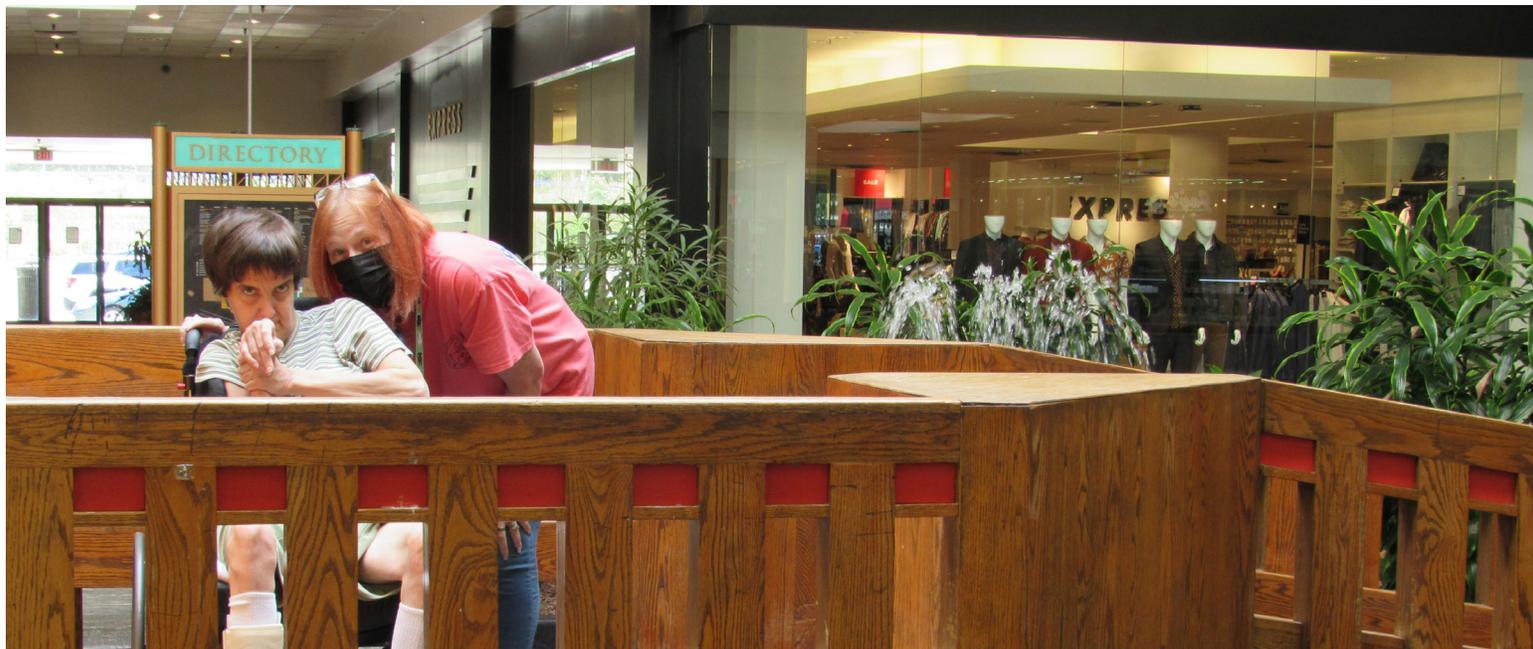




Prospectus Berco
Reaching Beyond Expectations

DEVELOPMENTS

Seasonal Newsletter - Summer / Fall 2022



Inclusion. Community. Flexibility.

As we celebrate 45 years of dedication and service, the leadership team wants to ensure that individuals and their families continue to receive the support they need to live active meaningful lives in the Berks community. We have learned many, many lessons throughout the pandemic; perhaps one of the most important lessons is how critical our services are for the individuals and their families.

While we face multiple challenges in the short-term, we believe that we can transform these challenges into opportunities as we continue to rebuild our capacity.

One example of how we adapted our services to the needs of our community and the individuals we serve is by providing more 1:1 services. For a variety of reasons some adults with disabilities are unable to resume services in Adult Training, so Prospectus Berco increased its availability for individuals needing Companion In-Home and Community Services. Pictured above is Danielle with Direct Support Professional Crystal Dovorsky. Crystal takes Danielle on weekly excursions, including this trip to the Berkshire Mall. Crystal works with several individuals each week and provides the support individuals need to live as independently as possible in their community.

