# 2022 Annual Report to the Community



LIFE. YOUR WAY. Department on Disability Services

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#### **Message from the Director**

FY 2022 was a fantastic year of firsts for the DC Department on Disability Services. In August, Mayor Bowser issued a proclamation celebrating the city's inaugural Tech Fest Summit. As part of our Tech First initiative, leaders in disability technology from across the U.S. displayed various solutions, or apps, to assist people with disabilities in living, working, and engaging in social activities as independently possible. We broadened training opportunities and amended requirements within our Home and Community Based Services (HCBS) waiver to ensure that people supported had access to technology and remote services. We also partnered with the office of the Chief Technology Officer (OCTO) to host technology tutor labs with their Tech Together program. This effort gave people we support hands-on to successfully integrate tablets, laptop computers, and various apps into daily their lives and routines.

With funds from the American Rescue Plan Act (ARPA), we invested in a telehealth initiative that allows people supported in residential settings and who receive intensive in-home supports to have 24/7 access to licensed physicians with specialized training in caring for people with disabilities. This service aims to reduce unnecessary emergency room visits and the number of unplanned emergency inpatient hospitalizations. We expanded outreach efforts to underserved communities. In 2022, we connected with several Ethiopian organizations to raise awareness and provide access to our services in their native languages. And we were one of 12 District agencies selected for the city's first Racial Equity Pilot Cohort, which is designed to eliminate socioeconomic and service delivery disparities based on race, sex, and ethnicity. Our Action Team has worked closely with the newly-established Office of Racial Equity (ORE) and our recommendations will contribute to the city's development of a Racial Equity Action Plan (REAP).

DDS is comprised of strong, resilient employees who advocate, adapt, and are willing to do whatever it takes to help people with disabilities live life their way. Our ability to innovate, expand and conduct outreach is complemented by the active engagement of our partners, advocates, and self-advocates. This agency-stakeholder collaboration advances our mission: to provide innovative, high-quality services that enable people with disabilities to lead meaningful and productive lives as vital members of their families, schools, workplaces, and communities in every neighborhood in the District of Columbia. That spirit drives the positive outcomes you see throughout this report.

Andrew P. Reese

Andrew P. Reese Director



#### Who We Are

The Department on Disability Services (DDS) includes the Developmental Disabilities Administration (DDA) and the Rehabilitation Services Administration (RSA). We coordinate a diverse network of service providers to assist people with disabilities in leading vibrant, self-directed lives. The agency also houses the Disability Determination Division (DDD), which processes the Social Security Administration's (SSA) disability claims, including Supplemental Security Income (SSI) and Social Security Disability Insurance (SSDI) for District of Columbia residents. DDD examines the cases to render a medical determination of eligibility. SSA makes the final approval or denial of District disability claims.

#### Who We Support

From October 1, 2021, through September 30, 2022, DDS provided support services to 8,247 people with disabilities, of whom:

2,413 received support services through DDA; and

5,834 received support through RSA.

#### **Ability at Work**

In FY 22, 650 people supported by RSA gained employment; 540 were employed in high-demand fields such as hospitality, business and IT, customer service, security and law enforcement, health care, and transportation. The average wage was \$17.69 per hour, almost 10 percent higher than the District's living wage.\*



\*In accordance with the Fair Shot Minimum Wage Amendment of 2016, the living and minimum wage in the District of Columbia was increased to \$16.10 per hour on July 1, 2022.

RSA provided Pre-Employment Transition Services (Pre-ETS) for approximately 3,288 students. Pre-ETS prepares students with disabilities ages of 14-22 to transition from high school to a post-secondary career path, including post-secondary education, training, or employment.

#### New Law Expands Services to People with Developmental Disabilities

The Department on Disability Services Developmental Disabilities Administration (DDS/DDA) was established to coordinate supports and services for people with intellectual disabilities. In May 2022, the Council of the District of Columbia passed the Developmental Disability Eligibility Reform Amendment Act (DDERAA) of 2022 to expand eligibility for DDS/ DDA services to people with developmental disabilities, not just intellectual disabilities. The new law ensures that eligible people with developmental disabilities who have long-term support needs can access critical communitybased services. This new law will not impact people currently receiving services or people who have already been found eligible for services.

