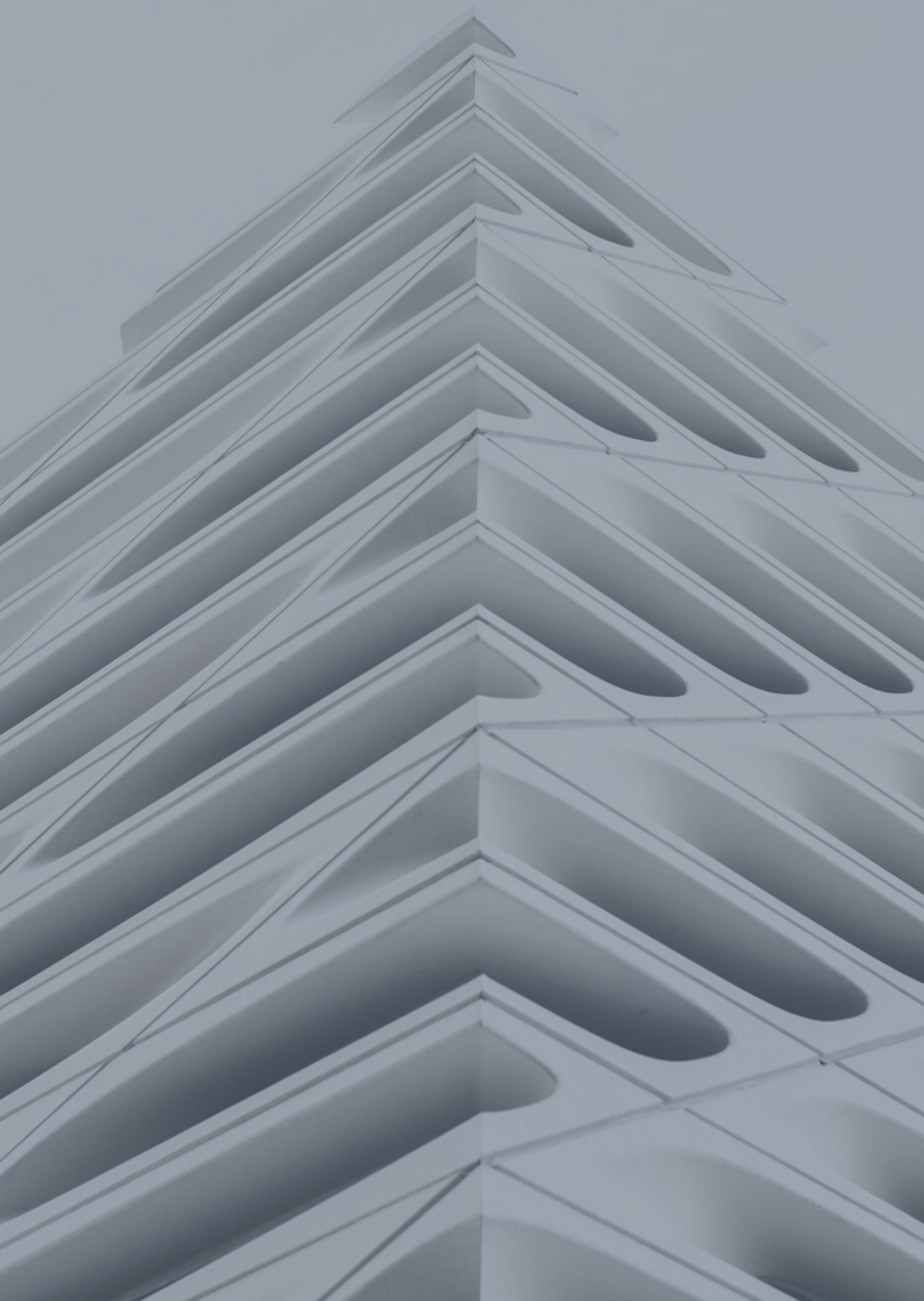




ANNUAL REPORT

2021-2022



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.

Ways You Can Give:

- Visit our website, www.ahedd.org, and click the donate button
- Donate during an online fundraiser (Extraordinary Give Lancaster or Give Local York)
- 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

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."

