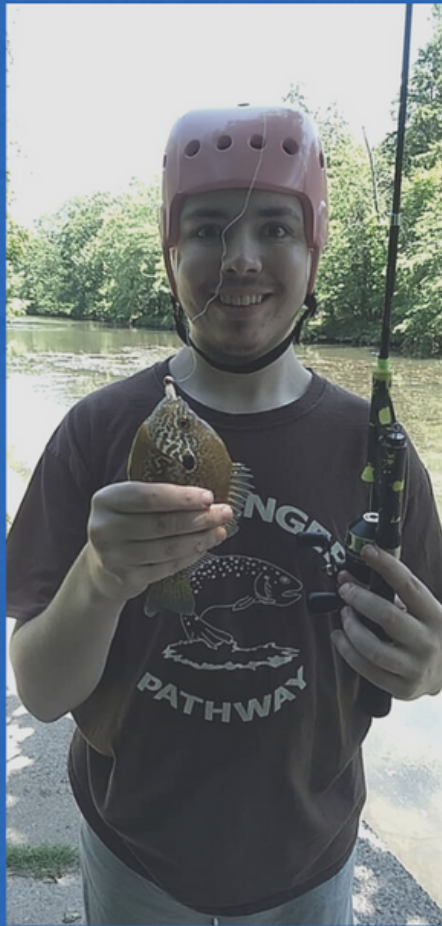




ANNUAL REPORT

2021/2022



A Year in Review

MESSAGE FROM THE EXECUTIVE DIRECTOR

Mary Sautter, MSOL

BARC Developmental Services (BARC) is a private, non-profit agency whose mission is to advocate for and serve people with intellectual disabilities and autism. 2021 was a busy year for BARC, as we made several long-term investments such as purchasing new residential homes and securing our IT infrastructure. The past two years has truly tested our resolve with the challenge of the COVID-19 pandemic. I have been so impressed with the cooperation, adaptability and resilience of our workforce – they are the reason we have not only succeeded, but thrived! It has been wonderful to hear how associates and contractors in all departments (service and support) have come together to provide what is needed for the individuals we support.

Individuals are supported in 3 service departments: Early Intervention, Vocational, and Residential. Our Early Intervention Department provides home-based services from birth to age three. The Residential Department supports approximately 100 residents in homes located in Bucks, Lehigh, and Montgomery counties. The type of living situation for each individual depends on the level of support they need. The Vocational Department provides work experience in various settings: there are two light manufacturing programs, one program to place workers in community jobs, and one program to provide community inclusive activities. Referrals to our Adult Day Care Programs, Senior Programs, and Autism Spectrum Disorder Program continue to grow. The following pages will provide information on these programs.

In addition, there are several support departments that

help the Agency fulfill its mission. The Human Resources Department provides oversight to ensure: legal compliance; all employees are treated fairly; managers are continually developing, motivating and evaluating subordinates; employees are engaged; and a comprehensive training program is in place. The Quality Resources Department provides essential components of a comprehensive quality management process by adhering to our core values of accountability, integrity, self-respect, quality, and diversity. The Development Department coordinates Agency fundraising events and expands community integration and awareness programs, with the participation of many staff and volunteers. The Fiscal Department contributes to our financial health by maximizing funding opportunities, providing timely financial reports, analyzing expenses against related funding, and managing the Information Technology team. Overall, BARC is financially solid with the diversity of our programs and funding streams.

As we celebrate our 71st year of advocating for and providing services to children and adults with intellectual disabilities and autism, we are very proud of the quality of supports we provide. Our services have long been the recipient of praise from our staff, licensing inspectors, colleagues, and families that receive the service for their family members. Our Agency vision remains true today: BARC Developmental Services will assist and support individuals with intellectual disabilities and autism to reach their fullest potential, lead happy lives and contribute to their community.



Mary Sautter has over thirty years experience working with individuals with intellectual disabilities. Prior to joining BARC, Mary worked for 4 years with ICF/ID 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. In January 2020, Mary was again promoted to the role of Executive Director. Mary holds a Bachelor of Arts degree in Psychology from Gettysburg College and a Master of Science in Organizational Leadership from Quinnipiac University. She is an agency trainer of Gender and Cultural Diversity and Is This Abuse Too. She is a member of the American Association on Intellectual and Developmental Disabilities (AAIDD).

Meet Our Executive Management Team



Noreen Coleman

Noreen Coleman joined BARC Developmental Services in November 1999. She started at the Central Bucks Preschool site as the Center Coordinator and moved into the Program Director of Infant/Toddler and Preschool services position responsible for Central and Upper Bucks Early Intervention in 2003. In January 2016 she was promoted to the position of Department Director of Early Intervention. Noreen is a member of the Advocacy/Human Rights/Quality Resource Committees and an agency Certified Investigator. She is an agency trainer of Gender & Cultural Diversity and Preventing Vehicle Accidents.

Noreen holds a Bachelor of Science degree in Special Education from Millersville University and is Certified K-12 in Pennsylvania.



Eric Macklin

Eric Macklin graduated with a Bachelor of Science Degree in Psychology from Kutztown University. He has worked at BARC Developmental Services for over 28 years, starting as a Direct Support Professional in 1993. He was then promoted to Assistant Home Manager, Home Manager, Program Manager, ICF Quality Assurance Manager, Regional Residential Director and Program Director. Eric held the position of Program Director for ten years prior to being promoted to Residential Director in January 2020. He is currently a trainer for Heartsaver CPR, Heartsaver First Aid & Is This Abuse. Additionally, Eric is a member of Peer Review Human Rights Committee, Advocacy and Human Rights Committee, and the Social / Recreational Committee that plans events for the individuals to attend and enjoy.



Scott Kulp

Scott graduated from East Stroudsburg State College with a Bachelor of Arts degree in Psychology, and from the University of Scranton with a Master of Science degree in Rehabilitation Counseling.

He joined BARC Developmental Services in 1976 as a Job Placement Counselor, was promoted to Rehabilitation Manager at BARC Production Services Quakertown in 1978, Site Manager of that facility in 1985, Clinical Supports Administrator for the Vocational Services Department in 1999, and Director of Vocational Services in 2001. In addition to his duties as Director of Vocational Services, Scott is also the Director of Development. He is a long-time member of the agency Advocacy/Human Rights/Quality Resources Committee, the agency Relationship and Sexuality Committee, and a founding member of the BARC Developmental Services Foundation. In August 2021, Scott celebrated his 45th anniversary with the agency!



Erin Pracher

Erin Pracher, Director of Quality Resources, has 15 years of experience working with individuals with developmental disabilities. Prior to joining BARC, Erin worked as a Special Education Teacher for 5 years in an Approved Private School in PA and worked for another nonprofit organization providing supports to adults with developmental disabilities for over 9 years. With this organization, she held multiple positions including a Residential Manager, Program Coordinator, Associate Director, and State Director of Community Living in both their PA and NJ divisions. She also is a Certified Investigator with experience in incident management as well as a Medication Administration trainer.

Erin graduated with a Bachelor of Science Degree in Special Education and Childhood Education from the State University at Cortland, and with a Master of Science Degree in Special Education: Students with Emotional and Behavioral Disorders from the University at Albany.



Lori Vail

Lori Vail joined BARC Developmental Services in August 1993. She received her Bachelor of Science degree in Accounting from Mankato State University in 1983 and began her professional career as an accountant with the Higher Education Assistance Foundation in St. Paul, Minnesota. Lori started working for BARC as a part-time Bookkeeper in 1993, was promoted to Accountant in 1998, and in 2005 she was promoted to the position of Chief Financial Officer.



