

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



1969

PEP

PROGRAMS
EMPLOYING
PEOPLE



2015

CELEBRATING
46 YEARS OF
COMMUNITY SERVICE

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.

2014 - 2015 PEP ANNUAL REPORT

A LETTER FROM OUR EXECUTIVE DIRECTOR

DEAR FRIENDS OF PEP:

I am pleased to present the 2015 annual report for Programs Employing People. As you peruse the report you will find we have received much support and had many achievements this past year that affected positive consumer outcomes for those we support.

We were the fortunate recipient of an IKEA challenge grant that provided \$10,000 of furnishings for our literacy and seniors programs creating vibrant and inviting spaces for each program. Through the department of transportation we were awarded a new 10 passenger handicapped accessible van for our fleet of vehicles transporting consumers to community based outings and events. Through the United Way of Philadelphia and Southern New Jersey we were awarded a three year impact grant to address employment and income challenges for our consumers. Our PEP Shred Services expanded giving increased employment opportunities to our consumers.

We have successfully expanded our services in Home and Community based programs offering consumers and families much needed supports and services from their homes when consumers are not typically at PEP. This program offers our consumers a much broader and more involved connection to their community further enriching their lives.

None of our achievements or consumer outcomes noted in this report could have been realized without the commitment and very hard work of our DSP staff and first line supervisors who are the back bone of our organization. These are people who work for modest wages and benefits, who continue this commitment to PEP and to our consumers because they love the work they do, the positive impact they can have on our consumers and the respect they have for a person living with a disability.

I hope you will enjoy our 2015 report and join me in recognizing the incredible commitment and work our staff do to ensure PEP remains a vibrant and viable organization supporting people with Intellectual disAbilities to fully enjoy an enriched life in our community.



Graham B. Gill
Executive Director



Executive Director

Like us on Facebook and follow on Twitter.



PEP's New Van

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

EXCITING EVENTS AT PEP

PURSES FOR PEP: DESIGNER HANDBAG BINGO

Yes, a good time was had by all as 100 bingo and handbag enthusiasts enjoyed a lively evening of fun and merriment at the annual Purses for PEP: Designer Handbag Bingo fundraiser in October. The always entertaining emcee Jules Vuotto made the night memorable as winners were awarded handbags of all shapes and sizes from notable designers such as Michael Kors, Kate Spade, Coach, Dooney & Bourke and others. The event raised over \$3000 to support PEP programs.



Bingo gift baskets

Special thanks go to PEP's Board of Directors for their time and energy to make the event a great success. Thanks to the volunteers who helped us run the event, and to everyone who attended. Many thanks to The Annenberg Center Live, The Wilma Theater, and DJ P-Leah for their donations of gifts and prizes.

KING OF THE HILL BOWLING TOURNAMENT AT PEPBOWL

Our third annual King of the Hill Bowling Tournament fundraiser was a huge success! In April 130 bowlers competed in both the novice and advanced competitions for prizes raising over \$5300 to support Camp PEP, our specialized summer camp for children with intellectual disabilities. Novice teams were made up of families, consumers and people interested in supporting the mission of PEP for fun and recreation.

The advanced play teams were die hard league bowlers who came out in full force. About 50 players competed for cash



PEP Bowlers participating in the Bowling Tournament

prizes in this best out of three tournaments, all in our award winning bowling center. The high level of competition in this event drew outstanding community support. Special thanks go out to our event sponsors CliftonLarsonAllen, Lindsay Insurance, Swisco, FrancoLuigi's Pizzeria, and Elliot Lewis. Many thanks to the numerous organizations and individuals that donated gifts as prizes.

If you haven't had the opportunity to visit PEPBowl, plan to do so soon. It is a unique six lane center that offers our PEP community and the public at large affordable recreation in an intimate setting. The venue is so popular that we recommend a bowler call ahead to ensure lane availability. Come and enjoy an afternoon or evening of clean fun recreation. www.pepbowl.com.

9TH ANNUAL PLANT AND FLOWER SALE

Kudos to our South Philly neighbors who come out in force the first week of May each year to support our plant and flower sale! There was something for everyone as PEP offered a wide variety of bright annuals, beautiful perennials and hearty vegetables. About \$2,500 was raised for PEP programs and services including our own award winning community garden projects.

