



NEPA Inclusive

2017 Annual Report on Inclusion

8500
Hours of Community
Inclusion

2400
Employment and Job
Coaching Hours

MISSION

To help create and support inclusive and sustainable lives for people with disabilities.

VISION

We envision a society where people with disabilities are fully engaged in their communities.

VALUES

Self Determination
Empowerment
Respect
Personal Choice
Inclusion
Civil Rights

Letter from the Executive Director

The old saying that a company is about the people could not be more accurate than it is at NEPA Inclusive. Just look at the results, A small start-up agency in less than four year's has helped more than 26 people find competitive jobs and is supporting 25 people in the inclusive living arrangements of their choosing. In addition, we have helped 22 high school students in some form of job training this year alone to help prepare them for competitive jobs when they graduate.

But more than that, look at some of the more important accomplishments. Andrew not only has been successful on the job, he now trains people at work and he lives in his own apartment. Jonathan and Andrea moved into their own apartments. Ellie took photos of Reggie Jackson alongside photographers from Major League Baseball and the Baseball Hall of Fame. Susan was featured in the newspaper and was able to meet Elvis's son and see her sister; Jeremy found the job he wanted, was on PA Live, and moved to Florida to live with his Brother. Robert got his dream job as an Usher at the RailRiders. Shortly after Tom was offered a job he "high fived" his Employment Specialist and he loves his job. There are so many other stories just like this we can talk about and more developing all the time. While they may seem to some as impactful, we see them as just the way it should be. People living their lives the way they want to. Just like you and me.

These are the faces and people of NEPA Inclusive. Every day is a new challenge as supporting these individuals is not always easy. Yet, we continue to work hard on their behalf and find fulfillment in watching them grow. We can't do it alone, however. We need the continued support of those who believe in our work. Thank you for supporting people so they can live the life they want.

Sincerely,

Frank

Frank Bartoli
Executive Director

"Diversity is being invited to the party; inclusion is being asked to dance."

Verna Myers

Transition Inclusive

Students in High School, starting at age 14, receive Transitional Employment services as part of their IEP. NEPA Inclusive provides employment training services as an OVR Vendor through the PETS— Pre-Employment Transition Services program. In this program, student’s skills are assessed and they learn employment skills through a variety of job training opportunities in schools and local businesses.

Ellie

Ellie, who has Down Syndrome, self-identified three areas of interest. Through Job Shadowing, she decided to focus on photography. She is currently completing her Work Based Learning Experience (WBLE) at WVIA, where, among other things, she photographed Reggie ‘Mr. October’ Jackson at the Little League World Series as part of the WVIA Team. She is currently enrolled in an Audio Visual Program and hopes to continue learning and developing her photography skills through OVR and NEPA Inclusive.



Chris



Chris started with a Community Based Work Assessment (CBWA) at three different locations; a grocery store, a bus terminal, and a recreation center. Once completed, he participated in a Work Based Learning Experience (WBLE) in the janitorial field and is now actively seeking a second Work Based Learning Experience (WBLE). It is expected, that after his second WBLE is completed, he will seek and secure long term employment.

Brandon

Brandon completed 90 hours of his Work Based Learning Experience (WBLE) at the CYC working in the custodial department. There he helped take out all of the trash of the largest day care facility in Luzerne County, cleaned rooms and stairwells, as well as acting in other capacities at the CYC. The CYC was so happy with his work performance that they hired him as a part time staff, where he still works today.



Some other people we support:

- Susan lives alone in her apartment and was featured in the Citizens Voice for her Elvis memorabilia collection.
 - We helped Jeremy find a job and learn independent living skills and he now lives with his brother in Florida!
 - Chris has been at his job in the Shipping and Receiving Department at Wal-Mart for three years.
 - Jacob graduated High School this year. We support him with a Companion. He also competed a Community Based Work Assessment and is now searching for a job.
 - Matt works in the Grocery Department at Weiss Markets.
 - Tom had a Discovery Profile and is now in Job Development as part of Customizable Employment.
-

WORK *inclusive*

NEPA Inclusive believes people with disabilities should work where they want and for the same wage as everyone else. To that end, we focus on finding the right job for each individual person, in the community, near where they live, and where there are natural supports to help them. We believe everyone who wants to work can and should be able to find a unique job based on their interests and abilities.

