

A Message from the Executive Director

The economic slow recovery continued throughout 2010 and 2011. High unemployment continued as did rapid technological advances. Pennsylvania has been particularly hard hit by the economic slow recovery, with a very large projected state deficit in 2011. As a nonprofit human service agency, BARC Developmental Services has done exceedingly well without a cost of living (COLA) increase in revenues for four consecutive years. We continue to forge ahead with strengthened resolve as we celebrate our 60th year providing community advocacy and service. Our highly regarded services continued to be recognized through ongoing monitoring and annual inspections by our local, state, and federal funding sources. Expectations in the provision of human services have increased with the advances in technology and information and BARC has responded in-kind, receiving accolades from both the private and public sectors. BARC's constantly advancing computerization has enabled the agency to continue its full compliance with a myriad of federal and state regulations. We continue to strongly advocate for children and adults with intellectual disabilities and Autism, while consolidating our resources and offering numerous program models that allow for free choice and appropriateness. Our largest income sources continue with the Commonwealth of Pennsylvania and the Federal Government. Based on the concept of self-determination and person centered planning, we have expanded service choices for children, adults, and their families. We continue to honor our dedicated staff with increases and bonuses whenever possible. Our Early Intervention Department supports 400 to 500 children from Bucks and Berks Counties with three basic models of service: specialized classrooms, integrated classrooms, and in-home supports. Our Residential Department continues to provide 106 approved beds for 103 residents (three vacancies in January 2010) with a significant increase in our supported living and life sharing options (22 residents). The Executive Director continues to meet with

staff, workers, and residents individually and collectively for breakfast and lunch.

Vocational Services continues its programs for over 250 workers through: two Light Manufacturing Programs, one Joint Opportunities for Business and Society (placement of workers in community jobs), two Cafeteria Training Programs, two Adult Day Care Programs, and two Adult Senior Programs and a newly initiated and growing Autism Spectrum Disorder Program.

The Human Resources Department has been instrumental in insuring all necessary positions are always filled with qualified staff through recruitment and retention, utilizing current associates, on-call staff, and external agencies, and provides computer support and training to all BARC associates.

BARC continues an active Curriculum Committee that has approved nineteen trainings for BARC associates offered at least four times every year. The Quality Resources Department provides essential components of a comprehensive quality management process by always adhering to our core values of accountability, integrity, self-respect, quality, and diversity.

The Development Department continues to oversee numerous annual community fundraisers, write grants, produce newsletters, write numerous press releases, and maintain an active speakers' bureau. We added a new Development Consultant in 2011. The Development Department has assisted the agency to secure subcontracts with local industry and help find community jobs for our workers. Our Fiscal Department continues to provide timely and meaningful financial reports and writes waiver proposals to obtain additional funding. For the fiscal year ending 6-30-10, the agency had total assets and liabilities of \$8,893,647. We again had a positive bottom line on expenses of \$18,429,053 offset by revenue totaling \$18,993,241.

I continue to appreciate the hard work and support of all BARC associates and volunteers and am absolutely certain that our quality services will continue throughout 2011 and beyond.



Dr. Robert H. Schram joined BARC Developmental Services in 1977. He has over forty years experience in human services in New Jersey, New York and Pennsylvania. Rob has a Bachelors Degree in Political Science, a Masters Degree in Counseling Psychology and received his Doctorate from Nova Southeastern University in Public Administration. He was promoted and currently maintains the status of Fellow with the American Association on Intellectual and Developmental Disabilities (AAIDD) for meritorious contributions to the field. He also was nominated for the Grenzebach Award for Outstanding Doctoral Dissertation.

Rob's professional memberships include AAIDD and the Pennsylvania Association of Resources for People with Developmental Disabilities (PAR). Rob serves with the Bucks County Business and Community Development Advisory Board and Eagle Workers Compensation Trust Board of Directors. Additionally he is a member of Kiwanis International (Doylestown Chapter). He mentors and approves the research of Baccalaureate and Masters Degree candidates at Thomas Edison University. He is active with yoga/meditation, Himalayan Singing Bowls, Spiritual Direction, and Torah/Talmud studies. He is the published author of: six books: "Maximize Life by Living for Peace, Harmony, and Joy;" "Oh My God...it is all the Same!" "Life is but a Dream!" "The Musings of an Inveterate Traveler;" "The Musings of an Inveterate Traveler II;" "The Musings of an Inveterate Traveler III."

Early Intervention



Dr. John D. Pfeiffer joined the BARC Developmental Services family on December 6, 1999. Having worked for over thirty years in the Human Services arena he has a wide range of experience in a variety of educational, clinical, management, consultative and administrative roles in the areas of intellectual/developmental disabilities, autism, mental health, geriatrics and HIV services.

In addition to his role in Early Intervention, John also is responsible for oversight responsibilities for the agency's Development Department where he is involved in supervising all fund raising, public relations, and marketing initiatives for BARC Developmental Services.

John has a long record of college teaching experience (both undergraduate and graduate level) beginning in 1979 and has served on the faculties of several colleges and universities in the greater Philadelphia area. These include Chestnut Hill College, Norwich University, Antioch University/Philadelphia Center, The Union Institute and Montgomery County Community College.

Educated at the Wyoming Seminary Preparatory School, he is a Level II Pennsylvania Certified Special Educator and also holds Certification from the Pennsylvania State Board of Private Academic Schools. Additionally, he maintains Special Education Certifications in New Jersey and Delaware. John holds degrees from Thiel College (B.A.), Antioch University (M.Ed.), and Nova Southeastern University (Ed.D.). He has also studied at The Institute of European Studies (undergraduate) and has taken significant graduate work at The University of Akron, Temple University, Gratz College, and St. Joseph's University.

The strategic directions for the Department of Early Intervention for 2011 are predicated on the following goals:

- To ensure that all services take place in as “natural environment as possible”, with caregivers enlisted as partners through routines based instruction and hands-on experiences, so that children are encouraged to become active learners.
- To continue to develop an enhanced array of services for children with developmental and intellectual disabilities through participation in Community Connections, the Quality Child Care Coalition of Bucks County, United Way Success by Six, ENRICH of Bucks County and other related organizations.
- To pursue a seamless linkage of supports to assist children and families through the “transition process.”
- To pursue expansion opportunities in Berks County and grow the Berks census. To pursue after-school and/or respite programming in Bucks County based upon needs identified by the County and/or Intermediate Unit.
- To maintain and strengthen linkages with Bucks County Head Start in an effort to expand our current collaboration wherever possible.

During 2010, the Early Intervention Department provided a wide array of services in the following disciplines: Occupational Therapy, Music Therapy, Physical Therapy, Speech Therapy, Special Instruction, Psychology, Nutrition, Nursing and Vision. On any given month, over 100 contracted professionals provide the multitude of services that are required to meet the needs of the children and families being

served in the Home-Based arena. BARC is currently providing services to over 400 children in Home- Based services (Bucks and Berks) and in Center-Based Services (Bucks). All of these programs are fully licensed and in full compliance with all state and local regulations.

