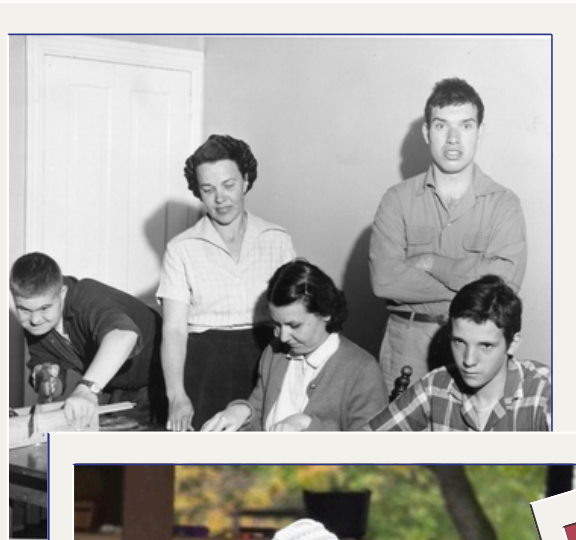


75 Years

of Empowering Possibilities



A Message From The Executive Director

As you read this annual report, you will see how 2025 was defined by growth for the agency, not just in our programs, but in the lives of the children, adults and families we serve. Some examples include expanded meaningful family engagement opportunities, home and workshop renovation projects to improve safety, increased community inclusion opportunities, and new sensory rooms at both workshop facilities. In addition, all service departments continue to exceed licensing standards thanks to our exceptional and dedicated associates!

In 2026, BARC Developmental Services proudly celebrates its 75th anniversary, a milestone that reflects decades of dedication to children and adults with intellectual disabilities and autism. I'd like to look back and share a little about our history.

Our story began in January 1951, when a small group of parents and friends of children with what was then referred to as "mental retardation" (MR) met to form the Bucks County Chapter of the Pennsylvania Association for Retarded and Handicapped Children, Inc. At that time, no resources existed to educate or prepare children for their future, nor were there supportive services for families. These pioneers met monthly in homes and community spaces, united by a mission to train and educate children so they could reach their fullest potential and to advocate for families in their pursuit of fulfilling lives.

Their vision quickly took shape. In 1953, the chapter opened its first day care training center in Doylestown, followed by a second in Bristol. Soon came summer camps, preschool classes, and vocational workshops. By the 1970s, residential programs offered alternatives to institutional care, and over the decades, services expanded to include larger workshop facilities, more residential homes, and Early Intervention programs in natural settings. Through policy changes and evolving needs, the agency adapted, changing names but never its core mission: to serve and advocate for children and adults with intellectual disabilities and autism.

Today, BARC Developmental Services stands as a leading human services agency in Bucks County, touching thousands of lives. The hope those first families had in 1951, to empower loved ones to lead fulfilling lives, remains at the heart of everything we do. As we celebrate 75 years, we honor the children and adults we support, their families, our dedicated staff, volunteers, donors, and community partners. Together, we have built a legacy of compassion, inclusion, and opportunity - and we look forward to continuing this mission for generations to come.



Mary Sautter, MSOL

Executive Director, CEO



Together We Change Lives

BARC Developmental Services is a non-profit organization that provides referral-based support to children and adults with intellectual disabilities and autism from the Bucks and Montgomery County regions through early intervention, residential, and vocational programs.

Early Intervention Services are designed to support and build upon the natural learning that occurs during a child's early years. Home-based services are provided to more than 400 children from birth through age two by qualified therapists and special instructors. Services focus on partnering with families through a coaching approach to support development within everyday routines and activities.

Residential Services provides four levels of support for adults with intellectual disabilities; placement is based on the needs of each person served. Programs include Community Living Arrangements, Intermediate Care Facilities, Life Sharing, and Unlicensed Residential Habilitation. The programs encourage and promote the development of appropriate independence, citizenship, and community participation.

Vocational Services offers several programs for adults in two facilities located in Warminster and Quakertown, including a specialized program for adults with Autism Spectrum Disorder. Other programs at both sites include a Pre-Vocational Program, Adult Training Facility, and Seniors Program that provides social, therapeutic, and recreational activities for adults who are unable or no longer wish to work, but still want to participate in daily activities. Employment opportunities are available for individuals who wish to secure jobs in the community through the JOBS Program. Additionally, those who want to be more involved in their communities can also participate in outings as part of the Community Participation Supports program, and spend time volunteering or visiting various places, such as museums, theaters, and other locales.

Our Mission

The mission of BARC Developmental Services since it was founded in 1951 has been to serve and advocate for over 600 men, women and children throughout Bucks County with intellectual disabilities and autism through Early Intervention, Vocational, and Residential programs. These services help each individual supported to reach their fullest potential, lead happy lives, and contribute to their community. BARC has a team of dedicated staff who ensure the mission of the agency is met everyday.

Our Vision

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.

Our Leadership

Board of Directors

- **Teresa Manero** *President*
- **Philip J. Carey** *1st Vice President*
- **Nicholas Ciliberto** *2nd Vice President*
- **J. Scott Kramer**, *Esquire Secretary*
- **Michael Mills**, *Esquire Treasurer*
- **Richard E. Brown**
- **Sherri T. Portnoy**
- **Patricia Schuck**
- **Dr. Dana Teeling**
- **Denise Young**



The 1950's

1950s: January 1951 – a small group of parents and friends of children with MR met to plan the formation of the Bucks County Chapter, Pennsylvania Association for Retarded and Handicapped Children, Inc. At that time, no supportive services existed to assist, counsel or educate parents. And no resources were available to train children. Their mission was to train and educate persons with delays so their lives could reach their maximum potential; and to advocate for the persons and their families in their pursuit of fulfilling lives. Monthly meetings were held in Doylestown (Swartzlander Community Building) and membership grew due to publicity and public announcements (via the press) of the meetings. The Chapter received its Charter from the State Association on April 9, 1951.

*Pictured is the Joe Swartzlander Community House in Doylestown, PA, where the chapter held its monthly meetings**

The 1960's

During the 1960s, the agency experienced significant growth and formalization of its services. Early in the decade, a larger sheltered workshop opened in Doylestown, expanding vocational opportunities under a unified structure with centralized leadership and volunteer-supported supervision. Around this time, the organization transitioned from volunteer leadership to employing its first Executive Director, marking an important step in professional management. The agency formally incorporated as the Bucks County Association for Retarded Children in the early 1960s, establishing a legal foundation for continued expansion. Programming broadened to include early childhood services with the opening of a preschool in Upper Bucks, while adult services grew through the relocation of the Adult Sheltered Workshop to a larger facility in Bristol. Leadership evolved throughout the decade, with full-time executive oversight strengthening operations. The organization also benefited from private grant support, including a major foundation grant and funding for an Adult Activity Center at Neshaminy Manor. By the latter part of the decade, services in Lower Bucks were further enhanced with the relocation of a day care center to Croydon, reflecting the agency's continued commitment to meeting community needs across Bucks County.



The 1970's

The 1970s marked a period of major transition and growth, shaped by the 1971 Right to Education decision, which shifted the agency's focus to Early Intervention for children birth through age five and vocational services for adults. Early Intervention began in 1972, while day programs, workshops, and adult activity centers expanded to support personal, social, and vocational development. The decade also saw the launch of residential services, beginning with the purchase of the Blythewood and Harvey Avenue homes and the establishment of the Community Living Arrangement (CLA) program. Organizationally, the agency experienced leadership changes, policy development, facility expansion, and restructuring, including the formation of SERVE as a holding company and multiple name changes. By the end of the decade, Residential, Vocational, and Early Intervention services had grown significantly, reflecting a strong commitment to community-based supports and expanded services across Bucks County.