Special thanks to our knowledgeable staff and volunteers who were on hand to tend to our courtyard which resembled a flower show exhibit filled with hanging baskets, impatiens, begonias, vegetables and herbs. Make sure the first week of May 2016 is on your calendar for next year's event!



PEP's Annual Plant and Flower Sale



STAFF ACHIEVEMENTS

LISA HANNUM - FIRST ANNUAL PEPPER AWARD WINNER

Congratulations Lisa on receiving the first PEPPER Award! As the Adult Education and Arts Coordinator, Lisa has



Lisa Hannum

been an incredible advocate to consumers, a solid mentor to staff and to volunteers. She has ensured the integrity of the Adult Basic Education, Computer, and Arts for Socialization classes through her dedication to helping consumers and community members succeed. We know that we can also count on her to lend her talents for events and other activities.

PEP's Prime Employee Recognition (PEPPER) Award was established to honor an employee who goes above and beyond their normal responsibilities effectively advancing PEP's mission, fostering growth in our consumers, helping to expand PEP programming, and motivating others to succeed. Nobody at PEP was surprised that Lisa was chosen as the PEPPER Award's first recipient. You are one of a kind Lisa!!!!

TIFFANY ANDERSON - ANNUAL DIRECT SERVICE PROFESSIONALS EMBRACING DIVERSITY AWARD

Talk about an award that fits the awardee to a tee! Tiffany is our Life Skills Instructor Supervisor who consistently and effectively demonstrates the awareness that all people, regardless of background or means, are valuable citizens. Tiffany shows her kindness through her actions and words daily at PEP. She goes above and beyond her duties, greeting and welcoming consumers, their families, their teams, and our broader Philadelphia community. She is truly a team player who helps us feel comfortable, valued, and special each day!



Tiffany Anderson

It is no wonder that Tiffany was selected as the recipient of the Direct Service Professionals Embracing Diversity Award at the Thirteenth Annual Conference for Direct Service Professionals hosted by the Alliance of Community Service Providers. Congratulations Tiffany, we're proud to have you on our team!

PROGRAM HIGHLIGHTS

CAMP PEP GOES TO CANDYLAND

This year 53 campers enjoyed the opportunity to go to "Candyland" and each group was named after a favorite candy they all liked to eat. The staff followed that theme by having campers play the popular game, sing songs, and complete art projects to make them feel excited, happy and hopefully hungry for some candy!

Each week, awards were given out to honor campers from each group for their various individual accomplishments. All campers were actively involved in their individual goal planning with assistance, only if needed, from camp counselors. This sense of "self-empowerment" was a great motivator and 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.

This year during our four weeks of camp our campers were able to go on trips to the Philadelphia Zoo, NJ Aquarium, Mummer's Museum, and Penn's Landing. However, the most enjoyable reward and most requested was to the refreshing swimming pool located at 12th and Carpenter Streets. Bowling at PEPBowl also proved to be an exciting activity for our campers.

The annual camp PEP Open House had a very good turnout of parents, PEP Administrators, extended family, and the entire PEP program. Stephen Price-Wright was acknowledged for his years of participation in camp. An engraved plaque was awarded to him in recognition of his years of camp involvement and his love for Open House.

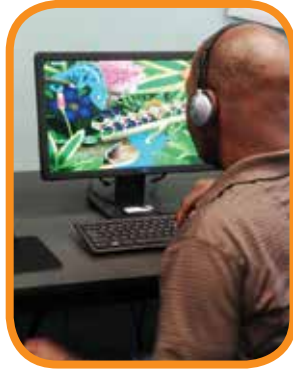
ADULT LITERACY AND BASIC EDUCATION

The adult education program again offered classes to our primary population and to members of the surrounding community. With financial support from several foundations, one full time, and one part time staff and many volunteers, the department served 46 adults from PEP as well as 16 community members with intellectual disAbilities in our Day/Night School basic education classes. Consumers worked on basic computer search skills including a job



search. They also learned basic keyboard skills, how to use the mouse, access the internet and work on interactive math, reading and money skills.

Through the support from foundations and individual donors, PEP continued to offer GED Preparation Classes 12 hours per week including job coaching to 23 community members. Career coaching included assessing students' skills and interests, as well as assisting them with creating and updating typed versions of their resume.