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Executive Director's
Message

Strategic Planning

"It is the Vision of Prospectus Berco that in fulfilling our mission, we will be "Building an inclusive community where every person can live the life of their choice." Jody Wagner

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Jonathan Colon
Chief Operations Officer

Nikki Roman-Cruz
Chief Financial Officer

Kim Alarcon
Human Resources Administrator

Kristy Vigo
Community Services Administrator

Stacey Mikatavage
Corporate Administrator/Assistant to CEO

Jessica Penchard
Development & Public Relations Director

WELCOME BACK NIKKI!



Prospectus Berco welcomes back Nikki Roman-Cruz, who resumed her role as Chief Financial Officer this summer. She is pleased to return to Prospectus Berco and help the organization “execute the strategic plan and hit its goals, all while being fiscally responsible.” She believes that her unique skills will “enhance procedures and create efficiencies where possible to save people time and money,” she said.

Nikki hails from Boyertown, PA. She graduated from Allentown Business School with an associate degree in Specialized Business Degree in Accounting before earning her Bachelor of Science in Accounting degree from Cedar Crest College, Allentown. Nikki held various positions in her career, including her most recent position at Morgan Stanley where she served as a Portfolio Director for the firm.

Nikki is greatly inspired by her Aunt Dee, a very strong and independent woman, who is a retired Air Force Lieutenant Colonel. When Nikki’s mother passed away when she was 16, her aunt showed her how to “stay strong, live fearlessly, and enjoy life to its fullest,” she said. Her aunt inspired her love for travel and nurtured a curiosity for different cultures and foods.

Nikki resides in Sinking Spring with her husband Brandon and daughter Sophia who just turned three in July. While she hasn’t been travelling as much as she used to, the family is looking forward to going on many trips in the future.

Please join us in welcoming Nikki to the Prospectus Berco team and the next time you see her, ask her about her local traveling carnival gig as a teenager. ■



(Pictured left to right (back row) are Donna Trexler, Compliance Director; Jonathan Colon, Chief Operations Officer; Jonathan Becker, Board Vice President; Daniel Wiekrykas, Board President; Mark Yoder, Esq. Board Past President; Jessica Penchard, Development & Public Relations Director; (front row) Stacey Mikatavage, Corporate Administrator / Assistant to the CEO; Melissa Heckart, Residential Director; Jody Wagner, Chief Executive Officer; Kristy Vigo, Community Services Administrator; Kimberly Alarcon, Human Resources Administrator; Ginnie Haggerty, Vocational Director; Heather Grasso, Adult Training Associate Director.)

Building a Foundation for the Future

Strategic Planning - the Path Forward

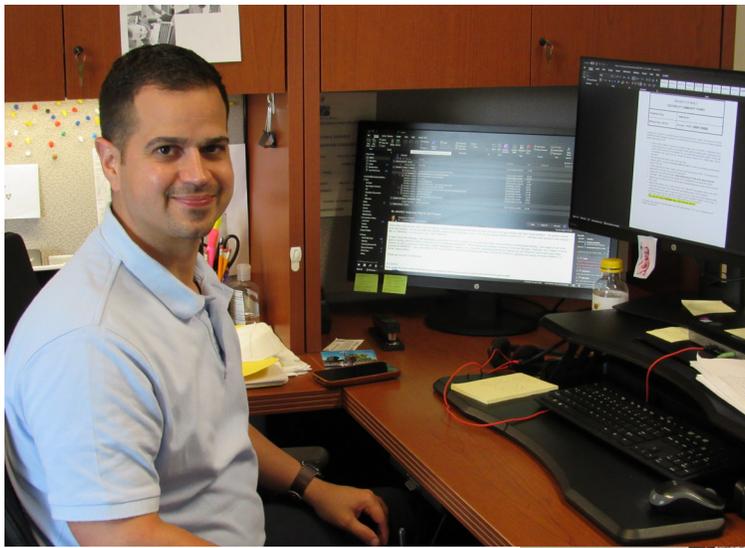
Prospectus Berco's mission is to provide innovative community participation, community living, employment opportunities, and support services that enrich the lives of people with disabilities and their families.

Among the many projects Prospectus Berco's team is addressing, updating our strategic plan was prioritized this spring. A Strategic Planning Task Force comprised of three Board Directors and 11 key staff from day services, residential services, and administration met for three, half-day sessions to plan for the future in response to several immediate areas of importance: staffing challenges, community integrated and employment-first program expectations, and succession planning due to the retirement of leadership staff. Working with facilitators Marilyn Marles and Dr. Andrew Cook, we were skillfully guided through the process of reacting to a comprehensive strengths, weaknesses, opportunities, and threats (SWOT) assessment to identify five critical issues facing the

corporation. They are culture, staffing, programs, financial health, and succession. The Task Force also agreed that embracing innovation throughout each of the five goals established to address these critical issues was important.

