



NEPA Inclusive

2016 Annual Report on Inclusion

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

Letter from the Executive Director

If ever the notion that a company is about the people involved in it, this is very true for NEPA Inclusive. From the Founding Contributors and Board Members, to the current Board and staff, and most importantly to the people who we support, we are collectively achieving wonderful things. It's a simple concept—support a person in a manner that empowers them to live self-determined lives built on respect, personal choice, and their rights as citizens.

Just look at the results, A small start-up agency in less than three year's has helped 25 people find competitive jobs and is support 23 people in the living arrangements of their choosing.

But more than that, look at some of the more important accomplishments....Susan was featured in the newspaper and was able to meet Elvis's son and see her sister; Jeremy finally found the job he waned; Jeffrey passed his inspection and will paint his apartment in December; Ellie became Homecoming Queen, is learning about Photography and voted for the first time. There are many other stories just like this and more developing all the time.

We can't do it alone, however. We need the continued support of those who believe in our work. Thank you for supporting people so they can live the life they want.

Sincerely,

Frank

Frank Bartoli
Executive Director

22
Jobs Found
21
Job Training Programs
85%
Job Retention
23
Living Inclusively

"Create inclusion - with simple mindfulness that others might have a different reality from your own."
— Patti Digh, *Life Is a Verb: 37 Days to Wake Up, Be Mindful, and Live Intentionally*

Transition Inclusive

Students 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 program. In this program, student's skills are assessed and they learn employment skills through a variety of job training opportunities in schools and local businesses.

Ellie

Ellie, who has Down Syndrome, self-identified three focus areas of interest. Through Job Shadowing and her extended school year program, she has learned a lot about working with pets, photography, and administrative work. Her next step will be selecting an internship to focus on one of those areas, in preparation for a job when she graduates high school.



Kyle

Kyle is involved in a Community Based Work Assessment, where we involve him in various jobs and assess his abilities. One of those jobs was a stint at a local hotel, where he learned how to inspect the rooms. Once completed, we will be involving him in more job training, called a Work Based Learning Experience. After high school, he plans to attend college and then follow his dream of being a restaurant inspector.

Brendan

Having a love of sports and youth development, Brendan selected a Work Based Learning Experience (a type of internship) at the Berwick YMCA. There, he is helping with the youth disability and youth sports programs.



Some other people we support:

- James found a job at a large printer where he use a computer to receive print jobs and send them to the print machines.
 - Cindy, who lives alone, works at a local University Cafeteria and attends a fitness program twice a week with our staff.
 - We helped Jeffrey pass his apartment inspection, reorganize his apartment, help him buy his groceries, and are planning to help him paint his apartment before the holidays. He works at a local grocery store.
 - Jonathan spends his days planning for his future. Enjoying his social activities, and is activity searching for job.
 - Chris has been at his job in the Shipping and Receiving Department at Wal-Mart for two years.
-

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 person, 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.

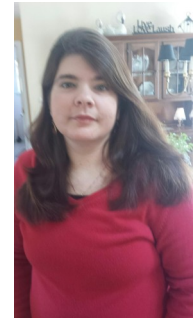


Andrew

Andrew asked us to help him find a job. We helped find him a job at a local supermarket where he started training in the Deli. After some time, he moved over to the Grocery Department. One of his main tasks is to stock the milk every Monday morning. This is no easy task as the weekend shoppers tend to really disrupt the milk area and he is asked to first straighten out the milk by type and date and then restocking the milk area with new product. He also stocks other products throughout the store. He has been employed for about a year.

Kaley

Kaley asked us to help her find a job in the community and to become a companion in her social activities. One of her challenges is that she lives in a pretty remote area so finding a job and getting out and about can be difficult. She has been in her job for more than a year now and says she has built some friendships since becoming involved with us. According to her supervisors and co-workers, Kaley is a valued member of the team and works extremely hard at her job. In addition, we provide her with a companion for many of her social activities, making sure she has a chance to get out and about in the community.



Tom

Tom found a job at a local McDonald's where he works as a Custodian.. He lives in his own apartment and takes public transportation to his job. He also has spends some of his days with his staff doing normal activities in the community.