**Photo from the Collection of the Mercer Museum Research Library of the Bucks County Historical Society.*



The 1980's

The 1980s were defined by significant expansion, modernization, and diversification of services. Residential supports grew substantially with the introduction of the Special Adult Family Environment (SAFE) program, additional Community Living Arrangements (CLAs), and expanded ICF/MR homes, alongside increased advocacy and community resistance in some neighborhoods. The decade saw important innovations, including programs for individuals with dual diagnoses, the launch of the Seniors Program, and the start of Supported Employment. Vocational and Early Intervention services expanded in capacity and facilities, highlighted by the opening of the Warminster vocational center. Organizational development advanced through technology investments, formalized human resources practices, inclusive language changes, and steady financial growth, positioning the agency as a mature, multi-service organization by the decade's end.



The 1990's

The 1990s reflected a continued shift toward person-centered, community-based services and organizational maturity. Residential services expanded and diversified with additional ICF/MR, CLA, SAFE, and Supported Living options, while new initiatives such as the mobile workforce and Supported Employment strengthened vocational opportunities. The decade emphasized independence, quality assurance, and system improvement, including by-law revisions, quality control measures, risk management changes, and expanded employee benefits. Early Intervention grew significantly, culminating in expansion into Berks County, and overall service capacity and financial stability increased steadily, positioning the agency to meet evolving needs at the close of the century.



The 2000's *The Turn of the Century*

The early 21st century marked a period of refinement, innovation, and resilience for the agency. Organizational identity evolved through multiple name changes, culminating in BARC Developmental Services, Inc., alongside expanded employment-focused programming, autism-specific services, and enhanced quality, privacy, and compliance standards. Fundraising and community engagement strengthened with the creation of the BARC Foundation, while Residential, Vocational, and Early Intervention services continued to adapt to changing needs, including statewide service shifts. Leadership transition occurred in 2019, followed by a rapid and flexible response to the COVID-19 pandemic that ensured continuity of care across all departments. By its 70th anniversary in 2021, the agency stood as a mature, community-centered organization grounded in advocacy, inclusion, and long-term support for individuals with developmental disabilities and autism.

Financial Summary

Fiscal and Impact Snapshot FY 2024-2025



Lori Vail
Chief Financial Officer

At a Glance

Total Revenue: \$31.4 million
Total Expenses: \$30.35 million
Operating Result: Positive operating surplus
Net Assets (Year End): \$11.8 million

BARC closed the fiscal year in a position of financial strength, allowing the organization to continue investing in high-quality services while maintaining appropriate reserves.

Who We Served

BARC's financial resources directly supported individuals and families across Bucks County through a continuum of services:

Early Intervention: More than 400 infants, toddlers, and their families received services delivered in natural, home- and community-based settings.

Vocational Services: Almost 200 adults with intellectual disabilities and autism participated in vocational training, employment supports, and day programs.

Residential Services: Individuals were supported across ICF, Community Living Arrangements (CLA), LifeSharing, and Unlicensed Residential Habilitation programs, providing safe, stable homes and individualized supports.

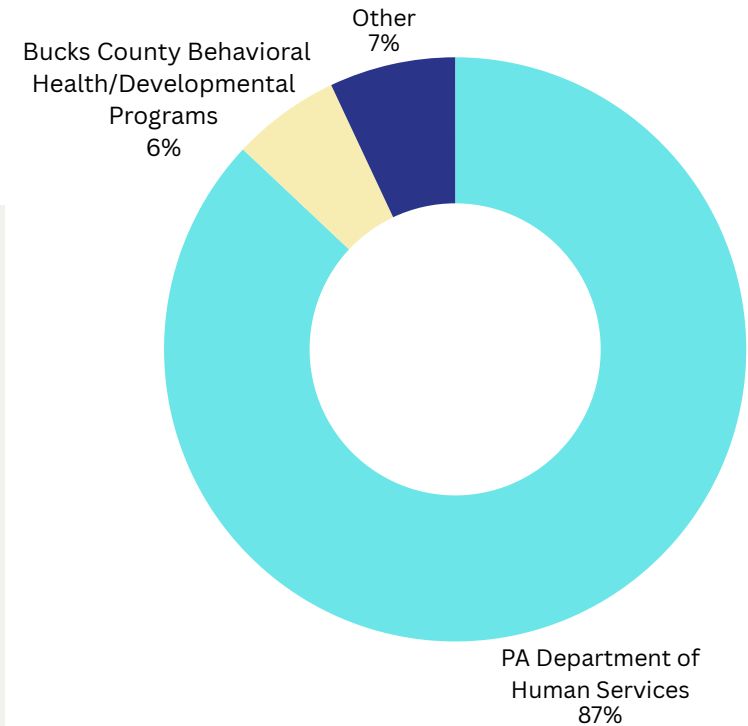
These services reflect BARC's commitment to supporting people across the lifespan, from infancy through adulthood.

Financial Stewardship & Stability

- The agency ended the year with **positive net assets** and sufficient liquidity to meet operational needs.
- Independent auditors reported **no material weaknesses in internal controls**, affirming sound financial management practices.
- BARC maintained access to a line of credit with **no outstanding balance**, providing flexibility without reliance on debt.

Why This Matters

Every dollar reflected in this snapshot represents real outcomes: children reaching developmental milestones, adults gaining skills and independence, and individuals living safely and with dignity in their communities. Strong fiscal stewardship ensures BARC can continue meeting today's needs while planning responsibly for the future.



Where the Funding Came From

Fiscal Year Revenue Mix (\$31.4M):

87% – Pennsylvania Department of Human Services
6% – Bucks County Behavioral Health/Developmental Programs
7% – Other sources, including program fees, contributions, and miscellaneous revenue

Public funding remains the primary driver of BARC's services, underscoring the importance of strong fiscal oversight and compliance.

Early Intervention

Collaboration and Engagement



Karen Brownstein
Director of Early
Intervention

The Early Intervention Department at BARC supports over 400 infants, toddlers, and their families through our Infant/Toddler Program. Services are delivered within children's natural environments, embedding support into everyday routines that matter most to families.

Throughout the year, our interdisciplinary team of 54 contracted providers delivered Special Instruction, including Hearing and Vision services, as well as Speech, Occupational, and Physical Therapies, all grounded in a family-centered coaching approach.

Our Coaching Model continued to guide service delivery across disciplines, emphasizing collaboration with caregivers and building their confidence and capacity to support their child's development within daily activities. By focusing on meaningful routines and real-life practice, providers partnered with families to promote progress that is sustainable, individualized, and responsive to each child's strengths and needs.

Early Intervention providers continued to strengthen their knowledge and skills through a structured Learning Path. This included participation in trainings and webinars, engagement in a Professional Learning Community (PLC), and the submission of session videos as part of the process to become endorsed by Pennsylvania as an Early Intervention Coach.

Family engagement remained a priority throughout the year. The department hosted a variety of activities that promote connection, inclusion, and community involvement. These events provided families with opportunities to come together, build relationships, and engage in meaningful experiences within environments across Bucks County. Family engagement initiatives reinforce our commitment to supporting families beyond service delivery and strengthening a sense of community within Early Intervention.

To further strengthen family voice and engagement, the department expanded its use of parent satisfaction surveys, administering them twice during the year. This approach allowed families to share feedback throughout their Early Intervention journey and supported ongoing quality improvement efforts. Feedback collected in 2025 was overwhelmingly positive and reflected strong satisfaction with the collaborative, relationship-based approach of our Early Intervention team.