We continue to serve between 400 and 450 children per month, somewhat lower than in the previous year. We are in our eleventh year of our contractual relationship with Bucks County Head Start and our relationships with all of our funding sources are strong and mutually supportive. The department associates continue to avail themselves of a wide array of training, both to meet the demands of keeping professional licenses and certifications current, as well as to meet the demands of the licensing entities. Departmental turnover in 2010 has again been minimal, although due to priority shifts within the Office of Child Development and Early Learning (OCDEL), our local Intermediate Unit was forced to make program shifts that resulted in us having to eliminate five positions and downsize our classroom offerings in our Three to Five Programs.



Gregory Alijah Knittel-Browne proudly raises his diploma at BARC Developmental Services 2010 Early Intervention graduation ceremony.



Additionally, decreases in Berks County referrals have necessitated eliminating the Program Director position at the end of December 2010. Their duties have been reassigned to the Program Director of CBEI, with the assistance of the Department Director.

Overall, the department remains fiscally sound. We continue to benefit from the Bristol Township Community Development Funds, although the

amount received has been decreasing each year. Grants continue to be submitted to a variety of foundations throughout the year in an effort to enhance existing programs. Expansion efforts in 2011 will focus heavily on investigating ways to increase the census in Berks and ways to develop new pre-school and inclusive programs in Bucks to address the unmet needs of after-school services for children.

Pictured at left: Kendra Rush, student, and her mother pet racing pigeons at the Lower Bucks Early Intervention Community Day event.

Andrew's Progress

By Terry and John Paul Glover, Parents

The BARC program has taken Andrew to a level in such a short amount of time, I thought might take years. As a parent when we were initially told that our son was "developmentally delayed", we were confused. What did that mean? Thoughts would race through our heads, "Will he ever catch up? What can we do to help him? Where do we go from here?" We were at a loss and sad. Andrew had a laundry list of red flags; limited vocabulary, daily meltdowns, lack of social skills, lack of fine and gross motor skills, but we were going to get him the best services we could with the resources available. Less than a year later, Andrew has evolved into a very "typical" 4-year-old boy. He's witty and charming, just as long as you don't interrupt circle time!

Our initial visit with Andrew to Friendship Circle was challenging to say the least. Andrew cried and refused to participate in any activities that were presented to him to try and include him in the classroom's daily routine. The first few weeks of dropping Andrew off to his new classroom were difficult. He would cry every time I would drop him off; however, within a few weeks the transition became much smoother. Andrew's speech was at best limited when he started at Friendship Circle. He could identify objects in pictures but not actions in pictures and was unable to follow two-step directions. If you asked him to "give teddy a drink" he understood the verbs in context, but

not if you showed him a picture of a mom feeding a baby. Now he is capable of identifying objects, actions and descriptive concepts when looking at pictures or reading a book. He couldn't answer yes or no questions. If we would ask him if he wanted juice or something to drink, he would say "Juice". He wouldn't say „yes' or „no.' He would just repeat the word of the item he wanted. Today, he'll say „no thank you, I would like something else." Socially he's transformed from a shy, timid, awkward boy into a social butterfly. Andrew's attempt at socializing consisted of him standing near other children or sometimes down right refusing. He would need to be prompted to engage with other children. Even after prompting, he would need direction. This is what I meant by awkward, if after saying "hi" to someone new at the park he would still not know how to further the conversation. My husband and I would model little scenarios at home with him. We would constantly go over dialogue. Now we observe him inviting children to join him in play. He's gone from not speaking about school or one word answers to telling us about his friends and what they played at school that day. He is now eager to broaden his social horizons, wanting to know who everyone is and introducing himself to others. His biggest challenge these days, is he the villain or the super hero and how he is going to save the princess. At the age of 3, Andrew was still eating with his fingers and self help skills were nonexistent. He has made advances eating with utensils as

well as putting on his own coat, dressing himself, and brushing his own teeth. Dressing himself was a HUGE step for all of us. I found that I was sabotaging this self-help goal. As a mom, it was just too easy to step in and help. He would give a lack luster attempt to undress himself and it was easier for me to finish than to make him. I realized I was hurting more than helping. I made a conscious effort from that point to make him dress and undress himself. Within a few weeks Andrew was able (for the most part) to get himself dressed and undressed with little help, and some bribery never hurts either!

To say that the four short years Andrew has been in our lives have been challenging would be an understatement. Having a child with a delay has been a very humbling experience. We have grown together as a family and couldn't be more proud and honored to be Andrew's parents. Please accept our thanks and gratitude to all who have helped Andrew advance.



Vocational Services



Scott Kulp joined BARC Developmental Services in 1976 as a Job Placement Counselor. Over the past thirty-four years, he was promoted to Rehabilitation Counselor, Facility Administrator, Clinical Supports Administrator, and Director of the Vocational Services Department in December 2001. Scott was an agency Employee of the Year Award Winner in both 1995 and 2000.

Scott received his Bachelor of Arts degree in Psychology from East Stroudsburg University and his Master of Science degree in Rehabilitation Counseling from the University of Scranton. His professional memberships include both the Pennsylvania and International Association of Psychosocial Rehabilitation Services and the Association for Persons in Supported Employment. Scott is also a member of the BARC Developmental Services Foundation.

Pictured at right: Renita Holland and Beverly Ward, Food Services Manager, cut vegetables in preparation for lunch as part of the BARC Production Services-Warminster Cafeteria Program.

The Strategic Plan for the Vocational Services Department continues to be the cornerstone that guides the growth and development of the department. The goals of the strategic plan are:

- To procure a volume of contract work to meet the needs of individuals, while also meeting fiscal obligations.
- To continue to evolve the workshops in Quakertown (BPS-Q) and Warminster (BPS-W) into fully functional, integrated production centers.
- To pursue specialty areas for funding and programming at BARC Developmental Services.
- To provide employment supports in the community for all individuals who are interested.
- To provide additional training programs, which will represent partial conversion of the production centers, to interested workers, to enhance their ability to secure competitive employment.

The sluggish economic recovery has had a significant impact on the volume of contract work available. Like many other businesses, the department has struggled. During the past year, efforts have focused on generating new customers and the use of internet marketing to attract outsourcing opportunities from the private business sector. A video was created to highlight the capabilities of our two production centers, as well as a public service announcement. In June 2010, Bill Keleher returned to BARC Developmental Services as a Sales Representative. While the turnaround has been slower than anticipated, we are optimistic that 2011 will see an increase in the level of work at both BPS-Q and BPS-W.

Despite the high unemployment rate, the

J.O.B.S. Program has been successful in securing community employment for those individuals referred for service. The J.O.B.S. Manager has established a solid reputation with local businesses and funding sources, particularly the Office of Vocational Rehabilitation (OVR), resulting in referrals for the program. To date, three individuals have been placed in community jobs and four other individuals are actively seeking employment. The Executive Director and myself hold a monthly breakfast meeting at both facilities with individuals interested in community employment. The individuals look forward to these meetings and the prospect of getting a job.

