



2025 ANNUAL REPORT

Inclusion in Action.





Mission Statement

The Mission of Opportunities, Inc. is to advocate for, empower and support full inclusion of people with intellectual and developmental disabilities. We envision inclusive communities where all are empowered to reach their full potential.

2025 BOARD OF DIRECTORS:

President
Elizabeth Nardin

Treasurer
Dylan Lewis

Board Member
Andrew Butler

Secretary
Gerald Hall

Board Member
David Gundlach

Board Member
Tom Purcell
(retired)

Letter from the Chief Executive Officer



Rob Baynard

CHIEF EXECUTIVE OFFICER

Dear Friends, Supporters, and Community Partners,

We are grateful to be able to share the Annual Report for Opportunities, Inc. for the year 2025. This has been another year of growth, progress, and meaningful impact as we continue to advance our mission to advocate for, empower, and support the full inclusion of people with intellectual and developmental disabilities.

Thanks to your continued support, we have been able to expand programs, develop new partnerships, and create more opportunities for people to engage fully in their communities. Each milestone reminds us of the transformative power of person-centered support and the importance of fostering choice, confidence, and inclusion.

As we reflect on 2025, we are inspired by the accomplishments of the people we support, the dedication of our staff, and the collaboration of our community partners.

Thank you for your continued commitment to our mission and for being an essential part of this work.

With appreciation,

A handwritten signature in blue ink that reads "Rob Baynard". The signature is fluid and cursive, matching the printed name below it.

Rob Baynard

Chief Executive Officer
Opportunities, Inc.

Inclusion in Action

STRATEGIC PLAN

In 2025, Opportunities, Inc. developed a strategic plan shaped by our community, guided by our purpose - a shared vision built with the voices and insights of the people who know our mission best.

> No Limits, Just Opportunities

Centered on People. Powered by Inclusion. Driven by Innovation.

GOAL 1 Empower people with IDD to live self-directed, inclusive lives.

GOAL 2 Foster equity, innovation, and inclusion so everyone thrives on their own terms.

> Rooted in Relationships, Stronger Together

Built on Trust. Strengthened by Connection. Inspired by Community.

GOAL 1 Deepen relationships and foster shared purpose.

GOAL 2 Foster authentic connection and collaboration.

> Driven by Opportunities, Powered by People

Led by People. Fueled by Purpose. Inspired by Potential.

GOAL 1 Elevate internal voices, expand community partnerships, and create new pathways.

GOAL 2 Fuel sustainable impact by harnessing the leadership of our community.

> Resilient by Design

Prepared for Tomorrow. Focused on Growth. Grounded in Resilience.

GOAL 1 Build long-term financial resilience.

GOAL 2 Ensure sustainability through innovation and resource stewardship.

> Together We Lead

Built on Values. Invested in People. Led with Purpose.

GOAL 1 Cultivate a people-centered, values-driven workplace.

GOAL 2 Strengthen organizational capacity and collaboration.

2025 LEADERSHIP TEAM:

Chief Executive Officer
Robert Baynard

Chief Program Officer
Katharine Saulsbury

Director of Training
Erin Fig

Chief Finance Officer
Netsanet Firew

Chief People Officer
Asacia Rankin-Wright

Chief Operating Officer
Daphni Steffin

Director of Advancement
Kristin Nelson

COMMUNITY IMPACT

Over 250 people received direct services from Opportunities, Inc. in 2025, including Community Development Services, Day Habilitation, Job Development, Job Coaching, Ongoing and Follow Along support and employment services through Division of Rehabilitation Services (DORS).

Our Employment Specialists support over 53 people who are gainfully employed in full-time and part-time work.

In it's second year, our Travel Training program, Route Ready, was responsible for 491 unique group travel training opportunities using public transportation.

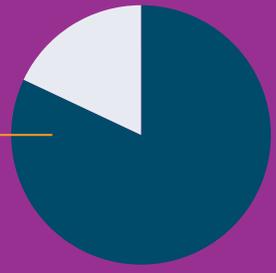
COMMUNITY DEVELOPMENT SERVICES

Our Community Life Engagement (CLE) program continues to thrive.