"Nepa inclusive helped me out 100%, Your wonderful job coaching and a wonderful support system to me, who has helped me keep my job for going on almost a year now!"
Kaley

NEPA Inclusive is a Vendor for the Office of Vocational Rehabilitation (OVR) for adult services including Community Based Work Assessments and Job Finding contracts (called Performance Based Job Coaching) and also for the Pre-Employment Training Services (PETS) program for High School Students starting at age 14. Contact OVR to inquire about NEPA Inclusive helping you in these areas or call our office at 570-947-6372

"NEPA Inclusive takes me a lot of places and helps me. I went to my aunts house and I was glad to see her, it would be really hard to visit my aunt without you. I am happy that I have someone to help me go out to the bank, go shopping and for walks. Having help in the community has made life better."
Susan

LIVE *inclusive*

Where someone lives is a very personal choice. Our interest lies in helping support the person with a disability to live where they want and with the supports they need to remain inclusive in their community. We offer Companion and Home and Community Habilitation Services designed to help them achieve their goals and the social life they desire. We know we can do more. We have registered for, and will be offering Respite services, and are developing a variety of Supported Living services to help people live how they want.

Susan

Susan lives on her own and wanted to be able to become more involved in her community. Some of her activities include going to the mall, for walks at Kirby Park, and to do her grocery shopping. Something unique that happened during her time with us was she wanted to go to Boscov's to see Elvis Presley's son perform. As she has quite an Elvis memorabilia collection, her staff Betty contacted the local newspaper who ran a story about Susan's love for Elvis.

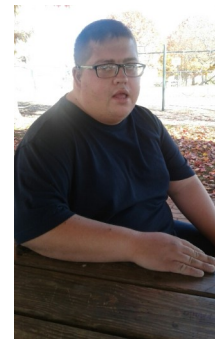


Jeremy

Jeremy asked us to help him find a job and to support him in some of his social activities. He had previously worked in grocery stores in Florida. When he moved here, the only option he was offered was a workshop. We went to work and found him a job at a local supermarket where he had both an interest and experience. He has been at Weiss Markets for over a year, has been offered more hours since the initial hire, has received two customer service recognitions, and reports are that the stores staff and customers really like him! In addition, he appeared on PA Live with NEPA Inclusive.

Jonathan

Jonathan spends his days with his staff person. He lives at home with his parents but is planning to move out and live alone or with a roommate at some point. He is building friendships in the community and learning to be more independent. He gets together with some of his friends to play basketball and for some other recreational activities and is actively seeking employment.



NEPA Inclusive is a provider of services for people with disabilities who have a 'Waiver for Service' through the Pennsylvania Office of Developmental Programs. We provide Home and Community Habilitation, Companion Services, Respite, Supported Employment, and Support Broker Services, and are developing new supported living services. Call us to learn how we can support you!

This Year
2015-2016 Financial Report

Revenue	
Direct Public Support	\$ 897
Program Income	\$185,901
<i>Total Revenue</i>	<i>\$186,798</i>
Expense	
Operations	\$ 41,388
Staffing	\$141,368
<i>Total Expense</i>	<i>\$182,756</i>
Net	\$ 4,042

Last Year
2014-2015 Financial Report

Revenue	
Direct Public Support	\$ 1,175
Program Income	\$ 52,419
<i>Total Revenue</i>	<i>\$53,594</i>
Expense	
Operations	\$11,014
Staffing	\$49,275
<i>Total Expense</i>	<i>\$60,289</i>
Net	\$ -6,695

*As reported on annual 990 tax return

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How We Do It

NEPA Inclusive is a provider of services for people with disabilities who have a 'Waiver for Service' through the Pennsylvania Office of Developmental Programs, Luzerne/Wyoming County Office of Mental Health and Developmental Services and Lackawanna County Office of Behavioral Health/Intellectual Disability/Early Intervention. NEPA Inclusive is also a vendor with the Pennsylvania Office of Vocational Rehabilitation for Job Finding, Job Coaching, and Community Based Work Assessments.

Founding Contributors

Thank you to those who found the mission and vision of NEPA Inclusive important enough to make an early pledge to help start the agency so that people with disabilities can realize their dreams.

Frank Bartoli, Eileen Bartoli, Erin Linnen Berlew, Elena Berzins, Rita Cheskiewicz, Lucille Colson, Dr. Rebecca Spirito Dalgin, Cheryl DeHaut, Edythe Duenke, Richard Drust, Sue Landes, Michelle Mckitish, Michelle Mikolosko, Christina Murakami, Pamela Oliveira, Patsy Olson, Ryan Plaza, Odessa Robbins, Chris Schwenk, Greg Spence, Lisa Staros, Michael Tierney, Allison Walker, Pamela Zotynia

And our **Community Partners**

CYC * AJ Lupas Insurance Agency * Weiss Markets
Geisinger * Walmart
Mountain Top Senior Care & Rehabilitation

Board of Directors

Jim Blachek
Rita Cheskiewicz
Rebecca Spirito Dalgin, PhD., CRC, CPRP
Ryan Plaza
Bob Price
Lisa Staros
Christine Van Tassel
Tim Williams

Leadership Team

Frank Bartoli	Executive Director
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Find us on



NEPA Inclusive is a locally organized 501c3 non-profit organization.