The Autism Spectrum Disorder (ASD) Program experienced tremendous growth in 2010, starting the year with 6 individuals and providing service to 14 individuals by the end of the year. Lindsay Miller, Assistant Director of Early Intervention, has continued to offer her expertise to the new manager of the program, and with her assistance, many new and exciting activities have been implemented. Rob Schram, Lindsay, and myself were honored to offer a presentation about the Autism Program at the annual PAR Conference in October that was well received by those who attended. In late December, the name of the program was changed to the ASD





Program to more accurately reflect the range of diagnoses of the individuals in this program.

Finally, extensive renovations to the front area of BPS-Q occurred this year, creating a beautiful program area for the ATF/DSRP program, nearly doubling capacity. In addition, new offices, handicapped accessible bathrooms, and conference rooms were also part of the project. Plans are now underway to renovate the back of the

facility to create new offices for the upper Bucks Residential Department, with an expected occupancy date of late summer, early fall 2011.

We look forward to the opportunities we face in the coming year, as we continue to enhance and expand services and supports for the individuals we serve. Through on-going collaboration with the other service departments, 2011 offers promise and renewed optimism.

Pictured at left: Michael Gavin and Brandon Haring enjoying their work at BARC Production Services-Quakertown.

George's Journey

By Becky Freeh-Reitz

When I started working here at BARC over a year ago, I met an extraordinary guy named George Vitko. George attends our ASD program here at BARC Production Services in Warminster. When I met him a year ago, he was a pretty quiet, withdrawn guy. All he wanted to do all day was drink iced tea and sleep (sounds like a good time!). George was very difficult to motivate and largely ignored any sort of vocational activities we might have had. Because of his aggressive nature, we were generally content allowing him to drink his iced tea and take his naps.

George was always sort of antisocial. He had a really great connection with his 1:1 staff, but this particular staff member was leaving soon for another job and we all worried about what the transition might bring. I was assigned to be George's new 1:1 staff, and I approached him and got to know him

with the same kind, caring demeanor I've always had towards any of our consumers. He opened up to me, but he still had a tough time making friends with other consumers, and he continued to avoid vocational activities as much as he could.

As I became involved in developing the ASD program, and was subsequently hired as the manager of the program, I trained a temporary staff member, Rami, to work with George. Rami is an amazing production coach who has contributed so much to not only the ASD program, but the entire workshop as a whole. As Rami began working with George, I noticed he was coming out of his shell more and more. Now that he had two trusted associates, he seemed warmer and more responsive overall.

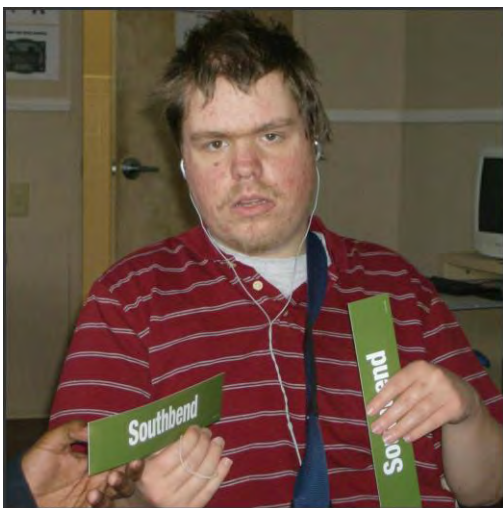
As the ASD program developed into what it is today, it seemed that George was also growing and changing. Through Rami's support, George began to participate in our morning meeting time, an activity that has allowed him to become more social. He seems to have more respect for his peers within the program, and he even seems to enjoy hanging out with the group as a whole. Rami always encouraged George in every endeavor, and we were all so excited the first time we saw George happily engaged in his work. Rami would sit on the couch with George and they would talk and draw pictures, and then Rami would offer some of the work supplies to George. Through gentle coaxing,

George began doing the work that Rami offered him, from his warm, cozy spot on the couch.

As George has been learning better ways to communicate his needs and express himself, we have seen his aggressive tendencies disappear. Situations that would have caused a meltdown in the past, now give George no big problems. He's trying new things, and being more open to change. He's like a changed man altogether! It has been truly wonderful to see George develop into the person he is today, and he continues to inspire and amaze me every day.



Becky Freeh-Reitz joined BPSW in December 2009 as a Production Coach in the Workshop, and then in the Autism Program. In June 2010, she was promoted to the ASD Manager. Becky attended Temple University and obtained her Bachelor's degree in Special Education, and is currently pursuing her Master's degree in Public Administration from Kutztown University.



Residential Services



Mary Sautter has over 22 years experience working with individuals with intellectual disabilities. Prior to joining BARC, Mary worked for 4 years with ICF/MR programs as both a resident supervisor and staff trainer and also worked 2 ½ years as a Supported Living Caseworker. Mary first joined BARC in 1994 as a Program Coordinator in the Residential Department. After 6 years, she transferred to the Quality Resources Department for 2 years. After working for another agency as the Residential Services Director for 2 years, Mary returned to BARC in March 2005 as the Regional Residential Director for Upper Bucks area. In 2009, the department was re-structured and Mary was promoted to Residential Director. Mary has a Bachelor of Arts degree in Psychology from Gettysburg College. She is a member of the Prader-Willi Syndrome Association USA.

During the upcoming year, the department's strategic plan includes the following core elements:

- To ensure that person-centered planning, with identified personal outcomes, occurs for each individual.
- To pursue the opportunity to support new individuals in life sharing and supported living within Bucks and neighboring counties.
- To ensure that all individuals receive optimal nursing care, as medical concerns increase with our aging population.
- To ensure that individuals with limited or no verbal communication abilities have other means of communicating.

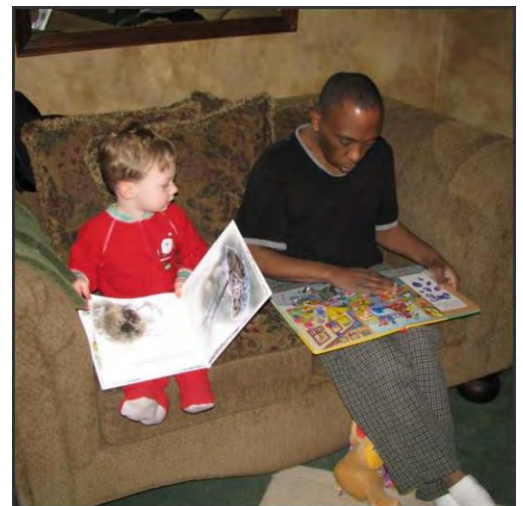
The Residential Department continues to actively promote self-determination and person-centered planning for all individuals supported residentially by BARC Developmental Services. We are committed to ensuring that all individuals have choices in their lives. This includes choices in everyday activities, as well as major life altering choices. An individual's desires are explored through collaboration with the individual, associates who support the individual, family members and friends. The team must be creative in helping the individual realize his or her goals, while working within budgetary and regulatory constraints. More often than not, the team is able to meet this challenge and find a creative way to help the individual achieve his or her goals.

