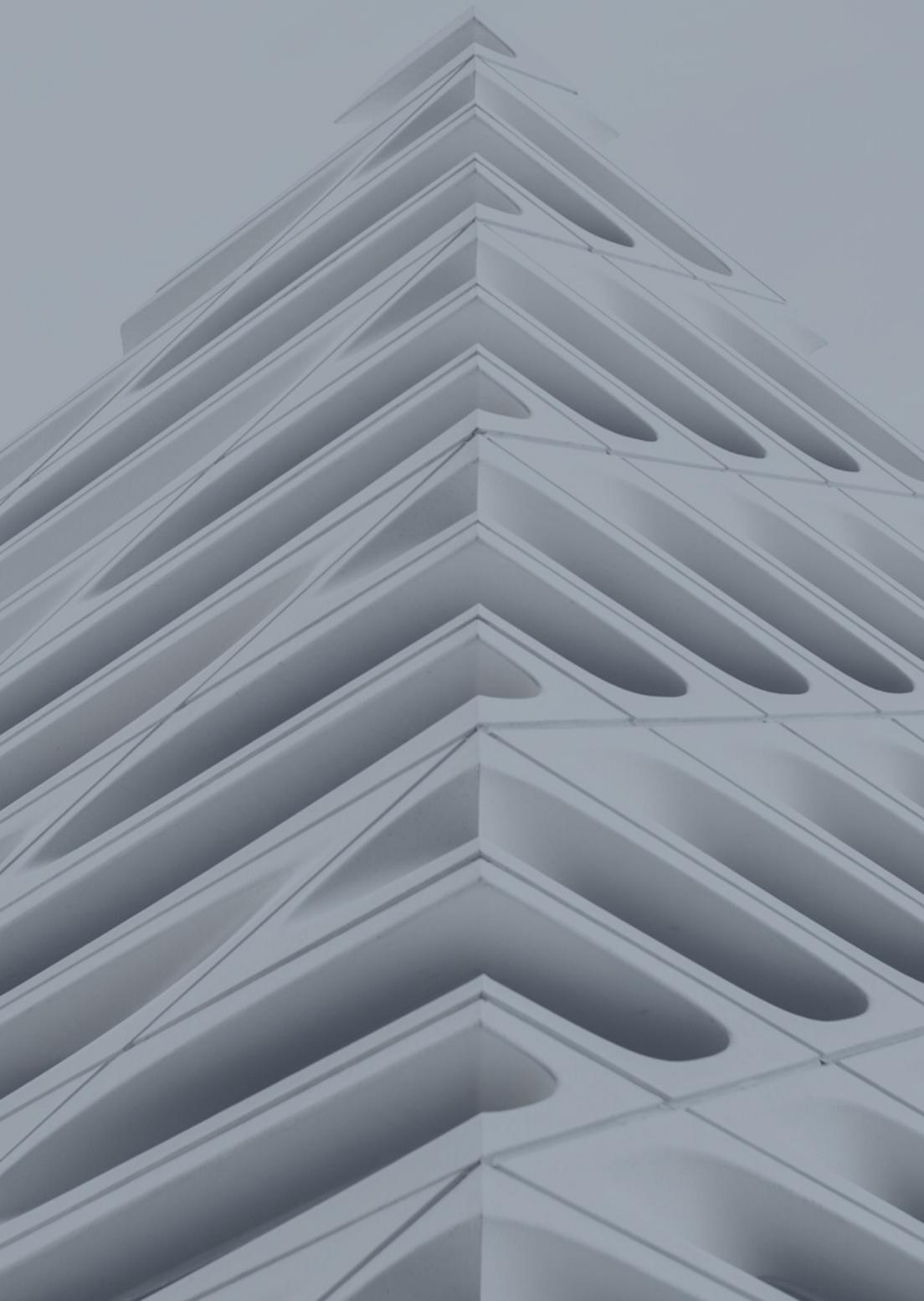




# ANNUAL REPORT

## 2020-2021



### **Our Mission:**

To serve the community as a catalyst in the employment and development of people with disabilities.

