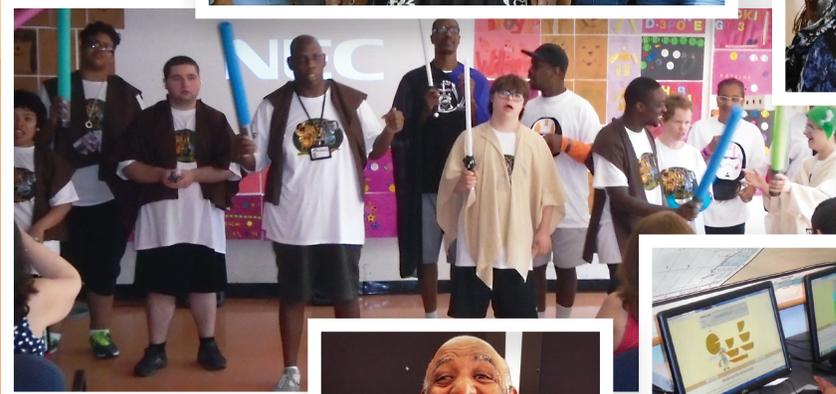


# PEP

PROGRAMS  
EMPLOYING  
PEOPLE

2016.2017



CELEBRATING  
48 YEARS OF  
COMMUNITY SERVICE

1969 / 2017

## A N N U A L R E P O R T

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.

## A LETTER FROM OUR EXECUTIVE DIRECTOR

### DEAR FRIENDS,

It is with mixed emotion that I prepare this year's annual report. Through the generous help of many individual gifts and strong foundation support, PEP continues on strong financial ground. Our grand facility continues to be in good repair in an engaging and ever vibrant community on South Broad Street where a hundred plus individuals attend programming daily and a hundred plus community members recreate each day. The people we support receive a broad array of exemplary services from a gifted and truly committed staff who have chosen careers that require hard work and individualized attention to consumer preferences. We have continued to expand our volunteer resources utilizing individuals, university programs and corporations that clearly understand the positive impact their commitment to PEP will have. Our families are grateful for the opportunity to have their children attend and grow through PEP programs building independent and inclusive lives.



Executive Director, Graham B. Gill

We have continued to expand our community based service options utilizing the many cultural, historical, religious, civic and educational resources in Philadelphia to broaden and inspire an inclusive community life for our people, and to further explore work opportunities as an employment first supporter. We were successful in being awarded a significant multiyear grant from The PEW Charitable Trusts to further expand our supported employment division and move people from sheltered employment to community based employment.

With all this positive forward momentum, why the mixed emotion you may wonder? I will be retiring on June 30, 2017 at the end of our fiscal year, and while we have struggled at times through funding crisis that effect most nonprofits, the past 23 years have been wonderful at PEP. Through the dedication of the staff, a superior management team, and a very committed board, PEP has grown and established itself as a premier service provider in the ID community. This is a family I will dearly miss being a part of on a daily basis. I leave the agency in the very capable hands of our talented management team and they will be facing a significant paradigm shift in service delivery over the next several years. We have planned well for this change and it is my hope you will continue to support PEP in a generous and giving manner to ensure its continued success.

With warm regards to all of you,

Graham B. Gill  
Executive Director

Like us on Facebook and follow on Twitter.



## PROGRAM HIGHLIGHTS

### CAMP PEP GOES TO STAR WARS



Camp PEP "Goes to Star Wars"

Camp PEP serves an important role in the education of our campers with disabilities. During the regular school year, from September through June, families can depend on their school districts to provide academic and socialization skills for their children with intellectual disabilities. When school is closed for the summer, Camp PEP fills their specific need for educationally based, carefully managed summer activities.

This year's "Camp PEP Goes to Star Wars" theme enabled each age specific group to be named after different aspects of the popular movie series. Campers were taught songs and completed art projects to encourage their creativity around the popular science fiction movie adventures. The campers were also able to view several of the Star Wars movies through PEP's sound system.

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. Our campers were able to go on trips to the



Graham is honored by Camp Director Tina Dallas

Philadelphia Zoo, Mummers Museum, Franklin Institute, and Franklin Square. However, the most enjoyable reward and most requested was to the refreshing nearby community swimming pool located at 12th and Carpenter Streets. Bowling at PEP Bowl proved to be an exciting activity to our camp schedule.

Camp PEP's Open House included a very good turnout of parents, PEP Administrators, extended family, and the entire PEP program. Graham Gill, PEP's retiring Executive Director, was acknowledged for his years of dedication and service to our PEP family and to the special needs population. A plaque was presented to him by the Camp Director Tina Dallas.