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

PRESIDENT'S STATEMENT

We proudly serve individuals in all corners of Pennsylvania, and fortunately through the services we offer in tandem with the Social Security Administration, we have extended our reach and have been working with participants in other states across the country. To do this work effectively, we put a great deal of effort in training our staff to develop the proper individualized plans that meet our participants exactly where their needs are. We are unique in that we have focused on innovative training strategies we implement through a network of funders and employer partners we have been developing since 1977.

The theme of this past year has been all about “doing more.” We have focused on doing more for our participants, our partners, and our own professional development. Our network only continues to grow, our knowledge base and resources continue to grow, and I am so proud that our team can stretch beyond traditional employment service methods and adapts to the changing needs of industry and individuals.

The impact of our tremendous team is evident in the outcomes featured in this year’s annual report. Our plan for the next year’s chapter will be to continue to build upon our commitment to “doing more” and help individuals with disabilities realize their potential.

With gratitude,

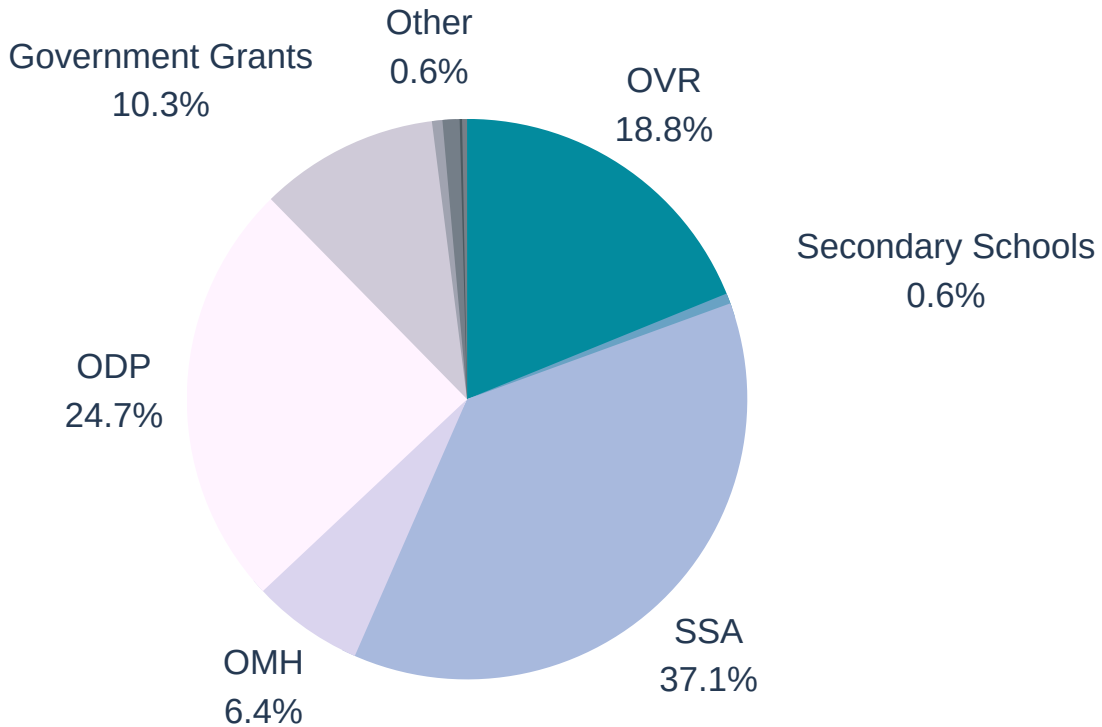
A handwritten signature in blue ink that reads "Brandy F. Burnham". The signature is fluid and cursive, with a long horizontal line extending to the right.