# Charitable Giving

An investment in AHEDD is an investment in someone's future. Through the power of work, our participants can realize greater independence, self-sufficiency and an increased sense of worth. When thinking about your annual giving, make an impactful contribution by supporting AHEDD.

## Why Give to AHEDD?

*Here are a few Donor Statements:*

### **Ellie Myers:**

"AHEDD is a nonprofit with a laser sharp focus of achieving employment for individuals with disabilities. I know, when I donate to AHEDD, that it makes a difference in individuals lives, to the employers, and to our society. Unlocking each person's potential and matching that to an employer's need is a valued service worthy of your support."

### **Susan Banks:**

"Having worked with individuals with disabilities for years, I know the importance of having support in the community. Finding this organization that provides that support in the community is a valuable commodity that I feel is important to support financially."

## Ways You Can Give:

- Visit our website, [www.ahedd.org](http://www.ahedd.org), and click the donate button
- Donate during an online fundraiser (Extraordinary Give Lancaster or Give Local York)
- Support AHEDD through AmazonSmile! Go to [smile.amazon.com](http://smile.amazon.com), type in your Amazon account, click AHEDD to support and with each purchase, 0.5% of your total gets donated to us
- Send a check or money order made out to AHEDD, to 3300 Trindle Rd, Camp Hill, PA 17011
- Hold a birthday fundraiser through Facebook
- Leave a gift to AHEDD in your will
- Consider naming AHEDD as the beneficiary of your life insurance policy
- Ask your financial advisor to include AHEDD among their list of possible charities for recommendation to their clients

**At AHEDD, your gift grows and gives perpetual support to a cause you care about.**

# PRESIDENT'S STATEMENT

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As the world was first faced with the pandemic, it may have felt like a very unfamiliar place and state of mind, threatening our personal and economic well-being. Staying healthy and flattening the curve was the goal. Time moved on and we evolved with it. There was new hope promised with access to vaccines. There were mutations in the virus.

Strong debate about what is or isn't safe or true circled at all levels of government, business, education, and among families and friends. Businesses wanted to be open and people started to return to work. In some instances, that return to work may have meant finding a new job, or adhering to new protocols to physically access a work space, or not being able to be in the public and having to work virtually. Challenges to simply go to work can however be all too familiar to individuals with disabilities.

Physically accessing a workspace, or having to utilize new assistive technologies are just a couple of examples, but so many of us all around the world got a small taste of those same challenges for the first time. It shined a brighter light on those who are underserved and only further strengthened our desire to make competitively working in the community more attainable for individuals with disabilities.

This report is a shining example of how the AHEDD team has been resolute in our mission. Addressing challenges with individuals as they strive to be part of the workforce is not new to us. It is what we have been doing for forty-five years. We have a strong performance-driven philosophy and that dedication can be observed in our remarkable outcomes. During a time we all can admit was uncertain, we achieved these successes with innovation, compassion, and focus.

I am filled with confidence, inspiration, and gratitude not only for what this team has accomplished, but for what we will do in the year in front of us. It is our hope that we all remember what those challenges felt like and work toward a more inclusive community for everyone.

With gratitude,

A handwritten signature in blue ink that reads "Brandy Burnham". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

