

2019-2020

ANNUAL REPORT





2019 - 2020 Skills Group Board of Directors

Martin T. Malone
Chairperson

Laura Biggs
1st Vice Chairperson

Renee Johnstonbaugh
2nd Vice Chairperson

Ann Leiner
*Past Chairperson and
Secretary*

Maria Brandt
Director

Tina Dallape
Director

Matt Fox
Director

Sharon Jones
Director

Lorrie Meloy
Director

Eric Toggart
Director

FROM OUR BOARD CHAIR

In 2019-2020, the Skills Board of Directors was honored to be part of a significant milestone in the organization's history: Skills' 60th Anniversary Year.

A 60th Anniversary is traditionally recognized as a "diamond" anniversary. This is an apt reference, because Skills truly is a diamond in the communities we serve. Diamonds sparkle because of the light reflected by their many facets, and Skills does the same. Our staff, the people we serve and their families, our supporters...all of them reflect the values that we hold dear. Skills is a vibrant organization because of their trust, dedication, and devotion to our cause.

No year is without its challenges, and this year was certainly no exception. In addition to the challenges created by COVID-19, which you will read about elsewhere in this report, we were all deeply grieved by the loss of longtime Skills board member Dr. Billie Willits. Billie's deeply held belief in Skills' mission and her dedication to the board is nearly legendary. All of us at Skills were profoundly affected by her passing, and we remain committed to continuing her legacy of advocacy on behalf of the people Skills supports.

We are fortunate to retain a strong cohort of board members from diverse professional backgrounds. In addition, we've also worked to recruit new board members who have personal connections to our scope of services and support. During the past year, we were pleased to welcome Matt Fox, Maria Brandt, Eric Toggart, Lorrie Meloy, and Tina Dallape to the board. We also find that board members who have loved ones living with disabilities offer key perspective to our work, and the board benefits deeply from their insight.

I'm also grateful for the years of exceptional service provided by Ann Leiner, a longstanding board member who recently concluded her term. Throughout the duration of her time on the Skills board, Ann was a visionary leader, including many instrumental years of service as Board Chair. We wish Ann the best and thank her for her time and dedication to making this organization the best it can be.

Looking to the next 60 years, my hope is that Skills will continue its legacy of providing exceptional service, guided by dedicated, innovative leaders. On behalf of the Skills Board of Directors, thank you for your continued support of our organization.

Martin Malone
Skills Group Board Chair



DR. BILLIE SUE WILLITS (1946 - 2019)



Billie at a Skills' Penn State Tailgate fundraiser in 2005.

Dr. Billie Sue Willits was an invaluable member of the Skills Board of Directors for more than 20 years. Additionally, she served as Board Chair and Skills Foundation Board Chair during that time. As Board Chair, she is remembered as being passionate, dedicated, and caring in her governance and her leadership.

In her professional life, Billie served as the Associate Vice President of Human Resources at Penn State University. She was also an active member of the State College community, serving on boards for Geisinger Medical, Hershey Medical, and the State College-Centre County Mental Health Task Force.

Skills of Central PA deeply benefitted from Billie's volunteerism, keen leadership, and her strong belief in higher education. Our staff and board are blessed to have worked with Billie over the years. We hope to honor Billie's legacy by embodying her vision and compassion in all we do as we carry out our mission. In fact, we are in the process of developing a higher education scholarship fund in Billie's memory.



DEAR FRIEND OF SKILLS

If anyone had asked me what Skills' 60th anniversary year would hold, I never would have predicted the many challenges we've faced over the past few months. Our previous year ended in summer on a high note with a July ribbon cutting at our new respite home in Altoona, where staff support people when their primary caregiver needs to travel, seek medical care, take care of personal tasks, or simply relax and rejuvenate. Shortly after that, we launched our first summer work program to support students in Lycoming and Clinton Counties as they learn about and explore career options. Winter saw us partnering with the Salvation Army in Altoona as we supported people as bell ringers for the charity's annual "Red Kettle" campaign. We were also thrilled to be chosen as the beneficiary of the *Altoona Mirror's* "Season of Sharing" fundraising campaign, which raised more than \$11,000 in support of our programs and services.

Then, unexpectedly, came the start of the coronavirus pandemic. COVID-19 forced us into a completely new mode of operation. All of our adult day programs and vocational training programs closed temporarily, as did our administrative and corporate offices. Our psychiatric rehabilitation and outpatient mental health and substance use treatment programs rapidly shifted to offering services remotely. Throughout the pandemic, the staff at our community homes and our lifesharing families continued to support people around the clock. During May, observed nationally as Mental Health Awareness Month, we conducted media outreach aimed at helping to reduce stigma related to mental illness because we could not hold our annual candlelight vigils.

In June, as our fiscal year drew to a close, we started to see the clouds lift a bit. We began the process of reopening programs that had been closed, and we did so with great caution in order to keep both the people we support and our employees safe and healthy. In addition, several of the people we support in Altoona received recognition for the positive health outcomes they achieved using the My25 program, a nutrition planning tool specially designed to help the people we support make healthy food choices.

I couldn't be more proud of our employees, who have embraced and overcome the challenges of the past year. Their dedication to the people we support is on full display in this annual report. On behalf of our board of directors and myself, I want to thank them for the kindness they've continued to show in our 60th anniversary year. It is certainly one for the history books!

