

NEPA *inclusive*

2021 INCLUSION REPORT

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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 Personal Choice
Empowerment Inclusion
Respect Civil Rights



NEPA Inclusive



@NEPA_Inclusive



@NEPA_Inclusive



SPREADING HIS WINGS

Michael is a great story of success. His journey encapsulates everything that NEPA Inclusive stands for and works toward. Through his journey with NEPA Inclusive, Michael worked hard at becoming self-sufficient. He was receiving support from NEPA Inclusive around the clock but soon reduced his supports to just four hours per week. Michael has become more independent and inclusive in his community, and while he still requires minor supports, Michael's hard work combined with our commitment have allowed him to live his own life.

Michael now lives more independently, maintaining a competitive, inclusive job. We're proud of Michael and all he has accomplished. Soar Michael!

NEPA Inclusive currently supports **11 COUNTIES** and provides advocacy and awareness initiatives in additional areas.



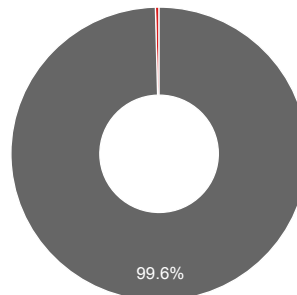
FUNDRAISING 2020

Donors showed their support of NEPA Inclusive in 2020 by investing in programs that help people with disabilities live independently through rent assistance and Smart Technology training and equipment, learn skills and find jobs, and make social connections. Fundraising contributions in 2020 totaled \$10,478.

FINANCES

Revenue FY20

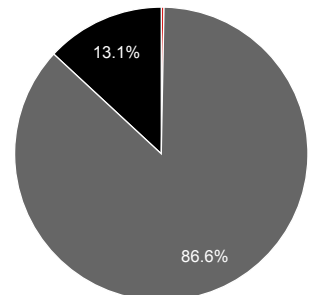
Total Revenue \$1,630,376



● Direct Public Support
● Program Income
● Other Income

Revenue FY21 Audited

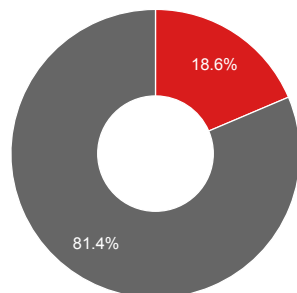
Total Revenue \$2,897,752



● Direct Public Support
● Program Income
● Other Income

Expenses FY20

Total Expenses \$1,510,598

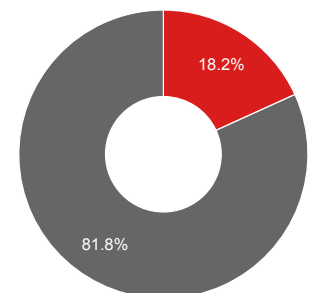


● Operations
● Staffing

NET \$119,778

Expenses FY21 Audited

Total Expenses \$2,418,779



● Operations
● Staffing

NET \$478,973



LETTER FROM THE CEO

Challenging. One word that describes the last year. Not just for us at NEPA Inclusive, but also for those we support. It is hard enough to be a person with an intellectual disability or Autism and live or work inclusively in the community under 'normal' conditions, yet the continued pandemic thrust this group further into chaos as it raged on. With their social networks continuing to be disrupted and their ability to access the community limited, our work became increasingly more difficult. What we thought would be a short-term disruption became more of a way of life. Jobs continued to be limited and social programs and events still were not being held. Our concern for their health and safety grew as the pandemic continued. Remote services continued. Some people still refused any services at all. Those who had services had significantly less options for socialization. Yet, we continued on to ensure this group had access to the community and were not isolated. Continued to ensure that they had access to medical care, hygiene products, food and water, and social outlets. SMART Tech seminars were held online to educate the community on how SMART technology can enhance their lives and in preparation of installing smart technology in homes when the pandemic would allow. Our Rental Assistance Program (RAP) saw its first person receive assistance to pay partial rent so she can live in her own apartment. We continued to grow into more counties – 12 as of today. Revenues grew as we accepted more clients who needed our support. As the year ended, we look to the future where employment and social events are once again open; where we are learning to live with the pandemic; and where people have more opportunities to live and work inclusively in the community. Thank you for continuing to help us make eastern Pennsylvania a more inclusive place for everyone.

Frank Bartoli
President and CEO, NEPA Inclusive



GO YOUR OWN WAY

Roxanne is a woman who knows what she wants. She is an avid artist with a free spirit who was determined to live independently in her own apartment and not in a group setting. She accomplished her goal by working with NEPA Inclusive to provide supports where she needed them like helping her manage medical issues, taking her to doctors' appointments, and social activities. Once receiving supports 24-7, Roxy is now able to live and work in her own community with only 16 hours of support. Roxy is living a full life every day the way she chooses—working, socializing with friends, and visiting family. Because nothing keeps a strong woman down!



