

PA *inclusive*



ANNUAL

REPORT

2025

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LETTER FROM THE CEO

Empowering Potential, Expanding Impact

As I reflect on this past year, I am filled with gratitude, pride, and renewed determination. Serving as CEO of PA Inclusive and Coffee Inclusive is both a privilege and a responsibility, one grounded in the lives, dreams, and potential of the individuals and families we serve every day.



This year marked another important step forward in our journey. Across our programs and businesses, we continued to prove that ***inclusion is not an abstract idea; it's something that can be built, sustained, and strengthened through intentional action.*** From the steady growth of Coffee Inclusive and the addition of the Bakery at Coffee Inclusive to the continued success of the expansion of the Transition Academy Social Club (TASC) program across our 5 regions and the Inclusive Training & Employment Program (ITEP), we saw firsthand how opportunity, when paired with support, creates lasting impact.

Our inclusive businesses remain powerful examples of what is possible when individuals are trusted with meaningful work and real responsibility. ***Participants are gaining skills, confidence, and independence.*** Families are seeing new possibilities emerge. ***Communities are witnessing the economic and social value of inclusion in action.*** These outcomes are not accidental; they are the result of committed staff, thoughtful partnerships, and a shared belief in everyone's potential. At the same time, growth brings complexity. As demand for our services continues to increase, government funding is either stagnant or decreasing, making our work harder to achieve. There continues to be a need for sustainable funding for agencies like ours to achieve their goals. This year, we focused not only on expanding programs but also on ***strengthening community partnerships and building collaborative relationships*** that will position PA Inclusive for continued growth, innovation, and long-term impact in the years ahead.

We remain guided by a simple but powerful truth: individuals with intellectual and developmental disabilities deserve access to the same opportunities, expectations, and dignity as anyone else. ***Our goal is to be a conduit that removes the barriers that stand in the way of success.*** Every initiative we pursue is rooted in this commitment. None of this work happens in isolation. I am deeply thankful to our Board of Directors for their guidance and vision, to our dedicated staff for their compassion and professionalism, and to our volunteers for their unwavering generosity. I am especially grateful to our donors and community partners, and especially to the community at large that voted PA Inclusive and Coffee Inclusive as Best of Best this past year, respectively. Those recognitions show us that the community believes in our work as much as we do. ***Your investment fuels innovation, expands access, and changes lives.***

With heartfelt gratitude,

Frank Bartoli
CEO, PA Inclusive

LETTER FROM OUR CHAIR

Dear Friends and Partners of PA Inclusive,

Stepping into the role of Chair during this remarkable chapter of PA Inclusive's history, I am struck by how far this organization has come—and how far we intend to go. A decade ago, PA Inclusive set out to challenge long-standing assumptions about individuals with intellectual and developmental disabilities. Today, thanks to persistent effort and a community that refuses to settle for the status quo, that challenge has become a movement.

The foundation built under Frank Bartoli's leadership cracked open what had once been a closed conversation. **Inclusion is no longer a distant aspiration.** It is a daily, tangible reality across our programs, our workplaces, and the communities we serve. What began as a bold idea now stands as a model for what is possible when we invest fully in human potential.



This past year demonstrated the power of that vision. Coffee Inclusive continues to show how meaningful employment can transform lives, while the expansion of the Bakery reinforces our belief that **everyone deserves the opportunity to contribute their talents.** Our ITEP and TASC initiatives remain catalysts for skill development, independence, and confidence—proof that empowerment is most effective when rooted in authentic opportunity.

Still, the truth is unavoidable: the work ahead is substantial. Barriers persist—not because of the abilities of the people we serve, but because society continues to lag behind its own promises of equity. As Chair, I see our next decade as a time for sharper focus, stronger partnerships, and unapologetically ambitious goals. **We intend not only to change lives but to influence systems.** We are done asking whether inclusion is possible; the question now is how rapidly we can expand its reach.

