



Skills

ENHANCING LIVES TOGETHER

ANNUAL REPORT

2021-2022



FROM OUR BOARD CHAIRS



In July of 2022, Marty Malone, above, completed his second term as Skills Group Board Chair. Laura Biggs, below, was elected as our new chairperson.



During our 2021-2022 fiscal year, Skills of Central PA has continued to thrive and deliver exemplary support, programs, and services to those individuals who count on our organization. Under the direction of a new CEO, Skills is emerging from the most uniquely challenging times in our world, with a plan for sustainability and growth that remains steadfast.

All of the essential workers that comprise the dedicated Skills staff are worthy of our praise, for soldiering through the recent pandemic and adhering to our noble mission. Speaking on behalf of the entire Board of Directors, we are extremely proud of the effort put forth to maintain the necessary daily operations of Skills, and keep the long-range vision in the crosshairs for our future.

I, personally, want to thank the entire staff of Skills and each of the dedicated members of our Board of Directors for providing the wise and ethical leadership that has guided this organization through a 62nd year of strong, stable, consistent service. Skills remains a pillar of the communities we serve, and will continue as such, indefinitely.

My term as Chair of the Board has been very rewarding, and I am thrilled and humbled to assist in continuing the legacy of excellence built by Skills of Central Pennsylvania.

Sincerely,

Martin Malone,
Exiting Skills Group Board Chair

The 2021-2022 fiscal year has seen Skills of Central PA face the challenges of the COVID-19 pandemic and chart a course to emerge continuing to provide superior support for people living with disabilities and mental health challenges.

The success of Skills is no accident, or lucky coincidence. A diverse team of intelligent, committed, compassionate, and hard-working Board Members, integrated with generous donors, and dedicated staff, is the formula that has kept Skills prosperous since 1960. When Skills prospers, so do all the people who we support. By fulfilling the honorable mission of this organization, the Skills team enhances the lives of countless individuals (and their families) in our region on a daily basis.

This year we welcomed Val Barner as our new CEO and Chris Knarr as our new COO. We all wish them the very best! We have also added two new board members, John Peters and Dennis Koehler. I look forward to working with them and the rest of the board in the coming year. I am grateful for the opportunity to be a part of this team, and look to the future, as Skills remains on solid ground in every aspect of operations and finance.

Together with our new CEO and all of the compassionate and talented Board Members and staff, I look forward to meeting all the challenges that 2023 will bring, and strengthening the commitment of Skills of Central Pennsylvania to the people we serve.

On behalf of the Skills Group Board of Directors, thank you for your continued support.

Laura Biggs
Current Skills Group Board Chair

2021-2022 BOARD OF DIRECTORS

Martin T. Malone
Chairperson

Laura Biggs
1st Vice Chairperson

Renee Johnstonbaugh
2nd Vice Chairperson

Lorrie Meloy
Secretary

Val Barner
Ex Officio Director

Chris Knarr
Ex Officio Director

Todd Dieffenbach
Ex Officio Director

Maria Brandt
Director

Tina Dallape
Director

Matt Fox
Director

Christine Hayes
Director

Sharon Jones
Director

Dennis Kohler
Director

Tulare Park
Director

John Peters
Director

Eric Toggart
Director

FROM OUR CEO

I am honored to have been named the President and CEO of Skills of Central PA in 2022. The opportunity to guide our organization is one that I take very seriously. Though we are still facing some unique challenges in our world, the dedication shown by the Skills staff has confirmed that our organization can handle any and all adversity. I am very proud to steer an organization that has continued to provide outstanding services to those we support throughout the recently arduous times.

As we continue to return to life as we knew it before the COVID-19 pandemic, our staff and the people we support have taken full advantage of the opportunities to gather with the communities in which they live and work. With festivals, fairs, and other events becoming less of a viral concern, the people connected to Skills are once again enjoying entertainment, activities, and social interaction like in "the good old days" prior to 2020.

Staffing shortages in all industries during recent years are well documented, and Skills of Central PA is finally seeing the light at the end of this dark tunnel. As more and more qualified candidates present themselves to Skills, we want to acknowledge the diligence and sacrifices made by the tenured staff that continue to rise to the occasion in supporting people 24 hours per day. Since 2020, our dedicated employees have gone far above pre-pandemic

expectations, all while keeping in mind the goal of supporting individuals in any circumstance, with caring hearts and the utmost integrity. Seeing the Skills staff in action during these trying times has boosted my faith in this organization, and all who are associated with it.

