



2014 ANNUAL REPORT

# Transforming *the* Future

of those we support, their families *and* our community



**Penn-Mar**  
**Human Services**  
*Transforming Life Into Living*



# Penn-Mar Unleashes Creativity!

Penn-Mar's Adapted Art Studio program involves men and women with intellectual disabilities in the artistic process, stimulating their imagination and skills to create works utilizing a variety of recycled materials.

"City Scape" is an interpretation of a contemporary urban environment, on extended loan at the Central Market in downtown York.



*From left to right are: Frank Dittenhafer, Board Member for Central Market; Rebecca Lee and Bill Baran of Penn-Mar's Adapted Art Studio; and Cindy Steele, COO of Central Market.*

## Dear Families and Friends of Penn-Mar Human Services,

One of the comments we hear about Penn-Mar Human Services on a regular basis is that there is just something “different” about our organization. We believe that “difference” can be attributed to the commitment of our staff and volunteers as they live out our four core values of Integrity, Excellence, Collaboration, and Innovation. Our values serve as the foundation and anchor of our organizational culture, our key measure of success, and the underlying principles that guide how we Transform Life Into Living at Penn-Mar Human Services.

We believe organizational discipline is also paramount in ensuring operational and strategic successes for Penn-Mar. We understand there is an enormous responsibility and a sacred trust that has been gifted to us by the men and women we support, their families, and our community. We believe this trust should be honored by an unwavering commitment to excellence in achieving our mission. We believe that is where our stories come to life.

This report will provide a sample of the stories that are being written every day—stories of empowerment, stories of jobs, stories of friends, and stories of discovering one’s significant place in a community.

At Penn-Mar we celebrate the many stories that have been written, the many that are being written, and we keep our eyes looking forward to those who will one day allow us the privilege to begin dreaming with them about what their story will be.

*Greg and Anthony*



Gregory T. Miller  
President and Chief  
Executive Officer



Anthony Gallo  
Chairman of the Board



## CORE VALUES

Our values serve as the foundation of our organizational culture, key measures of our success, and the underlying principles that guide how we transform life into living at Penn-Mar Human Services. We live them through our daily interactions with our stakeholders (individuals we support, staff, families, volunteers, and community partners), through our service delivery methods, human resource practices, and recognition programs.

### Integrity

We hold ourselves accountable for our actions and interact in ways that are respectful, honest, fully transparent, and ethical.

### Excellence

We safely deliver remarkable supports and regularly exceed the expectations of our stakeholders.

### Collaboration

We prioritize respect, teamwork, inclusivity, and shared goals.

### Innovation

We constantly strive to be progressive and innovative leaders in the human service field.

## MISSION

Our mission is to transform life into living for individuals, families, our staff, and volunteers. We do this by providing support services, as a team, to individuals with disabilities or human service needs in ways that promote value, independence, and self-determination.



## VISION

We are leaders within the profession that serves people with disabilities and human service needs.

As pioneers in developing innovative life models for the people we serve, we deliver a full continuum of services.

Our community services division offers an innovative continuum of services, ranging from emergency support to prevention and education programs that create genuine self-sufficiency.

We support the voice of individuals, families, and clients with lawmakers and regulators.

Operationally, we are flexible and agile, capable of adapting and responding to change as we continue to fulfill our mission.

We value our employees and volunteers.

We provide our employees with competitive compensation and a work environment that is safe, healthy, and engaging.

We are well and clearly branded within our communities.

Our foundation raises the funds needed to support our mission and outreach to those in need.

# The Leadership Team



Robert Kuhn  
Chief Financial Officer

Laura Tieman  
Chief Operations Officer  
Maryland

Gregory T. Miller  
President and Chief  
Executive Officer

Jackie Stevens  
Chief Operations Officer  
Pennsylvania

Roger Marquis  
Chief Development Officer



# Employment Programs



**Customized Employment:** The objective of the Customized Employment Program is the full integration of individual adults with intellectual disabilities in a community-based employment setting. This process begins by working with individual men and women to identify their strongest skills and interests. Once these skills and interests are identified, Penn-Mar works closely with local employers to determine how these skills can be utilized to meet a specialized need. This phase involves a detailed analysis of the workflow of a particular operation within a variety of community-based settings to see where the individual from Penn-Mar might be employed to increase operational efficiency through the use of their specialized skills.

**To date, Penn-Mar has placed 75 individuals in community-based jobs at 84 locations.**

- |                                 |                                    |                                      |
|---------------------------------|------------------------------------|--------------------------------------|
| All Thread Industrial           | Giant                              | Red Lion School District             |
| American Cooling Technology     | Gordon Recycling Services          | Richman's Auto Supply                |
| Apple Automotive                | Graul's Market                     | Saubel's Markets                     |
| Archetype Frameless Glass       | Hayfields Country Club             | Sea Solar Power Coupling Corp        |
| Arena Club                      | Hereford Bed & Biscuit             | ShopRite                             |
| Athletic Lettering              | Home Depot                         | Snack America                        |
| Bank of America                 | Hunt Valley Catering               | Southern Branch YMCA                 |
| Bon Air Country Club            | Imagination Station                | South Eastern School District        |
| Broom's Bloom Dairy             | Inclusion Research Institute       | St. John the Baptist Catholic Church |
| Cape Horn Pets                  | JMT                                | Suburban Bowlerama                   |
| Central York School District    | Kelly & Associates Insurance Group | Sweet Frog                           |
| Chick-fil-A                     | Keystone Kids                      | Tremont Vending                      |
| Cintas                          | Kmart                              | True Value                           |
| Country Club of York            | Kohls                              | Walmart                              |
| Country Meadows                 | Legends                            | Wedding 411 On Demand                |
| Dallastown Area School District | M&P Amusement                      | WellSpan York Hospital               |
| DreamWrights                    | Maple Press                        | Wendy's                              |
| Dollar General                  | Mars                               | White Rose Bar & Grill               |
| Eastern School District         | McDonald's                         | Whiteford Public Library             |
| Fill'Er-Up                      | New Phoenix Pottery                | York Revolution Baseball             |
| Frank Theaters                  | Omni Graphics                      | Yorktowne Settlement Co.             |
| The Haven at Springwood         | Penn Waste                         | YMCA                                 |
| Genesis Golf Trips              | PetSmart                           |                                      |
| Gesher L'Torah                  | Prancing Pig Pottery               |                                      |

**Transitional Employment:** Transitional employment serves as an introduction to employment in a community setting. This program provides the opportunity for men and women with intellectual disabilities to work in the community in teams. Local businesses contract with Penn-Mar for specific services. Transitional employment may also lead to a customized employment setting once an individual has gained the confidence necessary to work independently.



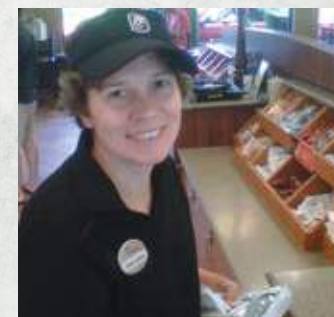
*Adam Dodd at his desk while employed at JMT.*



*Jen Sheffler organizing clothes at Kmart.*



*Dan Barczak working with the York Revolution.*



*Becky Nelson greeting customers at Chick-fil-A.*





# Charlie's Journey

As a lot attendant, Charlie drives his express van to Apple Automotive's Honda, Chevy and Nissan Dealerships to shine the tires and clean the interiors throughout the year.



Charlie lived much of his early years in a foster home. When his foster mother became too old to care for him, she recommended Charlie to Penn-Mar.

Today, Charlie lives in one of Penn-Mar's independent residential facilities and is achieving two of his lifelong goals: a rewarding job in the community and a place of his own.

Before his employment at Apple Automotive, Charlie had a job recycling toner cartridges. He did an excellent job. He cleaned them, filled them with toner and delivered them. One day he made the decision he wanted a job reflecting his interests and love of cars.

