

Providing the best possible services and staying mindful of and responsive to those we serve is critical to fulfilling our mission . . .



PEP

PROGRAMS
EMPLOYING
PEOPLE

PEP celebrates the commitment of our excellent staff and the generosity of our donors, partner foundations, and volunteers, all of whom believe in PEP and in the importance of the services we are charged to deliver.



*Celebrating
45 Years of
Community
Service*

A LETTER FROM OUR EXECUTIVE DIRECTOR



Graham B. Gill



Graham celebrating the holidays with a few clients

DEAR FRIENDS,

2014 ushered in our 45th anniversary of providing community based supports for individuals with Intellectual disAbilities. Starting with a handful of participants and an all-volunteer staff at our 1st summer day camp in 1969 our organization has grown to supporting more than 140 individuals daily in our core programs which include vocational training, community integrated employment, senior and adult day services, in-home community habilitation, summer camp, arts for socialization and expanded literacy supports.

During the course of these years we have celebrated meaningful outcomes for all consumers who choose our service, outcomes that are carefully planned and implemented by support teams of professional staff using person centered planning to identify and respect the needs wishes and abilities of the consumers we serve.

We have held the position that we will provide the supports and services requested by our consumers and their families regardless of funding source or political correctness. It is a matter of supporting their choice and who knows better than our consumers and their families what they need in supports. It is our intent to continue providing exemplary supports and service, we have completed a 5 year strategic plan to guide this process, we are utilizing board development activities for increased engagement and we involve our immediate and extended communities in our planning and events.

As you read about our accomplishments this past year I hope you find that this is an exciting time in the life cycle of our organization and that the ground work has been firmly laid for a sound and brighter future for our stakeholders and their families, our immediate community, our staff and our friends who support PEP.

Thank you for your amazing support!

Graham B. Gill
Executive Director

1969

Group of mothers and neighborhood volunteers created a summer camp for their children with intellectual disabilities

1970

Filed as a Non-Profit Corporation: Programs for Exceptional People, Reverend Robert Greer appointed as Executive Director

1972

Initiated year-round social and recreational programs for adults with intellectual disabilities

1974

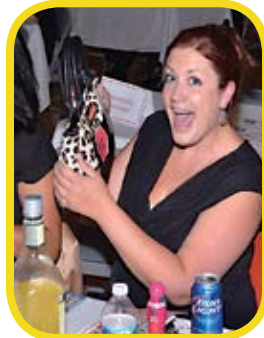
Creation of the first vocational program, a pilot project for 10 adults with intellectual disability

1974

PEP appointed regional provider for clients with intellectual disabilities after close of Pennhurst State School and Hospital

PURSES FOR PEP: DESIGNER HANDBAG BINGO

In October 2013 and May 2014, PEP hosted PURSES for PEP: Designer Handbag Bingo. The event quickly became a fan favorite due to the high energy of our Emcee, Jules Vuotto and enviable handbag prizes by designers like Michael Kors, Coach, Kate Spade, Dooney & Bourke, and others. Each event welcomed roughly 100 players for a lively night of bingo, food, and prizes. These two events have raised almost \$6,000 to support PEP programs.



An excited Bingo winner!



Coach and Michael Kors and Kate Spade! Oh my!

Special thanks to PEP's Board of Directors for their time and support to make the events a huge success. Thanks to everyone who made it out to the event. We'll be planning more bingo events in the future!

KING OF THE HILL BOWLING TOURNAMENT

In April 2014, PEP greeted 75 bowlers and guests for the 2nd King of the Hill Bowling Tournament and Fundraiser. Congratulations to our winners!

First place: Casey Srogoncik

Second place: Jonathon Welsh

Third place: Michael Strobel

Guests were entertained by recording artist Dan Chamberlain & Co and delicious refreshments were available from Jubilee Catering by Romeo. The tournament raised more than \$4,000 to support Camp PEP, our specialized summer camp for children with intellectual disabilities.



Such concentration!

Special thanks to our generous sponsors: Elliot-Lewis Corporation, CATCH, Lindsay Insurance, CliftonLarson Allen, LLP, Comcast Spectacor Charities, Swisco, and Graham & Susan Gill. Many thanks to the numerous organizations that donated gifts as prizes.

