

Ande Kolp

Experience **October 2008 to present**
Compass, Inc.
Executive Director

Silver Spring, MD

Entered the organization during a receivership period and restructured the organization to recover. Facilitated the agency's conversion from a for-profit entity to a not-for-profit organization and created a culture of continuous improvement. Currently provide executive leadership and direction to the organization to support individuals with co-occurring mental health conditions and intellectual disabilities to live and work in Montgomery, Prince George's, Charles, and Howard Counties. Responsible for Strategic Planning, Board Development, and compliance with the Standards of Excellence. Compass, Inc. has an annual budget of approximately 15 million dollars with a workforce of more than 400 employees.

March 2001- October 2008
The Arc of Prince George's County
Associate Executive Director, Program Services

Largo, MD

Provided oversight and direction to the residential services programs (Residential ALUs, Group Homes, and CSLA), property management and acquisitions, thrift store operations, child care center operations, agency-wide personnel recruitment, and resident benefits and financial services coordination.

Responsibilities included fiscal planning, evaluating, tracking and overall management and leadership for the organization's 11 million dollar residential program and budget. Managed personnel administration and program development for the department supporting 127 individuals living in 42 community residential homes, and a very diverse and dynamic workforce of more than 200 employees to include direct oversight of residential nursing supports.

Started the inclusive childcare program for The Arc of Prince George's County by obtaining the organization's first significant multi-year MSDE specialized childcare grant and facilitated a partnership with the YMCA to provide care to children with and without disabilities.

November 1996- March 2001
The Arc of Howard County
Assistant Director of Residential Services and Intake Coordinator

Ellicott City, MD

Responsible for the development and implementation of Individualized Plans of support, individual support budgets, and residential/CSLA service expansion. Supervised managers and staff overseeing residential program sites and provided support to Program Coordinators in the areas of fiscal management, state benefit coordination, and regulation compliance. Additional responsibilities included training development and provision in the areas of Person-Centered Planning, Functional Behavior Assessments, and Aging. Served as a representative for our organization on the Maryland Association of Community Services Community Living Network, and The Howard County Human Rights Committee, and was chairperson for The Arc of Howard County - Behavior Support Standing Committee.

Began employment with The Arc of Howard County as Program Coordinator in November 1996 and was promoted from this position to Assistant Director in June, 1998.

September 1995– November 1996

The Arc of Montgomery County

Rockville, MD

Program Coordinator

Provided case management supports to men and women with developmental disabilities. Supervised Direct Support Professionals and the day to day operations of residential homes. Facilitated team meetings and developed Individual Plans. Provided employee trainings in the areas of Aging, Futures Planning, and Behavior Support.

Additional Experience

- Crownsville Hospital Center, Music Therapy Intern, Crownsville, MD 1995
- Systems Unlimited, Direct Support Professional, Iowa City, IA 1991-1994

Board Affiliation and Industry Involvement

- Current Board President of The Association of Community Services of Howard County (ACS). Member of the Board since 2011.
- Current Commissioner for Commission on Disability Issues of Howard County. On the Commission since 2011.
- Current Board Member; Maryland Association of Community Services.
- Member of InterACC-MC (Provider Coalition of Montgomery County) since 2008.
- Member of the PG Provider's Council (Provider Coalition of PG County) since 2006.
- Former Board Member and Director of the Ellicott City Patriots Cheer and Poms Youth Program, 2008 to 2014.

- Recipient of The Arc of Maryland Outstanding Employee of The Year Award for Administration/Program Development, 2005.

Education and
Professional
Development

The Johns Hopkins University; Baltimore, MD.

Master of Science in Special Education with a Concentration in Severe Disabilities. Graduated 2001.

The University of Iowa; Iowa City, IA.

Bachelor of Music in Music Therapy with Honors. Graduated 1995.

Graduate of Leadership Howard County, Class of 2012.

Graduate of Maryland Conference of Executives of The Arc's Leadership: The Arc, Advanced Executive Development Program, 2005.