Rebecca Aungst
President & CEO

MEETING THE CHALLENGE: COVID-19

As you can imagine, business closures and quarantining due to COVID-19 challenged our organization in many unexpected ways. Due to temporary program closures, many staff volunteered to cross-train and work in our residential programs, supporting people in our community homes. Ultimately, approximately 10% of our workforce was furloughed due to COVID-19.

At Home

In our Community Homes, Direct Support Professionals (DSPs) got creative in finding ways to keep people engaged with in-home activities. Baking and crafts were popular as were gardening and planting flowers. After a few weeks, everyone was ready for a haircut, so some DSPs became barbers and hair stylists to keep everyone looking good!

At Work

Our Employment Services were temporarily suspended for several months. Eventually, employers began to reopen, and the people we support were asked to return to their jobs. Our staff assisted them with the transition back to work. In addition, many of our Vocational Training facilities were temporarily closed. Our Centre, Huntingdon, and Mifflin County Vocational Training facilities were able to continue work on their contracts, since many of the projects they work on are for businesses that were deemed “essential” or “life sustaining.”

In the Community

Local business closures and the need to quarantine put a temporary stop to Community Participation Support for our day program participants, but people living in our community homes still found ways to get out and about in their communities while following social distancing guidelines.



Jonathon, a participant in our Somerset Adult Day Program, enjoys a safe day at the driving range.



\$852,000

in bonus pay for employees who worked throughout the pandemic



\$77,549

spent on face masks, cleaning, supplies, and personal protective equipment due to COVID-19



139

staff cross-trained and temporarily reassigned to Community Homes during COVID-19



Skills moved quickly to put infection control measures in place to help protect the health and safety of our staff and the people we support. Some of the practices we put in place included: health and temperature screenings for staff and people supported, social distancing and masking requirements, removal of shoes before entering community homes, increased cleaning and disinfection, and requiring a quarantine period after travel to some high-risk locations in Pennsylvania and other states.

60 YEARS

1960

Skills was founded as a private non-profit on June 20, 1960. We began as a "sheltered workshop" in Bellefonte at the Dale Building. The budget was \$12,000, and we employed three staff members.



1960

Early 1970

Skills opened its first group home, the "Mansion House," in Centre County. The opening of the new home was part of a statewide step toward deinstitutionalization for people with intellectual and developmental disabilities.



1970

1976

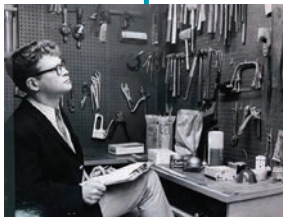
Skills created a horticultural vocational training program in Pleasant Gap. Participants learned how to care for and operate a greenhouse, alongside student volunteers from Penn State.



1980

1986

In an effort to expand its vocational rehabilitation services, Skills opened the Custom Car Wash in State College. This was in addition to two already-existing car washes in Altoona and Ebensburg.



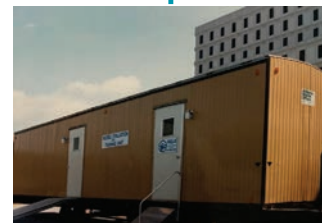
1967

Skills opened a second workshop in Huntingdon, which provided work for people with intellectual and developmental disabilities in furniture repair and upholstery. Skills expanded with new programs to teach auto mechanics, food service, and more.



Late 1970

Skills opened an additional sheltered workshop in Lewistown, and officially changed its name to Skills of Central PA, Inc. to reflect the new geographical expansions.



1983

Skills developed programs in Blair, Mifflin, and Juniata Counties, including the Mobile Workforce (vocational training program) in Blair County. Skills instituted the use of a new mobile unit to administer training assessments.

OF SKILLS!

2000

In September, the Skills Foundation Discovery Garden officially opened to the public, dedicated to the memory of Skills program participant, Courtney Claton.



2005

Skills launched the first annual E.F. "Pat" Houser Memorial Golf Tournament to benefit the Skills Foundation, which provides benevolent care funding to people Skills supports.



2019

Skills opened a new Respite Home to meet the need for respite services in Blair County. The Respite Home hosted 20 people in its first year.



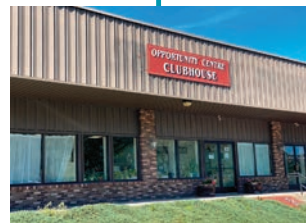
1990



Early 1990s

Skills added to its programs with the construction of several new HUD facilities. Twin Mountains apartments provides an independent living option for people with chronic mental illness, while Waupalani Apartments offers independent living for those with intellectual or developmental disabilities.

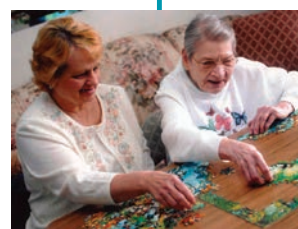
2000



2002

Skills established the Opportunity Centre Clubhouse in Bellefonte on September 30, 2002. Clubhouse members take ownership of its operation as part of work-focused mental health recovery. Over time, we outgrew the original Clubhouse location and moved to the current building in State College, shown here.

2010



Late 2000s and Early 2010s

Skills continued to expand its existing service offerings throughout Central PA, opening new offices and program facilities in Hanover, Richland, Altoona, Cresson, and more.

2020



2020

Skills celebrated its 60th Anniversary amidst the COVID-19 pandemic, an unprecedented challenge. At home, at work, and in the community, we continue to provide services safely with a dedicated staff of more than 1,000.

