



(Pictured left to right are Elba, Vicky, and Joanna.)

Our Lives Under Cover

Facing Challenges Together

We all had our lives disrupted by the coronavirus. Like many people in March, Vicky found herself displaced from her Production Worker job; no longer able to see her co-workers and her friends. While some people suddenly found themselves without work, others like Joanna, were asked to accept new positions that would stretch them in ways that they didn't foresee before the pandemic. Prospectus Berco found themselves in the unique position to suspend Day Services while having to expand its Residential Services to provide round-the-clock care to

75 individuals living in Community Homes. As a life-sustaining business, Prospectus Berco had to keep its operations going. In a matter of hours, 25 new residential dayshift positions were created to serve program participants. Fortunately, several Day Services employees accepted a new role within the organization, while many Direct Support Professionals in Residential Services worked extended shifts and overtime hours to ensure that we had the necessary coverage.

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Executive Director's Message

BLESSED!

"What navigating this global health crisis continues to affirm for me is that we are blessed to have the right people working at Prospectus Berco for the right reason and committed to doing their best to inspire the men and women we support to lead safe, healthy, meaningful lives!" Jody Wagner

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Jody Wagner,
Executive Director / CEO

Kim Alarcon
Human Resource Administrator

Debbie Dallago
Residential Services Administrator

Stephanie Hill
Day Services Administrator

Nikki Roman-Cruz
Finance Administrator

Scott Hill
Network Administrator

Stacey Mikatavage
Corporate Administrator/Assistant to CEO

Jessica Penchard
Development & Public Relations Director

Mission Statement

**Prospectus Berco
 inspires people with
 special needs to lead
 meaningful lives by
 providing innovative supports.**



(Picture of Jody with participant, Stacey, in February. Stacey made a crown to celebrate her birthday and wanted Jody to wear it to celebrate with her.)

Executive Corner

Message from Jody Wagner, Executive Director / CEO

We at Prospectus Berco, along with the rest of the world, have been charting a drastically different and unexpected course since early in 2020. Our primary focus has remained the health, safety, and happiness of the men and women we inspire daily to lead meaningful lives. Continuing to operate as a respected Berks County service provider in a fiscally uncertain environment, while supporting personnel responsible to maintain quality care during a global pandemic, has created opportunities. These opportunities include heightened technological applications, creative celebrations, enhanced social media communication, and most significantly, for reaching beyond expectations. And, reaching beyond expectations we did:

- Kudos to our Fiscal and Development teams for securing a PPP loan through the SBA and grants from the Berks County Community Foundation and United Way of Berks County.
- Sincere gratitude to our Information Technology team for transitioning us to working remotely.
- Cheers to our Development and PR team for maintaining a strong social media presence.
- Thanks-a-million to the Health Care and HR Managers' effective, coordinated responses to reported or suspected virus exposures.
- Hats off to Senior Leaders meeting weekly to address changing requirements and personnel needs.
- Congratulations to the entire Residential team of frontline heroes and managers keeping participants and each other healthy and happy.
- Heartfelt pride for the Day Services professionals who answered the call to fill needs and assist our Residential Services operations.

What navigating this global health crisis continues to affirm for me, is that we are blessed to have the right people working at Prospectus Berco for the right reason. People who are committed to doing their best to inspire the men and women we support to lead safe, healthy, meaningful lives! ■



(Crisis Management Team: pictured left to right are Jody Wagner, Executive Director/CEO; Kimberly Alarcon, Human Resources Administrator; Debbie Dallago, Residential Services Administrator; Stephanie Hill, Day Services Administrator; Stacey Mikatavage, Corporate Administrator/Assistant to CEO; Scott Hill, Network Administrator; Nikki Roman-Cruz, Finance Administrator; Kevin Kirlin, RN, Residential Services Health Care Coordinator; Brooke Wagner, RN, Day Services Health Care Coordinator; and Jessica Penchard, Development & Public Relations Director)

We are not in this alone!