Brandy Burnham  
President & CEO

# Financial Overview

## \$2,915,925

### FISCAL YEAR 20/21 SPONSORSHIP IMPACT

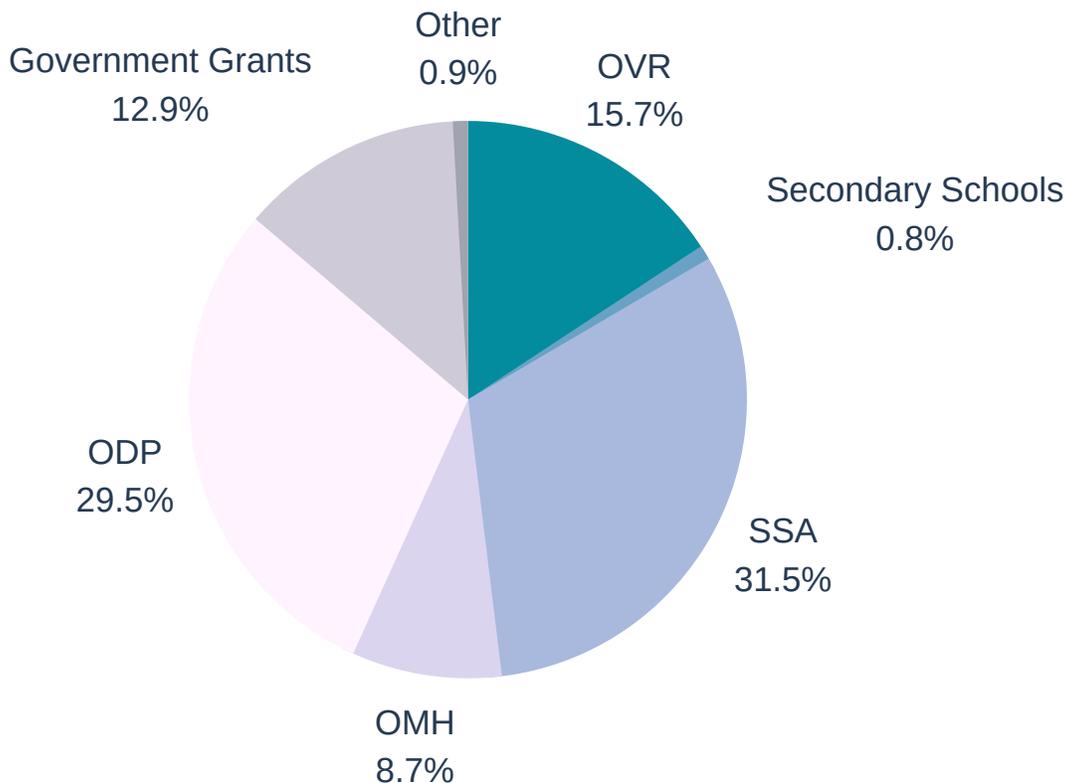
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**155 New Youth Served Under Age 22**

**515 New Adults Served**

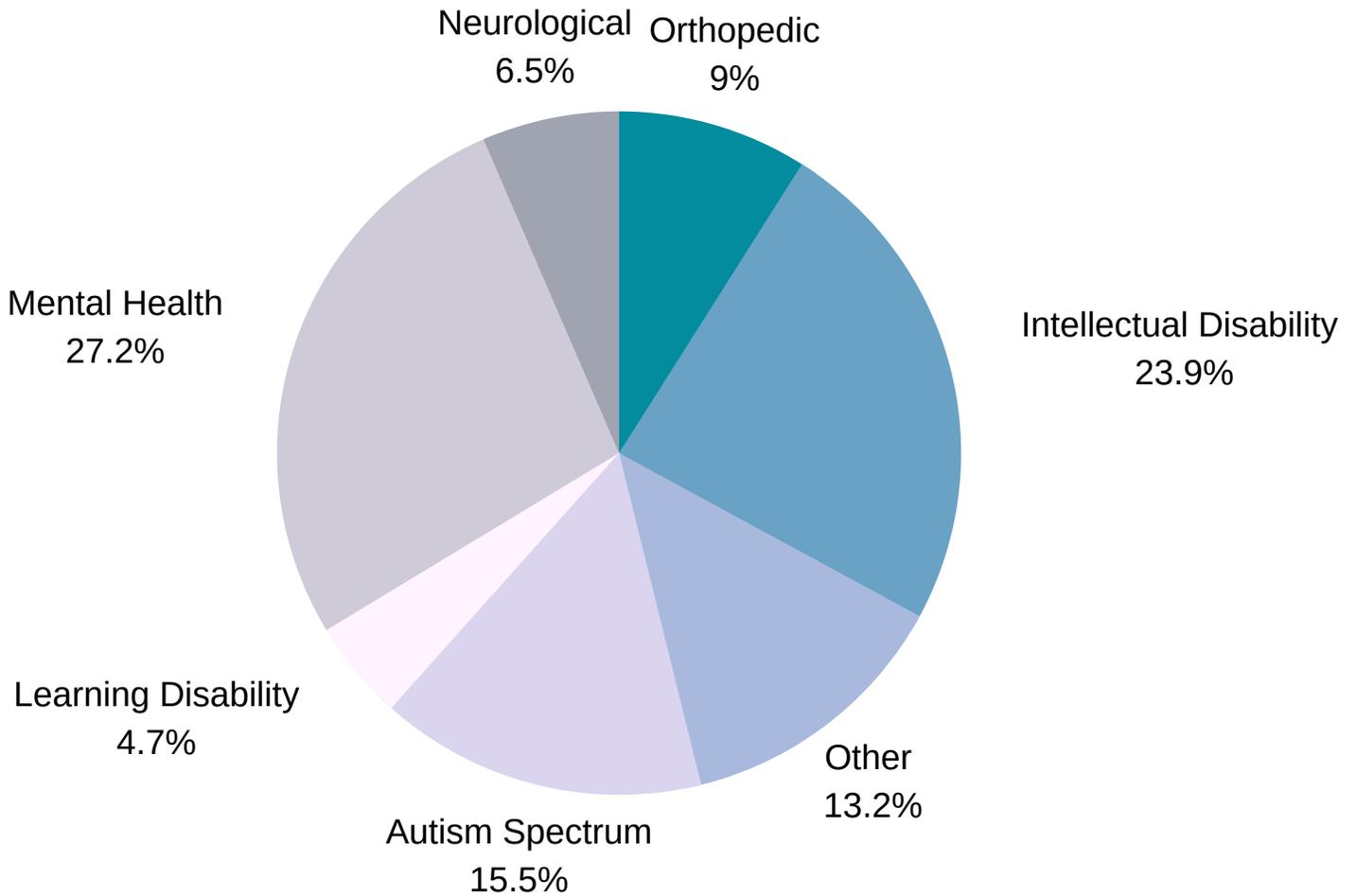
**1,414 People Received Employment Services**

