

2018-2019 PEP ANNUAL REPORT

Programs
Employing
People

Education, Jobs & Support
For People With Disabilities

SINCE 1969

50
YEARS



CELEBRATING 50 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.

A LETTER FROM OUR EXECUTIVE DIRECTOR

DEAR FRIENDS OF PEP,

This year, as we commemorate PEP's half century of accomplishments and service to those with intellectual and developmental disability, there is much to celebrate in our current endeavors as well. And thanks to the continued support and oversight of our Board of Directors, our committed and caring staff, and the kindness of our numerous benefactors, PEP maintains its delivery of exceptional services to those most in need.

To be sure, the past year has not been without its challenges, and especially so given the continued expectation by our funding sources since 2017 for a dramatic movement away from traditional, facility-based service delivery. While we maintain our very productive on-site **PEPShred** document destruction operation with two commercial size shredders and employment of 15 or so individuals at prevailing wage rate, our newer **Community Participation Supports** program offers social, educational and voluntary activities within the community with a goal of no less than 25% participation of their overall time in program.

As a result of these changes in the service delivery model, we have successfully sought out and hired additional staff to fill increased staffing needs in the **Day Habilitation Services** and **Employment Services** programs. Our **Adult Literacy** and the **Arts for Socialization** programs each remain in demand with newly added participants, and each program remains supported by a steady cadre of much appreciated volunteers. And for added support of our community activities, we have accessed new funding from PennDOT for the acquisition of four new vehicles to add to our growing fleet, and pursued new prospects for additional foundation support overall.

We continued to upgrade the functionality of our 65 year old building with newly installed WIFI, and we added security for our computer system with new switches and firewall. We also replaced the building's original air handler for the air conditioning unit that provides cool air to our building's lower level area.

Throughout the year, our staff have dedicated themselves to an improved regimen of on-line instruction with the Elsevier College of Direct Support training program; in addition, many staff have completed new certification requirements. And, PEP's enhanced **Quality Assurance** initiative, begun 2 years ago to establish a rigorous and meaningful Quality Management Plan for tracking and measuring across-the-board organizational progress, remains essential to PEP's continued successes.

As always, we remain faithful to our original mission of service, guided by *Everyday Lives* principles to offer our participants every opportunity to reach their fullest potential for self-determination and autonomy. Your continued generosity and support helps PEP to achieve our goals on behalf of those we serve. So as we close out our 50th year of service, PEP staff and I again invite you to review the many examples of our continued growth and success in furnishing quality programs, community related activities and access to employment opportunities for those living with intellectual and developmental disability.



Executive Director, Robert C. Scott

Robert C. Scott
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

PROGRAM HIGHLIGHTS

PEP's mission is to provide and promote social, vocational, educational, rehabilitative, recreational and employment opportunities for people with disabilities, including but not limited to those with intellectual disAbility. In 2019, our 50th year of service, PEP offered the following services to more than 300 individuals.



Celebrating 50 years of Camp with Family and Friends ...

CAMP PEP "THROUGH THE YEARS"

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

In 2019, Camp PEP's "Through the Years" theme enabled each group of campers to be named after previous camp themes in acknowledgment and celebration of PEP's 50th Anniversary. Each week awards were given to honor campers from each group for their various individual accomplishments. This year our campers were able to go on a trip to the Mummars Museum, as well as visits from the Philadelphia Zoo, a magician and the New Jersey Aquarium.

ADULT EDUCATION



Community Adult Literacy Student

The Adult Education Program at PEP provides classes for PEP program participants as well as community members with or without disabilities. The classes are tailored for the specific population served in each class. 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.

DAY/NIGHT CLASSES

Our Day/Night Adult Basic Education classes for individuals with intellectual disabilities continues to grow. PEP staff, in coordination with volunteers from Temple University and the community, served a total of 43 individuals from PEP as well as 14 community members with disabilities. Classes focused on literacy skills in math, reading and money skills, as well as basic life skills.