---

*Every morning Charlie is on the move. He stops in at Apple Car Wash Express and picks up the keys for the dealership vehicles on his schedule. He makes sure he has what he needs and drives his express van full of cleaning equipment and supplies to get the job done.*



*Charlie works through the lot at each dealership to keep every vehicle clean. Here, he is brushing tire shine onto every tire on the Honda lot.*



*Charlie has a special relationship with Steve Wampler, Manager, Apple Car Wash Express.*

Not long after that, Cliff Billet saw Charlie detailing his own car in a parking lot. He asked Charlie if he would like to detail his car. Charlie was delighted and showed Cliff and others his interest in car detailing, which led to Apple Automotive.

In July of 2012, Charlie made a successful transition to Apple Automotive, York, PA, as a lot attendant for the Honda, Chevy and Nissan Dealerships. During his 20-hour work week, Charlie earns a competitive wage. He picks up his van at Apple Car Wash Express, gathers the keys for the lot vehicles on his schedule, and gets the supplies to shine tires and clean the interiors.

The work ethic and pride Charlie has in his job is inspiring. He always shows up for his job on time, going out in the cold of winter and the heat and humidity of summer to do his job. He touches more keys than any employee and has never lost a key. "Doing my best" is his motto. He is known for tackling his duties by doing his best and being on the move all the time. "His job, his co-workers, and the sales teams at each dealership have a truly positive impact on Charlie's self-esteem", says Steve Wambler, Apple Car Wash Express.

"When he received a special vacuum, Charlie appreciated it greatly because he could do a better job. When I gave Charlie a performance review and a pay raise, what really meant the most to him was the recognition, not the extra money. He was quite proud of that," says Steve.



*Steve Wambler (left), Manager, Apple Car Wash Express and Bob Gilbert (right), President, Apple Automotive are impressed with Charlie's steadfast commitment to doing his job well, no matter how hot it gets during the summer or how cold it gets during the winter.*

*The sales team at Apple Honda appreciates everything he does to keep their vehicles clean and ready to sell. They are pleased with all he does — so pleased, in fact, that they bought him a jacket. The sales teams at the Chevy and Nissan dealerships are equally delighted.*



# The Best Day Ever... Five Days a Week

Few people have a great day every weekday. Susie Diffenderffer is the rare exception.

Every time she returns home from her Penn-Mar Community Learning Services group in Towson, she proclaims, "Mom, this was the *best day ever!*"

Susie's exuberance for the pilot group she's in reflects both the impact it's having on her and the promise the new initiative holds for participants in the future.

Penn-Mar launched Community Learning Services (CLS) a little more than a year ago. It's an alternative to the services that Penn-Mar offers about 100 people at its Freeland, Maryland, facility each weekday, which are facility-based and more traditional.

Mark Rivera-Junkins, Penn-Mar Community Learning Coordinator, said, "In the CLS model, there is no need for a physical structure to house the program. Many opportunities that are afforded through participation in a traditional day program are identified in the community, and the individual accesses those opportunities having never stepped foot in a day program."

So what does this look like? The Towson-based group provides a great example.

## Towson's CLS Success



Each weekday, the four participants meet Penn-Mar staff member Vicki Hinline at Graul's Café in Lutherville. They often interact with the Graul's regulars before launching into whatever Vicki has planned for them for the next six hours.

Activities include exercising at the YMCA, visiting a nursing home, working at a food bank, going to a park, greeting soldiers at the airport as part of "Operation Welcome Home Maryland," trying their hand at entrepreneurial pursuits, or a variety of other adventures.

Participants also go to Towson University for a few hours each week for occupational and speech therapy, following their individual care plans. Group members were selected for the CLS group based on their individual interests, preferences, strengths, and needs.

"Geography and personality are huge factors in determining who goes together," Mark said.



The members of the Towson-based CLS group already knew each other when the group was formed—they had been in school together and all live in close proximity.

Each one brings his or her own strengths and needs to the group. Each is on his or her own journey.

## Helping Each Other Along the Journey

**Meet Chris McCarron.** When Chris first came to Penn-Mar, his family said he wouldn't engage in any physical activities. But he did—from his very first day. Since then, he's been more willing to try a variety of physical activities. When the Towson-based group recently went to Hersheypark, Chris charged onto four different roller coasters, and wanted to try even more.



"There's stuff Chris won't do for his parents, but will do in the group because of the peer influence," Mark said.



**Meet David Hahn.** David's parents say he has "selective mutism." He speaks very little, especially at home. But in the group, he speaks more. In fact, as Vicki drives the group from one location to the next, David's peers get him to repeat words and encourage him to be more conversant. One day recently, David





went home from the group and told his mom, “Vicki’s dog died.” It was a breakthrough sentence for him.

**Meet Caroline Christofferson.** Caroline is the group socialite. She thrives on going to the nursing home and loves to pass out the gifts that the group members make for the residents. Caroline finds humor in everything. Her challenge is with her gross motor skills, especially due to cerebral palsy. Steps and changes in elevation are difficult for her to navigate, and she’s learning how to plan her steps.



“Her peers celebrate her success,” said Mark.



**Meet Susie Diffenderffer.** She’s the cheerleader for the group and keeps her peers motivated. As part of Susie’s role in the CLS group, she keeps track of the mileage for Vicki as they travel from place to place in Vicki’s Subaru Outback. Susie also answers Vicki’s phone for her when they are together.

## “It Takes An Exceptional Person”

Educator, leader, facilitator, mentor — these are a few words that describe Vicki.

Communication is a significant part of what Vicki does each day as she interfaces with the Penn-Mar staff, participants in the program, their families, and others in the community. She conducts quarterly family meetings to discuss what the group has been doing and to plot plans for the future.

A key part of her job is identifying the strengths and abilities of the group members and utilizing these strengths and abilities in the best ways possible.

For example, Vicki doesn’t allow the group members to use the handicap buttons for doors. Instead, she’s taught them how to hold doors for other people in addition to related social skills.

“It takes an exceptional person to staff a group like this,” Mark said. “Mrs. Diffenderffer applauds Vicki for her tireless dedication to support others.”



## Looking Toward the Future

One of the biggest challenges Penn-Mar faces in this new initiative is staffing.

The staff person also needs to know their community. Is public transportation available? If so, then they are encouraged to use it. They also need to know what resources and opportunities are available.

“We could have 50 groups if we had the staff for it,” Mark said.

In fact, Penn-Mar’s goal is to have 50 groups in place in the next five years.

In addition to the Towson group, another CLS group is meeting in Harford County, and groups in other locations are in the plans.

“A lot of this is about community acceptance for our participants, then having them contribute what they can to their community,” Mark said.

The Penn-Mar CLS initiative is on the leading edge among human services agencies.

Mark said some other agencies are trying similar ideas but not very successfully, and often based on a one-on-one model. Penn-Mar caps its group size at four participants and one staff member.

“Very few agencies are doing what we are doing,” said Laura Tieman, Chief Operations Officer for Penn-Mar. “It’s really part of our strategic plan here at Penn-Mar. This program is a big shift. We are ahead of the pack.”

## Pushing the Boundaries of Independence

While the Towson CLS group rarely goes to the Penn-Mar Freeland facility, the group used it for one of its quarterly family meetings. The individuals in the program planned the menu and prepared a three-course meal for their families. Group members even decorated the tables and served the meal.

Vicki and Mark pushed the boundaries of independence for the group members and took them to Ocean City, Maryland, for three days. Participants had to make





But then some days are just plain fun—the Hersheypark day, for example.

Mark said after the participants had pushed him to his roller coaster limit, they headed out of the park and came across a band playing. Group members began dancing to the music. Some of the performers joined in the dancing. Later, the CLS group stopped at a restaurant in Harrisburg where an anonymous patron paid the tab for the entire group.

All in all, it was a very good day for the group.

For Susie, it was certainly a “best day ever.”

their own beds, prepare their lunches, and be independent in other ways. They also went to lifeguard camp. There, they enjoyed the opportunity to sit in the lifeguard chairs, use flotation devices, and wave the flags the lifeguards use.

Parent chaperones were included in the Ocean City trip but will not go on an upcoming trip to Williamsburg, Virginia.

“One of the greatest struggles for parents is letting their children be more independent. We give the individuals bits of independence as we can. The skills of the individual will come out when the parents are not present,” Mark said.