The Residential Department presently supports 103 individuals in homes located throughout Upper and Central Bucks County, Lehigh and Northampton County. Intermediate Care Facilities (ICF/MR) provides residential services to fifty individuals in structured 24-hour per day supervised programs. Community Living

Arrangements (CLA) provides services for thirty individuals in structured programs with varying levels of supervision. Supported Living (SL) provides services to thirteen individuals living in homes and apartments with less supervision. BARC currently supports nine individuals in Life Sharing arrangements in the homes of seven different families. We also support two individuals through our residential Habilitative Supports. This is a new service that provides anywhere from five hours to 24 hours of daily support to individuals who live in the community, typically with their family, and require additional supports. There are presently three vacancies in ICF/MR homes that we hope to fill in the coming months. We have referrals for these vacancies from various counties throughout the state.

It is the ongoing endeavor of the Residential Department, in collaboration with Quality Resources, to follow the agency's Quality Management Plan. The department holds quarterly Stakeholder meetings to review the progress of the plan's goals. During these meetings, the members of the Residential Advisory committee and the residential leadership team make recommendations on ways to achieve the goals and enhance the quality supports within the department. Several of the goals in this plan focus on improving

Pictured at right: Carter Giberson reads a book on Christmas morning with the newest addition to their family, Bobby Slatin, whom his family took into Life Sharing in 2009.



delivery of health care services by decreasing incidences of abuse and neglect, increasing knowledge on how to support individuals as they age, developing diet & exercise plans, and decreasing medication errors. The other goals focus on ensuring that individuals who do not verbally communicate utilize a communication system, and ensuring the completion of personal outcome interviews.

During 2010, the management of the department remained mostly unchanged. The ICF department did

add one Program Coordinator and one Home Coordinator position and therefore caseloads were re-distributed.

In 2011, the Quakertown Residential office will be moving to BPS-Q. Renovations will begin in the next month or so.

In the upcoming year, the greatest challenges for the Residential Department will be recruiting and retaining Program Managers/ Coordinators, Support Associates and Nurses, and providing quality supports to an aging population. The individuals

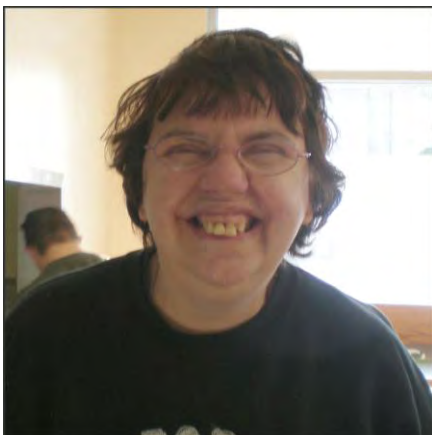
supported by BARC are aging and with that comes new medical needs that Support Associates may not have encountered before. In 2011, we are determined to promote quality supports for ever changing needs and to promote self-determination through the continued collaboration of team members in identifying and fulfilling each individual's life goals and dreams. We also look forward to continued expansion of services by expanding our pool of Life Sharing providers and opening more Life Sharing homes.

Ruth's Story

By Melissa Ryan

Ruth Lake is an out-going and friendly individual who resides at BARC Developmental Services Ninth Avenue, CLA home located in Warminster. Ruth also attends the BPS-W workshop five days each week. As a part of her employment at BPS-W, Ruth works in the kitchen where she is reported to be a dedicated and hard-working employee. Ruth is always eager to help everyone and is a "mother hen" to the individuals with whom she works and resides.

Ruth has come a long way since her early years at three consecutive institutions, where she spent most of her life before her admission to BARC Developmental Services in 1978. Very little is known about Ruth during her early years, and Ruth does not generally discuss these years, except to say that they were not nice places and staff were very "mean" to her. She did spend a brief (two year period), living with her grandmother and mother before her mother's death and



just prior to her admission to BARC. Ruth expresses that she misses her family, particularly when she sees her friends with their families at the holidays.

Ruth says she enjoys living at BARC Developmental Services and her future career goal is to continue working at BPS-W in the kitchen. Ruth takes great pride in this accomplishment, and carries herself with authority when completing her kitchen duties. Ruth has also transferred her skills in this area to her home. Ruth is often observed at home on her nights to cook, preparing meals, cleaning up and warning others to "stay out of her kitchen," in her motherly way.

Ruth says she enjoys the community activities that occur with the individuals at Ninth Avenue. She recently went on a day trip with the Residential Department to Hershey Park for a tour of the Christmas lights and lunch at the Hershey Hotel, which she really enjoyed. She will be visiting San Diego in February with a friend. She particularly anticipates her individual outings with staff and loves to be pampered. One of her favorite activities is having her hair and nails done. A sure way to elicit a smile from Ruth is to admire her new hairdo or her lovely nails.

Ruth loves to travel and is always excited to talk about trips she has taken or plans for future destinations. In 2009, Ruth visited Hawaii and in 2010, Ruth and a friend visited Ireland, where they were served a traditional Irish tea in an Irish castle. Ruth

returned from Ireland beaming about her latest adventure and wearing the "Green," which is her one of her favorite colors, (pink is her favorite color and she has a large collection of pink clothing and other items). When Ruth is asked what is the most important area of her life at the present time, she will always say traveling and my vacations.

When Ruth was asked what she would change about her life, her answer was simple..... "Nothing."



Melissa Ryan is an enthusiastic addition to the BARC Developmental Services Team who has been employed in the Central Bucks area for (almost) eight months since June 2010. Melissa supervises the Harvey Avenue, Moores Court, Pueblo and Ninth Avenue homes, and has made many positive changes to improve the quality of life for the individuals assigned to her care.

Melissa graduated from Rider University in 2005 and was a Lenape Valley Supports Coordinator for 5 years prior to assuming her position as Program Manager at BARC Developmental Services. Melissa is a Communications Mentor as well as very involved in planning special trips and outings for the individuals. Melissa is always willing to participate in BARC activities, fundraisers, and special activities for the individuals.

Human Resources



Susan Bowles, Director of Human Resources, joined BARC in October 1999 as a Recruiter in the Human Resource Department. She was promoted to the position of Recruitment Manager, which she held for six years. In 2008, Susan rejoined BARC in the role of Director of Human Resources. Susan has fourteen years of experience in supervision and over ten years in human resources. Susan received a Bachelors Degree in English from Mercyhurst College. She achieved certification as a Professional in Human Resources (PHR) through the Society for Human Resource Management (SHRM). Susan's professional memberships include the SHRM National and SEPA SHRM chapter.

The quality of professional support services to children and adults having intellectual disabilities and Autism directly relates to the contributions made by the associates hired and retained at BARC Developmental Services. It is the relationships shared between staff and individuals that is the primary motivator for retention. Human Resources is committed to a recruitment and retention program that helps staff afford to make their career at BARC. Key retention strategies, as determined by the BARC Developmental Services Board of Directors for 2010-2011 are:

- Continue to enhance efforts on the recruitment and retention efforts.
- Review, as necessary, specific areas of the organizational chart and reporting systems to ensure quality services.
- Maintain, recruit, and promote only the highest quality of associates for all management positions.
- Continue efforts to fully staff all programs by monitoring Agency staff overtime, voucher utilization, provisional staff and staffing agencies.
- Continue training efforts for staff and quarterly training calendar of course offerings.