## ADULT LITERACY AND BASIC EDUCATION



It's easier than I thought.....

The Adult Education Program is a year-round program that serves students both with and without disability to improve their low literacy skills in order to succeed with employment. The program is specially designed to accommodate

students at different levels of ability and experience. Personal goals are set and each student's progress is measured against these set goals.

### Adult Basic Education

The Adult Basic Education Program offers a variety of classes to our primary population. Classes focus on literacy skills in math, reading and money skills, as well as basic life skills. Students taking our computer education classes are taught basic computer skills, how to job search, and use of social media. Last year, the department served a total of 53 individuals from PEP as well as 18 community members living with intellectual disabilities in our Day/Night School basic education classes.

### Community Adult Literacy Program

Adult students in Pennsylvania may now choose to take either the GED test or the HiSET, the High School Equivalency Exam. PEP includes both in the curriculum for Adult Secondary Education and Adult Basic Education classes, as well as job coaching/computer skills. Last year, through these classes 21 non-disabled students made significant educational gains. Career Coaching was also offered, to include assessing students' skills and interests, and assisting students with creating and updating typed versions of their resume.



## PEP Computer Center

Computer Classes for our PEP individuals was very successful. Twenty PEP individuals learned basic computer skills, such as doing a search on the internet. Students learned basic typing and mouse skills while also improving their basic reading, math and money skills through web based interactive programs.

## HOME AND COMMUNITY HABILITATION

Home and Community Habilitation (HCH) provides home and community based supports that are individualized for each person. HCH offers services in two ways: 1) Home and community services allows for customized supports for persons living in a family setting; and 2) Provided on a short-term basis, In-Home Respite services provides relief for a caregiver. Both of these services provide significant support to families who have kept their children at home and not in residential care, providing relief of care responsibilities to attend to other family matters.

HCH is an important addition to services here at PEP. Staff has worked to reduce facility based vocational and day supports for individuals living with disabilities. This program allows PEP's participants to improve access to community integration and independence, to practice making choices and for building skills. Our staff works with many of our individuals so that they are better able to utilize public transportation, attend activities of choice such as museums, community activities and classes, shopping, going to therapy or to doctor's appointments.

At the beginning of the fiscal year, the steady growth of the HCH program warranted the need to hire a full-time Service Coordinator to manage the caseload and assist the Program Director. We expect to double the size of the program in the coming year and hire additional staff as the program grows. By the end of the 2017, PEP had a total of 27 HCH participants with many younger individuals waiting to be approved for waiver services.

## COMMUNITY ARTS FOR SOCIALIZATION

The Community Arts for Socialization Class provides people with intellectual disabilities the opportunity to share their creative talents with those of community volunteer

classmates. The class enjoys a wide range of hands-on art activities that challenge students to try new experiences offering painting, clay sculptures, gardening, computer art, cultural outings, scrap booking, beading, printmaking, collage, scrap wood art projects, and making wall decorations. PEP's supportive staff members and community volunteers help PEP individuals overcome their fears, experience success, and develop self-confidence!



Tom showing off his creativity

In 2017 the class continued to be a popular program serving 23 PEP individuals as well as many community members. While many of our community volunteers were students from local universities, employees from local businesses have often been in attendance. Employees from Anthropologie, a subsidiary of Urban Outfitters, came up with a Valentine's Day card project that they and their PEP classmates worked on together. The plan was to produce Valentine's cards that were then sold to employees at their corporate offices at the Navy Yard complex. Both the PEP individuals as well as their Anthropologie classmates worked so well together that they were able to create and sell enough Valentine's Day cards to not only help raise awareness of intellectual disabilities, but also raising close to \$1000 for PEP! Thank you Anthropologie!!



Geo at the Mann Center

## EMPLOYMENT SERVICES: VOCATIONAL TRAINING AND COMMUNITY INTEGRATED EMPLOYMENT

PEP currently provides workshop based education and vocational training for about 70 - 80 individuals. Within the



Nuru Lee

year it is hoped that the majority of these individuals will be transitioned into the Community Integrated Employment (CIE) Growth through Employment initiative. It is our mission that within the next year, many more individuals like Nuru will be able to benefit from our employment program.