Enhancing computer skills

HOME AND COMMUNITY HABILITATION

PEP's In-Home and Community Habilitation program enables our consumers to continue their high level of training, learning, and recreation by providing community-based supports that concentrate on daily living skills and societal engagement for each individual consumer. Families of adults with intellectual disAbilities are also provided respite to tend to their own matters while being assured that their care-dependent adult children are receiving valuable training supports in their homes and communities.

In response to a growing need for such services, and the CMS Medicaid waiver final rule, plans are in works to eliminate facility based vocational and day supports for individuals with disAbilities. PEP made a concerted effort this past year to expand our service delivery model. As a result, PEP has seen a decided upswing in requests for these services as we have seen an increase in the number of referrals.

COMMUNITY ARTS FOR SOCIALIZATION



Scrap wood sculpture

Community Arts for Socialization program is an extension of the Adult Literacy and Basic Education classes under the direction of our artist in residence, Lisa Hannum. This has been a very popular and growing program and receives much

of its support from volunteer interns from Temple University who are studying Special Education. This program allows our clients and community members a chance to express

themselves artistically, while increasing hand-eye coordination and motor skills in a social setting.

The art classes attracted 16 PEP consumers and many community members who attend classes. Students worked on many interesting projects in various mediums, including print-making, beading, collage, wreathes, seasonal and holiday projects and painting.



Student art project

EMPLOYMENT SERVICES: VOCATIONAL TRAINING AND COMMUNITY INTEGRATED EMPLOYMENT

Gregory was living at home with his mother before enrolling in PEP's Vocational Training program in August 2012. Here at PEP, he began to hone his vocational skills and build new



Gregory Hancock

relationships with friends and co-workers. But while he was happy in the Pre Vocational program and was making steady progress, Gregory aspired to working out in the community and becoming more independent. Even though he had reservations about working in the community, in December 2013 Gregory was enrolled in PEP's CIE program and began working with his job coach to explore all his options and find the best employment

match. Gregory learned how to fill out job applications and to put his best foot forward when participating in job interviews. In less than 12 months of job preparation work and job searches, Gregory landed his job! He was hired at the sports arena, Wells Fargo Center as a groundskeeper in January 2015. His responsibilities include working with a crew keeping the outside grounds clean. With a positive, can-do attitude, Gregory has now successfully completed his probationary period, and is happy to be an integral part of the maintenance crew at the Wells Fargo Center where he enjoys his newfound independence.

PEP's Employment Services continues to provide employment opportunities to many people like Gregory. Last year the Vocational Training and Work Center served 89 individuals – a 10% increase over last year.

1998

PEP undertakes first strategic planning process and creates Campaign for Excellence

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

Our Community Integrated Employment program served 28 individuals with a 68% employment rate for the year. Currently, all consumer wages range from \$7.25 to \$15.29 per hour, an average of \$10.31 per hour. The average employment tenure has been 4.88 years.

PEP continues to be grateful to the Wells Fargo Center, Unique Source, McDonalds, the Liquor Control Board, Kindred Hearts and the Rittenhouse Claridge Apartments for working closely with PEP staff to fill their staffing needs and ensure the success of all new employees. These organizations truly understand the many benefits of employing persons with disAbilities.

PEPSHRED SERVICES

Our very successful PEPShred document destruction business is utilized by over 50 business offices in the Philadelphia area. Contracts with Temple University Hospital, University of Pennsylvania, American Handle and Unique Source, in addition to our new partnerships with False Reality and with Newbold Neighbors Association, have kept our participants feeling productive and positive about earning a regular paycheck while they learn and build upon new skills. Often it is the experiences our consumers receive in the work center that serves as a springboard to employment in the community.

ADULT DAY TRAINING PROGRAM

Each participant in the ADT program continually works on fulfilling at least two program goals that can be achieved through community engagement. The first involves in-house goals including arts and crafts, music enrichment, academic enhancement and exercise. The second set of goals includes integration into the community outside of PEP through educational and recreational daytrips.



ADT Music Program

In-house, our consumers worked on a variety of activities. These include academic challenges, arts and crafts, and recreational activities all tailored toward the individual's preferences and needs. A weekly music program was initiated this year, wherein consumers played various percussion instruments along with staff.