The DDERRA modifies the definition of an intellectual disability to align it with the current Diagnostic and Statistical Manual of Mental Disorders (DSM, 5th edition) and establishes the definition of developmental disability that must be met for a person to be considered eligible for support services. In FY 22, DDS submitted a waiver renewal and waiver amendment to ensure that eligible people with developmental disabilities could begin receiving services on October 1, 2022.

#### Creating Pathways to Employment

DDS held its third World Café in July 2022, to identify solutions to improve employment opportunities for people with disabilities. This creative, engaging format brought together a diverse group of job seekers and employed individuals with disabilities, family members, service providers, advocacy organizations, and various government agencies. It included several panel discussions focused on developing meaningful partnerships, building community trust, and helping people with disabilities take charge of their job search. Participants used information gleaned from the panel discussions and their personal experiences to make recommendations for innovative actions to increase access to employment and career paths for people with disabilities who want to work. DDS will use the recommendations to inform policy and program decisions.





Customized Employment was the topic Rebecca Salon (standing), and RCM of Washington Team Members Susan Brooks (left) and Chandra Connolly presented during the 2022 World Cafe. In addition to providing income and independence, employment offers a sense of purpose and contributes to a person's overall well-being. Work also gives people with disabilities an opportunity to use their skills and talents to contribute to the community and create more diverse workplaces.

AKING CHARGE OF Do WE EMPOWER OPLE WITH DISABILITIES TO SHARE THEIR STRENGTH AND CONTRIBUTIONS WITH EMPLOYERS?

The 2022 World Cafe engaged various stakeholders and partners in lively discussions aimed at discovering innovative ways to increase employment opportunities for District residents with disabilities.

Every person supported by DDA has a guided discussion on Employment during their Annual Support Planning meeting to determine the pathway to employment that best meets their needs. Persons may be engaged in assessment and exploration which may include opportunities to volunteer, community integration and socialization opportunities to enable persons to develop the soft skills for employment or participating in an employment readiness program; others may be involved in Active job Search and training, receive job coaching supports to assist with maintaining employment or job advancement. A community participation plan is the identified pathway for persons who are retired or of retirement age and those who are facing a life crisis or health challenge that is a barrier to employment. In addition to providing income and independence, employment offers a sense of purpose and contributes to a person's overall well-being, mental health and physical health. Work also gives people with disabilities an opportunity to use their skills and talents to contribute to the community and create more diverse workplaces.

#### **Did You Know?**

According to the 2019 Disability Status Report for the District of Columbia\*

- The employment rate in the U.S. was 39.2 percent for people with disabilities and 80.7 percent for people without disabilities.
- The employment rate was 33.2 percent for working-age people with disabilities in DC and 83.8 percent for working-age people without disabilities.
- In DC, the poverty rate was 33.1 percent for working-age people with disabilities and 9.5 percent for working-age people without disabilities.

\*The 2019 Disability Status Report was released in 2022. Erickson, W. Lee, C., & von Schrader, S. (2022). 2019 Disability Status Report: District of Columbia. Ithaca, NY: Cornell University Yang Tan Institute on Employment and Disability (YTI). www.disabilitystatistics.org

#### **Connecting People to Life-Changing Solutions**

Tuesday, August 16, 2022, was Technology First State Day in the District of Columbia. Mayor Muriel Bowser issued the proclamation to celebrate the City's inaugural Tech First Summit at the Martin Luther King, Jr. Memorial Library. Nearly 200 people registered for the private event filled with exhibits and presentations by technology leaders from across the U.S. who specialize in developing solutions to enhance the lives of people with intellectual and developmental disabilities. Participants had the option of attending in person or virtually. Vendors displayed various solutions such as medication reminders, apps that provide step-by-step assistance for using public transportation and meal prep, and multimedia tools that support users in social interactions and other activities.



Vocational Rehabilitation Specialist Shontae Waldrip (r) toured the metaverse with Floreo, the first virtual reality tool for behavioral therapy. In a safe virtual space, it equips learners with skills they can apply in their daily lives.

Representatives from the DC Assistive Technology Program demonstrated Smart Home devices such as medication dispensers, key alerts, and other tools to keep people safe at home.



In his opening remarks, Director Reese noted, "Most of us take technology for granted, not noticing how reliant we are on it for everyday activities. However, people with disabilities are often left on the sidelines when it comes to having access to technology that can be extremely impactful to promoting independence in their daily lives." Tech Fest aims to remedy that.