Chris Bennett

Chris Bennett joined BARC Developmental Services in October 2005 as a Home Manager. He was promoted to the position of Quality Resources Coordinator in 2015 and then to Human Resources Generalist in November of 2018. Chris was promoted to the position of Human Resources Director in March of 2021. Prior to joining BARC Developmental Services, Chris worked as a Direct Support Professional for a non-profit agency in State College, Pennsylvania.

Chris has a Bachelor of Arts degree from the Pennsylvania State University in Letters, Arts and Sciences. He has served on the Peer Review Committee, Advocacy/Human Rights Committee and is currently a member of the Safety Committee and Staff Appreciation Committee. He is also an agency training instructor.



EARLY INTERVENTION

The Early Intervention Department supports over 350 children and their families in our Infant/Toddler Program. The delivery of service continues to be based on the “Coaching Model” providing support in the child’s natural setting during typical family routines. Fortunately with COVID cases decreasing we were able to transition back to in-person service for the families that preferred that option. Some families prefer to have a hybrid approach with some in person and others virtually. When there is a positive case with either a family or interventionist we offer virtual sessions. The interventionists continue to mitigate risk of exposure by following social distancing, wearing face masks and frequent hand washing.

Our department continues to partner with the Bucks County Department of Behavioral Health/Developmental Programs on Pennsylvania’s Coaching Initiative. We have interventionists participating each cycle to enhance their skill set. The information is shared with the families in early intervention to expand their understanding of the model.

Parent surveys are completed at the time a child is transitioning at age three or exiting due to any reason including being age appropriate and no longer needing service. This year the feedback continues to be very positive.

Isaiah McCloskey

BY SUSAN GORDON, PHYSICAL THERAPIST



Early Intervention has been a great support to families with developmental concerns in their children. As a physical therapist, I have always enjoyed creating activities and strategies to motivate a child to “Go for the Gold” moving fluidly and safely in play with their peers. I personally enjoy music and love to sing. Melding music into my therapy sessions has always been a special asset to motivating babies and toddlers. Singing and rhythm patterns often make a displeasurable physical challenge more pleasant. As a physical therapist, the rewards are endless as I get to be hands-on and watch each child blossom to the best of his/her abilities.

When I met Izzy at a playground, I began to sing Ring Around the Rosie. He immediately began to engage. Mom shared that Izzy loves music. Together as a team with his parents, who know Izzy the best, we are able to teach and develop new strategies to help Izzy attain his goal. We embedded strategies into the family’s daily routines to reinforce the motor practice of skills he’s learning, such as walking up the stairs for bed and naps. In his case, implementing orthotic

intervention further supports his developmental control throughout his play. Again, impromptu singing of a made-up song helped Izzy accept putting on the derotational straps and orthotics in his shoes. WOW!! Walking upright the full flight of stairs he went. We are challenging Izzy’s upright balance in many ways. Of course, physical challenges are often fearful. He is often resistant. Adding a sweet tune, a bit of the “whistle while you work” method, bridges the fear with happiness instead. With his love of music, Izzy has definitely made my profession appear more like play than a physical challenge. He continues to blossom every day. Together “Music produces a kind of pleasure which human nature cannot do without” by Confucius. Onward and upward, go Izzy!

"MUSIC IS AT THE HEART OF THE SOUL"

-SUSAN GORDON

From “Izzy’s” Mom: After delivering Isaiah 10 weeks early and him spending his first two months of life in the NICU the amount of worry I had as a first-time mother was indescribable. A bit of that worry was relieved when right around Isaiah’s due date he was enrolled in early intervention services. As he grew, the initial concern of his hearing and language shifted to his physical abilities. His speech was excelling but he struggled to keep his balance. My husband Andrew and I noticed simple things other children his age could perform with ease; Isaiah had a much harder time. We were eventually paired up with Susan for physical therapy services. Susan has been great with Isaiah! She has patience and understands his frustrations. Early on I told Susan, Isaiah loves songs and to sing. Much to our luck Susan has a beautiful voice and jumped right into our routine of songs to complete tasks and keep focus. Through many on the fly remixes and Susan’s creative approach Isaiah has had many achievements and continues to improve physically. She often suggests toys that engage his interest, and talks me through different ways we can help Isaiah between sessions. Having Susan and Early Intervention as resources to Isaiah really eases our minds as parents of a premature child. I have the utmost confidence and feel grateful for Susan and the EI team.



About the Author: Susan Gordon has been providing Physical Therapy for BARC Developmental Services’ Infant Toddler Program since 1998. She is a valued member of our team supporting children and their families in a caring and professional manner. Susan understands that each family is unique and that building relationships with parents and caregivers is essential in supporting children. She takes the time to gain insight from the family and review their Individualized Family Service Plan. Susan builds their skills in supporting their child based on their strengths and needs. Susan works well with the other interventionists, exchanging information to better serve the children. She often accompanies the families in accessing their community; she organizes field trips to the zoo, pumpkin patch, and local parks. These activities provide the families opportunities to interact with each other and build relationships. Susan has a positive attitude and easy personality that people find refreshing, and therefore she is a pleasure to work with. The families that Susan supported over the years have expressed their appreciation of her services time and again.

VOCATIONAL SERVICES



When the pandemic hit in March 2020, no one knew what to expect. Little did we know at that time, however, the pandemic would still be significantly impacting each and every one of us nearly two years later! While COVID has presented numerous challenges to the Vocational Services Department, 2021 brought many other challenges to the department, as well.

In early March 2021 our day programs once again reopened after being forced to close for nearly four months due to the positivity rate in Bucks County exceeding 10%. We were just beginning to get back into our new normal routine, when our programs once again closed from April 5th until May 10th, 2021. Thankfully, our programs then remained open for the remainder of 2021!



When we were able to reopen in early March 2021, we made the difficult, but necessary decision, to keep the BPSQ ATF/Seniors closed indefinitely. Most of the individuals who attend that program are also served by our Residential Department; many of whom could not attend as they are unable to wear masks for extended periods of time. Staff from the ATF/Seniors Program were also able to continue working in the homes where they were deployed while we were closed, which was greatly needed.

We have learned through our involvement with the Coalition to Preserve 14c Certificates, Wage and Hour is now routinely conducting audits of workshop programs when providers like BARC submit their renewal applications needed to maintain their 14c certificates. Over the past two years, the effort to eliminate these certificates and require providers to pay folks with a disability minimum wage has once again gained momentum at the federal level, but does not appear imminent at this time. That notwithstanding, the Vocational Services management team is discussing strategies for conversion of our Pre-Vocational programs should the certificates be discontinued.



The senior management team of the department met weekly during much of 2021 to strategize and plan how to provide community inclusive activities for the folks we serve, as mandated by the Office of Developmental Programs (ODP), at least 25% of the time folks attend our programs, effective July 1, 2023. In late November 2021, at a statewide employment providers meeting, we learned this date may not be enforced due to the on-going pandemic and the staffing crisis many providers across the commonwealth are experiencing. We are still awaiting verification from ODP this date will not be enforced, but that has not yet occurred. Until we receive a definitive update, the planning meetings are temporarily on hold.

Staffing presented another challenge. When our programs closed, several staff from the Vocational Services Department were deployed to work in our residential homes. Many of those staff, particularly from BPSQ, chose to permanently transfer to Residential rather than return to their former positions when our sites reopened. While we are very glad these associates continue to work for the agency, the impact on our day programs has been palpable, and we are working closely with the Human Resources Department to recruit for these vacant positions. The staffing crisis has also impacted our ability to have individuals who wish to now return to our programs be able to do so.