I am deeply grateful to our board members, our staff, our volunteers, and the many supporters who propel this work forward. Your dedication makes PA Inclusive more than an organization—it makes it a force. To our long-standing partners and to those who are just joining our mission, thank you for choosing action over apathy and progress over comfort. The coming years offer immense opportunity. With the momentum we have built and the collective determination of this community, PA Inclusive is positioned to lead with clarity, courage, and conviction. **Together, we will continue creating spaces where individuals of all abilities can live, work, and thrive—not as exceptions, but as fully recognized members of our shared future.**

Thank you for walking with us, investing in us, and believing in the transformative power of inclusion. The next chapter begins now, and it will be bold.

Warm regards,

Dr. Carl J. Sheperis

Chair, Board of Directors, PA Inclusive

225+

INDIVIDUALS SERVED

96,000+

HOURS OF CLIENT SERVICES

21

HOUSING PLACEMENTS

MISSION

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

VALUES

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

This year, our housing services helped individuals across multiple counties secure and maintain stable housing. Clients in both Schuylkill and Monroe Counties successfully obtained homes through the Section 8 program, including placements completed during the holiday season. Beyond securing housing, our team provided ongoing support to promote long-term stability. When permanent housing was not immediately the right fit, we assisted individuals in accessing respite care or reconnecting with family supports. These efforts reflect our continued commitment to safe, stable, and individualized housing solutions that support long-term independence and quality of life.

SERVICES

- **In-home, companion, and community participation supports (CPS)**
- **Transition services from high school to adulthood and early adult services**
- **Job finding, supported employment, and workforce development**
- **Day support, supported living, life sharing, and housing tenancy and sustaining services**
- **Behavioral support services**
- **Self-directed services and person-centered planning**
- **Benefits counseling and Deaf services**

T.A.S.C

Transition Academy Social Club



This innovative program focuses on building friendships, having fun, and preparing students for future employment. Over the course of 10 months, high school-aged students (14–21) participate in three engaging 10-week modules: Self-Advocacy Skills, Daily Living Skills, and Workplace Preparation. TASC operates across five regions: Pittston, Lehigh Valley, Schuylkill County, Berks County, and the Poconos. Each week, students take part in two-hour sessions designed to support personal growth and strengthen meaningful community connections.

195

PROGRAM PARTICIPANTS

32%

KNOWLEDGE GROWTH

30+%

**CONNECTED TO
ADDITIONAL
EMPLOYMENT SERVICES**

75%

**REPORTED FORMING
NEW FRIENDSHIPS**

CLIENT SUCCESS STORIES



VITO

Vito reached an important milestone by signing his employment paperwork and beginning his role as a grocery clerk at ShopRite. In his position, he supports daily store operations by straightening shelves, collecting carts, cleaning, and stocking products. Vito receives positive feedback from store management for his strong work ethic and reliability, demonstrating the power of meaningful opportunity and inclusive employment.



JONATHAN

Jonathan proudly represented Special Olympics and earned two medals for his achievements. His success reflects dedication, perseverance, and growing confidence. Moments like this highlight what is possible when individuals with intellectual and developmental disabilities are supported and empowered to pursue their goals.



REBECCA

Rebecca was honored on the Pennsylvania House floor as the PA Miss Amazing Jr. Teen Queen, recognized for her leadership and advocacy for individuals with disabilities. Through her previous participation in the ITEP program at Coffee Inclusive, Rebecca strengthened her workplace skills, confidence, and professionalism. Her journey reflects the impact of inclusive opportunities in developing emerging leaders.



WILLIAM

William has quickly excelled in his role at Pizza Como USA, where he has maintained successful employment. He independently uses public transportation, arrives on time, and consistently contributes to daily operations by stocking drinks, cleaning tables, folding pizza boxes, assisting with dishes, and preparing the restaurant for service. William's reliability, strong work ethic, and positive attitude have earned praise from coworkers and management alike.

