

Strengthening Our Vision Over Time!

NT, INC. -- CELEBRATING 15 YEARS!

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* NETWORKS FOR TRAINING AND DEVELOPMENT, INC. -- CELEBRATING 15 YEARS!



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* CELEBRATING 15 YEARS!

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15th Anniversary Corporate Report

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Welcome

On behalf of the Board of Networks for Training and Development, Inc. (Networks) it is a pleasure to introduce you to our 15th Anniversary Corporate Report. The Report provides a chronology of the past 15 years describing the type of services provided and identifying the events and ideas that have shaped the nature of the organization.

Since its inception in November 1992 as a non-profit organization dedicated to promoting "inclusive communities through quality training, technical assistance and demonstration", Networks has continually changed and grown. In the first fiscal year of operation (1993), total revenue was \$15,000 – largely the result of a contract with the Pennsylvania Office of Mental Retardation to conduct a survey of person centered planning practices across the state. In the year ending June 2007, the organization had annual revenues in excess of one million dollars and has continued the spirit of person centered planning through the variety of services described in this Report.

Networks is best known as an organization that provides training for staff and organizations working with people with developmental disabilities. As shown in the "15 Years of Training in Philadelphia" section, Networks has conducted over 1,200 training sessions. Attendees at these sessions

have exceeded 21,000. Many of these training participants are repeat customers, having attended numerous training events over the years.

During this time the Board has supported and encouraged creative program development and sustainable administrative and fiscal practices. As the organization has developed over time, the board has changed in terms of composition, structure, and involvement.

As we move into the future, Networks is well-positioned to continue to grow and to adapt to the evolving demands encountered by the delivery of these types of services. For instance, we have begun to develop significant relationships with organizations and individuals outside of the Philadelphia area, and requests for additional expansion of this sort continue to be considered. Due to the talents, diligence and determination of our administrators and staff, Networks has always striven to seek out and utilize the newest and most advanced assistive technologies in order to best support the individuals we serve.

In summary, I know I speak for all members of the Board in expressing our pride in the success Networks has achieved in these first 15 years, and our confidence that our great work will reach an ever-broader population in the years to come.

***Paul Bartolomeo, Esquire
Chair Person of the Board***

Reflecting on 15 Years... Promoting Inclusive Communities!

Networks for Training and Development, Inc. (Networks) began in 1992 as a vision that it was possible to design and deliver relevant, practical, and yet innovative training, technical assistance, and service demonstration that could make a

real difference in peoples' lives. Moreover, we believed that the best way to make that idea a reality was to create a small non-profit organization where like-minded passionate visionaries could work together in a collaborative and fun way. The idea was to design training and technical assistance as a 'learning event' where all involved could acquire knowledge and insight from each other, through self-reflection, and from the instructor.

From this perspective, we imagined participants taking the ideas and strategies that emerged and trying them out in their organizations, homes, community places, and governmental agencies. Similarly, our idea of demonstration was to put our own notions about how inclusion might work to the test; by practicing what we preached, learning from the practical world, and sharing the learning in future training and technical assistance.

We took seriously the process of naming the organization with attention to the definition of



“Networks” as a set of connections, not the ‘one and only.’ In our case, this meant connections with people, places, and organizations that were dedicated to promoting inclusive communities, especially for individuals with severe and multiple disabilities. We envisioned Networks as a place where learning opportunities could be created with an emphasis on on-going support and collaboration, not just from Networks’ staff, but also from the people – connections made before, during, and after specific learning events. Connections and interconnections have been primary features of Networks as an organization.

Many thanks go to Horizon House, Inc. for their assistance in helping to “hatch” Networks as an independent organization. Our grateful thanks is also extended to staff and colleagues at Philadelphia Mental Retardation Services and to the Philadelphia Office of Vocational Rehabilitation for their encouragement and support in the early and continued development of the organization. Over the past 15 years, we have seen the vision of Networks come alive in the many

projects and people we have worked with as friends and colleagues.

We have learned a lot about what it takes to create and nurture a small non-profit organization. We have learned that a focus on mission, quality, continuous learning and staff development, thoughtfulness, competence, and integrity can be the foundation for a viable non-profit organization. We have learned that the type of reflection, thoughtfulness, and integrity we seek in our work is simultaneously a tiring and exhilarating process.

We have learned that an organization “dedicated to promoting inclusive communities through quality training, technical assistance, and demonstration” can make a difference: in the lives of people with disabilities, their families and friends; in the way organizations and communities support and embrace diversity; and in how we all can live ‘inclusion’ in our personal lives.

Michael & Rosa McAllister
Co-founders

Who we are... the soul of Networks!