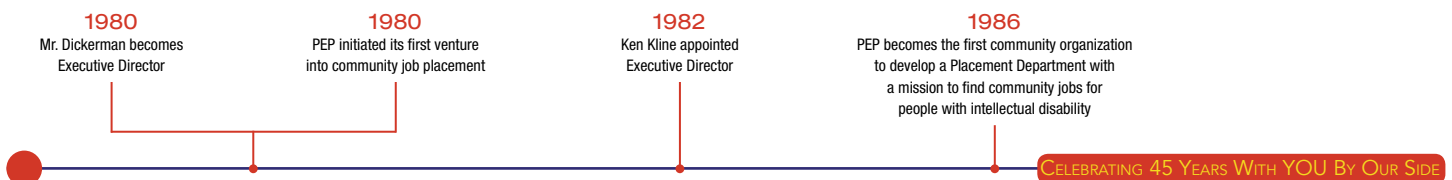
8TH ANNUAL PLANT AND FLOWER SALE

A community favorite, PEP offered a wide variety of bright annuals, beautiful perennials and hearty vegetables for sale at the 8th Annual Plant and Flower Sale in May 2014. PEP was again lucky with sunny days and a swarm of volunteers selling a variety of plants and flowers to our South Philly neighbors, all in support of PEP programs.

Our courtyard overflowed with begonias, hanging baskets, ornamental grasses, sweet potato plants and along with a variety of vegetables and herbs. Mark your calendar for 2015's sale just in time for Mother's Day!



PEP's courtyard ready for sales!



CLIENT AND STAFF ACHIEVEMENTS

WILLIAM GREGORY NETTIE MANN ACHIEVEMENT AWARD WINNER

William Gregory is a warm hearted welcome to our vocational work center since he joined in June 2013. He works on many UniqueSources document destruction contracts and is out and about in the community throughout the week servicing the community with a sense of pride and effortless ability to relate to others. William states that he "loves being able to go out on the truck and being able to help people. It keeps me out of trouble ...lol".



William Gregory with his award

Since he has come aboard at PEP, William has become a true part of the work crew. He has assisted with shredding documents and worked up to Supervisor Assistant. He is reported by the PEPShred Driver, Lavine King, as being, "One of the best workers I have. He always has a kind word and support." When out in the community, William finds ways to engage with people's day leaving them better than he found them. He sets an example of how to interact with others so that they feel good about themselves. He is friendly, outgoing and not afraid of hard work to get the job done.



PEPShred Van

William is an inspiration for all of us. If more young people were like William Gregory, what an effortless sense of community we could create. We are proud of William's achievements. Congratulations!

LISA HANNUM POINTS OF TRANSFORMATION AWARD WINNER

Lisa Hannum is used to wearing many different hats at PEP. She is one of our Service Coordinators, our Adult Education Coordinator and our resident artist in our Arts for Socialization program. She was also a driving force behind updating our computer lab so that she could include computer literacy in her classes. She is a gem within our staff!



Lisa Hannum with fellow staff



Lisa teaching computer skills

It is no wonder that Lisa was chosen as recipient of Intellectual Disability Services 13th Annual Points of Transformation Award! This award celebrates her accomplishments and commitment to her career supporting people with an intellectual disability. Lisa is a model of excellence, compassion, commitment, growth and achievement. Kudos to Lisa!

1987

Pennsylvania develops Task Force specifically to provide jobs for persons with disabilities. PEP awarded the only grant provided to Philadelphia and plays major role in formulating policy and procedure for employment programs throughout Pennsylvania

1988

PEP initiated its adult education program

1989

James B. Groner becomes the Executive Director

1991

Creation of janitorial and maintenance services staffed by PEP clients

PROGRAM HIGHLIGHTS

CAMP PEP GOES TO COOPERSTOWN

This year's Camp PEP "Goes to Cooperstown" theme enabled each group to select and learn about baseball and the teams that their group was named after – Phillies or Yankees. Campers played baseball games, sang songs, and completed art projects that invoked the excitement they would feel while attending a professional baseball game.

Each week, awards were given to honor campers for their individual accomplishments. All campers were actively involved in their individual goal planning with assistance only as needed from camp counselors. This created a sense of empowerment and served as a great motivator. It was heart-warming to all of the camp staff to see campers exhibiting a can-do attitude. It is hoped that this attitude will carry over to assist them in the coming year.