Tech Fest is part of the agency's Technology First initiative, which seeks to expand and diversify the use of technology by people with disabilities to promote their ability to live and function as independently as possible in the community, home, and workplace. The summit was the culminating event for tech initiatives conducted throughout the year. Other activities included:

- Urgent Care Telehealth Services for people with intellectual and developmental Disabilities. The primary goal of these services is providing on-demand medical assessments to determine the best clinical course of action and cut down unnecessary emergency room visits and unplanned, emergency hospitalizations. Telehealth equipment was distributed to 680 provider locations, giving more than 1,500 people supported access to services. By mid-summer. 221 virtual telehealth visits were conducted. The majority of people examined via telehealth were successfully treated remotely; only 20 people (nine percent) needed to be taken to an emergency room.
- SHIFT Enabling Technology Education Program. This online Technology Certification training program specializes equips participants with best practices in person-centered technology assessment, implementation, and integration for persons with intellectual and developmental disabilities. Nine providers achieved SHIFT accreditation.
- Modifications to Home and Community-Based Services Waiver. To broaden people's access to technology, DDS expanded the list of items that could be acquired through the waiver. Providers that achieved SHIFT Enabling Integration Specialist Certification can offer assistive technology services through the IDD waiver. Remote services delivery was also expanded to promote greater independence and offer people a greater level of privacy with less reliance on the physical presence of support staff. Through remote supports, people have access to assistive technology, behavioral supports, bereavement counseling, creative art therapies, day habilitation, employment readiness, family training services, fitness training, nutrition evaluation/consultation services, occupational therapy, parenting supports, sexuality education, speech, hearing, and language, and supported employment.

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**Community of Practice and Ongoing Training.** Throughout the year, DDS offered provider staff and people supported various courses to enhance their knowledge and use of technology. In partnership with the Office of the Chief Technology Officer (OCTO) and DC Tech Together, we hosted two Tech Tutor labs to boost people's comfort and confidence in using virtual tools. Using their own devices, participants learned to navigate basic features of Zoom, WebEx, Facetime, and GoogleDuo in a relaxed environment with support from OCTO and DDS IT team members. Our three-part Assistive Technology Web Series offered insight about emerging tech solutions that advance independence for people with disabilities. And our Enabling Technology Community of Practice (ET CoP) brings together all SHIFT certified service providers a self-managed CoP to increase the utilization of assistive technology tools to promote access, engagement, and progress in using technology.



#### Supporting WMATA's Effort to Make Riding More Inclusive for People with Disabilities

DDS Director Andrew Reese was a guest speaker at the May launch of <u>Waymap</u> with the Washington Metropolitan Area Transit Authority (WMATA). The event took place at the Brookland metro station in northeast DC. <u>WayMap</u> is a navigation app for people who are blind or have vision impairments. In partnership with Columbia Lighthouse for the Blind, Waymap conducted a two-week trial run at three metro stops. Data collected will be used to launch the app at 30 stations and almost 1,000 bus stops.

Waymap was founded by <u>Tom Pey</u> who lost his sight at the age of 39. It is considered the leading navigation app that guides users with sensors rather than the Global Positioning System (GPS). The app is free to all users, is accurate up to three feet of a destination, and is able to operate regardless of cellphone signal strength. The app's directions are specific, instructing the user exactly how many steps to take and how many degrees to turn to face a train door, for instance, while also providing valuable contextual information.



#### **Eliminating Inequities**

DDS was one of 12 District agencies selected for the first Racial Equity Pilot Cohort. The pilot program was the result of the Racial Equity Achieves Results (REACH) Emergency Amendment Act, passed by the Council of the District of Columbia in 2020. REACH seeks to eliminate socioeconomic inequities experienced by African American residents and other people of color in the District. It requires all DC government employees to undergo racial equity training. It also specifies that the District include racial equity strategies in their operations to identify and measure progress in rectifying socioeconomic and service delivery disparities based on sex, race, and ethnicity.

Through collaboration with the Office of Racial Equity (ORE), DDS has completed various tasks related to case management systems and data analyses. Our Action Team developed a six-part internal assessment to identify areas within our service delivery model that could result in racial inequities. We are committed to strengthening community partnerships and engaging in raciallyequitable hiring practices to mitigate bias toward people with disabilities seeking and receiving services.

