



ANNUAL

REPORT 2024

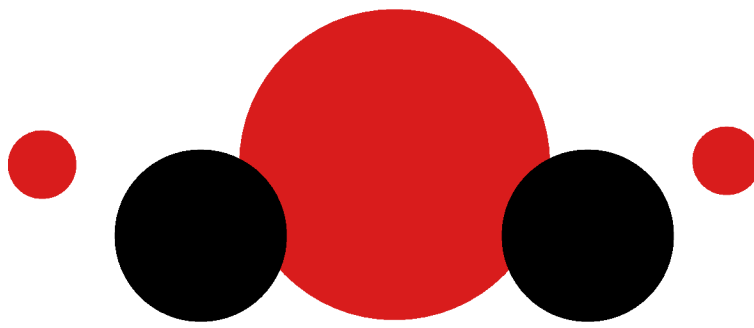
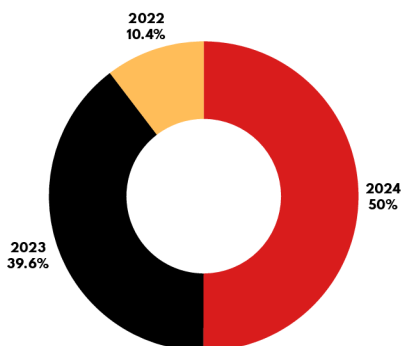


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YEAR IN REVIEW



There was an **increase** in total service hours in 2024; PA Inclusive provided about **367,188** service hours, compared to 2023 at **290,477** hours and 2022 at **76,000** hours.

Highlighted Grants

Luzerne County ARPA funds spent FY24
\$412,931: TASC Program

Robert H. Spitz Foundation Grant
\$ 5,000: Housing

SERVICES

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

VALUES

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

- In-Home and Community Supports
- Companion Services
- Community Participation Supports (CPS)
- Supported Employment
- Day Support
- Supporting Living
- Housing Tenancy & Sustaining Services
- Behavioral Support Services
- Benefits Counseling Service
- Deaf Services

“People with disabilities are just as worthy as those without disabilities to live happy, productive lives.”
~Sydney Badeau

LETTER FROM THE CEO

FRANK BARTOLI
CEO PA Inclusive



Dear Friends and Supporters of PA Inclusive,

This year marks a monumental milestone for PA Inclusive—our 10-year anniversary. As I reflect on this journey, I am overcome with gratitude for the incredible individuals who have made this possible.

Ten years ago, with the unwavering support of a small group of Founding Contributors and Board Members, we embarked on a bold mission to change the conversation about people with intellectual disabilities and autism. Our dream was simple yet profound: to showcase the immense value, talent, and leadership that individuals with diverse abilities bring to our communities.

The path was anything but easy. There were times when the challenges seemed insurmountable. Yet, through perseverance, belief in our mission, and the dedication of our staff and supporters, we turned our vision into reality.

Today, we stand as a beacon of inclusion and empowerment. Through innovative programs like our Coffee Shop and Bakery at Coffee Inclusive, we provide opportunities for individuals to work, lead, and thrive. Our person-centered planning and individualized services help people with intellectual disabilities, developmental disabilities, and autism live the most inclusive life possible. Our one-of-a-kind transitional employment program gives students the tools and confidence they need to succeed in the workforce. Seeing our participants achieve their dreams and make meaningful contributions to their communities is the heart of what we do.

This anniversary celebrates everyone who has walked this journey with us—our incredible staff, board members, volunteers, and supporters; the heart and soul of PA Inclusive. It is also a celebration of the individuals we serve, like my daughter Ellie, whose growth and accomplishments inspire us all. Through her leadership roles or community involvement, Ellie embodies the possibilities that inclusion creates. She and so many others remind us why this work matters.

As we celebrate a decade of progress, we are reminded that our work is far from over. The road ahead is full of opportunities to expand our impact, create more inclusive spaces, and empower even more individuals to achieve their dreams. Together, we will continue to build on the foundation we've made and strive for even greater inclusivity in the years to come.