Meeting the needs of individuals and families is, perhaps, the most important work that any organization can take on. Thanks to our staff, donors, Board of Directors, and senior management team, Skills of Central PA has continued to set an exemplary standard in this field. Skills also remains financially capable of sustaining the valuable support that we provide.

After the trials and challenges of the past few years, the future is very promising for Skills of Central PA. By maintaining the resources of a caring staff committed to the achieving the best objectives, and a solid financial foundation upon which to build a strategy for the years to come, our organization can continue to focus on our mission. Skills will always remain committed to promoting independence and enhancing all aspects of the lives of people who need our support.

Sincerely,



Val Barner, President and CEO



Val Barner took over as our new CEO on January 1, 2022. Val joined Skills in 2017 as a Regional Vice President overseeing operations in Centre, Lycoming, Clinton, Huntingdon, Mifflin, and Juniata counties. She was promoted to Chief Operating Officer in 2018. As COO, Val provided oversight of Skills' daily operations to ensure that all of our programs met the needs of the people we support. Val holds two degrees from Penn State University: a Bachelor's Degree in Rehabilitation Education Services and a Master's Degree in Rehabilitation Counseling. She also has a long, successful history working in the human services industry, including a great deal of experience in behavioral health settings.

SERVICES BY COUNTY

Skills provides services in 17 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		✓	✓	✓	✓		✓	✓			✓							
York	✓	✓			✓	✓												

WHAT ARE FAMILIES SAYING?

The results from our most recent Family Satisfaction Survey are in, and we have reason to celebrate! 94% of respondents said they agree or strongly agree that overall they are satisfied with Skills as a service provider for their family member. Here are what some of them had to say about the amazing staff that work with their loved ones:

- "I feel that my family member's staff are always caring and keep him safe and treat him with respect and make him feel that they are there for him and they like him. They are always respectful of me when I call or need to change something."
- "[My son's staff] is quick to respond to any text or call, and puts a lot of time, patience, and love into the care of my son ... Every time anyone asks him if he is happy at his new home, he always replies 'Yes!' and I can tell he is sincere."
- "Staff have provided [our son] with a loving environment. We are so happy to have him there and feel extremely comfortable with the care that he is receiving. A big shout out to the entire staff for all the hard work they have put in these past two years under difficult circumstances due to COVID."

OUR FAVORITE SOCIAL MEDIA MOMENTS

Want to keep up with Skills all year long? Follow us on Facebook and Instagram!



Attendees at one of our Mental Health Awareness events made a collaborative art project.



Doyle and Seth participated in a fishing derby, and Seth won the trophy for the largest fish!



Todd and Dan had a great day out at a baseball game.



Jennifer won a gold medal in Special Olympics bowling!



Our Huntingdon Vocational Training program was recognized for their work maintaining a local garden.



A food truck visited a regional office for our employee appreciation day.



Donna and Ed from York County had fun coloring and spending time together.



Staff and families in our Lifesharing program attended PA's annual Lifesharing Conference.



Meghan visited a local pond to feed the ducks.



Renaë went on a trip to the Pittsburgh Zoo with Skills staff.



Amanda, Lisa, and Ray celebrated Groundhog Day with some adorable hats!



Don celebrated his 40th birthday with Team Leader Jess and DSP Brenda!

INTELLECTUAL AND DEVELOPMENTAL DISABILITY PROGRAMS



Residential Manager Alex (R) and Roger (L), had a great time watching the Superbowl together!



Director of Behavior Support Services Sandy Tubo practiced social and living skills with Ronnie.



People we support at our Lewistown Vocational Training program worked hard all year.



Aaron, a person we support in our Employment Services program, won a Governor's Individual Achievement Award!

Residential Programs

Our **Community Homes** are staffed 24/7 to ensure that the people who live in them can pursue their interests, live as independently as possible, and stay safe, happy, and healthy. In our **Lifesharing** program, individuals, couples, or families open their homes and hearts to people living with intellectual and developmental disabilities. Lifesharing families make sure the people they support are healthy and happy, and most importantly, give them a family and a home to call their own. **In-Home and Community Supports** are direct services provided to assist people with intellectual and developmental disabilities in acquiring, maintaining, and improving the skills necessary to live in the community, to live more independently, and to participate meaningfully in community life.