#You Are Essential

Prospectus Berco would like to thank everyone who has helped during the COVID-19 health crisis. We are indebted to the many individuals and organizations who gave of their time and resources, reaching beyond expectations, to ensure that adults with disabilities receive the care and services they need at this critical time. Foremost, we are grateful to the many Direct Support Professionals who continue to put the needs of our program participants before their own and at the risk of their own health and safety – thank you for your dedication and compassionate service.

Fortunately, we are not in this alone and have the support of the Berks community:

- By the generosity of our donors and community stakeholders, we received \$16,509 in private donations to help aid us through the initial phase of the health crisis.
- Prospectus Berco was awarded \$21,739 in grants by the Berks Community Foundation, United Way of Berks County, and Friends of the Reading Hospital. Funds were used to purchase thermometers, personal protective equipment, and

technology equipment for employees to telework from home.

- Glad Tidings Church and the Liz Egner RE/MAX office donated meals for program participants and employees working in Community Homes.
- Esterbrook Pharmacy and Maggs & Associates each donated 1,000 masks to help keep employees safe.
- Reformation Lutheran Church donated \$500.
- Employee Jean Dierolf, along with Colleen Hellwig and Wendy Tice, made and donated hundreds of cloth masks.
- Many volunteers donated paper products and cleaning supplies.
- Sweet Street Desserts and Jennifer Matten, Board Director, gave a little sweetness to our lives by donating over 100 cupcakes, cookies, and brownies.
- Unique Pretzels had a fundraiser sale to benefit Prospectus Berco.
- Senator Judy Schwank, Mayor Eddie Moran, members of the Reading Fire Department, and representatives of the Reading Police

Department attended the Heroes Parade to applaud our essential employees and frontline workers.

- Prospectus Berco Board Directors donated items for the Memorial Day Picnic Baskets for employees and participants residing in Community Homes.
- The following employees donated their time and talents to provide entertainment for participants: Kimberly Alarcon, Debbie Dallago, Ginnie Haggerty, Jessica Penchard, Evelyn Purcell, Nikki Roman-Cruz, and Jody Wagner.
- To the many people and organizations who made contributions without our knowledge, thank you!

As we continue to serve our community through this pandemic, we want you to know how important your support is to Prospectus Berco and its mission. There is much uncertainty in the world, but one thing we are certain of is that we are not in this alone. Thank you for going beyond expectations to serve adults with developmental disabilities during this critical time.

You are awesome! ■

MEMORIALS

Helen Barksey – Helen passed away on March 30, 2020. She resided in a Community Home operated by Prospectus Berco. Helen worked in the Vocational Program for two years before retiring and attending the Kutztown Road Adult Training Program for nearly two years. Those lucky enough to know Helen said she had a heart of gold, was artistic, and had a great sense of humor.

George Foose – George, a former Vocational Program participant, passed away in April 2020. He had worked in the Vocational Program for 4.5 years. George was friendly, smart, funny, and could be seen smiling and talking to his co-workers and friends at Prospectus Berco. He especially liked the walking and exercise breaks during his workday. When not working, George made rubber band bracelets for friends, volunteered, and spent time with his pet cat. George's friends and coworkers describe him as a wonderful person who put everyone at ease with his wit and kind spirit.

Robert Hartman – Robert (Bob) Hartman passed away on July 28, 2020. Bob was a participant in Prospectus Berco's Vocational Program for 29 years and was affiliated with Prospectus Berco for 35 years. Around the Prospectus Berco community, Bob was known for his business acumen as he engaged in a variety of business ventures from his Community Home. He believed in earning a fair day's wage for a fair day's work. Bob will be missed by all who knew him.

Barry Moll – Barry passed away on April 11, 2020. A longtime friend of Prospectus Berco, Barry, 72, is survived by his siblings, nephews, and nieces. Barry was a familiar face at Prospectus Berco—he was in the Adult Training Program for almost 32 years. Prior to moving to a nursing home, Barry lived in a Community Home for years. His friends say his smile always lit up a room. He was missed dearly when he moved.