The sessions were energizing and inspiring as each individual's voice and wisdom were freely expressed and valued. Of specific note was the shared vision for Prospectus Berco's path forward that the group ultimately designed. The group collaborated on a mission refresh which yielded a final statement that incorporates the focus of community-based services. Our new mission statement is "Prospectus Berco provides innovative community participation, community living, employment opportunities, and family support services that

enrich the lives of people with disabilities and their families." We will fulfill our mission by engaging and supporting a talented and compassionate workforce; being inclusive; and living the guiding principles of accountability, communication, and trust every day. It is the vision of Prospectus Berco that in fulfilling our mission, we will be "Building an inclusive community where every person can live the life of their choice." ■



Congratulations!

Two promoted to bring continuity across all programs - the path forward

***By centralizing the administration,
we believe we can
improve communications and
ensure that our programs
reflect our core values.***

Prospectus Berco has taken steps to provide greater continuity of services across all programs by announcing the promotion of Jonathan Colon to the newly created position of Chief Operations Officer and Kristy Vigo to Community Services Administrator. While Jonathan will oversee the large operational systems of the organization, all community living and day service programs will be under the direction of Kristy as the Community

Services Administrator. By centralizing the administration, we believe we can improve communications and ensure that our programs reflect our core values.

Jonathan Colon

Jody Wagner said that in the short time that Jonathan has been with the corporation he “has brought great value to our leadership team through his respectful and accountable management style, exceptional communication and analytical skills, and superior technology and data management knowledge.”

Kristy Vigo

During her 17-year career with Prospectus Berco, Kristy has performed a variety of roles including Resident Advisor, Vocational Instructor, Vocational Program Specialist, Residential Program Manager, Residential Supervisor, and most recently Residential Director. In addition to her broad experience, Jody said that “Kristy’s demonstrated commitment to continuous improvement and collaborative style makes her especially qualified for the position.”

Join Prospectus Berco in congratulating Jonathan Colon and Kristy Vigo on their promotions. ■



Pictured are Marisol Torres, Adult Training DSP with Denise.

Professional Development

National Alliance of Direct Support Professionals - the path forward

With funds received by the Office of Developmental Programs (ODP), Prospectus Berco will implement two initiatives to enhance the quality of its services for the individuals it serves by offering professional development and credentialing for frontline workers. The first initiative addresses our need to expand our medical care team. Since efforts to hire qualified nursing staff have been unsuccessful, the administration identified three long-time employees to enroll in local LPN programs. Currently, two of the individuals are pursuing this educational opportunity. Prospectus Berco will fund the education of these individuals who will then become members of our medical care team.

The second initiative is through membership with the National Alliance of Direct Support Professionals (NADSP), which will enable frontline workers to enroll in the E-Badge Academy, a credentialing program for caregivers in the human services field. "NADSP Membership is a promise by organizations to direct support professionals, that they truly understand and genuinely value the contributions of the workforce," says Joseph Macbeth, President and Chief Executive Officer of NADSP. "As a result of this support, we'll be able to work together to improve practice standards, promote

system reform, and advance the knowledge, skills, and values of DSPs."

"For many years we wanted to join NADSP to elevate the position of our DSPs," said Kimberly Alarcon, Human Resources Administrator. "Through the credentialing program, DSPs will be stronger advocates for individuals with disabilities and will receive recognition for the skills they have worked hard to acquire," she said. While Prospectus Berco will pay for the credentialing, the program is voluntary for any DSP and frontline manager who wishes to enroll in the E-Badge Academy. It is our hope that after achieving the DSP 1 level, caregivers will continue to work their way through the E-Badge Academy to further develop their skills and professional development in specific areas of interest, like behavioral health and dietary meal planning. ■

"NADSP Membership is a promise by organizations to direct support professionals, that they truly understand and genuinely value the contributions of the workforce," Joseph Macbeth, President and Chief Executive Officer of NADSP.