Employment Services

Skills' Employment Services team works to help people with disabilities prepare for, find, and succeed in jobs they love. They provide support with resume building, interview skills, job placement, on-the-job training, transportation, and more.

Vocational Training

At our Vocational Training programs (VTs), the people we support earn money, make friends, and learn new job skills while working on manufacturing, assembly, and packaging projects for area businesses. Our VTs have had a busy year with lots of projects to work on!

Adult and Older Adult Day Programs

Our Day Programs provide the people we support with opportunities to build connections, engage with their communities, and work on social and daily living skills. Our staff work with the people they support to set goals and create plans to achieve them through activities designed for each person's individual interests, needs, and strengths. This year, people at our day programs put in hundreds of hours of volunteer work!

Behavior Support Services

Our Behavior Support staff work to provide education, support, and interventions to people with intellectual and/or developmental disabilities who experience challenging behaviors. They approach every situation from a person-centered perspective, and work hard to understand each individual and situation so they can develop a plan to address the underlying causes of challenging behavior.

JIMMY AND PATRICK'S STORY

Jimmy and Patrick live along a hilly road in rural Northern Cambria. They've been housemates for a little over a year, and Skills Team Leader Carie Kline, who manages staff and provides direct support in their community home, says they love living together. "They get along so well, they're like brothers. They call each other brother, they want to do everything together."

Although they're a little quiet when you first meet them, Jimmy and Patrick love joking around with the staff who support them, and Carie says that they love sharing their interests with others. "Patrick's into dinosaurs and Godzilla. He can teach you and tell you anything about a dinosaur. And Jimmy's more into sports. He's a Steelers fan, and he knows I like Dallas, and he picks on me all the time. He was telling me just this morning about somebody who used to play for Dallas, and I tell you what, he knows it all. So they teach me things every day."

Jimmy and Patrick say they love shopping, going out to eat, and watching movies with

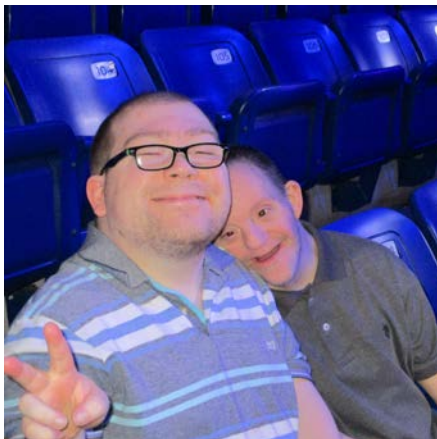
each other and the Skills staff who work in their community home. Some of the highlights of their year were celebrating their birthdays and taking an overnight trip to State College with Skills DSP Doug to see a live pro-wrestling show.

"It was Road to Wrestlemania," Patrick says. When Carie asks if they had fun going to the show with Doug and Jimmy and spending the night in a hotel, Patrick responds with an enthusiastic, "Oh yeah."

Jimmy says "Old pro-wrestling is awesome."

Meanwhile, Patrick has only become interested in wrestling more recently, since meeting Jimmy. They now enjoy watching DVDs of old wrestling matches together.

Jimmy and Patrick also had a great time celebrating their birthdays this year. "Jimmy's going to have a birthday party," Patrick told us when we interviewed him earlier this year. When Carie asked how Patrick planned to celebrate his birthday, one month after Jimmy's, he said, "I'm going to see *Jurassic World* with my brother Jimmy."



Patrick, left, and Jimmy, right, at a Road to Wrestlemania event in State College.



Jimmy and Patrick celebrate Patrick's birthday in their home in Northern Cambria.



Skills' Team Leader Carie Kline poses for a picture with Jimmy on his birthday.