William Lanciano and his mom, Susan

Campers went on local trips to the Fireman's Museum, the Mummer's Museum and Penn's Landing. We also had the pleasure of the Philadelphia Zoo visiting camp to teach our campers about all the animals the zoo has to offer. However, the most enjoyable reward and most requested was to the refreshing swimming pool located at the Hawthorne Recreation Center. Bowling at PEP Bowl proved to be an exciting activity to our camp schedule.

The Open House had a huge turnout of family, friends, clients and staff to congratulate and cheer our campers on another great summer at Camp PEP. At the Open House, William Lanciano was honored with a plaque for his long-time attendance at Camp PEP. William is a great person to have around and lights up the room with his smile.

ADULT LITERACY

What is adult literacy? A simple definition tells us that it is the ability to read and write. Yet in practical terms, literacy is so much more. In today's workplace, literacy skills extend beyond understanding the written word and include English as a Second Language, math, technology and digital skills, critical thinking, problem-solving, and work related soft skills. The power of literacy lies in an individual's capacity to put those skills to work in shaping the course of his or her own life.



Computer class

PEP provided Adult Literacy classes and job coaching services to 29 community members. Five of our students obtained their GED diploma. Career coaching included assessing students' skills and interests, and with assisting the students with creating and updating typed versions of their resume. Successful coaching led to ten of our students in gainful employment, with the others right behind them.



MORE PROGRAM HIGHLIGHTS

ADULT BASIC EDUCATION

People with intellectual disability require specialized education so that they can qualify for jobs and post-secondary training. Through our Basic Adult Education classes, they receive just that. On Thursday evenings and Friday mornings, our clients (45 students a week) are taught literacy skills in basic math, reading, life skills, money math, social skills, and workplace skills. Class discussions reinforce workbook lessons and seasonal worksheets keep the curriculum fresh and current. With the recent update of our computers lab, these classes now also teach basic computer skills, how to job search, and use social media. Each class is led by our award-winning staff that specializes in the education of adults with disabilities.



Russell enjoying the computer lab

COMMUNITY ARTS FOR SOCIALIZATION

PEP's Community Arts for Socialization program is an extension of the Adult Literacy and Basic Education classes that allows our clients and community members a chance to express themselves artistically, while increasing hand-eye coordination and motor skills in a social setting.



Found Object and Scrap Wood Installation

The art classes continued to attract new participants with 16 PEP clients and 4 community members attending classes. Students worked on many interesting projects using different media, including painting, collage, decorating flower pots. Their masterpiece, the class created a large group piece Found Object and Scrap Wood Installation now displayed in the halls of PEP.

FIRST CLASS STAFF



PEP Community Integrated Employment staff



PEP Adult Day Program staff



PEP Vocational Program staff

2003
15 passenger van is purchased to transport clients to community destinations

2004
A new strategic plan is developed with new goals and focus

2004
Secure Document Destruction Services, which provides jobs to PEP clients, is contracted with PIBH, privates businesses, and state offices

2005
Adult Education becomes a full time department with the addition of Move Up initiative under the Mayor's Commission on Literacy expanding five fold

EMPLOYMENT SERVICES: VOCATIONAL TRAINING AND COMMUNITY INTEGRATED EMPLOYMENT

Nuru Lee came to PEP last year with a goal to be a productive community member. He was not engaged in any social activities and wanted to do something industrious with his time. He began work at PEP in the work center with assembly contract work. He quickly progressed to learning and operating the shredding machine and assisting with bin pickups in the PEPShred truck. He says he enjoys being physical and interacting with the different office managers while picking up bins for shredding. Nuru is always happy to be at work and is an asset to any job.



Nuru Lee

PEP's Employment Services has many success stories, like Nuru. Our Vocational training and Work Center served 81 clients last year. Contracts with Temple University Hospital, University of Pennsylvania, Frankford Candies, Unique-Source, Minute Man Press, and Tinker Hill Company kept our clients feeling productive and positive about earning a paycheck. Often it is the work our clients do in the work center that serves as a springboard into work in the community.

Through our Community Integrated Employment services, we served 27 clients with a 71% percent employment rate. This was well above the average rate of 63% of our local counterparts according to data supplied from Philadelphia IDS. Client wages range from \$7.25 an hour to \$15.29, with an average of \$10.31 an hour. The average tenure has been 4.88 years.