While we are small in numbers, Networks is large in its voice, impact, and reputation. But ours is not that of one voice, one opinion, or one being. Networks is and always has been a small band of warriors, a sometimes mismatched group of dreamers, and a most uncommon collection of personalities. Over our 15 years, this group has changed somewhat to reflect "the times" and certain initiatives or areas of focus, but many have remained constant and all have left their imprint on who and what Networks is today.

Networks is also all our colleagues, our supporters, our Board of Directors, our friends, our associates, our customers, and yes, even our competitors. . . for our larger impact has shaped the very face of how 'disabilities' are seen and supported in PA. Through our earliest initiatives, many which continue on today, to newer ideas and developments, Networks has always been on the forefront and at the table pushing others to try, to do, and to change.

Not always popular, we are known to be outspoken and forthright and this passion continues to push us to push others whether it's the belief that everyone can and should work to the recognition that everyone communicates. Our motto continues that communities *are* for everyone and our role is to help everyone build more tolerant, respectful, and inclusive communities.

... past

We have been blessed through the years to have found kinship with many others who we are proud to say are a part of the Networks "Hall of Fame". . . employees who have helped us be us:

Matt Bernardo

Rachel Bott

Donna (Szmatowicz) Bouclier

Erin Brady

Terrence Clinkscales

Karena Cooper

Rita Cosby

Rob Duffy

Rebecca (Bott) Erb

Pat Fernandez

Anthony Galasso

Mary Galasso

Liz Gallagher



Andrea Glazer
Harriet Gordon
Octavia Green
Dana Greenspan
Jill Gromen
John Haugh
Christine Ipri

Hillisa Janoff
George Klopff
Judy (Mattson) Laird
Christine Liebers
Janet Lunney
Bari Phillips
Lisa Owens

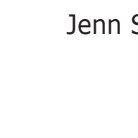
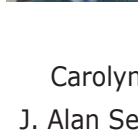
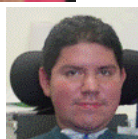
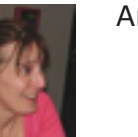
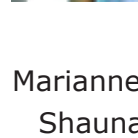
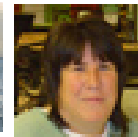
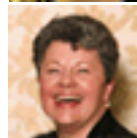
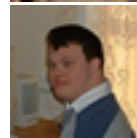
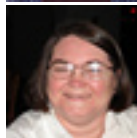
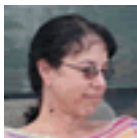
Tina Ould Ndiack
Lisa Parsons
Marian Saulino
Paul Saulino
Leslie Seese
Pam Stump
Jeannie (Steele) Szafran

...and present

Our current 'family' includes many wonderful and talented people, who represent a huge area of wisdom and experience (as well as fun!)

Staff

Julia Barol
George Callaway
Doris Kalina
Diane Kehoe
Bradley Kerstetter
Michael Landes, M.Ed.
Michael McAllister, Ph.D., A.T.P.
Rosa McAllister, M.Ed., A.T.P.
Beth McKeown, M.S.Ed.



Joe Murphy
Tim Murphy
Ann Reeves
Mark Reeves
Marianne Roche, M.Ed.
Shauna Roman, M.S.
Ann Salomon
Michelle Sparling, M.Ed.
Jessica Stover, M.S.
Andrew Vizuete

Anne Giangliulio, M.F.A.
Jeffrey McCary, M.S.
Jennifer McCary, M.Ed., A.T.P.

Associates
Jennifer McKeown

Carolyn Morgan
J. Alan Seese, C.P.A.
Jenn Seybert

Meet Our Current Board

Networks would like to introduce you to our Board of Directors, several of whom have served for many years. Their efforts to assist in the growth and further development of Networks is greatly appreciated.



Chairperson,
Paul Bartolomeo,
Esquire



President,
Michael McAllister, Ph.D.



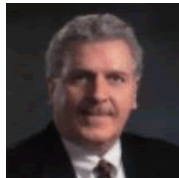
Secretary,
Rosa McAllister



Director,
Ruth Landsman



Director,
Jill Gromen



Director,
Steve Nasuti



... and a very special thank
you to our Treasurer, and
founding board member,
Michael Fittipaldi

... past Board Members

Beth Barol, Ph.D.
1994 - 2000

Lee Junker
1994 - 1995

Bert Shipman
1997 - 2000

Maureen Devaney
1994 - 2002

Deborah McCoy
1998 - 2000

Jean Searle
1997 - 2005

Jeffrey Petraco
1994

OUR SERVICES:

Employment & Career
Development



Personal
Empowerment &
Leadership



Organizational &
Systems Development



Technologies
for Independence
& Control

Organizational & Systems Development

Networks, Our Beliefs...

As a small non-profit organization, Networks is committed to utilizing innovative organizational and management practices. We use our personal experiences and learnings as the basis for various Training and Technical Assistance activities to inform others as to possible strategies to further develop their organizations.

