



# Leadership Southern Maryland

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**2017 Executive Program's Spotlight Sponsor**



## **HOUSING & HUMAN SERVICES SESSION**

**Thursday, March 2, 2017**

Bay District Volunteer Fire Department's

Braddock Hall

46900 South Shangri-La Drive

Lexington Park, MD 20653

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**SESSION ADVOCATES:** Christina Payne '15, Christopher Longmore'09, Catherine Myers 'FS, Robbie Loker'16

**SESSION SPONSOR:** Catherine Meyers, LCPC

### **THEMES:**

- Importance of nonprofits in human services work
- Intertwining of childhood experiences, poverty, mental health, and homelessness
- How do we as leaders help? Where and who?
- Evaluating our own judgments and stigma on real human need issues
- What are the issues and impacts surrounding the housing market in Southern Maryland

### **OUTCOMES:**

- Enhanced awareness
- The array of nonprofit human service agencies in Southern Maryland
- Examples of efforts to solve recognized problems and that sometimes one person can make a difference
- Long-term impact of childhood experiences
- Issues of stigma for those in poverty, homeless, and living with mental illness
- A better understanding of the future of the housing market in Southern Maryland and its impact

## **BACKGROUND:**

### **The Structure of Human Services**

Human service or social service systems (often used interchangeably), are complex, and no single entity is responsible for coordinating or funding these critical supports. Services and benefits are both administered and funded by the federal and state governments, as well as local governments, providers, and philanthropy.

Many of the services discussed in this primer are means-tested, so that eligibility is based on income levels. For 2016, the poverty guideline that the federal government used to determine eligibility for many programs and benefits, known as the Federal Poverty Level (FPL), is \$11,880 per year for the first person in the household, plus \$4,140-\$4,150 for each additional person until you reach a family size of nine people. Eligibility requirements for services and programs generally specify that, among other criteria, household incomes fall below a certain percentage of the FPL.

### **How is poverty measured?**

Poverty can be measured in absolute or relative terms. People in relative poverty are poor compared to those around them. For example, the European Union uses a relative poverty measure that takes median income into account. Absolute poverty means that people do not have enough money to purchase what they need to survive, without taking into account the relative wealth of others. In the United States, we use an absolute poverty measure that is determined by the government and varies by family size.

Many advocates find the current mechanism for measuring poverty inadequate.

In the United States, poverty levels are sometimes referred to as poverty thresholds or poverty guidelines. These measures are similar, but have some important differences when it comes to the administration of human services. Poverty thresholds are determined by the U.S. Census Bureau to statistically calculate the number of people in poverty. The poverty threshold varies by family size, number of children, and, in some cases, whether or not the head of household is elderly. Sixteen percent of people in Southern Maryland had incomes in the last 12 months that were below the poverty threshold. Poverty guidelines, and are set by the U.S. Department of Health and Human Services for use in determining eligibility for programs. They vary by family size and geography. (There is one set of guidelines for contiguous states, one for Alaska, and one for Hawaii). For the purposes of comparison, in 2015, the poverty threshold for a family of one adult and two children was \$19,096. For a family of three in the contiguous U.S., the poverty guideline was \$20,160.

### **Local Nonprofits**

Local nonprofit providers are the backbone of social service delivery, providing a myriad of services to those in need across the state. Local nonprofits include small, local neighborhood houses, large and small multi-service organizations, and program-or issue-specific agencies. In many areas of the human services, local nonprofits are responsible for day-to-day service delivery and employ many helping professionals who have the most contact with consumers.

Most local social service agencies are charitable 501(c)3 organizations. A 501 is a tax exempt nonprofit organization, and there are 29 types. "3" is the most common and includes charitable organizations, animal rights, religious organizations, and education organizations. 501(c)3 organizations are generally not exempt from all taxes, including payroll taxes and some state and local taxes. However, these organizations can collect unlimited amounts of contributions from individuals and corporations, which are tax deductible. Due to their tax exempt status, these organizations have some restrictions on their political activity, including lobbying. Nonprofits can and should advocate around issues and causes that impact their work, and in most cases can even

use charitable contributions to do so. However, it's important that organizations are familiar with the specific restrictions.

