

Living Our Core Principles



1845 Walnut Street, 7th Floor
Philadelphia, PA 19103
215.854.1800, www.jevs.org



JEVS is a constituent of the Jewish Federation of Greater Philadelphia and the United Way of Southeastern PA.



Annual Report 2002
Jewish Employment & Vocational Service



Living Our Core Principles

Chairman's Message2

President's Message3



Commitment to Excellence6



Quality Customer Service10



Integrity14



Leadership at All Levels18



Collaboration22

Donor Report26

Programs & Services28

Financial Summary30

Board of Directors32

Chairman's Message



JEVS is a remarkable organization for so many reasons. For the past four years it has been my honor and privilege to serve as chairman of the JEVS Board of Directors. At the completion of my term, I'd like to reflect on the growth and success of JEVS.

There are so many daily points of pride and accomplishment. I mention just a few:

- We have worked to end JEVS' reputation as the "best kept secret" in the Philadelphia region through our three Strictly Business annual events and our many other efforts to elevate the profile of our important work with decision-makers and those in need in our community.
- We have seen our Executive Committee and Board make the right—albeit risky—decisions on several difficult issues critical to JEVS' future.
- We have helped grow our talented staff by empowering them with new responsibilities, supporting them in the pursuit of new opportunities for JEVS, and we are now focusing on attracting new leaders to the agency.
- We have incorporated our continuous strategic planning process as a living process to guide and measure the agency's work.

At the conclusion of my term, one aspect of this organization has particular personal meaning to me. I have served on the Board and as an officer of JEVS for more than 25 years. And yet, the end of my term as chairman will not end my involvement. What is remarkable is that I will join virtually every other former president in continuing a lifetime commitment of service to JEVS. What is it about JEVS that creates such a consistently durable commitment? It is what lies at the core of JEVS—helping people help themselves.

If our past is any indication, the future is indeed bright for JEVS and those we serve. I am looking forward to continuing my commitment to the JEVS mission and contributing to our success for many years to come.

A handwritten signature in black ink that reads "Howard D. Scher". The signature is written in a cursive, slightly stylized font.

Howard D. Scher, Esq.

President's Message



At the heart of every successful business is a set of core principles—values that describe things held most essential by employees, customers and other stakeholders, and values that underpin the work of the organization.

This past year, JEVS unveiled its Core Principles. Truth be told, it was less of an unveiling and more of a writing down what we already knew to be true about our work and ourselves. For more than 60 years, JEVS has lived by these Principles. Now we are sharing them, measuring our work and accomplishments by them and using them as a touchstone for the future growth of the agency—we are making certain that we are living them.

The environment in which JEVS works is changing. We are seeing new trends in the delivery of services to people with disabilities and to those who have been unsuccessful in moving off of the welfare rolls. In disability services, the mental retardation system is undergoing a major transformation—a shift toward consumer-driven services, with customers exercising more choice in the type of services they receive, who provides the services, and where the services are provided. Services for people with physical disabilities and mental health issues aren't far behind in embracing this trend.

After five years of a "work-first" approach that did successfully move many from the welfare rolls toward economic independence, we now have important information about those left on the caseload. The barriers faced by those who remain include mental illness, substance abuse, domestic violence, family issues and chronic housing problems. JEVS's decades of experience in behavioral health, coupled with our long and successful track record in welfare-to-work, have put us in a unique position to respond to these challenges.

In this environment, Commitment to Excellence, Quality Customer Service, Integrity, Leadership at All Levels, and Collaboration drive our success now and must continue to do so—our community and customers depend on them. [Living our Core Principles](#) has simply never been more important.

A handwritten signature in black ink that reads "Jay Spector". The signature is written in a cursive, slightly stylized font.

Jay Spector



Commitment to Excellence



Quality Customer Service



Integrity



Leadership at all Levels



Collaboration

Commitment to Excellence



We deliver programs and services that uphold the highest professional standards. We focus our resources to remain mission-driven. We embrace change, innovation and creativity, and strive to be leaders in our field, contributing to knowledge and solutions for those we serve. We embody the principles of a learning organization: constant improvement is essential to our success.