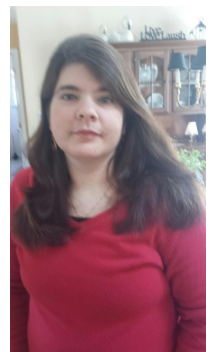
Andrew



We helped find him a job at a local supermarket, where he started training in the Deli. After some time, he moved over to the Grocery Department. One of his main tasks was to stock the milk every Monday morning. This is no easy task as the weekend shoppers tend to really disrupt the milk area. He was asked to first straighten out the milk by type and date and then restock the milk area with new product before stocking other products throughout the store. He has been employed for about two years now, no longer needs any job support, and he now trains new employees in the store. He moved into his own apartment about six months ago and is doing well adjusting to his new independence.

Kaley

Kaley asked us to help her find a job in the community and to become a companion in her social activities. One of her challenges is that she lives in a pretty remote area so finding a job and getting out and about can be difficult. She has been in her job for more than two years now and says she has built some friendships since becoming involved with us. According to her supervisors and co-workers, Kaley is a valued member of the team and works extremely hard at her job. In addition, we provide her with a companion for many of her social activities, making sure she has a chance to get out and about in the community.



Tom



Tom found a job at a local McDonald's where he works as a Custodian. He has been employed for more than one year there. He lives in his own apartment and takes public transportation to his job. He also has spends some of his days with his staff doing normal activities in the community.

"Nepa inclusive helped me out 100%, Your wonderful job coaching and a wonderful support system to me, who has helped me keep my job for going on almost a year now!"
Kaley

NEPA Inclusive is a Vendor for the Office of Vocational Rehabilitation (OVR) for adult services including Community Based Work Assessments and Job Finding contracts (called Performance Based Job Coaching) and also for the Pre-Employment Training Services (PETS) program for High School Students starting at age 14.

Contact OVR to inquire about NEPA Inclusive helping you in these areas or call our office at 570-947-6372

LIVE *inclusive*

Where someone lives is a very personal choice. Our interest lies in helping support the person with a disability to live where they want and with the supports they need to remain inclusive in their community. We offer Companion and Home and Community Habilitation Services designed to help them achieve their goals and the social life they desire. We know we can do more. We have registered for, and will be offering Respite services, and are developing a variety of Supported Living services to help people live how they want.

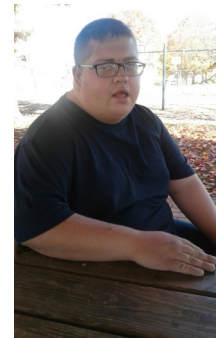
"NEPA Inclusive takes me a lot of places and helps me. I went to my aunts bouse and I was glad to see her, it would be really hard to visit my aunt without you. I am happy that I have someone to help me go out to the bank, go shopping and for walks. Having help in the community has made life better."
Susan



Erin

Erin lives at home with her sister. She asked us to help support her in getting out more but she needed someone who could communicate with her through American Sign Language as she is deaf. We were fortunate to find a match with Anna, whose parents are deaf and knows ASL. Anna is also in college to become a Sign Language Interpreter. Anna helps Erin get out into the community and we are helping Erin decide what her living situation will be into the future. Anna now Supports a second individual who is deaf, Larry, and her Sister Reba is also working for us. Reba also knows ASL and is in school to be a Sign Language Interpreter.

Jonathan



When we first met Jonathan two years ago, he was living at home with his Parents. His long term goal was to move into his own apartment. Now, he has successfully moved into his own apartment in Pittston and is a volunteer at the Pittston Fire Department. He has an active social life in Pittston and can be seen at many of the local events, such as the Tomato Festival and the recent Columbus Stature rededication.

"Inclusion works to the advantage of everyone. We all have things to learn and we all have something to teach."