Brandy F. Burnham
President & CEO

Financial Overview

\$3,749,631

Funding Sources



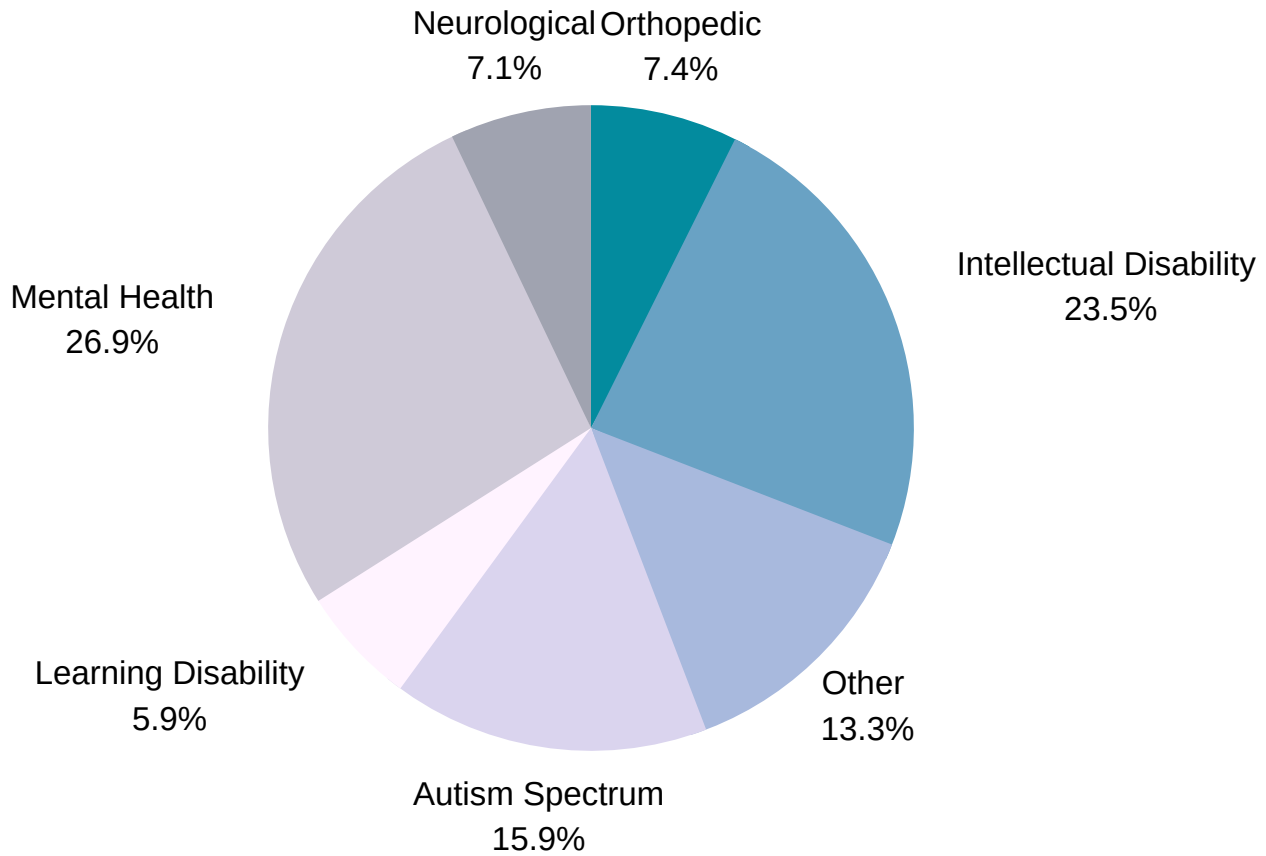
ODP- Pennsylvania Department of Human Services, Office of Developmental Programs
OMH- Pennsylvania Department of Human Services, Office of Mental Health
SSA- Social Security Administration
OVR- Pennsylvania Department of Labor & Industry, Office of Vocational Rehabilitation

FISCAL YEAR 21/22 SPONSORSHIP IMPACT

**148 New Youth
Served Under
Age 22**

**581 New
Adults Served**

Placements by Disability Type



353 Total Placements

Placements and Earnings

Average earnings for placements in the first month worked

\$1,383

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

20%

Percentage of placements secured in less than 90 days

62%

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.

Leanna Krogmann is a great example of long term support!

A few important qualities to have as a good employee are confidence, reliability and motivation! These are all words that our Chambersburg Area Manager, Sarah Guyer-Marshall, used to describe Leanna Krogmann.

Leanna's confidence was not always at the level that it is now, but through her job experiences, it has blossomed throughout the 5 years she has been working with AHEDD.

Leanna came to AHEDD having previous experience working in the food service industry. Her initial goal was to work in childcare so we found a job that was the best of both worlds and she started working for Chambersburg Area School District in the food service department of schools. She worked at Chambersburg High School for a few years and eventually moved to Fayetteville Elementary School. Sarah said she is wonderful at following directions and a quick learner of new tasks when properly taught. During the 2021-2022 school year, Leanna decided she wanted to work more hours! Leading up to the end of the school year, Leanna and Sarah started searching for a second job to work throughout the summer. They found a job in the Fitness Center of the YMCA that Leanna showed great interest in. Sarah assisted her in submitting her application and she got hired!