Nuru Lee is autistic and has been working with PEP CIE and the vocational program for a number of years. He has several health challenges as well, including difficulty with his

1988	1989	1991	1994	1995	1996	1997
PEP initiated its adult education program	James B. Groner becomes the Executive Director	Creation of janitorial and maintenance services staffed by PEP clients	Name changes to Programs Employing People	Pennsylvania Legislature awards PEP the deed to 1200 South Broad Street	\$87,000 renovation project begins at 1200 South Broad Street	PEP creates a webpage and is accessible over the internet

sight and he has a speech impediment. Last year, PEP was able to find Nuru part-time employment in maintenance at a Walgreens Pharmacy.

Fortunately, the pharmacy is just two blocks from where he lives, but his mother was concerned about his ability to independently navigate the streets he would have to cross because of his reduced vision. Nuru was always able to take CCT to the vocational workshop when coming to PEP, but because the pharmacy was so close, he wasn't eligible to ride CCT. So one of PEP'S CIE Employment Specialist (ES) began working with Nuru every week to walk from his home to his job, and then back again. With his ES support, Nuru started making positive strides towards independence walking successfully to and from work watching the traffic lights, stop signs and navigating related difficulties regarding traffic for each. Using various training techniques, the ES was able to support Nuru in his quest for independence after just 10 weeks of training. Needless to say, Nuru's mother was very impressed that he had overcome his physical challenges and is now able to work. Nuru now has a new sense of accomplishment and fully enjoys his job at the pharmacy.

## COMMUNITY INTEGRATED EMPLOYMENT

PEP's Employment Services continues to provide employment opportunities to many people like Nuru. CIE Employment Supports matches employers in the community with reliable, well trained workers. Many of our individuals need more help than their nondisabled peers to learn and emulate the techniques of a new job, requiring individualized job coaching until they can manage on their own. CIE individuals are given the support and tools they need to aid in their increasing independence.

Our Community Integrated Employment staff work to develop partnerships with area businesses like Walgreens to identify and then fulfill their staffing needs. Working with qualified, pre-screened applicants, PEP's employment staff serves as a valuable resource to the employer by providing ongoing support, matching their employment needs to each job candidate's skills and interests. Our Community Integrated Employment program served 29 individuals in 2017, many of whom enjoyed an average wage of \$10.72 per hour.

PEP applied for and received a 3-year grant through the Pew Charitable Trusts for \$165,000 to support the expansion of our CIE program. This grant will allow PEP to hire 3 additional staff this year, plus a manager, as a means toward expanding our program to meet the federal mandate under the Final Rule and the state's emphasis upon Employment First.

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



William workin' it!

## VOCATIONAL TRAINING AND WORK CENTER

The Vocational Training and Work Center provides adults with mild and moderate disability with paid work at PEP. Businesses contract with PEP because we are a cost-effective producer of subassemblies, mechanical and electrical assemblies, packing and bagging, inspection and sorting, collating and folding, and mailing and insertion services. Often it is the experiences our participants receive in the work center that serves as a springboard to employment in the community.

Through fiscal year 2017, the Vocational Training and Work Center served a total of 75 individuals like Jackie, Thomas, Ronald and Bonnie. PEP has been able to establish contracts with Temple University Hospital, Cherrydale Farms, Unique Source and the University of Pennsylvania.



Jackie, Thomas, Ronald and Bonnie

In compliance with the regulations dictated by the CMS Final Rule, the transition of our prevocational training program from a facility based service to include more community participation is underway. We have developed two volunteer sites thus far and six individuals have been able to participate in these experiences. Continued efforts will be made to foster more partnerships in the community to provide these opportunities to more participants.



## PEPShred SERVICES

Our PEPShred document destruction operation was very successful in 2017 providing services to over 50 business offices in the Philadelphia area. As a subcontractor with Unique Source, along with contracts with numerous local state owned and operated buildings involving local county assistance, and Career Link offices; the Office of General Counsel, Probation & Parole; Office of Vocational Rehabilitation; Departments of Public Welfare and Labor; as well as State Liquor Control stores, PEPShred operation has kept 19 participants feeling productive and positive about earning a regular paycheck while they learn and build upon new skills. The program is also a boost to the environment as we shred approximately 476,000 pounds of paper each year and return the by-product to paper mills for recycling.

## PEPBowl

Did you know that PEP is well known in the community for its boutique, six lane Brunswick bowling center? Located in PEP's lower level, PEPBowl is a fully renovated bowling center providing program opportunities for not only PEP individuals and staff, but also the at-large community as a location for affordable recreation and sport to about 14,000 community residents annually. PEPBowl currently raises about 8% of PEP's revenue and employs two full time and 6 part time staff, three of whom are individuals living with disabilities.