The department's work is supported by a dedicated administrative team whose guidance and coordination allow providers to remain focused on what matters most, supporting children and families.



For additional information
please contact Karen Brownstein
at 215-794-0800 ext. 4327.



SCAN HERE



“We worked with Andrea & Joann and I truly cannot put into words how wonderful they were. They changed my son’s life, my life too. They are remarkable people & therapists.”

Collaboration in Action

Joann & Andrea

A At the heart of Early Intervention is collaboration between providers, with families, and across disciplines. These relationships strengthen communication and help ensure families receive thoughtful, coordinated support throughout their time in our program.

One meaningful example of this collaboration is the long-standing collaborative relationship between Joann Kirk, Occupational Therapist, and Andrea Braccio, Speech-Language Pathologist. Having worked together for 22 years, they share a deep understanding of one another’s strengths, a shared philosophy of family-centered services, and a commitment to supporting children within everyday routines.

Over time, their professional relationship has grown into a genuine friendship. That connection enhances their work, allowing them to collaborate naturally, communicate openly, and support families with a shared sense of purpose. Families experience this through seamless teamwork, consistent messaging, and a warm, supportive presence during sessions.

This year, their collaborative relationship was highlighted when Joann was honored with the Noreen Coleman Peer Recognition Award. Andrea’s nomination reflected Joann’s clinical expertise, compassion, reliability, and collaborative spirit. Being recognized by a colleague who has worked alongside her for many years speaks to the meaningful relationships that strengthen our team and enrich the services we provide.

Together, Joann and Andrea embody the heart of Early Intervention at BARC. Their work shows how strong professional collaboration, rooted in experience and mutual respect, enhances the support families receive and helps children thrive within everyday routines.

Andrea on Joann

“Joann’s compassion, creativity, and persistence make her not only an outstanding occupational therapist, but also an incredible coach and partner to families and peers. Joann is a team player and when we collaborate, I am able to take her strategies and reinforce them in my sessions and add my communication piece.

Joann is extremely dedicated. I have been on many cases with her where I will get a late-night text or email telling me that she has some great new ideas or learned some new strategies from a continuing education class and she can’t wait to share them with me and our families. Her wheels are always turning, and her heart is always fully invested, not stopping until the family gets that breakthrough moment.”

Joann on Andrea

“Working alongside Andrea is incredibly rewarding, as our shared experience in early intervention and similar coaching styles allow us to collaborate seamlessly. We openly exchange ideas, problem solve together, and provide honest, respectful feedback, always keeping the family’s needs at the center of our work. Our strong friendship allows us to thoughtfully support and coach families with practical, individualized strategies that truly fit their daily routines.”

“Joann & Andrea are the absolute best!”

Joann and Andrea, Through Families' Eyes

Throughout the year, families shared powerful reflections on their experiences working with Andrea and Joann. Their comments highlight not only individual expertise, but the strength of their collaboration and the meaningful impact their partnership has had on children and families.

These family reflections highlight the importance of feeling supported and understood throughout the Early Intervention process. Through their work, Joann and Andrea helped create a positive, reassuring experience for children and families.

“Andrea & Joann were fantastic. From the moment they came into our home they were friendly and ready to hit the ground running to help my boy reach our goals for him.

They provided strategies to use at home and we saw results. Whenever there were any issues on non-therapy days they told us they were only a phone call away if needed. We will miss them so much. Anyone would be blessed to have these therapists.”

“I love how my team (Joann Kirk and Andrea Braccio) work together in complementary ways to support my daughter’s learning. They celebrate wins and give advice and resources for addressing different challenges. They are a fantastic team that has made the EI process a lot less “scary”. I am very grateful for such a great team!”

“We worked with Andrea & Joann and I truly cannot put into words how wonderful they were. They changed my son’s life, my life too. They are remarkable people & therapists.”

“We started working with Joann and Andrea, about 6 months ago, and have seen tremendous progress in my daughter since then. They truly work as a team in order to provide comprehensive care for my daughter. They are very communicative, and provide frequent updates on progress and challenges. They also brainstorm with us to come up with strategies to help that will work with our family's daily routines, as well as recommend toys and activities - even providing the Amazon links to make it super easy for me to purchase. Finally, they do not just educate my family, but also the teachers at my daughter's school. The teachers have great things to say about them and the feedback they received, especially on activities that not only benefit my daughter, but also the whole classroom. I am so grateful to have such a fantastic team, and I look forward to seeing my daughter continue to grow under their guidance! How lucky we are to have such amazing support.”

“Our family has had a wonderful experience with Early Intervention services through BARC Developmental Services. Working with Andrea Braccio and Joann Kirk has truly made a meaningful difference for our child and our family.

Andrea and Joann are both incredibly knowledgeable, patient, and compassionate. They always take the time to explain strategies, answer questions, and make us feel supported and empowered as parents. Their collaboration and dedication are clear in every session, and we have seen such positive growth because of their teamwork and commitment.

We are so grateful for everything they do and feel very fortunate to have worked with them.”

Our Early Interventionists, Through Families' Eyes

“Mikaela and Lauren are amazing. I can't say enough good things about them and early intervention. My son has had so much success because of this team and all their hard work. Thank you!”



“Miss Penny has been such a pleasure to work with. She's easy to communicate with in regards to times and sessions. I feel comfortable with having her in my home. It's like having another family member come in and hang out with us in the best way possible.”

“Lauren has been really great with my daughter, I've asked her so many questions and she has professional and personal anecdotes that really help me along the way, as this is my first child and I didn't know what to expect along her milestones. I think my daughter is happy with her and has been developing well with her assistance and sessions.”



“All of my team members are amazing - Linda, Randi, and Cara are a fabulous team who make sure my kiddo is supported and achieving greatness.”



“Thank you, Michele and Mary Jo, for supporting our baby James and teaching us new ways to stimulate him and keep him growing and learning in a way that is best for him. So grateful for you both.”

Residential Services

Impact and Growth

As 2026 starts in the residential department, both the nursing team and the Community Living Arrangement (CLA), LifeSharing, and Unlicensed Residential Habilitation (URH) teams move forward with exciting new additions to their departments. The nursing team welcomed many new Healthcare Coordinators and Nurses in 2025, allowing 2026 to begin with a well-rounded group of associates led by the Director of Nursing, Nina Malm. The nursing team works closely together, and with the associates in the residential homes and vocational settings. The newly hired and long-term nursing team members all have an upbeat and positive approach which aligns perfectly with the residential department's goal of positivity. The current group of nursing associates is one of the best ever. Additionally, the CLA, LifeSharing, and URH teams welcomed a new leader, Briana Forester at the end of 2025. Briana was promoted from the position of CLA Program Manager to her new role as Program Director for CLA, LifeSharing and URH. Briana's sense of positivity, composure, and aptitude will serve the residential department well.

Once Briana has fully acclimated to her role as Program Director, the department will move forward with the plan to open three new CLA homes in the Central Bucks area. The plan is for each home to support three individuals. The decision to expand the residential department is based on the many requests made by family members seeking placement for their children and siblings. Crucial to the expansion of the residential department is the highly valued and extremely competent Property Management team led by Todd Janney. Todd and his team ensure newly purchased homes and long-term assets are all safe, comfortable, and always pleasant for all individuals residing there. While there are no plans to expand the Intermediate Care Facility (ICF) Program of the department, all ten ICF homes will continue providing impressive care delivered by ICF supervisors and associates led by Program Director Amanda Selkow. The ICF Program had another extremely successful year in 2025 receiving no noteworthy deficiencies from the Department of Health during the ten separate inspections.