At the fitness center Leanna has a variety of tasks to complete to ensure the members have a clean environment to workout in. She is always ready to assist members if any questions arise as well! After learning her job duties, Leanna started to love the job atmosphere and wanted to work more hours there instead of returning to Fayetteville Elementary School when school started again. Sarah guided her through the steps of asking for more hours and YMCA agreed, and even gave Leanna a pay increase! Her growth in communication showed when asking for what she wanted. Sarah pointed out that Leanna has become much more confident in her abilities in social situations to voice any questions and concerns that she has! Leanna has a goal to work in the pool area of the YMCA and maybe one day be an assistant swim instructor. Recently Leanna started attending CPR classes to get certified in the near future! Her supervisor, Becky, stated that Leanna's greatest strength is her reliability and takes great pride in her work!

Placement Outcomes

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

89% of people placed in the last year worked consecutively for at least three (3) months

67% 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.



67% of newly employed participants received SSA benefits at time of placement

694 individuals received WIC Services

Individuals who chose employment earned 50% 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."

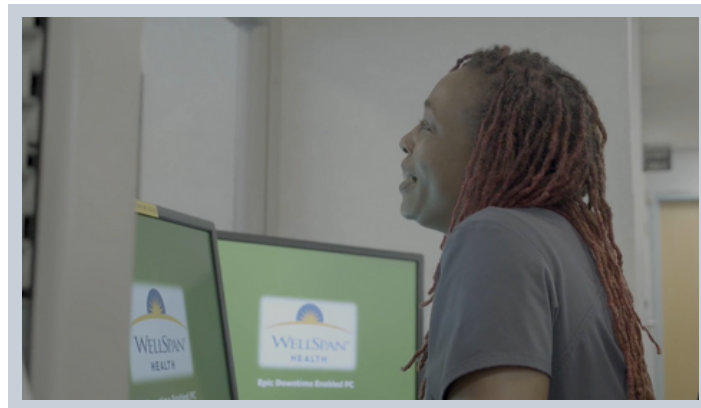
Social Security Administration's Ticket to Work Program

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.

**1,010 People Assigned
Their Ticket to AHEDD as of
6/30/2022**

**New Tickets Assigned
21/22 year:
123**



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 its continued expansion.



COMING SOON: AHEDD Brand Refresh

We have been working on some exciting projects this past year!

AHEDD has been a leader in our industry since 1977, and we are so proud of everything we have accomplished over the years. With keeping our history in mind, we have been working on creating a new logo that has a new modern and contemporary feel to it, but sticks to the roots of AHEDD. Please stay tuned for our entire new logo reveal! We hope that you will like it as much as we do!

We started this project by updating our tagline from *"A Specialized Human Resource Organization"* to *"A Specialized Employment Services Organization"*. This tagline better represents the work we provide for our customers.

In addition to a new logo, we will be updating our website as well! Our goal is to have an easily accessible website with fresh content to showcase our organization and our services!

Next year we will have a new look, but we will still be providing the same great services across Pennsylvania and beyond!

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.

This year, AHEDD's President & CEO, Brandy Burnham, and Public Relations Specialist, Carlee Gochenaur were able to attend the Disability:IN Global Conference in Dallas, Texas to represent the Disability:IN Pennsylvania affiliate! It was a wonderful opportunity to learn and connect in order to help our affiliate grow in the future!



Success Stories

AHEDD participant, Donald "Scott" Scheller, won Employee of the Year for the Lancaster County Employment Recognition Event. Former AHEDD Employment Specialist, Jaelene Weaver, had been working with Scott since June of 2020 when Scott's manager, Bill Ashcroft, reached out to AHEDD to see if there was anything we could do to assist Scott. Scott is a dishwasher at Tobias Frogg and is a truly valued employee there. When some concerning habits started to arise, Bill wanted to find new ways to accommodate Scott in order to keep him employed. Bill stated that the Tobias Frogg employees are like family, so as a team they worked closely with Jaelene to assist Scott to help him improve his performance! They started by creating a new routine with Scott and helping him with his schedule and transportation. They wanted Scott to work more hours, but it was a concern because he was not able to store his medication properly. Management addressed this concern by purchasing a locking refrigerator to store the medication safely which led to more hours for Scott!