### Funding Sources



ODP- Pennsylvania Department of Human Services, Office of Developmental Programs  
OMH- Pennsylvania Department of Human Services, Office of Mental Health  
SSA- Social Security Administration  
OVR- Pennsylvania Department of Labor & Industry, Office of Vocational Rehabilitation

# Placements by Disability Type



## Placements and Earnings

**Average earnings for placements in the first month worked**

**\$1,276**

**Percentage of individuals earning over \$2,000 per month**

**21%**

**Percentage of placements secured in less than 90 days**

**56%**

# Retention and Impact

AHEDD is committed to the long term employment retention of our customers. While the agency generally provides follow up support for a minimum of one year after someone begins their first job, some customers are eligible for this long term support for several years. Building rapport as a strong support can go a long way.

See below for a letter written by an AHEDD participant:

"My name is Liam Miller and I am a class of 2020 graduate from Temple University with a degree in Computer Science. I also happen to have a rare muscle disease known as Ullrich Congenital Muscular Dystrophy. I started working with AHEDD to receive Work Incentive Counseling at the end of high school and since then they have been an indispensable resource for myself and my family as I have transitioned into adulthood. They have provided me with a great deal of guidance and suggestions on ways to navigate life as a disabled adult that I would not have discovered on my own. Among the many ways in which they have assisted me, I've benefited most from the uniquely valuable information they've provided regarding how to handle my finances as an individual with a disability and how to plan for my future in the working world. AHEDD has helped me develop strategies for saving money while maintaining my social security benefits, which was crucial for being able to live independently at college. They also helped me prepare for the working world by providing me with some ideas on how best to work with my employers to make my working environment as accessible as possible. In addition to the career-based assistance they've provided me, having the support of AHEDD has reinforced a confidence in my independence and strengthened my desire to be a contributing member of society. They placed a large emphasis on encouraging me to handle my own situations, such as being the one to set up my own doctor appointments and managing my own attendant care. Their strong, supportive emphasis on that kind of independence has been crucial in allowing me to be more dependent on myself. I would strongly recommend this service to anyone with a disability heading towards adulthood."