HOURS OF DIRECT SUPPORT

The heartbeat of our organization, our Live Inclusive supports are the basis of our foundation. Where and how someone lives is a very personal choice. Everyone has the right to live where and how they choose. For most individuals with a disability, positive results are more commonly seen when the individual has a direct support worker available to them as needed and makes their outcome for success tie more closely to their overall goals. NEPA Inclusive has direct experience helping people with disabilities flourish by supporting them in that direct type of environment, such as in their own apartment. In many cases, individuals that we have supported have been eager to discuss wanting to work and some have even begun working inclusively in their own communities, leading to a full, viable, successfully independent and inclusive life. To this end, we provide people with disabilities through the IDD Waiver system with the supports they need to live independently and inclusively in their own community. Our Support Services, Employment Services, and Housing Supports combine to enable the people we support to live an active, productive, independent life.

SUPPORTS

In-Home and Community Support Services • Community Participation Supports (CPS) • Day Support Services • Companion Supports • Supported Living • Supported Employment • Deaf Services with ASL • Housing Transition and Tenancy Sustaining Service

PARTNERING FOR GOOD

NEPA Inclusive has been truly lucky to partner with 20 amazing local businesses who believe that hiring someone with a disability can benefit the company as well as the individual.

“At Pride Mobility, we encourage inclusion and strive to have a friendly and comfortable work environment for everyone. For us, inclusion and innovation go hand in hand to manufacture products for the disabled community. We hire individuals with disabilities because we know we’re gaining a determined, hardworking employee looking for a chance to prove themselves and contribute to a team goal of giving someone their mobility back with one of our products. Through programs like NEPA Inclusive, we know we have support when needed to provide extra training resources or accommodations for the best possible meaningful employment outcome. Our employees that found us through NEPA Inclusive arrive everyday ready to work, improving their skills and are helping make a difference.” - **KELLY BRONSON, PRIDE MOBILITY**

- QUINNS MARKET - Pittston
- BURGER KING - Mountaintop
- SWEET TEA - West Pittston
- SCHIEL'S FAMILY MARKET - Wilkes Barre
- PRICE CHOPPER - Wilkes Barre, Taylor, East Stroudsburg
- GOLDEN TECHNOLOGIES - Old Forge
- NIEMAN MARCUS - Pittston
- PRIDE MOBILITY - Dureya
- JOEQUINNS CLEANING SERVICE - Wilkes Barre

- BLEND NATURAL - Pittston
- SWOYERSVILLE MUNICIPAL BUILDING
- CAMP ORCHARD HILL - Dallas
- LEHIGH VALLEY ZOO - Allentown
- YMCA - Stroudsburg, PenArgyl, Pittston
- LOWE'S - Reading, Lehigh Valley
- EASTON ANIMAL SHELTER
- CAT ANGEL - Reading
- STAPLES - Wilkes Barre





PEOPLE WITH
DISABILITIES HELPED



HOURS OF
JOB FINDING &
COACHING

A job is an important part of an inclusive life, providing self-support, independence, and positive self-esteem. Our Employment Supports strive to find unique, sustainable jobs, customizable employment, and entrepreneurial opportunities for people with disabilities so that they can be contributing members of their community. Our Work Inclusive Program Employment Supports help a person with disabilities determine the type of job they'd like, find that job, learn the skills to maintain it once they are hired, and provide assessments to insure a solid job performance. We helped 45 people with disabilities find employment last year throughout our five regions, including 2,780 hours of job finding and coaching. We also provide Pre-Employment Transitional Services (PETS) through OVR for students transitioning out of high school.

SUPPORTS

Job Finding • Job Coaching • Job Shadowing • Supported Employment • Community Based Work Assessments



LIVING HIS BEST LIFE

Jeffrey is a shining example of everything we aim for when we support people with disabilities. Jeffrey shared a home with his mother until she passed away several years ago during the holidays. Determined to move through his grief and loneliness, Jeffrey started In-home Community Supports and Employment Support with NEPA Inclusive and in a short time, he was working a part-time job at a local company which enabled him to successfully maintain a home on his own, start new friendships, and soon become chair of the NEPA Inclusive Recreation Committee. He also finds time in his busy schedule for partaking in his favorite hobby—fishing. Jeffrey was recognized by NEPA Inclusive as Volunteer of the Year last year and by Luzerne County Mental Health and Developmental Services during their Celebration of Abilities awareness event. Jeffrey hopes to lead by example and engage as many of his friends as possible to live a busy, active life like he does. Go Jeffrey!