With heartfelt gratitude,

Frank Bartoli

CEO, PA Inclusive

LETTER FROM THE BOARD CHAIR

JOLEEN LAZECKI



Dear Friends of PA Inclusive,

As we celebrate PA Inclusive's 10th anniversary, I am filled with pride and admiration for all that we have accomplished together. It has been an incredible journey, one defined by passion, perseverance, and a shared commitment to creating a world where individuals of all abilities are valued and given the opportunity to thrive.

Ten years ago, Frank Bartoli set out to change how the world sees individuals with intellectual and developmental disabilities. Today, we can proudly say that the conversation has shifted. Through the hard work of our dedicated team, volunteers, and supporters, we have created a space where inclusion is not just a concept but a daily reality.

Our work has taken many forms, from providing meaningful employment opportunities through the subsidiary non-profit Coffee Inclusive and the brand-new Bakery to offering transformative programs like ITEP and TASC that empower individuals to develop skills for life and work. Each step forward has been a testament to the dedication of our staff, the resilience of the people we serve, and the generosity of our community partners.

We are proud of our progress, but we are equally aware that our mission is far from complete. There is still so much work to be done to ensure that every person with a disability has the opportunity to live, work, and contribute towards an inclusive society. The next decade holds great promise, and with the continued support of our community, we will build upon our successes to make an even more significant impact.

I want to extend my heartfelt thanks to our board members, staff, volunteers, and supporters. Your unwavering commitment to our mission has been the driving force behind PA Inclusive's success. To those who have been with us from the beginning and those who have joined us along the way, thank you for your belief in our vision and dedication to creating a more inclusive world.

As we celebrate this milestone, I look forward to the exciting opportunities ahead. Together, we will continue to empower individuals with diverse abilities to reach their full potential and to create a future where inclusion is not the exception but the norm.

Thank you for your continued support and partnership. Here is to the next chapter of our journey and the many lives we will change along the way.

Warm regards,

Joleen Chiampi-Lazecki

Joleen Chiampi-Lazecki
Chair, Board of Directors
PA Inclusive

TASC

Transition Academy Social Club



This innovative program is all about making friends, having fun, and becoming employable! Over 10 months, high school aged students (14-21) will have fun in three transformative 10-week modules focused on: Self-Advocacy Skills, Daily Living Skills, & Workplace Preparation

TASC is located across six regions—Pittston, Lehigh Valley, Schuylkill County, Berks County, and the Poconos. Each week, students will participate in 2-hour sessions that promote personal growth and strengthen community connections.

In the past year, **195 individuals** participated in our core modules:

- Self-Advocacy
- Workplace Readiness
- Life Skills

On average, participants demonstrated a **31-32% knowledge growth** based on pre- and post-test scores. Each individual reported forming new friendships, and all completed a career interest inventory. Additionally, **33%** of Self-Advocacy participants, **28%** of Workplace Readiness participants, and **33%** of Life Skills participants were connected to additional Employment Services, further advancing their career paths.

CLIENT SUCCESS STORIES



DIANE

Meet Diane, a remarkable mother and one of our dedicated clients receiving IHCS services. As a woman with intellectual disabilities, Diane's strength and determination shine through in how she cares for her 15-year-old daughter and 13-year-old son. Despite the challenges, Diane rents her own apartment, budgets her money, and pays all her bills. Her children enjoy a full childhood, packed with fun and adventure. Diane's story is a powerful reminder of the resilience and love that define families, proving that with determination, anything is possible.



ROBBIE

Robbie has always faced challenges when it comes to trying new places, but this was a different story in 2024. His visit to the historic Pocono Manor was a huge success, and he enjoyed every moment of it! It's these experiences that remind us how important it is to step outside our comfort zones. Here's to Robbie and all those who push through their struggles to embrace new opportunities. Every step forward is a victory, and Robbie's journey is a true inspiration to others facing similar challenges.



JUSTIN

After an incredible year at Redner's Markets, where Justin mastered tasks like bagging groceries, organizing shelves, and keeping the store spotless, his Paid Work Experience has ended. Thanks to his dedication and hard work, he's now taken the next big step in his career by landing a new position at the Scranton MyCIL administrative office! We couldn't be prouder of how Justin seized every opportunity, and we can't wait to see him shine as he continues to grow in his new role. His journey is a testament to the power of perseverance.