PEP COMPUTER CENTER

Computer classes for our PEP participants were very successful as students learned and maintained basic computer skills, including doing a search on the internet. In addition they improved their basic reading and money skills through web based interactive programs.

COMMUNITY ADULT LITERACY PROGRAM

PEP continued to offer High School Equivalency Test preparation classes to community residents. PEP provided Adult Secondary Education (ASE) and Adult Basic Education (ABE) classes and job coaching/computer skills to 21 community members.

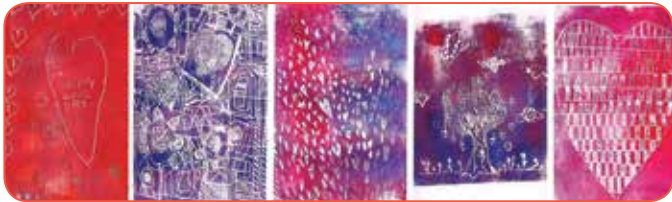
His hard work paid off! One of our community students, Philmore Stanton, passed his Science GED test at Connection Training Services in March, 2019 and completed pursuit of his GED. Phil had worked diligently with PEP staff in previous months as he passed his math, social studies, and Reasoning through Language Arts tests. Phil managed to juggle two jobs, family responsibilities, and many hours of study to achieve this very commendable goal!

COMMUNITY ARTS FOR SOCIALIZATION

The Community Arts for Socialization Class provides people with intellectual disabilities the opportunity to share their creative talents with support from creative volunteers and college students from the community. This program allows our individuals and community members a chance to express themselves artistically, while increasing hand-eye coordination and motor skills in a social setting. Along with the many hours of dedicated support by their non-disabled classmates, PEP participants are able to overcome their fears, experience success, and develop self-confidence!

- | | | | | |
|---|---|---|---|--|
| 1980
Mr. Dickerman becomes Executive Director | 1980
PEP initiated its first venture into community job placement | 1982
Ken Kline appointed Executive Director | 1986
PEP becomes the first community organization to develop a Placement Department with a mission to find community jobs for people with intellectual disability | 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 |
|---|---|---|---|--|

PEP's Community Arts class has seen an increase in popularity over the last year. Volunteers from Temple University and Drexel University's College of Medicine as well as local community residents worked on a number of different projects with our participants from the creation of flower decorations for PEP's 50th Anniversary Luau Party, to partnering again with Anthropologie, a subsidiary of Urban Outfitters, on a Valentine's Day card project and Holiday season cards.



Community Arts Student Holiday Card Designs

HOME AND COMMUNITY HABILITATION

Home and Community Habilitation (HCH) provides home and community based supports individualized for each person. HCH offers services in two ways: 1) Home and Community services allow for customized supports for persons living in a family setting; and 2) In-Home Respite services for relief of a caregiver. Both services offer significant supports to families whose children live at home, in order to attend to other family matters.

The growth of the HCH program from the previous year created the need for a full-time Program Coordinator to manage the caseload and assist the Program Director. We expect to double the HCH census in the coming year and to hire added staff as this program grows.

Achieving Independence ...

This past year, James Barbour requested Home and Community Habilitation (HCH) services because he wanted



James Barbour

to live independently. He is a shining example of how HCH can work. When he first started with PEP, James was living at home and working at least 20 hours a week, with the desire to grow more independent and find his own apartment. He was able with HCH supports to find an apartment of his choice in a location he was happy with. Shortly after this process began, James became engaged. He now needed assistance with moving, planning, and preparing for life with his significant other. He moved into his new apartment in February and married in April. HCH staff assisted James with the purchase and assembly of his new furniture. He and his new bride

together effectively maintain their own apartment. James now feels as though the program has aided him as much as possible and that he and his wife, Jennifer, can take it from here. We are sad to see him go, but it has been a pleasure for PEP to work with James and are proud of his progress in his self-guided life goals.