## Placement Outcomes

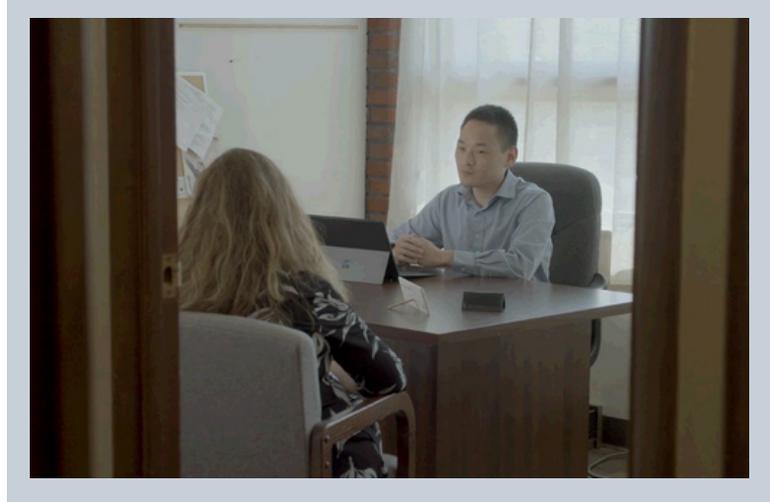
When determining placement outcomes, AHEDD evaluates the number of people working consecutively within a given period of time.

**83% of people placed in the last year worked consecutively for at least three (3) months**

**53% of people worked consecutively for at least 12 months**

# Work Incentives Counseling (WIC)

Work Incentives Counseling is a service that helps individuals who receive benefits from the Social Security Administration understand how employment earnings will impact their benefits. AHEDD's Work Incentives Counseling team helps individuals achieve greater financial independence by maximizing their income and healthcare options.



**73% of newly employed participants received SSA benefits at time of placement**

**694 individuals received WIC Services**

**Individuals who chose employment earned 34% more monthly income from work than they would have from their monthly cash benefit from SSA**

*The following was said about AHEDD's collaboration with PA OVR by one of OVR's Vocational Rehabilitation Specialists/Statewide SSA and Benefits Planning Coordinator:*

"It is critical that individuals with disabilities and their family members understand the impact that work has on their benefits. To this end, AHEDD's Work Incentives Planning and Assistance (WIPA) project has assisted our customers/students in a variety of ways. They have provided training to the PA OVR staff in the areas of Benefits Planning and basic SSA at the district office, regional, and statewide levels. By working in synchronicity, we (AHEDD and PA OVR) can generate an understanding that through work, the individual can have more dollars to meet their everyday needs and expenses. AHEDD, through the WIPA program, seeks to enable individuals receiving benefits to engage in gainful activity to meet their personal goals and lead a more meaningful life."

# Social Security Administration's Ticket to Work Program

Since 2001, AHEDD has been partnering with the Social Security Administration (SSA) as an Employment Network in the Ticket to Work (TTW) program. The TTW increases options for SSA beneficiaries to receive their choice of employment services including; career guidance, job placement/training and work incentives counseling.

Together, partners in the TTW are improving the lives of people with disabilities by helping them achieve their career goals.

**997 People Assigned Their  
Ticket to AHEDD as of  
6/30/2021**

**New Tickets Assigned  
20/21 year:  
177**



As expertise has grown, so has the idea that other organizations could share in the success of the Ticket to Work program. AHEDD's Pennsylvania Employment Network (PA EN) serves in a leadership role for partner organizations to participate in the program without the administrative burdens. This collaboration expands employment opportunities for people with disabilities across the country. AHEDD is pleased to have formalized agreements with new partners this year and looks forward to it's continued expansion.

# Public Relations & Marketing

As many in person activities have shifted to virtual settings, AHEDD has shifted with it. Over the course of three days of filming, AHEDD staff, Board Members, employers, school districts and participants teamed up to share the story behind our mission and organization. These videos are now the basis for our online recruitment, job fairs, and public relations.



# Disability:IN Pennsylvania

Disability:IN Pennsylvania is an employer-driven program designed for business leaders to promote hiring practices that enable qualified people with disabilities to enter and succeed in the workplace. Our efforts are empowering businesses to achieve true disability inclusion and equality.