During 2010, Human Resources achieved the following goals related to recruitment and retention in a union free work environment.

Regular staff satisfaction surveys and feedback: We responded to comments on individual associate Input feedback and made improvements where possible. The Executive Director and President of the BARC Developmental Services Board of Directors sent two joint letters explaining compensation matters and extending the opportunity to speak directly to associates.

These letters were personally communicated to staff in meetings held with their supervisor and/or department director.

In May 2010, an agency survey was mailed to all associates with eighty-nine completed surveys being returned. A number of areas were identified where associates felt we have improved and areas where improvements were suggested. Survey topics where most associates felt BARC was doing well were: authority to make decisions, clear understanding of the agency's strategic goals, consumer support, encouraging communication, fair performance evaluation system, orientation and training programs, knowing job duties and having the information to successfully implement, providing feedback, respectful interaction, knowledge of conflict resolution, freedom to perform job, encouraging communication, and employee recognition. Survey topics which associates felt we could do better were: pay, incident management, addressing poor performers, fear of reprisal, improved communication and a number of site-specific matters. Associates were sent two letters in response to comments provided and how areas noted for improvement would be addressed, if applicable.

Pictured at right: Dale Rodgers, Rehabilitation Manager, Linda Ziegler, Instructional Assistant and Kim Rochford, Site Manager, pose with Teddy Manero, President of the BARC Developmental Services Board of Directors and Dr. Robert Schram, Executive Director after receiving their Length of Service award.





Helen Fox (right) explains BARC Developmental Services' benefits package to new associate, Dana Wojciechowski, Autism Spectrum Disorder Manager.

Right fit for the job: In 2010, BARC Developmental Services employed an average of 221 associates. During the year, twelve associates used flexible work arrangements to help them manage work and personal obligations in order to remain employed. The equivalent to fifteen full time positions were created, demonstrating service growth, as these positions provide staffing supports to individuals served. Recruitment of qualified staff remains a priority. Agency vacancy rates for 2010 averaged 19.42%. By department, the averages were: Early Intervention Services 0.33%, Residential Services 28.58%, Support Services 0.67% and Vocational Services 13.33%.

Connection to the big picture: We celebrated the Length of Service of twenty-six associates who reached



employment milestones in October 2010, at Peace Valley Park. Publications throughout the year regarding benefits, BARC Developmental Services' purpose, and how we share and celebrate together were also tools used to communicate the big picture. Twelve Hand in Hand newsletters, three Benefits Buzz newsletters, three Safe and Sound newsletters, and various other correspondence were shared with associates.

We were able to keep costs low in two of our three self-funded programs: workers compensation and unemployment compensation. In 2010, we received two annual performance awards from Eagle Workers Compensation Trust (EWCT): second place for Historical Loss Ratio and first place for Most Improved Loss Ratio – 1 year. We also tied with SPIN in receiving the highest score for the EWCT Health and Safety Profile, which reviews the following seven categories: Management and Safety Organization; Safety Committee; Inspection Procedures; WC Claims Management; Accident Investigation; Training and Miscellaneous Issues; and Driver Safety. In 2010, the Agency's worker compensation claims were down 17%. Our self-funded health plan shows continued large expenses in claims, which we manage as best we can given unpredictable health circumstances and industry costs. The HR Director personally communicated benefits overviews with all eligible BARC associates (198), conducting twelve separate presentations at the worksites.

Career development: We work with department managers to create career paths in their organizational structure, review qualifications to enhance internal promotion, and promote professional development as part of staff supervision discussions. Sixty-six staff posted for open positions within the agency in 2010, which is a testament to the importance of internal

Pictured at left: Jeanette Brown and Celia Zollner, Recruiters, represent BARC Developmental Services at the Philly Burbs job fair in Langhorne, PA.

career growth at BARC Developmental Services. Education assistance is another tool available to associates. During 2010, ten staff received tuition assistance.

Strengthened supervisory relationships: An individual's supervisor plays a critical role and through coaching and regular performance feedback, supervisors help associates to find internal career paths and supportive networks. Our goal is to increase the potential for retention of qualified associates through increased and constructive performance coaching. In 2010, forty staff supervisors each received twelve hours of training in applying these performance management practices. Retention of qualified, high-performing associates is the key priority



Kathy Rancourt, Recruitment Manager, discusses training schedules with Lori Caraccio and Connie Valimont, Receptionists at BARC Developmental Services' Executive Office.

in Human Resources. We work hard to identify and act on issues negatively affecting associate engagement. We recognize that turnover has become an inevitable fact of work life and, as a result, have identified exits as avoidable and unavoidable in an effort to focus attention on the avoidable turnover reasons.

Quality Resources



The Quality Resources Department: (Top) Jeff Smith, Quality Resources Coordinator, Susan Bowles, Director of Human Resources and Quality Resources, (bottom) Barry Johnston and Christine Undercuffler

In 2010, the Quality Resources Department strategic plan, guided by the Advocacy/Human Rights Committee, continues to focus on quality improvement and risk management aligned with strategic goals the Board of Directors have set for the Executive Director:

- Provide continuous quality improvement/risk management for person-centered health, safety, and habilitative supports.



- Encourage communication and feedback from individuals and families on service delivery and ensure resolution of any concerns.
- Provide resources to associates and consumers that enhance the delivery of supports, optimize quality, and ensure best practice.

Quality Resources continued to manage several essential components of a comprehensive quality management process. These include compliance with state-mandated regulations for reportable incidents, ongoing implementation of the agency medication administration training program and practices, monthly individual and aggregate medication error analysis, development and implementation of the agency Quality Management Plan (QMP), clinical peer review, compliance with privacy laws and mediation of individual and guardian concerns associated with individual supports. The Quality Resources Department, in collaboration with the Residential, Early Intervention, and Vocational Service Departments, continues to facilitate the development and implementation of the agency's Quality Management Plan. The QMP is mandated by counties as part of our contracted services and is consistent with quality improvement initiatives of the Office of Developmental Programs, as well as the Centers for Medicaid and Medicare services. The QMP focuses on personal outcome measures, social capital, people who are employed in the community, and that people have

Pictured at left: Barry Johnston, Quality Resources Coordinator, teaches a group of associates CPR at BARC Production Services Warminster

the best possible physical and behavioral health.

The purpose of the QMP is to make certain that all persons supported in BARC Developmental Services programs receive the highest quality of services and supports; that we ensure and protect each person's health, safety and rights; that people and their personal outcomes are the driving force behind all services provided, and that our organizational processes facilitate person-centered planning. The Advocacy/Human Rights Committee oversees the implementation of the QMP



Christine Undercuffler (right), Quality Resources Coordinator teaches Medication Administration at the Quakertown Residential Office.

through the Quality Management Team to ensure its goals are consistent with the mission, vision, and purpose of the Plan. We successfully met 25 out of 26 goals in the FY 2009-2010 QM Plan. Goal highlights included successfully assessing the communication need for an assistive communication device for 14 individuals, placing 6 people in community employment, as well as ensuring the satisfaction of individuals with their existing employment setting.

