



*(Jody Wagner, Executive Director/CEO)*

## Core Values

*A Corporate Culture for Success*

Prospectus Berco has a clearly defined set of core values which forms the foundation for our corporate culture. These nine core values encompass the shared values and principles guiding employees as they fulfill the mission of the Corporation. In other words, our core values describe how our employees are expected to conduct themselves in the performance of their jobs and in their interactions with each other. As CEO of this outstanding Corporation, I am proud of our workforce and confident in their dedication to the men and women they support in leading meaningful lives. Reflecting on why our workforce has been successful in maintaining a high standard of care and professionalism throughout the past

nine months of extraordinary circumstances, I believe it is in part due to our corporate culture founded on our core values. Values of **Compassion, Dignity and Respect**, and **Fairness and Justice** set the stage for a workforce that cares about one another and shows that attitude by being consistent and respectful in their interactions. Corporate values of **Teamwork, Responsibility, and Inspiration** create a supportive and trusting work environment by co-workers sharing expertise and encouraging and celebrating individual and group success. In answer to the questions, "Who are we and what do we bring to the job?", our corporate culture integrates the core values of **Integrity, Aspiration, and**

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*Adherence to a code of conduct based on honesty, the pursuit of excellence in all endeavors, and creative thinking as we design services to meet the individual needs and desires of the men and women we serve is the mark of a talented, sincere, and successful team of professionals.*

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## ADMINISTRATIVE TEAM

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*Executive Director / CEO*

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*Human Resource Administrator*

**Debbie Dallago**  
*Residential Services Administrator*

**Stephanie Hill**  
*Day Services Administrator*

**Nikki Roman-Cruz**  
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**Scott Hill**  
*Network Administrator*

**Stacey Mikatavage**  
*Corporate Administrator/Assistant to CEO*

**Jessica Penchard**  
*Development Jingle Bells & Public  
Relations Director*

## Mission Statement

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

## Executive Director's Message

*(Continued)*

honesty, the pursuit of excellence in all endeavors, and creative thinking as we design services to meet the individual needs and desires of the men and women we serve is the mark of a talented, sincere, and successful team of professionals.

Inspiring individuals with intellectual disabilities and other special needs to lead meaningful lives during a global pandemic has required us to modify how we provide services, how we prioritize the services being provided, how we ensure for safe environments in which to provide services, and how we keep both individuals receiving services and caregivers emotionally and physically healthy. Thanks to a strong foundation of core values and a mission-focused team of professionals, we continue to weather this health crisis day by day in true Prospectus Berco style. ■

## MEMORIALS

**Cynthia Reed** – Cynthia Reed passed away on August 29, 2020. Cindy was a longtime participant at Prospectus Berco. She enjoyed volunteering with the Meals on Wheels program, participating in other community events, and walks with her friends. She is survived by her parents, brother, and nieces. Cindy will be missed by all who knew her and especially her friends at Prospectus Berco.

**Gloria Power** – Longtime friend and participant at Prospectus Berco, Gloria Power, passed away in September 2020. Gloria retired from the day program in March 2020 and was a Residential program participant at Prospectus Berco. Gloria will be remembered as a soft spoken, kind woman who cared about her friends. She will be greatly missed by all of her friends and the staff.

**Gloria Zerbe** – Prospectus Berco lost a good friend when Gloria Zerbe passed away on October 17, 2020. Gloria worked as an Instructor in the Adult Training Program at Prospectus Berco until her retirement. She is survived by her children and grandchildren.

**Barry Mills** – Barry has been part of the Prospectus Berco family for many years. He self-advocated to live alone in his own apartment, and Prospectus Berco helped make that happen by providing companion and support services. He loved collecting his favorite western movies on the newest available technology and was always quite the ladies man. Barry was well liked by everyone he met and will be missed by those whose lives he touched. ■

# Employment Services

Advancing Opportunities. Transforming Lives.



*(Ginie Haggerty, Vocational Services Director)*

Prospectus Berco will introduce a new service in 2021 thanks to the generosity of a local family foundation. In addition to its Vocational Training Program, Prospectus Berco will now provide Supported Competitive Employment. The new division will be spearheaded by Ginie Haggerty, Vocational Services Director. Ginie said that she is thrilled to add Supported Competitive Employment to the Vocational Department. "It will allow

us to find competitive employment for the workers we know, so that they can find the jobs that they love," she said. Under the direction of Ginie, the Prospectus Berco Vocational Program has gained a stellar reputation in the business community. "We will bring the same enthusiasm and commitment to this new service that has defined us within the business community for years; our strong commitment to meeting employer demands and

overcoming challenges," she said. Initially, we will hire an Employment Specialist and Coordinator to oversee the program with the intent to hire additional Employment Specialists as the case load increases over time.

