



2022

ANNUAL REPORT  
ON INCLUSION

## LETTER FROM THE CEO



Dear Friends & Supporters,

When I reflect on the past year, it is the commitment to the people we support that comes to my mind. There was so much growth for us, yet we never lost focus on the people we support. Through growth, DEIA initiatives, and Strategic Plan, we have learned so many things, but one thing we learned is that the people we support lead us all the time. The people we support are getting involved with us more than ever. For example, Jeff Mazur, who continues to serve as our Social Club Chair, now serves as a voting member of our Board of Directors. Ellie Bartoli served as Co-Chair of our Campaign For Inclusion, along with local businessman and friend Jeff McLaughlin, and helped raise more money for our charitable services. Every committee within our agency now has representation from a person we support. Matthew Krispin, who has Asperger's, joined our workforce as an Administrative Assistant and is doing an excellent job for us in that role.

There are many other good stories to tell about the success of the people we support, some of which you can read about in this report. You can also see how our impact is ever more regional, now serving people in 13 counties. As 2022 comes to an end, I would like to take a moment to say thank you for your support. We would not have made this past year a success without you.

I am looking forward to a new year with more success for all of us and look forward to helping more people achieve truly inclusive lives.

Sincerely,

A handwritten signature in black ink that reads "Frank Bartoli".

**President and CEO**

## 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

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

- Helen Henderson



## Inclusive Rental Assistance Program (IRAP) Lackawanna County



**Jamie B.** and her family lived in an apartment they could no longer afford. Our Housing Transition Specialist was able to help them secure an apartment and negotiate NEPA Inclusive as a third-party payer with the landlord. Through the Robert H. Spitz Foundation Grant through Scranton Area Foundation, NEPA Inclusive could pay a portion of rental subsidies to the landlord so that the family did not have to downsize or leave their town. NEPA Inclusive believes that people with disabilities should be able to live in an apartment in the community where they choose.

## 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, students' 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, a one-on-one support model, and Housing Tenancy and Sustaining Services.



## Companion Services Berks County

**Cody. L.** utilizes Companion Services weekly through NEPA Inclusive. He currently resides at Project Transition. NEPA Inclusive supports Cody by taking him out in the community for personal matters and recreation and scheduled program time to participate in community activities.

*I want to make a change with people with disabilities. – Ellie Bartoli, 2021 Campaign Co-Chair*

*Giving is not just about donating — It's about making a difference in the life of a person with disabilities. – Jeff McLaughlin, 2021 Campaign Co-Chair*



## Community Participation Support Services Columbia County

**Christine H.** utilizes Community Participation Support through NEPA Inclusive. This service ensures Christina can access the community and get out of her group home a few hours a week. Christina utilizes staff to go to the local library, thrift store, and restaurants. In addition, Christina uses CPS services to make and sell jewelry to build relationships in her community. Christina is learning how to save the money she makes and finds confidence in making and selling her jewelry.



## Supported Employment Lehigh Valley

**Jake M.** utilizes our Supported Employment program. His current NEPA Inclusive Employment Specialist has been working with Jake for ten months and is aware of his diagnosis of Intermittent Explosive Disorder (IED) and intellectual learning disabilities. However, when she first met Jake, he was not happy working and his current job, and the current management team at the time did not recognize the importance of employers supporting people with disabilities that work within their company. As a result, Jake decided he wanted to begin searching for a new job, and with the support and help from his assigned Employment Specialist, he was able to find a new job that he loves with Giant food.



## In-Home Community Support Services Luzerne County

**Erin P.** moved from an assisted living facility to her own apartment and has 24/7 In-Home Community Supports. Erin is also deaf and has American Sign Language staff throughout the week who can communicate and meet her needs; those who are not are going through ASL classes through Scranton School for the Deaf. Erin lives an everyday life with our supports. She enjoys shopping, eating out, spending time in the community, and decorating her apartment for the seasons and the Hallmark TV station. Erin also enjoys painting and has various pieces of her artwork around her apartment.



## Transition Employment Services Poconos

The My Work Initiative from OVR gives high school students a chance to work and learn what jobs they may like in the future. Everyone enjoyed the program; the students got paid above minimum wage for this Summer OVR Program.

