

AHEDD ANNUAL REPORT — 2023/2024 —



OUR MISSION

“

To serve the community as a catalyst in the employment and development of people with disabilities.

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MESSAGE FROM THE PRESIDENT

Dear Friends and Supporters,

Reflecting on this past year, I am overwhelmed with gratitude and pride. I have had the privilege of seeing our impact on communities through the positive connections we support between our participants and their employers. These success stories are the driving force behind our work every day.

A key accomplishment in our journey last year was the implementation of a new data management system. It has been a reliable platform for AHEDD's documentation that offers an opportunity for more robust data collection and analysis. As a result, the leadership team has had more effective decision-making by targeting specific areas of need sooner. At a time when human services organizations have been struggling with recruiting and keeping direct support professionals, we look for every opportunity to reward our team members. Having outcome data in the palm of our hands has allowed us to design added incentives for our dedicated team members. Recognizing their high-quality performance encourages long-term commitment to AHEDD and our stakeholders.

Our regional teams continue to flourish and expand our services to new participants each year. In addition to our core services, each regional team has been called upon to conduct strategic business outreach to strengthen our network and support those in our communities. Our Employment Network, the PA EN, welcomed new partners outside of Pennsylvania, expanding AHEDD's expertise to individuals we would not have had the privilege to work with prior. Additionally, our Board of Directors and leadership committees have continued to be engaged and insightful, ensuring that we are well-equipped to meet the needs of those whom we serve.

As we look ahead, I am filled with anticipation for the growth and opportunities that await us. Thank you to everyone who has supported AHEDD this year. Your generosity, dedication, and belief in our mission make everything we do possible.

A handwritten signature in dark ink, appearing to read "Brandy F. Burnham", with a long, sweeping horizontal line extending to the right.

Brandy F. Burnham
President & CEO

CHARITABLE GIVING

An investment in AHEDD is an investment in someone's future. Through the power of work, our participants can realize greater independence, self-sufficiency and an increased sense of worth. When thinking about your annual giving, make an impactful contribution by supporting AHEDD.