The Employment Specialist, also called a job coach, works 1:1 with individuals in several employment phases: Development, Placement, and Supported. In the Development phase, the specialist will assess the individual's interests and align them with their skills and talents. The specialist will work with the individual to help them apply for open positions and prepare them for interviews. Once hired, the specialist will work alongside the individual and train them to do the job and to complete tasks to the satisfaction of the employer. As the person becomes competent in performing their job duties, the specialist will gradually reduce supervision. The last phase is supported services in which the specialist maintains regular contact with the employer and the individual to ensure both are satisfied with the work performance and conditions. The specialist will also provide ongoing training to help individuals advance in their careers.

## Prospectus Berco Supported Competitive Employment

*We have a viable work force that is well trained and ready to work.*

### Meet Griffey



Griffey is a young man with several years' experience as a machine operator and production worker. He is a valued member of the Prospectus Berco Production Team and helps us meet production deadlines efficiently. He is skilled in operating packaging equipment and has

some experience in the food industry working on a contract basis for Sweet Street Desserts. Griffey is seeking full-time gainful employment as a machine operator in the food production industry.

### Meet Robbie



Robbie recently returned to the Prospectus Berco Production Team after working for the Marriot Housekeeping Department. He is a skilled Machine Operator and has great dexterity and fine motor skills. Robbie completes assignments in a timely manner and takes great pride in doing his

job well. Robbie is seeking a part-time position and said he would like to work in retail stocking inventory and providing customer services.

*If you can't hire a hundred, hire one.*

3

## Leave a Legacy



*(The Isenberg family left to right are Paul, Laura and Ruth.)*

We can all learn from the Isenberg family. There are many ways for us to leave an imprint on our community and ensure that services that are important to us in our lifetime remain available for future generations. A modest gift of \$5,000 was all it took to have a major impact on people's lives and promote a culture of growth for an organization.

There are many vehicles available to help people leverage their financial resources for the most good. Individuals and couples can provide for their families while pursuing their charitable goals. Consider exploring some of these options with your financial advisor: charitable trust, charitable remainder trust, forming a foundation, pooled income funds, purchasing a life insurance policy with the charity listed as the beneficiary, and charitable gift annuities to name a few.

However, the easiest way to make a planned gift to a charity is simply by naming a charity like Prospectus Associates (dba Prospectus Berco) as the beneficiary of your will, IRA, annuity, life insurance, or employer retirement plan. Remember, estates may list several beneficiaries. A careful evaluation of the rules binding these vehicles will help you develop a strategy to minimize tax burdens for your heirs, while also leaving a legacy gift to one or more charities. ■

## A Gift That Keeps on

### Laura Isenberg Educational Enrichment

Laura Isenberg was a longtime participant of Prospectus Berco. Upon her death in 2001, the Isenberg family wanted to do something to commemorate the life of Laura while supporting the organization and people who cared for Laura in her lifetime. Upon settling her estate, the family elected to establish The Laura Isenberg Educational Enrichment Fund (LIEEF) with a donation of \$5,000. Now nearly 20 years later, employees continue to benefit from the foresight and generosity of the family's gift. Approximately 33 employees have used the tuition reimbursement program to enhance their skills and knowledge to deliver services in a more professional and compassionate manner. The Corporation continues to grow the fund with the intent to support employees' aspirations to achieve more in their Prospectus Berco careers.



### Mamadou Diallo Residential Supervisor

Mamadou Diallo came to the United States from Guinea, West Africa, in 1999. Even with a four-year higher education degree from the University Gamal Abdel Nasser of Conakry (Guinea) and fluent in five languages, English not being one of them, Mamadou said that the language barrier made it difficult for him to find employment in the United States. In 2001, Mamadou became employed as a Resident Advisor for Prospectus Berco. It was around that time that he enrolled in Reading Area Community College (RACC) to learn English. In 2002 he was joined by his wife, Bintou Kante Diallo and together they started a family in the Reading area. Mamadou excelled in his roll as a Resident Advisor and was encouraged to apply for a supervisor position. With the assistance of the LIEEF, Mamadou enrolled into the Certified Nursing Program at RACC and gained the confidence he needed in becoming a house Supervisor. Mamadou has been working for Prospectus Berco since 2001, and while he once had dreams of being a doctor, he said that he sees the impact of his work every day in helping adults with disabilities live full enriching lives. Mamadou is passionate about serving others and has recruited and mentored many employees, including his wife. "It (LIEEF) was a wonderful opportunity for someone like me to become self-confident in speaking and reading the English language. My life improved and my family's life improved. But also the lives of the program participants improved because I could communicate more efficiently with them," Mamadou said.