Celebrating



45 Years



Together



In May, everyone from across Prospectus Berco got together to celebrate 45 Years of making a difference. Employees, Program Participants, and friends from the community got together to walk and cheer each other on in a parade. Program participants made and carried signs, danced, and hung out with Slapshot from the Reading Royals. There was much to celebrate especially since this was the first time many of us came together since the spring of 2020. Each attendee took home a bag of treats filled with items from our friends at Dieffenbach's, Weaver's Orchard, Tom Sturgis Pretzels, and Godiva. A special "thank you," to everyone on our 45th Anniversary Committee who helped make this possible.



Thank You, Sponsors

Our 28th Annual Golf Tournament Sponsors received a basket from our friends at Bewley's Irish Imports as a thank you for all of their support! Program participants stopped and posed for some photos with friends from Tompkins Community Bank and Herbein + Company, along with many of our other sponsors.



Happy Birthday!

Brian celebrated his birthday with friends and cake at Prospectus Berco. Happy birthday, Brian!



Staying Active

As we gradually reopen our Adult Training programs, participants are continuing to do activities safely, indoors and outdoors. Some activities include volunteering like Isaac who is picking up deliveries for Meals on Wheels; sharing hobbies and interests like David Plummer, DSP, admiring a collection of sports cards with Eli and Gift Kabilizya, Day Services Supervisor, assisting Cameron with a puzzle; or, simply hanging out and sharing each others' company. We're always doing something!

Legacy Tree Program

Memorials and Tribute Gifts Raise Funds for Endowment



Thanks to the generosity of the Prospectus Berco Board of Directors, Golf Committee and Golfers, we were able to purchase a memorial wall to promote the Prospectus Berco Endowment Fund. This initiative is dedicated in memory of Jason Stalnecker, son of Al and Susan Stalnecker. Our sincere gratitude to the many people who supported this campaign to underwrite the expense of the Legacy Tree mural.

Tribute gifts are a beautiful testimony of the important impact someone has made in our lives. Whether it's a Memorial Gift, or an Honorarium to commemorate an important milestone, the Prospectus Berco Legacy Tree Program provides an opportunity to honor loved ones and mark special events, while growing the Prospectus Berco Endowment Fund. Donors invest in Prospectus Berco because they believe

in its mission and want to ensure that these essential services are available for future generations. Now more than ever, we have come to realize the importance of financial solvency which our Endowment Fund ensures.

By making a donation through the Legacy Tree Program, your contribution will be displayed on our tree mural located at 1800 Kutztown Road in Reading.

- ___ \$1,000 Legacy Path
- ___ \$ 750 Acorn
- ___ \$ 500 Gold Leaf
- ___ \$ 250 Silver Leaf
- ___ \$ 100 Bronze Leaf
- ___ OTHER: \$ _____



___ I/we have named Prospectus Associates as a beneficiary of our estate plan.

___ Please contact us to learn about naming Prospectus Associates as a beneficiary in our will.

Name of Donor: _____

Address: _____

City/St/Zip: _____

Phone: _____ Email: _____

Gift is in memory / honor of: _____

(circle one)

Message: Please write your message clearly. Allow 1 to 4 lines with 28 characters per line for your message:



(Pictured above are Christian and John Hunter with members of the Reading Royals dropping the puck to start the game. Following the 2021 Harmony Walk, some of the walkers stayed to enjoy the game. Photo courtesy of Reading Royals.)

Harmony Walk - Step Up for Inclusion

October 30th - Santander Arena - 45 Lap Challenge

Prospectus Berco is once again partnering with the Reading Royals to host the Harmony Walk. By taking steps for inclusion, we are increasing awareness about the positive impact individuals with disabilities have on our community. In honor of the 45th Anniversary, we are challenging people/teams to walk 45 laps around the concourse of the Santander Arena.

The event is scheduled for October 30, 2022, and will kick off our 45 Hundred Vote Challenge. Walkers can expect visits from Slapshot and members of the Reading Royals hockey team. October 30th is Trick or Treat Day at the arena with a 3 p.m. hockey puck drop start of the game. People who participate in the walk and wish to attend the game can purchase tickets in advance and enjoy early admission.

45 Lap Challenge

Walk, run, stroll 45 laps around the concourse.
Do it alone or part of a team.
\$10 Registration for each walker and earn 1 Vote toward our goal of reaching 45 Hundred Votes

Incentive Prizes for Walkers

- Every Walker entered into Drawing for Commemorative Reading Royals Halloween Jersey
 - Raise \$100 / 10 Votes get a FREE t-shirt
 - Raise \$500 / 50 Votes get a FREE t-shirt and 4 Game Day Tickets and Drawing for Jersey
- Raises the most votes by October 26 and receive the FREE T-shirt, 4 Game Day Tickets, plus 4 BENCH WARMER PASSES!