Finding and securing a job is a struggle for many, especially for those with special needs or limited work histories. The **Vocational Research Institute (VRI)**, JEVS' research and development arm, developed an innovative assessment and employment planning system that will help these individuals learn about themselves and the world of work, and make more informed employment choices. This new product, WorkPlace Mentor, was funded by the Rehabilitation Services Administration and National Institute for Disability Rehabilitation Research, divisions of the U.S. Department of Education. With more than six years of product development and testing behind it, WorkPlace Mentor is an extraordinary tool to assist practitioners in planning and conducting community-based situational assessments, and identifying strategies to enhance successful employment and the articulation of individual employment plans. WorkPlace Mentor addresses the needs of practitioners in the vocational rehabilitation, employment and training, welfare to work, secondary special education, post corrections, and school to work markets.



Commitment to Excellence

Vocational Research Institute's "WorkPlace Mentor" is a new software system for planning effective community-based assessments for people with limited work histories and placing those people in gainful employment.

● **The Retail Skills Center and Customer Service Training Collaborative (CSTC)** programs were chosen as two of nine sites in the country to pilot the first nationally recognized Customer Service Certification. In partnership with the National Retail Federation (NRF) and the Sales and Service Voluntary Partnership (S&SVP), the initiative is raising the bar for quality customer service and sales workers across several industries. Those passing the assessment will receive the credential "customer service professional," a designation which has been approved by the National Skills Standard Board (NSSB).

● **Orleans Technical Institute/Center City (OTI/CC)** is on a list of court reporting training programs nationwide sharing in a \$3.9 million appropriation from the U.S. Department of Labor made earlier this year. With help from the National Court Reporters Association (NCRA), OTI/CC successfully advocated for the federal grant to recruit and train captionists, who will be in demand thanks to the mandates of the Telecommunications Act of 1996 requiring the closed-captioning of all new television programming by 2006. As the only NCRA approved program in our region, OTI/CC is in a unique position to respond to the growing demand for captionists. Closed-captionists require specialized training on a computerized stenotype machine, similar to that of a court reporter.

● The **In-Home Supports** program, which provides services and supports to individuals with mental retardation and their families, expanded participation this year by more than 50 percent—and keeps growing. The program is deeply committed to empowering customers to make choices, develop new abilities and cultivate their special talents in their homes and communities. Guided by the principles of Self-determination (freedom, authority, support, responsibility and community) and incorporating therapeutic positive approaches, In-Home Supports services are customized to the needs and desires of individuals—in pursuit of their dreams and personal life plans.

● JEVS' **Achievement through Counseling and Treatment II (ACT II)** launched a new, cutting-edge treatment approach earlier this year. The standardized treatment approach, based on a cognitive behavioral model, allows therapists to provide integrated supports to clients. Working as a team, therapists are providing an enhanced baseline level of treatment to all clients at ACT II, including those who are native Spanish-speakers. The standardized treatment approach ensures that clients are receiving the same level and modality of care, empowering clients to move from one treatment team to another, as specific therapeutic needs are identified, to create an optimal client-centered treatment experience.

Quality Customer Service



Our mission and our customers deserve our best, and we deliver superior quality in all that we do. We provide both our external and internal customers with seamless services that are worthy, vigorous, resourceful, courteous and reliable.

Finding your way about in a new country

—with new cultures, values, traditions and languages—can be troublesome even for those who have been here a while. Emigrating from Vietnam 12 years ago, Mrs. Vo finds herself today in poor health, out of work, supported by her son, having limited understanding of English, and unable to navigate the welfare system on her own. Suzanne Erb, a supervisor of the JEVS welfare-to-work program **Project PROMote**, learned of Mrs. Vo's situation and worked tirelessly to get her the support she needed. With great drive, dedication and compassion, she advocated to get Mrs. Vo general and medical assistance and food stamps. Despite complicated and discouraging roadblocks, Suzanne continues to assist Mrs. Vo in her efforts to obtain SSI benefits. Meanwhile, Suzanne's colleagues are working with Mrs. Vo's son to find him a better job so he can make ends meet and finish his degree at Drexel University. With Suzanne's help and unending spirit, the Vo family is slowly realizing the American dream.