Over the last 20 years, our business initiative (formerly the PA Business Leadership Network) has specifically offered employers: access to pertinent disability related information; a network of employers who can share experiences and best practices; exposure to qualified job applicants with disabilities; training on disability related resources, strategies, etiquette, and more; and opportunities for positive public relations to promote “disability friendly” status.



**We empower business to  
achieve disability  
inclusion and equality.**

**Are you IN?**

# Success Stories

## Matthew Wiedman



Reading Area Community College (RACC) is lucky to have Matthew Weidman as an employee! He is reliable, responsible and eager to work! Matt had not been working the past few years due to his disability but decided 2020 was his time to get back to work! He made his first jump when he started working with AHEDD back in April of 2020 when he was enrolled in the Ticket to Work program. Matt and AHEDD Area Manager, Rose Hardy, worked together to understand what type of employment he wanted to get back into! Previously, Matt had been a Director at many different colleges.

Due to some health issues, he had to stop working in 2017 to get the right care he needed. At first, Matt was hesitant to work in a higher education job again due to his employment gap, so he started working as a part-time cashier at Target. Although Matt enjoyed the position and interacting with the public, it was not the right path for him. Rose continued the search and came across the position of a part-time Success Coach at RACC which was a better match and higher paying! Knowing that she believed in Matt and his abilities, she created a Cover Letter explaining his employment gap to submit along with his resume and references. This gave him the confidence to submit his application to RACC and the rest was history! He now has successfully been working there since November of 2020 and truly enjoys what he does. Matt explained many times how much of a tremendous help Rose has been to him to find his way back to employment. She provided not just services, but a huge amount of encouragement! Matt's main job responsibilities include advising new and current students with choosing their classes for upcoming semesters and assisting with outreach to recruit new students to attend their campus. However, Matt's favorite and most important job duty is encouraging students to reach their educational goals and full potential! He has the goal to start working more hours throughout the week and to one day get a promotion to a position that is a good fit for his skill sets and experience!

Not only is AHEDD extremely proud of his accomplishments, but his family is as well. His parents stated "We are so happy and proud that our son has been able to return to work. These last few years have been a long, hard road for him. We really appreciate everything that AHEDD has done for him to help him get back into the workforce." They have noticed a significant improvement in his demeanor and confidence since he has returned to work because he now has a sense of pride and accomplishment with what he does. This proves that work is truly more than just a paycheck.

# Featured Partnerships

## West Shore School District

"AHEDD has been able to be highly personalized, they don't say no to anything we ask them to do and that is a big benefit of working with AHEDD. It's really, the sky is the limit."

-Jennifer Homoki, West Shore School District Supervisor of Special Education



Jennifer Homoki

## GIANT Food Stores

"Our company has taken a stance of being an inclusive workplace and valuing everybody's wants and needs and their diversity and making sure that we encourage it. This is an option that people may not think of, but there's people out there who want a job. Give them a chance and they'll show you what they can do."

-Joe Calvenelli, GIANT Store Manager

# GIANT®

# AHEDD Office Awards

## Highest Number of Participants Reaching 12 Month Retention Chambersburg Office



Left to Right

Sarah Guyer-Marshall, Natalie Campbell, Karen Price, Lori Tyndall

## Highest Number of Placements Per FTE Reading Office



Left to Right

Joseph Sabol, Rosilee Hardy, Lori Tyndall, Steven Davis

# AHEDD Staff Awards

## Team Member of the Year Award Judy Shear



I would like to nominate Judy Shear for the Team Member of the Year Award. The entire Philadelphia office has pulled together during the recent period of transition, but Judy is mentioned regularly for her willingness to help and her positive attitude. She's cool under pressure and quick to solve problems, such as the scheduling puzzle that inevitably comes up while we're building our capacity.

Cathy McGough describes Judy as "a rock star" and shared that Judy has taken on all the Philadelphia field office's participants working at InspiriTec, totaling 15-20 people in various stages of services. Judy has jumped in to help with participants who have needed a little extra support (or just exceptional customer service) during this time as well. This is all on top of her existing caseload.

It's a pleasure and an honor to work with Judy and I appreciate the opportunity to nominate her for this award.