If you haven't had the opportunity to take advantage of a unique South Philly style bowling experience, then you should definitely make plans to visit PEPBowl soon. You can participate in the various bowling leagues, celebrate any special events or just come by and rent a lane for you and your pals. The venue is so popular that we recommend a bowler call ahead to ensure lane availability. Come and enjoy an afternoon or evening of good, clean fun recreation. Check us out at [www.pepbowl.com](http://www.pepbowl.com)

## ADULT DAY SERVICES PROGRAM

Many of our individuals are less able to engage in the workforce due to more severe disabilities, so PEP offers a day program for participants to enhance their overall development through normal social interaction. Adults and seniors living with disabilities partake in planned activities with trained staff involving arts and crafts, music, recreation,

and cognitive growth opportunities. Each participant in the Adult Day Services program continually works on fulfilling at least two program goals throughout each day. For most of our participants, at least one of these goals involves integration into the community through educational and recreational day trips.

One of the highlights of the week includes regular trips into the community where our individuals experienced a number of activities and special events. This past year we participated in an art workshop through the Walnut Street Gallery; a ballet class at Cherry Street; Pennsylvania Ballet's Sensory Friendly event "The Nut Cracker"; Friends Center for the Philadelphia Orchestra "Sounds All Around" a sensory friendly event; Colour Brilliance at Asplundh; Sister Act at Walnut Street Theater; and Live Connections 2.

Workshops were also conducted onsite through Art-Reach, a foundation based in the Arts, to provide creative arts experiences for our individuals such as *Live Connections Rhythmic Body* which enthralled our participants twice last year.

In addition to these community based special events, PEP's Adult Day individuals also experienced no less than 44 different community locations during 2017 including museums, art galleries, nature centers, parks, zoos, numerous malls and department stores.

We also continued our relationship with MANNA where PEP individuals and staff joined MANNA volunteers to deliver meals to the ill or needy in the community.



Seniors, Larry and Ernestine tied the knot 40 years ago!

A core group of four consumers participate in these deliveries with a staff, and has expanded in the amount of days we provide service. Others are given the opportunity to supplement the group and to consider employment exploration.

## GOLDEN BRANCH

Golden Branch participants continue to be a very active group enjoying many in-house programs and activities including making seasonal crafts, exercising, playing games, trivia, dancing and singing along with the occasional Karaoke session. Our elders have the option to participate in many of the trips with ADT individuals to local parks,



malls, museums or stores, and they make weekly trips to a local Senior Center where they can interact in activities with other Center participants. Our goal is to continue to provide elder centered activities based upon the current needs and interests of our participants.

## STAFF AND ORGANIZATIONAL ACHIEVEMENTS

### CONGRATULATIONS HEATHER!! THE THIRD ANNUAL PEPPER AWARD HONOREE

PEP's Prime Employee Recognition (PEPPER) Award has been established as an annual award to honor an employee who goes above and beyond their normal responsibilities. This award effectively advances PEP's mission, fosters growth in our individuals and programming, volunteers for extra duties without complaint, and motivates others to succeed. Though the Selection Committee had many deserving staff people to consider, the one person they chose fit the PEPPER criteria perfectly ...

### HEATHER KUZOWSKY

As the Home and Community Habilitation (HCH) Manager, Heather developed and grew the HCH program from its infancy – from marketing, to staff hiring, training and supervision, to complete oversight of every aspect of this important new program. Thanks to her willingness to put in long hours, sometimes on nights and weekends, HCH has become a viable new service for our individuals.



Heather Kuzowsky

In addition to her role with HCH, Heather was unexpectedly asked to take on the added responsibility of managing PEP's Adult Day program, and did so with outstanding energy and commitment. Despite this significant additional demand on her time and focus, Heather never wavered from demonstrating a high level of professionalism and empathy, always giving her best to each challenge, and never losing sight of the importance of meeting PEP's mission of service to our consumers and their families.

Congratulations Heather! You're a prime example of a "True PEPPER"!!

## EVENTS AND FUNDRAISING PROJECTS AT PEP

### COMMUNITY PARTNERS PROJECT

The *Community Partners Project* was established by PEP in 2017 to generate mutually beneficial relationships with local businesses and organizations. In fiscal 2017, twelve local businesses were involved in this project either as sponsors of fundraising events, and / or as ad partners in our *South Philly Review* advertising campaign.

Through the advertising campaign, PEP was able to introduce its programs and services to the South Philly community by purchasing four full page ads in the *South Philly Review*. We were able to pay for these ads by identifying local businesses interested in purchasing PEP's ad space. The South Philly Review connects with 57,000 households each week.