MILES

Miles began his journey with us in December 2023, joining our program with enthusiasm and a determination to build a brighter future. By April 2024, he achieved a significant milestone: he moved into his very first place at Lee Park. Since then, Miles has been thriving in his new home, embracing the opportunity for independence and personal growth. He's enjoying every moment of this exciting new chapter, feeling a strong sense of pride and accomplishment as he makes the most of his newfound freedom.

10 PA inclusive years

ANNIVERSARY
CELEBRATION



This year, PA Inclusive proudly celebrates its 10th anniversary. Over the past decade, we have had the privilege of supporting and building meaningful connections with countless individuals with disabilities, as well as our dedicated supporters and community members. During this time, our outreach has expanded to 14 counties, we've launched a coffee shop, organized numerous events, and are now preparing to open a bakery. None of these milestones would have been possible without the incredible individuals who inspire us daily, and for that, we are deeply grateful. On November 9, 2024 we celebrated those milestones and our wonderful clients, giving them the spotlight, they forever deserve.

SPONSORS



Dr. Jolene Carey-Pace &
Jeffrey Pace

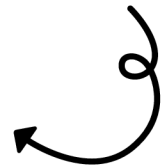
Joleen Lazecki

A Heartfelt Thank You to Our PA Inclusive
10-Year Anniversary Gala Sponsors!

Your generous support makes all the difference in empowering individuals with diverse abilities. We are incredibly grateful for your partnership in making this milestone celebration a success. Be sure to scan the QR codes to watch our honorees get ready for the evening as they slip into their donated tuxedos and gowns! Follow the journey on Instagram and join us in celebrating this special occasion.



SHOWROOM
FIFTYSIX
Gowns



TUXEDO JUNCTION
Tuxedo & Suit Rentals for Your Special Occasion

Tuxedos



AWARDS & HONOREES



VOLUNTEERS OF THE YEAR

*JULIO CAPARI
DAVE CUPANO
STEVE SAIVE*



DAVID GALLI ACHIEVEMENT AWARD

MATTHEW KRISPIN



INCLUSIVE BUSINESS OF THE YEAR

*BEYOND THE
ROOTS
RACHEL ROSTOCK*



INCLUSIVE ILLUMINATION AWARD

MARK SOPRANO



DECADE OF INCLUSIVE SERVICE THE GREGORY CENTER

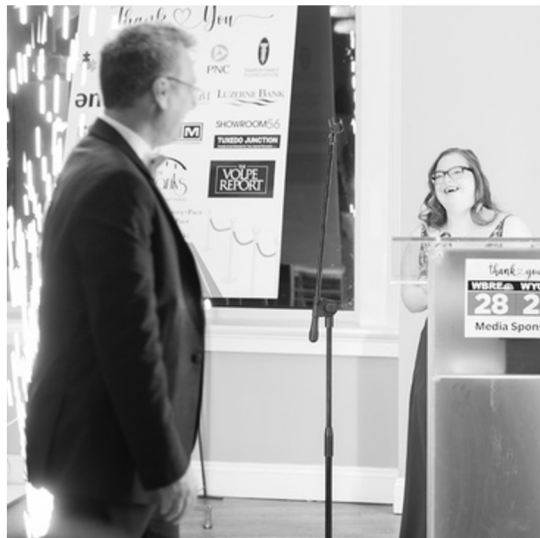
The Honorees:

Christina Wesley
Megan Donahue
Susan Taluba
Stephanie Sokach
Ellie Bartoli
Lizzie Breznay
Jeffrey Mazur
James Austin Dyer
Ryan Drust
Jesse Mazurkivich

Celebrity Ushers:

Kim Hart
Lindsay Griffin-Boylan
Mary Kay Pivovarnik
Mayor Mike Lombardo
Mayor George Brown
Dave Kuharchik
State Representative Jim Haddock
John Lombardo
Andrew Kudasik.

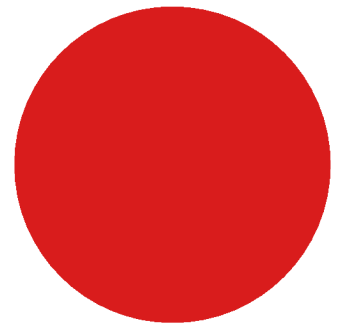




To see all our photos access our
online gallery at
www.paininclusive.org/gallery
or scan the QR Code!