From our early beginnings in 1992, we have held firm to the ideal that a business could be both humanistic in all its dealings and still deliver quality products and services. Now many years later, Networks continues to grow in a fiscally sound and yet ethically conscious manner, demonstrating to others that this idea can and does work.

Ours is a blend of business savvy & giving back to the world...

Networks is a 501C3 Charitable non-profit organization but we actively study, practice, and disseminate information to others on current trends from our 'business world' colleagues as well as from the 'not for profit world'. While we are best known for our primary activities assisting people with

disabilities to live inclusive and fulfilling lives, we have also become recognized for our somewhat different approach to organizational structure and infrastructure, management practices, and day-to-day operations. These core beliefs and foundations in promoting inclusive communities have helped us create together a vibrant and viable enterprise with true expertise to assist other organizations, groups, and businesses.

Event Planning & Coordination

Since 1992, Networks has also established credibility and expertise in planning and coordination of large-scale conferences and events as well as smaller trainings and more intimate gatherings. We now offer these same services to you and your organization!

In partnership with you, we will help to identify your goals and objectives for your event and assist in strategizing the best means of achieving your outcomes. We can assist in any part of the planning, marketing, and implementation of your corporate training, organizational development activities, or any special events.

Technologies for Independence & Control

Our Approach...

Since our inception as an organization, Networks has been committed to assisting people with disabilities to voice hopes, and dreams and to then bring these dreams into reality through changes in their work, social, and living situations.

Over the years, this commitment has grown naturally to also include assisting people with seemingly limited or unrecognized functional communication methods to not only find their voice figuratively, but also literally.

Through helping hundreds of people explore various means of communication, we have dedicated ourselves to a total communication approach that first acknowledges the patterns the person already has and then works systematically to develop with them increased means and methods of expression. And, while the person and their communication is our primary focus, we fully embrace a

team approach and know the importance of assisting the person in conjunction with those closest to them to explore new and expanded ways of communicating.

Other Technologies...

As our experiences have increased, so has our knowledge of creative solutions for many people on the job, at home, recreationally, and socially... all to help people get involved, stay involved, and be more a part of life! We recognize the varied "Assistive Technology" (AT) we all use in our lives and how sometimes very simple adaptations, accommodations, gadgets, gizmos, and more can dramatically increase the choice, control, and true independence possible for all of us.

2007: Vision for Employment 2010
launches in Philadelphia
Networks' 15th Anniversary

2005: The Communications Mentors' Courses
take off in multiple counties

2003: Networks' 10-year celebration

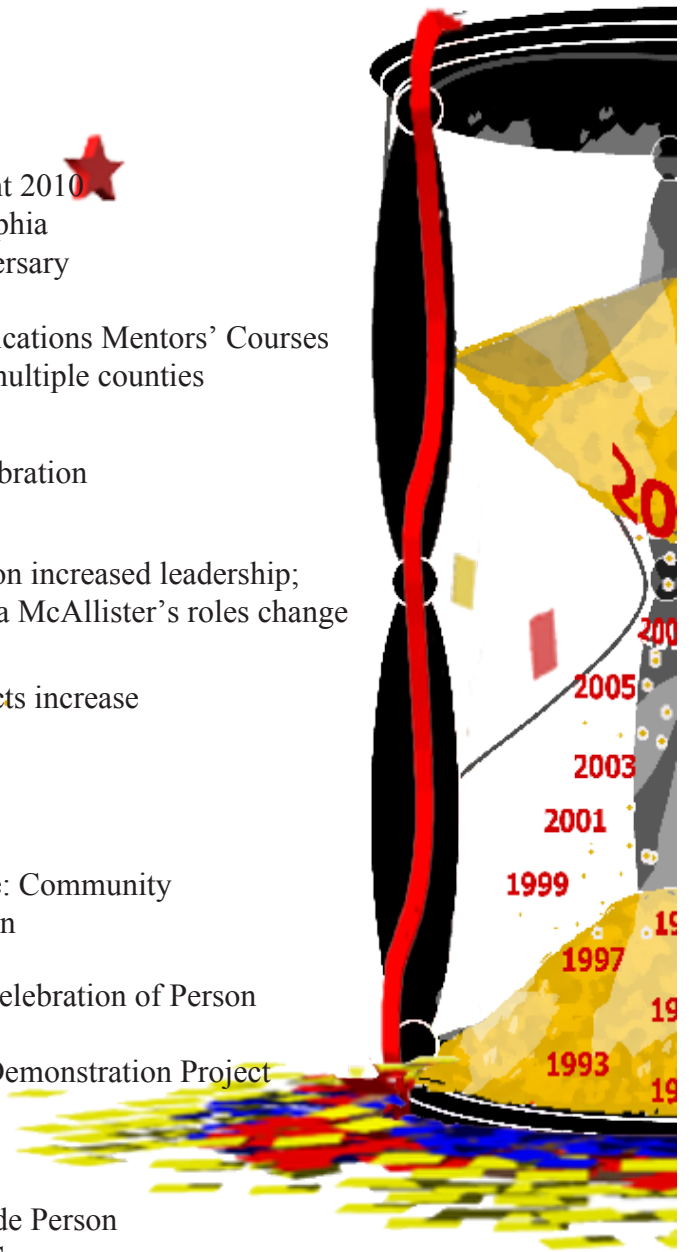
2001: Senior staff take on increased leadership;
Michael & Rosa McAllister's roles change