### **Charitable Giving**

Despite the reliance on fees for services, charitable giving is significant in Southern Maryland, and plays an important role in financing nonprofits and the services they provide. Individual charitable giving represents about 75 percent of overall philanthropy in Southern Maryland, but only small amounts of that trickle down to the human services. Private foundations make up about 20 percent of charitable giving in Southern Maryland, and many fund social service nonprofits, primarily through grant making. Often founded by wealthy philanthropists, private foundations do not typically solicit funds from the public, and instead rely on endowments.

### **Human Service Professionals**

A diverse range of professionals, from different educational backgrounds, work in human services. This includes those who studied social work, family studies, psychology, public health, political science, and many other disciplines. The human services field is also made up of those who may not have completed a related degree but who have years of experience helping others. There are tens of thousands of human service professionals across Southern Maryland, and in most areas of the field, job growth is projected over the next decade. Wages for human service professionals varies considerably, based on sector (public or private), education and experience level, and setting.

### **References**

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Agenda for Housing & Human Services Session, Thursday March 2, 2017  
 Bay District VFD Braddock Hall 46900 South Shangri-La Drive, Lexington Park MD

Time	Topic	Action Items/Speaker
8:00-8:30	Working Session for All Teams	Class of 2017
8:30-9:00	Introduction to the Day and Welcome	Helen Wernecke, Christina Payne, and Robbie Loker
9:00-9:50	Maryland Access Point	Susan Justice and Amy Boucher, Aging Social Services
9:50-10:00	<b>Break</b>	
10:00-11:30	Ace Survey and Discussion	Cathy Meyers, Executive Director Center for Children
11:30-1:00	Luncheon at Bay District VFD	Chris Longmore (Lunch Facilitator)
1:00-1:30	Community Resources	Karen Lane, Chair, Calvert Family Advocates
1:30-1:55	Connecting to the Community	Sarah Winter-Kolbe Southern Maryland Community Network
1:55-2:00	<b>Transition</b>	
2:00-2:45	Human Services and Housing State Level Discussion	Secretary Kenneth C. Holt
2:45-3:00	<b>Break</b>	
3:00-3:30	The Housing Market in Southern Maryland	David M . Jenkins, AICP
3:30-4:00	MD Food Bank, Snack Saks	Jennifer Hollingsworth, United Way - St. Mary's
4:00-5:00	Connecting the Dots Wrap Up and Reflection	Helen Wernecke, Christina Payne, and Robbie Loker
5:30 - 7: 00	LSMAA Alumni Social @ Elements	46580 Expedition Drive, Lexington Park

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### **THE CHERRY COVE GROUP**

**Mission and Values:** At Cherry Cove, we pledge to provide distinctive quality and unparalleled customer service as we strive to gain the respect and trust of our customers, and exceed their expectations. We accomplish this with attention to detail, driven by our customers' desires, with uncompromising honesty and integrity. "Do It Right the First Time" is our commitment as a team. The success of Cherry Cove is determined by our success in operating as a unified team. We have to earn the confidence and admiration of our customers every day. Our products and services are provided by our people. There are no magic formulas.

**Core Values:** The Cherry Cove Group is steered by seven core values, which have been influential to the company's longevity.

- Hospitality
- Commitment
- Integrity
- Leadership
- Involvement
- Professionalism
- Compassion

**Vision:** If you pull our core values together one by one they have the characteristics of a group of people who have a vision to develop growth for the good of the community. The Vision of Cherry Cove Group is to give the community an opportunity to see our vision and to grow with us. Our Vision is one that stands out because we participate with the community and want to be a part of the basic needs fulfilled for unity and peace as a team.