Essen Bakery & Francolui's Pizzeria

We truly appreciate these businesses for their commitment in supporting our disabled individuals through this project: The Alliance of Community Service Providers, Broad Street Family Pharmacy, Casmir Care Services, Clifton Larsen Allen LLP, Essen Bakery, Francolui's Pizzeria, Halia Home and Community Services, Key Pizza, Lindsay Insurance Group, Rockacy Benefit Associates, Space and Company, and Swisco.

### PURSES FOR PEP: DESIGNER HANDBAG BINGO

Did we have a good time at the Purses for PEP Designer Handbag Bingo in November? Heck yes! This was the most successful, and arguably the most fun bingo event ever held at PEP as close to 160 bingo and handbag enthusiasts enjoyed a lively evening that included great food, 25 gift baskets, the largest 50/50 give-a-way ever and, of course, winning all those stylish designer handbags! The night was made memorable by the always entertaining emcee



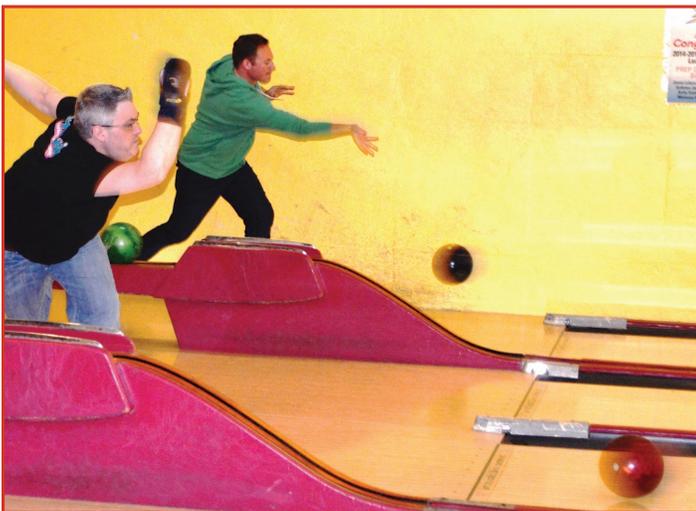
Jules Vuotto as winners were awarded handbags of all shapes and sizes from notable designers such as Michael Kors, Kate Spade, Coach, Dooney & Bourke and others. The event raised over \$8000 to support PEP programs.



Bingo Handbag Winner!

Special thanks go to PEP's Board of Directors for their time and energy, making this event one of PEP's most successful fundraisers. We also want to thank the many volunteers who helped us run the event, and to everyone who attended. Many thanks to Acme Market at 10th & Reed, Historic Philadelphia, Opera Philadelphia, Philadelphia Flyers, Philadelphia History Museum, Philadelphia Zoo, and the ShopRite Market at 23rd and Oregon for their donations of gifts and prizes.

## KING OF THE HILL BOWLING TOURNAMENT AT PEPBOWL



Fierce Competition at King of the Hill

Our fifth annual King of the Hill Bowling Tournament surpassed last year's fundraising total by \$2000! Our largest fundraiser ever raised over \$10,000 for Camp PEP our specialized summer camp for children living with intellectual disabilities. Over 100 bowlers competed in both the novice and advanced competitions for cash and prizes. 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 40 players competed for cash 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 Tournament Sponsors Halia Home and Community Services, Francoluigi's Pizzeria, and Key Pizza. Food Sponsors included The Alliance of Community Service Providers and Lindsay Insurance Group. Swisco was our Special Sponsor and Space and Company was our Benefactor Sponsor. Many thanks to the numerous program advertisers, as well as the organizations and individuals that donated gifts as prizes.

## 11TH ANNUAL PLANT AND FLOWER SALE



PEP's Annual Plant & Flower Sale

We had a fantastic turnout by our South Philly neighbors the first week of May to support our 11th annual plant and flower sale! Customers were able to choose from a wide assortment of bright annuals, beautiful perennials and hearty vegetables all located in our award winning garden courtyard. We surpassed our fundraising goals by raising over \$3,000 for PEP services and programs including our own 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.