Ann Plummer – Longtime employee, Ann Plummer, passed away on June 6, 2020, at the age of 84, surrounded by family. Ann worked for 36 years at Prospectus Berco and left her imprint on the lives of countless individuals in the Adult Training Program. As shown by Ann's tenure, she loved caring for others and will be remembered for her compassionate service. She is survived by her husband and children.

Jason Stalnecker – The world and Prospectus Berco lost a dear friend on May 9, 2020, when Jason Stalnecker ended his courageous battle with cancer. Gone way before his time, this exceptional man was the owner-operator of Whistle Building Maintenance, a loyal sponsor of Prospectus Berco events. The son of Sue Stalnecker, recently retired Prospectus Berco Development and PR Administrator, Jason shared a passion for our mission. He was a loving husband, father of four, and son and will be dearly missed. ■



Memorial Wall

Prospectus Berco supporters can honor a loved one with a Memorial Plaque that can be installed at Prospectus Berco. Memorial plaques are a beautiful way to commemorate someone's life while supporting a charity that was near and dear to their heart. Plaques may also be purchased to mark a significant milestone or to honor of a loved one's birthday or anniversary.

If you would like to purchase a plaque, please contact Jessica Penchard at 610-372-4637, ext. 103, or email her at jpenchard@prospectusberco.org.

Tournament of Champions

No golf tournament this year, but we still have champions to celebrate for their support!



(Pictured above are Rachel & Peter Rowely, Mike Rowely, and Tony Sabolis representing Tompkins VIST Bank.)

On behalf of the entire Golf Committee at Prospectus Berco, we would like to extend a tremendous THANK YOU to our sponsors! We are grateful to you for being not only such an integral part of the success of our golf outing year in and year out, but a supporter that we hold near and dear to our hearts as we continue to move forward during such uncertain times. Your support has helped us continue with our mission of inspiring people with special needs to lead meaningful lives.

We wish you continued success navigating through this pandemic and look forward to a long-continued partnership in 2021 and beyond!

Michael Billera-Smith,
Co-Chair Golf Committee

Many of our sponsors have elected to donate their funds directly to Prospectus Berco to be used for renovations to our Community Homes. With the need to redirect our

funds to manage the COVID-19 health crisis, we have had to put many of our projects on hold. Making our Community Homes more accessible and convenient for residents as they age is important and will help us to continue to provide them with the care and services they need to live independently in their home as they age. Thank you!

2020 Golf Committee: Marlin Bower, Chris DeAntonio, Eric Fabrizio, Kristen Fisk, Sara Gdowik, Susan Kolb, Mark Maggs, Jennifer Matten, Laura Murga, Jessica Penchard, Brandon Shurr, Jody Wagner and John Watkins. ■



Thank You...

For Making a Difference!

Thank you to all of our 2020 Golf Tournament Sponsors



Impact by the numbers

169

Number of Frontline Workers Working Throughout the Pandemic to Care for our Residential Participants

75

Number of Residents Living in Community Homes Managed by Prospectus Berco

21

Number of Residents Living in our LifeSharing Program

\$29,978

Spent on Thermometers, Gloves, Masks, Face Shields, and Gowns

\$8,328

Spent on Cleaning Supplies

\$13,611

Spent on Telework Equipment

\$2,121

Spent on Technology Upgrades for Participants to Share Virtual Experiences and Stay Connected

Numbers reflect activity as of 6/30/2020.

\$93,000

Projected COVID-19 Expenses Through the End of the Year on PPE, Cleaning Supplies, and Equipment

Student Interns

*Earn a Passing Grade
Through Real Life Experiences*



*(Below)
Amber*

(Pictured above is Tom, program participant, making a nutritious snack with Residential employee, Jessalenia.)



(Left) Jade

Many students interning in schools and hospitals had to stop their internship projects because of the mandated stay at home order. So, Selena Ehlert, Academic Fieldwork Coordinator for Alvernia University, reached out to Prospectus Berco to see if there was a way for senior students to use their skills to benefit participants while completing their intern requirements. At the same time, Direct Support Professionals in Residential Services had to provide more emotional support. To ease anxiety, it became important to keep people active.