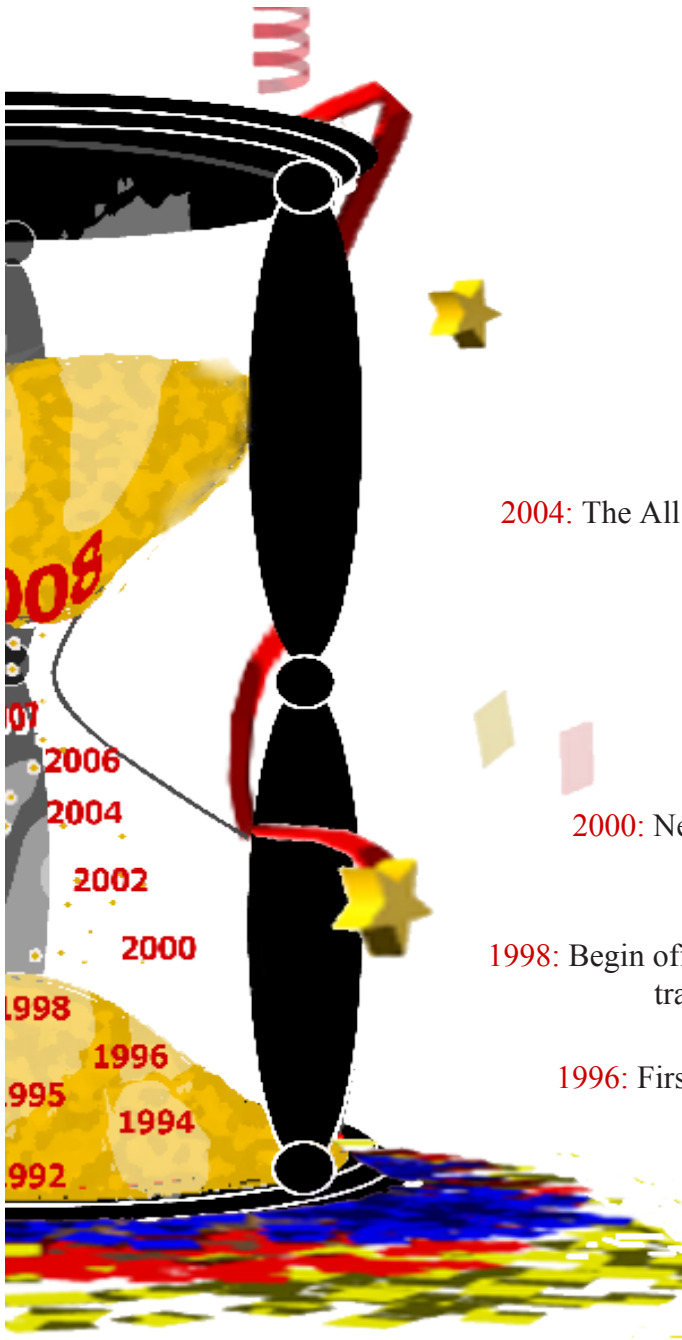
1999: School District contracts increase

1997: Offer assistance re: Community
Based Instruction

1995: "Dreams Coming True" Celebration of Person
Centered Planning
CareerNet Employment Demonstration Project
starts

1993: First contract, statewide Person
Centered Planning Survey





2006: The Sunbury office opens

2004: The All Our Own Micoboard Project is born

2002: Valley Forge office purchased

2000: Networks revenues exceed \$1 million

1998: Begin offering Communication Support training and technical assistance

1996: First Employment Support Symposium in Philadelphia

1994: Left Horizon House's "nest", on our own

INCORPORATED, NOVEMBER 12, 1992!

Personal Empowerment & Leadership

Personal Planning (often called Person Centered Planning and Life Coaching) is a set of tools and a way of helping a person take charge of his / her life by helping to make a plan to accomplish otherwise "unattainable" goals. There are many styles, formats, and ways of doing this all designed to gradually change the perception we have of ourselves, to see the control we actually have in our lives, and to ultimately change our future life by placing ourselves in the drivers seat!