Many thanks to the Wells Fargo Center, Rittenhouse Claridge Apartments, Wal-Mart, UniqueSources, McDonalds, the Liquor Control Board, and Kindred Hearts for continuing to employ PEP clients. They truly understand the benefits and advantages of employing people with disabilities.

ADULT DAY TRAINING PROGRAM

Like Gabe learning about traffic signals and safety, each client in our Adult Day Training work on a variety of goals at PEP and in the community. In house goals include arts and crafts, music enrichment, academic enhancement, and exercise. Community goals are set around activities like taking public transportation, learning to make purchases at a store, and maintaining safety in the community.



Gabe learning traffic safety

Day trips provide many opportunities for fun and learning. Destinations include: Linvilla Orchards, Philadelphia Water Works, John Heinz Nature and Wildlife Preserve, Shady Brook Farm, Rosen-Wolf Art Gallery, Churchville Nature Center, Fairmount Park Horse Stables, and neighborhood parks. Our clients are also involved in volunteering with meal delivery through MANNA. PEP also hosted client celebrations for Halloween and end of year Holidays. They are always a hit!

GOLDEN BRANCH

Don't let our seniors fool you, they are an active bunch! They regularly participate in *Movement with Meaning* exercises compatible for the elderly population, arts and crafts, bingo, music therapy, singing and dancing, and games on the Wii. Our ladies polished up on personal care activities, such as nail care and applying make-up. The entire group also participated in academic enhancement that included writing, reading, and math skills. They also participated in weekly educational sessions that focused on health and safety awareness.



45 YEARS WITH YOU BY OUR SIDE

THANK YOU!

Our ability to meet the ever-changing needs of our clients has always relied on one thing: YOU. In PEP's 45 years we have expanded our services for people with intellectual disabilities from a volunteer-run summer camp to individualized day program for adults and seniors, vocational and job placement services, community garden and art programs, and literacy and computer skills training. We have done this with you by our side!

INDIVIDUALS

Arlene and Salvatore Accardo	Fred Ghanayem	Christine and Anthony Malandra	Daniel Rooney
Dorothy Balchaitis	Maria Ghanayem	Theresa Malandra	Barbara and Donald Rounds
Jennifer Bellenger	Bruce Gill	Helen Son and George Marsden	Lucy Sanvitale
Lorraine Biondo	Susan and Graham Gill	Kate McGrann	Ann and Bob Scola
Edmund Campbell	Dr. Robert Gill	Janine Merlino	Robert Scott
Pauline and Thomas Casalena	Donna Griffin	Erick Murer	Nancy Sellars
Assunta Cellini	Elizabeth Grigg	Diane Neustadter	Pearl and Leonard Singer
Theresa Coles	Nancy Hammond	Gloria Nhambiu	Deborah and Robert Stern
Dr. Serban Constantinescu	Lisa Hannum	Cathy Osborne	Bertram Strieb
Grace and Mario Cozzubbo	Mr. and Mrs. David Hartzell	Paul Pallas	L. Strieb
Julia Curcio	Deborah and Seth Hirsch	Daphne and Micheal Parker	Casey Srogoncik
Lauren DellaCava and Paul Curcio	Charles Hoffman	Dr. Louis Petrone	Robert Terruso
Helene Danenhower	Jaime Howard	Gunter Pfau	Cheryl Tumolo
Lillian DeAngelo	Lorraine Iannello	Samuel Philip	The Vasile Family
Connie DeLizio	Dionne Jones	Meg Quinlisk	Miriam Whyte
Theresa Devine	Kathleen and Michael Judge	Edward Resovsky	Dorothy Wolf
Ronald R. Donatucci, Esq.	Andrea Kasper	Rita Marie and Salvatore Ritrovato	Thomas Wolf
Andrew Epstein	Thomas Kent	Anthony Rocca	Sheila and Allen Zeigler
Donna Gallagher	Connie LoGiudice	Tyra Rodgers	
	Mr. and Mrs. Anthony Maisano		