EMPLOYMENT SERVICES

PEP's Competitive Integrated Employment (CIE) staff provide a lifelong commitment to their individuals by serving as a valuable and supportive resource to them, and to employers. This comprehensive approach for securing lasting relationships has enabled PEP's staff to find employment for hundreds of our individuals over the years.

If at first you don't succeed ...

The success of a Supported Employment Services program is truly measured by the difference it can make in a person's ability to be successful at working a competitive job.

Gregory Wearing is one example.



Gregory Wearing

Gregory came to the Pre-Vocational Training Program in 1995, but it wasn't until 2001 when he decided to explore work. With the help of his Employment Specialists he had no problem finding work, but he was challenged to stay employed. He needed to work on developing strategies for appropriate interaction in the community and coping with the changes in routine. Staff worked together to convey consistent messages to Gregory when practicing his coping skills. He soon learned to greet people with a fist bump instead of bear hugs and to express his frustrations with more appropriate behaviors and to self-regulate.

Gregory's hard work paid off in August of 2018 when he landed a job at the newly opened Sprouts Farmers Market. He and his job coach worked to develop the necessary strategies he would use when frustrated or confused. The job coach worked with Gregory's co-workers and managers on the strategies developed to help Gregory implement them when the job coach is not there. His position is Front End Courtesy, a customer service position which was perfect for Gregory in that he is very friendly and loves to greet people. It has been one year now and we have seen Gregory flourish on this job.

His support team of job coaches, co-workers, family and store customers, well as his employer, are all thrilled that Gregory has been able to be successful in increasing his independence on a competitive job.

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	1994 Name changes to Programs Employing People	1995 Pennsylvania Legislature awards PEP the deed to 1200 South Broad Street	1996 \$87,000 renovation project begins at 1200 South Broad Street	1997 PEP creates a webpage and is accessible over the internet
--	---	---	--	--	--	--

COMPETITIVE INTEGRATED EMPLOYMENT

Competitive Integrated Employment (CIE), PEP's supported employment program, continues to provide employment opportunities to many people like Gregory. CIE matches employers in the community with reliable, qualified 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 achieve independence. CIE individuals are given the support and tools they need to aid in their increasing independence.

The number of people served in Employment Services increased by 94 individuals in 2019 due to our partnership with the Office of Vocational Rehabilitation (OVR). Through PEP's pre-employment services, our individuals were able to identify their skills, job preferences and ultimately their employment goals through community based work assessments. In addition, we assisted these individuals to improve interviewing skills and develop resumes as well as assisting them with the job application process. In 2019 our Employment Specialists developed relationships with over 100 businesses in the Philadelphia area in their effort to identify an employment match for our individuals.

COMMUNITY PARTICIPATION SUPPORTS – VOCATIONAL SERVICES

Over the course of fiscal year 2019, the CPS program completed jobs collating and stuffing student welcome bags for the University of Pennsylvania, Division of Business Services, as well as projects from UPenn's Hospitality Department. In 2019, CPS developed a partnership with Free People and also continued its relationship with Anthropologie Inc., both subsidiaries of Urban Outfitters. The individuals in the program are commissioned several times a year to assist with the on-site assembly of their promotional gift bags. This has allowed our individuals to experience real integrated work in the community.

In addition, through relationships established with community organizations like The Rock School for Dance Education, and Fringe Arts our individuals will continue to experience earning money on these and other real life integrated work sites in the community.

DOCUMENT DESTRUCTION SERVICES

PEPShred employs fully trained, supervised individuals with disabilities who collect, shred and dispose of documents efficiently and confidentially. Over 50 business offices in the Philadelphia area have contracted with PEPShred, including



The PEPShred Team

our PEPShred workers, resulted in a slight decline in annual net revenue for the operation.

PEPBOWL



Located in PEP's lower level, PEPBowl celebrated ten years in 2019 as South Philly's most affordable bowling location for bowling enthusiasts, serving 15,000 community residents annually. The fully renovated six lane Brunswick bowling center also provides program

and employment opportunities for PEP individuals. PEP-Bowl currently raises about 8% of PEP's annual revenue.