Pictured are **Terrance W.**, **Ian W.**, **Michael D.**, and **Nyeem H.** are a few of our high school-age clients completing an eight-week "My Work Initiative Tier One" group program at the YMCA in Stroudsburg. They are responsible for cleaning the inside and outside of the entire facility.



*In 2013 I started utilizing In-Home Community Supports and Employment Support with NEPA Inclusive and in a short time, I was working a part-time in job which enabled me to successfully maintain a home on his own, start new friendships, and soon became chair of the NEPA Inclusive Recreation Committee to help other clients be able participate in events. – Jeffery M.*



## Housing Tenancy Services Lehigh Valley

**Tyleyia C.** has a job at a daycare that she excels at independently. Tyleyia utilized housing services to find an apartment right across the street from her job, adding to her independence. Tyleyia loves living in her new apartment and has ongoing housing support as she needs it.



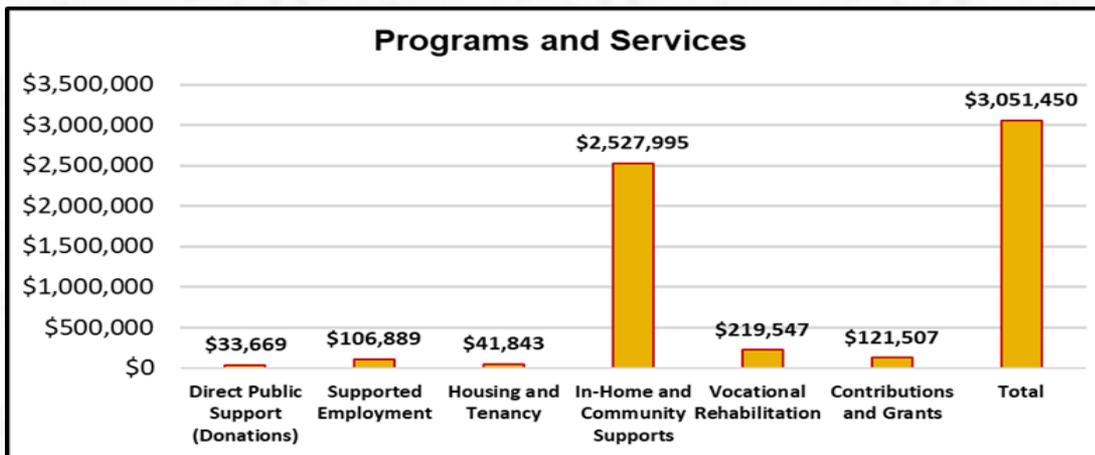
### Customized Employment Lackawanna County

**Tucker S.** is a 26-year-old male that has had no job experience. Tucker had some limitations to what and where he could work. Tucker had a discovery profile done to help assess his ideal working conditions and to have him obtain a customized job. Tucker was offered a job tailored to him, making \$15 an hour during the discovery process. He is excited to work in competitive, integrated and customizable employment. This opportunity offers more than just income; it provides a meaningful day, getting out in the community, and instills confidence.

## FINANCES

NEPA Inclusive Annual Report 2022		FY22
<b>Revenue:</b>		
	Direct Public Support	\$ 33,669
	Program Income	\$ 3,017,781
<b>Total Revenue</b>		\$ 3,051,450
<b>Expenses:</b>		
	Operations	\$ 582,676
	Staffing	\$ 2,393,149
<b>Total Expenses</b>		\$ 2,975,825
<b>Increase (Decrease) in Net Assets</b>		\$ 75,625

## WHAT WE DO



## HOW WE DO IT

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, 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, Montgomery, Northampton, Northumberland, Pike, Schuylkill, and Wyoming.

# The SMART Tech Resource Center and Drop-In Center



## Powered By AllOne Foundation

Located at the NEPA Inclusive Headquarters in Pittston, this comfy home-like center is a place for people with disabilities and the general public to 'drop in' to seek short-term socialization and assistance in many areas of support and advocacy.

Come hang out, watch tv, play board and video games, listen to music, and build friendships during organized social nights.