The JOBS Program (Joint Opportunities for Business and Society) continued to receive referrals from OVR, complete assessments, and place folks in community jobs despite the pandemic. During the year, seven individuals secured jobs, receiving on the job training and follow along services.

While 2021 proved to be challenging, we are optimistic the pandemic will abate this coming year, and we will rebuild our programs as we remain strong in our resolve.

Casey McCauley

BY DANA WOJCIECHOWSKI, PROGRAM SPECIALIST



Casey began her journey with BARC at the Quakertown CPS program in 2014 and then she transferred to the Warminster program in August 2016 after moving closer to that location. Casey is a very inquisitive and fun-loving lady who likes to socialize with her peers. She genuinely wants to learn about others and she also loves to share her own stories and experiences. At her CPS program, she is known to be very thoughtful and will write notes to her friends and staff for any occasion. Casey is kind-hearted and takes pride in her ability to make others smile and laugh. She enjoys spending quality time on the weekends with her family and taking trips down the shore, where she likes walking on the boardwalk and picking out souvenirs for her friends at work.

Casey and her supervisors have built strong bonds throughout the years and have mutual respect for each other. Staff have always encouraged Casey to do her best and have been very influential in her gaining confidence and self-esteem. Casey is very driven and likes to prove herself when it comes to taking on work assignments - especially if it is a challenging

"YOU CAN OFTEN HEAR HER HOOTING AND HOLLERING IN EXCITEMENT AT HER WORKSTATION WHEN SHE EARNS A BIG PAYCHECK."

-DANA WOJCIECHOWSKI

task. Some of Casey's favorite production jobs include packaging, assembling small objects, strapping boxes and labeling. She is very reliable when it comes to completing a task efficiently and in a timely manner. It is very important to Casey to earn a sizable paycheck and with encouragement from her staff, she is usually able to achieve this goal. You can often hear her hooting and hollering with excitement at her workstation when she earns a big paycheck! When the cafeteria was open at BPS-W, Casey spent time working in that program. She did a great job assisting the Food Services manager with cleaning equipment, washing dishes, and helping to prepare meals. Unfortunately, Casey has not been able to work in the cafeteria since the start of the pandemic, but she continues to have a strong determination to put her skills to use again one day. Casey recently took the initiative to discuss her interest in finding a job or volunteer position in the community. At Casey's request a team meeting was held to discuss a plan that would give Casey the opportunity to build her skills for future employment.

Casey is very compassionate towards others and is always willing to assist a coworker who is struggling with a particular job or just having a bad day. She has become a natural leader and role model, which can be seen through her work ethic and the strong relationships she has built over the years with staff and her peers. We are so proud of Casey's many successes at BARC and know that the future is bright and full of endless possibilities for her.



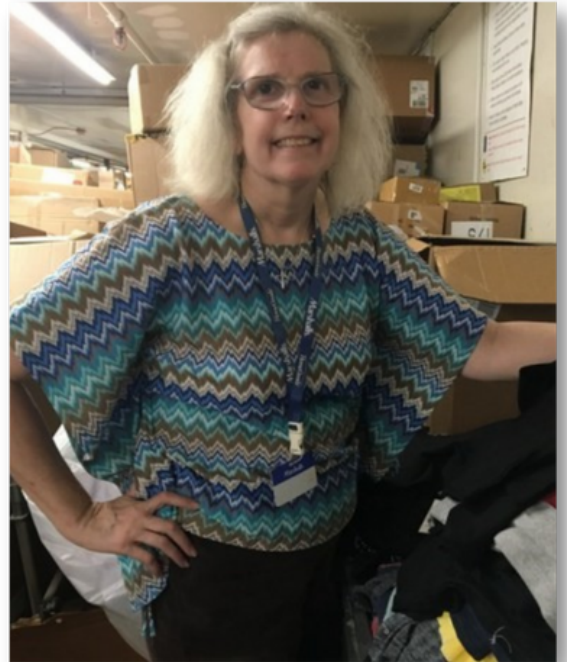
About the Author: Dana was born and raised in Warminster, and resides there with her husband Brad and their two children, Lillian and Luke. Dana enjoys practicing yoga daily and received her 200 hour certification in 2020. Dana enjoys traveling and especially loves visiting Ocean City, NJ with her family and friends during the summer months.

Dana began her journey at BARC Developmental Services in 2004 as a Production Coach, where she developed many skills that prepared her for her future roles within the agency. In 2008, Dana became the ASD Program Manager. She was especially drawn to the position because it allowed her to work directly with the program participants and use her creativity to support their individualized skills and needs. This also allowed Dana to create a learning environment that provided the individuals with the tools to meet their highest potential. Dana is currently a Program Specialist and feels that one of her strengths is developing ideas that allow the people on her caseload to build their confidence and accomplish their goals. She is so grateful for all the relationships and opportunities that she has attained throughout years with workers and their families, which makes BARC such a special place to work.

DAWN MCKEE

BY BRYNN ZWICKEL, CPS/JOB'S MANAGER

In 2011, Dawn began her employment at Marshalls in Doylestown, PA. Having a love for fashion and clothing, Dawn knew the job of being a Clothing Processor would be a great fit for her. When Dawn clocks in for her shift, she places her items in a locker and eagerly goes right to set up her work area. Of course, she happily greets her co-workers along her way to the backroom! When she reaches her workstation, she sets up by bringing unopened boxes full of clothing near, slides a trashcan by her side, and places her safety cutter in her pocket for easy access. Her repetitious work tasks for the day begin by opening the boxes, taking out the articles of clothing one by one and laying it out flat on the table. If Dawn develops any questions, she knows she can turn to her Supervisor for supportive assistance. Dawn is very fond of her Supervisor and was invited to her home for Thanksgiving! The strong relationship Dawn developed with her Supervisor contributes greatly into her longevity with the company. Dawn feels a sense of having a meaningful purpose with the work she performs and feels as though she is part of a team.



**"DAWN FEELS A SENSE OF HAVING A
MEANINGFUL PURPOSE WITH THE WORK SHE
PERFORMS."**

-BRYNN ZWICKEL

These are the emotions of an employee where it is evident that they love what they do!

When Dawn completes a hard day's work, she goes home to relax with a tribute video of Elvis. The evening times allow Dawn to complete some laundry, make phone calls, and have dinner. One of Dawn's favorite dishes is a seafood platter with "all the trimmings". Dawn is very close with her family and enjoys going to family events.

Dawn is a very loved and active member of our community. She strives to make sure everyone around her feels welcomed by acknowledging their presence. Inclusion is important to Dawn because that is what allows her to live her life just like everyone else.

About the Author: Brynn graduated from The Pennsylvania State University with a Bachelor's degree in Rehabilitation and Human Services in 2016. She joined the BARC team as an Intern in 2016 and directly upon graduation moved into her role of Production Coach, and then a Program Specialist, at BARC Production Services Warminster. In September 2017, she was promoted to JOBS Manager, and in July 2018 she moved into the CPS/JOBS Manager position. Brynn also holds CESP certification, which is now required to provide community employment supports.



LISA MCGRATH

BY ELAINE WITMAN, PRODUCTION MANAGER

Lisa was born near Philadelphia and came to reside in this area at a very young age. Lisa's start in life was a bit unsettled. She spent a number of years in foster care in the Allentown area where she graduated from Allen High School. While at Allen High, she attended the tech school studying in the food services division. This education laid the ground work for Lisa to eventually work in the BPSQ cafeteria for two years....a job she excelled at and loved to do.