## BIOGRAPHIES

**CHRISTINA PAYNE – *Director of Human Resources and Recruitment, Precise Systems, LSM’15***

Christina Payne, SHRM-CP, PHR, is the Director of Human Resources and Recruitment for Precise Systems.



She is responsible for the strategic operations of the Human Resources and Recruitment Departments. She serves as a subject matter expert on Employee Relations to employees, managers and Leadership. With over 15 years of human resources experience with a specialization in talent management including workforce planning, recruiting, performance management, employee development and employee engagement. She also has significant experience managing employee relations, benefits, compensation and compliance issues. Ms. Payne is also the co-chair of the Employee Stock Ownership Communications Committee, which works to increase co-owners’ understanding of the opportunities and importance of being a part of an ESOP. Prior to joining Precise Systems in 2011, Ms. Payne spent more than 10 years supporting state government, commercial and non-profit agencies in several Human Resources capacities. Drawing on her diverse background, she brings a unique blend of expertise. By applying a “best practice” approach she supports the organizational goals of achieving and retaining a highly motivated mission-oriented workforce. Ms. Payne earned her bachelor’s degree in Business Management with a concentration in Human Resources at Towson University. She is a certified SHRM-CP, Professional Human Resources (PHR) and Notary, Maryland. Ms. Payne resides in Calvert County with her husband, Dave, and their two children. She remains passionate about community service. She serves as a resource to organizations that are committed to better the lives of children and family within the local community.

**ROBBIE LOKER – *Home Equity Strategist, Primary Residential Mortgage, LSM ‘16***



Robbie Loker is a loan officer with Primary Residential Mortgage Inc. specializing in loans for older home owners, specifically FHA-insured reverse mortgages. In this role, Robbie is often found serving as a concierge of senior services and home equity strategist to boomers and their parents.

Prior to her career with PRMI Robbie spent over 30 years as a public servant a local departments of social services in Charles, St. Mary’s and Prince George’s counties. Working first as a caseworker and later as an administrator and assistant director gave her insight into a side of society few ever know. Collaborating with local agencies and non-profits was key in providing a safety net for those with needs the government could not meet. A new appreciation for the critical role non-profits played took hold. This is also where Robbie began her relentless advocacy for the power of volunteering.

Robbie received a BS in Organizational Management from Washington Adventist University and is a proud member of the LSM Class of 2016. She currently serves as a member of the Medstar Health System board, is the second vice-chair of the St. Mary’s County Chamber of Commerce, a board member of Health Share of St. Mary’s Inc. and the St. Mary’s County Library Foundation. Robbie is a past chair of the United Way of St. Mary’s County Board, the Board of Directors for Medstar St. Mary’s Hospital and the Maryland Hospital Bond Review Committee of the Maryland Hospital Association and past commodore of the St. Mary’s River Yacht Club. Robbie and her husband Keith live in Chaptico with their rescue dog, Sammy.

**SUSAN A. JUSTICE – *Division Chief, Calvert County Office on Aging***

Susan A. Justice is the Calvert County Office on Aging Division Chief, also known as the Area Agency on Aging Director with the Federal Administration on Aging and Maryland Department of Aging. Susan has over 32 years of experience in the aging field. Prior to her 17 years at Calvert County Office on Aging, she worked 15 years with the St. Mary's County Department of Aging. Susan is responsible for all Office on Aging programs and services for Calvert county residents aged 50-plus.

Susan is a graduate of St. Mary's College of Maryland with a Bachelor of Arts in Economics/Business. Susan is a member of the National Association of Area Agencies on Aging, Maryland Association of Area Agencies on Aging and the Maryland Association of Senior Centers. She successfully completed the first leadership institute of the National Association of Area Agencies and the Maryland Department of Aging's Area Agency on Aging Leadership Training.

