



18950
Hours of Community
Inclusion

5325
Employment and Job
Coaching Hours

**Numbers estimated/averaged*

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

Five years ago this December, a small group of people set out to help people with disabilities achieve their dreams of working and living inclusively in the community. Five years later, here we are. The results are clear—people want and enjoy living the same life as you and I.

From High School students who now claim a paycheck for their work in a typical business, to adults who work in those same types of typical businesses making the same wage as anyone else doing the same job, to those who live at

home with their families or in apartments with one on one staff to help them live their own life, they are being successful at living the life they choose.

Its really the human spirit that propels them to success. All we do is support them in a manner they ask us to. Our role is important but not as Important as their role—to tell us what they need to be successful.

Some have asked for furniture—which we were able to obtain through donations from people like you. Some have asked us to help them move from their family home to their own apartment—which we have done. Some have asked us to help them work in jobs of their interest levels—through job training programs or job finding and job coaching we have helped them do that as well.

There is no magic to this formula—only a never ending commitment to help those who ask for our help and to never waver from helping them work and live inclusively in the community. Every day is a new challenge. We can't do it alone. 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

"Never underestimate the power you have to take your life in a new direction"

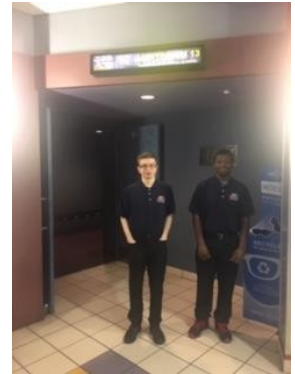
Germany Kent

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.

Colin and Ibn

Colin and Ibn are both working towards completing a 90 work experience at Movies 14 in the custodial department. The boys stand in theatre to make sure movies are working properly then clean the theatre as each movie is over. This is a paid experience consisting of 90hrs that will help build a resume for future employment. The work experience can also be an opportunity for future employment as we have had employers hire our clients after completing the contract.

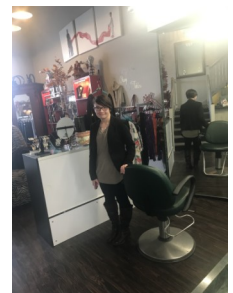


Michael

We helped Michael find a job. Michael is currently employed at Dairy Queen as a part-time employee. Michael started his job at Dairy Queen on 9/13/18. Michael completes multiple tasks everyday which include running food to costumers, wiping tables, washing windows, and display case. Michael has job support which has started to fade throughout his shifts as he is becoming more comfortable with his work.

Maria

We are helping Maria explore different options of her choosing that might be possible area of interests for employment. Maria has completed two job shadows. One as an administrative position and the other at a salon. After completing a job shadow at multiple different job sites this will better help Maria in selecting which job is best for her.



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 four years.
 - Tom has a job working at McDonald’s.
 - Robert has been an Usher at the RailRiders for 2 seasons and we support him going out into the community.
 - Jeffrey lives in his own apartment. We help him keep it clean and help him do his shopping, as well as go for coffee.
 - Jessie works in our offices doing general cleaning.
-

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.

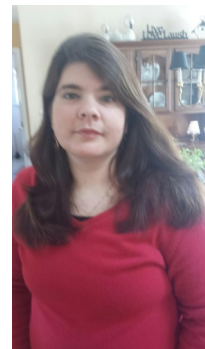
Andrew



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 over three years now, no longer needs any job support, and he now trains new employees in the store.

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 three 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, especially county line dancing which she enjoys.



Amy



NEPA Inclusive has assisted Amy in obtaining a job at Once Upon A Child. Amy is a part-time employee at the store. She works at sorting hangers and children's clothing. After hanging all items then Amy runs the clothes to the front of the store where she hangs in designated isles.

"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 house 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

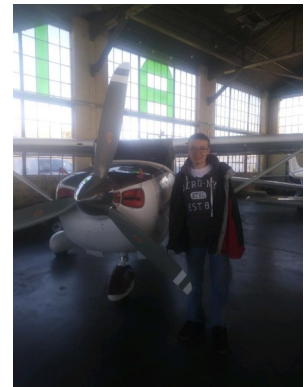


Erin

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 (ASL) as she is deaf. We were fortunate to find a match with staff who also know ASL. Erin now gets out into the community and we are helping Erin decide what her living situation will be into the future. We are now supporting three individuals with hearing disabilities and expect this population to grow with us as a provider who works tirelessly to find staff who know how to communicate with ASL to help those who need that to communicate successfully.

Paul

Paul lives at home with his family and enjoys meeting community leaders in the area and establishing meaningful relationships. NEPA Inclusive helps Paul explore all of his interest such as visiting the Forty Fort Airport, museums, networking with the mayor, and even sitting in on local court cases within the county.



Scott

Scott lives in his own apartment and has 24-7 support so he can maintain his life living in the community, attend his daily and weekly appointments, attend community activities and do his grocery shopping. We also help with daily living skills such as laundry, food preparation, and general maintenance of his apartment. He also enjoys going to dinner and spending time with his girlfriend.

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!

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 |
| <i>Total Revenue</i> | <i>\$330,798</i> |
| Expense | |
| Operations | \$ 56,721 |
| Staffing | \$266,877 |
| <i>Total Expense</i> | <i>\$323,598</i> |
| Net | \$7,200 |

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

2017-2018 Financial Report

| Revenue | |
|-----------------------|------------------|
| Direct Public Support | \$ 4,862 |
| Program Income | \$848,927 |
| <i>Total Revenue</i> | <i>\$853,789</i> |
| Expense | |
| Operations | \$157,046 |
| Staffing | \$624,828 |
| <i>Total Expense</i> | <i>\$781,874</i> |
| Net | \$ 71,915 |

**Source—annual 990 tax return*

How We Do It

NEPA Inclusive is a provider of services for people with disabilities who have an 'ID Waiver for Service' through the Pennsylvania Office of Developmental Programs (ODP) 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.

Founding Contributors—*The True Heroes*

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

Leadership Team

| | |
|--------------------|---|
| Frank Bartoli | Executive Director |
| Connie Latona | Director of Operations |
| Ashlynd McHale | Work Inclusive— Employment Program Supervisor |
| Tom Carlucci | Live Inclusive (Waiver) Program Supervisor |
| Cassandra Rupert | Associate Waiver Supervisor |
| Maria Mondlak | Associate Employment Supervisor/Employment Specialist |
| Cindy Collins | Employment Specialist |
| Shannon D'Agostino | Training/HR Coordinator |
| Kathy Taylor | Administrative Assistant |
| Dawn Bucci | Financial Consultant/CFO |

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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
Katrina Sapiego

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