Jade and Amber were two of four students paired with participants. Students made an occupational profile with the participant, assisted by the Program Supervisor, and developed a plan for individuals to be active and healthy while staying at home. Students shared the plans with the Program Supervisors so they could do the activities with individuals on a regular basis. When possible, students led sessions using a virtual meeting room. Activities included chair exercises and yoga, scavenger hunts, creating mosaics, and the ever-popular dance party. Students were very much surprised by the activities and interests of the individuals, especially as it pertained to music preferences; a number of students and participants share an appreciation for mainstream music.

“Overall,” Miss Ehlert said, “we are grateful for the opportunity to fill a need for our students while at the same time filling a need for the clients. I am very much interested in continuing the relationship in the fall when the students are slated to return on August 31.” ■



Facing Challenges Together

(Continued from page 1)

As a young woman with developmental disabilities, Vicky had a hard time understanding why she couldn't go to work. Vicky said, "I felt sad because I couldn't see my co-workers and friends. I miss my lunchbreaks." Since she lives independently in a Community Home, she was also unable to visit with her family. Milagros, Program Supervisor said, it was very hard for Vicky to understand that she wasn't being punished. "We took her to Prospectus Berco so we could show her that no one was there in the (workshop) building." Fortunately, Vicky has a strong support system. She shares a home with two roommates, and several Direct Support Professionals are like a second family. During the stay at home order, Vicky kept herself active by playing soccer, basketball, riding her bicycle, and playing board games; she laughs as she calls Joanna "The Queen" for winning Uno. Vicky said, "I love my home, but I'm ready to go back to work." Vicky works in the machine department doing packaging. She is looking forward to reconnecting with

*"I wouldn't change jobs for the world."
Milagros, Community Home Program Supervisor*

her friends and co-workers. She was quick to add that she misses getting a paycheck so she can take her mom and dad out to eat at the Wyomissing Restaurant. After 13 weeks, she was finally able to visit with her family for the weekend.

Joanna had a few uncertainties when she first accepted a position in Residential Services; but as a single mother wanting to provide for her three teenage children, she was thankful to have work. Knowing Vicky from Day Services helped Joanna feel comfortable in her new position; and after the first week of getting to know everyone in the house, she felt at home in her role. However, the first few weeks were a little scary for Joanna. The home had to be quarantined when an employee had contact with someone who tested positive with COVID-19. Everyone in the home had to be tested. "I was

fearful that I would get ill and bring it home to my children," Joanna said. "The scariest days were waiting to see if I was going to have it," she added. During that time, Milagros would call and text everyone several times a day to see how they were feeling. The experience made everyone a lot closer. Milagros, who has been working for Prospectus Berco for 19 years, said, "I wouldn't change jobs for the world. When we were quarantined, the (management) staff at (Prospectus) Berco was so supportive. They shopped for us. Provided us with food. They were amazing." She is also grateful for her staff, who when asked to provide round-the-clock service, stepped up and did what they had to do. "I'm so blessed to work with my staff, and for such a great organization," she said.

We are in this together! ■

7

Impact By the Numbers

The First 30 Days

3/17

- 102** Vocational Workers Suspended
- 174** Participants in Adult Training Asked to Stay at Home

3/18

- 25** New Shift Positions Created for 24/7 Residential Care
- 75** Day Services Employees Asked to Stay Home Until Further Notice

3/20

- 20** Satellite Offices Equipped for Employees to Telework

3/26

- 100** Face Shields Purchased
- 6,000** Gloves Purchased
- 100** Gowns Purchased
- 1,000** Masks Purchased

4/1

- 86** Employees Furloughed

4/15

- 400** Face Shields Purchased
- 11,000** Gloves Purchased
- 2,405** Masks Purchased

4/1 – 7/12

- 7,507** Hours of Overtime

Staying Connected



During the pandemic, everyone at Prospectus Berco has taken an extra step in one way or another to ensure the health and safety of participants, while also keeping participants involved in a variety of activities. Many employees decided this was a great opportunity to share their hidden talents with participants, co-workers, and the community.