Lisa's immediate family consists of her aunt, whom she speaks with regularly, and her father; with whom she recently rekindled her relationship. Lisa is very happy to have the opportunity to once again work on building a closer relationship with her father. This was evident at Christmas time when she joyfully was telling everyone at workshop she was "happy to be able to see her dad at Christmas".

But, Lisa's 'true' family lies with her current life sharing provider and the family ties she has made there. Lisa lived with two life sharing providers before coming to live in her current home. She has now been with her current provider for nine years. This was the 'match' Lisa was destined to have. In the formative years, the road was not always an easy one to travel. However, both Lisa and her provider never gave up on establishing the close bond they have developed and worked so hard for Lisa to become successful. In the early years of this life sharing home, Lisa shared the home with another BARC individual. This particular individual was not able to read. Lisa, being the helpful, caring person she is, took it upon herself to try and teach this individual to read. Lisa spent many hours reading to this person and teaching them specific words. Lisa was also able to assist in caring for the 'family' dog Kacey by "doing whatever necessary when you have a pet". These acts of kindness truly speak of who Lisa is and her core character. Lisa is a very caring and helpful lady. At any given time, you can hear Lisa ask if there "is anything she can do to help". Lisa's many talents enable her to 'go the extra mile' and share her



kindness with many people. And, she is certainly not shy to offer people her "expert advice".

When Lisa came to BARC, she spent a short period of time doing shredding for the Residential Department. She later started in the workshop in 2009 where it didn't take long for Lisa's abilities to shine. Lisa was definitely one of my 'go to' people when it came to doing more challenging jobs, knowing she would do the job correctly and let me know if there were any obstacles she needed to overcome to meet the job requirements. Lisa's goal was to work hard and be sure she "did it right". And, as she stated, the best part about working at BPSQ was getting to know everyone and learn about them as an individual. Lisa has since left BPSQ to advance her career by acquiring a position at WAWA. She started at WAWA in November 2021 as a sales associate. Her primary responsibility there is to be in charge of the coffee station and assure everything is available for the many customers she greets every day. Lisa states, "It can get very busy, especially at lunch time, but I'm up to the challenge". With the money Lisa earned at BARC, and now at WAWA, she has the ability to purchase some of her favorite things; some of which are jewelry, makeup, and a membership to the Sellersville Theatre.

Thank you, Lisa, for the time you've spent at BPSQ, and all you did to advance yourself and prove you have this 'I can do this' attitude. I, and many others, wish you the best life has to offer, and have no doubt you will fulfill many of your wonderful dreams.



About the Author: Elaine began her journey with BARC in 1986 as a Supervisor I in the Micro Systems Department. During the 11 years she worked in that department, she was promoted to Supervisor II; Supervisor III; then, in 1996, to Micro Systems Manager. In 1997, Elaine was promoted to the position she holds today, BPSQ Production Manager. In 1993, Elaine received the Employee of the Year Award. In 2012, she received the Quality of Life Award. Throughout the years, Elaine has served on various Agency committees and as an Incident Investigator. In April 2021, Elaine celebrated her 35th anniversary with BARC.

RESIDENTIAL SERVICES



The Residential Department within BARC Developmental Services provides care and support to over ninety individuals in over thirty homes located throughout the areas of Upper and Central Bucks County, Lehigh and Montgomery Counties. Individuals' diverse needs are met through a variety of programs structured according to the requirements of each individual.

Intermediate Care Facilities (ICF/ID) provide structured 24-hour supervised programs where active treatment is the focus. This concept involves the idea that every person is able to take part in every aspect of their daily routine.

Community Living Arrangements (CLA) provide structured programs with varying levels of supervision. As with ICF homes, the focus in BARC's CLA homes is on the individual and their strengths while developing strategies to work on the areas the individual wants to improve upon.

Unlicensed Residential Habilitations supports are provided to individual lives who live alone, or with a roommate, and a Direct Support Professional assists them for less than 30 hours per week.

Life Sharing arrangements provide services to individuals living with a family in the family's home. The name of this service is what the goal is, for the individual and the family to truly share all aspects of their lives together.

Two years have now passed since the start of the COVID pandemic. As the requirements of the Centers for Disease

Control, Occupational Safety and Health Administration and the Office of Developmental Programs have been implemented, changed and at times halted, the safety and welfare of the individuals supported and associates has always been most important. We have endeavored to meet these requirements while also doing what is safest, fair and appropriate for individuals and associates. To succeed to the greatest extent possible, the services of Dr. Anthony Wehbe were obtained early on in the pandemic. Dr. Wehbe is an excellent resource who is available day and night for guidance and information regarding COVID testing and positive results of individuals and associates. His guidance, along with the residential management team and nursing team have allowed for the individuals supported residentially and associates working in the residential department to remain as healthy and safe as possible with minimal serious medical complications.

Some individuals have not returned to what they considered normal lives and are now living a new type of normal life. Others have returned to a way of life that is very close to what it was prior to the start of the pandemic. Much of this is based on an individual's ability to follow the safety precautions required to be in most public places, such as mask use, hand washing, hand sanitizer and social distancing. Each team works with each individual to determine what they want and need, develop a plan and go from there. The only true requirement is that everyone remains safe and healthy.

James Weissenberg

BY SUE RYKER, CLA/URH/LIFE SHARING PROGRAM DIRECTOR



James (Jamie) Weissenberg was admitted to BARC on July 9, 2013, when he aged out of his previous residential treatment facility. Jamie lived at our Blythewood home until he moved to his new CLA home in Warminster on January 29, 2021. Jamie has overcome many medical and behavioral issues from his childhood and is finally living his best life.

Since moving to his new smaller home, Jamie has really flourished. He loves spending time in the sunroom at his home. On April 12, 2021 Nick Towles started as the home manager at Roger Rd. Nick came to us from another agency where he was a lead DSP staff for several years and he was looking forward to taking on more responsibility in the Home Manager position. At first Nick thought he may have bitten off more than he could chew but as he got to know the guys better and with the support of his Program Coordinator, Filomena Coletta, Nick and Jamie have developed a wonderful friendship and understanding of each other. Nick has noticed positive changes in all three men at the home but

"SINCE MOVING TO A SMALLER HOME, JAMIE HAS REALLY FLOURISHED."

-SUE RYKER

Jamie's growth stands out the most. Nick says "connection is key" and he is certainly connected with Jamie. Jamie is now very cooperative and listens and follows directions well. He has had marked decreases in all his target behaviors. Even Jamie's PCP and Dentist have noticed and commented on the positive changes. The dentist let Nick know at this last visit that it is clear how Jamie's home care has improved. Others around the agency have noticed as well especially during the most recent COVID and flu vaccine clinics. Jamie was able to participate with minimal disruptions.

Jamie has also been able to form deeper connections with his family members during visits. He is interacting more and showing affection to his family. Jamie is communicating more with staff using his ASL and adapted sign which has helped staff communicate with Jamie. Nick and his staff enjoy finding therapeutic ways to meet his needs. Jamie enjoys watching Sponge Bob, playing with his sensory toys, crinkling water bottles, games, van rides and water play.



About the Author: Sue Ryker began working at BARC in September 2015 as the CLA, URH and Life Sharing Program Director. She continues in that role today. She came to BARC with many years of residential experience from previous providers as well as Support Coordination.

Sue graduated in 1995 from Moravian College with a Bachelors Degree in Psychology and Elementary Education Certification. She was President of her sorority Sigma Tau Sigma. Sue is currently a certified investigator, head of the Social Recreation Committee and Putting People First Instructor at BARC.

She currently lives in Coopersburg, PA with her husband and two children Hannah (18) and Peter (16). When not at work, Sue enjoys visiting family in New York and Florida.

