



2019 INCLUSION REPORT

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



This past year was another year of growth for NEPA Inclusive. With the changes to and new services offered through the PA ID Waiver 5-year renewal, NEPA Inclusive was able to expand the number of services offered and expand the number of people we support. Those changes and the continual movement to inclusion, which starts with the wishes of the people we support, has meant that NEPA Inclusive continues to be a leader in inclusive services in the NEPA region. That leadership has meant that NEPA Inclusive is a preferred agency for people who want to live an inclusive life.

Over the past five years, we have grown into a full-service agency that can support someone for a few hours a week to 24-7 care; from job development to job finding to ongoing job support; and through transitions in their life, such as moving from their family home into their own apartment. This person-centered approach continually focuses on the individual's wishes and support needs and re-focuses when the person wants to refocus their goals.

The region we support has also grown. We started as a small start-up agency serving Luzerne and Lackawanna Counties. We now are also supporting people in Berks, Carbon, Columbia, Monroe, and Wyoming Counties. As we grow into those areas, people are continually saying that our approach is fresh, creative, different, and we are being welcomed more than we could have imagined.

As we continue on this journey of inclusion, we thank you for your past support and hope you will continue to see the value in continuing to invest in people's lives. We have big plans in place and think you will be excited to see them as we announce them over the coming years.

Sincerely,

Frank Bartoli

Frank Bartoli

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.



Ryan at his job at Schiels Market in Wilkes-Barre.

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, 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.



Ellie participating in Halloween activities at her job as an Administrative Assistant at Marshall Dennehey Warner Coleman & Goggin.

LIVE *inclusive*

Where someone lives is a very personal choice. Our interest lies in helping support individuals with a disability to live where they want and with the support they need to remain inclusive in their community. We offer In-Home and Community Support Services designed to help them achieve their goals and achieve 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.



Jeffrey preparing a meal at his apartment.

Financial Report

Revenue	2015	2016	2017	2018	2019
Direct Public Support	\$1,175	\$879	\$3,905	\$4,862	\$5,417
Program Income	\$52,419	\$185,901	\$326,893	\$848,927	\$1,204,745
Total Revenue	\$53,594	\$186,798	\$330,798	\$853,789	\$1,210,162
Expenses					
Operations	\$11,014	\$41,388	\$62,851	\$148,751	\$257,333
Staffing	\$49,275	\$141,368	\$260,747	\$633,123	\$923,558
Total Expenses	\$60,289	\$182,756	\$323,598	\$781,874	\$1,180,891
Net	\$6,695	\$4,042	\$7,200	\$71,915	\$29,271



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

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 have the opportunity to realize their dreams.

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