



Annual Report 2025





Who We Are



Our Mission

PennCares advances the quality of life and promotes independence and productivity for individuals with disabilities and challenges throughout their lives.

Our Values

- Respect
- Inclusivity
- Honesty
- Integrity
- Trust
- Ethical Standards
- Teamwork
- Compassion
- Shared Success

Board of Directors

Daryl Hewitt, B.A., M.A. *President*

TW Ponessa & Associates Counseling Services, Inc.

Lisa Lowrie, DSW, LSW *Secretary*

The Bradley Center

Rosalind Brendle

Retired

Margaret Thatcher

Retired

Yvette Kamimura-Jones, MS, CPS

Behavioral Health Training & Education Network

Lynn Frick, B.A.

Summit Advisory, Inc.

Mark Miller

G&R Excavating

Donna DeVore

Ward Trucking



A Message from the Executive Director

PennCares is a community-based, non-profit organization dedicated to providing early intervention, non-medical in-home support services, and professional and educational trainings. In 2025, we continued to address the full continuum of care with commitment, proficiency, and a focus on quality services, always promoting independence for the individuals we serve.



Our programs are designed to meet the unique needs of children and adults with disabilities and their families, supporting them to live well, thrive in their communities, and maintain control over their own lives. In 2025, we faced industry-wide challenges, including caregiver shortages and staffing transitions, but our team's dedication and adaptability ensured continued delivery of essential services.

This year, we strengthened program offerings, expanded training initiatives, and maintained strong engagement with our community partners. We also focused on fostering positive organizational culture, staff development, and thoughtful program planning to meet evolving needs. As we reflect on 2025, we are proud of our accomplishments and remain committed to innovation, collaboration, and providing high-quality care and support to the individuals and families we serve.

Executive Director, PennCares Support Services





2025 AT A GLANCE



80,824

in-home care hours
provided

2,314

individuals reached
through education &
training

\$57,351

secured in grant
funding

49%

increase in
Early Intervention
clients

90

caregivers supporting
individuals across
three regions

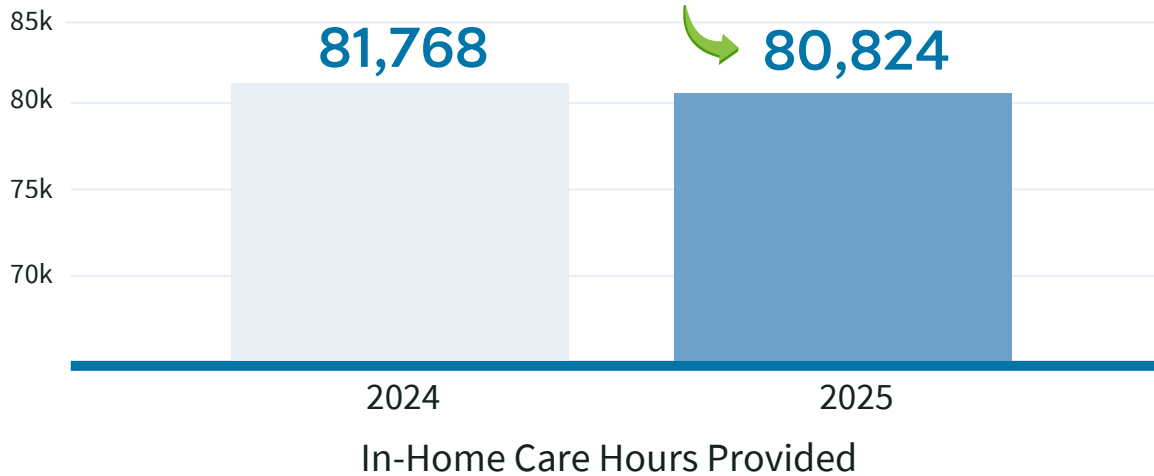


Preschool &
Playgroup programs
at full capacity



In-Home Program

Supports individuals who need assistance with daily living while remaining safely in their own homes.