Our community goals include day trips that provide many opportunities for fun and learning. On one occasion, a large group participated in an interactive percussion workshop at World Café Live, as part of their Live Connections concert series. The participants listened to three professional drummers improvise and they were also able to try many of their instruments at the end of the session. Other consumers participated in several classes at the local YMCA including various aerobic activities like basketball, or Zumba. PEP consumers continue to volunteer with MANNA as well, delivering meals to the ill or otherwise needy persons in the community. Other trip destinations this year included Linvilla Orchards, John Heinz Wildlife Refuge, Rosen-Wolf Art Gallery, WaterWorks, Fairmount Park, Penn Treaty Park, and many of the local area shopping malls.

GOLDEN BRANCH

Our 12 Golden Branch senior participants are a very active, outgoing group who enjoy weekly trips to the local Senior Center, as well as trips with ADT consumers to local parks, malls, and other places. In-house, our seniors participate in daily activities of their choosing including seasonal crafts, playing games on the Nintendo Wii, singing, and bingo. They also participate in guided stretching routines, nutrition lessons, traffic awareness practice, and small talk over coffee and tea.



Golden Branch participant

- 2006**
Two additional accessible vans are ordered through the generous support of federal and foundation grants
- 2006**
Extensive renovations preserve infrastructure and machinery operations
- 2006**
Graham B. Gill is appointed Executive Director
- 2006**
PEP secures \$75,000 in-kind donations to support PEP clients and holds ladies night open house with resounding success
- 2006**
First Annual Report published



PEP Community Integrated Employment Staff



PEP Adult Day Program Staff



PEP Vocational Program Staff

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

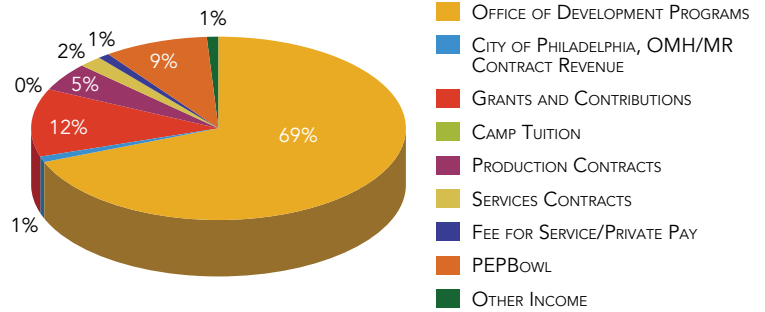
First Fall Carnival held as fundraiser and community event

PROGRAMS EMPLOYING PEOPLE

FISCAL 2015 ANNUAL REPORT

REVENUE AND SUPPORT

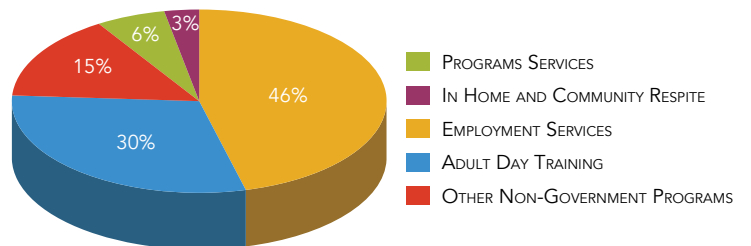
Office of Developmental Programs	\$ 2,053,105
City of Philadelphia, OMH/MR Contract Revenue	\$ 33,956
Grants and Contributions	\$ 367,044
Camp Tuition	\$ 6,900
Production Contracts	\$ 153,792
Service Contracts	\$ 55,171
Fee for Service/Private Pay	\$ 389,576
PEPBowl	\$ 266,926
Other Income	\$ 11,543
Total Revenue	\$2,987,013



ALL EXPENSES

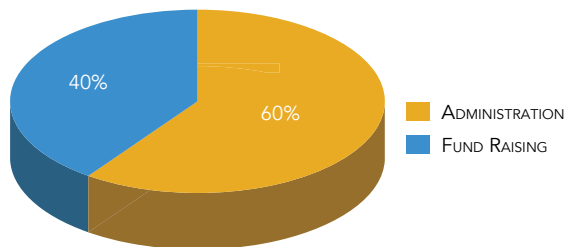
EXPENSES

Program Services	\$ 125,897
In Home and Community Respite	\$ 53,914
Employment Services	\$ 979,362
Adult Day Training	\$ 632,236
Other Non-Governmental Programs	\$ 323,659
Total Program Services	\$2,115,068