IN 2025

82%

OF DAY SERVICES WERE DEDICATED TO COMMUNITY DEVELOPMENT SERVICES



We are proud to share continued progress in expanding community life engagement for the people we support.

In 2025, 82% of people served participated in community life engagement, up from 77% in 2024, reflecting intentional efforts to increase access, strengthen partnerships, and create meaningful opportunities for connection, contribution, and belonging.

This growth is the result of collaboration among the people we support, their families, our dedicated staff, and community partners who share our commitment to inclusion.

VOICES OF INCLUSION

Community Life Engagement (CLE) is about more than activities — it's about choice, connection, and independence. Here's what some of the people we support have to say about their experiences:



Exploring the Community

"I have a great time exploring different places in the community. Especially scavenger hunting at stores."

— Mark

"The program helps me explore new areas and do things that make me feel happy & help me have a good day."

— Amanda

Volunteering & Giving Back

"I enjoy volunteering at I Support the Girls, sorting through bins with my friends."

— Ben

"I enjoy going out to fast food places and buying my drinks for lunch. Also going to Planet Fitness, using the treadmill, and volunteering at I Support the Girls."

— Ryan

Connecting with Friends

"I've been able to go bowling with friends often. It's made a big difference in how connected I feel."

— Nolan

"Cause it's cool and fun to come out with my co-workers. I'm enjoying CLE 5 days a week!"

— Pratik

"I enjoy playing basketball and working out at the Rec centers with my friends. CLE gives me these opportunities."

— Ali

Freedom of Choice & Independence

"This program gives me a lot of options for what I want to do with my day."

— Donnell

CLE is a space where the people we support can explore, connect, and make choices about how they spend their days. These voices remind us that inclusion is about empowerment, joy, and belonging in the community.

SUCCESS STORIES

Meet Austin



"I like going into the community and having the option of being more independent"

Austin has been on a journey to improve his socialization skills. When he first joined Opportunities, Inc., Austin was very shy, quietly observing and rarely contributing in group activities. He would occasionally speak to his staff or peers, but interactions outside the program were almost nonexistent.

Over time, through repeated exposure to community activities and familiar faces at recurring locations, Austin began to open up. The change was gradual, but noticeable: he started smiling, greeting people without prompting, telling jokes, and even actively participating in virtual group sessions during a recent snow event, surprising and delighting everyone on the call.

This story is a powerful reminder that success is often built through small, consistent steps. Austin's growth shows the transformative impact of community exposure combined with dedicated staff support.

Today, he suggests places to visit, engages more confidently with those around him, and truly feels like a part of his community rather than an observer.

Inclusion is a right, not a privilege, and witnessing Austin's progress is a testament to the value of patience, persistence, and community connection.

Meet Alex



"It's going down"

Alex's journey is a powerful example of dedication, courage, and self-belief.

Over the past year, Alex made a life-changing decision to prioritize his health and well-being. Through consistent effort, healthier eating habits, and a commitment to staying active, he achieved a nearly 50% reduction in body weight. This remarkable transformation significantly improved his stamina, mobility, and overall energy levels. His success was not the result of a quick fix, but of discipline, resilience, and a determination to create lasting change.

The impact of this transformation extended far beyond physical health. With renewed confidence, Alex stepped outside his comfort zone and enrolled in an MC Challenge class, where he strengthened his communication skills, built stage presence, and grew more comfortable expressing himself. What may once have felt intimidating became an exciting opportunity for personal growth.

Alex's journey reflects true holistic transformation, physical, emotional, and social. His experience demonstrates that when someone commits to improving one area of their life, it can create a ripple effect of confidence, resilience, and new opportunities.

**FOSTERING
OPPORTUNITIES**
for the here and now

Financial Overview

At Opportunities, Inc., responsible stewardship of the resources entrusted to us remains at the heart of our work. Our financial stability allows us to continue delivering high-quality services while adapting to the evolving needs of the people we support. This year’s financial summary reflects our commitment to thoughtful planning, transparency, and accountability in how every dollar is managed.