**AMY BOUCHER, CIRS-A/D - *Aging Social Services Maryland Access Point Coordinator, Calvert County Office on Aging***

Amy Boucher is the Aging Social Services Maryland Access Point Coordinator for Calvert County Office on Aging. She is responsible for helping people to get connected with Aging and Disability services within the community. Amy is a Certified Information and Referral Specialist for Aging and Disability (CIRS-A/D); she has worked in case management and currently coordinates the Caregiver Support Group at the Office on Aging. Amy also works with the State Health Insurance Program, which helps clients to understand their Medicare benefits.

Amy graduated from Saint Anselm College with a degree in Psychology and has worked for the past thirteen years with all ages and populations of people. Helping people has always been her passion. She is originally from New England, but now lives in Calvert County with her family.

To learn more about the MAP Program, visit: [www.marylandaccesspoint.info](http://www.marylandaccesspoint.info)

**CATHERINE MEYERS, LCPC – *Executive Director, Center for Children and LSM Founding Sponsor***

Nonprofit manager and licensed counselor with over thirty four years experience working with children's mental health, specializing in child abuse. Founded what has now become the largest child and family agency in Southern Maryland 24 years ago. Meyers works tirelessly with legislation affecting children and victims. Meyers served on many local and state committees working with victims and children's mental health issues. She is an exceptional grant writer at the local, state and federal level.

Specialties: mental health, child abuse treatment, nonprofit management, grant writing, development, program management.

Meyers founded the first comprehensive child abuse prevention, education and treatment program in Southern Maryland. She serves as expert witness in child abuse cases. The Center for Children program is now largest mental health provider in the public system in Southern Maryland, and serves as the Charles County Child Advocacy Center. Meyers is responsible for public training as requested, budgets, grants, and administration of agency. The agency has grown from 1 staff member and 120 clients per year, to 90 staff members, 20 programs, and 3000+ clients per year in 4 counties. Meyers was recently named to 2012- Top 100 Maryland Women.

**CHRISTOPHER T. LONGMORE – *Attorney and Partner, Dugan, McKissick & Longmore, LSM'09***



Christopher T. Longmore is an attorney and partner of the Dugan, McKissick & Longmore, LLC law firm. His practice areas include complex civil litigation, zoning/land use and related real estate matters, estate planning, and government contracts. His litigation practice focuses primarily on business and partnership disputes, construction-related contract disputes, and other real estate related matters, including boundary disputes, adverse possession claims and quiet title actions. Chris routinely appears before the local county planning commissions and boards of appeal to assist clients in zoning and land use matters, including Critical Area variances, conditional uses, administrative appeals, and other development related issues. He also represents clients in all aspects of personal injury matters, including negotiation of fair settlements with insurance companies and representation in court, and he leads the firm's collections practice.

Chris received his law degree, magna cum laude, from the Georgetown University Law Center in 1997, where he was Order of the Coif, Editor-in-Chief of the American Criminal Law Review, and a Legal Research and Writing Law Fellow. After graduation from law school, Chris served as a law clerk for the Honorable William M. Nickerson, United States District Court Judge for the District of Maryland. Chris was also an associate with the law firm of Hogan and Hartson, LLP (now Hogan Lovells) prior to joining Dugan and McKissick, LLC in 2000. Chris earned a B.A. degree in Psychology from Loyola College in Maryland (now known as Loyola University Maryland) in 1993 and received his high school diploma from St. Mary's Ryken High School in 1989.

Chris is actively involved in many community and service activities, including past service on the boards of the St. Mary's County Chamber of Commerce (Board Chair 2010 - 2011), Leadership Southern Maryland, United Way of St. Mary's, Maryland Leadership Workshops, Inc., and Christmas in April St. Mary's. Chris was the Co-Chair of the St. Mary's County Workforce Housing Community Task Force. Chris is a graduate of the Leadership Southern Maryland Class of 2009. Chris is currently a member of the Board of Directors for the Southern Maryland Navy Alliance and is President of the Board of the Great Mills Tritons summer swim team. Chris was the St. Mary's County Chamber of Commerce 2015 Business Person of the Year and the St. Mary's Ryken High School 2014 Alumni of the Year. Chris lives in the Great Mills area with his wife, Katie, and their four children.