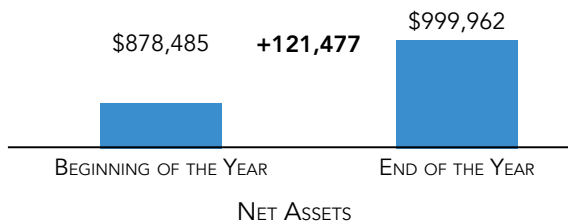
SUPPORTING SERVICES

Administration	\$ 449,508
Fundraising	\$ 300,958
Total Program Services	\$ 750,466
TOTAL EXPENSES	\$2,865,534



CHANGE IN NET ASSETS

Net Assets – Beginning of the Year	\$ 878,485
Net Assets – End of the Year	\$ 999,962
Change	\$121,477



2009 PEPBowl opens following \$350,000 renovation of original center

2009 Funding for PEP's services moves from city agencies to state agencies with a new fee for service billing system

2009 First Beef and Beer event to support PEP programs

2010 Community Arts for Socialization classes begin

GRANTS AND DONATIONS

JULY 1, 2014 - JUNE 30, 2015

PEP is grateful to the many compassionate people and organizations whose contributions continue to grow our programs that empower people with intellectual disabilities to live fuller lives. We thank the following individuals, foundations and corporations for their generous support.

CAMP PEP DONORS

Deborah Adams
Delores Barrett
Merle Brodsky
Thomas Casalena
Assunta Cellini
Mario Cozzubbo, Jr.
Helene Danenhower
Lillian DeAngelo
Connie DeLizio
Teresa Giancaterino
Charles Hoffman
Anthony Maisano
Edward Resovsky
Salvatore Ritrovato
Anthony Rocca
Lucy Sanvitale
Robert Scola
Nancy Sellars
Leonard Singer
Helen Son
Robert Terruso
Thomas Wolf

INDIVIDUALS

Arlene and Salvatore
Accardo
Deborah Adams
Miriam Agisim
Luz Aponte
Delores Barrett
Reggie Battles
Jennifer Bellenger
Karl Beyer
Merle Brodsky
Yvonne Brown
Audrey Cannon
Pauline and Thomas
Casalena
Assunta Cellini
Grace and Mario
Cozzubbo
Lauren DellaCava and Paul
Curcio
Robert Curcio
Helene Danenhower
Kenneth Davis
Lillian DeAngelo
Connie DeLizio
Theresa Devine
Raymond DiPalma
James Doolittle
Linda Dorman
Cleo Dupree
Andrew Epstein
Richard Esslinger
Donna Gallagher

Patrick Gallagher
Joyce Garozzo
Fred Ghanayem
Maria Ghanayem
Teresa Giancaterino
Bruce Gill
Susan and Graham Gill
Ted Graham
Mr. & Mrs. David Hartzell
Charles Hoffman
Jaime Howard
James Johnson
Dionne Jones
Aisling Korff-Dickenson
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Holly Marrone
Helen Son and George
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Cathy Osborne
Daphne and Michael Parker
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Samuel Philip
Leonard Podolin
Dolores Policarpo
Edward Resovsky
Rita Marie and Salvatore
Ritrovato
Anthony Rocca
Lucy Sanvitale
Lisa Schroeder
Ann and Robert Scola
Nancy Sellars
Carol Severino
Pearl and Leonard Singer
Debora and Robert Stern
Bertram Strieb
Vicki Szondy
Robert Terruso
Cuc Thu Ly
Sarah Townes
Cheryl Tumolo
John Paul Urbanas
Miriam Whyte
Thomas Wolf
Erin Wurzel
Gabriel Yassky
Sheila and Allen Zeigler

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 fundraising opportunities

FOUNDATIONS AND TRUSTS

Ben Franklin State Trust Fund
 Beneficial Bank Foundation
 Connelly Foundation
 Dolfinger-McMahon Foundation
 Gallagher Memorial Foundation
 Louis N. Cassette Foundation
 McLean Contributionship
 Mill Spring Foundation
 Philadelphia Activities Fund
 Philadelphia Foundation
 TJX Foundation, Inc.
 United Way of Greater Philadelphia &
 Southern New Jersey