TRANSITION *inclusive*

Transition Planning is a vital process where a student plans for their life after high school. We want to be there along the way to help set the plan in place and assist the student in both the employment process as well as their plan after high school. We can be engaged by the student or the school district in this process. Our Transition Employment services

include directly working with high school students and as a Vendor with the Office of Vocational Rehabilitation (OVR) to provide employment development services. As a Pre-Employment Transitional Services (PETS) vendor with OVR, we provide Job Shadowing, On-The-Job-Training, Community Based Work Assessments (CBWA), Paid Work Experience (PWE), and Discovery Customizable Employment. All of these services can be offered individually or blended together as a strategy pointing towards the vocation of your choice upon graduation.

MOVIN' ON UP

Ellie is an active young woman who was also an active high school student. She graduated from high school with honors, was crowned Prom Queen in her senior year, managed the girls' basketball team, and played in the varsity games. Ellie has self-identified three areas of interest. Through Job Shadowing, she decided to focus on photography. Ellie has completed a Work Based Learning Experience (WBLE) with WVIA where she learned useful photography skills and has utilized those skills at local events. Ellie attended an Audio Visual Program and hopes to continue learning and developing her photography skills through OVR and NEPA Inclusive. In addition, Ellie worked as a summer intern at the Wilkes-Barre Chamber of Commerce, and is currently employed at Price Chopper. She also finds time to volunteer with the local Meals On Wheels organization. Ellie continues to maintain and develop relationships in her community where she works and lives, allowing her to be a viable, active community partner.



HOUSING *inclusive*

HOUSING TENANCY

Finding An Apartment

We help the people we support search for the right apartment in the right location.

Applying For It

We help with all the steps of submitting an application.

Finding Supports

We help individuals who live independently find the supports they need to continue to live safely and inclusively.

Where someone lives is a very personal decision. NEPA Inclusive offers a wide range of housing supports to help people with intellectual and developmental disabilities and autism plan for, find, and maintain a place to call home. We are currently providing Housing Transition and Tenancy Sustaining services to eight people.

Maintaining

We will help with the day to day tasks of up-keep in a new apartment.

Inclusive Rental Assistance Program (IRAP)

The IRAP began in 2020 with a grant from the Robert H. Spitz Foundation administered by the Scranton Area Community Foundation that awarded NEPA Inclusive \$10,000 for rental assistance for five people with disabilities in Lackawanna County. Because the need for safe and affordable homes is so great in other counties, the program has now evolved into IRAP and is being sustained through donations and fundraising.



EVERYONE SHOULD LIVE THE LIFE THEY CHOOSE

Robyn is a single mother of three boys. Six months ago, Robyn was about to lose her home due to foreclosure because she could no longer afford the rent. While the house where her family lived was their home, Robyn worried when her sons went for a walk or tossed a football in the street. Today, Robyn is proudly standing on her new front porch in a safe neighborhood that she was able to afford through our Inclusive Rental Assistance Program (IRAP), which helps people with disabilities afford safe housing by providing a percentage of their rent. Keep smiling, Robyn.

“THERE IS NO GREATER DISABILITY THAN THE INABILITY TO SEE A PERSON AS MORE.”

- ROBERT HENSEL, A LEADING FIGURE IN THE DISABILITY COMMUNITY AROUND THE WORLD

WHAT WE DO is envision a society where people with disabilities are fully engaged within the community. We provide the means to accomplish that goal by supporting a full range of services that together lead to a viable, active, independent life for all people with disabilities: from HOUSING INCLUSIVE (finding and maintaining a home or apartment) to WORK AND TRANSITION INCLUSIVE (locating and training for a job) to LIVING INCLUSIVE (providing assistance with daily living and transportation) to SOCIAL INCLUSIVE (providing activities for a full social lifestyle). NEPA Inclusive is a provider of services for the IDD 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, Supported Living, and Housing Transition and Tenancy 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 teens and adults.

NEPA Inclusive recognizes the need for ancillary services that can be barriers to achieving the fully inclusive life. These services include:

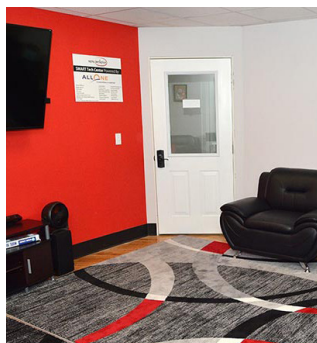
- American Sign Language (ASL)
- Support Broker for those self-directing their services
- Housing Tenancy
- Rent Reduction
- Discovery

Because everyone should live the full life they choose.