We again exceeded our goal by conducting 28 individual outcome interviews. We were successful in implementing several measures to enhance family communication and collaboration within our Early Intervention's home, community, and centered based programs, through the hosting of an open house at each center, in addition to "Getting to Know You" meetings held within the first sixty days of a child newly entering the center-based program. There were sixty-five "Getting to Know You" meetings that were held. Community supports and involvement continue to grow through enhanced relationships and collaboration with community partners, community based instruction and trips. We continue to assess the quality of, and family satisfaction with our Early Intervention programs through outcome based satisfaction surveys that are sent upon discharge or transition from our programs, of which 65 surveys were returned. We have continued to expand our collaboration with Bucks County Head Start by increasing hours of two children at CBEI within the Head Start Classroom. Last year, Early Intervention achieved a Keystone Stars rating of Star 2 and the department continues to improve this rating with each center director pursuing the Director's Credential. We successfully implemented *Is This Abuse* trainings in 2010, aimed at the reduction of the number of incidents of staff to consumer abuse and neglect. The Quality Management team remains committed to developing strategies to prevent these types of incidents from occurring. In 2010, a Relationship and Sexuality Resource Committee met four times and reviewed three consent evaluations.

Quality Resources continues risk

management through implementation of the agency's incident management system. In 2010, there were approximately 314 reportable incidents, an increase from 300 in 2009. Fifty-three investigations were conducted. The Advocacy/Human Rights Committee, in collaboration with Quality Resources, continues oversight activities associated with incident management through monthly review of reportable incidents. The review focuses on ensuring that appropriate corrective action steps have been taken to mitigate risk.

Quality Resources continued a "Special Topic" discussion at each Advocacy/Human Rights Committee meeting. The methodology was intended to optimally use the collective expertise of the Committee and the Quality Resources Department to problem-solve incidents involving unusual or high risk. In 2010, Special Topic discussions included durable power of attorney, challenging medical issues, conflict resolution policy for consumers, consent evaluation process, finger and toenail care, bruising, and restrictive procedures/plans for consumers. Quality Resources continues to utilize monthly "At-Risk" protocols in the areas of behavioral health, physical health, and risk of restraints. The protocol utilizes incident classification types and frequency over a 6-month period to identify individuals who are potentially at-risk. This information is reported to Advocacy/Human Rights Committee monthly. Risk reduction and prevention strategies to safeguard individual health and safety are discussed.

Quality Resources continues to provide oversight and risk management of our

medication administration practices through monthly trend analysis of medication errors. In our Residential and Vocational Service Departments, approximately 38,172 medications are administered each month, which is an increase from the 34,700 in 2009. In 2010, the monthly error average increased to 9.58 from 7 in 2009. Advocacy/Human Rights Committee also reviews individual and aggregate medication error data each month. We continue to provide training in the Office of Developmental Programs new medication administration training curriculum. Individualized tutoring is also available.

Clinical oversight and review continues through Advocacy/Human Rights and Peer Review Committees. The Advocacy/Human Rights Committee critically reviewed selected individual treatment plans throughout the year. The reviews focused on the plan's clinical appropriateness, safety, informed consent, credentials and training. The Peer Review Committee provided monthly review and semi-annual approval of all restrictive treatment plans for approximately seventy individuals.

Through 2010, Quality Resources, in partnership with Residential and Vocational Services and a local Neuro-Psychiatrist, facilitated nine on-site psychiatric clinics. Twelve individuals were supported through this clinic plus initial consults conducted for six individuals. This clinic model has inherent qualities that promote increased competency of support staff in behavioral healthcare, and improved psychiatric care and quality of life for the people supported within this model.

Pictured below: Members of the BARC Developmental Services Advocacy/Human Rights Committee



Development



Danielle Fox, Development Coordinator, Dr. John Pfeiffer, Director of Early Intervention and Development and Mimi Moll, Development Coordinator

The Development Department has had a very busy year, and has been instrumental in growing and refining existing events as well as working to develop new initiatives. Through the dedicated efforts of the Coordinators, Mimi Moll and Danielle Fox, the department has become adept at producing more professional public relations materials and strengthened relationships with donors.

In the past year, the Development Department coordinated the following events: The Ivyland Invitational for

BARC Developmental Services golf outing, which took place at Five Ponds Golf Course in Warminster that generated a profit of \$9,447.30 after expenses, the Mercedes-Raffle party at Keenan Motors in Doylestown where 547 tickets were sold netting \$20,307.95, the Phillies/Trenton Thunder Raffle that netted an outstanding \$4,850.31 after expenses, the Sixth Annual Walk-A-Thon in Tyler State Park that generated \$8,112.44 after expenses and the Community Awards held at Byers Choice in Chalfont, PA. The 2010 Community Capital Campaign has generated \$6,005.00 and will continue into the first half of 2011. This year, the Development Department will also be closely involved in the coordination of BARC Developmental Services' 60th Anniversary Celebration.

Additionally, the department was instrumental in moving the United Way Campaign forward, oversaw the activities of the Annual Membership Drive resulting in \$14,359.00 from 237 contributors and orchestrated the activities of the tireless volunteers who work to ensure that the many mailings go out on time. The department continues to ensure that the PROGRESS newsletter is completed and mailed two times per year, and that

there are individuals ready and able to participate in the Speaker's Bureau. There are currently ten individuals who make up the Speaker's Bureau. They are BARC associates, Board Members, individuals, and family members.

Throughout 2010, the department coordinated and distributed 12 issues of Hand In Hand, a monthly, associate driven, newsletter. The department also



The Brachelli Family, winners of the 2010 Phillies Baseball Raffle.

continues to coordinate and design the Annual Report publication and presentation yearly. In the area of Public Relations, 20 press releases were written and sent to local media outlets this past year. Sixteen were found printed in the following publications; the Bucks County Herald, the Bucks County Courier Times, the Intelligencer, the Advance, and the News Herald. In addition, 10 feature stories were written and printed in Hand In Hand as well as multiple newspapers. In 2011, efforts will continue to focus on working to increase BARC's visibility through the press/media.



Pictured at left: Winners of the 2010 BARC Developmental Services Community Awards.

In the area of Agency/Event Advertising, many opportunities were executed. This year, the department began more actively using the social networking website "Facebook" to advertise all agency events. The Development Department continues to seek new and inexpensive advertising techniques.

There were minimal requests for speaking engagements in 2010, however, numerous requests for 2011 are being scheduled. Two speaking engagements took place. Mimi Moll, Helen Fox, HRIS Coordinator and Celia Zollner, Recruiter together represented BARC Developmental Services at UNIVEST in Doylestown during their Recycling Day and Barry Johnston, Quality Resources Coordinator, spoke at the Northampton Lions Club meeting. Additionally, Jenna Bumersbach, a student who, as part of an assignment, helped to make contact with area churches and organizations on behalf of BARC Developmental Services. After identifying potential speaking opportunities, information about our Speakers' Bureau was mailed to those who were interested.