80,824

In-home care
hours provided

74

individuals
served



Supporting York,
Adams, &
Franklin Counties

In 2025, demand for in-home support services remained strong across our service areas, reflecting the ongoing need for personalized, community-based care that promotes independence and quality of life.

Despite continued workforce challenges affecting the home care industry nationwide, PennCares maintained consistent service delivery throughout the year. Total in-home care service hours remained stable from 2024 to 2025, demonstrating the organization's ability to sustain essential services while navigating staffing constraints and increased competition within the field.

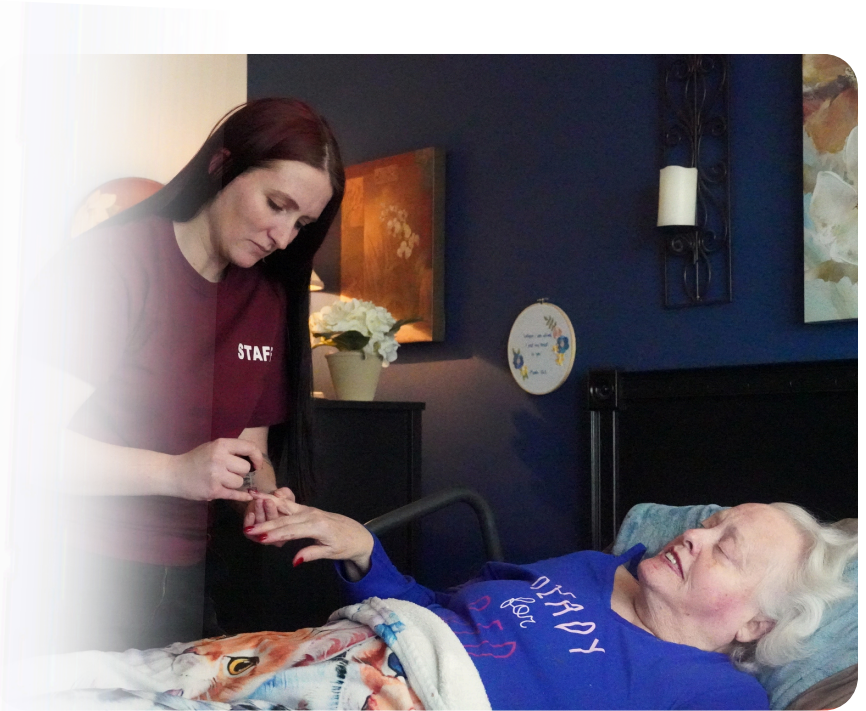




In-Home Program

Supports individuals who need assistance with daily living while remaining safely in their own homes.

Service delivery varied modestly by region in 2025. While the number of consumers served in York/Hanover decreased slightly, Chambersburg experienced modest growth. These shifts reflect differences in workforce availability and program capacity rather than reduced demand for services. Chambersburg continues to present unique recruitment challenges, a reality shared by many rural and semi-rural service areas.



Caregivers remain the foundation of PennCares' in-home services. In 2025, approximately **90 caregivers** supported individuals across York, Hanover, and Chambersburg. Throughout the year, PennCares continued efforts to support workforce stability through competitive wage adjustments, retention incentives tied to direct care hours, and careful monitoring of overtime to promote staff well-being and sustainable service delivery.

PennCares remains committed to providing **high-quality, compliant, and compassionate in-home care**. Through continued engagement with industry best practices and professional networks, the organization prioritizes safety, accountability, and continuity of care for the individuals and families it serves.





Preschool & Child Development Group Programs

PennCares' Preschool and Child Development Programs provide high-quality, engaging environments that support early learning and social development for children and families.

Throughout 2025, programs operated at full capacity, with waiting lists reflecting continued community demand. Grant support through the York County Community Foundation's THRIVE initiative allowed PennCares to deliver Mommy & Me classes in partnership with the YMCA in Hanover, strengthening parent-child engagement and connection.