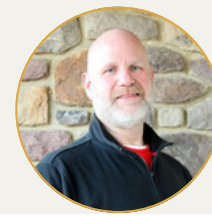
During 2026 the Residential department will continue its focus on Performance Based Contracting and specifically Staff Credentialing. In 2025, eleven associates completed the lengthy process finishing between 50 to 80 hours of additional training beyond the typical trainings and recertifications required. An additional fifteen associates will strive to become credentialed this year.

Individual's and their teams that are interested in submitting a referral, email residential.referrals@barcprograms.net.

For more information, a copy of the referral checklist, or to submit a referral online, visit us at barcprograms.org/residential-services



SCAN HERE



Eric Macklin
Director of Residential
Services





“At the end of every visit, he lets the people he loves know:
“I’m ready to go home.”



Welcome Home *Eddie's Story*

Edward “Eddie” Hege moved into the Richlandtown house on 10/1/2025 and nothing was going to be the same.

There had been nobody new at Richlandtown in over a dozen years. There had been a routine, an intricate dance of three men living together. They shared experiences, delicate friendships, established boundaries, and ultimately loss as one of the three moved on.

Then there were two. No waiting for a bathroom, the big wheelchair van replaced with a familiar minivan, no photographs on the dining room table to be removed before a meal.

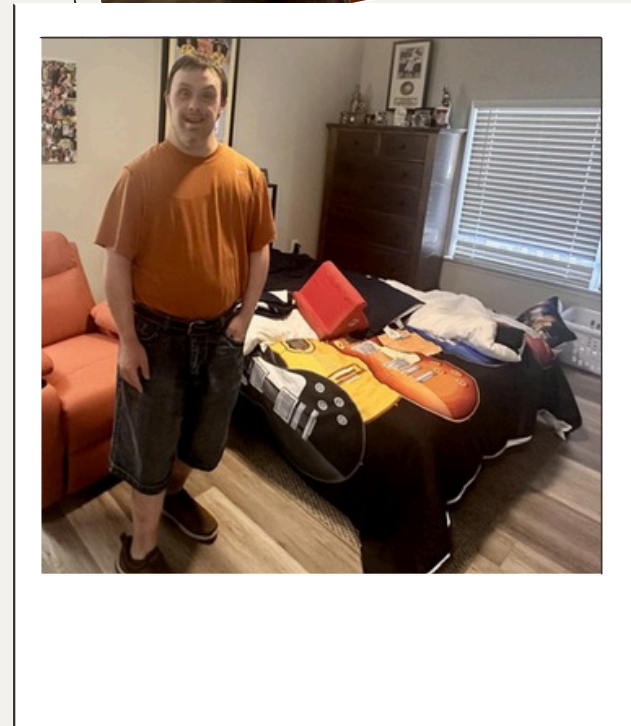
Things were easier, quieter, but... not complete.

Eddie started working at BPSW in October of 2006. Eddie quickly showed how capable he is, give him a task, explain what was needed, and stand back! As good a worker as he is, he proved a better friend. Eddie’s smile and welcoming attitude quickly endeared him to coworkers and supervisors. Eddie’s infectious laugh can brighten any dull room.

Eddie’s success at work is just one aspect of a rich and interesting life. Eddie is the youngest of four children. He has a close relationship with his mom, dad, sisters, and brother. He is an uncle to four nephews and a niece. Eddie is fiercely proud of his family and his role as an uncle.

Doylestown proved to be Eddie’s oyster. For years Eddie explored the shops and restaurants independently, or with his best friend Steve. Evenings and weekends you could more often than not find the pair strolling downtown or enjoying a cup of coffee at Starbucks.

There were also vacations with Steve in Sea Isle City, twenty years of acting lessons at Music Mountain Theater, and bowling with his crew at Central Bucks Special Friends on Saturdays. Life was good but something was missing, an itch that needed to be scratched.



Eddie lived with his family his whole life. One by one his older siblings moved out, college, marriage, what “everyone” does as they transition to adulthood. “Everyone” but Eddie. Still at home, loved like crazy but unfulfilled.

2025 brought new challenges and thoughts of the future. Where could Eddie’s needs be addressed best? Inquiries were made. BARC might have an opening. Would it be a good fit?

Eddie visited Richlandtown for the first time on 8/6/25 and ate dinner with Vincent and Timothy. Dinner was nice, good food, not much talking. Another visit two weeks later, out to the “Qmart”, ground zero for group home outings in the upper Bucks area. A third visit and the big question, “how would you like to move in with Vincent and Timothy”?

“Yes. I’d like that.”

Endless meetings and signatures followed. The day finally arrived. Furniture from home, a new bed, framed pictures documenting a full life with family and friends. The room at the end of the hall was transformed into Eddie’s room. A page finally turned.

Eddie’s family proved a force to be reckoned with. Phone calls and Facetime visits to Eddie were constant the first couple of weeks. As the holidays neared and plans firmed up there were questions about how Eddie’s housemates would celebrate. They don’t have families? They do now. Every visit brought treats for Eddie and his housemates. Christmas presents were wrapped and placed under the tree. Lunch visits included enough food for everyone.

It’s obvious that Eddie’s strength starts with his family. But he’s made it clear, he’s an adult who is eager to steer his own ship. And he’s doing just that. At the end of every visit, he lets the people he loves know:

“I’m ready to go home.”

“The room at the end of the hall was transformed into Eddie’s room. A page finally turned.”



About The Author

Mike Young
Home Manager

Mike Young began operating the cafeteria at the Warminster workshop as a contractor in April of 1997 and quickly expanded service to the Quakertown workshop, offering foodservice to both locations until 2004. Mike was hired by BARC as a truck driver at the Quakertown workshop in 2005 working in several residences in the evenings and on the weekend. Mike accepted the position of home manager at the Richlandtown house in 2010 and remains in that position today.

Mike lives in Perkasio with his wife Alissa, also a BARC associate, and their son Jack. They have supported Dorothy in their home through BARC's Life Sharing program since 2012.



Finding His Way Home *Dontay's Journey*

As he became more comfortable, the transition included gradually moving to the couch in the living room and ultimately working toward eating at the kitchen table with his housemates in a kitchen chair. This structured approach has been successful. Dontay has reached a healthier weight, and he continues to make progress. He is now successfully enjoying meals at the table with his housemates and participates in the full mealtime process.

Additionally, Dontay has made progress with mobility and transportation. Previously, he struggled with the use of his wheelchair, which made was a source of concern for his team. In several indirect ways, the team learned that Dontay did not like being in his wheelchair anymore than was absolutely necessary. To support his independence & improve his safety and comfort he now only uses his wheelchair for long-distance transportation or when specifically required. Dontay is able to get himself around his environment independently by scooting and using his arms and legs to move himself.

Dontay is transported in vehicles without the use of his wheelchair. With the physical guidance and support of two staff members, he can enter the vehicle and sit safely in a passenger seat.

Dontay is now calmer and happier when he needs to use his wheelchair.

Dontay moved into our Milford home with BARC on August 10th, 2022. Dontay 's first year of life started with many extreme challenges that most of us would find unimaginable. Thankfully he was placed in a foster home and adopted by his new loving parents. They supported him for many years until they could no longer provide the care and support, they knew he needed.

When Dontay arrived at BARC, the team focused on his strengths to determine what areas to build on so that Dontay would be able to communicate and thrive.

Dontay's new home was challenging for him, and mealtimes were a struggle; therefore, a supportive dining approach was implemented which involved Dontay eating in the living room where the environment was calmer and less stimulating.