This is something we naturally do at times of transition in our lives... or when others close to us are contemplating major change. Sometimes it is suggested, or requested, because we are dissatisfied with our current situation, sometimes because others are at a loss with how to help us further, and sometimes because it's just time to really listen to ourselves rather than continue on a path of relying upon professional or other judgments.

Personal Planning brings together with the person those who matter most, to help gradually craft a picture of who this person truly is, what really is possible, and how with real support that future vision

could be achieved. All is based upon the wishes, hopes, dreams, and needs of the person and from their perspective.... with the idea that with support it's quite amazing just how close we all can get to our "dreams" and that all of us are leaders in many ways.

Why Networks?

Principle staff of Networks were instrumental in the birth, use, and growth of Person Centered Planning throughout Pennsylvania beginning with training sessions about Personal Futures Planning (one of the earliest and fullest styles of Person Centered Planning) offered in Philadelphia in 1987. From these sessions and the interest it spawned, Networks' staff initiated a small demonstration project for the use of Personal Futures Planning with Case Managers in Philadelphia in 1989, the first project of its kind in Pennsylvania or anywhere.

Since this time, Networks has been committed to assisting people with disabilities to live very different lives by encouraging others to believe, support, hold sacred, and actively work towards making real their wishes and dreams. This has become a fundamental part of Networks and all our varied

activities hinge upon this mission... to assist others to live more inclusively in their work, social, and living situations. And from this, more inclusive communities are promoted for everyone.

Through this we have seen the power of assisting all of us to dream, dare to express it, pull together our own "Circles of Support", and plan a course of action... after all, dreams do come true!



Employment & Career Development

For many years, Networks has been involved in efforts to support people with developmental disabilities to find and maintain paid employment in typical community businesses. These efforts include involvement with individuals with disabilities themselves, non-profit organizations that provide direct employment support services, governmental agencies responsible for funding employment support services, schools, families of individuals with disabilities, and community businesses.

Our work is based on the belief that all people (no matter what label, type of disability, or educational/employment experience) can make a valued contribution through meaningful work and gainful employment.

We offer Employment and Career Development services in two broad areas: Training and Organizational Development and Direct Employment Support.

Training and Organizational Development...

Networks offers vocational and employment support

organizations, governmental agencies, and schools a variety of Training services designed to increase overall knowledge, skills, and experiences with contemporary and innovative employment support strategies. Specifically, we assist individual and organizational growth by providing **small and large group training** for staff, families, people with disabilities, employers, and others interested in contemporary trends and best practices in employment support. We work directly with human service organizations, governmental agencies, schools, and businesses by offering Organizational Development through **specific consultative services** to better their business operations, systems, and service design. We also provide **direct technical assistance** to individuals with disabilities, families, and staff to improve their specific employment outcomes.

Direct Employment Support...

Networks also provides **direct employment support services** for a small number of individuals based on our knowledge,



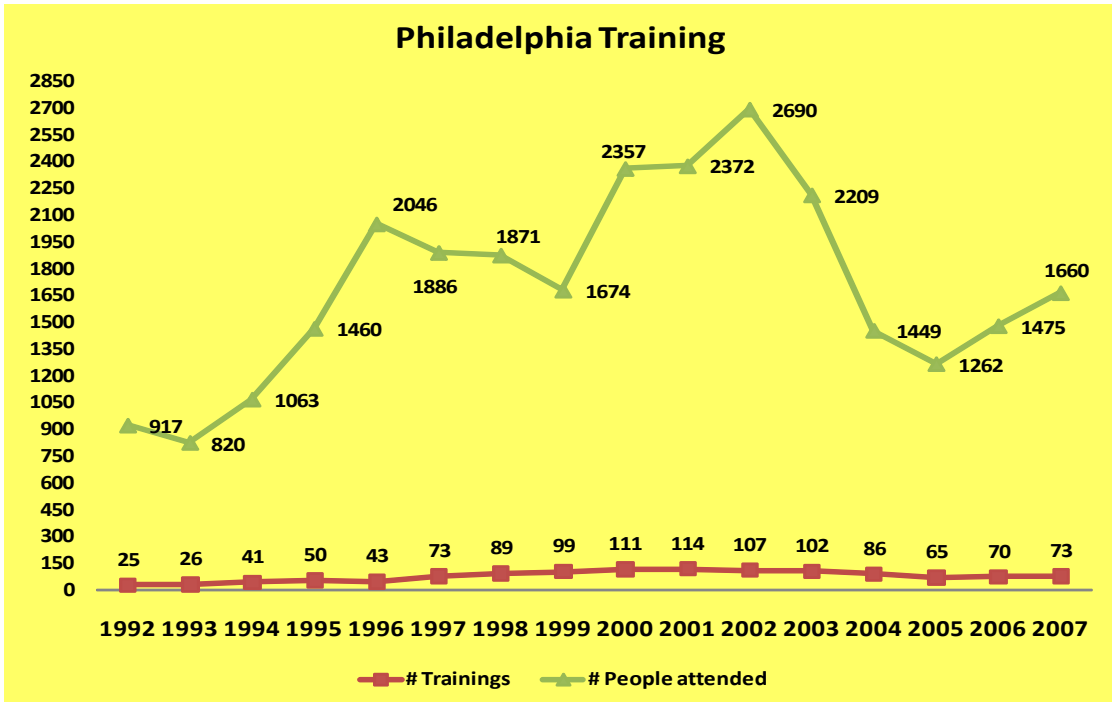
experience with operating a demonstration grant funded by the Pennsylvania Office of Vocational Rehabilitation (OVR), and our growing expertise in creative uses of Assistive Technology (AT) to increase independence.