*aspirations*

*(Donna Trexler, Compliance Director)*

### **Donna Trexler** Compliance Director

Donna Trexler is another seasoned employee who climbed the career ladder at Prospectus Berco while benefiting from the LIEEF. She began her college career in 1980 at the University of Delaware where she completed 4 years but didn't receive her degree. Upon returning home, she accepted her first position at Prospectus Berco as a Resident Advisor. Donna continued to work her way up the corporate ladder, becoming a house Supervisor, Associate Director, Residential Services Director, and Director of the Adult Training Program at William Lane. Recently, Donna accepted the newly created position of Compliance Director to ensure that the organization meets the requirements to maintain its licenses. Donna's educational journey is one of perseverance and determination, spanning over 39 years. In May of 2019 Donna received her Bachelor of Science in Psychology from Albright College. Having known Laura Isenberg in the Adult Training Program, Donna is especially honored to benefit from the fund established in her memory. Through the LIEEF Donna received financial assistance to purchase a computer for her classes, in addition to

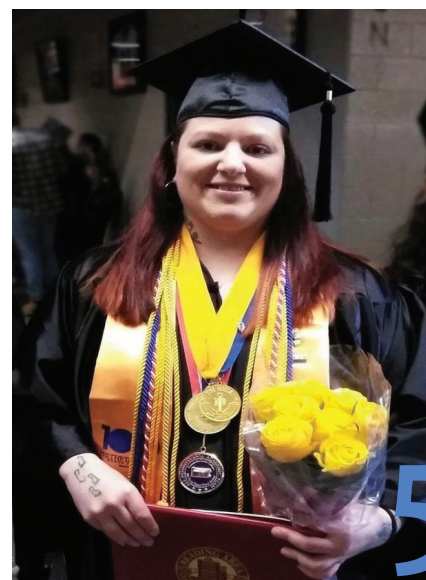
tuition reimbursement. Between student loans and the LIEEF, Donna earned her degree and is leaving an imprint on the corporation and the many people who benefit from Prospectus Berco services.

### **Kristy Whitekettle** Residential Supervisor

Kristy Whitekettle, an employee who benefited from the LIEEF fund, said "If I could, I would love to thank the donor who put the money into the fund to make it a possibility for me to get my degree." Kristy attended Millersville University after high school but dropped out in her freshmen year. Twenty years later, Kristy found herself raising twins as a single parent and working at Prospectus Berco when she aspired to go back to school. Through the LIEEF, Kristy earned two associate degrees from RACC: one in psychology and the other in social sciences. Kristy said that her degrees have helped her be a better employee and facilitate more effective interactions with program participants, co-workers, and supports coordinators. Kristy has been an employee of Prospectus Berco for 15 years. She began as a Resident Advisor and after two years transferred to the Vocational Program where she worked as an Instructor

for 10 years before being promoted to Program Specialist. When the Day Services Programs had to close in the spring, Kristy was furloughed until accepting a position in Residential Services as a Program Manager. Recently, Kristy was promoted to the position of Supervisor for a Community Home. Kristy said that the LIEEF helped to motivate her to complete her degrees with little student loan debt. Kristy aspires to return to school to earn a bachelor's degree in behavioral science.

***"If I could, I would love to thank the donor who put the money into the fund to make it a possibility for me to get my degree."*** ■



*inspiration*

## Staying Engaged

*Far right: Charlie showcased his artistic side by creating his own painting masterpieces.*

*Right: Amy and Ernesto spend a day at Sight and Sound Theater in Lancaster to take in a show.*

*Below: Eloise was honored with an award certificate for completing 1,500 volunteer hours at Tower Health-Reading Hospital.*



*Employees at one of our Community Homes showed off their new shirts that Residential Advisors received as a part of Direct Support Professionals Appreciation Week. Pictured left to right are Tina, Fatamata, Richard, Jayleen, and Teresa*

## DSP Appreciation Week



## Pumpkin Season

*Left: You're never too old to enjoy pumpkin decorating. Jose made his own unique Halloween pumpkin in time for the holiday, while Sandra (left bottom corner) helped prepare for fall by painting her own pumpkin.*

*compassion*



## Scarecrow Contest

The Prospectus Berco family had fun this fall making scarecrows for a virtual contest. Above are our winners (left to right) Doug from one of our Community Homes became a live scarecrow and won "Scariest," the prize for the "Funniest" went to Eloise and Evelyn from LifeSharing, and "Most Original" was awarded to another of our Community Homes. Thank you to everyone who participated and voted in the contest!

*teamwork*

## Going Above and Beyond



Residential Team, Diana, Joana, and Milagros demonstrate the proper way to wear full PPE.

Top: Tim sanitizes Prospectus Berco vehicles each week to ensure the safety of each participant and employee.

Right: Jeff, Christine, and James helped prepare this year's Bountiful Harvest. Thank you to everyone on the Employee Appreciation Committee who helped with the event.





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Thank you to all of our teams that participated in our first **Move More in Harmony Challenge!**  
 Congratulations to all of our winners, including Kyle M., who completed 2,400 minutes of exercise in one month.