-Nomination from Marisa Peltó

I would like to nominate Judy Shear for this award. She does not know the word "NO". She continues to demonstrate grace under pressure and have a work ethic that is truly exceptional. She cares and will do whatever necessary to get the job done. She is a team player and always there when a coworker makes any requests of her. And she promptly always returns a phone call or email! This is rare in today's world. I feel she is truly deserving of this award!

-Nomination from Patti Hammer

## Customer Feedback Award Steven Davis



I'd like to nominate Steven Davis for the customer feedback award. I recently received praise from one of his participants, who stated he's "really connected with Steven and loves working with him".

In addition to this compliment, he's had numerous participants that he's inherited since he transferred to the Reading Office who have expressed that their services have improved since he began working with them.

-Nomination from Rosilee Hardy

# AHEDD's Board of Directors

## *Why do you serve on AHEDD's Board?*

### **Keith Mitchell- Consultant on Workforce Development**

"Many years ago during my State and Federal career, I had the opportunity to serve in numerous executive positions within the Workforce Development system. The AHEDD program was always a unique and highly effective program that provided employment and training opportunities to a very specialized segment of our community. Over the years, I've seen how important it is for everyone to become gainfully employed and make their contribution to society. Serving on the AHEDD Board of Directors is an extension of my public service career and gives me the opportunity to utilize the knowledge, skills, and experiences gained over the years of administration of such programs."

### **Lindsay Hough- Deloitte Consulting**

"Work brings me a sense of purpose and new relationships. I believe everyone deserves the opportunity for community employment, including my friends and family members who are navigating disabilities. I am pleased to support AHEDD's mission by enabling more individuals to grow in careers they love."

### **Jim Robinson- Esq. Salzman Hughes, P.C.**

"AHEDD's mission of providing jobs and training to the developmentally disabled is not only critical to the community and employers, but especially to the individuals it serves. When I hear about the impact AHEDD has on its clients, the confidence, self-worth and a strong feeling of satisfaction they exhibit, and meet the professional management and staff who are so focused on these customers, I am reminded of my desire to be affiliated this organization and to assist AHEDD in whatever way I can. Its value to the community cannot be understated."

### **Mike Acker- Partner and Senior VP, Triad Strategies**

"I had the privilege of working with AHEDD's founding leaders, Bruce and Rocco, during the organization's formative years....many years later I was excited when invited to join the Board and assist with furthering AHEDD's mission...I've always believed in "Doing good by Doing good"....it's a great organization with dedicated staff who are fully committed to helping individuals live a better life."

# AHEDD's Board of Directors

## *Why do you serve on AHEDD's Board?*

### **Bruce D. Schwartz- CLEANTEAM Building Services**

"AHEDD's pioneering and innovative programs have helped to shape changes in the types of programs now offered that serve to expand job opportunities to persons with disabilities. I'm proud to be associated with these accomplishments and the impact AHEDD has had, here in Pennsylvania and across the nation. My motivation and belief in AHEDD's mission is renewed each time I learn about individual success stories of those we have helped along the way. It is the difference that AHEDD has made in their lives that has made all the difference to me. It is the reason why I serve on the Board of Directors."

### **Leslie Reis- CVS Health**

"I sit on the AHEDD board because the organization provides critical support to a community which is often overlooked as a talent pipeline for businesses. People with disabilities both visible and invisible are positioned to offer innovation & creativity to companies interested and willing to employ them and accept their input and feedback. It's my honor to serve."

### **Ellie Myers- Parent and Retired Director of Intellectual Disability Services, Dauphin County**

"Employment is the key to self esteem and self determination. AHEDD links employers to individuals with disabilities who have tremendous potential for employment. AHEDD changes lives and, over many years of proven success, has helped to change the social landscape. I joined this board to further AHEDD's important mission."

### **Michael Palermo- Esq. Palermo Law Offices**

"Coming from the private sector, I am honored to be a part of the AHEDD Board as it has not only opened my eyes to the challenges faced by those with disabilities, our work illuminates the abilities inherent in all our participants. AHEDD's work in joining persons with disabilities with truly meaningful employment opportunities is a daily reminder that there are others to serve in this world besides ourselves."