INTELLECTUAL AND DEVELOPMENTAL DISABILITY PROGRAMS

SUPPORTING PEOPLE AT HOME, AT WORK, AND IN THE COMMUNITY

Skills provides a variety of supportive living options for people with intellectual and developmental disabilities. Whether living in one of our **Community Homes**, as part of a family through our **Lifesharing** program, or for a brief stay at our **Respite** home, we support people to live in the setting that is best for them. Program participants might live in a home with no roommates, or with one, two, or three other people depending on their wants and needs.

231
People Supported in
Community Homes



32
People Supported in
Lifesharing

Our **Employment Services** team works closely with people to secure a competitive, paying job by providing support while looking for a job and while on the job. We offer career assessments, job shadowing, assistance with resumes and interviewing, job placement, on-the-job training and support, transportation, and more.

152
Found a paid job through
Employment Services



Vocational Training services enable people to develop the skills needed to find and maintain employment. Local businesses contract with Skills to complete work for them, and program participants earn a paycheck for the work they complete while learning job skills that can ultimately lead to competitive, integrated employment in the community.



198
Earned a paycheck through
Vocational Training

Adult Day Programs (and **Older Adult Programs** for those age sixty and over) provide a variety of activities built upon people's individual interests, preferences, gifts, and strengths while reflecting their desired outcomes.

280
People Supported in
Day Programs



All of our Adult Day Programs and Vocational Training Programs involve a **Community Participation Support** component that provides opportunities for people to experience all the community has to offer, such as volunteering.



332,592
Hours of **Community Participation Support**



Did you know that Skills offers Behavior Support Services?

Sometimes, challenging or complex behaviors can leave families feeling frustrated and can make it difficult for a loved one to participate in family activities and events, attend day programs, or maintain employment. Skills' Behavior Support Specialists are trained to address challenging behavior to help both families and support teams achieve the best possible outcomes. With 169 people served in 2019 - 2020, Behavior Support services are available for Skills program participants and for those receiving services with other providers!

INTELLECTUAL AND DEVELOPMENTAL DISABILITY PROGRAMS

GERALD'S STORY

At Skills, we operate on a person-centered philosophy. This means we respect the unique attributes of each person we support. We see people as the primary decision makers in their lives and work. And we help support a balance between what is important *to* the people we support and what is important *for* them.

Gerald is a young man we support in Blair County. Ask Gerald what is important to him, and you'll get a list of activities as long as your arm. Golfing. (Gerald's been golfing since he was three years old. Tiger Woods is his favorite pro.) Music. (He's a classic rock fan, especially AC/DC and Metallica; he also plays piano and guitar.) Wrestling. (Penn State for sure, but he likes pro wrestling, too.) Video Games. (Call of Duty: World at War 2 is a current favorite.) Tabletop Games. (Magic: The Gathering tournaments at Snake Eyes Gaming in Altoona are a high point.) Friends. (He lights up with a smile when talking about his friends.) Being out in the community is also important to Gerald. He's a regular at Duncansville Community Days, the local pizza shop, Antique Depot, and the Dollar Store. He also likes playing disc golf at Highland Park, Valley View Park, or Canoe Creek State Park.

Unfortunately, COVID-19 has put a damper on many of his favorite activities. "I haven't been golfing recently," he says. "First, because I don't have anyone to take me out, and second, the weather's not been so good." Social distancing has also hindered tabletop and video game gatherings and other community activities. The pandemic has also temporarily put a stop to the math and reading classes Gerald has been taking at the Altoona Learning Center. And even though Gerald is able to walk to many of his favorite local businesses during the summer, he's unable to do so this year due to health and safety precautions.

Gerald's varied interests cost money, and he also rents an apartment with a roommate, so it's important for him to be able to manage his financial resources and his home. Skills supports Gerald with both 24/7. Kristal Brua is a residential services team leader at Skills; she's been working with Gerald since 2013. "Gerald has a zest for life and he likes to be active," she explains, "but he has a limited income, so we help him plan his finances for outings, hobbies, household expenses like food and clothing, and birthday and Christmas presents. We also support him in home management activities like cooking,



Gerald works at Skills' Vocational Training Facility in Altoona.

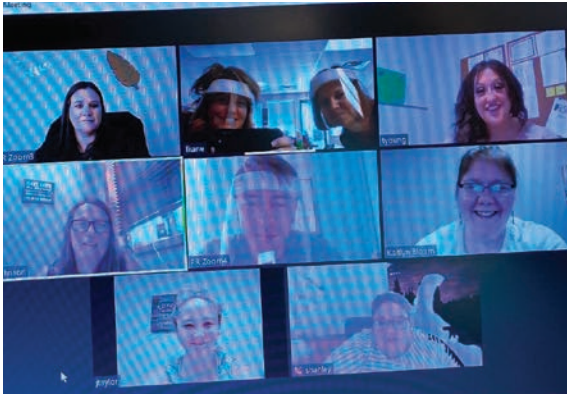
cleaning, shopping, and healthy food choices. And because he's so active in the community, we provide him with transportation to the activities he desires."

As you can imagine, work is important to Gerald, so he can earn money for household expenses and personal interests. He's been a "client worker" at Skills' Blair County Vocational Training (VT) facility since 2013. Skills' program specialist Jeffrey Kost supports Gerald while he works at the VT. They've worked together for the past year and a half on skills like focus, mathematics, eye-hand coordination, and self-discipline, skills Gerald needs to reach his goal of becoming a mechanic. "Gerald's great," says Kost. "He's outgoing and humorous, and I've seen him mature greatly during our time together." Gerald also volunteers as a bell ringer in the fall for the Salvation Army's "Red Kettle" holiday campaign in Altoona. He's outgoing and enthusiastic, which makes him one of the top bell ringers.