Investments in classroom safety and infrastructure enhanced both security and the learning environment, supporting a welcoming and supportive space for children and families.



PROGRAM HIGHLIGHTS



One additional child added to each group in 2025.



Mommy & Me classes delivered in partnership with the YMCA in Hanover

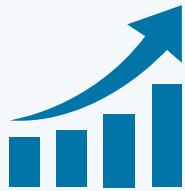


Improved classroom safety by installing a monitor to open the office front door remotely





Early Intervention Services



49% increase

in total clients served in 2025.

PennCares' Early Intervention services support infants and young children with developmental needs through family-centered, therapeutic services designed to promote healthy growth and learning.

In 2025, Early Intervention services continued to expand, with a 49% increase in children served compared to the previous year. Services included Speech Therapy, Occupational Therapy, Special Instruction, and Infant Massage delivered by experienced professionals committed to inclusive, evidence-based practices.

PennCares remains focused on increasing access to Early Intervention services, strengthening professional capacity, and supporting families through early identification and developmental support.

PROGRAM HIGHLIGHTS



Expanded therapist team across multiple disciplines



Continued recruitment across all service areas.



Educational Training Program

8

new
facilitators

83

trainings
delivered

2,314

individuals reached



Statewide reach
across Pennsylvania

In 2025, PennCares delivered educational trainings across Pennsylvania to support professionals, caregivers, and community members working with individuals of all ages and abilities. Trainings addressed real-world challenges through timely, evidence-informed content designed to strengthen skills, confidence, and care practices. Through a combination of webinars, in-person sessions, and conference presentations, PennCares expanded its reach and reinforced its role as a trusted training resource statewide.

INDIVIDUALS SERVED



Healthcare
Professionals



Aging
Services Staff



Behavioral
Health Providers



Families



Students &
Community Members



Training topics addressed areas such as:

- ✓ Dementia care
- ✓ Trauma & mental health
- ✓ Equity, inclusion, & cultural awareness
- ✓ Professional well-being
- ✓ Substance abuse prevention



Funding & Support

\$57,351

in grant
funding secured

\$3,000

raised through Give
Local York

\$1,471

raised through
community fundraisers

9

grants received

\$4,700

in in-kind donations

2

fundraisers

Grant Support

We are grateful for grant support from:

- M&T Charitable Foundation
- Staunton Farm Foundation
- J. William Warehime Foundation
- PA Skill Charitable Giving
- Lehigh Valley Aging in Place Grant
- Nason Foundation
- Tioga Downs
- York County Community Foundation
- The Rice Family Foundation

Community Support

In 2025, we received meaningful support from local businesses, organizations, and community groups:

- Home Association of Hanover
- Home Association of McSherrystown
- Hanover Moose
- McSherrystown Moose
- Dentistry on the Square
- Hanover Kiwanis
- James Craft & Son, Inc.
- J.A. Myers Homes

We are deeply grateful to our donors, funders, partners, and community supporters whose generosity makes our work possible. Their investment strengthens programs, supports staff, and helps individuals and families thrive.



Looking Ahead to 2026

As PennCares moves into 2026, we remain focused on strengthening the services and supports that families and individuals rely on every day. Building on the progress of 2025, our priorities center on sustainability, access, and continued quality across all programs.



Workforce Stability & Support

Expand recruitment and retention strategies to support our dedicated caregivers and staff



Organizational Sustainability

Invest in systems that support long-term impact and responsible resource use.



Expanding Access to Education & Training

PennCares will build on its statewide training efforts by continuing to deliver education and professional development aligned with community and workforce needs.



Quality, Compliance, & Best Practices

Ongoing compliance, audits, and professional development will remain central to ensuring consistent, high-quality services across all programs.



Program Growth Where Demand Exists

The organization will focus on maintaining and strengthening in-home care, early intervention, and child development programs in response to demonstrated community need.



Strategic Partnerships & Community Collaboration

Deepen relationships with funders and community partners to enhance program reach and sustainability.