2007
An updated 5 year strategic plan is developed

2008
Warehouse with 32,400 cubic feet of storage space built to increase capacity and meaningful work for clients

2008
First Plant and Flower Sale in PEP's courtyard to raise money to support PEP services

2008
First Fall Carnival held as fundraiser and community event

FOUNDATIONS AND TRUSTS

Ben Franklin State Trust
 Beneficial Foundation
 Connelly Foundation
 Dolfinger-McMahon Foundation
 Fourjay Foundation
 Gallagher Memorial Foundation
 Lincoln Financial Foundation
 Mill Spring Foundation
 Philadelphia Activities Fund
 Programs for Exceptional People
 Auxillary Charitable Trust
 TJX Foundation
 Union Benevolent Association

CORPORATIONS AND ORGANIZATIONS

ACME Supermarket
 Adventure Aquarium
 Arden Theater Company
 Beneficial Bank
 CATCH
 CliftonLarsonAllen, LLP
 Comcast Spectacor Charities
 Eastern State Penitentiary
 Ellitot-Lewis Corporation
 Four Seasons Hotel
 Global Brand Marketing
 Historic Philadelphia
 JNA Institute of Culinary Arts
 La Colombe
 Lindsay Insurance Group
 Miller Greenhouse

National Constitution Center
 National Liberty Museum
 National Paper Recycling, Inc.
 Philadelphia 76ers
 Philadelphia Flyers
 Philadelphia Soul
 Philadelphia Wings
 Quantum-Think
 QVC
 Reading Terminal Market
 Solutech, Inc.
 Swisco
 The Pearle Theatre
 Trader Joe's
 United States Bowling Congress
 W. Atlee Burpee & Co.

HELP PEP CONTINUE ITS LEGACY

Knowing that PEP will continue providing valuable services well into the future is important to you and your family. Although you may want to make a gift to PEP, you may also be concerned about your own financial needs and those of your family. There are many ways that you can support PEP programs while providing financial stability to your family and loved ones.

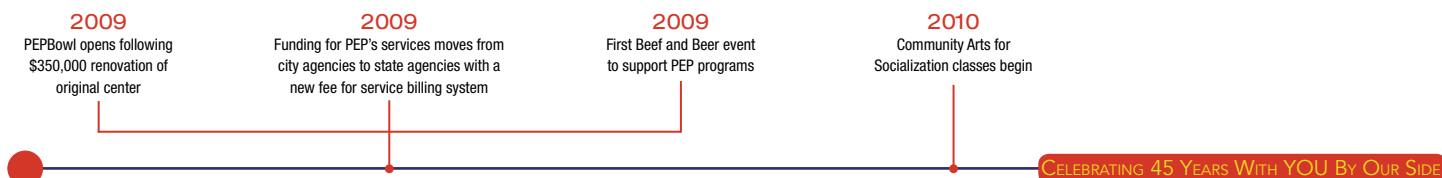
Consider a planned gift. In addition to providing a number of benefits to you, your planned gift will help provide PEP with the resources necessary to continue our mission to provide quality programs and services to people with intellectual disabilities in the Philadelphia area. For example:

- You can make a gift that costs nothing during your lifetime.
- You can give stock or property and realize tax savings.
- You can receive income for life in return for your gift.

The legacy you leave will make an incredible and lasting difference in our mission and future!

For additional information contact:
 Theresa Malandra, Director of Development
 (215) 952-4266
 theresa.malandra@pepservices.org

The information above is not offered as legal or tax advice.