If you haven't had the opportunity to take advantage of this 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 a special event or just come by and rent a lane for you and your pals. The venue is so popular that we recommend bowlers call ahead to ensure lane availability. Come and enjoy an afternoon or evening of good, clean fun.

Check us out at www.pepbowl.com

ADULT DAY SERVICES PROGRAM



Cooking Class

Many of our individuals may be unable to engage in the workforce due to more severe levels of disability, so PEP offers a day program for participants to enhance their overall development through

community social interaction. Our individuals work on goals that include personal outcomes which suit the individual's needs and support independence. Program Coordinators also discuss employment interests incorporating community based volunteering activities into the daily scheduling.

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 the Move Up initiative under the Mayor's Commission on Literacy and expands five fold

The department was able to provide a number of community experiences with various community organizations in 2019 including Art-Reach, MANNA, Philabundance, Circle Thrift and the local Starbucks which initiated a "Coffee for Cops" social and a monthly game day at their store.

PEP'S ARTISTIC EXPLORATION PROJECT

A new program in 2019, the Artistic Exploration Project focuses on creating opportunities for our individuals for not only creative self-expression, but also provides sensory experiences and social engagement while developing teamwork awareness, increasing community interest and exploration as well as employment possibilities.

In 2019 our individuals were able to participate in a number of weekly programs including: a hip hop dance class taught by an instructor from The Rock School for Dance Education; the involvement of an instructor from the Movement Laboratory, who worked with our elders to explore music and dance; and Cheng's Martial Arts, a new community partner who provided an off-site opportunity for individuals to learn the philosophy and practice the skills offered through a martial arts class.

GOLDEN BRANCH



Putting on the moves in Golden Branch

Golden Branch elders enjoyed weekly trips to two local senior centers where they participated in activities with other members of the senior citizen community, and added a monthly (or more) trip to the nearby Broad Street Diner. They also had the option to participate in many of the trips with our adult day participants to local parks, malls, museums or stores, as well as participate daily in the in-house activities of their choosing, including seasonal crafts, playing games, Trivia, dance, exercise and singing in an occasional Karaoke session. Our goal is to continue to expand activities centered upon the current needs of the participants, as many are choosing to go out into the community more frequently.

Our elders in 2019 also thoroughly enjoyed the weekly movement group taught by Ashley Coats from the Movement Lab, and often took advantage of the weekly Rock School's dance class.

STAFF AND ORGANIZATIONAL ACHIEVEMENTS

Congratulations Kelly!! The Fifth 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. Though the Selection Committee had many deserving staff to consider, the one person they chose fit the PEPPER criteria perfectly ...



Kelly Newton

As a Program Coordinator for the Adult Day Program, Kelly not only demonstrated proficiency in her coordinating skills, but has often taken on tasks that are outside her position's responsibilities. She has actively supported staff by improving effective support and communication, offering to mentor new and current staff, fostering growth in programming and suggesting new approaches and activities.

Kelly is also a strong advocate for insuring that our individuals' voices are heard. She is uniquely aware of the interests and needs of our individuals, actively referring and then supporting the transition(s) of individuals from one program to another, thus improving opportunities for individuals to meet their own expectations.

Congratulations Kelly! You are a prime example of a "True PEPPER"!!

EVENTS AND FUNDRAISING PROJECTS AT PEP

50 YEARS OF SERVICE WITH YOUR SUPPORT!

Through the last five decades, we have experienced a number of successes and challenges, from building the foundation of a fledgling social service organization first known as *Programs for Exceptional People*, to a thriving organization supporting individuals with intellectual disabilities and their caregivers. We've been able to provide a broad array of exemplary services from a gifted and truly committed staff, firmly supported by our board of directors, very generous donors, community partners and the commitment of foundations enabling PEP to continue on strong financial ground. *Thank you!!!*



CELEBRATING 50 YEARS TOGETHER

The PEP board of directors, administration and staff decided that the best way to celebrate 50 years of service would be to include everyone who has contributed to the success of one of the premier organizations in Philadelphia serving persons with intellectual disability. So we did ...