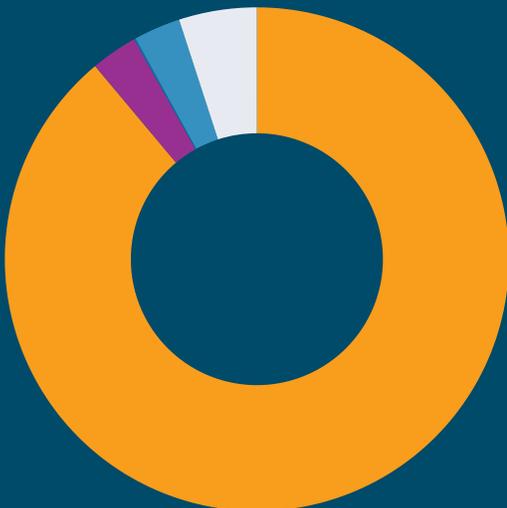
With the continued support of our donors, community partners, and funding sources, we have been able to sustain and strengthen the programs that empower people with disabilities to live, work, and thrive in their communities. The majority of our resources are directed toward program services, ensuring that people receive the support, opportunities, and connections that make meaningful inclusion possible.

As we look ahead, Opportunities, Inc. remains focused on maintaining a strong and sustainable financial foundation. Through careful management and continued collaboration with our supporters, we are well positioned to expand opportunities and deepen our impact in the years to come.

We are deeply grateful for the trust and partnership of our community, which makes this work possible.

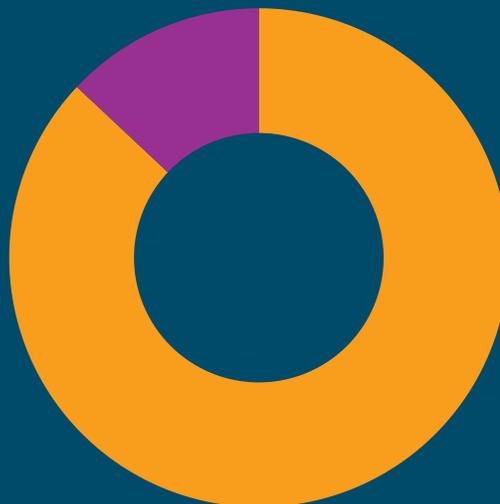
REVENUE SOURCES

- Government Funding
- Grants
- Donations
- DORS
- Other



EXPENDITURES

- Program Services
- Administrative Expenses



GET INVOLVED

At Opportunities, Inc., we believe collaboration is essential to building inclusive communities.

The strength of our mission comes from the collective efforts of people, businesses, and organizations who choose to get involved in meaningful ways. Whether through volunteering, donating, or partnering with us, your support directly expands opportunities for the people we serve while strengthening connections across the community.

Our network of partners includes businesses seeking dedicated employees, community organizations that share our commitment to inclusion, and volunteers who contribute their time, talents, and energy. Through these collaborations, individuals gain valuable experiences that foster personal growth, career exploration, and greater independence, helping them participate more fully in the community.

We are also grateful for the generosity of donors who support our Community Life Engagement (CLE) Fund, which provides educational, recreational, and social opportunities that enrich daily life and may lead to employment opportunities. Gifts to this fund help people access museums, parks, performances, classes, clubs, and volunteer experiences—bringing new experiences and choice into their lives.

As our partnerships and community involvement continue to grow, so does our impact.

We are deeply thankful to everyone who collaborates with us to advance our mission of empowering people with intellectual and developmental disabilities to live, work, and thrive. Together, we are building stronger, more inclusive communities—and there are many ways for you to join us.

Explore ways to get involved, support our work, or become a partner by visiting opportunities-inc.com/get-involved.



THANK YOU TO OUR SUPPORTERS

We are deeply grateful to the people, businesses, foundations, and community organizations that made our work possible. Your generosity and commitment to our mission have allowed us to continue making a meaningful difference in the lives of those we serve.

Together, we are building a more inclusive, empowered, and opportunity-filled community.

**Opportunities
today make for a
better tomorrow**



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Gaithersburg, MD 20878

301-731-4242

PRINCE GEORGE'S COUNTY

5100 Philadelphia Way
Lanham, MD 20706

CONTACT US

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STAY CONNECTED

