



LETTER FROM THE EXECUTIVE DIRECTOR

This past year has been the most challenging time in our memory. The COVID pandemic thrust us, and everyone else, into chaos and uncertainty. Through that uncertain time, we realized that the most important matter for us was to make sure the people we support were healthy and safe. Throughout the past 6 months of 2020, we made sure those we support had Personal Protection Equipment, medications, hygiene products, food, and water. We also issued approximately 50 Samsung Galaxy tablets with data plans to people we support so they could stay in contact with their families and friends to say hello, socialize, and be connected to the world.

The care and well-being of those we support, and other people with disabilities, is paramount to our work. Thanks to the generous support of the Scranton Area Foundation, NEPA Grantmakers, Luzerne Foundation, Weinberg Foundation, Leadership Wilkes-Barre, Westmoreland Club 501cFREE, Times Leader & Weiss Markets Year of Giving, NEPA Gives, and private donors, we were also able to provide approximately 80 people with self-care packages, including PPE, food, water, and hygiene products, and social programs they would otherwise not have.

The pandemic is only part of our story this past year. We expanded services into Carbon, Columbia, Berks, Bucks, and Monroe Counties, and are currently expanding into Lehigh and Northampton Counties. This expansion has taught us that wherever we go, there are people who need our help to live truly inclusive lives.

The newest major initiative for us has been the SMART Tech Resource Center, which is located in our Pittston administrative offices. Powered by AllOne Foundation, it is a demonstration center that is outfitted with a variety of SMART Tech devices as a way to show people with disabilities and their families how SMART Tech can help people with disabilities live more inclusive and independent lives. Part of the SMART Tech Center is also regional seminars on how SMART tech works, held in partnership with the Autism Centers of Excellence (ACCE), including the ACCE Hubs at the University of Scranton, Misericordia University, East Stroudsburg University, Hazleton Autism Family Support, and Hope Enterprises in Williamsport. Watch for more seminars in 2021 on our website and Facebook page.

While the COVID-10 pandemic proved to be a very challenging time, we also saw our revenues grow from \$1.2 million to \$1.6 million and project grow to approximately \$2.5 million in 2021, based on high client retention and growth of referrals in existing and new counties. What that means to us is that we are helping more people achieve truly inclusive lives and that more and more people are asking for our help. We stand ready to support anyone who asks for our help.

Thank you for your past and continued support. I look forward to helping more people achieve truly inclusive lives over the next year.

A large, stylized handwritten signature of Frank Bartoli in black ink, set against a light gray, textured background.

FRANK BARTOLI
EXECUTIVE DIRECTOR



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

"I love the nice and kind people that I've met through the community."

-Susan T.

(on why she loves NEPA Inclusive)



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 Pre-Employment Transition Services (PETS) 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.



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.



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 also offer Day Support Services, with a one-on-one support model, and Housing Tenancy and Sustaining Services.

FINANCIAL REPORT

REVENUE	2016	2017	2018	2019	2020
Direct Public Support	\$897	\$3,905	\$4,862	\$5,417	\$6,190
Program Revenue	\$185,901	\$326,893	\$848,927	\$1,204,745	\$1,624,186
Total Revenue	\$186,798	\$330,798	\$853,789	\$1,210,162	\$1,630,376
EXPENSES					
Operations	\$41,388	\$62,581	\$148,751	\$257,333	\$280,363
Staffing	\$141,368	\$260,747	\$633,123	\$923,558	\$1,230,235
Total Expenses	\$182,756	\$323,598	\$781,874	\$1,180,891	\$1,510,598
NET	\$4,402	\$7,200	\$71,915	\$29,271	\$119,778

HOW WE DO IT

NEPA Inclusive is a Provider of Services for the ID Waiver System of the PA Office of Developmental Programs (ODP). We provide non-licensed Community Based Services including In-Home and Community Supports, Companion Services, Community Participation Supports (CPS), Supported Employment, Day Support, Supporting Living, and Housing Tenancy and Sustaining Services to adults with Intellectual Disabilities and Autism.

NEPA Inclusive is a Vendor with the PA Office of Vocational Rehabilitation (OVR) for Pre-Employment Transition Services (PETS) and Adult Services in job development, job finding, and job coaching for students and adults.