HAWAIIAN LUAU IN APRIL

Celebrating a half century of service should be fun, so we decided to put together a Luau and invite all of our friends. Our individuals, family members and other caregivers, staff and several board members enjoyed a catered meal while some wore grass skirts, leis and the occasional Hawaiian shirt was also spotted among the crowd of party goers. Highlights involved all types of games including a limbo contest, our elders performed and taught the hula, and several individuals provided a very enthusiastic martial arts demonstration. In all about 175 people enjoyed their time together.

GOLDEN ANNIVERSARY EVENING CELEBRATION

On a beautiful evening in early May, it was a "who's who" kind of event; everyone we could think of was invited. Several of the original family members who worked hard to establish PEP's founding program, Camp PEP, were in attendance. Many of our donors and business sponsors came and enjoyed the evening festivities, as did a number of employers who have worked side by side with PEP staff to employ our individuals. Current and past staff, Board of Directors - past and present – and several of our individuals and family members all wanted to be there. Who else would you want at your Golden Anniversary than your family and friends! Besides the great food and drink, the evening's entertainment included a video hip hop dance performance by our individuals introduced by their instructor from the Rock School for Dance Education, and Master Paul Cheng, from Cheng's Martial Arts Studio, narrated a martial arts demonstration video involving our individuals.

Special thanks go out to these event contributors: Food Sponsors included Halia Home and Community Services; Lindsay Insurance Group; LOR-MAR Mechanical Services; and The Alliance of Community Service Providers. Special contributors included: E & J Gallo Winery; Essen Bakery; Jessica Scott Marketing & Events; John Lavender Designs; The Boston Beer Company; and Yuengling & Sons, Inc.

A Few Celebrants at PEP's 50th Anniversary Celebration



COMMUNITY PARTNERS PROJECT

The *Community Partners Project* was established to generate mutually beneficial relationships with local businesses and organizations. In fiscal 2019, twenty 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, a 65% increase in support from 2018.

We truly appreciate these businesses for their commitment and support: The Alliance of Community Service Providers; Anthropologie; Broad Street Family Pharmacy; CliftonLarson Allen; Essen Bakery; Francolui's Pizzeria; Halia Home and Community Services; Jessica Scott Marketing & Events; Kensington Management Services; Lindsay Insurance Group; John Lavender Designs; LOR-MAR Mechanical Services; Quantum Think Graphic Designs; Rockacy Benefit Associates; The Rock School for Dance Education; Space and Company; SWISCO; Uncle Oogie's Pizzeria; Wells Fargo Center; Yards Brewery.



PEP's CASH BINGO EVENT



A Cash Bingo Winner!

Our second Cash Bingo event was held November 2nd where over 150 bingo gamers enjoyed a lively evening that included great food, 20 gift baskets, a record 50/50 raffle and all those cash prizes! The night was made memorable by the always entertaining emcee, Jules Vuotto, as PEP raised over \$8700.

KING OF THE HILL BOWLING TOURNAMENT AT PEPBOWL IN MARCH



Our seventh annual King of the Hill Bowling Tournament was a huge success as we raised funds for Camp PEP, our specialized summer camp. This year, two advanced competitions attracting 60 competitors were made up of diehard PEPBowl league bowlers

who came out in full force. The high level of competition in this event drew outstanding community support.

Special thanks go out to our Grand Sponsors: Francolugi's Pizzeria and Uncle Oogie's Pizzeria; Special Sponsors: SWISCO and Yards Brewery; and our advertisers: Century 21 Forrester Realty; JNA Institute of Culinary Arts; Quantum Think Graphic Designs; Space & Company Realtors; Home Starr Realty; and Love Junk Entertainment. Added special thanks to Jessica Scott Marketing & Events for their support of this event as well!