**KAREN LANE – *Chairman, Calvert Family Advocates, Calvert County***



Karen is a former Senior Executive with the U.S. Navy and has more than 30 years of public and private sector experience. She joined the board of Calvert Family Advocates in April 2014 and has been serving as the Director of Programs.

Calvert Family Advocates was established to protect children and families. The Social Services Advisory Board of Calvert County, an all-volunteer county resident Board, and the Director of Social Services saw the effects of program cuts due to a loss of funds by the state. Without these programs and with cuts, children and families are at risk and often are in unsafe situations. In 2011 the amount of Children in Foster care doubled.

People wanted to give, but could not due to the bureaucracy. Thanks to a non-profit 501(c)3 known as the Maryland Association of Social Services Board (MASSB) Foundation, Calvert County's Advisory Board was able to Charter Calvert Family Advocates. Now our citizens of Calvert County can fill the void and give to protect families and children in need.

**SARAH WINTER-KOLBE – IHIP Coordinator, Southern Maryland Community Network**

Sarah Winter-Kolbe, IHIP Coordinator with Southern Maryland Community Network for the past nine years. Providing services to youth and families in St. Mary’s and Charles County. Prior licenser and trainer of Therapeutic Foster Care Parents and Elementary Education Teacher. Master’s Degree in Education with a focus in Guidance and Counseling from Bowie State University and a Bachelor’s of Education from Shepherd College.

**In-home Intervention Program (IHIP)** - IHIP is a program for children. The program provides intensive in-home services to children, adolescents and their families to increase age appropriate skills and resiliency. IHIP's goal is to reduce the risk of out-of-home placement while improving behavior and strengthening family functioning. Children in the IHIP program will have an individual treatment plan which includes appropriate long-term and short-term goals that your IHIP case worker will help your child work on during home visits. The program intensity is highest during the first 45 days and becomes less intensive thereafter as goals are reached. IHIP is offered in both Calvert and St. Mary's counties. IHIP consumers are between the ages of 5 and 17 years old. Eligibility/participation for this program requires eligibility for Medical Assistance, diagnosis within the target population, and a psychiatrist/therapist referral.

**Child/adolescent Psychiatric Rehabilitation Program (PRP)** - After the IHIP program is complete or if a child has less intensive needs, the Child/Adolescent PRP program is offered. The PRP offers services to children between the ages of 5 and 17 years old and follows the same eligibility criteria as the IHIP program listed above. C/A PRP is geared toward regaining age appropriate skills, social and behavior needs, achieving school success, increasing family functioning and working on skills with the PRP program. Each consumer will have a treatment plan with short-term and long-term rehabilitation goals that the PRP case worker will help your child work toward during the home visits and in the community. PRP offers an average of one visit per week. The C/A PRP services can be obtained in both Calvert County and St. Mary's County.

**KENNETH C. HOLT - Maryland Department of Housing and Community Development**



Kenneth C. Holt was appointed by Governor Larry Hogan as Secretary of the Maryland Department of Housing and Community Development on March 11, 2015. Mr. Holt’s distinguished career makes him well-qualified to direct one of the most successful and innovative state housing finance agencies in the country.

As a past member of the Baltimore County Master Plan Advisory Committee and a past president of his neighborhood civic association, he gained on-the-ground experience with neighborhood revitalization, development and housing issues. His experience as a past member of the Baltimore County Human Relations Commission gives him a strong foundation in issues of fairness and housing equity. And his 25 years high level experience in the financial market gives him a thorough understanding of bond markets and how they work.

Mr. Holt comes to DHCD after serving as chairman and chief financial officer of Traitify, a software development firm that was recognized by Maryland’s Technology Development Corp. as the “most innovative” start-up company of 2013. Before that, he enjoyed a 25-year career at Morgan Stanley Smith Barney in Baltimore, where he has served as Branch Manager, Senior Portfolio Manager and Senior Vice President.