● Thanks to a generous donation from a board member in honor of his father, a long-time volunteer at the **Center for New Americans (CNA)**, the program was able to expand its computer lab and create an enhanced library for the nearly 700 refugee clients served yearly at CNA. The library is equipped with books appealing to all levels of reading and includes abridged versions of American classics, English language development books, job search tools, and children’s books for clients to take home and encourage family literacy.

● The **Attendant Care** program, providing individualized personal assistance in the home to those with physical disabilities, responded to the needs of its non-English speaking consumers by offering translation services in their native languages, Russian and Spanish. In extending access to services to typically difficult to serve populations, this initiative received high praise for from the program funder, the PA Department of Public Welfare. In addition, the program scored outstanding customer satisfaction ratings from both independent monitoring visits and written surveys.

● To better prepare its clients for the workforce, **Seniors at Work** opened a new mini-computer lab, providing open lab time and self-paced tutorials. Basic computer skills developed in the new lab help program participants—who are low-income mature workers—pursue better job opportunities with a wider array of employers, offering a greater potential for career growth.

● **Advisory Council for Émigrés (ACE)** and the **Northeast Initiative for Jews at Risk** combined forces to provide mentoring and support to two distinct “at-risk” groups in Northeast Philadelphia: émigrés from the former Soviet Union and Jews living in or near poverty in Northeast Philadelphia. This year, to expand employment-related services for those clients from the former Soviet Union, a Russian-speaking job developer/employment counselor was hired. As a result of these enhanced services, 100 clients found new or better paying employment.

Quality Customer Service

Suzanne Erb of Project PROMote rose to the occasion to help Mrs. Vo (left) move towards economic independence via public assistance and other supports.

Integrity



Our work is based on mutual trust and respect for those we serve and with whom we work. We convey honest, ethical, and principled behaviors: we keep our promises and maintain our credibility.

Choice. As mental retardation services transform, individuals with developmental disabilities and their families will face a dizzying array of choices: where and how to live, options for fuller participation in the community and control over their support systems, to name a few. JEVS' **Community Living and Home Supports (CLHS)** respects these choices. We recently made these choices a reality for four women who are moving into a ranch house together in Montgomery County. The women and their families have been involved in the process every step of the way, from choosing JEVS as a provider through an extensive interview process, to providing input in to the location and set-up of the home, and hiring the staff that will provide day-to-day support. Each individual is venturing out of her parents' home for the first time to begin a new life of freedom, authority, support, responsibility, and community—the guiding principles of Self-determination, which underpin the transformation of the mental retardation system.



● This year has seen remarkable growth in JEVS supports that empower people to choose, plan, and manage their own support services. Our new Self-determination Initiative, operated by **Orleans Industries** in collaboration with the Montgomery County Office of Mental Health/Mental Retardation, provides fiscal and payment agent services for 140 people with mental retardation. After case managers assist consumers in planning and service selection, JEVS supports individuals and their families, helping them to manage the resources needed to realize their plans, pay their bills, and provide monthly budget statements. Other supports offered include comprehensive payroll and tax services that enable consumers to hire, train, direct, and manage their own support staff.

● Challenged by high recidivism rates and the struggles offenders encounter in building productive ties to their communities, the JEVS **Program for Offenders** is redesigning its focus to create a continuum of services—from training sentenced inmates in marketable skills, to helping them secure jobs upon release. Requested by the Philadelphia Prison System, JEVS is working to expand its program and build close relationships with the private sector. The program aims to enhance inmates' employability and facilitate the transition to life "outside the walls."

● The promise of expanding employment opportunities for people with disabilities is a commitment JEVS is able to keep with **Orleans Industries'** Disability Employment Initiative (DEI), a computer skills training program for adults with a variety of disabilities. Operated for more than three years with funding from the U.S. Department of Labor, through a collaboration with the International Association of Jewish Vocational Services, the program was in jeopardy this year when renewal of the program was delayed in Washington. Committed to keeping the program operating, JEVS sought private support and designated funds raised at our annual Strictly Business event until new Department of Labor resources were made available later this year.