#### **Engaging with Underserved Communities**

During FY 2022, the DDS/RSA Outreach and Engagement Committee continued to identify and build trust with underserved groups to connect them to services that could impact their quality of life in a positive manner. In September, we hosted the **4th annual Latinx Conference** for people with disabilities and their families. The conference was attended by 85 individuals representing individuals with disabilities, family members, and agency/organization staff. The free Spanish-language-only event gave Spanish-speaking residents with disabilities and their family members access to information, support, and resources in their native language. With the theme "Employment for All," attendees heard from various government and community-based organizations offering employment supports and services in the District. They also heard from people with disabilities who are employed and learned why having a job is much more than a paycheck.

To broaden our connection with the **Ethiopian and Eritrean** communities, DDS-RSA hosted two community **resource events** to provide Amharic-speaking residents with disabilities and their family members access to information and support, and resources in their native language. The events were conducted in Amharic with interpretation to English and Tigrinya. More than 70 residents attended virtually. DDS will continue to collaborate with community-based organizations such as the Ethiopian Eritrean Special Needs Community and African Communities Together, and the Mayor's Office on African Affairs to meet the needs of these communities.







#### **Did You Know?**

- The population of Hispanic and Latino Americans in the District of Columbia is more than 11 percent; most relocated from countries such as El Salvador, Mexico, and the Dominican Republic.
- The DC Language Access Act obligates government agencies to provide equal access and participation in public services, programs, and activities for residents of the District of Columbia who cannot (or have limited capacity to) speak, read, or write English. In FY22, DDS served 2,033 people whose native language was not English. The top three languages spoken were Spanish, Amharic, and Mandarin.
- DDS currently employs 58 bilingual staff who speak more than 28 languages; 17 are bilingual in Spanish.

#### Sharing Best Practices with Puerto Rico

In mid-October, a delegation of eleven officials from the Puerto Rico Department of Health met with DDS Director Reese and DDA Deputy Director Woodland to learn about promising practices and innovative models to transition individuals with ID/DD into community living and competitive integrated employment. The island territory is navigating its way through a nearly 20-year old Olmstead settlement agreement in United States v. Commonwealth of Puerto Rico.

A 2020 budget order requires the Puerto Rico Division of Services for People with Intellectual Disabilities (DSPDI) to invest heavily in developing evidencebased practices and new service models. The delegation, which included Dr. Carlos Mellado, Secretary of Health; Dr. Marilu Cintron, Auxiliary Secretary of the Department of Health; Susan Roig, Director of DSPDI; and Alfredo Castellanos, Federal Monitor, was also interested in learning about our approach to person-planning and integrated day activities.



## **Remembering Joy Evans**



#### District Breaks Ground on New Therapeutic Recreation Center

On April 20, Mayor Muriel Bowser held a <u>groundbreaking ceremony</u> for the new **Joy Evans Therapeutic Recreation Center.** Spanning 37,000 square feet, the \$40.4-million project will be the premier therapeutic recreation center in the region, serving residents along the full spectrum of physical and cognitive abilities. "We know that individuals of all ages and abilities deserve to experience a sense of community, engagement, and inclusion – and that will be the focus of this space for generations to come," said Mayor Bowser.

The District worked with several disability consultants in designing a facility with features to boost cognitive development and support physical disabilities. Physical features include:

- Therapy wellness and activity rooms, including a sensory room,
- An 1,800 square foot therapeutic pool and a 135 square foot spa,
- Senior and Tech lounges,
- Caregiver Lounge,
- Fitness Center, and
- Multipurpose Rooms.

The center is named for Joy Evans, who was eight years old when she was committed to Forest Haven, the District's former institution for people with intellectual disabilities. Her death in 1976, when she was just 17, forced the closure of the institution and brought needed attention to the disparity of city resources for residents with disabilities.

"The Evans class action remedied the practices of segregation, maltreatment, and institutionalization of people with intellectual disabilities," said DDS Director Andrew Reese. "Having a recreation center named in her honor reflects the significant strides our government has made and will continue to make so that DC residents with intellectual and developmental disabilities have every opportunity to use and receive services from any District business and facility."