The BARC Foundation Committee is fully operational and is composed of seven members at this time; Frank Menna, Foundation Board President, Dr. Robert Schram, Dr. John Pfeiffer, Mario DiFabio, Scott Kulp, Teddy Manero and most recent member Linda Plank, Vice-President of Development



Team Michael, the largest team at the 6th Annual BARC Developmental Services Walk-A-Thon held in October.

at Doylestown Hospital. Two individuals are currently participating in the Charitable Gift Annuity program. The committee meets four times a year (March, June, September, and December) and is looking to bring on additional members in 2011.

In 2011, all of the previously mentioned events will continue, as will efforts to increase corporate sponsorships and annual membership. Additionally, the department will continue to encourage Early Intervention families to become more involved in overall BARC Developmental Services activities.



From left to right: Dr. Robert Schram, Mary Beth Mahoney, Phil Fenster and Gene Colangecco pose for a photo at the Ivyland Invitational for BARC Developmental Services Golf Tournament held in June.

The Northampton Township Lions Club, winners of the 2010 Mercedes-Benz Raffle.



Finance



The Fiscal Department remains dedicated to the agency, the programs and the individuals supported by BARC Developmental Services. This commitment is evident in the ongoing efforts to:

- Provide timely and meaningful financial reports.
- Accurately project income and expenses, enabling stable programs and fiscal planning.
- Obtain additional funding for extraordinary expenses to ensure quality care and meet the needs of the individuals served.
- Support the service departments with timely and accurate information.

In fiscal year 2009-10, the department was successful in obtaining additional funding from the Pennsylvania Office of Developmental Programs (ODP) – Intermediate Care Facilities for the Mentally Retarded (ODP-ICF/MR), PA ODP – Consolidated & PFDS waivers, and Bucks County Department of Mental Health and Mental Retardation (MH/MR). Requests have already been approved by the Office of Developmental Programs for

the ICF/MR program in fiscal year 2010-11.

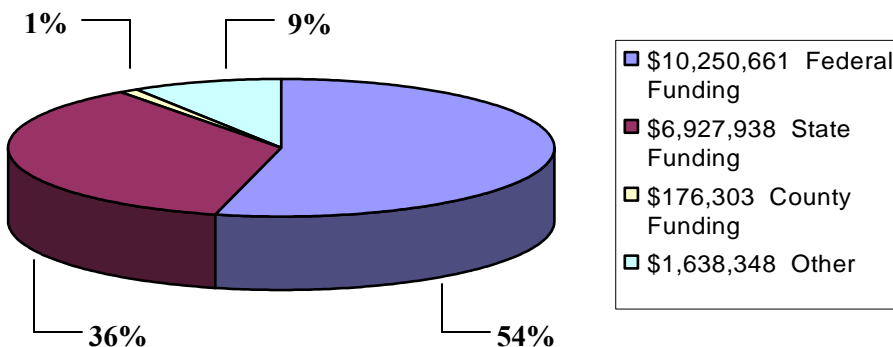
We also received a significant settlement from ODP-ICF/MR as a result of appealing the denial of funding requests from prior fiscal years. This additional funding was obtained after the preparation and submission of several detailed reports requiring a significant amount of time and energy on the part of fiscal and residential staff. The positive outcomes impacted very favorably on the fiscal bottom line for the agency at year-end, and enabled the programs to more capably support the individuals requiring additional special care considerations.

Throughout the year, the department closely monitors income and expenses in all programs, and works proactively with the Executive Management staff to ensure continued revenue for all of our programs, and to develop detailed program budgets predicated on reasonable and rational needs. Fiscal Year 2009-10 closed with a positive bottom line on annual expenses of \$18,429,053, offset by revenue totaling \$18,993,241.

Upon annual review of the agency's financial records and department procedures, the auditors continue to be satisfied with our internal controls and note no material weaknesses. This is a significant accomplishment given the complexity and scope of our diverse services. The agency continues to support individuals whose needs require careful and vigilant oversight to ensure that all fiscal needs are identified and financial support sought in order to provide them with a good quality of life, based on the principles of self-determination. This achievement is also a reflection of the dedication, concern, professionalism and teamwork demonstrated by each member of the Fiscal Department in cooperation with the service departments on behalf of the individuals served through our agency.

Lori Vail joined BARC Developmental Services in August of 1993. She received her Bachelor of Science degree in Accounting from Mankato State University and began her professional career as an accountant with the Higher Education Assistance Foundation in St. Paul, Minnesota. She then spent five years at home raising her young children. After both children started school, she resumed her career in accounting. BARC Developmental Services provided the perfect opportunity, combining a flexible part-time work schedule along with progressively challenging job responsibilities. After 12 years as a bookkeeper and accountant, in November 2005, Lori was promoted to the position of Director of Financial Services.

2009-2010 Funding



Thank you to our 2010 Members...