He was first encouraged to eat in his preferred seat, a bean bag chair.

Dontay has begun to work on walking with two staff members and will hopefully be able to continue his progress with a gait trainer for even more independence in standing and walking in the future.

Dontay has increased his receptive communication abilities. He has improved upon his ability to understand directions and cues from staff. Dontay expresses happiness through smiling, clapping, and laughing. Dontay has developed the ability to point toward the kitchen or will put his hand to his mouth to signal he is hungry or thirsty. Dontay's favorite rapper is Chris Brown, and he will gesture towards the TV remote or phone if he wants his music on, or a different song (usually the same Chris Brown song on repeat!!!)

Dontay has made meaningful progress since arriving at BARC. Through individualized support, structured transitions, and a caring environment. We are proud to have Dontay at BARC Developmental Services.



About The Author

Amanda Selkow
ICF Program Director

Amanda has worked for BARC for 14 years, and all of her time has been spent in the ICF department. She has held the following positions: Assistant Home Manager, Home Manager, Program Manager, and is currently the Program Director. Amanda attended Millersville University and earned a Degree in Biology with a minor in Chemistry.



Vocational Services

Advocacy in Action



Jordan Pfister
Director of Vocational Services

As we look back on the 2025 calendar year, advocacy remained a mainstay for the Department. With the Proposed Rulemaking to dissolve Section 14(c) of the Fair Labor Standards Act still lingering, the Vocational Department remained steadfast to oppose the decision. Rallying families, writing letters to the Deputy Secretary of Labor, and meetings with local House and Senate members were imperative to protecting rights for people with disabilities. Ultimately, the proposed rule was rescinded in July 2025. This continues to allow individualized employment opportunities for all people of various skill levels and capabilities. Workshops remain a viable steppingstone on someone's employment journey.

Investments in facility improvements are also noteworthy in 2025 to help solidify longevity and quality of services. Pavement of the Warminster driveway was desperately needed. Rehab to the Warminster and Quakertown sensory rooms through grant opportunities, capital campaign funds, and support from the foundation further improve quality of services to those supported in our day programs.

Currently, the Vocational Department operates with a workforce of over 100 personnel allowing the Department to grow to support about 180 individuals within the following programs:

- Quakertown ATF/Seniors: providing continuing education, habilitative, therapeutic and sensory based programming to enhance adult daily living skills and promote independence for 42 individuals.
- Quakertown Workshop: a meaningful work driven program to provide training and education, based on simple assembly and light manufacturing contracts for pay to learn transferrable work-based skills for 38 individuals.
- Warminster ATF/Seniors: providing continuing education, habilitative, therapeutic and sensory based programming to enhance adult daily living skills and promote independence for 11 individuals.
- Warminster Workshop/ASD: a meaningful work driven program to provide training and education, based on simple assembly and light manufacturing contracts for pay to learn transferrable work-based skills for 83 individuals, including a separate Autism Spectrum program for those needing extra support and supervision for success.
- JOBS: community-based employment services to provide career assessment, build resumes, submit applications, complete interviews, and provide follow along job supports to 11 individuals.



Vocational Snapshot

Individuals attend a mix of full time, part time, and split schedules based upon need and availability of staffing. However, the Department spent the 2025 calendar year growing to a predominantly full-time schedule where all individuals are attending the maximum number of days they choose. We may be able to accept new referrals in the near future if staffing success continues.

The Vocational team continues to manage several regulatory needs. This includes, but is not limited to, completing QA&I inspection, ODP's inspections for licensure, meeting compliance with Chapter 11 (Seniors), and all applicable township ordinances. Production work has been on a steady decline over the past year with reduced contracts, business acquisitions, and product shipment overseas. The Department took this opportunity to target and improve upon community integration to align with ODP metrics.

For the upcoming year, the Department looks to expand its network of community connections, and also looks to expand its footprint for supported employment services for anyone desiring a competitive community-based job. Many people remain on a waitlist within the State and BARC's mission has always been to serve and advocate for people with disabilities. There's more work to be done!

VOCATIONAL SERVICES | 2025 BY THE NUMBERS

Workforce: 100+ personnel

People Supported: ~180 individuals

Programs Delivered: 5 core programs across Quakertown & Warminster

Advocacy Outcome: Section 14(c) proposed rule rescinded (July 2025)

Facility Improvements: Warminster driveway paved; sensory rooms improved in Warminster & Quakertown (grant + capital campaign + foundation support)

Program Reach (Individuals Served)

Quakertown ATF/Seniors: 42

Quakertown Workshop: 38

Warminster ATF/Seniors: 11

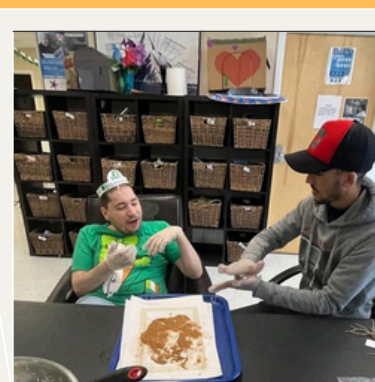
Warminster Workshop/ASD: 83

JOBS (Supported Employment): 11



SCAN HERE

For more information visit us at barcprograms.org/vocational-services



Finding Her Place

Amy's Journey



Amy joined our BARC family in October 2017, working on the main production floor. She was a hard worker, but it seemed like that environment was a little too big and maybe a little too loud for her.

Amy started making visits to the ATF program in December 2018, and this was where she found her home. Amy is a very determined and opinionated lady who knows what she wants and doesn't want.

When she first joined the ATF, she was very reserved and kept to herself. She rarely left the comfort of her "spot" where she had all her work and belongings organized to her liking. Amy only let a few people into her circle of trust and tended to limit her communication with others. She was not always open to changes in her routine, didn't want to join in some of the fun activities the rest of the group enjoyed (frequently shushing others if they got too loud), and only wanted to focus on work.

Work has always been very important to Amy. She loves to be busy and have tasks to focus on. Some of her favorite jobs are parts bags, tags and work from a local company. With time, patience and understanding, the ATF staff were able to chip away at the walls that Amy put up.

Amy loves the grocery store and making shopping lists. Staff used this knowledge and gently encouraged her to communicate with them simply by spending time with her- looking at the grocery store circulars that she brings with her every day. This small gesture opened a whole new world for her and Amy slowly started talking more.

Shortly after, a shopping cart game was introduced, and she would spend time with staff looking through the ads to find the products that she had on her shopping list to put in her grocery cart.

Amy not only began interacting with staff more frequently, but she also started to interact with the other people in the ATF. Peers from other programs come into the ATF to join activities. In the past, Amy was resistant to this and sometimes even tried to send them out of the room. Now Amy will join in on the activities, and can be seen playing Bingo, doing art projects and listening to stories being read by a peer from the ASD.

“Now Amy will join in on the activities, and can be seen playing Bingo, doing art projects and listening to stories being read by a peer from the ASD”

Since Amy settled into the ATF, she never wanted to leave the comfort of that space. But recently she started to venture out to help deliver mail and paychecks throughout the building with staff support.

One of the biggest changes that can be seen in Amy is in the tenderness and care she shows for her friend Courtney, who also attends the ATF program. Amy has taken it upon herself to act as big sister and will often get up to go over and brush Courtney's hair out of her face, to say hello, or to check on her and make sure she is doing okay.

There are times when Amy will even go and sit with her while they both wait for their rides to arrive. These may seem like small gestures, but for Amy, these are huge strides and it's been so beautiful watching her grow and develop such caring relationships with her peers.