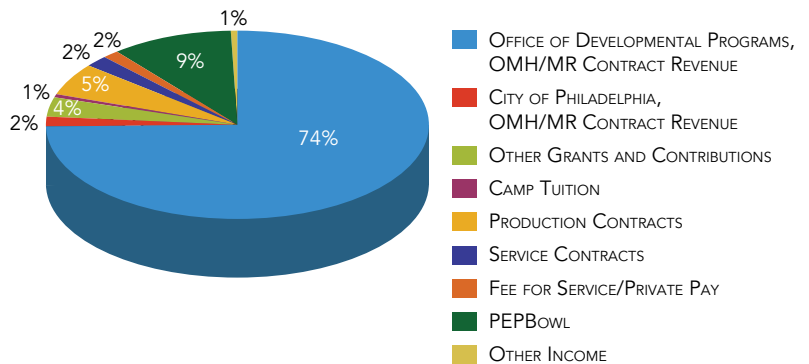


STATEMENT OF FINANCIAL ACTIVITIES

JULY 1, 2013 - JUNE 30, 2014

REVENUE AND SUPPORT

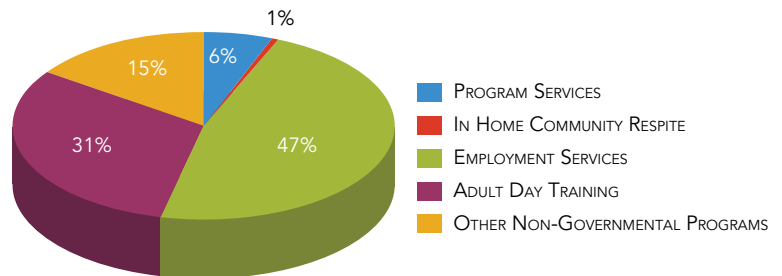
Office of Developmental Programs	\$ 1,879,568
City of Philadelphia, OMH/MR Contract Revenue	\$ 40,665
Other Grants and Contributions	\$ 86,437
Camp Tuition	\$ 14,035
Production Contracts	\$ 135,005
Service Contracts	\$ 47,755
Fee for Service/Private Pay	\$ 39,755
PEPBowl	\$ 256,268
Other Income	\$ 9,084
Total Revenue	\$2,508,572



ALL EXPENSES

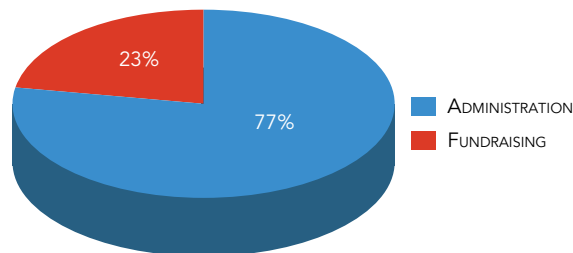
EXPENSES

Program Services	\$ 116,739
In Home and Community Respite	\$ 10,435
Employment Services	\$ 910,571
Adult Day Training	\$ 603,327
Other Non-Governmental Programs	\$ 293,778
Total Program Services	\$1,934,850



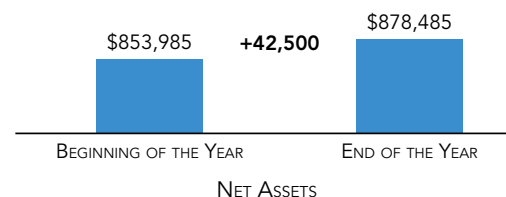
SUPPORTING SERVICES

Administration	\$ 413,669
Fundraising	\$ 117,553
Total Program Services	\$ 531,222
TOTAL EXPENSES	\$2,466,072



CHANGE IN NET ASSETS

Net Assets - Beginning of the Year	\$853,985
Net Assets - End of the Year	\$878,485
Change	\$ 42,500



- 2010** In-Home Respite programs created to help families of PEP clients
- 2010** Courtyard and gardens renovated and restored to beauty
- 2010** PEP purchases 2 additional passenger vans for transporting clients
- 2011** A commercial kitchen is constructed to create client training opportunities and enhance

LEADERSHIP BY AN EXCEPTIONAL BOARD OF DIRECTORS



PEP Board of Directors 2014-2017

First Row: Cheryl Tumolo, Kathleen McGrann, Helene Danenhower, Connie DeLizio
 Second Row: Paul Curcio, Connie LoGiudice
 Rear: Louis Petrone, MD, President
 Absent: Donna Russo-Gallagher, Maria Ghanayem, Cathy Osborne
 Advisory Council: Anna C. Verna, James Reed, Ronald Donatucci, Esq.



PEP Finance and Front Office Staff



PEP Directors

- 2012**
PEP hosts Emerging Adult Information Sessions to help bridge the gap for students transitioning from high school life to adult service supports
- 2012**
Vocational and Supported Employment merge to form Employment Services Department
- 2013**
First King of the Hill Bowling Tournament and Fundraiser for PEP programs
- 2013**
Development of new 5 year strategic plan focusing on expanding services and strengthening infrastructure
- 2014**
Purses for PEP. Designer Handbag Bingo events support PEP services



PEP Courtyard

PROGRAMS EMPLOYING PEOPLE

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