

ANNUAL REPORT 2023



**CREATING AND SUPPORTING INCLUSIVE AND
SUSTAINABLE LIVES FOR PEOPLE WITH DISABILITIES**

LETTER FROM THE CEO

Dear Friends and 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 the 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". The script is fluid and cursive.

Frank Bartoli, President and CEO



VALUES

- Self Determination
- Empowerment
- Respect
- Personal Choice
- Inclusion
- Civil Rights



VISION

We envision a society where people with disabilities are fully engaged in their communities



MISSION

To help create and support inclusive and sustainable lives for people with disabilities



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

LIVE inclusive

Where someone lives is a very personal choice. Our interest lies in helping 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.

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.

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

Campaign for Inclusion Co- Chairs

Matthew Krispin and Vanessa Vergnetti Thomas

"I want to use my story to help make a difference for people with disabilities and the work we do."

- Matt Krispin

"I want to share the mission of how NEPA Inclusive makes a real difference in the lives of students and adults with disabilities by spreading awareness of how essential inclusion is in the community."

- Vanessa Vergnetti Thomas



Inclusion works for everyone
things to learn
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SERVICE SNAPSHOTS



Companion Services - Lackawanna County

Dorothy P. is a 34 year old woman with a huge personality and creative soul. Although she may have some limitations, Dorothy doesn't let that stop her from pursuing a passion for art. Dorothy donates some of her art, such as her paintings, for display at the Coffee Inclusive coffee shop. She has sold some of her work, which has helped her build a second income. Not only does this opportunity allow Dorothy some exposure to her talent, but it also allows her to feel confident in her skills and motivated her to continue pursuing this passion. She has also displayed her effort to get more involved in the community and socializing by participating in various activities and events hosted by NEPA Inclusive.



Community Participation Support Service - Monroe County

Greg T. has been improving his bowling skills at Summit Lanes. He broke 100 during the second game. He even beat Ethan twice. His bowling skills have greatly improved as his time with Ethan has progressed.



Supported Employment Service - Monroe County

Michael Y. has been working at Giant since 2021 with our Supported Employment team. During his first few weeks, he was assisted by a job coach. Soon, Michael learned all his tasks and became very independent in his role at the store. His current duties include bagging groceries, returning items to the shelf, janitorial duties, and any other requests that are given to him. His co-workers seem to like him a lot, and he always shows good customer service skills. He's an avid Philadelphia Eagles fan and in his spare time, he enjoys watching videos on YouTube.



Inclusive Rental Assistance Program - Lackawanna County

Diane W. and her family lived in their rented home for 13 years. Suddenly, her landlord sold the house and gave her 30 days to move. Diane is a single mother of 2 children, one with disabilities. NEPA Inclusive was able to use Inclusive Rental Assistance Program funds to pay the first and last months' rent and a security deposit.

SERVICE SNAPSHOTS

In-Home Community Support Services - Luzerne County

Katie R., a recipient of our In-Home Community Support service dedicated her time to her part-time job at Weis Markets and found joy in various activities. Beyond her work commitments, Katie relished the simple pleasures of shopping and socializing with friends. These moments came a source of respite and connection, allowing her to unwind and create lasting memories. Katie's balance between work and personal life reminds us of the importance of finding moments of fun and connection despite our busy schedules. Here's to more moments of leisure and friendship in the upcoming year!



Paid Work Experience - Lehigh Valley

Aiden G. was able to gain employment experiences at a local airport through our Paid Work Experience service. Aiden has always been fascinated by airplanes and flight, which shows in his work. He currently works as a Navigator, which requires him to guide customers in the right direction throughout the airport. Aiden is dedicated to his role and knows the flight schedule by heart on his workdays. His dedication and growth as a Navigator has led to the airport offering Aiden a paid position as an Ambassador for the airport.



Professional Connections Experience - Schuylkill County

During the Professional Connections Experience, 16 super impressive high-school students with diverse abilities learned about important topics such as ethics, self-advocacy, job searching, and interviewing skills throughout the five days of instruction. Staff had a blast teaching, quizzing, and role-playing to help the students retain the information. Also, as part of the PCE class, students worked really hard filling close to 200 food pantry boxes to give away to those in need. They all learned the importance of teamwork and giving back to the community. It was exciting to see how far each student had come in just the two weeks.



In-Home Community Support Services - Luzerne County

Roxanne C. is a 45 year old woman who lives independently in her apartment and receives In-Home Community Supports weekly at NEPA Inclusive. She visits and cares for her mother and participates in the community, doing things that pique her interest. Roxy enjoys collecting unique items such as coins, spoons, and dolls. She uses these collectibles to decorate her apartment in her spare time. Roxy also enjoys shopping, eating out, and appreciating jewelry when she goes out into the community with her support staff. In her personal time, she practices new hobbies she finds interesting, such as sewing.