ITEP PROGRAM



The Inclusive Transitional Employment Program (ITEP) redefines the future for high school students with diverse abilities. Unlike traditional programs, ITEP extends beyond graduation, guiding students to meaningful community employment. Students gain practical experience in a genuine culinary arts and food service environment through hands-on training at real businesses like our bakery and coffee shop.

ITEP's dual focus makes it unique: providing practical training while preparing students for post-graduation employment. By collaborating with schools and local businesses, ITEP secures valuable job opportunities and continues to support students as they transition into the workforce. Whether they pursue careers within our bakery and coffee shop or explore other paths, ITEP is dedicated to achieving employment success for individuals with diverse abilities.



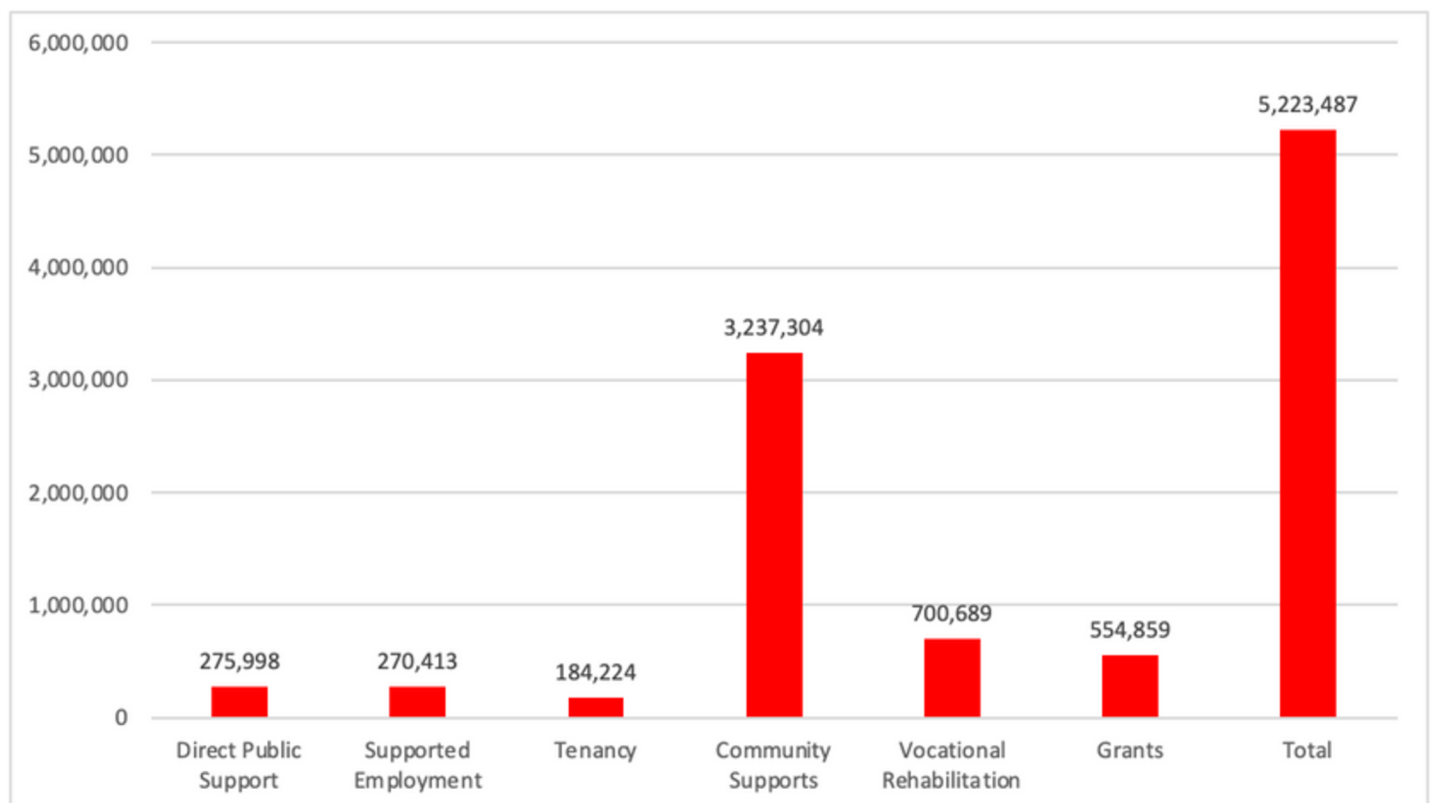
The Inclusive Transitional Employment Program (ITEP) is intended for high school students with Individualized Education Programs (IEPs) and/or 504 Plans who have job training and employment as a goal. This program is primarily tailored for students aged 14-21 attending high school. ITEP provides an opportunity for these students to receive hands-on training in the culinary arts and food service industry, with the ultimate goal of obtaining employment in community businesses, including our bakery and coffee shop.