I.T.E.P

Inclusive Training & Employment Program



The Inclusive Transitional Employment Program (ITEP) provides hands-on culinary and food service training for students ages 14–21 with IEPs and/or 504 Plans, helping them build skills and prepare for employment in community businesses, including our bakery and coffee shop.

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SCHOOL PARTNERSHIPS

ITEP partnered with Kutztown University, which provided a Workforce Development Certificate to students who completed at least 60 hours of training in the program. By the end of summer, 14 students earned this certification.

Coffee Inclusive was proud to receive grant funding from the William G. McGowan Charitable Fund and People's Security Bank & Trust. This funding directly supported student training experiences at Coffee Inclusive, creating opportunities for students in partnership with our school district partners.

One of our students, Jameson, obtained his ServSafe Food Handler Certificate while training in our program. Additional students received access to food safety training to enhance their knowledge as they learned in the coffee shop and bakery.

Rebecca, an ITEP student, and Anthony Melf, Transitional Employment Project Manager, participated in the Greater Pittston Chamber of Commerce's Community Reading Day, reading a children's book to a classroom of children.

15

STUDENT PARTICIPANTS




Blues, Brews, and BBQs
CELEBRATION OF INCLUSION
 ANNUAL DINNER 2025



Blues, Brews & BBQs welcomed more than 150 guests to Susquehanna Brewing Company for an evening celebrating inclusion and community. The event raised over \$34,000 for PA Inclusive and Coffee Inclusive, surpassing our \$20,000 goal and supporting inclusive employment opportunities, educational programs, and community-based services for individuals of all abilities.

We extend our gratitude to our staff, sponsors, The Lunchbox, the dinner committee, Chair Jolene Pace, Co-Chair Brian Boston, and emcees Jake Sarwar and Gianna Galli for making the event possible. Thanks to the generosity of our supporters, the evening created lasting impact and advanced inclusion across Pennsylvania.

Thank  You

Espresso Sponsors



Platinum Roast Sponsors
 The Pace Family

Cappuccino Sponsors



Macchiato Sponsors
 The Anna Van Auken Memorial



Americano Sponsors

Dr. Spencer and Mrs. Maureen Reid
 Holcomb's Lighthouse Inn LLC
 Mr. Frank Bartoli and Ms. Huyen Nguyen
 Mr. James Haberski
 The Brian Boston Family
 The Kelley, Donahue, and O'Boyle Families in
 Honor of Dr. James P. O'Boyle

Latte Sponsors

Mary Bennardi and Thomas Barberio- In memory of Dr. Tom Donahue
 Pace Transportation
 Walker Dental
 The Karolchyk Family
 The Meade Family
 The Nardone Family
 The Waters Family



Friends of Coffee Inclusive

Gerald and Laura Kastreva
 Matt and Lori Messa
 Mr. Gerald Kastreva In Memory of Lorraine
 Susan Dantona Jolley
 Sushravya Raghunath
 The Cooler Guys
 The Hajala Family
 The Stevens Family
 The Valkenburg Family