LIVING SMART

NEPA Inclusive expanded its operation in 2020 to create a SMART Tech Resource Center and Drop-In Lounge, powered by AllOne Foundation — a place where people with disabilities congregate, socialize, find resources, seek advocacy and assistance, and learn how SMART Technology can enhance their ability to live inclusively and independently in the community. The SMART Tech Resource Center, located at the NEPA Inclusive headquarters, 22 East St., Pittston, is designed as a place where people can “drop in” to seek short-term socialization and assistance in a multitude of areas of support. The Center also functions as an advocacy hub, where participants can seek help from the staff at NEPA Inclusive in areas of need, where small group meetings can be held, and where small group social nights can occur. The hallmark of the center is its innovative showcase and use of integrated SMART Technology devices, such as Amazon Alexa and Google Home, among others.

Meet Alicia. Thanks to community donations and a grant from the AllOne Foundation, Alicia recently received Smart Technology equipment that will help her keep track of doctor's appointments, remember to take her medicine, and prevent social isolation. Alicia was all smiles when she received her Smart Tech kit, exclaiming, “I feel like I won the lottery!”



A PLACE TO THRIVE

When the COVID-19 outbreak hit in March 2020, the people we support needed to keep thriving and staying connected to their community. The Pandemic halted many things in 2020, but in-home supports was not one of them. NEPA Inclusive remained dedicated to continuing to provide uninterrupted services for people with disabilities that depend on those services to remain independent. We expanded services to additional counties and maintained a constant level of support for everyone in need. Today, we remain committed to include Smart Technology as part of our services, preventing isolation and allowing people we support to stay connected virtually.



NEPA Inclusive is a not-for-profit 501(c)3 locally-organized charitable organization serving 13 counties in eastern Pennsylvania. NEPA Inclusive is a gold-level GuideStar participant because of our commitment to transparency. GuideStar offers unbiased information to help donors make educated decisions about supporting nonprofits.

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SOPHIA MAZALESKI, Director of Programs

MARIA MONDLAK, Employment Program Director

ROSEMARIE STUMP, Director of Marketing and Development



"PARTY FOR INCLUSION" was the theme of the day as the staff of NEPA Inclusive, joined by some of the people we support, came together to discuss the future of the organization and as we soon learned...the future is so bright, we're going to need shades!

GRANTS

ACCESSIBLE HOUSING PARTNERSHIP GRANT EXTENSION

The NEPA Inclusive Accessible Housing Project is funded by the Robert H. Spitz Foundation administered by Scranton Area Community Foundation. The grant is pivotal to obtaining the overall goal of independence and inclusivity for people with disabilities by 1) removing impediments to living independently through financial, physical, and personal supports; 2) increasing the awareness in the community of the immediate need for housing for this demographic; and 3) increasing available housing units for people with disabilities. The extension resulted in the creation of the Inclusive Rental Assistance Program (IRAP) which provides rent assistance for people with disabilities to live independently and inclusively.

SMART TECHNOLOGY GRANT, YEAR 2

The Smart Technology Grant from AllOne Foundation allowed us to implement a three-prong approach to introducing Smart Technology to people with disabilities. This approach included establishing a Smart Technology Resource and Drop-In Center for individuals to use as a resource and guide to for using Smart Technology equipment in their homes, as well as being a gathering place for friends. The grant also funded the distribution of Smart Technology to people with disabilities and expert-guided seminars to instruct people on how to find, fund, and use the equipment.

COVID-19 LIFE SUSTAINING ESSENTIAL SERVICES VISITATION PROGRAM

NEPA Inclusive established the COVID 19 Life Sustaining Essential Services Visitation Program with funding from the Scranton Area Community Foundation's NEPA COVID-19 Response Fund, which addressed the diverse and pressing needs of the community during COVID-19. It was aimed at helping nonprofit organizations in need of additional support due to the impact of COVID-19. NEPA Inclusive created the Essential Services Program to provide services to people with IDD and Autism who have been displaced for services due to COVID-19, which could lead to isolation and mental and physical health issues. Staff would visit people with these disabilities to conduct a well-being check and deliver life-sustaining supplies like water and hygiene products.

RECOGNITION

TIMES LEADER TOP 5 BEST OF THE BEST NON-PROFIT 2021

JEFFREY MAZUR AND ELLIE BARTOLI RECEIVED SPECIAL RECOGNITION BY LUZERNE COUNTY MENTAL HEALTH AND DEVELOPMENTAL DISABILITIES AT THE CELEBRATION OF ABILITIES EVENT.



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