Direct employment support is provided for individuals with significant disabilities who typically are not considered candidates for paid integrated employment. The Philadelphia OVR makes referrals to Networks and provides funding for these services.

We recognize that there are many factors that contribute to “successful” employment, i.e. finding and maintaining employment. Our direct employment support incorporates **individually tailored assessment; job development, job carving and job creation; workplace support** including systematic instruction, accommodations, and job redesign; and **ongoing follow along and/or transition** to natural and/or long term supports.

15 Years of Training in Philadelphia ...

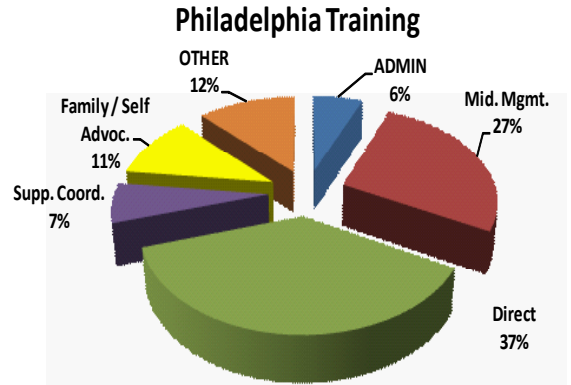
We would like to thank all those who have attended over the years, and look forward to what the future holds for us. Over the past fifteen years Networks has held over 1,200 training sessions. These trainings have been



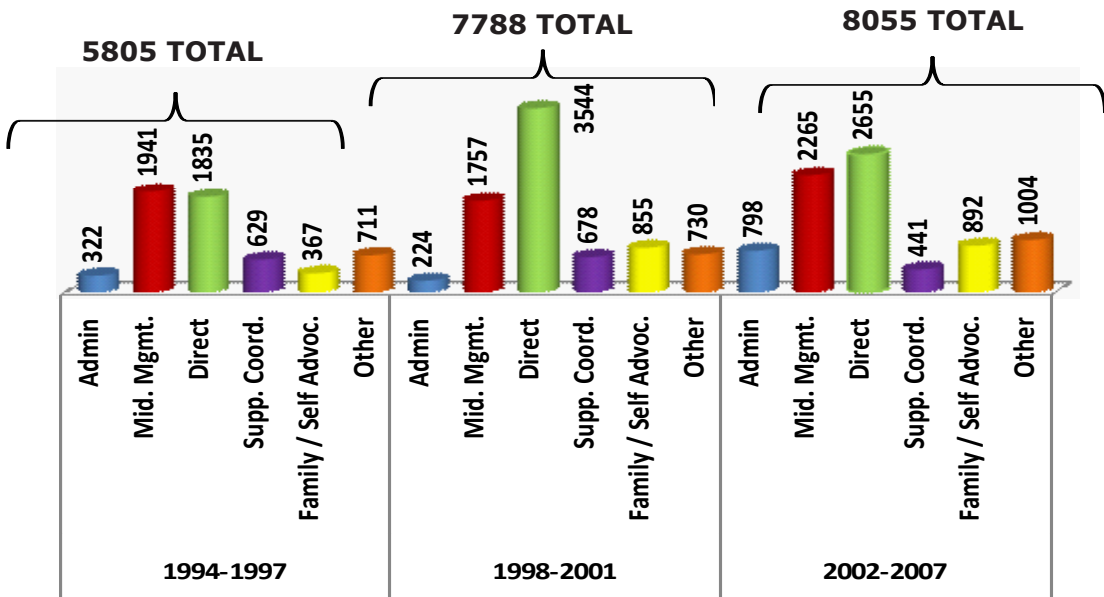
provided to organizations and individuals funded by Philadelphia DBH / MRS, as well as surrounding counties. This has included assistance with special initiatives, as well as the planning and coordination of the Employment Support Symposium (now in its ninth year).