The Towson-based group also has taken on some entrepreneurial pursuits. Group members made patience bracelets, first experimenting with different materials and ways of making them. They also developed a pamphlet and marketing plan for selling them at local places.

Vicki also has the group working on a greeting card line. Each participant has a role in producing and selling them.

“The CLS program is about more than leisure recreation,” Mark said.



*Many Penn-Mar individuals push the boundaries of independence at Hersheypark.*



# Southern Community Services

Southern Community Services (SCS) is Penn-Mar's community social services division helping individuals, families, and communities deal with basic needs. These needs include food and shelter, and more complex issues posing more complex threats to well-being, such as substance abuse and suicide.

To help meet all of these needs, SCS provides short-term counseling, case management, and life management programs to help individuals and families meet a variety of different challenges. In recent years, SCS has concentrated significant time and effort to analyzing the underlying reasons for the high rate of suicide throughout York County. As part of this work, SCS created the York County Suicide Prevention Coalition for numerous public and private agencies to combine their efforts in addressing this issue in our community. In cooperation with the York City Mayor's Office, the Director of SCS held the first workplace suicide prevention program for more than 300 men and women employed by the city.





# Foundation

The purpose of the Penn-Mar Human Services Foundation is to provide financial support to Penn-Mar Human Services. The Foundation is giving over \$500,000 to Penn-Mar (PMHS) in addition to growing its endowment.

Assets which are managed by the Foundation continue to increase each year. For example, FY14 saw total asset growth of \$1,302,583 for a total of \$5,215,770 (as of June 30, 2014). Accumulation of assets include cash gifts, new gifts and pledge payments to the endowment, as well as additions to the pooled asset trust and a change in market value (unrealized) in the investment portfolio.

---

Penn-Mar Human Services Foundation	\$ 3,739,484
Pooled Asset Trust	\$ 1,293,604
York County Community Foundation	\$ 173,407
Baltimore Community Foundation	\$ 9,724
Total	\$ 5,216,219

---

Tim Chase, Chair of Penn-Mar Human Services Foundation and also a member of the Penn-Mar Human Services Board of Directors, says, "We are headed in the right direction with current contributors increasing their support and new contributors joining the campaign." Our community has a better understanding of the mission and importance Penn-Mar plays in Maryland and Pennsylvania. We are on track to realize our goal of adding an additional \$5M to the endowment (gifts and pledges) by June 30, 2015.

Two of our endowments are represented by the following:

## Keith Peterson Endowment

In the fall of 2012, we launched a campaign to create the Keith Peterson Endowment to honor our retiring CEO. Many of you participated in this mini-campaign, which raised \$60,000. The Endowment over the last 18 months has grown to a value of \$65,000. This spring, after all other funding options were exhausted, we received a request to purchase a mini-lift to support a gentleman and the staff at one of our homes. The cost of the mini-lift was \$2,611.59. The lift has provided Charles and the staff an enhanced experience—making getting in and out of bed, moving to the shower, and general mobility much easier and safer. The distribution to support the purchase of the mini-lift was unanimously approved by the Foundation Board at its May meeting.

## Direct Support Staff Endowment

Penn-Mar Human Services Foundation created a new endowment fund to recognize and retain high-quality direct care support professionals. We have always believed that hiring the very best direct support staff is necessary and vital. As you know, the challenge for us has always been keeping good staff in place. The Direct Support Staff Endowment Fund will help us keep more of the best direct care staff in place doing the job they love. Support for the Direct Support Staff Endowment will be used to:

- Improve the quality of life and secure the future of the individuals we support by having competent, qualified, and dedicated direct support professionals caring for men and women with intellectual disabilities.
- Increase direct support professionals' total compensation, which will positively affect employee turnover and save tens of thousands of dollars currently spent on recruitment, training, and orientation.





# Business and Foundation Contributors

## Businesses

5 Wacky Women  
About Faces Day Spa  
Access Bus & Van Sales  
Accomac Inn  
Active Network, LLC  
Aero Energy  
Alex Cooper Oriental Rugs  
Alvaré Associates  
Antrim 1844  
Apple Hill Dentistry  
The Arc Baltimore, Inc.  
Archetype Frameless Glass, Inc  
Aruba Sun & Spa  
AT&T Employee Giving Campaign  
Baltimore Blast  
Baltimore Community Foundation  
Baltimore County Development Block Grants  
Baltimore Marriott Inner Harbor at Camden Yards  
Bank of America Charitable Foundation  
Barrett's Grill  
Bath Fitter/Snyder Homes and Service  
Bel/Stewart Connector  
Bindagraphics  
Blevins' Septic Service  
The Blue Moon Restaurant  
Boordy Vineyards  
Borden Portfolio Management  
Brooks-Huff Tire & Auto Centers  
Brown Advisory Group  
Brown's Orchards & Farm Market  
C. Haugh & G. Haugh Trustees  
Cabot Creamery Cooperative  
CareFirst/Blue Cross Blue Shield  
CBY Systems, Inc.  
Charm City Run  
The Chase Family Fund of the Fidelity Charitable Gift Fund  
Chesapeake Community Advisors  
Chesapeake Employers Insurance  
Church World Service, Inc.  
Codorus Township  
Colony Papers, Inc.  
Corbin Auto Repair, Inc.  
Council of Colts Corrals, Inc.  
Country Club of York  
Cranbrook Liquors  
Cross Roads United Methodist Church

Dollar Energy Fund, Inc.  
Dover Area School District  
EA Engineering, Science, and Technology Inc.  
ECHO (Employees Charity Organization of Northrop Grumman)  
Elizabeth Jacob Spa & Salon  
Erbe Spa  
Eugenia's Gems  
ExxonMobil Fleet Sales  
F. X. Knott Associates Inc.  
Fidelity Charitable Gift Fund  
FirstGiving  
France-Merrick Foundation  
Glatfelter Agency  
Glatfelter Insurance Group  
Glen's Auto  
Gordon's Body Shop  
Grace United Methodist Church  
Gramercy Mansion  
Grandizio, Wilkins, Little & Matthews  
Graul's Supermarket  
Great-West Life & Annuity Insurance Company  
The Grumbacher Family Foundation  
Hall's Ice Cream, Inc.  
Hammond's Body & Paint Shop, LLC  
Har-Kel Inc.  
Harford Alarm Company  
Harry L. Bubb Associates, Inc.  
Heaps Oil Company, Inc.  
Heritage Hills  
Highland Turf Inc.  
Highmark Casualty Insurance Company  
Hunter Mill Farms, LLC  
Immanuel United Methodist Church  
J & L Chimney and Services  
J. Brown Jewelers  
JMM Services Inc.  
Joppa Road Pharmacy  
Joseph S. Herbert Grounds Maintenance  
JP Morgan Chase & CO.  
Keller-Brown Insurance  
Kelly & Associates Insurance Group  
Kinsley Construction  
Knights of Columbus  
Kona Ice  
Koons of Westminster

Ladies Auxiliary VFW Post 7012  
Lowe Construction  
M & T Bank and M & T Charitable Foundation  
Magical Affinity  
Maryland Developmental Disabilities Council  
McDonald's Restaurants  
Meehan & Roby  
Members 1st Federal Credit Union  
The Merz Group  
Metro Bank  
Miles Appliance Store  
The Milton Inn  
Morgan Stanley  
Mt. Airy Liquors  
Mudd, Harrison & Burch, LLP

National Philanthropic Trust  
Nelson Coleman Jewelers  
New Freedom Borough  
New Freedom Lioness Club  
New Freedom Lions Club  
New Freedom VFW Post #7012  
New Hope (Fissel's) United Church of Christ  
New Standard Corporation, Inc.  
NFO Partners  
O'Shea Lumber Company  
The Olde Liberty Shoppe  
One Straw Farm  
PDC Pharmacy  
Penn-Mar Irish Festival  
PeoplesBank, a Codorus Valley Company  
Perform Group, LLC  
PNC Bank