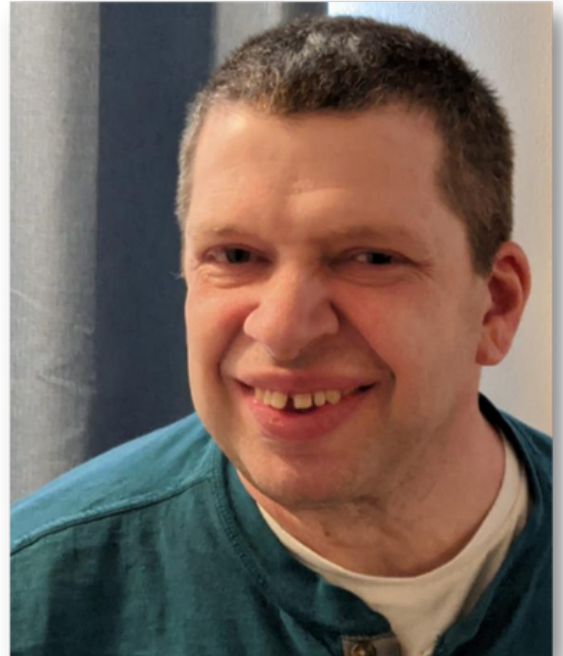
TIMOTHY MAYER

BY STEPHANIE GIBERSON, CLA PROGRAM COORDINATOR

Timothy Mayer has lived at with our agency since September of 2004.

Timothy struggled for many years working to adjust to the many changes that moving into a Community Living Arrangement home presented, after residing with his parents in his family home up until their sudden passing. Because of some of the challenges he faces as a man with Asperger's, Tim tends to not be flexible with any sort of change. The sudden and hugely significant change involved with moving into a new home sent Tim into a whirlwind for many years. Anyone who knew Tim back then as well as today, could attest to his remarkable transformation.

Throughout the years with BARC Developmental Services Timothy has learned to trust his staff, embrace the positive changes his new home has provided and make great strides to become more open to suggestions and change. Over the last several years Tim has been able to lose over 40lbs, shave regularly and take great pride in his personal appearance. He has become more vested in his overall health.



**"HE CONTINUES TO ACCOMPLISH THINGS AND
BECOME MORE FLEXIBLE AND VESTED IN HIS
QUALITY OF LIFE."**

-STEPHANIE GIBERSON

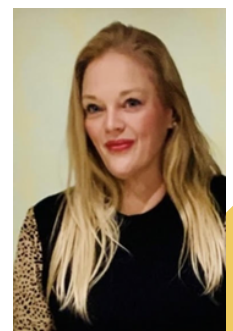
For the last five years Tim's team has worked to help him accomplish some preventative medical procedures, including a colonoscopy, a test that none of us look forward to. The team had been unsuccessful up until this January at which time, with the counseling and support of trusted staff, Tim decided it was time for him to complete this test, on the anniversary of his father's death, who Tim lost to cancer and watched suffer.

Since Timothy's admission to Richlandtown he has made great strides. He continues to accomplish things and become more flexible and vested in his quality of life. Having known Tim since his admission in 2004, it has been a great honor to watch Tim truly come out of his shell. He has developed an incredible sense of humor and is so bright and knowledgeable about many topics. Tim is a great example of how with lots of patience and perseverance anything is possible.

About the Author: Stephanie Giberson began working at BARC in April of 1997. She started out as an ONA while in college, was promoted to the Home Manager position in 1999 and in 2007 became a CLA Program Coordinator, the position she currently has. Stephanie is a CLA Program Coordinator in Quakertown and oversees four CLA homes. During her career at BARC one individual "Bobby" stole her heart and wanted to live with her in the worst way so she opened her home and provided Life Sharing to him from 2009-2017, until his passing. Something her and her family will cherish for a lifetime.

Stephanie graduated from Lehigh Valley College with an associate's degree in Merchandising/Management and continued her education at DeSales University in Business. Stephanie is currently a Personal Outcomes Interviewer and Putting People First Instructor at BARC.

She currently lives in Coopersburg, PA with her two children Carter (13), Lyla (10) and their two dogs Polly and Azalea. Stephanie and her children enjoy anything that takes them outside into nature such as camping, fishing, riding ATV, kayaking and driving her Jeep Wrangler with the top down.



Spotlight On Staff

CHERYL REMENTER,

JUSTIN T. SCHRAM AWARD WINNER

The BARC Developmental Services Foundation created the award in 2016 as a means to recognize exceptional contributions by an associate to the agency. It was created to honor the memory of Justin T. Schram who passed away on January 5, 2016. Justin is the beloved son of BARC's long-time former Executive Director, Dr. Robert H. Schram. Justin was an avid musician, bandleader, psycho-therapist, and certified K-6 teacher in New Jersey and Colorado. Justin was dedicated to helping others. The Justin T. Schram Award is sponsored by U.S. Medical Staffing Inc. and Trinity Asset Protection.

Cheryl Rementer is a Program Specialist at BPSW. She deserves to be recognized for her outstanding effort on behalf of a particular individual/group of individuals supported by BARC Developmental Services. The pandemic has been an extremely challenging time for the individuals who attend BPSW. When the program closed, people lost their ability to be productive, to earn money, to develop skills, and to see their friends. A remote work program was developed so that individuals who were interested could continue to work and stay connected to BARC. A group of associates worked together to make sure this program could operate successfully, but Cheryl the lead in setting up a training session for parents who weren't



familiar with zoom, and creating a schedule. Cheryl also worked with individuals several times weekly to provide the remote supports. Trying to offer people constructive feedback and encouragement through zoom can be challenging, but Cheryl was creative in her methods. She made sure to have visual aids and pictures available that interested the individuals and played games while they worked. Her sessions quickly became a family affair as the individuals' families started to sit in on the sessions, and Cheryl's sons always took the opportunity to pop onto the zoom to say hello. While people were productive and got to earn money during these zoom sessions, it was also where they got to socialize and connect during a time when everything felt so closed off. This is just one example of how Cheryl earned the 2021 Justin T. Schram Award.

Congratulations!

HUMAN RESOURCES



The Human Resources Department ensures that quality professional support is provided to the children and adults served by the agency. Through recruitment, orientation, training, benefits administration and on-going employee relations guidance to supervisors, the department remains committed to hiring only qualified applicants and to helping to maintain a culture at BARC that is inclusive and provides opportunities for job satisfaction and growth. The department also played a role in pandemic related tasks such as tracking vaccination status, implementing pandemic related policies, and assisting with scheduling testing appointments. With these measures, along with cleaning and safety protocols, the agency aims to provide a safe work environment for associates and the individuals we support.

BARC Developmental Services employed an average of approximately 200 full time, part time and provisional staff in 2021. Due to the pandemic, day programs were closed for portions of the year and many Vocational Services associates were deployed to residential homes during these periods. It was a difficult year for recruitment. The on-going pandemic has greatly affected the number of applicants we received. There was a total of 30 new hires across all departments in 2021. There continues to be low turnover in management and supervisory positions.

We resumed our partnership with Penn State Abington's Rehabilitation and Human Services undergraduate program after being suspended due to the pandemic. One Intern from this program was hired in 2021 with anticipation of increased interest in the upcoming year.

Human Resources also emphasizes the retention of valued associates. Through a supervisory training course as well as one-on-one conversations with Human Resources staff, supervisors are trained in best practices to encourage open communication, development and guidance of associates. Both agency-wide and department specific training is provided to ensure staff meet regulatory requirements and have up-to-date

knowledge and skills to perform their job to the best of their ability. Many of these trainings continued remotely through the pandemic. The Job Opportunity process is used to request changes in position and last year nine associates were promoted. Several associates took advantage of the Educational Assistance Awards to continue their education.