Awards & Honorees

VOLUNTEER OF THE YEAR



Sandy Nardone

DSP OF THE YEAR



John Deboard

BUSINESS OF THE YEAR



Scranton/Wilkes-Barre
Raibriders

DAVID GALLI AWARD



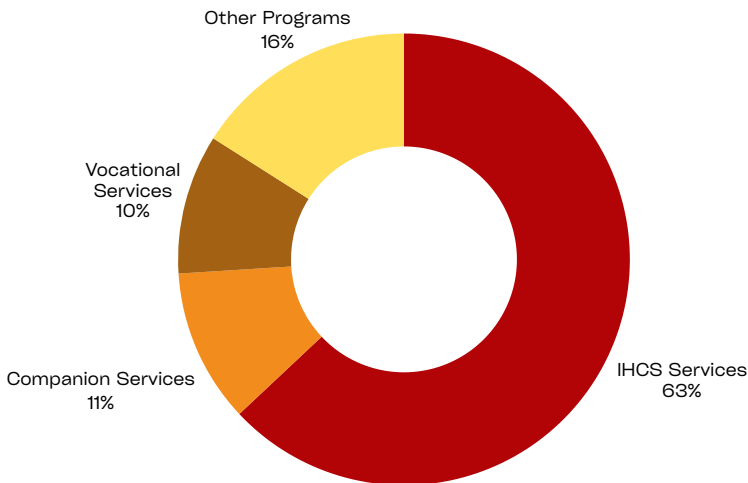
Brian Boston

FINANCIAL HIGHLIGHTS

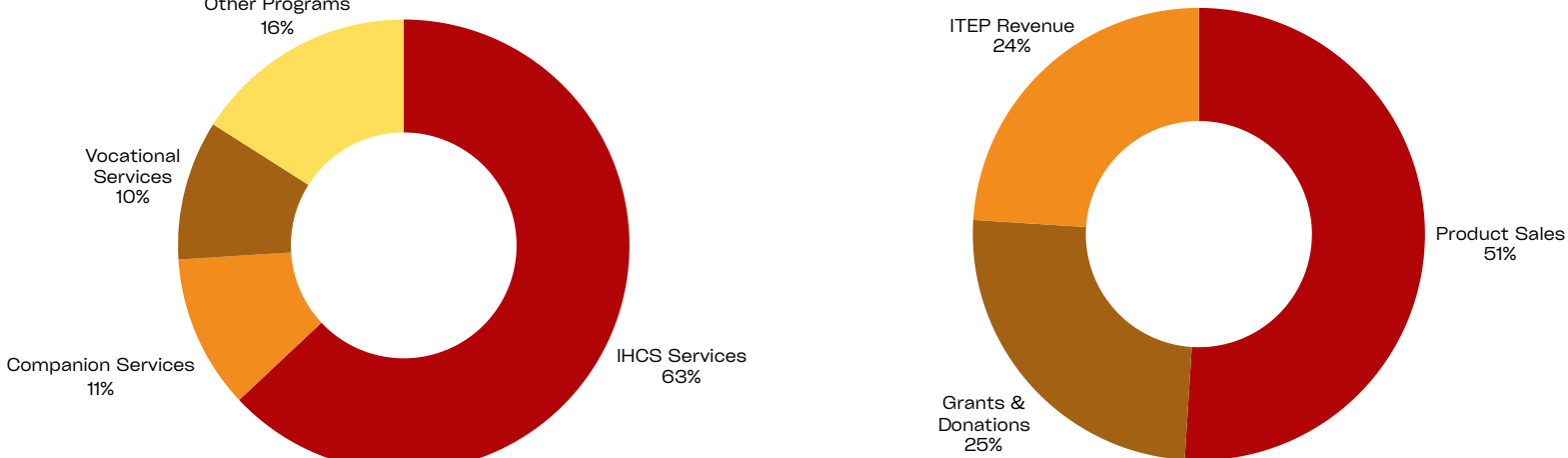
PA Inclusive and Coffee Inclusive concluded FY2025 in strong financial positions, generating positive net income while delivering more than \$5.3 million in services and programming. Revenue and expenses remained closely aligned, demonstrating responsible financial management and long-term sustainability.

For Coffee Inclusive, more than half of all revenue came from product sales, reflecting growing community support and increasing self-sufficiency. PA Inclusive continued to rely primarily on mission-based service revenue, ensuring resources remained focused on delivering direct support and employment opportunities throughout the community.

PA Inclusive



Coffee Inclusive



\$5.67 MILLION INVESTED IN:

Workforce development

Employment services

Housing supports

Inclusive programs

Community-based services

LEADERSHIP



BOARD OF DIRECTORS

Beverly Braxton-Cannon
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Shane Ely
James Haberski
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INCLUSION BEGINS with CONNECTION

JOIN US IN BUILDING A MORE INCLUSIVE PENNSYLVANIA

Donate | Partner | Hire Inclusively | Volunteer | Refer

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This report was designed by Renaissance Strategy Solutions in partnership with PA Inclusive