PNC Foundation Matching Gift Program  
Quaker City Paper Company  
Ravens Roost 116  
Ream Printing Company, Inc.  
Reisterstown Boarding Kennels, Resort & Spa  
Reliable Churchhill  
Rhona's Place  
Riverside Lodge No. 503 F. & A.M. Charity Fund  
RMD Portraits  
The Rocco Santoro Memorial Fund  
Rotary Club of York  
Sandra Paetow Photography  
Santander Bank N.A.  
Saubel's Market, Inc.  
SC&H Group, LLC  
Select Benefits Communications Group



*Saubel's Markets generously presents a check to Penn-Mar Human Services following a successful Facebook promotion.*



Shrewsbury Borough Municipal Authority  
 Shrewsbury Home Residents Council  
 Treasury Fund  
 Shrewsbury Township Supervisors  
 Shrewsbury True Value Plus  
 Shrewsbury Wash-N-Stor  
 Smith Village  
 Southern Auto Tech  
 Southern York County Business Association  
 Southern York County Rotary Club  
 St. Johns Lutheran Church of Sweet Air  
 St. Paul's Independent Church

The Stewart Companies, Inc.  
 The Stewart Foundation  
 Stewartstown Lioness & Lions Club  
 Stewartstown Presbyterian Church  
 Stoneleigh Elementary School  
 Strand Capitol Performing Arts Center  
 SunTrust Bank  
 Susquehanna Bank PA  
 T. Rowe Price Foundation, Inc.  
 TESSCO Technologies, Inc.  
 The Growing Edge  
 Tops PA 1561 Glen Rock

Towson Elks Lodge #469  
 Toyota Dealer Match Program  
 TransitionGuides, Inc.  
 Trinity United Methodist Church  
 Tweed-Weber, Inc.  
 United Way of Central & Northeastern  
 Connecticut  
 United Way of Central Maryland  
 United Way of Greater Milwaukee, Inc.  
 United Way of Greater Philadelphia and  
 Southern New Jersey  
 United Way of Greater Susquehanna Valley

United Way of Lancaster County  
 United Way of the Capital Region  
 United Way of York County  
 University of Maryland  
 Van Dyke and Bacon Shoe Stores  
 VCA Old Trail Animal Hospital  
 Visiting Angels Living Assistance Services  
 Watson Caterers  
 Wedding 411  
 Wells Discount Liquors  
 Wells Fargo Community Support Campaign  
 WellSpan Health

WMS Partners  
 Woodhall Wine Cellars  
 York County Community Foundation  
 York County Planning Commission  
 York Jaycees Chili Cook-Off Committee  
 York Revolution  
 York Traditions Bank  
 The Yorktowne Hotel

## Individual Donors

Mr. Michael T. Adcock  
 Mr. and Mrs. Theodore Ahrendt  
 Mr. Matthew Aldinger  
 Mr. Michael J. Allen  
 Mr. and Mrs. Richard Allen  
 Mr. and Mrs. Chris Allio  
 Anita Alvaré-Gaynor  
 Ms. Michele Amberman  
 Mr. and Mrs. Charles Anderson  
 Mr. and Mrs. David Andreychek  
 Anonymous  
 Mr. Blair Ansell and Mrs. Susan  
 Nagorny-Ansell  
 Dr. and Mrs. Douglas Arbittier  
 Mr. Geoffrey Arrowsmith and Ms. Emily  
 Fuller  
 Ms. Patsy Artz  
 Mr. and Mrs. Christopher Aspey  
 Ms. Dianne L. Atkins and Mr. John A.  
 Bertolatus  
 Ms. Eugenia M. Atkins  
 Ms. Rhoda Bahn  
 Ms. Jan Baily  
 Mr. and Mrs. Charles W. Baldiswieler  
 Mr. and Mrs. Steve Bankos  
 Mr. and Mrs. Ryan Bannister  
 Mr. and Mrs. Christopher Bare  
 Ms. Beverly J. Bareham  
 Mr. and Mrs. Henry Barnhart  
 Mr. and Ms. Kevin m. Barnhart  
 Mr. Milton A. Barrett Jr.  
 Mrs. Barbara H. Barrows  
 Mr. Bruce Bartels and Ms. Romana Li  
 Ms. Nancy Bartenfelder  
 Ms. Susan Batlas  
 Mr. and Mrs. William B. Beazley  
 Ms. Marion D. Behrens  
 Mr. and Mrs. Douglas A. Beigel  
 Mr. and Mrs. Nathan Beigel  
 Dr. Lise Satterfield and Mr. Peter Bell

Ms. Lisa Benkert  
 Mr. and Mrs. Thomas Bennett  
 Mr. and Mrs. Gary S. Bernstein  
 Mr. and Mrs. Richard J. Biel  
 Mr. and Mrs. Cliff Billet  
 Mr. and Mrs. Walter E. Bird  
 Mr. Harry C. Birkmaier  
 Mr. and Mrs. James R. Bishard  
 Ms. Gerri Bisignani  
 Mr. and Mrs. Mark D. Bittner  
 Mr. and Mrs. Shawn Blasser  
 Ms. Brenda Blevins  
 Ms. Sharon Blough  
 Mr. Max Blumenthal Esq.  
 Mr. and Mrs. Joseph Boan  
 Mr. Andrew J. Bobby  
 Ms. Mary F. Boeh  
 Ms. Teresa E. Bohlen  
 Ms. Lynn Bolin  
 Mr. and Mrs. Thomas Bond  
 Ms. Rose Booze  
 Ms. Linda Borgmann  
 Ms. Christine L. Bosley  
 Mr. and Mrs. Fred Botterbusch  
 Mr. John L. Bovaird and Ms. Ellen M.  
 Warnock  
 Mr. Clay Bowden  
 Ms. Jennifer Bowders  
 Mr. Rob Bowen  
 Ms. Linda Bowman  
 Mr. Samuel J. Boyd  
 Mr. Matthew S. Bozievich and Ms. Anne  
 E. Bozievich  
 Mr. and Mrs. Darvis S. Bradfield  
 Mr. and Mrs. Michael J. Bradley  
 Ms. Judy Breighner  
 Mr. David Breniser and Ms. Pamela Minnick  
 Mr. and Mrs. Tom Bross  
 Mr. and Mrs. Stanley E. Brown  
 Mr. and Mrs. Richard Brown

Ms. Sarah M. Brown  
 Ms. Suzan Brown  
 Ms. Amber Brunicke  
 Mr. and Mrs. Richard J. Biel  
 Ms. Deborah Buie Esq.  
 Mr. and Mrs. Ken Bullock  
 Mrs. Celina M. Bunker  
 Mr. and Mrs. Brian Burkhart  
 Mr. and Mrs. Sean I. Burns  
 Mr. and Ms. James S. Buser  
 Mr. and Mrs. Lester J. Buttion  
 Mr. David M. Butts  
 Mr. and Ms. Warren Cadwallader  
 Ms. Sheila Cain  
 Mr. and Mrs. Frederick Callahan  
 Mr. and Mrs. Larry Callahan  
 Mr. and Mrs. William Cambley  
 Mr. and Mrs. Rodney J. Campany  
 Mr. and Mrs. Mel Campbell  
 Mr. and Mrs. Anthony Campisi  
 Mr. and Mrs. Jim Canatella  
 Jody Carlton  
 Ms. Carol Carr  
 Ms. Jennifer Carter  
 Mr. and Mrs. Michael Caum  
 Mr. and Mrs. Kenneth Chamberlin  
 Mr. Timothy W. Chase  
 Mr. and Mrs. Wilson Chicos  
 Mr. and Mrs. Peter Christofferson  
 Mr. Ellington Churchill  
 Mr. and Mrs. Joseph Cimino  
 Mr. and Mrs. David Citron  
 Ms. Joyce Clasing  
 Ms. Linda Collevocchio  
 Mr. and Mrs. Richard Compton  
 Mr. and Mrs. Michael A. Conley  
 Mr. and Mrs. Kevin Connelly  
 Mr. and Ms. Ricardo Costa  
 Ms. Jacqueline Costello  
 Mr. and Mrs. Frank Countess