-- Helen Henderson

Andrea

Andrea was living in a Group Home when she asked us to help her move into her own apartment. Once she put her plans into place, we helped her transition from her Group Home to her new apartment where we support her almost 24-7. She has developed some new friends in her apartment building, one that we also now support, and spends her days doing normal activities, shopping, and sociliazing with her new friends.

NEPA Inclusive is a provider of services for people with disabilities who have a 'Waiver for Service' through the Pennsylvania Office of Developmental Programs (ODP). We provide In-Home and Community Supports, Companion Services, Supported Employment, and Supported Living Services. Call us to learn how we can support you!

2015-2016 Financial Report

Revenue	
Direct Public Support	\$ 897
Program Income	\$185,901
Total Revenue	\$186,798
Expense	
Operations	\$ 41,388
Staffing	\$141,368
Total Expense	\$182,756
Net	\$ 4,042

**Source—annual 990 tax return*

2016-2017 Financial Report

Revenue	
Direct Public Support	\$ 3,905
Grant Income	\$ 4,960
Employment Services	\$ 99,956
Habilitation/Companion Services	\$219,075
Misc Revenue	\$ 6,502
Total Revenue	\$330,798
Expense	
Operations	\$ 56,721
Staffing	\$266,877
Total Expense	\$323,598
Net	\$7,200

**Source—Audited financial statements from the fiscal year ending June 30, 2017*

How We Do It

NEPA Inclusive is a provider of services for people with disabilities who have a 'ID Waiver for Service' through the Pennsylvania Office of Developmental Programs, Luzerne/Wyoming County Office of Mental Health and Developmental Services and Lackawanna County Office of Behavioral Health/Intellectual Disability/Early Intervention. NEPA Inclusive is also a vendor with the Pennsylvania Office of Vocational Rehabilitation (OVR) for Job Finding, Job Coaching,, Community Based Work Assessments. And Pre-Employment Transition Services (PETS), including Transition Academy/Group Program, Job Shadowing, Travel Training, Work Based Learning Experiences (WBLE), and Discovery and Customizable Employment.

Leadership Team

Founding Contributors

Thank you to those who found the mission and vision of NEPA Inclusive important enough to make an early pledge to help start the agency so that people with disabilities can realize their dreams.

Frank Bartoli, Eileen Bartoli, Erin Linnen Berlew, Elena Berzins, Rita Cheskiewicz, Lucille Colson, Dr. Rebecca Spirito Dalgin, Cheryl DeHaut, Edythe Duenke, Richard Drust, Sue Landes, Michelle Mckitish, Michelle Mikolosko, Christina Murakami, Pamela Oliveira, Patsy Olson, Ryan Plaza, Odessa Robbins, Chris Schwenk, Greg Spence, Lisa Staros, Michael Tierney, Allison Walker, Pamela Zotynia

And our **Community Partners**

CYC * AJ Lupas Insurance Agency
Office of Vocational Rehabilitation
Office of Developmental Programs

Frank Bartoli	Executive Director
Matthew Philistine	Live Inclusive Program Supervisor
Rachael Stock	Director of Employment Services
Linda Mecca	Work Inclusive Associate Supervisor
Connie Latona	Business Manager
Shannon D'Agostino	Training Coordinator
Sandra Shumway	Administrative Assistant—HR
Kathryn Stancyk	Billing Coordinator OVR
Andrew Harrison	Live Inclusive Associate Coordinator
Dawn Bucci	Financial Consultant

NEPA Inclusive

Program Office

36 S. Washington Street
3rd Floor
Wilkes-Barre, PA 18701

Mailing Address

P. O. Box 964
Pittston, PA 18640

Phone: 570-947-NEPA (6372)
Email: info@nepainclusive.org

www.NEPAINCLUSIVE.org

Find us on



Board of Directors

Jim Blachek, President
Christine Van Tassel, Vice President
Bob Price, Secretary
Tim Williams, Treasurer
Rita Cheskiewicz
Ryan Plaza
Lisa Staros
Kathy Healey

NEPA Inclusive is a locally organized 501c3 non-profit organization.