OUT AND ABOUT IN THE COMMUNITY



Volunteering for Philabundance and MANNA

FACES OF PEP



2009
First Beef and Beer event
to support PEP programs

2010
Community Arts for
Socialization classes begin

2010
In-Home Respite programs
created to help families of
PEP clients

2010
Courtyard and gardens
renovated and restored
to beauty

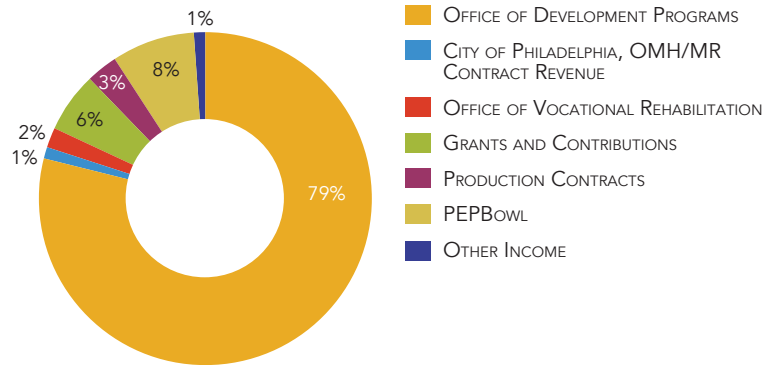
2010
PEP purchases 2 additional
passenger vans for
transporting clients

PROGRAMS EMPLOYING PEOPLE

FISCAL 2019 ANNUAL REPORT

REVENUE AND SUPPORT

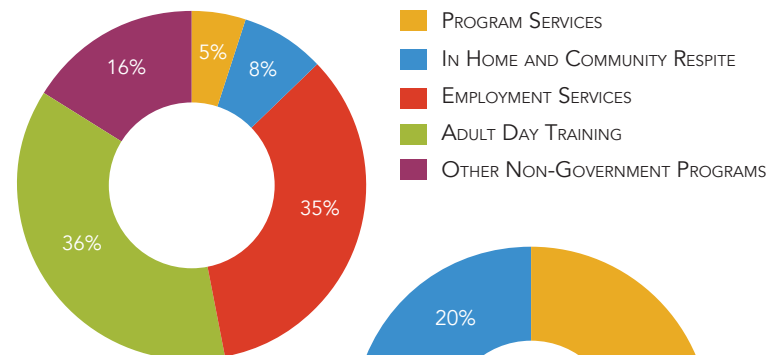
Office of Development Programs	\$ 2,742,417	79%
City of Philadelphia, OMH/MR Contract Revenue	\$ 19,667	1%
Office of Vocational Rehabilitation	\$ 59,982	2%
Grants and Contributions	\$ 201,555	6%
Production Contracts	\$ 106,902	3%
PEPBowl	\$ 286,430	8%
Other Income	\$ 52,883	1%
Total Revenue	\$3,469,836	100%



ALL EXPENSES

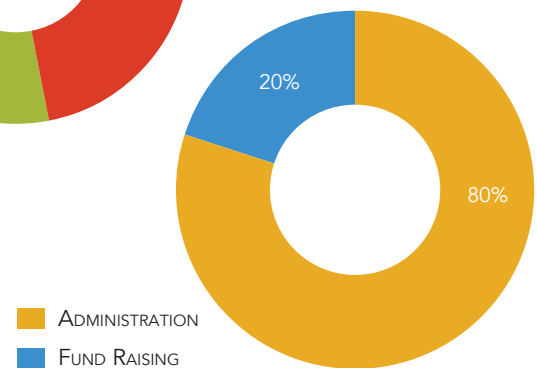
EXPENSES

Programs Services	\$ 141,811	5%
In Home and Community Respite	\$ 210,868	8%
Employment Services	\$ 961,114	35%
Adult Day Training	\$ 1,024,748	36%
Other Non-Government Programs	\$ 446,842	16%
Total Program Services	\$2,785,383	100%