Ginnie Haggerty, Vocational Services Director, (pictured) got us started with a variety of exercise videos set to some of our favorite songs. While participants may be used to these exercises with Ginnie, now everyone can be too; no matter where they are they can tune in. Ginnie's fun videos are a great way for participants to stay involved, while also getting some exercise from the safety of their homes.

To facilitate this "virtual classroom," our IT Department purchased and installed Roku devices for each Community Home. This way, everyone can watch and participate from home.

Ginnie isn't the only one sharing her skills, as Deborah Dallago, Residential Services Administrator, took us on trips around the world, complete with photos and information from some of the world's most scenic places. Our Human Resources Administrator, Kim Alarcon, shared a reading of one of her favorite Emily Dickinson poems. Nikki Roman-Cruz, Finance Administrator, along with her family, hosted a virtual dance party for everyone to dance along with. Jessica Penchard, Development and Public Relations Director, created a series of easy-to-do painting tutorials that participants could try from their homes. And our very own, Jody Wagner, Executive Director/CEO, shared a delicious baking recipe and tutorial for participants to make a tasty treat from home. All of these videos can be found on our new YouTube page. To find us, search for 'Prospectus Berco' on YouTube. 



Green Phase

Reopening of Day Services Programs

Berks County “going green” on June 26 was the stimulus for our Day Programs to develop a phased reopening of services. The first phase, Phase One, will have a limited number of participants returning to each program beginning July 20, 2020. Our capacity will only be approximately 25% of our previous census levels.

PHASE ONE Requirements:

- Families or other caregivers will need to provide transportation to and from the Day Program. Utilizing BARTA or Taxi services will not be permitted in Phase One for our Day Programs reopening.
- Participants must comply with health screening and temperature checks prior to entering the program.
- Participants must wear a mask and be able to independently remove their mask.
- Participants must be able to practice social distancing and follow safety guidelines with minimal prompts such as handwashing, and directional signs.

Additionally, the management team has established protocols for sanitizing work areas and components, use of cloth masks and other PPE, as well as marking program areas for six-foot distancing. Our management team created a Welcome Packet for participants and their families that explains some of the changes that have been implemented to help keep everyone safe. Packets are available on our website under the Vocational and Adult Training Services areas, along with a video to demonstrate the procedures in action.

What's Next?

Since going green in Berks County, COVID-19 cases continue to rise making us more cautious than ever regarding moving to a Phase Two of Day Programs reopening. However, know that for the continued safety of everyone, all the conditions outlined above will remain in effect when we do enter Phase Two. As conditions stabilize and we can move to Phase Two, we will continue to bring more participants back as permitted by the Commonwealth of Pennsylvania. The management team is diligently working to assess which participants to bring back at the various phases of reopening. Furthermore, Prospectus Berco is collaborating with Service Access and Management (SAM, Inc.) and participants and their support teams during “transition meetings” to help develop an individualized plan for each person to maximize services while mitigating exposure to the coronavirus. Participants may use this opportunity to qualify for 1:1 in home CPS (Community Participation Supports) with scheduling of those individualized services being contingent on Prospectus Berco having available staff to provide them.

We are excited about being able to reopen, but we are also extremely cautious about ensuring the safety of everyone. Individuals who are older and are at a higher risk will not return until later. To discuss the status of your family member and loved one, call Stephanie Hill, Day Services Administrator, at 610-372-4637, ext. 104.

Thank you for entrusting your loved one with Prospectus Berco.
Jody Wagner, Executive Director /CEO

Thank You, Donors



Employees like Joanne and Evelyn (left) donated needed supplies, as did supporters in our community, like Melissa and David (far left). Thank you to everyone who assisted by donating cleaning supplies, masks, and so much more.



Fire Safety



While participants were away the last two weeks of March from Day Services, a couple of employees continued to work on projects that we never had the time to do. Rosa and Neli made 24 fire signs for Residential program participants and staff to practice their fire drills.

Easter Fun



The Management Team made Easter Baskets for each of the Community Homes to boost morale over the holiday weekend. Ginnie Haggerty (center) and Debbie Dallago (right) had fun handing out the baskets.