Over time, we have gradually re-focused our efforts on training not typically offered within provider organizations. These "specialized" trainings provide staff and administrators opportunities to learn "best practices" in the field, along with organizational strategies for meeting emerging trends and policies in providing services and supports to individuals with developmental disabilities.

This change in direction has led to a shift in the demographics of our participants, with a greater number of administrators, middle managers, family members, and self-advocates attending our training events. This has included a decrease in the number of overall sessions offered and an increase in direct technical assistance to provider organizations and others.

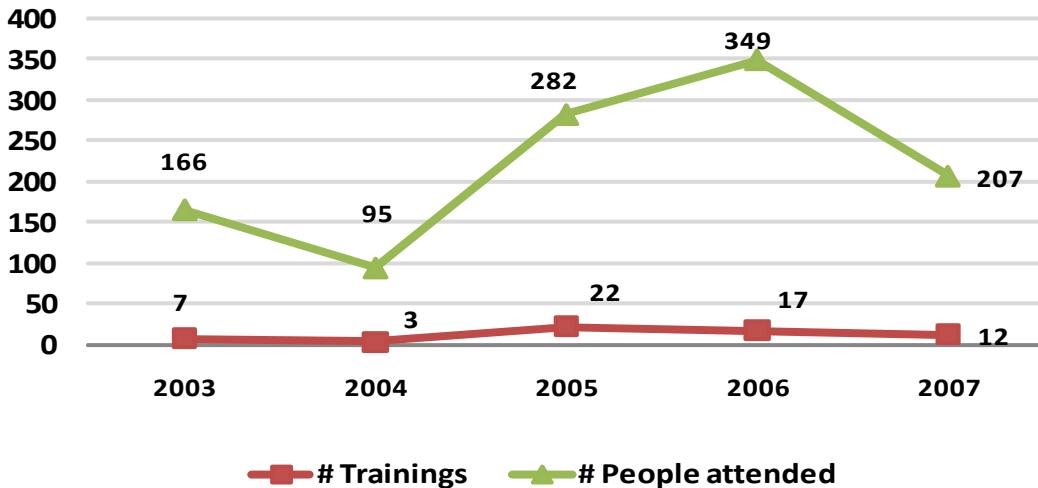


Attendee Roles Over Time ¹

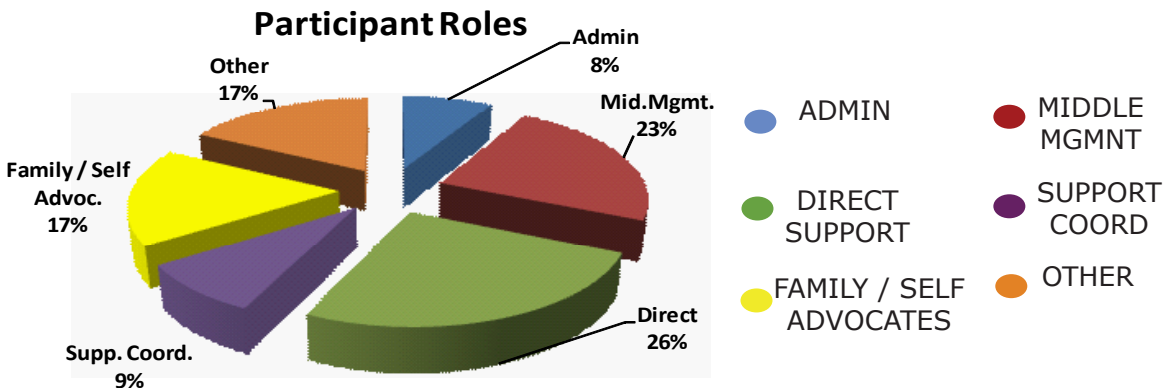


¹ These numbers reflect a duplicated count of training participants.