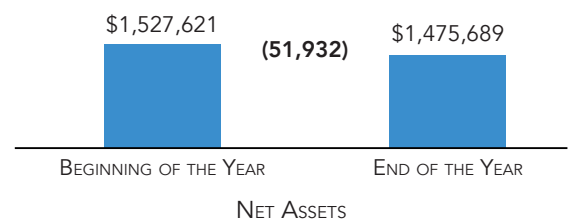
SUPPORTING SERVICES

Administration	\$ 576,012	80%
Fund Raising	\$ 148,341	20%
Total Supporting Services	\$ 724,353	100%
TOTAL EXPENSES	\$3,509,736	



CHANGE IN NET ASSETS

Net Assets – Beginning of Year	\$ 1,527,621
Net Assets – End of Year	\$ 1,475,689
Change	\$ (51,932)



2011
A commercial kitchen is constructed to create client training opportunities and enhance fundraising opportunities

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



GRANTS AND DONATIONS

JULY 1, 2018 – JUNE 30, 2019

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, corporations and organizations for their generous support during our Golden Anniversary!

INDIVIDUALS

Shadiah Abdul-Salaam
Dolores Barrett
Kim Blagg
Merle Brodsky
Jessica Bradbury
Colleen Bransfield
Joseph Cain
Desiree Caldwell
Vito Canuso
Pauline and Thomas
Casalena
Dan Ciecka
Louis Cook
Ashley Coates
Mario Cozzubbo, Jr.
Ly Cuc Thu
Concetta Cuffari
Lauren DellaCava and
Paul Curcio
Robert Curcio
Steven Curcio
Helene Danenhower
Raymond DiPalma
Ronald Donatucci
Elaine DeJulius
Connie DeLizio
Theresa DeMayo
Sharon and Michael Domer
Andrew Epstein
Christian Essick
Josephine Faia
Lilyann and Ronald Ferraro
Donna Gallagher
Maria Ghanayem
Teresa Giancaterino
Susan and Graham Gill
Audrey and Thomas Gilliard
Charles Hoffman
James Johnson
Shandell Jones

Heather Kuzowsky
Susan Lanciano
Connie LoGiudice
Joan Mauel
Mary Marino
George Marsden &
Helen Son
Pamela McGlone
Kathleen McGrann
Janine Merlino
Meagan Moody
Floyd Nasuti
Albert Neumann
Gloria Nhambui
Kemi Olaleye
Angela Palmiere
Sonia Pelzer
Dr. Louis Petrone
Leonard Podolin
Kevin Reid
Edward Resovsky
Salvatore Ritrovato
Teresa Mae Robinson
Patricia Rogalski
Daniel Rooney
Elizabeth Ryan
Terrance Rowley
Lucy Sanvitale
Ann and Robert Scola
Jamie Kelly and
Robert Scott
Pearl and Leonard Singer
Rickie Shelton
Kathleen Stalford
Debora and Robert Stern
Lawrence Stier
Bertram Strieb
Robert Terruso
Cambria Throne
Dawn Toal

Cheryl Tumolo
Lou Tumolo
Guy Vilim
Jules Vuotto
Miriam Whyte
Thomas Wolf
Erin Wurzel

FOUNDATIONS AND TRUSTS

Ben Franklin State
Trust Fund
Beneficial Bank Foundation
The Benevity Community
Impact Fund
Christian R. & Mary F.
Lindback Foundation
Commonwealth of
Pennsylvania
Dolfinger-McMahon
Foundation
Louis N. Cassette
Foundation
Philadelphia Activities
Fund
The McLean
Contributionship
The Mill Spring Foundation
The Pew Charitable Trusts
The Philadelphia
Foundation
The Scholler Foundation
Trust

CORPORATIONS AND ORGANIZATIONS

Acme Foundation
Adventure Aquarium
Amazon Smiles
Anthropologie
Arch Insurance Group