**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

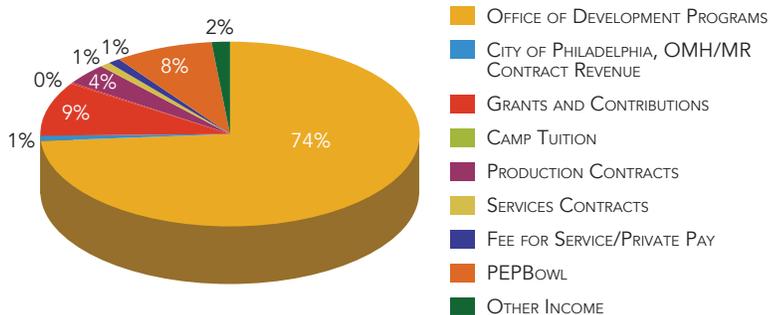
**2010**  
Community Arts for Socialization classes begin

# STATEMENT OF FINANCIAL ACTIVITIES

## JULY 1, 2016 – JUNE 30, 2017

### REVENUE AND SUPPORT

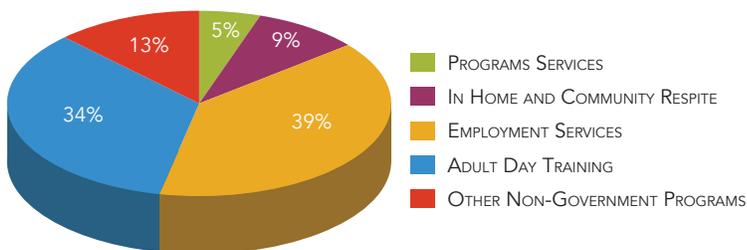
Office of Developmental Programs	\$ 2,442,704
City of Philadelphia, OMH/MR Contract Revenue	\$ 30,015
Grants and Contributions	\$ 313,123
Camp Tuition	\$ 7,555
Production Contracts	\$ 122,572
Service Contracts	\$ 29,928
Fee for Service/Private Pay	\$ 34,170
PEPBowl	\$ 278,294
Other Income	\$ 51,572
<b>Total Revenue</b>	<b>\$3,309,933</b>



### ALL EXPENSES

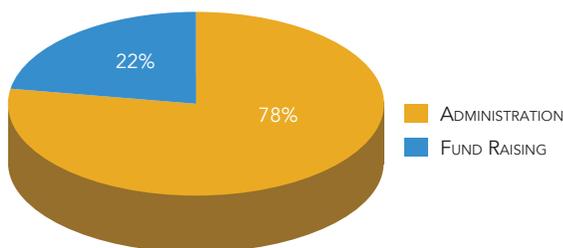
#### EXPENSES

Program Services	\$ 130,222
In Home and Community Respite	\$ 226,357
Employment Services	\$ 988,425
Adult Day Training	\$ 866,153
Other Non-Government Programs	\$ 311,409
<b>Total Program Services</b>	<b>\$2,522,566</b>



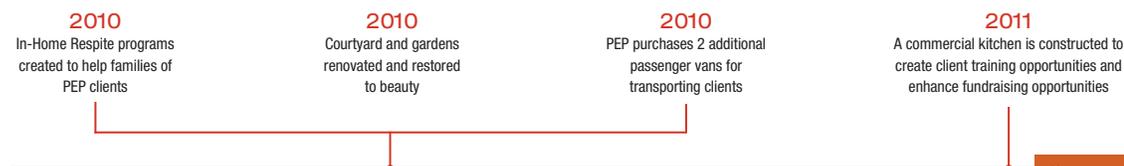
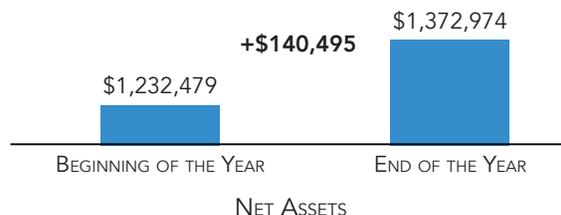
#### SUPPORTING SERVICES

Administration	\$ 502,282
Fund Raising	\$ 144,790
<b>Total Program Services</b>	<b>\$ 647,072</b>
<b>TOTAL EXPENSES</b>	<b>\$3,169,638</b>



### CHANGE IN NET ASSETS

Net Assets – Beginning of the Year	\$ 1,232,479
Net Assets – End of the Year	\$ 1,379,974
<b>Change</b>	<b>\$ 140,495</b>



## GRANTS AND DONATIONS

**JULY 1, 2016 – JUNE 30, 2017**

PEP is truly grateful to the many compassionate people and organizations who have contributed to the programs and services that empower people living with intellectual disabilities to live fuller lives. We thank the following individuals, foundations and corporations for their generous support.