Around the House



We miss seeing everyone come in to Prospectus Berco, but we love seeing all the fun stuff they've been doing. Amy (left) completed a bricklaying project outside, Amy (center) has been working on her garden, and Christian (right) has been enjoying his time creating wood projects, like an amazing bird house!

Heroes Parade



We welcomed Eddie Moran, Mayor of Reading (left), and Judy Schwank, PA State Senator (right), to our Heroes Parade. Together we celebrated and thanked local heroes working in essential positions. Employees Patricia, Jayleen, and Tina (center) had some fun converting their rides into floats as they prepared for our Heroes Parade. Employees, participants, and supporters throughout the area stopped by to celebrate and thank our essential employees for everything they do.

Getting Creative

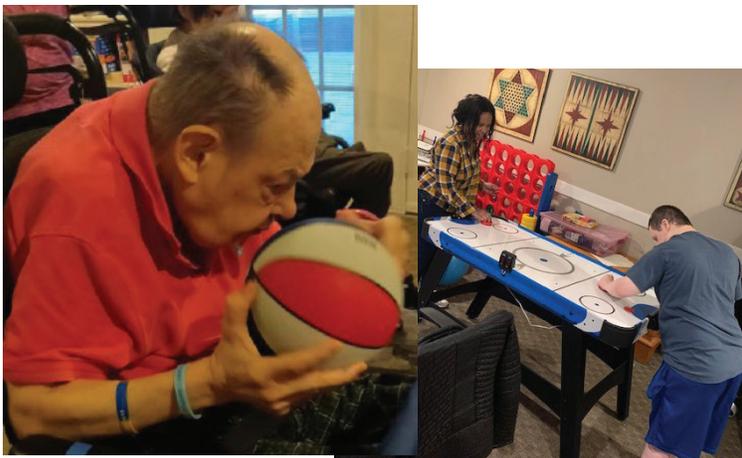


Prospectus Berco is full of “heroes without capes.” Residential employees got together to take a photo for a video message thanking employees for all that they do. They even shared some of their sign language skills, #essential.



We had so many beautiful window displays during Spirit Week. Residential participants and staff worked together to create inspiring messages, which were shared on social media as well.

Fun and Games



John (left) and Steven (right) like to unwind at the end of the day by playing some games. While there might not be any hockey or basketball on television right now, playing it yourself in the living room is the next best thing.

Memorial Day



Anna, Linda, Brandy, and Stephanie picked up their Memorial Day picnic baskets. Board Directors, volunteers and employees donated and made baskets for residents in the Community Homes to enjoy a holiday cookout over the long weekend.



Prospectus Berco
840 William Lane
Reading, PA 19604
610-372-4637
www.prospectusberco.org

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Developments is a seasonal publication. Comments regarding the content of the newsletter, or to have your name added/removed from our mailing list contact Jessica at jpenchard@prospectusberco.org. Stay connected sign up to receive our e-newsletter and follow us on Facebook, LinkedIn, and Twitter.



Due to the COVID-19 Pandemic, the Annual Awards Dinner and Golf Tournament have been postponed until 2021. But we have a number of great programs in the works so you can stay connected and continue to support Prospectus Berco in its mission. Don't miss out, sign-up to be on our e-newsletter mailing list by emailing jpenchard@prospectusberco.org.

EVENTS

Move More in Harmony



Accept the 30-day challenge and move more this October. Take steps for a better you, while raising funds for Prospectus Berco. Walk, run, bike, dance, swim for 30 minutes 4 times a week throughout the month of October And make a difference for yourself and others. More information coming soon. Follow us on Facebook!

PROSPECTUS BERCO CA\$H RAFFLE

Purchase a raffle ticket for your chance to win one of 10 cash prizes.

To purchase, visit proberco.org. Follow us on Facebook to be notified when tickets become available.

Only 1,000 tickets will be sold. Tickets cost \$10 each, or 3 for \$25.

- 10 chances to win
- Payout: \$1,850
- First Prize: \$500
- Second Prize: \$250 (two winners)
- Third Prize: \$150 (three winners)
- Fourth Prize: \$100 (four winners)

Date of drawing to be announced.