All of Gerald's support staff at Skills agree that he's a young man with both big things and good things ahead of him. "Gerald's got ambition to do more, and that ambition will become a reality as he applies himself to reaching his goal," says Kost. Brua agrees. "Gerald is a spitfire," she says, "as he learns to apply himself, the sky is the limit."

PSYCHIATRIC REHABILITATION PROGRAMS

Psychiatric Rehabilitation, or Psych Rehab, promotes recovery, full community integration, and improved quality of life for people diagnosed with a mental health disorder that seriously impairs their ability to lead a meaningful life. Our services focus on helping people develop skills and access resources needed to increase their capacity to be successful and satisfied in the living, working, learning, and social environments of their choice.



Psych Rehab staff conduct a meeting over video conference during the COVID-19 pandemic.



Psych Rehab staff in Philipsburg and Altoona create mental health care packages for people they support.



Program participants at the Cambria Drop-In Center enjoy a home-cooked meal.

Mobile Psychiatric Rehabilitation

Through mobile psychiatric rehabilitation, our staff work with participants one-on-one in the environment of their choice to provide support to achieve their goals. Staff can meet with participants in a community location like a coffee shop, library, or park, or even in the comfort of the participant's home.

Site-Based Psychiatric Rehabilitation

Site-based services are provided in a facility set up as a learning community. All participants work on individualized goals through creative and engaging classes and activities. Classes might include cooking, budgeting, dealing with conflict, and other practical life skills.

Clubhouse Psychiatric Rehabilitation

The Opportunity Centre Clubhouse, located in State College, PA, features work and membership as the primary methods for providing members with increased opportunities to develop friendships, employment, housing, and education in a safe environment. This program is unique in that members participate and are involved in all aspects of Clubhouse operation, functions, and decision-making.

Drop-In Centers

Our four Drop-In Centers provide members opportunities to be part of a community, find a support network, and develop their skills and talents with events and classes.

Peer Support

Our Peer Support program pairs people with trained specialists who have experienced their own recovery journey. Peer Support Specialists use knowledge, skills and experience to help others work toward meaningful recovery from mental illness.

PSYCHIATRIC REHABILITATION PROGRAMS

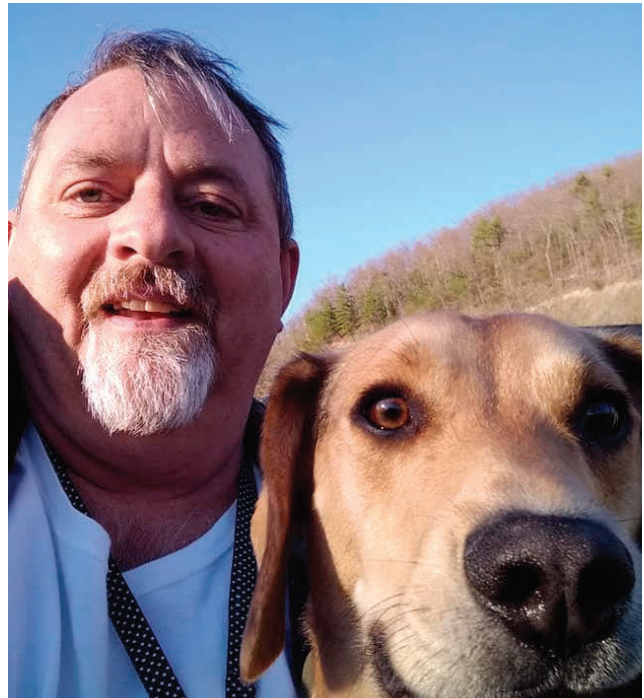
STEVE'S STORY

"My mental health diagnosis and recovery started when I was in my 40s. Pre-diagnosis, I used drugs and/or alcohol, every day. I felt the mental health problems I had stemmed from substance abuse. Eventually, I quit the using substances. But years later, when I should have been doing better, I wasn't. I didn't know why. Through the years, I had multiple suicide attempts, in-patient hospital stays, and eventually a diagnosis of bipolar disorder.

For about three years, I completely isolated myself in my apartment. I would grocery shop and check mail in the middle of the night, so I didn't have to be around people. I felt comfortable, so I didn't recognize the problem.

Then, the Beacon Hub Drop-In-Center opened on the first floor of my apartment building. One day, I saw that they were offering free hot dogs, and that's what got me in the door. The Beacon Hub became the new normal for me. I found staff and participants who genuinely cared about me, and I found it easy to care about them. I started feeling understood and accepted. That was the start of my recovery.