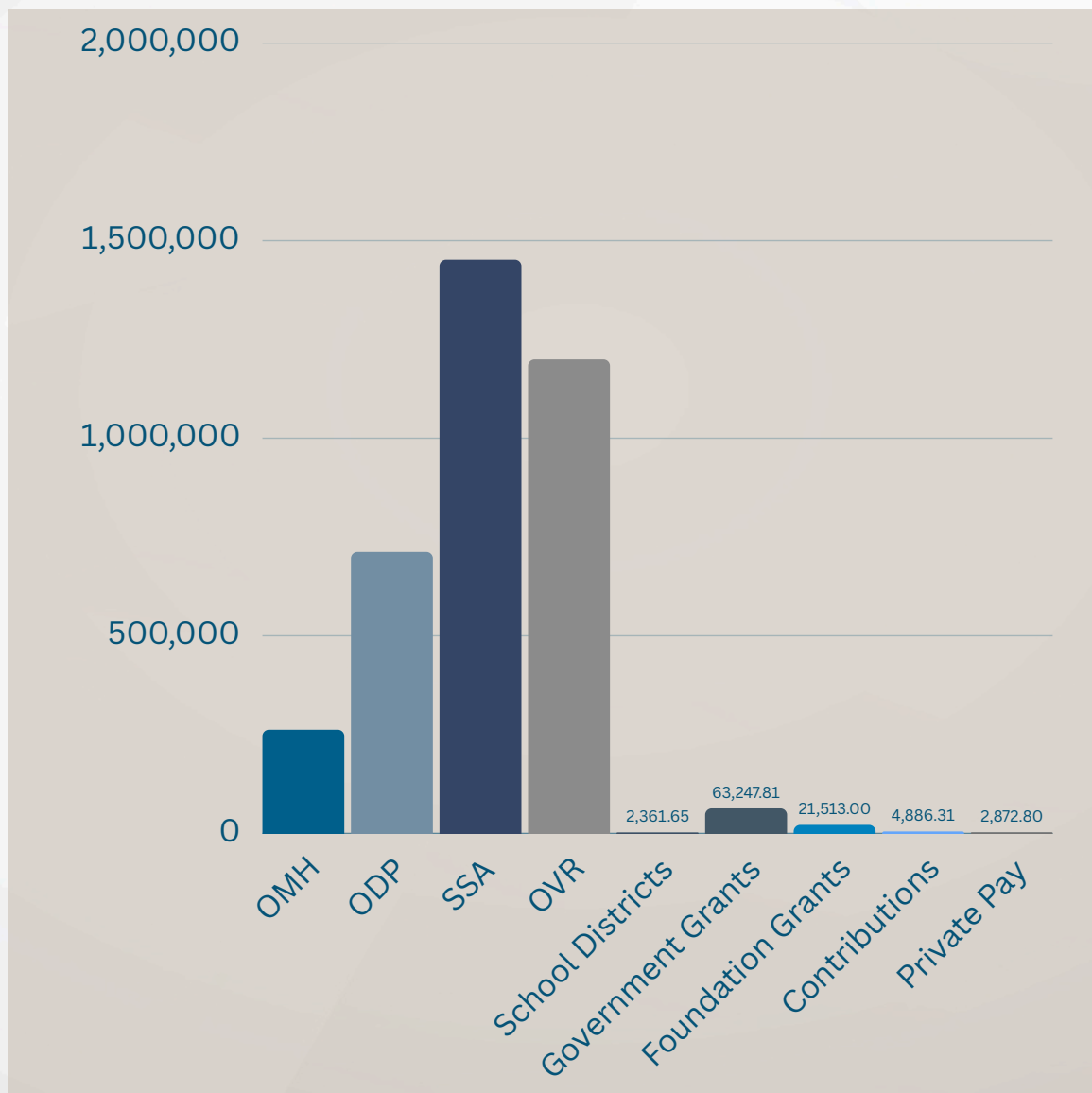
Ways You Can Give

- Visit our website, www.ahedd.org, and click the donate button
- Donate during an online fundraiser (Extraordinary Give Lancaster or Give Local York)
- Send a check or money order made out to AHEDD, to 3300 Trindle Rd, Camp Hill, PA 17011
- Hold a birthday fundraiser through Facebook
- Leave a gift to AHEDD in your will
- Consider naming AHEDD as the beneficiary of your life insurance policy
- Ask your financial advisor to include AHEDD among their list of possible charities for recommendation to their clients