According to Department of Parks and Recreation (DPR) Director Delano Hunter, "The new Joy Evans Therapeutic Recreation Center will be a crown jewel in the DPR inventory, shining a light on the inclusivity and accessibility we strive to provide DC residents. We look forward to programming this space for all to enjoy, especially those with special needs." The Joy Evans Therapeutic Recreation Center is located in Ward 7 and is scheduled to open in 2023.

## Awards and Recognition

### **Virtual Recognition in Real-Time**

March is annually recognized as National Developmental Disabilities Awareness Month (DDAM). Established by the National Association of Councils on Developmental Disabilities (NACDD), DDAM seeks to promote the inclusion of people with developmental disabilities in all facets of community life and raise awareness of the barriers people with disabilities still face in connecting to the communities in which they live. The 2022 theme was **Worlds Imagined**. During the culminating virtual event on March 30, self-advocacy group Project ACTION!, recognized DDS Director Andrew Reese as a Disability Champion. Reese was commended for his leadership, guidance and commitment to people with disabilities in the District of Columbia. Other honorees included Tina Campenella, former CEO of Quality Trust, and Azeb Ataro Adeb, founder and president of Ethiopian and Eritrean Special Needs Community.



**DDA Deputy Director Winslow Woodland** was recognized by the <u>Black Nurses Association of the Greater Washington, DC Area</u> as the **2022 Black Nurse of the Year.** He received the honor at the 42nd awards and scholarship ceremony held online Saturday, March 5. According to Association President Pier Broadnax, Woodland "epitomizes the spirit of Black nurses in the metropolitan region. He is active in many facets of health care, bringing his expertise to not only his position but to advisory boards and other areas of nursing."

Woodland has served as an adjunct clinical professor of psychiatric nursing at the University of the District of Columbia (UDC). He is the co-chair of the Mayoral Developmental Disabilities Fatality Review Committee and volunteers as a swim official with USA Swimming and advocates for swimming and water safety for children living in DC.



### Awards and Recognition

The Maryland Daily Record named Supervisory Service Coordinator Katrina Dixon Patterson to its 2022 listing of Maryland's Top 100 Women. The recognition program was established in 1996 to acknowledge outstanding achievements by women through professional accomplishments, community leadership, and mentoring. According to Suzanne Fischer-Huettner, senior group publisher of The Maryland Daily Record, the 2022 honorees "are inclusive change agents who are not afraid to face adversity and stand up for what they believe." To date, more than 1,700 women have been selected for the honor.

Art Enables was named Washington City Paper's Best of Best Art Class, Best Art Collection, & Best Commercial Art Gallery! The vocational arts program took second place as the Best Arts & Culture Nonprofit and was named a finalist for Museum and Gallery Missed Most by visitors during the pandemic. Readers nominate and select winners of the annual poll.





The Department on Disability Services is able to support people with disabilities in living life their way through the work and support of the following service providers.

I Axium, LLC Bell Davis, LLC 360 Support, Inc. Benedictine School for Exceptional Children Best Buddies International, Inc. Absolute Care, Inc. Abundant Life Residential Services Blossom Services, Inc. ACE Support, Inc. **Body Wavez Fitness** Agape HealthCare Services **Bridges** Center Alight Supports, Inc. **Bridgeway Community Services** Amazing Grace Supports, Inc. Brookland Senior Day Care Center, Inc. Amazing Love Health Services, LLC Capital Care, Inc. American Health Care Services, Inc. Capitol Discovery Services, Inc. Anchor Mental Health Care for All Home Services, LLC Care Speech Language Pathology Service, LLC Angel Loving Care Group Home Anna Healthcare, Inc. CHIMES. Inc. Apex Healthcare Services, Inc. Circle of Care Quality Services, LLC Apex Nursing of Maryland Columbia Lighthouse for Blind ARC of DC, Inc. Comfort SiSi Health Care. Inc. Art & Soul Solutions, Inc. Community Connection, Inc. Art Enables Community Empowerment Opportunities Associated Community Services **Community Multi-Services** At Home Residential Services, LLC Community Support Systems, Inc. Aurora Sun Services, LLC Community Wellness Ventures, LLC Avenel Healthcare, Inc. Competitive Employment Avid Care, Inc. Congress Heights Community AWS Benchmark Credible Home Care, LLC Behavior Research Associates **Crystal Springs** 