Staff connected me to new resources, including Mobile Psychiatric Rehabilitation. That is when I really started figuring things out. I started setting goals and working on steps to attain them. I had a desire to help others, so I made it my goal to do just that. The skills I learned and connections I

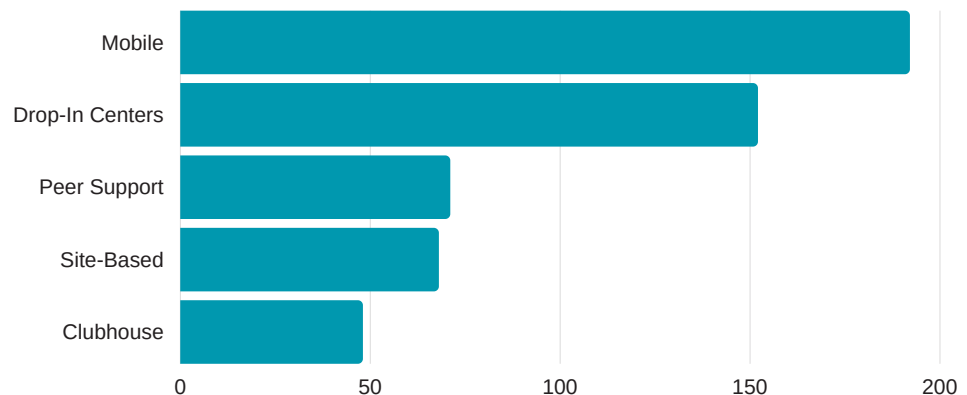


Steve and his dog, Dex, enjoy a day at the park.

made in the mobile program made a world of difference in my life. Mobile Psychiatric Rehabilitation helped me build a recovery plan that I understood; I felt like it was attainable, and it gave me the desire to want it.

Now, five years later, I am employed by Skills. I reached my goal of becoming a Certified Peer Specialist. I have a role in the Lock Haven Site-Based Psychiatric Rehabilitation Program that I absolutely love."

NUMBER OF PSYCHIATRIC REHABILITATION PARTICIPANTS BY PROGRAM



OUR FAVORITE SOCIAL MEDIA MOMENTS



Residential staff in Centre County deliver personal protective equipment supplies to homes.



Donnie shows off his new bike.



Jowanna dresses sharp for Night to Shine.



Rachel cuts Pauline's hair.



Tom celebrates his birthday with a surprise visit from the Granville Fire Company truck.



Staff and people we support show off their best mask selfies.



Staff at the Blair Vocational Training Center wear purple for Domestic Violence Awareness.



Kayla and Skip pot plants for the spring.



Rebecca supports Clifford in community volunteering.



Bill poses at the Ebensburg Day Program Hoedown.



Neil and Ray show off their flathead catfish caught at Walker Lake.



Tina and Suzie make salt-dough Easter eggs.

SERVICES BY COUNTY

Skills provides services in 18 counties throughout central Pennsylvania, The matrix below shows how our services are distributed throughout the counties we serve.

Skills Services Available by County	Community Homes	Lifesharing	Companion Services	In-Home & Community Supports	Respite Services	Behavior Support Services	Older Adult Programs	Adult Day Programs	Employment Services	Vocational Training Services	Community Participation Support	Site-Based Psychiatric Rehab	Mobile Psychiatric Rehab	Peer Support	Drop-In Centers	Opportunity Centre Clubhouse	Transportation	HUD Housing
Adams	✓	✓			✓	✓		✓			✓							
Bedford		✓			✓	✓		✓	✓		✓							
Blair	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓		✓				✓	✓
Cambria	✓	✓			✓	✓	✓	✓	✓		✓				✓			
Centre	✓	✓			✓	✓		✓	✓	✓	✓	✓	✓	✓		✓		
Clearfield	✓	✓	✓	✓	✓	✓						✓	✓					
Clinton	✓	✓			✓	✓			✓			✓	✓	✓	✓	✓		
Cumberland	✓	✓			✓	✓												
Huntingdon	✓	✓		✓	✓	✓			✓	✓	✓						✓	
Indiana									✓									
Jefferson		✓	✓	✓	✓							✓	✓					
Juniata	✓	✓		✓	✓	✓	✓	✓		✓	✓				✓			
Lycoming	✓	✓			✓	✓			✓			✓	✓	✓	✓			
Mifflin	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓				✓			
Perry	✓	✓			✓	✓												
Somerset		✓	✓	✓	✓		✓	✓	✓		✓							
Westmoreland		✓			✓				✓									
York	✓	✓			✓	✓		✓										

WHAT ARE FAMILIES SAYING?

The results from our most recent Family Satisfaction Survey are in, and we have reason to celebrate! Of all the respondents, more than 95% said they agree or strongly agree that overall they are satisfied with Skills as a service provider for their family member.

- "Aden has been an exceptional asset to my brother's team. She capably facilitates monthly team meetings, while keeping Bart at the center of the discussion, eliciting his input and validating or redirecting as needed."
- "Janet has made our daughter's life so much better since she has been taking care of her. Our friends have said they have never seen Tina smile and interact so much."
- "I feel you do an excellent job when you are working and training Debbie for new experiences. She looks forward to going to Skills every day."
- "Skills is the first place where we have had any form of peace knowing our daughter is being treated kind no matter what..."

CELEBRATING OUR

At Skills, we love to celebrate our staff, those people who profoundly touch the lives of others and best represent the spirit and values upon which Skills was founded. Twice each year, we put out a call for nominations from any staff member who has experienced a co-worker's compassion and unwavering commitment to helping others in various areas including:

- **Team Work/Team Player:** Helpfulness, Leadership, Optimism, and/or Positive Attitude
- **Opportunity:** Advocacy, Extra Effort, Initiative, and/or Vision
- **Performance:** Creativity, Motivation, Quality, and/or Safety
- **Support:** Compassion, Commitment, Helpfulness, and/or Professionalism

Honorees are chosen in the spring and fall from each region, and from these, one overall T.O.P.S. winner is chosen for the year. This year's regional T.O.P.S. honorees included:

- **Nadine Sleight**, Direct Support Professional, Residential Services
- **Eric Shultz**: Team Leader, Residential Services
- **Jeanie Snyder**: Team Leader, Residential Services
- **Kristal Brua**, Team Leader, Residential Services
- **Mary Luckadoo**, Administrative Support Assistant
- **Annie Moyer**, Direct Support Professional, Residential Services
- **Carie Kline**, Team Leader, Residential Services
- **Cindy Keefauver**, Direct Support Professional, Community Services
- **Debra Bigelow**, Administrative Support Assistant
- **Jean Forry**, Team Leader, Residential Services



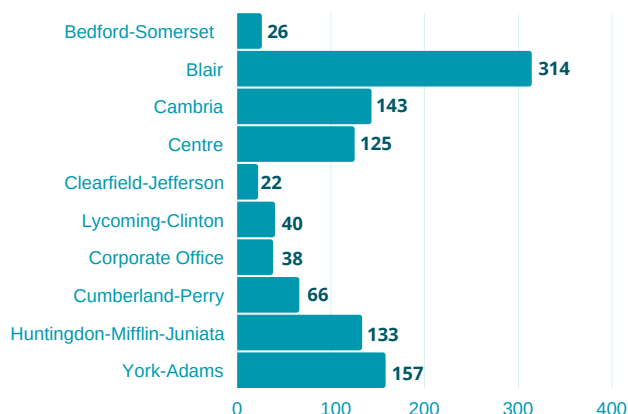
Eric Shultz (r) poses with program participant Brett (l).

This year's overall T.O.P.S. winner is: Eric Shultz, Team Leader, Residential Services!

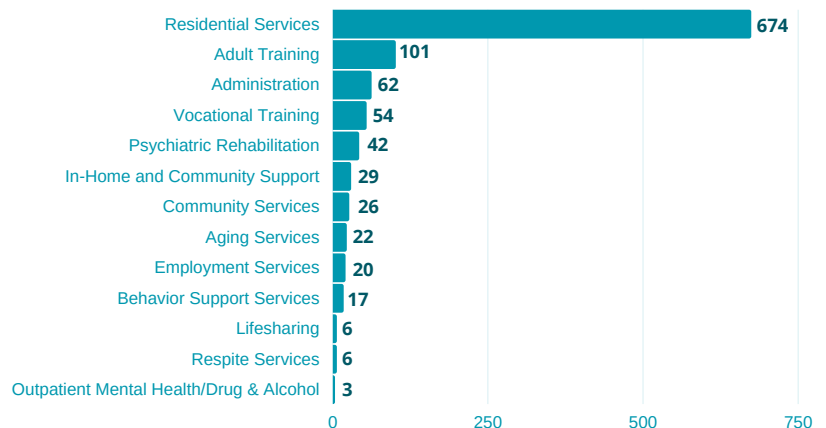
Here are a few comments shared by Eric's peers:

- "Eric gets along very well with staff and the people we support. He's very helpful and demonstrates great leadership skills. He has a positive attitude, and we never see him in a bad mood, even after a long, stressful day."
- "Eric is a very compassionate person. He really cares about his fellow co-workers and the people we support. Eric always offers help any time he can."
- "Eric does a great job with ensuring the health and safety of his staff and people we support. He stays motivated and is always coming up with ideas for things I never would have thought of. You can tell he loves his job."

NUMBER OF STAFF BY COUNTY/REGION



NUMBER OF STAFF BY PROGRAM



AMAZING STAFF

RICK MATEVISH

RESIDENTIAL DIRECT SUPPORT PROFESSIONAL, CAMBRIA COUNTY

"To me, there is no typical day as a Direct Support Professional. Every day brings something new and exciting.

The pandemic has brought challenges to all of us. This is where I become creative with the two people I support. One of the people I support loves to do crafts, so we make craft projects from cardboard and cloth. Right now, we are working on farm animals to go with the barn we built together. He is unable to use sharps and hot glue, so he draws and paints while I cut out and hot glue. We're a team!

The other person I support loves TV, so I watch TV with him. Because of my age, I've never watched the programs that he watches, so I have to learn about the characters. He makes it easy because he's into numbers, birthdays, ages, and dates. I look up these things and tell him the information he wants, which he never forgets.

I have no typical day, but what I do have is love, understanding, and patience, which I believe to be the most important aspects to bring to this job. If you bring those things with you, it's really not a job, it's an adventure that everyone can get involved in.