Not able to walk but want to step up for inclusion?

No problem, purchase a t-shirt for \$20 to cast your vote or fundraise on our behalf through the 45 Hundred Vote Challenge.

Walk



T-shirt



Vote



Join Our Sponsors:

M&T Bank



Charles Boyer III - Charlie, 75 of Sinking Spring, passed away on January 2, 2022. Charles attended the Adult Training program at Prospectus Berco in Reading for many years, and was a Residential Program participant. He was well known at Prospectus Berco for his sense of humor and his stories. When asked, "are you all right," Charlie's response would be, "No, I'm half left." His sense of humor will be missed by those who knew and loved him.

Dorothy Dronsfield - Dorothy, 79 of Mount Penn, passed away on October 6, 2021. Dorothy worked at the Lincoln Hotel in the housekeeping department. Dorothy became part of the Prospectus Berco family in 2009 and was lovingly known as a diva, always had her nails painted and enjoyed wearing jewelry. She loved vacationing and going on cruises. Dorothy was beoved by her housemates and everyone at Prospectus Berco.

Cyndi Godfrey - Cyndi worked in several departments over her long career with Prospectus Berco, including residential, respite, habilitation, and vocational programs. She was the secretary for the Human Rights Committee, a Red Cross Instructor, and Prospectus Berco Bingo caller. She enjoyed working with program participants. She sold Mary Kay and would give staff facials and hand massages. Cyndi was very kind and generous and is missed!

Larry Hoshauer - Larry passed away on July 16, 2022. Mr. Hoshauer was a long-time attendee of the William Lane Adult Day Program. He moved to one of our Community Homes in 2018. People recall him as a whiz with puzzles. His favorite meal was a hamburger, french fries, and chocolate ice cream, which he always paid with his loose change. He is greatly missed by his housemates, with whom he was very close.

Sheila Nolan - Sheila, 74, passed away on November 11, 2021. She was employed by Prospectus Berco from May 2005 to January 2015. Sheila worked as a Direct Support Professional in the Residential Services Department and will always be remembered for her unfailing kindness and generosity.

Linda Mae Rothenberger - Linda, 75, passed away in October 2021. She was a former program participant who attended the Adult Training Program for several years. Linda enjoyed arts and crafts. She especially enjoyed making things and giving them to her friends.

Charlie Troop - Charles "Charlie" Troop, 83, of Sinking Spring, passed away on August 13, 2022. He enjoyed vacationing at Disney World and loved Happy Meals from McDonald's, and was an avid Phillies and Eagles fan. He is survived by two brothers, a host of nieces, nephews, and his large family at Prospectus Berco.



THANK YOU!

Helping Hand Fund

Dennis is smiling now. Recently he had to have some dental work and worried about how he was going to pay for the necessary treatment. Fortunately, Prospectus Berco established a Helping Hand Fund to assist individuals who need financial assistance for medical treatments, clothing and personal care items to name a few. Dennis is only one of several individuals who have benefitted from the fund.

"Well it has made a difference," Dennis Eck Dennis lives with Kathy and her family in a LifeSharing Program that is supported by Prospectus Berco. Kathy has been a Life-Sharing Provider since 2015 and said that she likes "making a difference for a person." To which Dennis promptly replied, "Well it has made a difference." And your support of the Helping Hand Fund does make a difference. On behalf of Dennis and Kathy, thank you for your support of the Helping Hand Fund. ■



Thank you to everyone who helped out by volunteering at the Annual Golf Tournament. From left: Kevin Davis, Mike Billera-Smith, Brandon Shurr, (top row seated) Scarlet Matten, Kristen Fisk, Melanie Hnatishion, Sara Gdowik, Nikki Roman-Cruz, (bottom row seated) Jennifer Matten, Amy, Ashley, Alexandra Anton, Laura Murga, Devon Heller, and Katie.

THANK YOU “FORE” CHIPPING IN!

Sponsors, golfers, and volunteers chip in to ensure tournament is success.

The 28th Annual Golf Tournament was held on Monday, July 25, 2022 at Moselem Springs Golf Club. Golfers and volunteers enjoyed the day in beautiful surroundings while raising money for Prospectus Berco in support of its mission and the important work it does for the Berks community. The tournament generated over \$65,000 in gross revenue. Like many of our activities, we couldn't hold this event without the support of our community, thank you for chipping in. Special thanks to Moselem Springs Golf Club and the amazing staff for co-hosting a great tournament.