Associate benefit offerings are reviewed annually and plans are amended as needed in order to continue to offer an attractive benefit package to all eligible associates. In October and November, the Human Resources Department prepared and distributed information about the excellent benefit package offered to prepare for the 2022 calendar year offerings. Virtual Open Enrollment meetings were held for all associates receiving benefits. Rx N Go, a prescription drug plan was introduced during these meetings and were offered as a benefit starting in 2022. The opportunity to meet individually with a Human Resources member was extended to those who desired more explanation so they could make the selections that are best for their individual situations.

A long-standing BARC tradition is the annual Length of Service ceremony and reception held in October. While we had hoped to be able to resume holding a large, in-person gathering, the ceremony was again separated into smaller crowd sizes. The Executive Director traveled to three BARC locations to recognize the 35 associates who reached employment milestones of 5, 10, 15, 20, 25, 35, and 45 years of service. The sixth annual Justin T. Schram Award, created by the BARC Foundation to honor the memory of the son of former Executive Director Robert H. Schram, was presented to one associate and two runners-up. These associates were nominated by their peers for their outstanding contributions to the individuals at BARC and the winners were selected by the members of the BARC Foundation. These ceremonies provide an opportunity for all to learn about the inspiring work done at the agency every day and acknowledge the contributions of our dedicated associates.

Spotlight On Staff

MIKE DENNISON & JENNIFER FRITZ

JUSTIN T. SCHRAM AWARD RUNNERS UP

Mike Dennison

When someone thinks of a frontline worker they often think of a doctor, a nurse or a police officer. Often times, a support staff or supervisor working in one of our wonderful homes is not put in that category. That was until this pandemic hit and the community got to see how hard our staff worked to protect the folks we serve every day. One of those workers being Mike Dennison, Home Manager.

At the very start of this pandemic, Mike was called and asked if a shelter in place was ordered would he be willing to stay at the house. Without hesitation, he stated, "No problem, I will pack my bags and have them with me and stay if the time comes I need to." Mike worked long hours alongside his other staff, ensuring that when a shift needed to be filled, it was

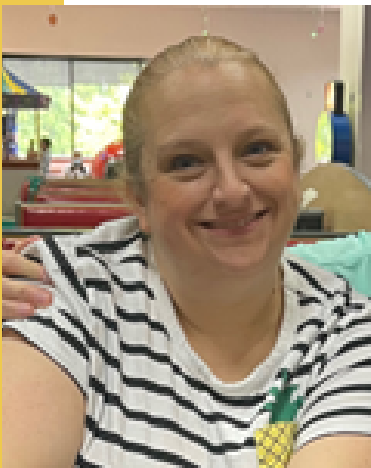
filled by another staff member who had already worked at the home. Mike also worked many of the shifts himself,

a lot of them overnights.

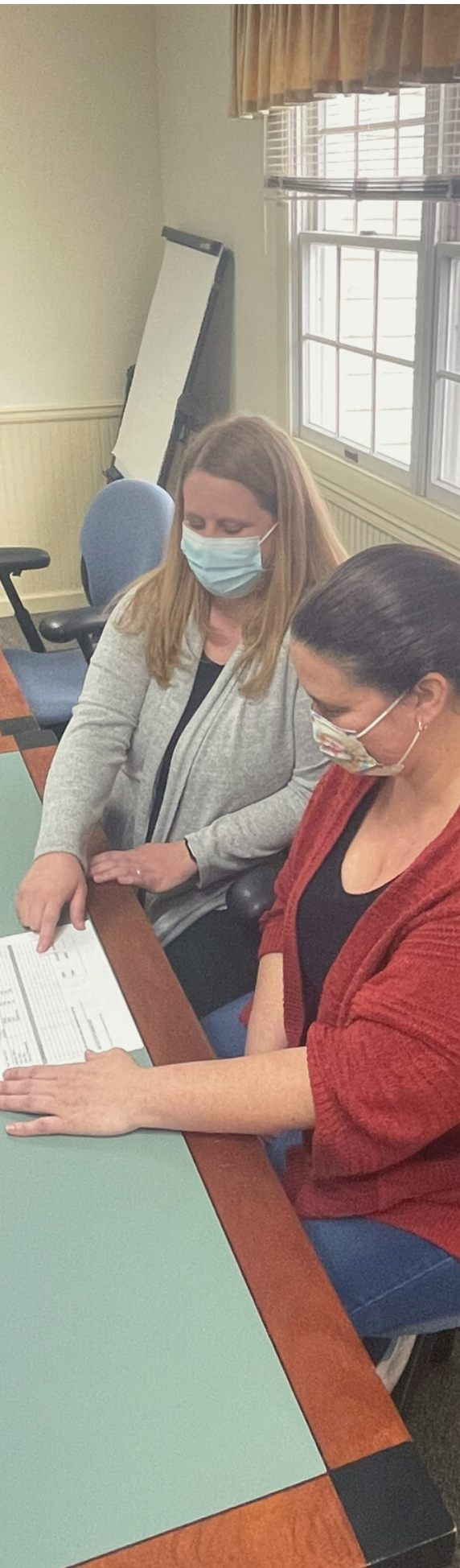
Thanks for your dedication and congratulations.

Jennifer Fritz

When it was announced that BARC individuals and associates were eligible for the COVID-19 vaccine, Jennifer Fritz, Benefits Coordinator, researched options and worked closely with CVS and BARC managers to make sure every individual and associate who wanted a vaccine could get one. Today, vaccines are readily available, but in January and February this was not the case; no one was sure when the general public would be able to be vaccinated. Jennifer arranged for CVS pharmacists to come to BARC Production Services Quakertown on six days. In addition to setting up the vaccine clinics, Jenny has been instrumental in ensuring that all staff and supported individuals have access to personal protection equipment. Congratulations!



QUALITY RESOURCES



The Quality Resources Department of BARC Developmental Services ensures that the organization is compliant with all Commonwealth regulations relative to incidents that occur within its three service departments, including Early Intervention, Residential, and Vocational Services. The Quality Resources Department is guided by the Advocacy/Human Rights Committee of BARC Developmental Services and continues to focus on quality improvement and risk management for all persons supported by the agency.

Quality Resources continues responsibility for the agency's incident management system, as well as an analysis of medication errors with a monthly review by the Advocacy/Human Rights Committee. The Peer Review Human Rights Team continues to meet and review treatment plans of individuals with restrictive components to those plans.

In May 2021, the Director of Quality Resources, Barry Johnston retired after a long and successful tenure at BARC Developmental Services and Erin Pracher was welcomed as the new Director of Quality Resources. Erin Pracher comes to BARC with over 16 years of experience in the field of ID/D and incident management, is an ODP Certified Investigator, and was certified in Quality Management in May 2021.

Quality Resources has focused on the long anticipated new Incident Management Bulletin that was released and went into effect this year on July 1, 2021 by PA's Office of Developmental Programs. BARC's Policy and Procedure for Incident Management was reviewed and revised to reflect the changes in the new bulletin in July 2021 and training was provided to all levels of management.

Quality Resources, with assistance from the team of Directors, has reviewed and revised BARC's Notice of Privacy Practices for Supported Individuals About Protected Health Information in May 2021 and BARC's HIPAA Policy for Supported Individuals in October 2021.