INVESTING IN THE PEOPLE WE SUPPORT

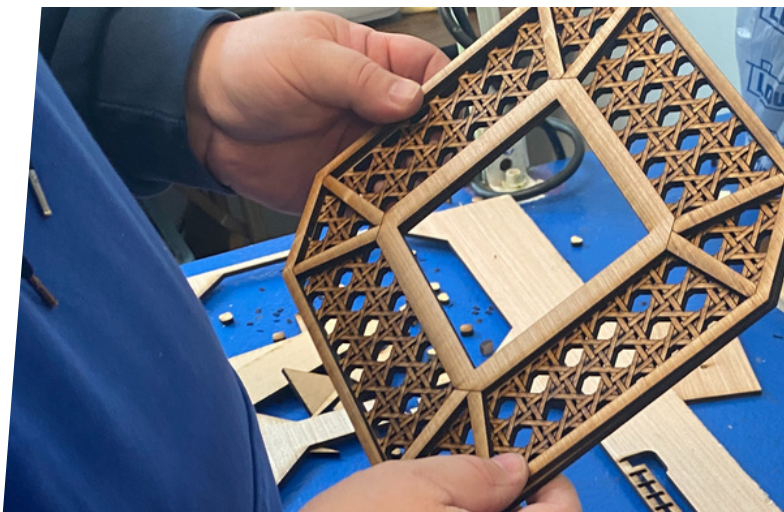
This year, the Skills Foundation invested in an exciting new way for the people we support to pursue their interests, learn job skills, express their creativity, and make connections in their communities.

In February, the Foundation purchased a laser engraving and cutting machine for our Centre County Vocational Training (VT) program. Mike Jewell, the manager of the VT, came up with the idea to order the laser. "We wanted to bring a new item into the VT so we could teach the people we support to use a piece of technology that's used in companies today," Mike said.

The laser is safe, fun, and easy to use. People we support log on to a computer connected to the laser and choose an item or design they want to create. Then, staff help them double check all the settings and prepare and load materials like wood, metal, acrylic, or tile into the machine. The machine works its magic, cutting and scoring the materials. Finally, people we support assemble and decorate their creations.

The laser has helped people at our VT build their technology, woodworking, and assembly skills, and has allowed them to explore a new type of career opportunity. They've come up with creative ideas for items to make and sell based on their personal interests and tastes. "We had a lady make some earrings, and when they were done she was able to paint them afterwards, and she was quite happy with those," Mike said. Others have made fishing and hunting themed ornaments, geometric coasters, custom dog and cat tags, and much more. Once the items are finished, staff and people we support set up booths at area craft fairs and sell their creations, giving them another great way to earn money and build connections in their community.

Donald, a person we support who has worked at the VT for around three years, says "I like basically every job that I've done in here. The people are friendly, and there's no pressure put on you. This is a good place, and I'm hoping we can do more with the laser."



SKILLS FOUNDATION UPDATES

Ukeru: Safe, Comforting Crisis Prevention

In 2022, the Skills Foundation paid for our Behavior Support and Training staff to receive training in Ukeru, a restraint-free, trauma-informed crisis management system. Our staff will now pass the training along to the rest of the organization to help all staff better support people who are in crisis.

The Ukeru system uses hands-on training, education, and specialized equipment to safely manage and diffuse crisis situations. The Skills Foundation was excited to invest in Ukeru to help keep Skills on the forefront of providing excellent support. The Ukeru system has helped keep our staff and the people we support safe and comfortable during high-stress situations. It ensures that people in crisis feel respected and are able to maintain their boundaries. Our staff say the training has helped them understand the people we support better, and has made them feel more confident in handling crisis situations. You can learn more about Ukeru at UkeruSystems.com



17th Annual E.F. "Pat" Houser Golf Tournament

In August, we hosted our 17th annual golf tournament in memory of Pat Houser, one of Skills' founding members. More than 70 golfers participated in this year's event. With sponsorship support from 44 area businesses and individuals, over \$35,000 was contributed to the Skills Foundation! The winning foursome, representing UPMC Altoona, scored 21 under par.

If you'd like to join us at next year's event, save the date for our 18th annual tournament, which is tentatively scheduled for Monday, August 21, 2023.

Moving Skills Forward: Grant-Funded Technology Initiatives

Skills' Information Technology department has been hard at work improving the systems staff use to support individuals in our residential homes. Leveraging a technology grant from the PA Office of Developmental Programs (ODP), we've been able to purchase new laptops for our residential homes. With an increased reliance on technology for the best possible support, it has become paramount for our staff to be capable of moving around homes with laptops rather than being tethered to a desktop computer. With the help of the aforementioned grant, we purchased additional laptops for our community homes, as well as more powerful wireless access points to ensure internet coverage across the entire home. We could not have done this without the generosity of the Office of Developmental Programs, and we are deeply grateful of their support!