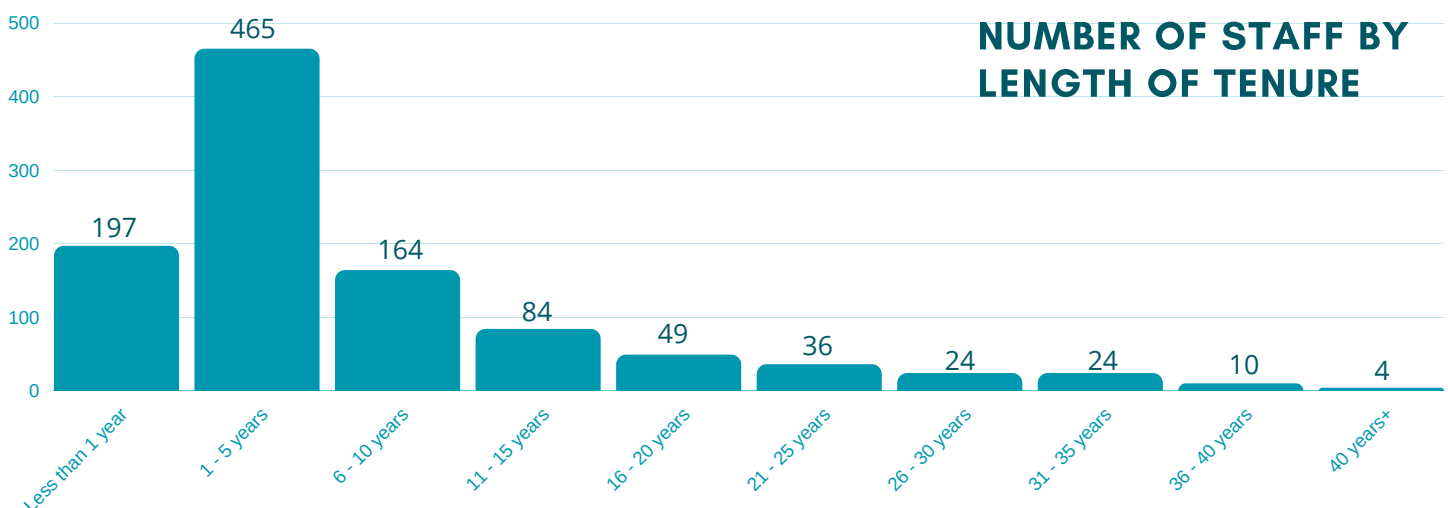
Being a Direct Support Professional requires love, respect, patience, and understanding. You have to be creative in order to do this type of work and understand that no one is 100% successful all the time as a DSP. I try my very best to focus on their welfare and happiness. I do the things the people I support like to do, and I try to take them to the places they like to go.



Rick Matevish (r) completes a puzzle with program participant Matt (l).

If you love helping another person, then this is better than a bowl of popcorn. I only wish I had come to Skills when I retired and not waited so long. I feel rewarded at the end of every shift, and this is what I tell my friends: this job makes me feel good about myself.

I think I have gotten more out of this job than any job I've had. I think both the people I support and myself have benefited from my being a DSP. To me, being a DSP means bringing joy and brightness to someone else. That's what life is all about, especially at my stage of life. It just goes to show that you're never too old to be a DSP and help others."



**2019 - 2020
Skills Foundation
Board of Directors**

Martin T. Malone
Chairperson

Ann Leiner
Past Chairperson

Joe Hurd
Director

Sharon Jones
Director

Rob Donlan
Director

Rebecca Aungst
Director

Val Barner
Director

Todd Dieffenbach
Director

FOUNDATION UPDATE

During the past year, COVID-19 impacted every area of our organization, and the Skills Foundation was no exception. Our original plan for the year contained a vibrant lineup of events including a 20th anniversary campaign for the Discovery Garden in Hollidaysburg, a memorial motorcycle poker run in our York-Adams County region, our 15th annual E.F. "Pat" Houser Golf Tournament, and a community celebration to mark Skills 60th anniversary year. Unfortunately, many of these events had to be postponed, some of them until next year.

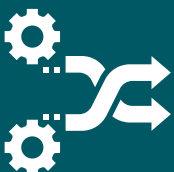
Nevertheless, the Foundation remained dedicated to its mission of allowing Skills to create opportunities and provide support for people needing specialized services to enhance all aspects of their lives. The generous gifts of our supporters allowed us to provide financial assistance to individuals Skills supports who had un-met financial, medical, and social needs. These funds were used for unreimbursed medical and dental bills, assistive technology devices, clothes, personal hygiene items, medical equipment, adaptive home improvements, and necessary living expenses.

As we enter the new year, we hope for a return to a sense of normalcy, but we also understand that change is inevitable, and we will continue to be flexible and adapt our organization as needed. We are able to do so thanks to all of the businesses and individuals who support us. To all of our generous supporters, we thank you. If you've never made a financial commitment to the Skills Foundation, please consider doing so today. Your gift will undoubtedly have an impact in the lives of the people we support today and for many years to come.



\$17,989

*provided benevolent care funding directly
to people supported at Skills*



Skills Foundation Funding Priorities

During this fiscal year, the Skills Foundation board of directors authorized some procedural changes to make additional support available to Skills. For example, in addition to funding benevolent care requests made on behalf of people supported, the Foundation also committed to providing funding for training and education of Skills' staff and increased support for new programs such as Skills' Respite House in Altoona.



MAKING A DIFFERENCE FOR BOBBY

Bobby loves living with his Lifesharing family, Janet and John. Through the Skills Lifesharing program, Janet and John brought Bobby home to live with them more than 20 years ago. Since then, Janet and John have been providing Bobby with all the love, support, and stability that a family offers.

"Bobby enjoys everything – it doesn't matter what you introduce him to. He's adaptable to everything," says Janet. "He always has a smile, he's gentle, and he's just an overall good guy."

Over the years, Bobby, John, and Janet have shared a lot of memories. They've visited Dollywood in Tennessee, Living Treasures Animal Park, and more. "We don't travel often, but we like to make it worthwhile so he will remember it," says Janet. These days, the family hasn't been doing as much traveling because of the pandemic. Still, Janet is helping Bobby stay active. They do leg lifts together while Bobby sits in his chair, and every few days they like to dance. "We listen to nothing but country!" says Janet.

As Bobby got older, Janet and John found that Bobby had a harder time using the bathtub safely. They spoke to a doctor about their worries, and the doctor agreed that he needed a walk-in tub.

Bobby's government funding was able to cover the cost of installing the new walk-in bathtub, but soon, they ran into a new problem: their 50-gallon water heater was not large enough for the new bath. Janet, John, and Bobby found themselves running out of hot water every day. Moreover, the government funding Bobby receives would not cover the expensive installation of a new water heater.