Art-Reach
Azuka Theatre
Broad Street Family
Pharmacy LLC
Broad Street Ministry
CATCH Inc.
Century 21 Forrester Realty
Circle Thrift
Cheng's Martial Arts Studio
Clifton Larson Allen LLP
Combined Federal
Campaign
Comcast Spectacor
Charities
CSAA Insurance Group
E & J Gallo Winery
EgoPo Classic Theater
Elsevier Foundation
Matching Gift Program
Essen Bakery
Flyers Skate Zone
Franco Luigi's Pizzeria
Free People
Halia Home and
Community Services
Historic Philadelphia, Inc.
Home Starr Realty
Independence Seaport
Museum
Iron Hill Brewery &
Restaurant
Jessica Scott Marketing
& Events
JNA Institute of
Culinary Arts
John Lavender Designs
Just Born Quality
Confections
Kensington Management
Services, Inc.
Lantern Theater Company

2014
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

2015
Home and Community
Habitat Program Expansion

2015
PEP becomes a United Way
Impact Agency

2015
PEP Wins the IKEA
Life Improvement Challenge

CORPORATIONS AND ORGANIZATIONS (CONTINUED)

Lehigh Valley Iron Pigs	Reading Fightin Phils
Lindsay Insurance Group	Rockacy Benefit Associates
Lombardo Iron & Metal	Saxbys
Longwood Gardens	South Philadelphia Lions Club
LOR-MAR Mechanical Services	Space & Company
Love Junk Entertainment	Sprouts Farmers Market
MANNA	SWISCO Inc.
Museum of the American Revolution	Target Stores
Mulbro Mfg. & Services Co.	The Alliance of Community Service Providers
National Constitution Center	The Boston Beer Company
Network for Good	The Ritz-Carlton Hotel
Philabundance	The Rock School of Dance Education
Philadelphia Flyers	Trenton Thunder
Philadelphia Phillies	Uncle Oogie's Pizzeria
Philadelphia Soul	Vanguard Match
Philadelphia Union	Voorhees Middle School
Philly Dance Fitness	Wilmington Blue Rocks
Piccolo Trattoria Ristorante Italiano	Yards Brewery Company
Quantum Think Graphic Designs	Yuengling & Son, Inc.
Quintessence Theatre	

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.

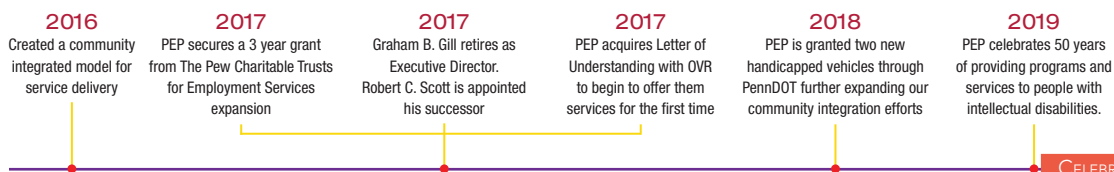
For example:

- 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 2017-2018

From left to right: Terry Giancaterino, Lou Tumolo, Cheryl Tumolo, Donna Russo-Gallagher, Cambria Throne, Helene Danenhower, Paul Curcio, President Dr. Louis Petrone, Jessica Bradbury, Mary Marino



Board members:

Kathleen McGrann and Joseph Cain

Honorary Board Members: Connie DeLizio, Maria Ghanayem, Connie LoGuidice

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



One to One
Support Staff



Finance and Front Office Staff



Home and Community
Habilitation Staff



Competitive Integrated
Employment Staff



Leadership Team



Community Participation
Supports Staff



Adult Day Staff



Program Coordinators



Maintenance Crew

PROGRAMS EMPLOYING PEOPLE

1200 SOUTH BROAD STREET, PHILADELPHIA, PA 19146

215-389-4006 ■ 215-389-5228 FAX



Facebook
bit.ly/PEPonFB



Twitter
twitter.com/PEPServices

INFO@PEPSERVICES.ORG

FOLLOW PEP FOR THE LATEST NEWS AND EVENTS!