If you are ever at BPSW, feel free to stop in and say hello to Amy. Who knows? She might even let you stay for Bingo.



About The Author

Cheryl Rementer
Program Specialist

Cheryl Rementer is a program specialist at BPSW, a position she has held for almost 25 years. She currently oversees a caseload of 28 people and plays a significant role in the growth and success of the individuals at BPSW. In addition to her program specialist role, she is also a certified investigator and a medication practicum observer.

Cheryl and her husband, Rick, are the proud parents of Ricky, a freshman at Duquesne University and Gavin, a 10th grader who plays hockey for the Philadelphia Revolution.



Confidence Through Consistency *Maria at Work*

nonproductive behaviors have decreased, teamwork has become more enjoyable, and her confidence continues to build. Beyond her strong work ethic, Maria brings joy and positive energy to the workplace.

Whether sharing laughter with her peers, dancing, or lifting spirits with her playful personality, she creates a welcoming and uplifting environment.

Maria's enthusiasm and engagement make her a valued presence within the ATF community and a wonderful example of growth, perseverance, and connection.

“I’ve seen Maria’s hesitation turn into confidence and steady productivity over time.”

~ Joan Gabrie

“Maria brings an infectious sense of joy to the workplace.”

~Kevin Carter

Maria has been attending BARC Production Services from 9AM to 12PM for nearly three years.

While she initially arrived with some apprehension, she now comes to work with a familiar smile and a growing sense of confidence. Over time, Maria has become comfortable with the workshop environment, staff, and peers, and has developed a strong skill set across a wide variety of tasks. Her work includes counting and bagging small items, collating catalog pages, packing car maintenance cans, boxing soccer training poles, and assisting with school supply backpack assembly. When Maria is not at the workshop, she attends the Adult Training Facility at BARC for the rest of her day.

Known throughout the ATF as a dedicated and dependable worker, Maria approaches her responsibilities with focus and accountability, often taking pride in a job well done. With consistent encouragement and recognition from staff, she has shown meaningful growth,



Joan Gabrie
Production Coach

Joan has been a production coach with BARC Production Services for almost 17 years. She enjoys getting to know the individuals and helping them to find creative ways to do the various jobs to the best of their abilities.



Kevin Carter
Direct Support Professional

Kevin has been a contracted direct support professional with BARC for 8 years in both residential and vocational. He is a big sports fan, which is one of the reasons he coaches boys' basketball. One of his favorite things about being a coach is guiding the children through life.

About The Authors



“Tom’s journey is a powerful reminder of what’s possible with opportunity, support, and belief.”

A Perfect Fit

Tom’s Success



The lessons he gained, from perseverance and adaptability to self-advocacy and independence, will stay with him as he looks ahead to new opportunities.

As Tom continues to explore his next steps, he does so with increased confidence, experience, and a strong foundation for future success. We are incredibly proud of all that he achieved and excited to support him as he continues to grow and pursue new possibilities.

Way to go, Tom, we can’t wait to see what’s next!



Bill Deering

About The Author

Bill Deering started working for BARC as an employment specialist in January 2024. Prior to this, he worked as an employment specialist for several years at various other non-profits. Bill really enjoys finding individuals jobs and helping them to become successful in their role. Outside of work, Bill is a professional speaker and published author. Bill delivers his anti-bullying motivational speaking message to students of all ages and has impacted over 25,000 people. He is passionate about this message and changing the culture to become a society of acceptance and inspiring others to follow in his footsteps.

I had the opportunity to begin working with Thomas eighteen months ago. At fifty-two years old, he was looking to grow in his career.

Tom worked at a workshop for over 25 years and knew it was time to move on. He learned so many valuable skills in the workshop but was ready to progress and learn new experiences in community-based employment. Tom’s mother reached out to BARC for help in finding Tom a job. After describing what he wanted to do, highlighting all the skills he had in order to build a resume with support, describing his preferred work hours, transportation, and geography, Tom and I started to submit applications. Tom went on one interview at the Giant in Southampton for a front of house position and was offered the job on the spot. While on the interview, I learned that Tom and his mother have shopped at this particular Giant for over 15 years, and he already knew most of the employees and layout of the store. It was a perfect fit!

In his role, Tom retrieved carts, bagged groceries for customers, and performed other small tasks when needed. In the beginning, Tom struggled a bit, but it was apparent it had nothing to do with Tom’s skill or abilities.

It had more to do with his self-confidence and belief in himself. With the help of a job coach, education and repetition, support of coworkers, and overwhelming praise for jobs well done, Tom grew and flourished and finally believed in himself well after his work ethic showed how great he was doing.

Tom recently seperated from his job at Giant, marking the close of an important and meaningful chapter in his career. His time there was filled with growth, building confidence, strengthening workplace skills, learning the value of teamwork, and discovering just how much he is capable of accomplishing in a community-based setting.

Throughout his year at Giant, Tom proved himself to be a dependable, kind, and hardworking employee who took pride in his work and built genuine connections with coworkers and customers alike.

Human Resources

Inclusion and Engagement



Chris Bennett
Director of Human Resources

The Human Resources Department is dedicated to ensuring high-quality professional support for the children and adults served by BARC Developmental Services. Through comprehensive recruitment, orientation, training, benefits administration, and ongoing employee relations support for supervisors, the department is committed to hiring qualified applicants and fostering an inclusive workplace culture that promotes job satisfaction, professional growth, and long-term success.

Recruiting numbers for 2025 were positive and showed increases from 2024 in both total number of associates and number of Direct Support Positions filled. At the end of 2024, the agency had a total of 229 with a DSP vacancy percentage of 38%. The total associate count at the end of 2025 was 239 with a DSP vacancy rate of 36%. This is the third year in a row that both the total associate count increased, and the DSP vacancy rate decreased. Human Resources recruiters continue to use Indeed as the primary sources of applicants along with the agency website and associate referrals also contributing to the pool of applicants.

The Human Resources Department remains committed to the retention and development of valued associates through strategic investments in training, benefits administration, and employee recognition initiatives. Throughout the year, associates were supported with skill-building training opportunities, access to comprehensive medical insurance and benefits, and staff appreciation and recognition events designed to promote engagement and retention. Newly hired associates participated in a structured onboarding process that included required training and access to the Associate Handbook and agency policies. Human Resources maintained accurate and up-to-date training records and collaborated closely with service department supervisors to coordinate course registrations and ensure compliance with applicable industry regulations.

In addition, Human Resources supported organizational leadership by delivering a leadership training program for agency supervisors. This course was revised and updated in 2025 to reflect current best practices and strengthen supervisory effectiveness across the agency.

In 2025, the department continued to lead agency policy administration, including updates to the Associate Handbook and significant revisions to the Abuse, Neglect, Rights Violation, and Exploitation Policy. An extensive review of the Driver Safety Policy was also conducted following a fleet assessment by the agency's insurance carrier, resulting in major revisions to address evolving traffic enforcement measures, including red-light and school bus camera citations. Department members remained actively engaged across the agency by serving on the Safety, Staff Appreciation, Training, and Pension Committees, and, new in 2025, began participation in the newly established Diversity, Equity, and Inclusion Council.



BARC Developmental Services offers many career ladders in both clinical and non-clinical areas.

For more information about Career Opportunities visit barcprograms.org/job-opportunities



“Through patience, dignity, and unwavering advocacy, Muna helps individuals find their voice, confidence, and independence.”