Ms. Rosemary Countess  
 Mr. and Mrs. Daniel Coyle  
 Mr. and Mrs. Sam Coyle  
 Ms. Mary R. Craig  
 Mr. and Mrs. Tony W. Craumer  
 Mr. Stuart Crook  
 Mr. and Mrs. Joe Crosswhite  
 Mr. and Mrs. Jim Crowley  
 Mr. and Mrs. Roland E. Cumor  
 Cloice S. Damaro  
 Mr. and Mrs. George Daneker  
 Mr. and Mrs. David Dansberger  
 Mr. and Mrs. Joseph Dantoni  
 Ms. Nicole Dausinger  
 Mr. and Mrs. Tom Davidson  
 Ms. Marie Davidson  
 Ms. Susan Davidson-Linton  
 Mr. and Mrs. Charles T. Davis  
 Mr. Fred Debaugh  
 Mr. and Mrs. Andrew Deffendall  
 Mr. and Mrs. Paul H. Dellinger  
 Ms. Lenora Dembeck and Ms. Marlene Foust  
 Mr. and Mrs. Thomas Dempsey  
 Ms. Carol-Ann Denning-Spangler  
 Ms. Joann DeRose  
 Mr. and Mrs. William Despeaux  
 Mr. and Mrs. Albert J. Diehl  
 Mr. and Mrs. RB Diffenderffer  
 Mr. and Mrs. Joe DiMaggio  
 Mr. and Mrs. Paul F. Dipangrazio  
 Capt. Joseph DiPaola  
 Ms. Nancy DiPaola  
 Mr. Frank Dittenhafer and Ms. Sue Ann Kline  
 Mr. Henry C. Dobbbs  
 Mr. and Mrs. John E. Dolly  
 Mr. and Mrs. Joseph Dominick  
 Mr. James F. Donahue  
 Mr. and Mrs. Keith A. Dorsey  
 Ms. Sandra Dougherty  
 Mr. Matthew Douglass

Mr. and Mrs. Timothy Doyle  
 Ms. Reba Draiman  
 Mr. and Mrs. Paul Drinks  
 Ms. Jean Dugan  
 Mr. and Mrs. Stephen J. Dumars  
 Mrs. Lois V. Duscha  
 Dr. Dennis Eaton and Ms. Gina Tamberino  
 Governor and Mrs. Robert L. Ehrlich Jr.  
 Mr. Rick Eisenhart and Ms. Jennifer Parks  
 Mr. and Mrs. Stewart F. Eisenhart  
 Ms. Melissa English  
 Mr. Kenneth H. Ervin Jr.  
 Mr. and Mrs. William Eshler  
 Mr. and Mrs. J. Michael Estes  
 Mr. Frederick C. Fay II  
 Mr. and Mrs. Michael Fenske  
 Mr. and Mrs. Mark Ferg  
 Mr. and Mrs. Charles Ferraro  
 Mr. and Mrs. Dana Fink  
 Mr. and Mrs. Harry Finke  
 Mr. John Finlayson  
 Ms. Joyce A. Fitch  
 Mrs. Carolyn J. Fitzgerald  
 Mr. Samuel Fix  
 Mr. and Mrs. William Fleck  
 Mr. and Mrs. Robert Fletcher  
 Mr. and Mrs. Daniel Flick  
 Mr. and Mrs. Dean Flowers  
 Mr. and Mrs. Steven Forster  
 Mr. and Mrs. Duff Forsythe  
 Mr. and Mrs. Harold S. Fox  
 Mr. and Mrs. Carl B. Freidhoff  
 Mr. and Mrs. Chris Frew  
 Mr. and Mrs. Glenn J. Frey Jr.  
 Ms. Ann M. Frey  
 Dr. Donald Fries  
 Ms. Betty Fulco RN,RD  
 Ms. Janice A. Fulton  
 Mr. James Gallagher  
 Mr. and Mrs. Anthony P. Gallo



Ms. Teresa Gallo  
 Mr. and Mrs. Thomas Gandolfi  
 Ms. Linda A. Garrett  
 Mr. and Mrs. Edward J. Garrish Jr.  
 Mr. and Mrs. Joe Gebhardt  
 Mr. and Ms. Walter K. Gettle  
 Mrs. Margaret Gibbs  
 Mrs. Patti L. Gibney  
 Mrs. Diane Gieda  
 Mr. Gary M. Gilbert II  
 Mr. and Mrs. Peter Gilbert  
 Mr. and Mrs. Glenn Gilden  
 Mr. David Gillmen  
 Mr. and Mrs. Claude E. Gladfelder  
 Mrs. Susan Glatfelter  
 Ms. Amanda Glenney  
 Ms. Elyse Golueke  
 Mr. and Mrs. Stephen L. Golueke  
 Mrs. Linda Goode  
 Mr. and Ms. Michael Goodling  
 Ms. Susan C. Gordes and Mr. Ed Vogel  
 Mr. and Mrs. Timothy Green  
 Mr. and Mrs. Charles R. Greenland Jr.  
 Mr. and Mrs. Steven A. Grizzell  
 Mr. and Mrs. Larry Gross  
 Mr. and Mrs. Randy Gross  
 Mrs. and Mr. Deborah L. Grove  
 Ms. Patricia Guarino  
 Mr. and Mrs. Lawrence Guertin  
 Ms. Michele Guyer  
 Mr. Joseph P. Hackett  
 Mr. and Mrs. Homer Hafer Jr.  
 Mr. and Mrs. Terry Lee Hagerich  
 Dr. and Mrs. Suk-Kyun Hahn  
 Mr. and Mrs. Charles Hale  
 Colonel (Ret.) and Mrs. Michael A. Hamilton  
 Mr. George F. Hand Sr.  
 Dr. and Mrs. Todd E. Phillips  
 Dr. Laura Harlan and Mr. Eric Harlan  
 Mr. and Mrs. Eugene A. Harman  
 Mr. Jimmy E. Harmon  
 Mr. Michael Harrington  
 Mr. and Mrs. Thomas Harrington  
 Mr. and Mrs. Tim Harrington  
 Mr. and Mrs. Frank Harro  
 Mr. and Mrs. Gregory T. Hartman  
 Mrs. Barbara Hebel  
 Mr. and Mrs. John Hebel  
 Mr. Patrick Heelen  
 Mr. and Mrs. Dennis Heinle  
 Mr. and Mrs. Michael Heisler  
 Ms. Theresa Hellman  
 Mrs. Theresa J. Hellman and Mr. Richard A. Hellman  
 Ms. Mary Lou Hendrix  
 Ms. Kathleen Henshaw

Mr. Larry Herwig  
 Mr. Earnest Heyne Sr.  
 Mr. and Mrs. George Hiddemen  
 Mr. and Mrs. Barry Hidey  
 Ms. Marianne Hieber  
 Mr. and Mrs. Robert A. Hilbert  
 Ms. Betty Hill  
 Mr. and Mrs. Daniel Hill  
 Mr. and Mrs. David M. Hisey  
 Ms. Jeanne Hodge  
 The Honorable Doug Hoke  
 Mr. and Mrs. Eric Holmberg  
 Ms. Deborah Holmes  
 Mr. and Mrs. Joseph Honeychuck  
 Ms. Anne Hopf  
 Mr. and Mrs. Stephen M. Horchar  
 Mrs. Carol Horsley  
 Mr. and Mrs. Ed Howe  
 Mr. and Mrs. Michael Howley  
 Mr. and Mrs. Brian Hubbard  
 Mr. and Mrs. Frederick M. Hudson  
 Ms. Brenda Hunt  
 Mr. Andrew Huntley  
 Mr. John Hutson  
 Ms. Maggie Hutson  
 Mrs. Shirley A. Hykes  
 Ms. Beth Hyser and Mr. Dan Mull  
 Mr. and Mrs. Anthony Introna  
 Ms. Barbara Jacoby  
 Mr. and Ms. Mark A. Jacoby  
 Mrs. Sally A. Janora  
 Mr. and Mrs. David Jensen  
 Mr. and Mrs. Clarence E. Jewell III  
 Mr. and Mrs. Gregory E. Johnson  
 Mr. and Mrs. Mark Johnson  
 Ms. Rebecca Johnson  
 Mr. and Mrs. Troy A. Johnson  
 Ms. and Mr. Lisa Johnston  
 Mr. Gabriel Jones  
 Mr. Aniket Joshi  
 Mr. and Mrs. Leonard W. Kaplan  
 Mr. and Mrs. Jeff Kaufman  
 Mr. and Mrs. Tim Keenan  
 Mr. and Mrs. Gordon Keeney  
 Mr. Thomas J. Keesey  
 Mr. and Mrs. John W. Keffer  
 Mrs. B. Joy Keller-Brown  
 Mr. Jack Kellermann  
 Mr. and Mrs. Jared Kelly  
 Mr. Merreen E. Kelly  
 Mr. and Mrs. Paul Kemper  
 Mr. W. Austin Kenly  
 Ms. Betty Kennedy  
 Mr. and Mrs. Alan C. Kerchner  
 Mr. and Mrs. Frederick Kerr  
 Mr. Dakota Kessler