DC Cares Center, Inc. DC Healthcare, Inc. DC Residential Services, Inc. Deaf Reach DesFit & Dance, LLC Devereux Georgia Treatment Network Didnity Health Care Lori Dingle District Health Care Services, LLC Divine Connect Care, Inc. Dr. KG Johnson & Associates, LLC **Dynamic Community Services Dynamic Supports Eckington House Mental Health Services** Elites Care, LLC EMC2 Educational Consulting Epic Life, Inc. **Excellent Community Services, Inc.** Family Comes Ist, LLC Family Who Cares Fescum, Inc. Finsby Care, Inc First Choice Health Services, LLC First Metropolitan Community Service, Inc. Frontline Community Services Galaxy HealthCare Solutions, Inc. Gentle Touch, Inc. Gina Outreach Services, Inc.

Global Resources and Supports, LLC Goodness is Good Service Grace & Mercy Health Services, Inc. Grafton School, Inc. Hakim Life & Wellness, LLC Headstart to Life, Inc. Health & Joy Services, LLC Health Resources Service Intake Center Healthtech Institute Heart by Hope, LLC Hellams Fitness, Inc. Helping Hands Hillcrest Children's Center Hope Found, Inc. Howard Music Therapy Humanity in Transition Husband Therapeutics I.A.M (I Aspire to be Me), LLC Immaculate Health Care Services, Inc. Individual Advocacy Group Innovative Concepts Innovative Life Solutions Integrated Community Service Iona House for Seniors Iya Homes & Community Solutions, Inc. JA Community Services, LLC Jewish Social Service Agency Joyful Healthcare, Inc.

Kahak, Inc.	Newman Contracting Services, Inc.
KBEC	Newman's Bodyshop Personal Training
Shelia Kelly	No Junk Food Zone, LLC
Kennedy Institute	On With Life Therapy
L'Arche, Inc.	Optimal Sports & Fitness
Library of Congress	Our Emmanual, Inc.
Life Line, Inc.	Outstanding Possibilities Revealed
Life Options	Pacific Healthcares, Inc.
Living Water Health & Wellness, LLC	Passion4Progession
Lt. Joseph P. Kennedy Institute	Peace & Joy Care, Inc.
M&F Health Care, LLC	Pendergrast Alston Consulting Services, Inc.
Mamie D. Lee	Person Center Services, LLC
MARJUL Homes, Inc.	Person-Centered Home Care Services
MBA Nonprofit Solutions, LLC	Petticare, Inc.
MBI Health Services	Prince George's County Library
Cheryl McAfee	Phase II Academy
MedScope America Corporation	Precision Care Health Services, LLC
MedStaff Associates	Premier Health Services, Inc.
Melhor Life Solutions, Inc.	Premier Integrated Care, LLC
Melwood	Project ReDirect, Inc.
Metro Homes, Inc.	Providence Care, Inc.
MT&G Enterprise, Inc.	Proximity Care, Inc.
Multi - Therapeutic Services	PSI Family Services, Inc.
Music on Purpose, LLC	Psychiatric Center Chartered, Inc.
MVP 123 Fitness & Massage	Rachel Winston
My Comfort Care	Muriel Raglin
My Own Place, Inc.	RCM of Washington, Inc.
National Children's Center	Regal Home Care Services

Renoxx Caregivers, Inc. RiseHands Communication, Inc. Roberta's Developmental Disability Center S.W.A.T. Fitness, LLC. Samantha B. Care, Inc. Samaritan Supports, Inc. Sarah H. Fisher SEEC Sheckel Homes, LLC Simky Family & Healthcare Services Spirit Club/Fit & Health St. Johns Community Services St. Coletta of Greater Washington **Starlite Care Services** Scott Steininger StemSkills, LLC Superior Caring Hands, LLC Supreme Healthcare Services, LLC Symbral Foundation **TeamABA** The Arc Tampa Bay The Bridges Center The Brooks Group, LLC The VanMar, Inc. Time for Change Total Care Services, Inc. Total Quality Residential Services, Inc. Triumph Therapeutics, LLC United Cerebral Palsy

Universal Home Health Care, LLC Valentine Community Services, LLC Verigreen, Inc. Vested Optimum Community Services, Inc. Victory Communication Services, LLC Virgin Health Care Services Volunteers of America Walter Reed Hospital Ward & Ward Demetre Whitmore Wholistic Habilitative Services Winner's World Woods Services

Work Opportunities Unlimited



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