Our services are available in the following PA counties: Berks, Bucks, Carbon, Columbia, Lackawanna, Lehigh, Luzerne, Monroe, Northampton, and Wyoming.

LEADERSHIP TEAM

Frank Bartoli
Executive Director

Connie Latona
Director of Administration

John Gruttadauria
Director of Human Resources

Make Gane
Director of Programs

Shannon D'Agostino
Training/QA/IM Coordinator

Justin Gerber
Administrative Assistant

Bob Kenyon
Human Resources Assistant

Jessica Krull
Scheduling Coordinator

Sophia Mazaleski
Regional Program Supervisor

Steve Saive
Program Supervisor/ Case Manager

Aiat Jaber
Bucks/Lehigh/Northampton/
Montgomery

Maria Mondlak
Director of Employment

Deanna Grozewski
Program Supervisor

Huyen Hguyen
HR Assistant/
Therapy Administrator

Alexa Paro
Monroe County

Carol Rothrock
Program Supervisor/Case Manager
of Berks/Montgomery

Kanesha Scott
Program Supervisor/Case Manager
of Luzerne/Lackawanna

BOARD OF DIRECTORS

Bonnie Arnone

Rita Cheskiewicz

Richard Drust

Kathy Healey

Brett Johnson

Christina Murakami

Bob Price

Katrina Sapiego

Mark Soprano

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

-Helen Henderson



2020 SNAPSHOT



Increased Community Based Services

Provided approximately 50,000 hours of In-Home and Community Support and Supported Employment/ Job Coaching.

SMART Tech Webinars

Powered by ALLOne Foundation, hosted five webinars in collaboration with the Autism Centers for Excellence (ACCE) to inform people with disabilities and their families how SMART Technology can help them live more independently.

COVID Relief Response

Thanks to the generous support of the Scranton Area Foundation, NEPA Grantmakers Fund, and the Luzerne Foundation, provided over 100 essential supply packages and wellness checks to people with disabilities to ensure their health and safety during the pandemic.

Samsung Tablets Distributed

Provided approximately 50 Samsung tablets with data plans to people we support during the COVID pandemic, so they can remain engaged with their families and friends and be connected to the community virtually.

Film Inclusive

Held a virtual films event showcasing a variety of short films on and about people with disabilities to showcase how people with disabilities live inclusively in their community.

Volunteer of the Year

Recognized Jeffrey Mazur as Volunteer of the Year for his work organizing agency-wide in person and virtual social events. (Pictured Below)

American Sign Language (ASL)

Continued to offer ASL to people who are deaf or hard of hearing so they can receive their services with staff who can communicate with them.

Recognition

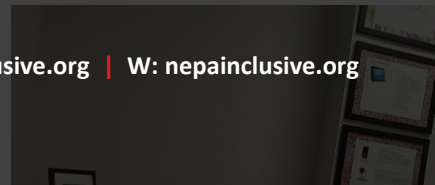
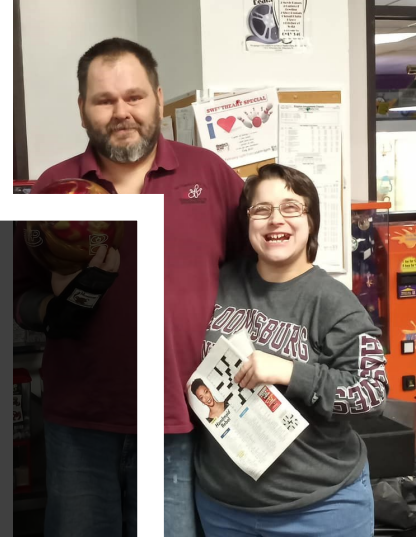
Recognized by the Times Leader/Weiss Markets Year of Giving in their Year of Giving segment

Rent Reduction Grant

Awarded a Robert H. Spitz Foundation grant through Scranton Area Foundation to assist with rent reduction payments so people with disabilities can choose where they want to live.

A red, circular graphic with a white border, containing the text "2020 YEAR IN REVIEW" in white, bold, sans-serif font. The graphic is positioned in the bottom right corner of the page, overlapping a grey, brush-stroke-like background element.

2020
YEAR IN REVIEW



NEPA *inclusive*

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