Spotlight on Staff

Muna Muhammed

The Justin T. Schram Memorial Award, established in 2016 by the BARC Developmental Services Foundation, honors the memory of Justin Schram—an avid musician, therapist, educator, and devoted helper of others. Sponsored by U.S. Medical Staffing Inc. and Trinity Asset Protection, the award recognizes an associate who has gone above and beyond in service to others. Muna Mohammed embodies the spirit of this award in every sense. Her unwavering commitment, empathy, and advocacy make her a truly deserving recipient of this honor.

From her nominator, Kim Rochford, Site Manager

It is with great admiration that I nominate Muna Mohammed for the Justin T. Schram Memorial Award. As Assistant Manager in the BPSW Adult Training Facility (ATF), Muna consistently performs far beyond her job responsibilities, demonstrating exceptional compassion, advocacy, and dedication to the individuals she supports.

Muna creates an environment where individuals feel respected, empowered, and included. She recognizes each person's unique abilities and actively involves them in decision-making, fostering independence and confidence.

Her impact is evident across the program: she helped RS, who lost his vision during COVID and became withdrawn, regain his voice and confidence through meaningful activities, leading his team to request his return to the workshop. Through consistent engagement, AH has become more communicative and socially involved, participating in group activities and showing care for peers. Muna's gentle encouragement has helped RH overcome fear following falls and re-engage in community outings. She has supported JP in accepting hand-over-hand assistance, resulting in increased alertness and engagement, and ensures dignity and choice for CK, honoring her preferences through non-verbal communication. Participants such as CH and JV thrive under Muna's steady guidance, gaining confidence, managing frustration, participating in activities, and even earning a paycheck for the first time.

Muna Mohammed's compassion, advocacy, and dedication embody the spirit of the Justin T. Schram Memorial Award. Through her person-centered approach and unwavering commitment, she has made a lasting impact on the lives of those she supports and the broader BARC community. Her work reflects the legacy of service and care that this award was created to honor.



Development

Community Growth

In 2025, BARC's Development Department experienced a year of intentional growth, strategic change, and expanded community presence. The department focused on strengthening its foundation, modernizing longstanding fundraising efforts, and broadening engagement across donors, partners, and the wider community, all while adapting to a rapidly evolving fundraising and digital landscape.

Accomplishments & Growth

During the year, the Development Department re-evaluated and restructured several longstanding fundraising events, introducing refreshed sponsorship models and engagement strategies that resulted in new sponsors and increased community awareness of BARC's mission. A strengthened focus on grant development expanded and diversified revenue through increased applications and awards, supporting program growth beyond traditional fundraising. The department also added a new position, increasing internal capacity for donor stewardship, grant management, and community outreach. Together, these efforts advanced a more balanced and sustainable fundraising model while significantly expanding BARC's visibility and engagement across Bucks County.

Development Overview – Key Highlights

Fundraising (Fiscal Year 2025 – unaudited)

- \$70,645 raised through events and sponsorships
- \$14,972 raised early in Fiscal Year 2026 (YTD)

Membership (Calendar Year 2025)

- 72 members
- \$9,450 in membership revenue

Grants (Calendar Year 2025)

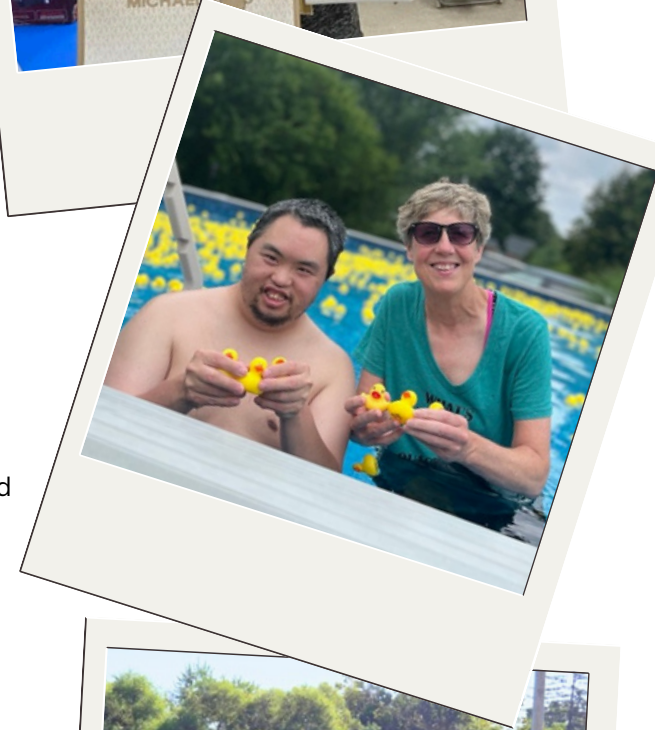
- \$12,500 total grant funding
 - Innovation Grant: \$10,000
 - Bader Foundation: \$2,500

Capital Campaign

- \$9,700 raised in 2025

Digital Reach & Engagement

Digital engagement continued to play an important role in Development efforts, supporting both fundraising and referral-based services. BARC's social media presence grew to 1,469 followers, reflecting steady engagement despite an increasingly competitive online landscape. Website and digital content generated approximately 380,000 views throughout the year, with particularly strong engagement around educational and informational topics related to early intervention, developmental milestones, autism, intellectual disabilities, and activities of daily living. Strategic use of nonprofit digital advertising and search-based outreach connected BARC with individuals actively seeking services and resources, resulting in meaningful actions such as extended engagement with educational content, career and event interest, volunteer inquiries, and service-related referrals. Collectively, these efforts reinforced digital platforms as a critical entry point for awareness, connection, and access to services.





Capital Campaign 2025



In 2025, BARC Developmental Services launched a focused Capital Campaign with a clear and meaningful goal: to enhance our Adult Training Facilities by creating calming, engaging sensory environments that support individuals with intellectual disabilities and autism.

Thanks to the generosity of our community, we raised \$9,400 through direct community contributions, with 31 individual supporters stepping forward to make this vision possible. We were also honored to receive a \$10,000 Innovation Grant from Foundations Community Partnership, awarded in recognition of innovative ideas that improve the quality of life for children, young adults, and families across Bucks County. Together, these contributions allowed BARC to raise nearly \$20,000, fully funding critical sensory upgrades at our Adult Training Facilities in Quakertown and Warminster.

The new sensory equipment includes specialized rockers, mirrors, interactive sensory boards, calming bubblers, projectors, and other therapeutic tools designed to promote self-regulation, engagement, and comfort. These thoughtfully designed spaces enhance daily programming and provide individuals with supportive environments where they can thrive, learn, and feel at ease.

This campaign is a powerful example of what can be accomplished when a community comes together with a shared commitment to inclusion, dignity, and quality of life. We are deeply grateful to everyone who contributed to this effort, your support is helping to build environments where comfort, creativity, and independence can grow.

Strategic Approach & Evolving Challenges

The Development Department continued its transition toward a more adaptive, data-informed, and relationship-driven approach, reassessing fundraising strategies, sponsorship engagement, and communications to better align with evolving donor expectations and community behaviors. Throughout the year, the department navigated ongoing challenges related to rapidly changing digital engagement trends, advancing technology, and the growing influence of artificial intelligence on marketing, search visibility, and content discovery. For a mission-driven, referral-based organization like BARC, digital outreach requires balancing reach and accessibility with accuracy, trust, and sensitivity for individuals and families seeking services. Donor retention remained a key focus, reflecting broader nonprofit sector trends, with continued emphasis on stewardship, relationship-building, and diversified engagement to support long-term sustainability.