FINANCIAL OVERVIEW

TOTAL REVENUE
3,960,320.15

PROGRAM REVENUE



OMH: Office of Mental Health

ODP: Office of Developmental Programs

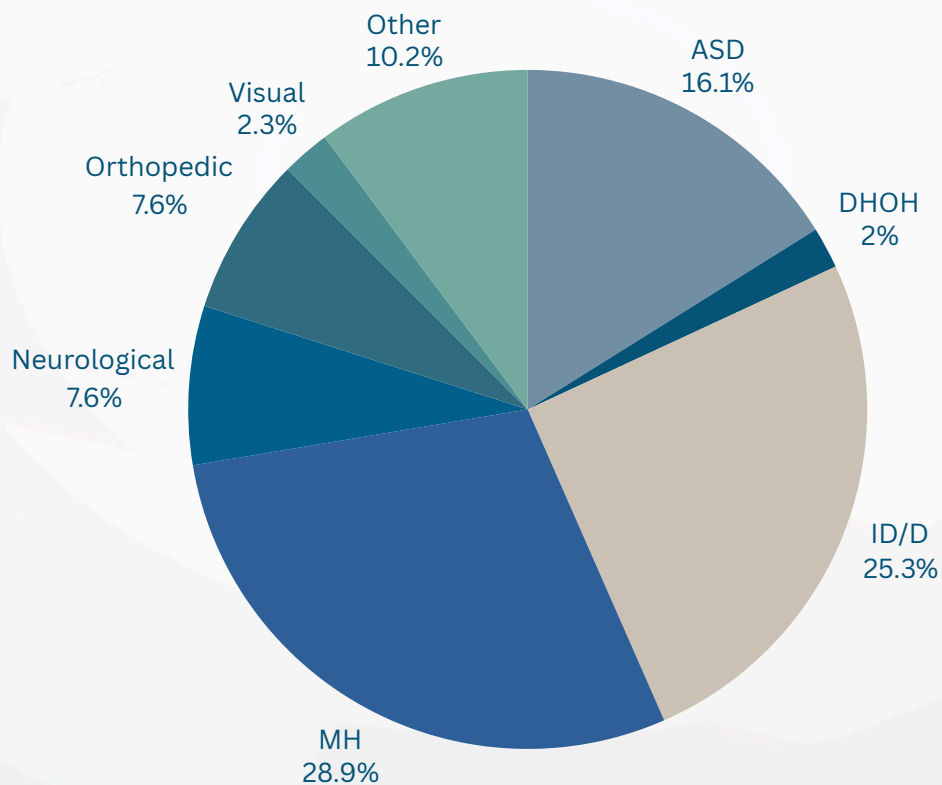
SSA: Social Security Administration

OVR: Office of Vocational Rehabilitation

NEW PLACEMENTS

Total	Youth (under 22)	Average Earnings Per Month	Earning \$2,000 or more per Month
307	71	\$1,650.80	84

New Placements by Disability Type



ASD: Autism Spectrum Disorder

DHOH: Deaf and Hard of Hearing

ID/D: Intellectual and Developmental Disabilities

MH: Mental Health

NEW PLACEMENTS OUTCOMES

When determining placement outcomes, AHEDD evaluates the number of people working consecutively within a given period of time.

85% of people placed in the last year worked consecutively for at least three (3) months

68% of people placed in the last year worked consecutively for at least 12 months



WORK INCENTIVES COUNSELING (WIC)

Work Incentives Counseling is a service that helps individuals who receive benefits from the Social Security Administration (SSA) understand how employment earnings will impact their benefits. AHEDD's Work Incentives Counseling team helps individuals achieve greater financial independence by maximizing their income and healthcare options.

1087 individuals received WIC Services

Funding source	Number Served
PA OVR Fee for Service Agreement	458
Allegheny Office of Behavioral Health (OBH)	81
SSA/ Work Incentives Planning and Assistance (WIPA)	521
PEW Charitable Trusts (young adults 18-30) ended 12/23	27

The average monthly income of all individuals receiving Social Security benefits was \$1,591

SOCIAL SECURITY ADMINISTRATION'S TICKET TO WORK PROGRAM

Since 2001, AHEDD has been partnering with the Social Security Administration (SSA) as an Employment Network in the Ticket to Work (TTW) program. The TTW increases options for SSA beneficiaries to receive their choice of employment services including; career guidance, job placement/training and work incentives counseling.

Together, partners in the TTW are improving the lives of people with disabilities by helping them achieve their career goals.

**New Tickets
Assigned to
AHEDD: 132**

**12% Increase
over the last
Fiscal Year**



TICKET
to **Work**

AHEDD'S PENNSYLVANIA EMPLOYMENT NETWORK (PAEN)

As expertise has grown, so has the idea that other organizations could share in the success of the Ticket to Work program. AHEDD's Pennsylvania Employment Network (PA EN) serves in a leadership role for partner organizations to participate in the program without the administrative burdens. This collaboration expands employment opportunities for people with disabilities across the country. AHEDD is pleased to have formalized agreements with new partners this year and looks forward to it's continued expansion.

OUR PARTNERS:

The Sierra Group



Trendline Consulting



Family Resources Associates



Family Resource Associates
PossAbilities for people with disAbilities™

STAFF AWARDS



DEB SINKOVICH

Marna J. Yingling Distinguished Service Award

Nomination from funding source:

I work at OVR and have utilized AHEDD for many years to help my customers obtain and maintain employment. Throughout those years Deb has always been a great resource and willing to take on some of the toughest customers. She has been creative in her development of CBWA sites and persistent in the pursuit of employment for my customers. I find her to be a great asset to my customer's team.