FINANCES

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

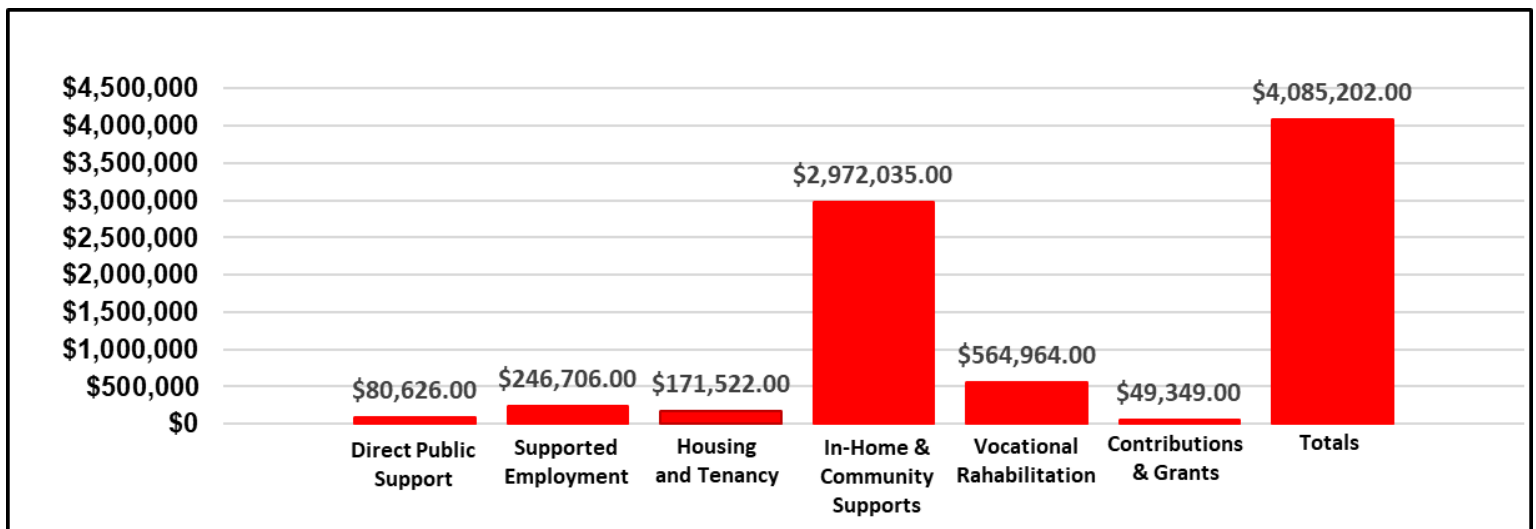
REVENUE

Direct Public Support	\$80,626
Program Income	\$4,004,576
Total Revenue	\$4,085,202

EXPENSES

Operations	\$898,069
Staffing	\$3,175,746
Total Expenses	\$4,073,815

Increase (Decrease) In Net Assets	\$21,351
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2023 YEAR IN REVIEW

INCREASED TOTAL OF SERVICE HOURS

Provided approximately 290,477 hours for all our valuable support services offered to our clients.

VOLUNTEER OF THE YEAR

Recognized Jimmy Dalkiewicz as Volunteer of the Year. Jimmy was chosen for this award due to his dedication to NEPA Inclusive's mission. Jimmy serves on and attends multiple board meetings to assist NEPA Inclusive in growing and supporting our mission.



DSP OF THE YEAR

Recognized Esther Ross as DSP of the Year due to her five years of dedicated service to us. Esther's dedication to her clients is a pivotal part of keeping an aging person happy in her home with her family, where she belongs, instead of an assisted living facility. Esther is a constant support, helping to ease the transition into the following and more complex stages of person's life.



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 EDUCATION GRANT

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

INCLUSIVE BUSINESS PARTNER OF THE YEAR

Recognized AnthraCycle with our Business Partner Inclusive Award.

INCLUSIVE BUSINESS OF THE YEAR

Recognized The Salt Barre with our Business Inclusive Award.

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.

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.

Program Goals:

- Increasing 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



Housing Tenancy Service Luzerne County

Frank O., a remarkable success story, sought our assistance in finding independent housing. Having grown up in foster care since the age of 8, Frank found a true home at Keystone Community Resources, where he developed trust, improved daily living skills, and worked in the maintenance department. Although content in a group home, he aspired for independence. Joining NEPA Inclusive, we promptly applied for public housing, prioritizing proximity to his sister. Placed on Lee Park Towers; waitlist, Frank secured an apartment within months. Proudly maintaining his spotless home, he now works at Colarusso's Pizza, embodying the spirit of a true success story. Our ongoing support focuses on refining his budgeting and daily living skills as he thrives independently.



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, 2023. Every effort is made to list donors accurately.



GRANTS

- Robert H. Spitz Foundation Grant through Scranton Area Foundation
- American Rescue Plan Grant Program (ARPA)

SPONSORS

Platinum Sponsor

ENX2 Legal Marketing

Gold Sponsors

Mercer Sales and Services LLC
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Rick DeBlasio
Ryan Henderson
St. John the Evangelist Parish Community
The Salt Barre
75 Degrees West



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Jeffery Mazur
Jeff McLaughlin
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Lucille Piggott-Prawl
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LEADERSHIP TEAM

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Connie Latona, Director of Administration
Sophia Mazaleski, Director of Programs
Huyen Nguyen, HR Generalist
Bob Kenyon, Recruiter and HR Assistant
Tom Carlucci, Training and Quality Assurance Coordinator
Isabella Orloff, Development and Marketing Coordinator
Isabella Barberio, Marketing Coordinator
Odessa Robbins, Marketing Coordinator
Jonathan Dove, Director of Employment Programs
Jessica Strackbein, Behavior Supports Specialist
Rainy Boyle, Housing Specialist Coordinator
Linda Fluegel, Health Records Coordinator and Trainer
Matthew Krispin, Administrative Assistant





INCLUSION CENTERS

ALLENTOWN INCLUSION CENTER

961 Marcon Boulevard, Suite 110, Allentown, PA 18109

POCONO INCLUSION CENTER

912 Main Street, Suite 300, 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



CONTACT INFORMATION

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