Despite these challenges, 2025 positioned the Development Department for continued success. With refreshed fundraising strategies, diversified revenue streams, expanded digital reach, increased community engagement, and a growing team, Development remains focused on building sustainable support for BARC's mission, ensuring the organization can continue serving children, adults, and families today while planning responsibly for the future.

**Your support is building environments where
comfort, creativity, and inclusion can grow.**

Check out our events
barcprograms.org/events

SCAN
ME



Development revenue streams are tracked on different cycles based on industry standards: fundraising activity is reported on a fiscal-year basis, while membership and grant activity are tracked on a calendar-year basis.



Supported by
Univest Financial



Capital Campaign 2026

As of March 2026, BARC has raised more than \$10,000 toward our 2026 Capital Campaign thanks to the generous support of our community and Univest Financial. This year's campaign focuses on critical upgrades and repairs at the BARC Production Services Warminster Facility, originally built in 1988. This facility plays a vital role in providing meaningful employment opportunities for individuals with disabilities, and maintaining a safe, efficient, and modern workspace is essential to our mission. Funds raised will support necessary improvements to ensure continued quality, safety, and sustainability for all who work there. Your tax-deductible contribution directly benefits the men, women, and children supported by BARC Developmental Services, helping to strengthen opportunities and build a better future at our Warminster location.

We invite you to join our campaign.
Visit barcprograms.org/capitalcampaign



SCAN ME

Information Technology

Compliance and Quality Improvement

Information Technology ensures the continuity of network and computer services for the agency through planning, technical leadership, project implementation, security administration, maintaining the agency website, and providing end-user support. In the past year, the SD-WAN was migrated to a new platform to improve efficiency and reduce costs; the network was segmented to improve security; the old UPS's were replaced to allow for longer uptime in the event of a power failure and provide greater protection and management of the servers and networking equipment during a long term power outage; and WiFi services were unified at all office locations to provide ease of use & improve security from external users. The IT team is in the process of upgrading all agency computer operating systems to Windows 11 to ensure ongoing support.



Quality Resources

Compliance and Quality Improvement



Erin Barth
Director of Quality Resources
& Development

The Quality Resources Department of BARC Developmental Services ensures the organization is compliant with all Commonwealth regulations related to incidents that occur within its three service departments: Early Intervention, Residential, and Vocational Services.

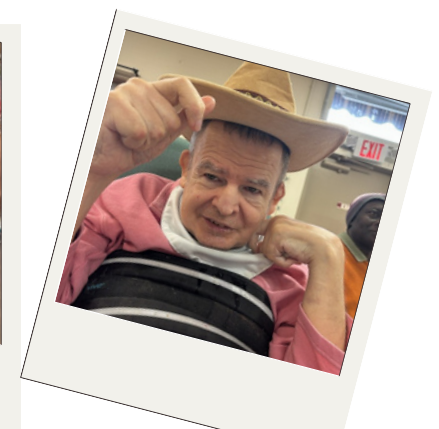
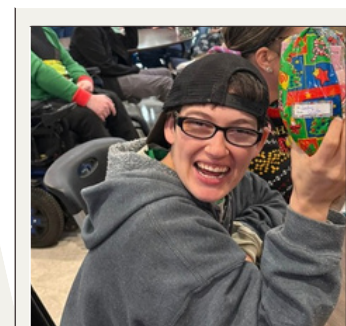
Quality Resources is responsible for the oversight of the agency's incident management system as well as working with each department to provide support in quality compliance. The Quality Resources Department is guided by the Advocacy/Human Rights Committee of BARC Developmental Services and focuses on quality improvement and risk management for all persons supported by the agency.

The Advocacy/Human Rights Committee meets monthly to review reportable incidents, investigations and advocacy concerns. An analysis of medication errors and review of Enterprise Incident Management restraints is also provided to and reviewed by the Advocacy/Human Rights Committee. A detailed trends analysis is completed and reviewed quarterly looking at the following areas; reportable and critical incidents agency wide and by program area, a breakdown of primary categories of incidents by program area, medication errors, identifiable target information, types of corrective actions used (including preventative), education/training provided to associates and individuals, an analysis of timeliness of first section/final section submissions as well as feedback received by the county and region.

The Peer Review Human Rights Team meets monthly to review treatment plans of individuals with restrictive procedures in place to ensure the health, safety, and rights of our supported individuals while providing person centered supports.

BARC Developmental Services has a team of seven ODP Certified Investigators (CI) who complete thorough investigations of incidents when needed and provide a comprehensive certified investigative report to the Administrative Review Team of their findings. This team of investigators meets quarterly at Certified Investigator Peer Review to complete a review of and discuss a sample of investigations conducted during that quarter. Any feedback provided during these sessions is documented and always accepted by the CIs for future investigations completed.

The 2025-2027 Quality Management Plan with oversight provided by Quality Resources is currently in place, developed by the team of directors and approved by the Advocacy/Human Rights Committee. Each department develops a series of goals to work towards and reports on these goals on a quarterly basis. This plan is presented and reviewed with department updates each quarter to the Advocacy/Human Rights Committee. Each department (Early Intervention, Residential, and Vocational) is continuously striving for progress and improvement while providing the highest quality of care and support as part of an always changing human services system. The 2023-2025 Quality Management Plan was wrapped up with a final update provided by each service department in June 2025 and each department developed new goals for the current plan 2025-2027 plan based on the previous plan's goals, including progress noted as well as any new challenges identified. Quality Resources also provides support to all departments in the form of training to all associates. Areas of focus for training include Confidentiality and Privacy Practices as well as Incident Management for both staff and supervisors.



A Year in Snapshots



Follow Along With Us All Year Long



BARCDevelopmentalServices



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BARC Developmental Services



barcdevservices

2025 Community Partners

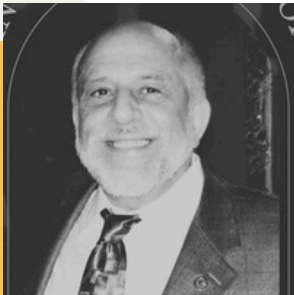
BARC Developmental Services is grateful for the generous support of our corporate sponsors, foundations, and community partners whose commitment helps advance inclusion, opportunity, and independence for the individuals and families we serve.

Action Karate Quakertown
 Allentown Art Museum
 Arlington Heritage Group, Inc.
 Bader Foundation
 Bake Ability
 Children's Museum of Bucks County
 Corporate Synergies
 Corebridge Financial
 EisnerAmper Advisory Group
 Expert Home Improvements
 Foundations Community Partnership
 HealthNow Administrative Services
 Landis

Maggio's
 Mercer Museum & Fonthill Castle
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 McCarthy's Masonry
 Monkey's Uncle
 Moldamatic
 NJM Insurance Group
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 QNB Bank
 R.W. Ronald A. Williams & Co.
 Roddy Insurance
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 The Wawa Foundation
 Trinity Asset Protection
 Trimline Windows
 Uninvest Financial
 U.S. Medical Staffing Inc.
 Wegmans

Dr. Robert H. Schram



Dr. Robert Schram served as BARC Developmental Services' Executive Director from July 1977 until his retirement in December 2019.

During his more than 40 years of leadership, he was a driving force behind the agency's success and growth, leaving an enduring legacy.

His contributions will be remembered and appreciated for years to come.

In Remembrance

Elizabeth Ann Adelhelm
 Rosemary Besack
 Barbara L. Brecher
 Glenn Esling
 Janet Hall
 Roneva W. Mills
 Robert J. Moy, Sr.
 Sylvester Puzio
 Raymond B. Reinl
 Susan Schultz
 Linda Schwartz



Noreen Coleman



Margaret Dominy



Dorothy Huston



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