Quality Resources has also welcomed a new group of Certified Investigators that have successfully completed the ODP Certified Investigator course in 2020-2021 and are currently beginning to complete investigations while being mentored by BARC's more experienced certified investigators.

Spotlight On Staff

GEORGEANNE HOPKINS

BY NOREEN COLEMAN, DIRECTOR OF EARLY INTERVENTION

Georgeanne Hopkins is the Administrative Service Coordinator at the Lower Bucks Early Intervention office. She transitioned into this role in 2017 after 30 years of working in the preschool classrooms supporting the children, their families and co-workers over the years. Georgeanne put her heart and soul into making a difference in the lives of those that came into the building. She has a gift of connecting; children would calm in her presence and be able to learn in her class. Georgeanne provided a safe space with routine and expectations where the children excelled. She was a resource to the staff who sought her guidance over the years. With her transition into the Administrative Service Coordinator position, Georgeanne took on the challenge of supporting the children and their families in a new role. She learned a new position and expanded her knowledge of the office procedures, data entry and Infant/Toddler regulations.

Georgeanne was able to support the department throughout COVID 19 by being present at the office to keep things running. At a time when we shifted to remote working, she was able to shift routine tasks and support the Program Supervisors to be able to continue to perform their role. She was able to respond to Interventionists' needs to pick



up or drop off paperwork and supplies. Georgeanne was instrumental in sorting Toys for Tots donations in order that each family in need received appropriate items for their children. She organized by age and scheduled team members to pick up to keep everyone safe and limit exposure to each other. Georgeanne continues to be an asset to our team in EI each day.

"The day I walked into the center at Lower Bucks Early Intervention, I knew what I wanted to do for the rest of my life! I have been fortunate to have the opportunity to make a difference in the lives of so many children and their families. They brought joy to my life and I loved the challenges of teaching them. The children taught me so much more than I could have ever taught them. The saying, "Choose a job that you love and you will never have to work a day in your life", couldn't be more true! ~Georgeanne Hopkins

DEVELOPMENT



Throughout the year, COVID-19 has continued to have a significant impact on Development activities. Despite the cancellation of most in-person events, the Development Department coordinated a number of fundraising initiatives and spent much of the year focusing on donor relationships. The following fundraising events were executed: The Mercedes Benz Raffle drawing took place virtually, and was streamed live on our Facebook page in June. Though the drawing party was canceled, 425 tickets were sold, netting over \$27,000. The Ivyland Invitational for BARC Developmental Services golf outing, which took place in June at Five Ponds Golf Course in Warminster generated nearly \$9,000 in profit. The Gift Card Raffle was held in November, generating interest from holiday shoppers. The raffle netted over \$6,000. In the interest of safety due to the emergence of the COVID-19 Delta variant, the difficult decision was made to again cancel the Annual Autumn Luncheon, which was scheduled to take place in November at Spring Mill Manor in Ivyland. New this year we introduced the BARC Developmental Services Duck Derby. Donors had the opportunity to adopt rubber ducks that were then released into a private pool where cash prize winners were drawn at random, live on the agency's Facebook page. The event was very well received and profited nearly \$8,000. In 2021, a new Community Capital Campaign was chosen with funds being designated to construct emergency evacuation sidewalks around the perimeter of the Warminster workshop and residential office building. More than \$15,000 of the \$30,000 necessary for completion has been raised.

In 2021, Development continued its partnership with the Residential Social/Recreational Committee. While our plan was to host a much larger Designer Handbag Bingo event, the difficult decision was again made to cancel the event due to the ongoing pandemic.

The department, under the guidance of the Residential Social/Recreational Committee continues to manage a Spring and Fall apparel fundraiser, a catalogue of BARC Developmental Services branded clothing and accessories available for purchase to our associates, individuals and their families. The committee also coordinated another successful Halloween Trunk or Treat drive thru event in October.

The department was also instrumental in overseeing the Annual Membership drive, which generated 106 members and over \$9,000 in donations. While the Annual Membership Meeting needed to be cancelled, members had the opportunity to vote for the re-election of two board members by mail. The department also continues to ensure that PROGRESS, our agency newsletter, is completed and mailed to members, as well as thousands of supporters two times per year.

Throughout 2021, the Development Department also coordinated and distributed 12 issues of Hand In Hand, a monthly, associate driven newsletter, and continues to coordinate and send an email based newsletter, Bits of BARC each month.

The Development Department continues to remain active in keeping the agency website content up to date. In an effort to gain more visibility and more website traffic, the department, as well as several committee members, continue to maintain active agency Facebook, Instagram and LinkedIn social media pages.

The BARC Foundation continues to remain fully operational. There are currently three supporters participating in our Charitable Gift Annuity program.

The Development Department looks forward to reintroducing in person fundraising events in 2022!

Spotlight On Staff

SUE RYKER

BY STEPHANIE GIBERSON, CLA PROGRAM
COORDINATOR

When thinking of an associate within the residential department who stands out as an asset since the start of the pandemic, many come to mind. But one person has always gone above and beyond and done whatever was needed to ensure that all the homes and staff within the entire residential department have what they need, and that is Sue Ryker. During COVID quarantine Sue was there to deliver required PPEs and supplies to various homes. Sue recognizes how stretched and over work the Home Managers and direct support staff are due to staff shortages and responded by helping out wherever she is needed, including providing direct care. No task was beneath her. Sue scheduled COVID testing and checked the portal regularly for results, at times during all hours and time off. Sue covered shifts, assisted with medication administration and scheduling at times. When supplies were difficult to find Sue was assisting with purchasing and finding supplies for the homes. While covering various shifts Sue performed all the duties of direct support staff including; personal care, active treatment and shopping for the homes while keeping the individuals engaged in various activities. In addition, she did not shy away from providing overnight coverage on several occasions when coverage got really bad. Even though she admittedly said it wasn't something she could easily do.

Sue has great relationships with many of the



individuals supported with the residential department, especially within the CLA, Life Sharing and URH programs. She always makes sure she takes the time to talk to each individual she sees. Sue will go out of her way to call individuals, attend house parties, acknowledge birthdays and special occasions. In return they are always happy to see Sue. Sue is truly vested in getting to know our newer individuals, maintain the long-term relationships she has built and help support all teams in any way needed. The teams are grateful for her consistently positive attitude, and her upbeat, fun spirit.

Sue is extremely supportive of all Program Managers, Program Coordinators, Home Managers and Assistant Home Managers; she's always ready to help quickly resolve a problem, answer a question, or to simply listen, understand, and encourage. Sue has a tremendous wealth of knowledge and experience in this field and uses that experience to teach and guide the department. The pandemic was challenging for all of us, but Sue made it a lot less stressful at BARC Developmental Services.

FISCAL

The Fiscal Department is dedicated to the agency and the individuals supported by BARC Developmental Services. This commitment is evident in the ongoing efforts to process timely payments and invoicing, provide meaningful financial reports, work proactively with the service departments, identify any extraordinary needs that may require supplemental funding, and to maximize funding necessary to ensure financial stability.