### CAMP PEP DONORS

Dolores Barrret  
Merle Brodsky  
Pauline and Thomas Casalena  
Julia Curcio  
Helene Danenhower  
Kenneth Davis  
Lauren DellaCava and Paul Curcio  
Ronald Donatucci  
Gerri Foster  
Maria Ghanayem  
Dorothy Ghanayem  
Teresa Giancaterino  
Thomas & Audrey Gilliard  
Charles Hoffman  
Jaime Howard  
Kathleen McGrann  
Harlene Montgomery  
Floyd Nasuti  
Thomas Nicosia  
Cathy Osborne  
Leonard Podolin  
Donna Rabene  
Edward Resovsky  
Rita Marie and Salvatore Ritrovato  
Daniel Rooney  
Lucy Sanvitale  
Pearl and Leonard Singer  
Vicki Szondy  
Cuc Thu Ly  
Miriam Whyte

### INDIVIDUALS

Dolores Barrett  
Jessica Bradbury  
Merle Brodsky  
Yvonne Brown  
Pauline and Thomas Casalena  
Assunta Cellini  
Joseph Conroy  
Mario Cozzubbo, Jr.  
Concetta Cuffari  
Arla Cummings  
Robert Curcio  
Steven Curcio  
Helene Danenhower  
Lillian DeAngelo  
Connie DeLizio  
Theresa DeMayo  
Frank DePasquale, Jr.  
Theresa Devine  
Raymond DiPalma  
Sharon and Michael Domer  
Ronald Donatucci  
Andrew Epstein  
Lisa Finkelstein  
Gerri Foster  
Sara and Richard Gable  
Donna Gallagher  
Dorothy Ghanayem  
Maria Ghanayem  
Bruce Gill  
Susan and Graham Gill  
Elizabeth Grigg  
Mr. and Mrs. David Hartzell  
Charles Hoffman  
Jaime Howard  
James Johnson  
Heather Kuzowsky  
John Lanetti, Sr.  
Jennifer MacMullen  
Mary Marino

Tony Marino  
Helen Son and George Marsden  
Matthew McDonald  
Kathleen McGrann  
John McGrath  
Janine Merlino  
Linda Montgomery  
James Moran  
Denise Morris  
Darilyn Moyer  
Gelsomina Murray  
Floyd Nasuti  
Gloria Nhambiu  
Cathy Osborne  
Dr. Louis Petrone  
Leonard Podolin  
Lucia Poiesz  
Edward Resovsky  
Adele Rice  
Rita Marie and Salvatore Ritrovato  
Terrance Rowley  
Elizabeth Ryan  
Lucy Sanvitale  
Casey Scogoncil  
Ann and Robert Scola  
Jamie Kelly and Robert Scott  
Anita Scullin  
Nancy Sellars  
Alex Siegel  
Pearl and Leonard Singer  
Kathleen Stalford  
Debora and Robert Stern  
Robert Stocker  
Bertram Strieb  
Patricia Tartack  
Robert Terruso  
Cuc Thu Ly

John Tooker  
Sarah Townes  
Cheryl Tumolo  
Lou Tumolo  
Seth Weiner  
Miriam Whyte  
Gerald Winslow  
Dorothy Wolf  
Sheila and Allen Zeigler

### FOUNDATIONS AND TRUSTS

Aon Foundation  
Ben Franklin State Trust Fund  
Beneficial Bank Foundation  
Christian R. & Mary F. Lindback Foundation  
Connelly Foundation  
Dolfinger-McMahon Foundation  
Louis N. Cassette Foundation  
Philadelphia Activities Fund  
Samuel P. Mandell Foundation  
Staples Foundation  
The Benevity Community Impact Fund  
The Mill Spring Foundation  
The Pew Charitable Trusts  
The Philadelphia Foundation  
The Rittenhouse Foundation  
The Scholler Foundation  
The TJX Foundation  
Truist  
United Way of Greater Philadelphia & Southern New Jersey