Mr. and Mrs. Albert Kim  
 Ms. Vicki Kimmel Ramey  
 Mr. and Mrs. Charles R. Kindig  
 Ms. Velma S. King  
 Mr. and Mrs. Jonathan Kinsley  
 Mr. Kent S. Kisenbauer  
 Mrs. Charlotte R. Klinedinst  
 Mrs. Kathy Klingler  
 Mr. and Mrs. Tim Knorr  
 Mr. and Mrs. Robert W. Knuth  
 Mr. and Mrs. Bernard Kobosko  
 Mr. and Mrs. Richard A. Koval  
 Ms. Gretchen Kowalik  
 Mr. and Mrs. Steve Krall  
 Mr. and Mrs. Edward Kranebitter  
 Mrs. Melinda Krebs  
 Mr. and Mrs. Robert Kuhn II  
 Mr. Robert Lambert  
 Mr. and Mrs. George Lavery  
 Mr. and Mrs. Steve Lazun  
 Mr. and Mrs. Scott Leasner  
 Mr. Gerald Leckrone  
 Ms. Rebecca Lee  
 Mr. and Mrs. Steve Lehukey  
 Ms. Jennifer Leidy  
 Ms. Vicki Leonard  
 Mr. and Mrs. Kim Leppo  
 Ms. Karen H. Leshko  
 Ms. Deborah Lewis  
 Mr. James Lewis  
 Mr. Frederick Liedtke  
 Mr. and Mrs. G. Spencer Lieske  
 Ms. Jana Lightner  
 Ms. Kay L. Lipsitz  
 Mrs. Gilda F. Litrenta  
 Mr. and Mrs. Keith H. Litrenta  
 Mr. and Ms. Scott G. Litrenta  
 Mr. Mike Llufrío  
 Mr. and Mrs. Jeff Lobach Esq.  
 Mr. and Mrs. Michael Loban  
 Mr. and Mrs. Charlie LoDico  
 Mr. and Mrs. Larry Logue  
 Mr. and Mrs. John Long  
 Mr. and Mrs. Michael G. Long  
 Mr. and Mrs. Robert E. Loomis  
 Mr. and Mrs. Kenneth Loucks  
 Mr. and Mrs. William B. Love  
 Ms. Suzanne Loyd  
 Ms. Debra K. Lucado  
 Mr. and Mrs. Clint Lucas  
 Mr. and Mrs. Eric Lynch  
 Mike Lynch  
 Mr. and Mrs. Jason Malm  
 Mr. Franklin Mansfield  
 Ms. Lucy Marano  
 Ms. Beth March



*Congressman Perry visited our Penn-Mar North Facility to see the supported employment and day services in action.*

Mr. and Mrs. Roger Marquis  
 Mr. and Mrs. Steve Marshner  
 Mr. and Mrs. Gregory Martin  
 Mr. and Mrs. Nathaniel E. Martin  
 Mr. and Mrs. Eugene R. Martz  
 Mr. and Mrs. Marlin Masemore  
 Mr. and Mrs. William McBee III  
 Mr. and Mrs. Walter McCarthy  
 Mr. and Mrs. Robert J. McCoy  
 Mr. and Mrs. James A. McCready  
 Mr. and Mrs. Larry McDonald  
 Mr. and Mrs. Robert McDowell  
 Ms. Sandra J. McDowell  
 Ms. Kelly S. McGhin  
 Mr. and Mrs. William J. McGuinn  
 Ms. Kathleen M. McMahan  
 Mr. and Mrs. Timothy McMichael  
 Ms. Mary Ann McMorrow  
 Mr. and Mrs. Henry W. Mealy  
 Mr. and Mrs. Carl S. Merrill  
 Mr. and Mrs. Andrew Merz  
 Mr. and Mrs. David T. Michels  
 Mr. and Mrs. Alfred R. Michenzi  
 Ms. Patricia C. Middlecamp  
 Mr. and Mrs. Aaron Miller

Mr. and Mrs. Gregory T. Miller  
 Ms. K. Lynn Miller  
 Mr. and Mrs. Larry Miller  
 Mr. and Mrs. Aaron Miller  
 Mr. and Mrs. Paul Miller  
 Ms. Sharon Miller  
 Ms. Tina Miller  
 Ms. Virginia E. Miller  
 Mr. and Mrs. Paul Minch  
 Mr. and Ms. Edward G. Misch  
 Mr. and Mrs. Edward Mohan  
 Mr. and Mrs. John R. Moore  
 Mrs. Marilouise P. Moore  
 Ms. Cynthia M. Moran  
 Mr. and Mrs. Gerard W. Moran  
 Ms. Susan Moran  
 Ms. Rhonda L. Morano  
 Mr. and Mrs. John Morris  
 Ms. Rachel Morton  
 Ms. Judy Moser  
 Mr. Michael Mosner  
 Mr. and Mrs. Edward Mottern  
 Ms. Lori Mund  
 Ms. Martha Mundis  
 Mr. and Mrs. Eugene R. Naylor



Dr. and Mrs. Andy Naymick  
Ms. Elaine Nazelrod  
Mr. David L. Nelson  
Ms. Evelyn L. Nelson  
Mr. and Mrs. Richard Nevin  
Ms. Catherine Newton  
Mr. and Mrs. Chris Niedenthal  
Ms. Joy Nolte Kirk  
Mr. and Mrs. Chad Norfolk  
Ms. Elizabeth Norman  
Mr. and Mrs. Jon R. Nuffer  
Ms. Fran Nussle  
Mr. O'Hare  
Mr. and Mrs. Tim O'Hare  
Ms. Connie J. O'Leary  
Mr. Andrew Oelke  
Mr. and Mrs. James P. Offutt  
Ms. Marilyn Ogurcak  
Mr. and Mrs. David Olchewesky  
Ms. Leah J. Oler  
Mr. and Mrs. William Opfer  
Mrs. Laura Owens  
Mr. and Mrs. Rob Pace  
Mrs. Nancy Paige  
Dr. and Mrs. Steven Pandalidis  
Ms. Mary Parker  
Ms. Vivian Parker  
Mr. Walter Parks  
Mr. and Mrs. Richard M. Patterson  
Mr. and Mrs. Robert Patterson  
Ms. Erin Patti  
Ms. Lois Paules  
Ms. Lynn Payne  
Mr. and Mrs. Ronald Pearson  
Mr. and Mrs. Bill Peck  
Mr. George A. Perise  
Ms. Mitzi Perry  
Mr. and Mrs. Keith R. Peterson  
Ms. Amy Petras  
Mr. and Mrs. Ferdinand F. Petras  
Mr. and Mrs. Stephen Petras  
Ms. Connie Philipp  
Mr. and Ms. Philip A. Piermatteo III  
Mr. Philip A. Piermatteo, Jr.  
Dr. and Mrs. Ander Pindzola  
Mr. and Mrs. James F. Pitts  
Mr. Jeff Poet  
Mr. and Mrs. Robert Ponn  
Ms. Mary T. Power  
Mr. and Mrs. James M. Powers  
Mr. Aaron Pratt  
Mr. Chad Predix  
Ms. Sandra Predix  
Mr. and Ms. Seth Predix  
Mr. Jonathan Price  
Mr. and Mrs. Richard F. Price