The team members of Tobias Frogg worked so well together to accommodate Scott that Jaelene nominated them for the Employer Recognition Award. Even though they did not win, their teamwork did not go unnoticed to us!

Jaelene stated that Scott has grown so much in his role and promptly addressed the performance concerns of his employer and corrected the errors as presented. Because of his performance improvements, the Tobias Frogg chef and coworkers have been training Scott in the new role of prep cook in addition to his current role. Their most recent task was teaching Scott to use the slicer. Scott does an excellent job and enjoys working with his team at Tobias Frogg who he considers a second family. His coworkers reciprocate that feeling right back as they describe him to be a pleasure to work with! The AHEDD team is proud of you, Scott. This award was well deserved!



Success Stories



Rachel Quigley has been working with AHEDD since November of 2021! She came to us already employed at Amazon but did not feel that it was the right fit for her. At the initial intake, both Rachel's family and AHEDD Employment Specialist, Terry McLenagan, agreed that the best way for Rachel to succeed would be to find a different work environment. Terry took Rachel's needs into consideration and suggested employment at Weis Markets. Rachel submitted her application and got hired as a Weis employee!

Rachel works in the frozen food department stocking products and has additionally been asked to help front products in other sections of the store! In the short amount of time that Rachel has been working at Weis, she has shown so much growth both professionally and personally!

Terry stated, "Rachel has exceeded my expectations. I knew she would do well. From the moment I met with the family for the intake, I knew there was something remarkable about Rachel. What I did not know is just how quickly she would learn her new job and how much she would love doing it."

Terry's remarks stand true because recently, Weis has asked if Rachel would be available to work more hours a week due to her great performance! Rachel has also shown major improvements personally. Her family said, "Since taking advantage of the employment services offered through AHEDD, there has been more optimism, more smiles and less concern about Rachel's future." They said how her social skills have also blossomed as one of Rachel's favorite parts about her job are the relationships that she has made with her co-workers and her regular customers! At the start of Rachel's employment Terry would come to the store each time Rachel worked. It has since decreased to weekly, and now both Rachel and Terry are comfortable with Rachel working on her own! She has even set a goal to one day be a full-time employee at Weis! Next steps for Rachel are moving forward as Terry has sat with the family to complete an Individualized Work Plan (IWP). Once her case is closed with OVR, we can then enroll her in the Ticket to Work program through AHEDD! We see great things for Rachel's future!

AHEDD Office Awards

Highest Number of Participants Reaching 12 Month Retention Pottsville Office



Left to Right

Angela Avendano, Rosa Santana-Guzman, Debbie Sinkovich
(not pictured, Deanna Kreiger and Kimberly Rissmiller)

Highest Number of Placements Per FTE Chambersburg Office



Left to Right

Sarah Guyer- Marshall, Marna Yingling, Karen Price, Natalie Campbell

AHEDD Staff Awards

Team Member of the Year Award Sarah Guyer-Marshall



It's with great pleasure that I write to you today to nominate Sarah Marshall for Team Member of The Year. Sarah demonstrates great leadership skills & is committed to supporting AHEDD's mission, the Chambersburg Office and the participants we work with. Sarah is always willing to listen to new ideas. She is encouraging and is always looking for ways to help AHEDD and our participants be successful. Sarah is always willing to talk through concerns or issues. She has a positive attitude & is a hard worker. Sarah expresses her appreciation for a job well done, which is very encouraging. Sarah always has the attitude that there is no issue or problem that we can not work through as a team. She loves people, works hard & always tries to lift the spirits of those around her. I believe those characteristics represent all that is good at AHEDD & I am pleased to nominate her for Team Member of The Year.

Nominated by Marna Yingling

Customer Feedback Award Joy Smith

Joy was such a help to me when enrolling my son for services with AHEDD. She explained how the Ticket to Work program and how SS benefits may or may not be affected.

She is an absolute wealth of information as well as incredibly patient. She explained the SS process better the SS did!

I'm proud that she is a representative of AHEDD.