Golfers enjoy some friendly competition on the course. Announcing this year's winners are:

- First place foursome: Capital Blue Cross (Megan Thomas, Drew Helmstetter, Wes Reohr, and Dana Cassel)
- Second place foursome: Tompkins Community Bank (Mike Rowley, Scott Gruber, Jorge Richards, and Luke Bricker)
- Third place foursome: Dale Weyandt Team (Dale Weyandt, Claude Mervine, Kevin Schoenauer, and Sam Harter).
- Closest to the Pin (Hole #3): Deb Reed
- Closest to the Pin (Hole #5): Wes Reohr
- Closest to the Pin (Hole # 13): John Watkins
- Longest Drive: Mike Billera-Smith
- Straightest Drive: Dave Myers

The tournament is made possible by the many businesses and committee members who volunteer their time and resources to ensure that we have a successful event. **Thank you to our business sponsors:**

- **Leading Support Sponsors:** Dolan Construction, East Penn Manufacturing, Maggs and Associates Merrill Lynch, Santander, and Tompkins Community Bank
- **Golf Cart Sponsors:** Benecon Group, Univest Financial
- **Sandtrap Sponsors:** Stratix Systems
- **Club House Sponsors:** Assured Partners, Fulton Bank, Highland Auto & Truck Repair, Kasper Appliance, Wert Investment Consulting Group, Z-Weldco

- **Fairway Sponsors:** Bachman Roofing, Herbein + Company, Sweet Street Desserts
- **Auction Sponsor:** Visions Federal Credit Union
- **Winners' Circle Sponsors:** Auman Funeral Home, Capital Blue Cross, Esterbrook Pharmacy, Rich's Automotive
- **Exclusive Sponsors:** The Harrison Group, The Pour House, S&T Bank, Singer Equipment, Vision Benefits of America
- **Hole Sponsors:** Albright's Mill, Alvernia University, Beacon Container, Chris Werner REMAX, CrossKeys Insurance, Diamond Credit Union, EG Smith/Cool Crew, First American Title Co., Gage Personnel, Lord's & Ladies Salon and Medical Spa, Northwestern Mutual, Paylocity, RPA Engineering, Sal's Landscaping, Shatz Electric, Shurr & Company, Statement Apparel, and Steven Reed Contractors.

Thank you to the individuals and businesses who made in kind contributions for our auction; the auction generated approximately \$5,000 toward our fundraising efforts: AMA Photography, Ann McDowell, Berkshire Country Club, Blackwood Golf Course, Cafe Sweet Street, Capital Blue Cross, Christine Werner, Cigar Plus, Healthy U Fitness, Jennifer Matten, Jessica Penchard, Jody H. Wagner, Joelle R. Lauchner, John Hunter, Jonathan Becker, Keystone Specific Chiropractic Center, Leslie Shaud, Let's Taco About It Mexican Grill, Lords & Ladies Salon and Medical Spa, Manor Golf Club Course, Mark Chaknos, Mark Yoder, Michael Deantonio, Mister Car Wash, Moselem Springs Golf Club, Nic Thomas, Raymour & Flanigan, Reading Country Club, Reading Fightin Phils, Reading Royals Santander Arena, Reading Science Center, Rich Maiden Golf Course, Santander, Stacey Mikatavage, Sorrelli Jewelry, Susan Kolb, Sweet Street Desserts, Swing Evolution, The Club at Twin Lakes, The Yard, Univest Financial Corporation, West Reading Tavern, and Yorgey's Dry Cleaning. Also several businesses donated items for golfer bag swag and refreshments: Capital Blue Cross, GIANT Food Stores, Habitat for Humanity, Herr's Foods Inc., Santander, Sweet Street Desserts, Tompkins Community Bank, Unique Snacks, and Univest Financial Corporation. ■



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PROSPECTUS BERCO READING, PA

3 HUNDRED VOTES

FOR INCLUSION & OPPORTUNITIES

HARMONY WALK

Step Up for Inclusion
 Run. Walk. Roll.

October 30, 2022 Santander Arena 11a.m. - 2 p.m.

In celebration of our 45th Anniversary, Prospectus Berco invites you to join them in making a stance for inclusion, accept the 45 Lap Challenge.

Do it yourself, with your family, your friends, ... *just do it!*

Learn more  Sponsored by   Prospectus Berco
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