees	35,995,638	-	35,995,638
Contributions and Fundraising	72,092	63,500	135,592
Government and Private Grants	1,180,169	-	1,180,169
Rental Subsidy	889,359	-	889,359
Rental Income	603,328	-	603,328
Investment Income, Net	282,629	9,540	292,169
Contribution to Care Fees	547,563	-	547,563
Special Events, Net	159,155	-	159,155
Contributions - Nonfinancial Assets	45,325	-	45,325
Gain On Disposal Of Equipment	94,068	-	94,068
Miscellaneous	184,807	-	184,807
Net Assets Released From Restrictions	872,037	(872,037)	-
Total Support and Revenue	\$ 451,366,828	(798,997)	\$ 450,576,831
Less: Direct Allocations for Self-Directed Services	(375,088,895)	-	(375,088,895)
Net Revenue	\$ 76,277,933	(798,997)	\$ 75,478,936

FUNCTIONAL EXPENSES

Program Services	\$ 56,707,892	-	\$ 56,707,892
Supporting Services	7,791,241	-	7,791,241
Total Functional Expenses	\$ 64,499,133	-	\$ 64,499,133
Support and Revenue in Excess of Functional Expenses	\$ 11,778,800	(798,997)	\$ 10,979,803

NET ASSETS

Change in Net Assets	\$ 6,843,056	\$ 507,042	\$ 7,350,098
Net Assets - Beginning of Year	\$ 11,738,876	\$ 860,530	\$ 12,599,406
Net Assets - End of Year	\$ 18,581,932	\$ 41,367,572	\$ 19,949,504

Shaping Our Futures, Together

Even as we celebrate 65 years of incredible connection, growth, and impact, we are always focused on what's next. And what comes next for our communities is up to all of us —so let's get started, together.

Our Promise for the Next 65 Years

We will continue to champion the rights of people with disabilities and invest in what matters most: real opportunities, strong relationships, and creating inclusive, equitable communities.

Our Vision Remains Steady

Our founders believed that more was possible, and so do we. We will continue to build, create, and strategically grow in ways rooted in connection and relationship. Everything we do is designed so that people with disabilities can live the lives they choose in communities that are equitable, accessible, and fully inclusive.



The best is yet to come

The next chapter is full of possibility. We are listening to our communities, expanding choice, and addressing unmet needs with intention. Every step forward is guided by connection, inclusion, and the belief that everyone deserves the opportunity to thrive. Together, we will turn vision into action and continue building communities where everyone belongs. We have communities to reimagine and services to expand.

Together, we are Fello.
Together, we belong.



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