Mr. and Mrs. Joseph Procopio  
Mr. and Mrs. David Prout  
Mr. and Mrs. Andrew Pusloskie  
Mr. and Mrs. Donald R. Putman  
Mr. and Mrs. Doug Radebaugh  
Mr. Brian M. Rafferty  
Mr. and Mrs. Evan Ramer  
Mr. and Mrs. Rapier  
Ms. Carole Rebert  
Mr. and Mrs. Jonathan Reed  
Mr. Thomas W. Regan  
Mr. and Mrs. Craig Reich  
Mr. and Mrs. S. Dick Reider  
Ms. Teresa M. Reider  
Mr. and Mrs. Donald L. Reihart  
Ms. Jenny Reimold  
Mr. and Mrs. Douglas Rein  
Mr. and Mrs. Donald Reinsel  
Dr. Joel B. Reiter  
Mr. and Mrs. George R. Rew  
Mr. & Mrs. and Mrs. Jim Reynolds  
Ms. Cynthia B. Richard  
Mr. Steven Ricklefs and Dr. Elizabeth K. Ricklefs  
Mr. and Mrs. Michael W. Ridgely  
Mr. Michael D. Riedel  
Ms. Dorothy M. Rinker  
Mr. and Mrs. William D. Ritchie  
Mr. and Mrs. Charles Ritzmann  
Mr. Mark Rivera Junkins  
Ms. Linda M. Robb  
Mr. Charles Roberts  
Mr. and Mrs. Richard Robinson  
Mr. John Rochon and Ms. Janet Hale  
Mr. and Mrs. Paul J. Rock  
Ms. Linda Rode  
Mr. and Mrs. Dennis M. Rogers  
Mr. and Mrs. Scott Rogers  
Mr. and Mrs. John Rolph  
Mr. and Mrs. Michael Rowe  
Mr. and Mrs. Mark Royce  
Mrs. and Mr. Denise K. Russell  
Mr. and Mrs. Timothy L. Russell  
Ms. Linda M. Ryan  
Mr. Robert E. Ryan  
Mr. Randy Sabett  
Mr. Jonathan Sagner  
Mr. and Mrs. Howard Sakin  
Mr. and Mrs. Vincent Salemi  
Mrs. Dolores Sattler  
Ms. Catherine Sauer  
Ms. Gaye Sauer  
Ms. Louise Schafer  
Mr. Paul Schafer  
Mr. and Mrs. W. B. Schaueremann  
Mr. and Mrs. William J. Schmalzer

Mr. and Mrs. Robert Schmiedt  
Mr. and Mrs. Charles H. Schnepfe CPA  
Dr. Christianne Schoedel and Mr. John Segal  
Ms. Roberta Schofield and Mr. James C. Schofield  
Ms. Bernadette D. Schulte  
Mr. and Mrs. Dave M. Schultz  
Mr. and Ms. Gary J. Schultz  
Mr. and Ms. C.P. Schwaratzbaugh, Jr.  
Mr. and Mrs. Jan S. Sechrist  
Mr. and Ms. Robert A. Seen  
Ms. Norma Seigman  
Mr. and Mrs. Thomas L. Seiter  
Mr. and Mrs. Thomas Selway  
Mr. and Mrs. Chirag Shah  
Mr. and Mrs. Robert Shanower  
Ms. Frances J. Shaver  
Ms. Diane Shearer  
Ms. Jenn Sheffler  
Mr. and Mrs. Paul Shifrin  
Mr. and Mrs. Jeff Shockey  
Ms. Leanne Shoff  
Mr. and Mrs. Jeffrey Shue  
Ms. Kathy Silvin  
Mr. and Mrs. Ronald Simms  
Mr. and Mrs. John Sinclair  
Mr. Jim Singleton  
Mr. James Sirkis  
Mr. N.W. Slitor  
Mr. and Ms. Atwood Smith  
Ms. Bev Smith  
Ms. Carol Smith  
Ms. Cassandra Smith  
Mr. and Mrs. Doug Smith  
Mr. and Mrs. F. Nelson Smith III  
Mr. James Smith  
Mr. and Mrs. Michael Smith  
Mr. and Mrs. Ken Snyder Jr.  
Ms. Mary Sommerfeldt  
Ms. Christina M. Speck  
Mr. and Mrs. John Speights  
Mr. and Mrs. Edwin Spicer  
Mr. and Mrs. David Sprinkel  
Mr. and Mrs. W. David Stang  
Mr. and Mrs. James E. Stangroom  
Ms. Becky Stauffer  
Mr. and Ms. Richard F. Stem  
Mr. and Mrs. James N. Stengel  
Mr. and Mrs. Charles Stenley  
Mr. and Mrs. Scott Stevens  
Mr. and Mrs. Shawn A. Stine  
Mr. and Mrs. Eric Stoley  
Mr. and Mrs. Jonathan S. Stomberger  
Mr. and Mrs. Kevin Stone  
Mr. Robert F. Storm Jr.  
Mr. and Mrs. Horace Stough

Ms. Patricia Stroup  
Mr. Donald Strout  
Mr. Gary Sulin  
Ms. Cynthia Sullivan  
Mr. and Mrs. Michael V.Z. Summers  
Mr. Michael V.Z. Summers  
Mr. and Mrs. Thomas S. Summers  
Mr. and Mrs. Kevin P. Summerson  
Mr. and Mrs. Peter Suzdak  
Mrs. Margaret Swartz  
Mr. and Mrs. Robert Sweeney  
Mr. and Mrs. Don Switzler  
Mr. and Mrs. Tim Taggart  
Mr. David Tasker  
Mr. and Mrs. Timothy R. Tate  
Ms. Amy Taylor  
Mr. and Mrs. James S. Taylor  
Mr. and Mrs. Edmund D. Taylor  
Ms. Pamela Taylor  
Mr. and Mrs. Richard S. Taylor  
Mr. and Mrs. William C. Taylor Jr.  
Mr. Kendall G. Tempel  
Ms. Roberta Thoman  
Mr. and Mrs. David Thompson  
Ms. Denise Thompson  
Mr. and Mrs. Robert Thompson  
Ms. Laura Tieman  
Ms. Melissa E. Tipper  
Ms. Sandra Tome  
Ms. Julie Tornabene  
Mr. James A. Tortorella and Ms. Peggy Kelley  
Ms. Arleen Townsend  
Mr. and Mrs. Thomas Traynor  
Mr. Jack Trimmer  
Mr. and Mrs. John Turner  
Ms. Sara Tyszko  
Mr. and Mrs. Stephen Udzenski  
Mr. and Mrs. Steve Uhlig  
Ms. Thelma H. Urban  
Mr. and Mrs. Andrew Uzarowski  
Mr. and Mrs. Eric van den Beemt  
Mr. Colin B. Van Exel  
Mr. Terry Van Exel  
Mr. and Mrs. Frank Varisco  
Mr. Anthony Verner  
Ms. Leila Vesper  
Mr. and Mrs. Donald Vosnick  
Mr. and Mrs. Matthew Walbrown  
Mr. and Mrs. Kevin Walker  
Ms. Christine Waltemyer  
Mrs. Dorothy Warfield  
Mr. and Mrs. Cliff Warner  
Mr. and Mrs. Ken Warner  
Ms. Cathy Weaver  
Mr. and Mrs. Michael Weaver

Mr. Thomas G. Welshko and  
Ms. Maureen M. Morrow  
Dr. and Mrs. K. Barry Wentland  
Mr. and Mrs. Edward A. Werner  
Mr. Chris Bortner and Ms. Lori Rene Weyant  
Mr. Christopher M. Wheeler  
Ms. Claudette R. Wheeler and Mr. William Wells  
Mr. and Mrs. Mark Wheeler  
Mr. and Mrs. Timothy White  
Mr. Brian Wildasin  
Ms. Kathryn N. Willey  
Ms. Evelyn Williams  
Ms. Nancy L. Williams  
Mrs. Roselee R. Williams  
Mr. and Ms. Michael S. Wilson  
Mr. James Winchester  
Mr. and Mrs. Rodney C. Winmond  
Ms. Barbara Winslow R.P.T.  
Ms. Karen Wise  
Mr. and Mrs. Roger Wittenbach  
Ms. Coni L. Wolf  
Mr. and Mrs. Stephen E. Wood  
Mr. John Xuereb  
Mr. and Mrs. J. Edward Yates  
Mr. and Mrs. James Yates  
Mr. and Mrs. Shawn Yingling  
Mr. and Mrs. J. Harry Young  
Mr. and Mrs. Gary Zanghi  
Ms. Kim Zeck  
Mrs. Helen K. Zeigler  
Mr. and Mrs. John Zeltwanger  
Mr. and Ms. Richard Zentkovich  
Mr. and Mrs. Morton F. Zifferer Jr.  
Mr. Troy Zimmerman  
Mr. and Mrs. Joseph Zito  
Mr. and Mrs. David F. Zoll

---

Every attempt was made to ensure an accurate listing of contributions. If you have questions please call (410) 343-1069 ext. 227.