Nomination from participant's family member:

Deb Sinkovich worked tirelessly to provide Marshall with the best service! Her understanding of his needs regarding his autism were educational even for me. She demonstrated unique insight into the challenges he faced in securing employment. In fact, we miss her as she communicated so well with both of us, whether we met together or individually. She helped Marshall land 1 restaurant position and later 3 different warehouse positions since he returned from his post-secondary educational facility in 2019. She also helped him to gain interview confidence and relayed her joy of his success and accomplishments at each successful interview. Marshall is currently at Amazon and has been there for almost a year. He's still learning new skills but loves working on the "high reach", something that others do not usually want to work on. We hope he will be with Amazon for years to come. Thanks to Deb, Marshall's confidence continues to develop as a result of what he learned through her guidance. He is considering a relocation to another Amazon facility and a second chance at independent living in 2025! We're very excited about his future and are grateful for this opportunity to thank her for her kindness, diligence and service to people like Marshall.

STAFF AWARDS



BRAD MCCORMICK

Customer Feedback Award

Nomination from a PA Foodbank volunteer:

My name is Kate McElwee, I am a regular volunteer at the Danville, PA Food Bank. The purpose of this letter is to inform you that I have had the pleasure and opportunity to observe your employee Brad McCormick on several occasions while he was doing his job working with young adults with disabilities preparing them to enter the workforce, one man in particular was very challenging.

This young man was guarded and introverted, afraid to engage Brad or others and, at times, fearful and distrustful. Brad showed great patience and, with dignity and gentleness eventually found ways to make this young man feel comfortable and at ease. He nurtured and encouraged him, using great skill and traditional methods he calmed this young man and soon had him smiling, interacting with others and reacting positively to what Brad was teaching him. Kind, calm and with confident, yet reassuring demeanor, Brad made everyone at the foodbank, staff, volunteers and clients feel comfortable, he had the entire situation well within his control and understanding. It takes a special and certain type of person to do what you all do in general and what employees like Brad do in particular. I just wanted to send this letter as a way to commend Brad and let you know about his wonderful communication skills and thoughtful teaching methods.

I am not often compelled to write letters of recognition but I feel strongly that he not only made a positive impact on this young man but me as well.

Sincerely,

Kathleen M. McElwee

STAFF AWARDS

Congratulations to our South Central Regional team for:
Highest Number of Participants Reaching 12 Month Retention
&
Highest Number of Placements per Full Time Employee



Left to right:

Mackenzie Luehrs, Christina Geib, Karen Price, Sarah Guyer-Marshall, Natalie Campbell

BOARD OF DIRECTORS



MICHAEL VOVAKES

Board Chair
President & Lead Consultant
of Enterprise Group LTD

BRUCE SCHWARTZ

Emeritus
Cleanteam Building Services, Inc.



LESLIE REIS

Financial Advocate

KAREN GROSS

Admissions Coordinator
West Shore Christian Academy



CONNIE DEWEY

Educator- Retired

SCOTT RAINEY

Program Lead of the Masters of
Project Management Harrisburg University



BRANDY BURNHAM

President & CEO
AHEDD

SUCCESS STORY

Nevin Smouse

Nevin Smouse came to AHEDD in May of 2022 looking for employment. Employment Specialist, Brittany McGraw, assisted Nevin in completing several job applications and dedicated time to practice for his interviews! At first Nevin thought he wanted to work in food service or a stocking position. He was even hired at a restaurant earning \$9 an hour, but he knew he wanted to earn more and find something that was a better fit for him! This led to Nevin finding a great opportunity working at C & C Tooling earning \$15 an hour!



Nevin works at C & C Tooling as a Machine Operator! C & C Tooling is a manufacturing business who creates parts and products for customers that range from automotive industries to the United States Department of Defense! Within the first week of employment, Nevin was learning how to use the laser to cut bolts! He asked questions when he needed assistance and followed the instructions he was given very closely! He now uses machines like a press machine, sand blaster, lasers, and various hand tools in order to complete his tasks around the job site. Nevin has always been eager to learn new skills and his managers believe he can truly grow in this position! The team that Nevin works with is very supportive and is always happy to lend a helping hand. Brittany has been working with Nevin to help him safely learn new tasks and improve his skills. However, Nevin has been improving so much that his need for job coaching has gone down less and less. She said he is a fast learner and is a great asset to the team. Nevin told Brittany he likes his job so much that it doesn't even feel like it is work.

Nevin's next goal is to get his driver's license and he is even starting to work overtime to earn enough money to buy a car!

Nevin has wonderful goals for the future, and we cannot wait to see him continue to succeed in this role!