FINANCIAL STATEMENTS

Revenue		Expenses	
Direct Public Support	\$275,998	Operations	\$1,210,187
Program Income	\$4,947,489	Staffing	\$3,726,360
Total Revenue	\$5,223,487	Total Expenses	\$4,936,547
Increase (Decrease) In Net Assets		\$424,043	

**\$137K in non-operating income*



HOW WE DO IT

PA 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 and Developmental Disabilities and Autism.

PA 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.

BOARD OF DIRECTORS

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Jim Dalkiewicz, Vice Chair

Carl Witkowski, Treasurer

Dr. Jolene Carey-Pace, Secretary

Carl Sheperis, Governance Committee Chair

Beverly Braxton-Cannon

Richard Drust

Jeffrey Mazur

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Michele Mikitish

Sandy Nardone

John Peterson

Lucille Piggott-Prawl

Mark Soprano

Vanessa Vergnetti-Thomas

LEADERSHIP TEAM

Frank Bartoli, President & CEO

Dawn Bucci, Chief Financial Officer

Connie Latona, Director of Administration

Sophia Mazaleski, Director of Programs

Huyen Nguyen, HR Director

Kaitlin Hall, Marketing & Development Director

Dylan Lukachko, Marketing Coordinator

Megan Valkenburg, Events Manager

Jessica Strackbein, Behavior Supports Specialist Director

Jonathan Dove, Director of Employment Programs

Bob Kenyon, Recruiter & HR Assistant

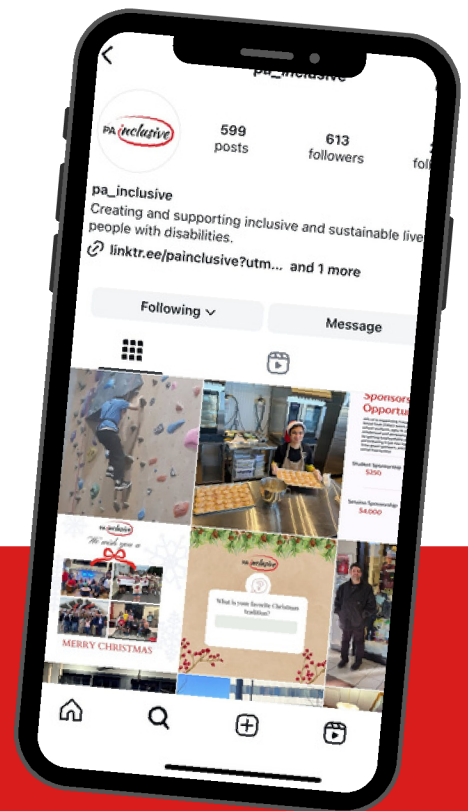
Linda Fluegel, Health Records Coordinator & Trainer

Matthew Krispin, Executive Administrative Assistant

Rainy Boyle, Housing Specialist Coordinator

Tom Carlucci, Training and Quality Assurance Coordinator

INCLUSION BEGINS with CONNECTION



PA INCLUSIVE



WWW.PAINCLUSIVE.ORG



@PA_INCLUSIVE

Inclusion Centers ●

Pittston Inclusion Center and Headquarters

22 East Street, Suite 3, Pittston, PA 18640

Berks County Inclusion Center

237 Court Street, Suite 303, Reading, PA 19601

Pocono Inclusion Center

912 Main Street, Suite 300, Stroudsburg, PA 18301

Schuykill County Inclusion Center, Pottsville Alvernia University CollegeTown

500 Progress Avenue Pottsville, PA 17961

Carbon County Inclusion Center

46 West Catawissa Street Nesquehoning, PA, 18240

Contact Us



570-947-6372



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Pittston, PA 18640**