As a member of the Maryland General Assembly (1995-1999), Mr. Holt served on the House Appropriations Committee and on the subcommittee on education and economic development. Mr. Holt received his bachelor's degree from the University of Maryland College Park. He and his wife Mary E. Holt operate a family farm in Kingsville, Md. The couple have two children.

**DAVID M. JENKINS, AICP – CEO, Southern Maryland Association of Realtors**



<https://www.linkedin.com/in/davidj7/>

**JENNIFER HOLLINGSWORTH - Executive Director, United Way, St. Mary's County**

Jennifer received her degree in Social Work from Salisbury University in 1995. While on the Eastern Shore, Jennifer worked for Child Protective Services of Dorchester County. The work was challenging but very rewarding. Upon moving back to St. Mary's County, Jennifer began her family. She then worked part-time for Walden for 3 years as an In-House Counselor for troubled teenage girls. To be on her children's schedule for school, Jennifer then began working for St. Mary's County Public Schools as a Kindergarten Para-Educator at various Title One Elementary Schools. Her heart lies with Lexington Park Elem. where she worked for 7 years. While at Lexington Park Elem. Jennifer became fully aware of the poverty and hunger issues facing a large portion of the community. She worked with staff and teachers to develop strategies to alleviate these hardships on families so children could come to school ready to learn. Working in the school system fully prepared Jennifer for her next position as Executive Director of United Way. Here Jennifer has put resources to curbing the pain of hunger in St. Mary's County youth through the Snack Sak Program and 3 Squares in a Bag. Hunger is a basic human need. Children above anyone need to have the security that food will be available to them to be ready to learn. Jennifer continues to work for United Way and in providing a better future for our community.

**Program Summary:** A backpack containing 7 lbs. of nutritional snack food is given to children on Fridays, who have been determined to be at risk for not having enough food on the weekends, and the backpack is returned the following Monday. Starts in October and ends the first week in June.

**Target Population:** Low income, Free and Reduced Meals, or families in/ crisis or facing hunger challenges. Student participation is confidential.

**Promising Practice/Model Program/Evidence-Based Practice Employed:** Research supports the fact hungry children are not ready to learn. Therefore, providing needed nutrition over the weekend and during holidays supports students in returning to school ready to learn.

**How the Program serves the SB 882 population:** This program is vital to children who are experiencing hunger insecurity. Having no food over the weekends and holidays relieves the stress of being hungry during these times. It also decreases inappropriate behaviors brought on by severe hunger over the weekends and holidays.

## **CONNECT THE DOTS**

1. What impact do nonprofits have on workforce and economy in Southern Maryland? What if they weren't here?
2. What is the long term recognized impact of childhood experiences? How do they affect health and employers?
3. What are my own biases/values about homeless and mental illness and poverty?
4. What can I as one person do to make a difference?
5. Where do I help – in my own back yard or is there benefit to help other places?
6. How does mental illness affect poverty and homelessness?
7. What resources are available to learn more about any of the areas covered today?



## FY2017 SPONSORS

Leadership Southern Maryland is strengthened by the financial contributions and meaningful involvement of individuals, foundations, and corporations that believe in the mission to educate and inspire a diverse group of current and emerging leaders to create collaborations and partnerships to impact the community needs of Calvert, Charles, and St. Mary's counties. The Leadership Southern Maryland Board of Directors would like to thank all of the generous sponsors listed below for their wonderful contributions during fiscal year 2017. *THANK YOU!*

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**HTii**

### **FRIEND**

**Cathy Meyers  
Calvert County Department of Economic Development**

###

We would appreciate your sending or emailing thank you notes for the March 2, 2017, Housing and Human Services Session to:

**SPOTLIGHT SPONSOR:**

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**Ms. Sarah Winter-Kolbe, RSC,  
IHIP Coordinator**

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