- Assistance Finding and Applying for Jobs
- Writing and Updating Resumes
- Searching for Apartments and Subsidized Related Programs
- Applying for Food Bank Assistance
- Meet with Staff
- Host Meeting SMART Technology – Alexa/Google Home to Activate Devices such as Smart Light Bulbs and Light Switches, Alarms, Security Systems, Thermostats, TVs, and Doorbells
- Check out SMART Tech Items from the Lending Library



# Transition Academy Social Club

The Transition Academy Social Club is a fun and innovative skill-building program focused on self-advocacy, independent living skills, and workplace readiness training for high school students ages 14 and up. The program consists of three modules containing an average of ten lessons. Each lesson includes a lecture, discussion, and interactive activities.

## Program Goals

- Increase Self-Advocacy
- Promote Independent Living
- Workplace Readiness
- Build Stronger Knowledge and Skills
- Increase Individual's Confidence
- Give a Sense of Belonging Within the Community
- Develop Friendships



This program launched in the Fall of 2022 in all six service regions – Pittston, East Stroudsburg, Reading, Allentown, Nesquehoning, and Columbia completing Module 1 focusing on Self-Advocacy. The next session for Module 2, focusing on Independent Living Skills, will begin in early January 2023.

## 2022 SNAPSHOT

### Increased Community-Based Services

Provided approximately 76,000 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.

### Volunteer of the Year

Recognized Carl Witkowski as Volunteer of the Year. Carl worked this past year tirelessly to help people with disabilities so they can live better lives. Because of him, we had more resources to help with rental assistance, job training, social programming, and awareness of inclusive living for the people we support. (Pictured Below)

### DSP of the Year

Recognized Julio Caprari as DSP of the Year for his dedication to his individual and the mission of NEPA Inclusive. Julio works tirelessly to support his individual with in-home and community supports and employment. Julio is also an excellent drummer; he always volunteers his time and musical talents with our individuals during our social programs. (Pictured Below)

### Community Inclusion Award

Recognized Wilkes-Barre Penguins with our Community Inclusion Award.

### Business Inclusive Award

Recognized Pride Mobility with our Business Inclusive Award.

### 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.

### 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.

### New Program in Carbon County

An affiliation agreement was formed with Turn To US and the Spectrum Sensory Gym. Check it out at [www.turntousinc.org](http://www.turntousinc.org).



*Carl Witkowski*  
Volunteer of the Year



*Julio Caprari*  
DSP of the Year



*Wilkes-Barre Penguins*  
Community Inclusion Award



*Pride Mobility*  
Business Inclusive Award

# OUR SUPPORTERS

The generosity of our donors, funders, and partners has enabled us to uphold a vision for the future where individuals with disabilities have access to all opportunities in life. We sincerely appreciate your support.

*\*The following is a list of contributions received from July 30, 2021 – June 30, 2022. Every effort is made to list donors accurately.*

## GRANTS

Robert H. Spitz Foundation Grant through Scranton Area Foundation

## SPONSORS

Nicole Dubravski - Hair Artistry Nikki Scissors

Melissa Caprari - Ken Pollock Auto Group

Jim Brogna - Allied Services

Nicole Dubravski

Douglas Fink

Mary Dudzinski - Network for Good

Computer Visionaries

Neil T. & Cathy O'Donnell - O'Donnell Law Offices

Dennis & Liz Driscoll - Driscoll's Home Center

The Gregory Center

Fidelity Bank

Lois Boginsky

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David Selingo

Jenkins Township Board of Supervisors

Richard Drust

Walter Pilger – Pulverman

Dawn Bucci - Bucci Financial Services

Presidio Insurance

Sara Hogan - Luzerne Bank

Doug Iracki

Special Education Advocacy Services of Luzerne, LLC.

Nataupsky Family Dentistry

Mike Carroll - State Representative

Nataupsky Family Dentistry

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Melanie Murosky

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Mario Ercolani - Kronick, Kalada, Berdy & Co., P.C.