Nominated by Anne Day



Feedback about our Staff

Christian Johnson, OVR counselor covering the Lebanon Area sent a statement about Employment Specialist Angie Fureman

"I know you don't hear all too much from me these days, but I wanted to reach out and personally commemorate Angie for her superb job performance. Since I have started working with your organization more closely, I have sincerely appreciated her hard work and dedication to my customers. I know I can rely on her to guide my students in the right direction while teaching them the importance of accountability and good work ethic. You have an excellent employee in Angie and it continues to be a joy to collaborate with her."

Email from Principal Matthew Miller of Roundtown Elementary School about Employment Specialist, Daniel Rodriguez

"I just want to take a moment to thank you for the assistance from Daniel Rodriguez. He has been assisting our employee here at Roundtown in the cafeteria/kitchen.

In my role, I often listen to the way others interact, team build, etc. Daniel not only models and assists our employee in the facets of her job, but also lends a hand when needed and shows the true meaning of teamwork. He has been invaluable in getting our employee the confidence and skills she needs to be successful in this role.

Thank you for all you do and want you to now I think the world of Daniel!"

AHEDD's Board of Directors

Why do you serve on AHEDD's Board?

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."

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."

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."

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."

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

Welcome to our Board of Directors Scott A. Rainey

Scott A. Rainey is a veteran of the U.S. Army having retired on July 31, 2013, as Lieutenant Colonel with over 26 years of service. His terminal Army assignment was serving as Director, Human Resources at the U.S. Army War College at Carlisle Barracks. Mr. Rainey's military service included a variety of command and staff assignments at military installations across the United States and around the world, including tours in Germany, Korea, and Iraq.

Upon retirement, Mr. Rainey was nominated to the State Civil Service Commission by Governor Tom Corbett and confirmed by the Pennsylvania State Senate on June 30, 2013. Governor Corbett appointed Commissioner Rainey to serve as Chairman of the Commission effective this date and he remained in this capacity until July 12, 2015.

Following his term with the Pennsylvania Civil Service Commission, Mr. Rainey served nearly three years as Director, Total Force for Naval Supply Systems Command at NSA Mechanicsburg. Mr. Rainey served as a Corporate Faculty member at Harrisburg University for over three years, teaching graduate level courses in Organizational Leadership and Business Communications. In January 2019, Mr. Rainey became a full time Lecturer in Leadership and Communications at Harrisburg University. In November 2019, Mr. Rainey was named as Program Lead of the Masters of Project Management program at Harrisburg University.

Mr. Rainey is a native of Troy, Alabama. He is a 1987 graduate of the U.S. Military Academy at West Point where he earned a bachelor's degree in International Relations. His education also includes a master's degree in Public Administration from Webster University (1999) and a master's degree in Strategic Studies from the U.S. Army War College (2009).

Mr. Rainey and his wife, Elaine are the proud parents of seven children, including twin daughters who have overcome significant physical disabilities and are successful young professionals.



AHEDD's Board of Directors

Welcome to our Board of Directors Karen Gross

Karen Gross is a PR practitioner with more than 20 years of experience working for marketing and public relations firms in the Central Pennsylvania region. As Vice President of Suasion, LLC, Ms. Gross provided strategic communications and marketing expertise to a variety of non-profit and healthcare clients throughout the state. She has extensive experience working in the disability industry, once leading and facilitating interagency training sessions across the Commonwealth for the Pennsylvania Departments of Education, Labor & Industry and Human Services to enhance transitioning and employment opportunities for people with disabilities.



In 2021, Ms. Gross was appointed Communications Manager, a senior management position, of the Lancaster County Solid Waste Management Authority (LCSWMA) where she leads the organization's stakeholder relations, community outreach, public relations, and marketing efforts.

A resident of Dover, Pa., Ms. Gross is a member of the Public Relations Society of American and the Solid Waste Association of North America. She earned her Bachelor of Arts degree from the University of Pittsburgh. She enjoys spending time with her husband and two children, gardening, kayaking and being outdoors.

"We believe their values and work experiences seamlessly align with AHEDD's mission and welcome their stewardship as we move our critical initiatives forward.," said Lindsay Hough, Principal, Deloitte and AHEDD Board Chair.

AHEDD's mission is to serve the community as a catalyst in the employment and development of people with disabilities. We are a private nonprofit organization proudly serving individuals located throughout the state of Pennsylvania and beyond.