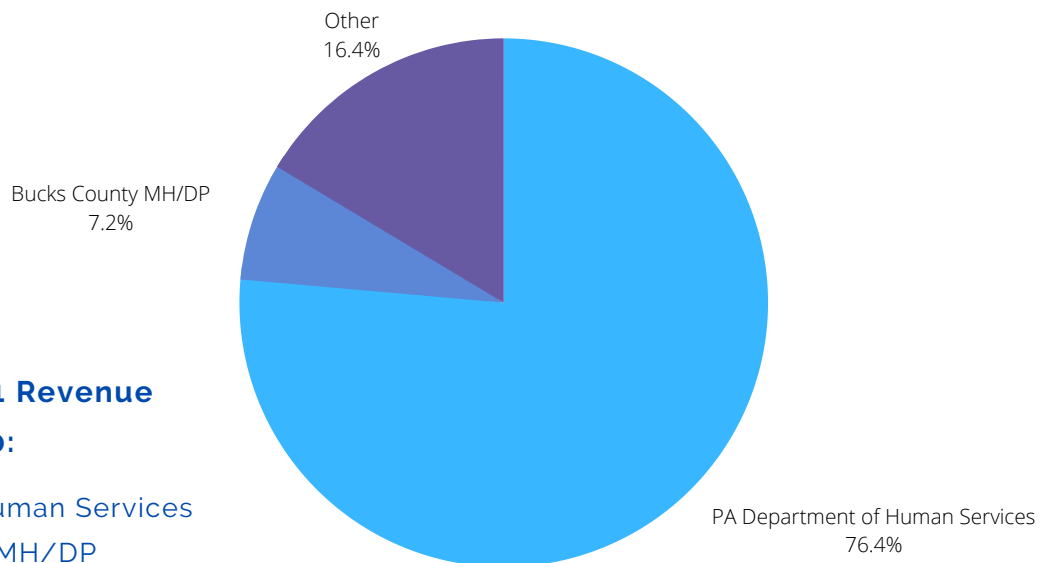
In fiscal year 2020-21, the agency obtained additional funding from the Office of Developmental Programs (ODP) to cover a portion of the ongoing fixed costs and lost revenue in programs that were required to temporarily close due to COVID and continue to experience low participation. Multiple requests for additional funding for the current fiscal year 2021-22 are under consideration by ODP, Bucks Co BH/DP, & ODP-ICF.

Fiscal Year 2020-21 closed with a surplus on annual expenses of \$22,407,000 offset by revenue of \$23,004,000. As of

6/30/21, assets were \$11,544,000 and liabilities were \$5,185,000 for net assets of \$6,359,000.

We are proud to report that the auditors continue to be satisfied with our internal controls and note no material weaknesses. This is a reflection of the dedication, concern, professionalism and teamwork demonstrated by each member of the Fiscal Department in cooperation with our service departments on behalf of the individuals that we support.

Information Technology ensures the continuity of network and computer services for the agency through planning, technical leadership, project implementation, security administration, the agency website, and end-user support. The IT team is in the process of upgrading agency network access to offer broader secure remote network access. IT is also responsible for the phone systems (landlines and cell), fax services, and the eTime system used for Residential staff.



Fiscal Year 2020-2021 Revenue

\$23,004,000:

\$17,576,000 – PA Dept. of Human Services

\$ 1,655,000 – Bucks County MH/DP

\$ 3,773,000 - Other

Meet Our Board of Directors



Teresa Manero,
President

Teresa "Teddy" Manero joined the Board of Directors in 1994 after her daughter, Tracey, began attending the Warminster workshop program. Once Tracey also moved into one of our residential homes, Teddy began looking for ways to become more involved. Since then, Teddy has been an avid supporter sitting on several committees as well as the BARC Foundation Board.



Philip J. Carey,
1st Vice President

Philip "Phil" Carey joined the Board of Directors in 1985 after his son, James, received both home based and center based Early Intervention services. He attended board meetings to discuss issues related to Early Intervention services when he was invited to join the Board of Directors. Phil remains an involved supporter sitting on multiple committees within the agency.



Nicholas Ciliberto,
2nd Vice President

Nicholas "Nick" Ciliberto joined the Board of Directors in 2018. Nick had been an active agency volunteer for many years after BARC began providing services for his two sons, Corron and Comar. In an attempt to give more back to an agency who has given so much to his family, he joined the board and also offers real estate services to the agency.



Michael W. Mills, Esq.
Treasurer

Michael "Mike" Mills, Esq. joined the Board of Directors in 2000. Mike first became affiliated with BARC in the early 80's when his mother sat on the Board of Directors, which was driven by his brother's Cerebral Palsy condition. He wanted to help make a difference in the lives of those who are truly in need. Mike is also a member of the BARC Finance Committee.



J. Scott Kramer, Esq.
Secretary

Scott Kramer, Esq. joined the Board of Directors in 1990. As the parent of a child who received Early Intervention Services through BARC, Scott became determined to find a way to make a difference within the agency. As a recently retired lawyer with Duane Morris LLP, Scott provides valuable legal input whenever necessary.



Sherri T. Portnoy

Sherri Portnoy joined the Board of Directors in 2004 after being appointed Executive Director of Bristol/Bensalem Human Services. She was impressed with the passion and commitment of the board members at the time and thought she could make a meaningful contribution to such an important organization.



Richard E. Brown, Jr.

Richard "Rick" Brown joined the Board of Directors in 1998. As the parent to a child with intellectual disabilities, Rick began looking for ways to give back to an agency supporting those who are truly some of our most vulnerable. He plays an important role as a member of our Early Intervention Committee.



Kathleen Grassmeder

Kathleen "Kathy" Grassmeder joined the Board of Directors in 2005, though Kathy's affiliation with BARC began in 1984 working as one of BARC's ICF nurses. When she left to pursue other career opportunities, Kathy remained a member of the Advocacy/Human Rights Committee and eventually a member of the board due to her vested interest in the individuals we support.



Patricia Schuck

Patricia "Pat" Schuck joined the Board of Directors in 2005, but her affiliation with BARC began much earlier as part of the Mother's Club when her son, Giff, now 55 years old, was just a small child. Pat inherited the board seat when her husband, Harry, passed away after 33 years as a board member. She is an active member of several BARC committees and avid volunteer. Pat is also active in a number of other non-profits in her community.



Dr. Dana Teeling-Hernandez

Dr. Dana Teeling-Hernandez joined the Board of Directors in 2020. Dana became interested in BARC when her sister, Jenny, began receiving adult services full time. As she started a family of her own, she felt a sense of urgency to give back to the community. When a board seat became available, it felt like a perfect match.



THE MEANING OF THE BARC 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 at all levels, in all communities. It is our personal emblem of responsibility to help secure the rightful place for people with intellectual disabilities 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.

Thank You

TO OUR 2021 DONORS OF \$1,000 AND MORE



Foundations Behavioral Health

Schrenk Family Foundation

Dina DiFabio

John Gregory

Chick and Barbara Johnson

Bernard Siegal

Lou White

David Sautter

Christopher Chandor

In Loving

REMEMBRANCE



Jennifer Morton

August 15, 1970 - August 30, 2021



J. Adam Pennepacker

February 22, 1972 - October 9, 2021



Stephen Roman

November 21, 1962 - December 4, 2021



Stephen Marquardt

May 28, 1966 - December 20, 2021



Greg Carini

October 9, 1960 - January 27, 2022

Doris Kalan

David Luz

Donald Leitner, Sr.

Georgann Cothren

Debbie Hardy

Linda Felt

Testimonials

FROM ASSOCIATES

"I absolutely love BARC, my job, my coworkers and of course the individuals!! I believe in the agency and it's mission. BARC is the best agency I have ever had the privilege to work for."

"I love what I'm doing and working for an agency that cares so much about their individuals and associates."

"Working with the individuals is so rewarding in many ways. It is amazing how much a genuine smile can brighten ones day. I also really enjoy working with all my co-workers."

"I believe working here is my true calling in life. It can sometimes be hard conducting supportive employment services...but I have great co-workers who keep me going."

"I like my individuals and want to make a difference in their lives."



To serve and advocate for people with
intellectual disabilities and autism.

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