● Building trust and rapport with clients, counselors in the new **Community Connections** program are helping individuals on cash assistance who are nearing their five-year lifetime limit reconnect with the County Assistance Office (CAO). By making home visits and accompanying clients to appointments at the CAO, counselors are supporting clients' needs with information about time limits, work requirements and available opportunities through the CAO.

Integrity |

The Community Living and Home Supports program is making community living and the power of choice a reality for four individuals with developmental disabilities.

Leadership at All Levels



Our life-long learning culture nurtures individual growth and professional development, and provides employees with opportunities to take responsibility, use their talents and strengths, and develop to their fullest potential.

If JEVS were a garden, then one of its blossoming perennials would be Eugene Coleman. "Gene" is a member of the direct service staff at the **Work Adjustment Center** where he wears many hats and—without hesitation—goes beyond the call of duty and his job description in the name of JEVS consumers. For this, he was honored with Pennsylvania Association of Rehabilitation Facilities' (PARF) Distinguished Service Award in November, presented to an individual who has demonstrated a strong commitment, dedication, and interest in working with persons with disabilities. This award is fitting, as Gene not only challenges consumers to grow mentally and emotionally, he also strengthens their physical being and internal spirit as coach of the JEVS Special Olympics team. He is a natural leader and positive influence, building the team from four to 100 members. Gene supports all team events—coaching in the evenings and on weekends, traveling to Penn State and then to Ireland. He shares himself with each consumer, helping them to realize their desires, dreams, and potential.



● To prepare for a new era of change in the mental retardation (MR) service system, JEVS formed **Trend Setters**, a steering committee of leaders from across the agency who represent various service options for people with mental retardation. The group, along with key fundraising, human resources, fiscal, and marketing staff, developed a strategic vision and strategy for positioning JEVS as the agency of choice for consumers and their families in the MR system. To inform their vision, the group held listening sessions with families of individuals with mental retardation to gather information on service offerings. The next step will be larger focus groups with consumers and their families. Preparing for this shift in the MR service system has become an agency-wide priority, mobilizing staff from direct care workers to senior managers, all working to ensure that JEVS is prepared to support the needs and desires of each individual.

● JEVS launched the second component of its leadership training continuum, **Leadership Development Series II: Meeting the Leadership Challenge**, a course designed to provide advanced leadership skills to managers including team building, managing change, and decision making. The program was piloted with 19 managers between December 2001 and April 2002 and will be available agency-wide beginning in the Fall of 2002. The next step in the JEVS leadership development series is the creation of a program for aspiring supervisors, to make sure they have the skills they need to manage before stepping into a new role.

● To keep pace with the trends in service delivery and provide more resources for staff development, JEVS expanded its Professional Development Training offerings. This year, employees participated in nearly 2000 hours of training in areas including leadership, management and supervisory skills, technical training, and professional development. Course offerings include computer software applications, case management techniques, stress and time management and a series for managers new to JEVS or new to their jobs as supervisors.

Leadership at All Levels |

Eugene Coleman of the Work Adjustment Center works with Special Olympics athletes like Donald Buehler (left) to strengthen their mind, body and spirit.



Collaboration



We recognize the interdependence of everyone who works here and treat each other as colleagues and partners in serving JEVS' customers. We demonstrate the willingness to contribute information, energy, access and resources to each other. We foster a positive, interactive environment that harnesses the energy of a diverse workforce and community. We seek mutually beneficial relationships with external partners to achieve common goals.

With 28 years of experience preparing adults for careers in building trades, the **Orleans Technical Institute/Northeast (OTI/NE)** teamed up with four Philadelphia Community Development Corporations (CDC) to teach Philadelphians hands-on basics in home improvement. JEVS' partners in this innovative program are People's Emergency Center Community Development Corporation, Project HOME, Asociacion De Puertorriqueños En Marcha, and the Frankford Community Development Corporation. Combining the housing and home ownership programs of these organizations with OTI's training expertise, the Home Maintenance and Repair program helps low-income, first-time homeowners develop do-it-yourself skills—from plumbing and electricity to painting and flooring. This collaboration, funded through the City of Philadelphia's Office of Housing and Community Development, the William Penn Foundation, Lincoln Financial Group Foundation, LISC Center for Home Ownership, and Citizens Bank, equips participants with a range of handy skills to properly and safely maintain their homes, which ultimately contributes to the quality of life in our neighborhoods.