Dr. Billie Willits Memorial Scholarship

This year, the Skills Foundation awarded its second annual scholarship in honor of former board chair Dr. Billie S. Willits. Dr. Willits was a dedicated and invaluable member of the Skills board for 20 years before passing away in 2019. A \$3,000 scholarship was awarded to Emily Clossin, daughter of longtime Skills employee Jennifer Clossin, in Dr. Willits' honor.

Emily is attending Mount Aloysius College's Pre-Physician Assistant program. She's interested in becoming a PA so she can help people, and because she knows it's a job where she'll never be bored! She'll also be playing on Mount Aloysius' volleyball team. The Skills Foundation board was honored to be able to help the children of one of our employees take a step toward achieving their career goals.



Emily Clossin (R) and her mother, Skills Administrative Support Assistant Jenn Clossin (L).

MENTAL HEALTH PROGRAMS

Our Mental Health programs promote 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. We use person-centered principals to guide our services, focusing 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.

Mobile Psychiatric Rehabilitation

Through mobile psychiatric rehabilitation, our staff meet participants in the environments of their choice and work with them one-on-one 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, activities, and groups. Participants and staff cook and eat together, and engage in therapeutic activities like painting. They also set goals and learn how to manage mental health challenges like depression, anxiety, and anger.

Opportunity Centre Clubhouse

Opportunity Centre Clubhouse, located in State College, provides a supportive environment for people whose lives have been interrupted by mental illness. Members develop their own goals for recovery and then collaborate with staff and peers to work toward achieving those goals. 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 Drop-In Centers in Cambria, Juniata, and Mifflin counties are informal community centers that provide a support network for adults with mental health concerns. They allow people to become part of a community, build a support network, and develop their skills and talents with outings, classes, and activities.

Peer Support

Our Peer Support program pairs people dealing with mental health challenges with trained specialists who have experienced their own recovery journeys. Peer Support Specialists use their training as well as their personal experiences to meet the people they support where they are and help them work toward meaningful recovery from mental illness.



We celebrated the opening of a new site-based Psychiatric Rehabilitation program in Williamsport with a ribbon cutting!



Duane and Tawney had fun welcoming community members to one of our open house events during Mental Health Awareness Month.



Staff and members at Opportunity Centre Clubhouse visited an area beach on one of their evening outings.



Caleb, a person we support in our Peer Support program, shares his amazing artwork with his Peer Support Specialist.

TAMMY SUE'S STORY

Meet Tammy Sue, a person we support at our Opportunity Centre Clubhouse (OCC), and who was previously part of our Mobile Psychiatric Rehabilitation program. As Tammy mentions in her own words below, the Clubhouse model focuses on work and membership as a way of helping participants progress toward their living, working, and learning goals. Clubhouse members participate in all aspects of clubhouse operations, functions, and decision-making processes. This year, they helped create a new website for the Clubhouse, www.StateCollegeClubhouse.org!



I have been going to the Clubhouse since I was 19 years old and now I'm 37 and a half. OCC has taught me new things, and I now know how to do them. Examples are how to pay bills and remember to put a stamp on the important envelope. Or putting the account number on the bill so the bookkeeper can be accountable for the bill too. Better yet, how balancing a checkbook can be confusing at times. But thank goodness for calculators which make it a bit easier. Sometimes I learn something new like updated resume writing.

Not only Clubhouse is my go-to for learning, but also Mobile Psych under the leadership of Jordan. She was my first Mobile Worker. We truly had a blast together even while learning too. There were times when she taught me to advocate for myself too. But to me, learning is truly a joy.

Both programs preached to me the value and importance of living my life on my terms to the best of my ability. Since then I have graduated from Skills Mobile as they are an excellent team who work very hard with their people. Same with Clubhouse's team.

If you are looking for tons or a little bit of support then I highly recommend Clubhouse or Skills Mobile or both as they work hard. So we all can be independent men and women in our own life stories. Thank you OCC and Skills Mobile...YOU GUYS ROCK!!!



MEET THE SKILLS TEAM



Amanda Hannon, Behavior Support Specialist

"My favorite thing about my job is definitely working with the people I support. They've really become like family. They love unconditionally and there's really nothing like it. I always am smiling at work, and every day is different.

Working with people with disabilities has really made me a better person. It teaches you patience and compassion, and really to see someone's whole story, not just who you met that day, but what they've been through throughout their lives."