However, with assistance from the Skills Foundation Benevolent Care Fund, Janet, John, and Bobby purchased a new, larger water heater with a 75-gallon capacity – allowing Bobby to take his much-cherished baths and still leave hot water for the rest of the family.

The whole family is happy about the heater, says Janet. "Bobby loves the walk-in bath. He takes a bath every day. He likes sitting in the Whirlpool jets."



Thank you to *The Altoona Mirror* for selecting Skills as its 2019 Season of Sharing recipient!

Each year, local newspaper *The Altoona Mirror* selects a local non-profit to be the recipient of fundraising over the holiday season. We are grateful to have been the selected non-profit for 2019. *The Altoona Mirror* raised more than \$11,000 for the Skills Foundation during the Season of Sharing, bringing holiday hope and joy to our program participants. Thank you!

2019 - 2020 SKILLS SUPPORTERS

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Mary Ann Tipton
Milton Trask
Louise Tukey
Teague Willits-Kelley

Skills of Central PA respectfully acknowledges the following people in whose memory we received contributions.

Erin Beish
H. David Bernstein
Joan and Doris Carper
Gage Elder
Jason Ginter
Stan Goldman
Margaret Hall
Rosella Hammaker
Tina Hicks
David Hollern
Richard L. Irvin
Gerald Karp
Jack Kissinger
Lenore Ott
Bobby Pavlosky
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Patrick Piggs
Janet Rogers
Teri Rosenbaum
Nancy Waltersdorf
Billie Willits
Elsie Wire
Mark Zerbe

Other Gifts

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Francis Barton
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Charities Aid Foundation of
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Jay Christopher
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Ann Echols
Lori Edmunds
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Frederick J. Kissinger Fund
Michael Gardner
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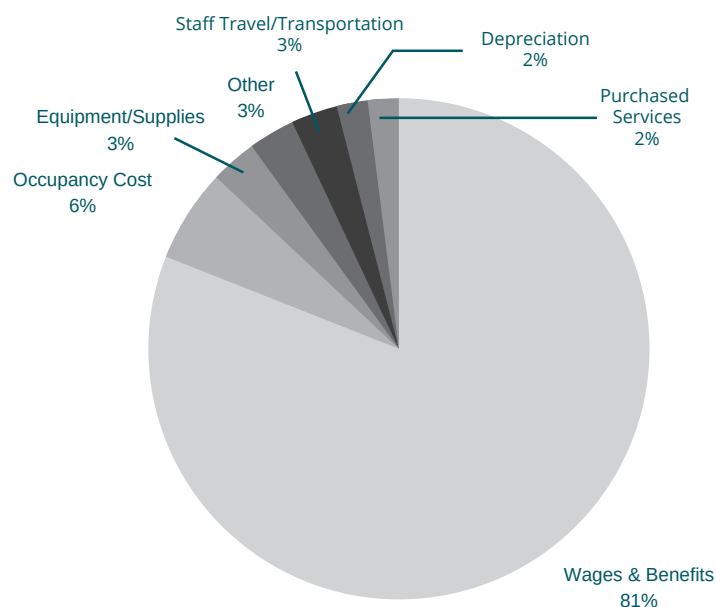
FINANCIAL SUMMARY

JULY 1, 2019 - JUNE 30, 2020*

REVENUE: \$62,315,965

TOTAL WAGES & BENEFITS: \$47,738,300

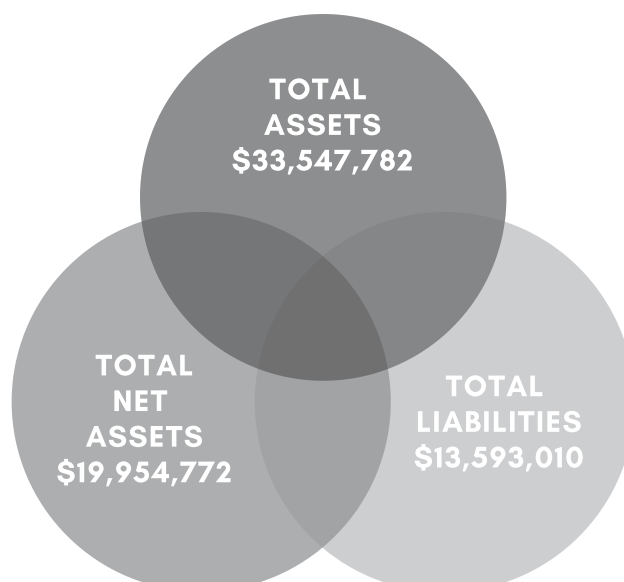
EXPENSES BY CATEGORY



REVENUE BY SOURCE

Office of Developmental Programs	\$54,202,101
Managed Care Operations	\$2,521,121
County Revenue	\$1,188,833
Client Fees	\$1,755,430
Sales - Industrial	\$523,443
Intraprogram Revenue	\$778,712
Office of Vocational Rehabilitation	\$303,197
Other	\$482,031
Tenant Assistance Payouts	\$158,223
Interest	\$125,795
Apartment Rental Income	\$118,758
Fundraising	\$58,270
Gain on Sale of Fixed Assets	\$55,845
Contributions	\$44,206
Total Revenue	\$62,315,965

BALANCE SHEET SNAPSHOT





Corporate Office

341 Science Park Road, Suite 6, State College, PA 16803
814.238.3245

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