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Rosemary Mackie

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Sophia Mazaleski

Marla Sue Holl

Najeet Ramlakhan

Susan A. Lane

Steven & Rhonda Saive

Airam Santos

Julio Caprari

Brianna Wetzel

Robert Kenyon

Anite Normil

Kimberly Stevens

Esther Ross

Tanesha Tucker

Deborah Williamson

Matthew Krispin

Alike Rowe

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 Mary Kay Pivovarnik  
 Nancy Kelly  
 Special Education Advocacy Services of Luzerne, LLC.  
 Pride Mobility  
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 Amy Flaim  
 John Augustine  
 Edward Feist  
 Trudy Latona - Latona Trucking  
 Amy Ranakoski  
 Bob Faulkenberry  
 Margaret Boyt  
 Joe Culp  
 Jennifer Micciche  
 Heather Webb  
 Susan Fenske  
 James and Diane Klush  
 Bonnie Arnone  
 Heather Lazo - SERVPRO  
 Pride Mobility  
 Melissa Caprari - Ken Pollock Auto Group  
 Amy Flaim  
 John Augustine  
 Edward Feist  
 Trudy Latona - Latona Trucking  
 Amy Ranakoski  
 Bob Faulkenberry  
 Margaret Boyt  
 Joe Culp  
 Jennifer Micciche  
 Heather Webb  
 Susan Fenske  
 James and Diane Klush  
 Bonnie Arnone  
 Jack Smiles

Nataupsky Family Dentistry  
 Amanda Slaton  
 Lucille Piggott - Prawl  
 Christopher Schwenk  
 Brett Johnson  
 Katie Kemmerer - Highmark Blue Cross Blue Shield  
 UNICO Wilkes - Barre Chapter  
 Anthracite Fitness Center - Jenna Strzelecki  
 Michelle Kozak - First Keystone Community Bank  
 Frank & Huyen Bartoli  
 Charlene Schlegal  
 James Dalkiewicz  
 Vintage Tub and Bath  
 Arthur Bobbounie - Northeast Board of District Deputies  
 Walt Zera - Northeastern Security Systems  
 Robert Tambur - Tambur Family Foundation  
 Sordoni Family Foundation  
 Allison Ritisk - Building Blocks Learning Center  
 Horizon Dental Care of Scranton  
 Luke Medico  
 Jeff McLaughlin - Golden Business Machines, Inc.  
 Louise Menendez  
 Chris Piazza  
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 Charlotte Wright  
 Theresa Langan  
 Garcia Grisel  
 Danielle Burger  
 Ana Suarez  
 Maria Mondlak  
 Marie Carroll  
 Red House Realty, Inc.  
 Fuji's  
 Piazzao  
 Tammy's Kitchen  
 Ipanema Grille  
 Grico's

**Campaign for Inclusion  
 Co-Chairs**



**Jeff  
 McLaughlin**



**Ellie  
 Bartoli**

## BOARD OF DIRECTORS

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Brett Johnson, Vice Chair  
Bonnie Arnone, Secretary  
James Dalkiewicz, Treasurer  
Richard Drust  
Kathy Healey  
Elena Berzins  
Lucille Piggot-Praw  
Jeff McLaughlin  
Robyn Plesniarski  
Jeffrey Mazur  
Joleen Lazecki  
Kelly Bronson

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## LEADERSHIP STAFF

Frank Bartoli, President & CEO  
Dawn Bucci, Chief Financial Officer  
Connie Latona, Director of Administration  
Huyen Nguyen, HR Generalist  
Tom Carlucci, Training and Quality Assurance Coordinator  
Jessica Kurilla, Executive Assistant/Scheduling Coordinator  
Bob Kenyon, Recruiter & HR Assistant  
Odessa Robbins, Marketing Coordinator  
Linda Fluegel, Health Records Coordinator/Trainer  
Matthew Krispin, Administrative Assistant  
Sophia Mazaleski, Director of Programs  
Shukriyyah Murphy, Senior Director of Employment Programs  
Maria Mondlak, Adult Employment Director  
Abbey Hirkey, Transitional Employment Director  
Jessica Strackbein, Housing Services Director

# INCLUSION CENTERS

## ALLENTOWN INCLUSION CENTER

961 Marcon Boulevard, Suite 110, Allentown, PA 18109

## POCONO INCLUSION CENTER

912 Main Street, Stroudsburg, PA 18360

## CARBON/SCHUYLKILL INCLUSION CENTER

46 West Catawissa Street, Nesquehoning, PA 18240

## PITTSTON INCLUSION CENTER & HEADQUARTERS

22 East Street, Suite 3, Pittston, PA 18640

## READING INCLUSION CENTER

237 Court Street, Reading, PA 19601

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### PHONE

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### MAILING ADDRESS

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### EMAIL

[info@nepainclusive.org](mailto:info@nepainclusive.org)

### WEBSITE

[nepainclusive.org](http://nepainclusive.org)

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RETURN ADDRESS