**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

## CORPORATIONS AND ORGANIZATIONS

- |  |   |
|--|---|
| Acme Market 10th and Reed                | National Constitution Center                |
| Anthropologie                            | National Liberty Museum                     |
| Art Reach                                | National Museum of American Jewish History  |
| Beneficial Bank                          | Network for Good                            |
| Berkshire Hathaway Home Svs. Fox & Roach | Opera Philadelphia                          |
| Books in Homes                           | Pennsylvania Ballet                         |
| Bourbon and Branch Restaurant            | Philadelphia Eagles                         |
| Broad Street Family Pharmacy             | Philadelphia Flyers                         |
| Casmir Care Services                     | Philadelphia History Museum                 |
| Clifton Larson Allen LLP                 | Philadelphia Museum of Art                  |
| Comcast Spectacor Charities              | Philadelphian Phillies                      |
| Crowe Concrete                           | Philadelphia Union                          |
| Dyre-Upsal LLC                           | Philadelphia Zoo                            |
| Emerald Business Supply                  | Quantum Think                               |
| Essen Bakery                             | Quintessence Theatre                        |
| Francoluigi's Pizzeria                   | Reading Fightin' Phils                      |
| Halia Home and Community Services        | Rockacy Benefit Associates                  |
| Historic Philadelphia, Inc.              | ShopRite Market 23rd and Oregon             |
| HomeStarr Realty                         | Solutech, Inc.                              |
| IKEA North America Services              | Space & Company                             |
| Key Pizza & Grill                        | SWISCO Inc.                                 |
| Leandros Pizza House                     | The Alliance of Community Service Providers |
| Lehigh Valley Iron Pigs                  | Three Scoops RHS                            |
| Lindsay Insurance Group                  | Trenton Thunder                             |
| Lingual Institute                        | Tuck Barre and Yoga                         |
| Lu La Roe – Sarah Park                   | Twenty 9 Restaurant & Bar                   |
| Marino's Auto Repair                     | Wilmington Blue Rocks                       |
| Miller's Ale House                       | Yards Brewery                               |

## 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.

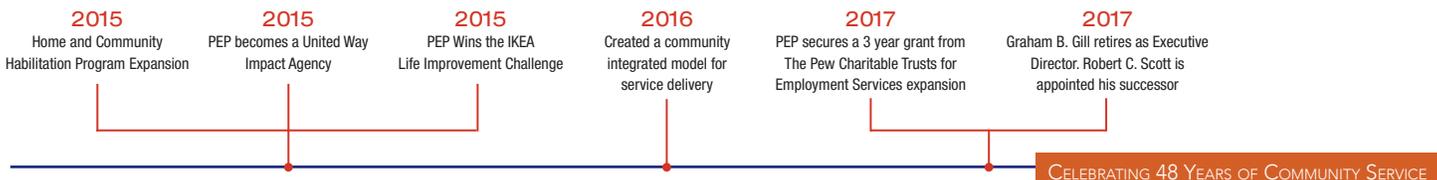
For example:

- 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](mailto:Michael.Domer@pepservices.org).



## LEADERSHIP BY AN EXCEPTIONAL BOARD OF DIRECTORS



PEP Board of Directors 2016-2017

**From left to right:** Lou Tumolo, Jessica Bradbury, Donna Russo-Gallagher, Connie DeLizio, Terry Giancaterino, Cheryl Tumolo, Paul Curcio, President Louis R. Petrone, M.D., Kathleen McGrann, Mary Marino.

**Absent:** Helene Danenhower, Maria Ghanayem, Cathy Osborne.

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



Administrative Team



PEP Finance and Front Office Staff



Vocational Program Staff

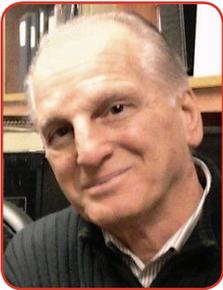


One to One Support Staff



Home and Community Habilitation Staff

## MEET OUR NEW EXECUTIVE DIRECTOR



Robert C. Scott

Mr. Scott has more than 30 years' experience serving persons with intellectual and developmental disabilities in non-profit provider organizations throughout the Delaware Valley. He has held positions in all levels of service delivery, from direct care to leadership, and as a management consultant to various non-profits. Since his arrival at PEP in 2009, Mr. Scott served as director of programs where he has worked closely with the executive director and administrative team while overseeing all programs and new initiatives. Over the past three years, Mr. Scott played a key role in developing strategies to expand PEP's services and the transition to more community-based activities to meet new ODP requirements. As executive director, and with the Board's guidance, he plans to lead the organization to expanded community partnerships while maintaining PEP's exceptional quality of overall services.



Program Service Coordinators



Community Integrated Employment Staff

## PROGRAMS EMPLOYING PEOPLE

1200 SOUTH BROAD STREET, PHILADELPHIA, PA 19146

215-389-4006 ■ 215-389-5228 FAX



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[INFO@PEPSERVICES.ORG](mailto:INFO@PEPSERVICES.ORG)

**FOLLOW PEP FOR THE LATEST NEWS AND EVENTS!**