Northcentral PA Training

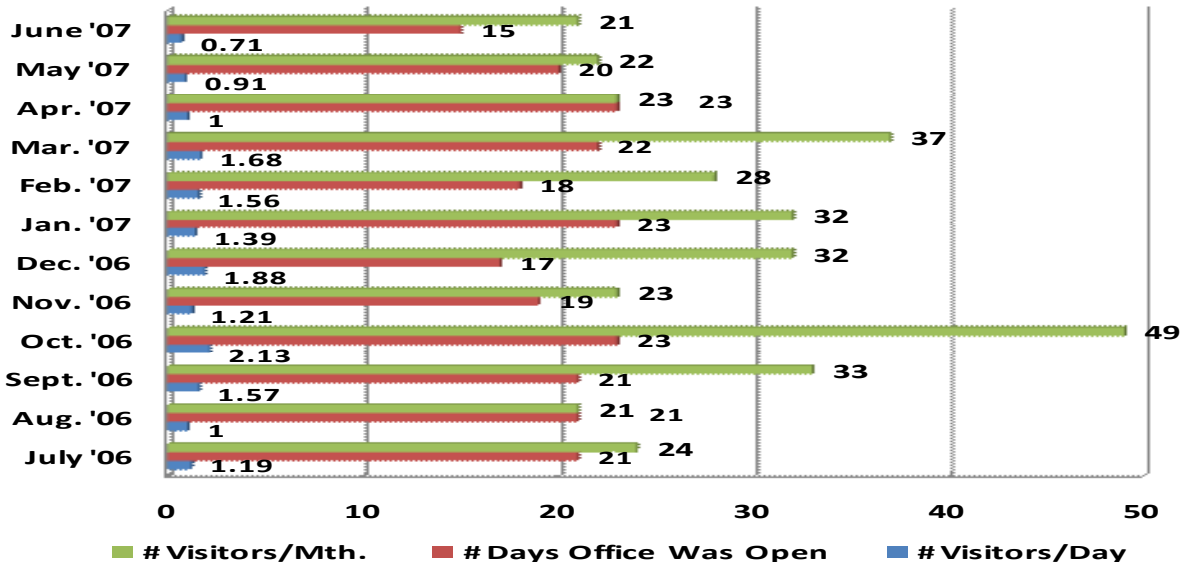


In FY 2003, Northumberland County MH/MR contracted with Networks to provide training focused around the communication needs of people receiving services there. This effort has steadily grown to the point where a self-sustaining network of Communication Mentors now exists in this area, conducting much of the ongoing training and communication support “in-house” with our back-up support and guidance.



In FY 2006, Networks established its third office, located in Northcentral PA. This office has gradually been assimilated into its community, with visitors stopping by and using the resources available there, as well as the office providing a base of support to Sunbury in Northumberland County, PA.

Utilization of Sunbury Office Per Month



No lasting achievement is possible without a vision, no dream can become real without action and responsibility.

- William Butler Yeats

Collaborations & Affiliations:

Alliances and collaborations with other organizations enable Networks to effectively provide technical assistance, and demonstration for individuals, families, businesses, and

American Association of Intellectual and Developmental Disabilities (AAIDD)	Association (DDNA)
American Society for Training and Development (ASTD)	Employment Committee, City of Philadelphia, Mayor's Commission on People with Disabilities (MCPD)
Arcadia University	Florida Agency for Persons with Disabilities (APD)
Association for Persons in Supported Employment (APSE)	Greater Philadelphia Chamber of Commerce
The ARC of the United States	Greater Philadelphia Urban Affairs Coalition
Autism Living and Working (ALAW)	CenterHill Network
Autism National Committee (AUTCOM)	Indiana Institute on Disabilities and Community at Indiana University
Bucks County Department of Mental Health / Mental Retardation	LC Technologies, Inc.
Chester County Mental Health / Mental Retardation	Lehigh University
Communication Mentors' Network	The Lonesome Doves
Council on Exceptional Children (CEC)	Lycoming - Clinton County Mental Health / Mental Retardation
Delaware County Office of Mental Retardation	Marc Gold and Associates
DelMarva Foundation	Montgomery County Association for eXcellence in Service (MAX)
Developmental Disabilities Nurses	Montgomery County Department of

work to promote inclusive communities through joint training initiatives, neighborhoods.

Mental Health / Mental Retardation	(PCHC)
Northumberland County Mental Health / Mental Retardation	Philadelphia Health Management Corporation (PHMC)
Overbrook School for the Blind	Philadelphia Office of Vocational Rehabilitation (OVR)
The PA Association of Nonprofit Organizations (PANO)	Pottsgrove School District
PA Business Leadership Network (PA BLN)	Prentke Romich Company (PRC)
PA CareerLink	Rehabilitation Engineering & Assistive Technology Society of North America (RESNA)
PA Department of Public Welfare, Office of Developmental Programs	School District of Philadelphia
PA Office of Vocational Rehabilitation (OVR)	Speaking for Ourselves
PA State Board of Social Workers, Marriage and Family Therapist, and Professional Counselors	Spring-Ford Area School District
Philadelphia Committee for the Employment of People with Disabilities (PCEPD)	Sunbury Housing Authority
Philadelphia Department of Behavioral Health and Mental Retardation Services (DBH / MRS)	Syracuse University
Philadelphia Coordinated Health Care	TASH
	Temple University, School of Occupational Therapy
	University of Massachusetts, Institute for Community Inclusion
	Upper Merion School District



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Fax: 610.935.6497

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Philadelphia, PA 19109
Phone: 215.546.4111
Fax: 215.731.0965

Communication Mentors' Network of Northcentral PA
119 Memorial Acres
Sunbury, PA 17801
Phone: 570.286.7694
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e-mail: mentorsncpa@networksfortraining.org

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