Lori Northrup, Administrative Support Assistant

"I work in the office, but I also have lots of interactions with the people we support, and one of my favorite parts of my job is the smiles from them. I really enjoy when they come to the front desk to pick up mail for other buildings. They enjoy telling you what they are doing for the day, if it's their birthday, or something they have just accomplished, and I love hearing the stories.

I also have 17 years of experience as a DSP, and I know the difference our staff who provide direct care for the people we support make in a day. Our organization and staff care about the people we support, and every employee and individual in this organization plays an important role in our team!"



Thom Drexler, Direct Support Professional

"I had never worked with anybody with disabilities before coming to Skills. When I was offered this position, I said that I would try it for one month to see if I could do the job and if I would like the job. That was 1999, and I'm 65, and I'm still here!

It sounds silly, but the best part about my job is that when I walk into this building in the morning, everybody says good morning. And at the end of the day, they always stop and they wave and they say 'Bye, see you tomorrow!' and they've got a big smile on their face. You just walk out the door at the end of the day and you feel like a million bucks."

Cristy Rachau, Employment Services Manager

"My favorite part of my job is seeing the smile on the face of someone we support when they get their first paycheck. I also love working at our Summer Employment Program, and getting to see the students we support grow and learn.

Working at Skills has taught me to never quit learning, and that if you love your job, coming to work every day is easy. Working at company where people care for each other is a great feeling."



CELEBRATING OUR EMPLOYEES

At Skills, we know that we wouldn't be able to carry out our mission without our incredible team of around 900 employees. Every day, our staff go above and beyond to enhance the lives of people with disabilities and mental health challenges, and we're so grateful for the work they do.



Twice each year, we put out a call for staff to nominate coworkers who have made a positive impact on the lives of their peers and the people they support while living out Skills' core values. The characteristics we celebrate in our T.O.P.S. award winners are:

- **Team Work:** 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:

- **Nichole Grace**, Direct Support Professional, Blair County
- **Terry Zernick**, Direct Support Professional, Cambria County
- **Nancy Smith**, Direct Support Professional, Centre County
- **Jessica Shives**, Team Leader, Huntingdon County
- **Thomas DeAngelo**, Direct Support Professional, Blair County
- **Theresa Christoff**, Team Leader and CNA, Cambria County
- **Nadine Sleight**, Direct Support Professional, Centre County
- **Robin Cisney**, Direct Support Professional, Mifflin County
- **Kenna Cline**, Team Leader, Adams County



This year's overall T.O.P.S. winner was Nichole Grace, a Direct Support Professional at our Blair County Adult Training program!

Nichole's coworkers and supervisors nominated Nichole for the T.O.P.S. award. They said that she has a positive outlook and attitude, and is very dedicated to the people she supports. She's an excellent team-player who always offers assistance to her coworkers and takes the initiative to do things before being asked. During COVID-19 lockdown, she was excellent at finding things for the people she supports to do to stay active and happy. She is flexible and always puts those supported first and to ensure their safety.

We're so thankful to have Nichole and all of our other T.O.P.S. winners and nominees on our team!



Skills President and CEO Val Barner (r) presents Nichole with her T.O.P.S. awards.