HomeStarr Realty
 Ikea
 JNA Institute of Culinary Arts
 Leandro's Pizza House
 Lindsay Insurance Group
 McKean Defense Group
 Miller Greenhouses
 National Constitution Center
 National Liberty Museum
 Philadelphia 76ers
 Philadelphia Eagles
 Philadelphia Flyers
 Philadelphia Museum of Art
 QVC
 Solutech, Inc.
 Southeast PA USBC Association
 Space & Company
 SWISCO Inc.
 The Pearl Theatre at Avenue North
 Vertex Systems Inc.
 Wilma Theater

CORPORATIONS AND ORGANIZATIONS

Arden Theatre Company
 Compass
 CSAA Insurance Group
 Dudo Electric, Inc.
 Eastern State Penitentiary
 EBN Services
 Elliott-Lewis Corporation
 Francolugi's Pizzeria

SUPPORT PEP NOW AND IN THE FUTURE!

With a planned or deferred gift, you can create a significant legacy at PEP, one that will ensure the resources necessary to sustain our mission in the future.

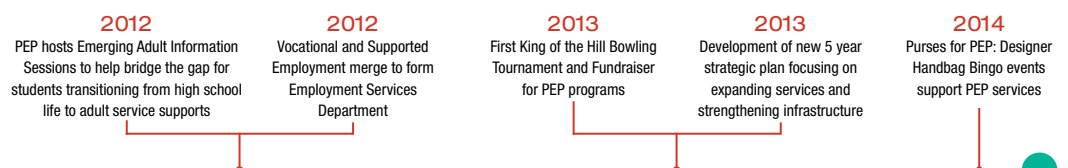
There are numerous ways to make a donation, almost as many as there are needs to be met. You can explore and possibly discover new ways to make a gift that take into consideration both your personal circumstances and the needs of your heirs. For example:

- You can make a gift that pays you income
- You can make a gift of stock or property and realize tax savings.
- You can make a gift that makes an impact after your lifetime.

PEP LEGACY SOCIETY

When you make a commitment to PEP through your will or other deferred gifts, you become a member of the PEP Legacy Society and establish our shared mission at Programs Employing People as part of your lasting legacy.

Joining the PEP Legacy Society is easy! Simply inform us that you have included Programs Employing People in your estate plans by contacting Michael Domer, the Director of Development, at 215 952-4266 or by email at Michael.Domer@pepservices.org.



LEADERSHIP BY AN EXCEPTIONAL BOARD OF DIRECTORS

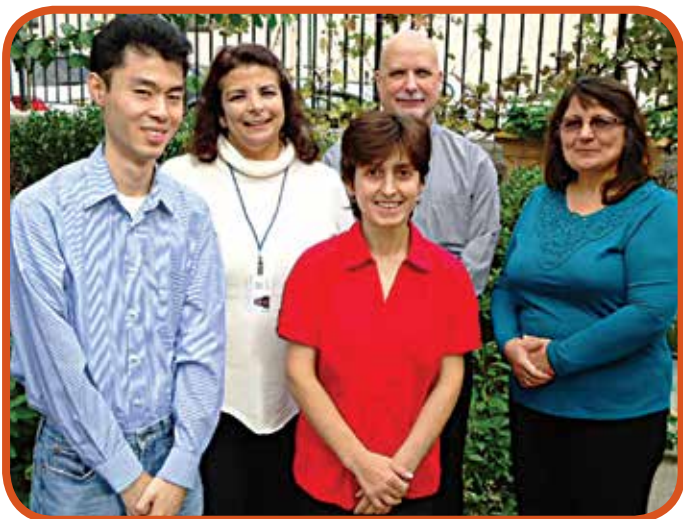


PEP Board of Directors 2014-2015

From left to right: Donna Russo-Gallagher, Paul Curcio, Kathleen McGrann, Maria Ghanayem, Connie DeLizo, Connie LoGiudice, Cheryl Tumolo, Louis R. Petrone, M.D., President, Lou Tumolo.

Absent: Helene Danenhower, Terry Giancaterino, and Cathy Osborne.

Advisory Council: Anna C. Verna, James Reed, Ronald Donatucci, Esq.



PEP Finance and Front Office Staff



PEP Directors

2015 Home and Community
Habilitation Program Expansion

2015 PEP becomes a United Way
Impact Agency

2015 PEP Wins the IKEA
Life Improvement Challenge



PEP Courtyard

PROGRAMS EMPLOYING PEOPLE

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