Larry & Adele Abramovitz
June Adams
Elizabeth Adelhelm
Joseph & Elaine Afflerbach
Jane Ahern
Elizabeth Ahlborn
William & Barbara Albert
American Office Systems
Philip & M. Arolyn Angle
Mr. & Mrs. Albert Antrobus
Associated Rubber, Inc.
Mark & Claudia Banchi
Mike Basher/Brown's Family ShopRite
Frank Beard
David & Susan Birnbaum
Michael Blickley & Jean Green
Chittima Bonner
Susan Bowles
Francis & Beatrice Broschard
Richard Brown
Jeanne Buck
Patty Bulicki
Jenna Bumersbach
Charles & Joann Burmeister
Robert & Joan Burns
William & Mary Byron
Vincent & Marge Calvanese
David Campbell
Donald & Katharine Caparro
John & Joy Capozzi
Lori Caraccio
Phil & Victoria Carey
Gerald & Theresa Carle
Elizabeth Carr
Andrew & Ramona Carson
Charles & Kristi Cauvin
Regina Cawley
Drew & Nancy Chupalio
Coggins Supply, Inc.
James & Rosemary Collie
Linda Connor
Zully Cordova
Gerald & Jean Crandley
Judith D'Arcy
Darlene Davenport
Thomas & Andrea Delaney
Michael & Eileen Del Viscio
Mario & Dina DiFabio
Gary Dimmig/Dimmig Electric Co.
Dr. Ian Doner
Michael & Tina Dougherty
John & Barbara Duggan
Holly Enichen
Howard & Shannon Enish
Ronald Ervais
Malcolm & Janet Erwin
Harry & Joan Esling
Everett & Darlene Farr
Paula Fasciano
Raymond Feng & Tianlin Ma
Phil Fenster
Stephen & Marcy Ferri
First National Bank of Newtown
First Savings Bank of Perkasio
Bud & Karen Fisher
David Foster
James & Jacqueline Fox
Charlotte Freed
Kathleen Galeone
Charles & Patricia Gallagher
Michael & Christina Gardyan
Bernard & Kathryn Gavlick
George Gentsch
Russ & Elaine George
Josephine Gerchak
Raymond & Mary Ann Gillespie
Andrew & Donna Gniewek
Martin & Kathy Grasmeder
John Gregory
Earl & Dorothy Grow
Mary Harbison
Thomas Hasiak
Leon & Clare Haubenstein
Donald & Louise Heath
George & Frieda Heaton
Ceile Hedberg
Edward & Charlotte Hege
Paulette Hellings
Richard & Kathryn Henry
John High
Charles Hill
Kenneth & Julia Holzman
Bob & Mary Huston
Dorothy Hutchison
Rob & Deborah Hutchison
Charles & Barbara Johnson
Charles & Nancy Johnson
Edward & Susan Johnson
Margaret Keller
Robert Kohl
Walton Kolb
Dietrich and Barbara Koletty
Scott & Mary Beth Kramer
Harry & Ella Kratz
Mark & Cecelia Kukuchka
Scott Kulp & Gary Schneider
Michael & Carol Kutler
Dave Lambert
Reverend D. Craig & Anne Landis
Robert & Genevieve Lanhan
Robert & Joanne Lechowicz
David & Eileen Lenox
Carmen Lloyd
Jean Luz
Edward & Marie Maceyko
Vincent & Marce Malandra
Tony & Teddy Manero
Joe & Josephine Marcavage
Jeanne Marchiondo
Charles & Dorothy Marett
Kathy Markloff
Vincent Markus
C. S. & Lorraine Marquardt
Stanley & Betty Marshall
Tara Matthews
Charles & Linda Mazenko
John & Marge McDewitt
James McDowell
Arthur & Marjorie McGee
Kate McGhee
Mark & Jennifer McGinni
John & Jane McGroarty
Francis & Carol McKay
Sarah McLaughlin
Terrence & Donna McNelis
David & Connie Meade
Pauline Melvin
Frank Menna/Genesis Asset Protection
Jeff & Heather Milano
Mike Mills & Ayres Boswell
Michael & Mimi Moll
John & Elizabeth Moore
Thomas Moore
George & Ruth Morton
Robert & Jeanne Motley
Robert & Ethel Moy
Robert & Miriam Muller
Patrick & Laura Murray
Craig & Mary Ann Mysliwicz
Anthony & Frances Natale
Robert & Phyllis Needham
Janice O'Donnell
Peggy O'Neill
Elma Pallatt
Charles & Rosemarie Pantess
John & Donna Park
Ken & Eileen Parsons
John & Joan Paslo
Gordon Pearce
Joe & Ellie Pernitsky
Charles Petrillo, DMD
Dr. John Pfeiffer
Lido Pistagnesi
David & Beth Plechner
Charles Podhaizer
Gerrie Poliquin
Michael & Sherri Portnoy
Mr. & Mrs. Anthony Primola
Judge S.A. Puzio
Billy Joe & Nancy Pyle
Quakertown AARP No. 3377
Genevieve Querin
Patricia R. Quirk
Dr. Larry Rakowsky
Anthony & Vreni Ranjo
Jim & Sally Ratigan
James Rennie
Wendell & Joan Rich
Ayelien Richards
Raymond & Donna Ritting
Nicholas & Ida Roman
Wm. Rowen, Jr. & Janice Boyd
Robert & Carol Routier
Bob & Stella Rueger
Kimberly Rutherford
Dan & Mary Salvato
David & Nancy Sample
Dr. Robert Sasson
Mary Sautter
Chuck Schaum
Dr. Robert Schram
Patricia Schuck
Calvin & Linda Schwartz
Leigh Schwartz
Louise Serratore
Edith Shellenberger
Elmer & Virginia Shemeley
Katherine Shepherd
Diane Sheridan
Lester & Pauline Sherry
Barton & Patricia Shippee
Charles & Trudi Sine
Herbert & JoAnn Slack
Michael & Bernadett Smedile
Edward & Judith Smith
Matt & Lottie Spinelli
Patrick & Elizabeth Stanley
Reverend Kyle St. Claire
Sharon Stern
Mark & Pamela Strasburg
David & Linda String
Anna Sullivan
Michael & Tina Susco
Donald & Charlotte Swenson
Merle & Dennis Teeling
Charles & Josephine Thomas
Nancy Tilley
Tri-State Metals, Inc.
Lori Vail
Dan & Marie Vaughan
Stephen & Cynthia Walther
Mark Ward
Agnes Ware
Andrew & Elaine Warren
Joseph Popivchak/Wetherill
Joseph & Patricia Whalen
Opticians, Inc. Lou & Libby White
Milton & Anne Whitehead
Al & Ruth Wilkocz
Ron & Carole Wizda
Charles Yeske
Lydia Yost
Walter & Irma Zwick

Board of Directors



Teresa Manero
President



Joan Esling
1st Vice President



Philip J. Carey
2nd Vice President



Michael W. Mills, Esq.
Treasurer



J. Scott Kramer, Esq.
Secretary



Richard E. Brown, Jr.



Kathleen Grasmeder



Genevieve M. Querin



Sherri T. Portnoy



Patricia A. Schuck



Dr. Robert Sasson

Contact Us

BARC Developmental Services Offices

Executive Office

Buckingham Green 1 – 4950 York Road
PO Box 470
Holicong, PA 18928-0470
P: 215-794-0800
F: 215-794-0958

Central Bucks Residential

349 Ivyland Road
Warminster PA, 18974
P: 215-672-8270
F: 215-259-0663

Quakertown Residential

1541 North West End Blvd.
Quakertown, PA 18951
P: 215-536-2097
F: 215-529-5992

Lower Bucks Early Intervention

721 Emily Avenue
Croydon, PA 19021
P: 215-785-2120
F: 215-785-0514

Central Bucks Early Intervention

1101 Little Lane
Warminster, PA 18974
P: 215-672-4479
F: 215-672-1788

Berks County Early Intervention

4 Park Plaza, Suite 204
Wyomissing, PA 19610
P: 610-373-4433
F: 610-373-4484

BARC Production Services – Warminster

349 Ivyland Road
Warminster, PA 18974
P: 215-672-6010
F: 215-672-3642

BARC Production Services – Quakertown

1446 Old Bethlehem Pike
Quakertown, PA 18951
P: 215-536-4048
F: 215-536-8081

For More Information

www.barcprograms.org
Email: info@barcprograms.net



Find us on
Facebook

The Meaning of the BARC Developmental Services Symbol



In a single image, our mark represents a sunburst symbolizing warm rays of friendship, hope, and love that BARC Developmental Services extends in all directions to persons with intellectual disabilities and Autism at all levels, in all communities. It is our personal emblem of responsibility to help secure the rightful place for individuals with intellectual disabilities and Autism in our society. When you see the symbol on BARC Developmental Services letterhead and literature, it is not only a symbol of our Association alone but also of your „association’ with us.