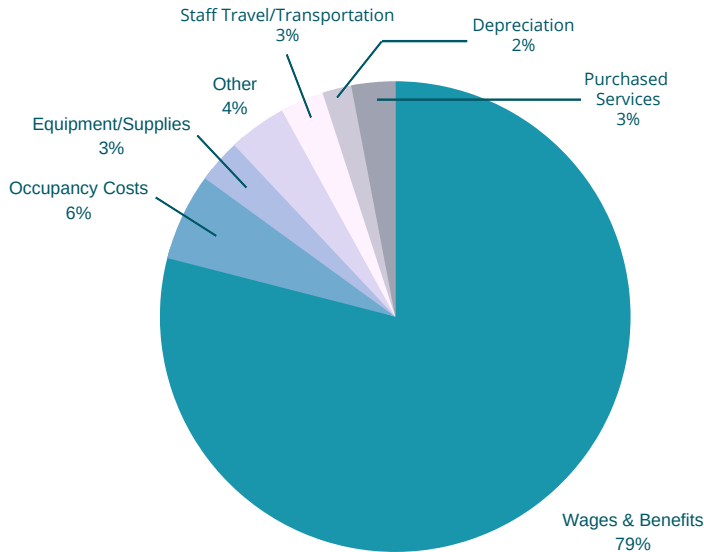
FINANCIAL SUMMARY

JULY 2021 - JUNE 2022

REVENUE: \$69,893,660

TOTAL WAGES AND BENEFITS: \$44,097,558

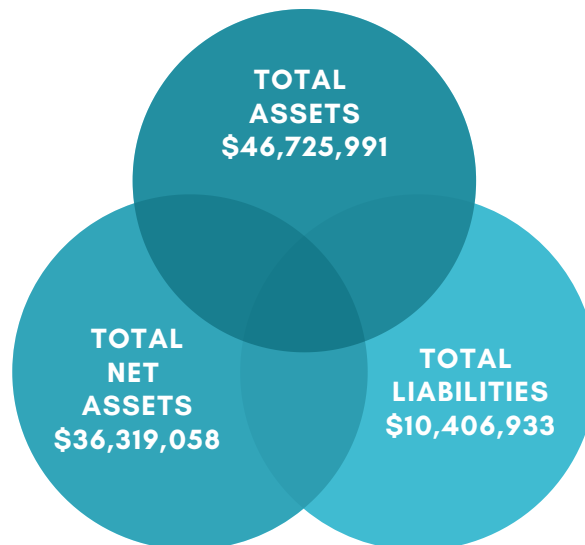
EXPENSES BY CATEGORY



REVENUE BY SOURCE

Office of Developmental Programs	\$49,647,851
Paycheck Protection Loan Forgiveness	\$9,363,345
Other	\$3,587,980
Client Fees	\$2,091,940
Managed Care Operations	\$1,726,360
County Revenue	\$1,041,779
Sales - Industrial	\$714,006
Intraprogram Revenue	\$693,706
Office of Vocational Rehabilitation	\$381,013
Tenant Assistance Payouts	\$155,001
Gain on Sale of Fixed Assets	\$143,783
Interest	\$111,805
Apartment Rental Income	\$106,593
Contributions	\$70,770
Fundraising	\$57,728
Total Revenue	\$69,893,660

BALANCE SHEET SNAPSHOT



2021-2022 SKILLS SUPPORTERS

E.F. "Pat" Houser Golf Tournament Sponsors

AmeriServ Trust and Financial Services
Arlington Heritage Grop
Blackburns Pharmacy
Bob Perks Fund
Brown and Brown
Brumbaugh Body Company
Cory Lehman
Doing Better Business
Fiore Furniture
F.N.B. Wealth Management
Galen Dreibelbis
Good Day Pharmacy
Graymont
Griffith Brothers
Heller's Gas
Jack Heckendorn
Joel Confer Toyota
John DeHaas
Keller Engineers
Lewistown Paper Company
Link Computer Group
Lynn Warehousing LLC
Mainline Pharmacy
McQuaide Blasko, Inc.
Millipore Sigma
Morgan Stanley
P. Joseph Lehman, Inc.
PennTerra Engineering
Reladyne North East LLC
Reliance Bank
Restek
Richland Holdings Real Estate
RTD Embedded Technologies
Sheetz
Stalwart Insurance
Stewart Realty, LLC
Thompson's Pharmacy
Tim Houser
UPMC Altoona
UPMC Work Partners
Wagner and Finn
Wessel and Company

Annual Appeal Gifts

Ace of Duncansville
Altoona Curve
Debra Anderson
Ronald Bailey
Val Barner
E. Scott Basom
David and Sharon Berry
Kelly and Laura Biggs
Bobik's Home Center
Andrew Bollinger
Bowersox Autobody
Judith and William Brandt
Ken and Carol Carper
Manuel Casado
Dan and Sandra Casey
Ronald and Anna Casner
Paul and Suzan Colpetzer
Mimi Coppersmith
Shawn and Kitty Cupec
Rene and Janet Damin
Todd Dieffenbach
Cecelia Doty
Geraldine Dreese
Pete and Patty Dutrow
Gwin, Dobson and Foreman, Inc. Engineers
John and Judi French
Mary Kay Fultz

Dona Goldman
Christina Goss
Mary and John Grab
Hanover Toyota
Julie Hershbine
Frederick and Deborah Hickman
Penelope Highlands
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