# Legacy Society Members



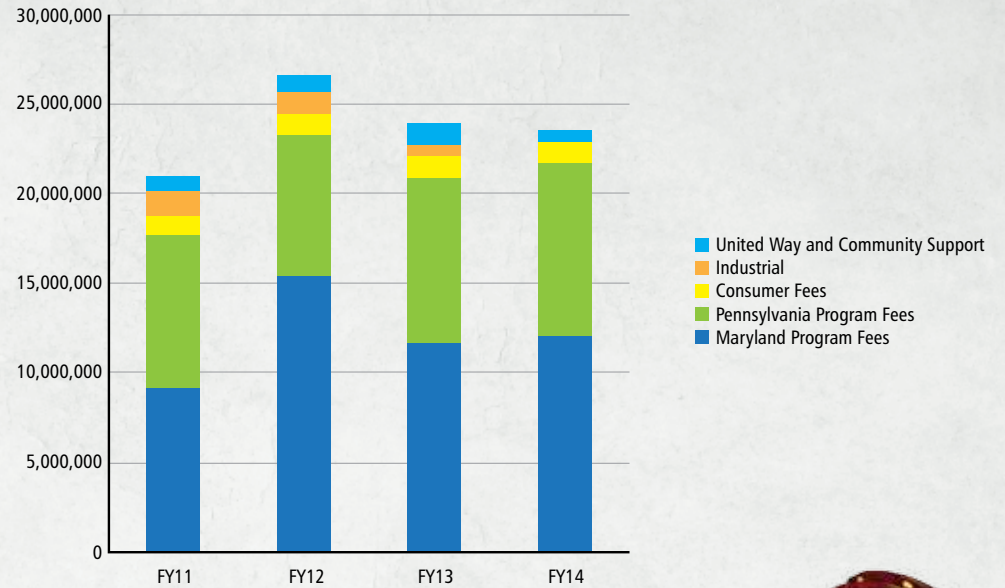
Families who have become members of the Penn-Mar Human Services Legacy Society by including Penn-Mar in their estate plans:

- Mrs. Betty Amspacher
- Mrs. Celina Bunker
- Mr. John Frank\*
- Mr. Arthur Glatfelter\*
- Rev. and Mrs. Raymond and Carol Good
- Ms. Susan Gordes
- Mr. and Mrs. Robert and Barbara Hilbert
- Mrs. Ann Larkin
- Mr. and Mrs. George and Susan Lavery
- Mr. and Mrs. Joe Leckrone\*
- Mr. Alfred Michenzi
- Mr. Charles D. Nickel
- Mr. and Mrs. Jon Nuffer
- Mr. and Mrs. James Offutt
- Mr. and Mrs. John Otto
- Mrs. Mary Parker
- Mr. and Mrs. Keith Peterson
- Mr. and Mrs. Donald Putman
- Mrs. Jean C. Reider
- Mr. and Mrs. Michael Shriver
- Mr. and Mrs. Gordon and Carol Smith, Mr. Scott Smith
- Mr. Will Street
- Mr. and Mrs. James S. Taylor
- Mr. and Mrs. Harry Young
- Mrs. Helen Zeigler

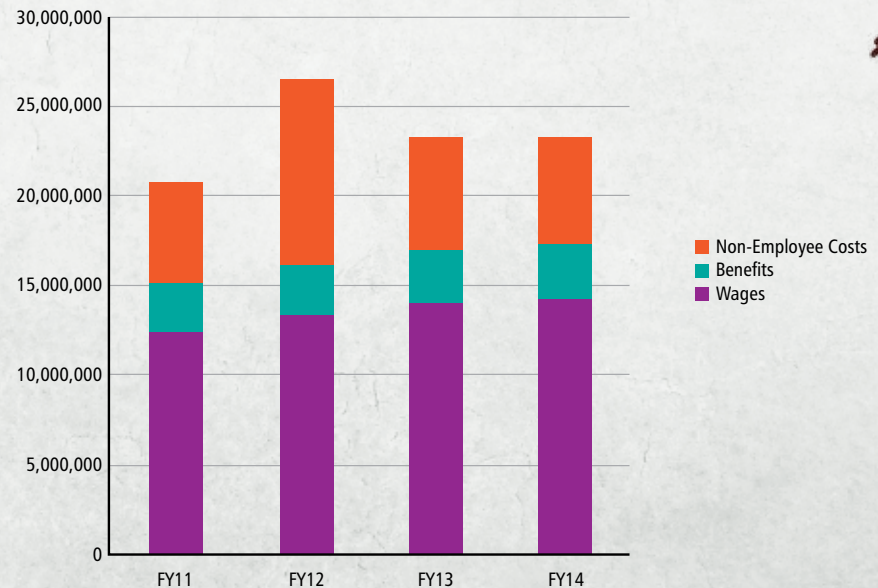
\*Deceased



## Sources of Revenue (In Millions of Dollars)



## Expenditures (In Millions of Dollars)





# Annual Dinner and Celebration

More than 600 people celebrated Penn-Mar's Annual Dinner and Celebration, including board members, community leaders, staff, and individuals we support. We were energized to celebrate the achievements of our individuals, volunteers, and staff members this year.



Penn-Mar  
Human Services





# Penn-Mar Human Services

*Transforming Life Into Living*



## Board of Directors 2014–2015

Anthony Gallo  
*Chair*

Jonathan Kinsley  
*Vice-Chair*

Paul Shifrin  
*Treasurer*

Kristine A. Crosswhite  
*Secretary*

Morton F. Zifferer Jr.  
*Immediate Past Chair*

Bruce Bartels

Timothy W. Chase

Jill Golueke

Denise Hargrove

B. Joy Keller-Brown

Douglas A. Rein

Chrysta R. Stine

William T. Yanavitch II

Robert Zerance Jr.

Michael V.Z. Summers  
*Honorary Ambassador*

## Foundation Board 2014–2015

Timothy Chase  
*Chair*

Jonathan Kinsley  
*Treasurer*

Jill Golueke  
*Secretary*

D. Reed Anderson

Bruce Bartels

Max Blumenthal

Anthony Gallo

Gary Gilbert

David Kelly

James Offutt

Morton F. Zifferer Jr.

[www.penn-mar.org](http://www.penn-mar.org)

[www.facebook.com/pennmar](http://www.facebook.com/pennmar)



[www.twitter.com/PennMarHumanSrv](http://www.twitter.com/PennMarHumanSrv)



## Leadership Team

Gregory T. Miller  
*President and Chief Executive Officer*

Robert Kuhn  
*Chief Financial Officer*

Roger Marquis  
*Chief Development Officer*

Jackie Stevens  
*Chief Operations Officer Pennsylvania*

Laura Tieman  
*Chief Operations Officer Maryland*

---

## Special 2015 Events

23rd Annual Black Tie Gala  
March 7, 2015

## Maryland

310 Old Freeland Road  
Freeland, MD 21053  
(410) 343-1096  
(410) 343-1770 fax

## Pennsylvania

10671 Susquehanna Trail  
Glen Rock, PA 17327  
(717) 235-8068  
(717) 235-9878 fax

## Southern Community Services

44 South Main Street  
Shrewsbury, PA 17363  
(717) 227-0048  
(717) 227-9084 fax



Member Agency



This product is from a renewable, responsibly managed forest.