Collaboration

With the help of many partners and funders, Orleans Technical Institute is training low-income, first-time homeowners on how to properly and safely maintain their houses.

- JEVS adopted the new youthAbility program, a multi-city collaboration led by the International Association of Jewish Vocational Services and funded by the Corporation for National and Community Service, to provide outreach to and recruitment of young people with disabilities into national and community service with organizations such as AmeriCorps and City Year. Through this network, JEVS' **Community Job Service** and **Community Integrated Employment** programs have helped their clients and students with disabilities in the School District of Philadelphia find meaningful volunteer opportunities. Volunteer experiences reinforce a commitment to community service, providing skill building opportunities, and exposing young people to an environment where they are judged on their contributions, not their disabilities.

- **Career Strategies** collaborated with Jewish Family and Children's Service and Montgomery County Women's Center to begin the LifeLine program, a computer training, employment readiness, and self-sufficiency program for Jewish women in abusive situations. The program teaches participants basic computer skills using Windows, Word, and Excel and provides the emotional support women need to begin new lives free of domestic violence. The program is funded by the Women of Vision Fund of the Jewish Federation of Greater Philadelphia, The Patricia Kind Family Foundation and The Tuttleman Family Foundation.

- Through its operation of the PA Department of Welfare's **Maximizing Participation Project (MPP)**, JEVS and partners including the People's Emergency Center and Philadelphia Health Management Corporation are helping 2,000 welfare recipients move closer to economic independence. In collaboration with other social service systems such as the PA Office of Vocational Rehabilitation, Philadelphia Department of Human Services, and behavioral health and drug and alcohol agencies, JEVS is working to help clients and their families identify and remove barriers so that they can escape poverty and move towards employment. Other programs offered by JEVS will play a key role in the MPP program, creating a comprehensive continuum of service.

- **Community Living and Home Supports, Work Adjustment Centers, Community Integrated Employment**, and **youthAbility** worked together on an event for Mental Retardation Awareness Month, LIFE: Look Into Future Empowerment, to showcase future opportunities for home, work, service, and community. The event featured interactive, hands-on activities as well as booths with information about the range of services JEVS offers to individuals with mental retardation, including residential and companion living, in-home supports, day services, senior services, pre-vocational training, volunteerism, employment opportunities, and Special Olympics.

- **Orleans Industries** and **Career Strategies** staff shared their expertise in mental illness, vocational rehabilitation, and case management in professional development workshops for case managers in the new **Maximizing Participation Project (MPP)**. Staff at MPP are working with welfare recipients who have significant employment—related barriers, including undiagnosed mental illness and substance abuse issues. Orleans and Career Strategies staff offered information and practical advice based on years of experience to help MPP case managers identify behavioral and mental health issues, and empower their clients to manage these obstacles. Coupling this inside perspective with their own knowledge and talents, case managers will be better able to analyze the health needs of individuals and determine the best plan of action to help move them into the workforce.

Individual Support

JEVS is fortunate to have many generous friends. The following is a list of individual, corporate, foundation and public donors who supported our programs through our campaigns during this past year (from July 1, 2001 to May 15, 2002). List may be incomplete. JEVS apologizes for any inadvertent errors or omissions.

Stephen Applebaum, CPA
 Franklin C. Ash
 Jacob Aufschauer
 Robert Austrian, M.D.
 Estate of Martin Bayersdorfer
 Darryl Benjamin
 Constance Goldman Beresin
 Julie and Henry Berkowitz, M.D.
 Alvin Boardley
 Michael Bookbinder
 Allen Bornstein
 Howard Brod Brownstein, Esq.
 Sanford Bruck
 Kay Brylawski
 Peter Burwasser
 Howard Casper
 Lee Casper
 Eugene Chaiken
 Joan Chait
 Rhonda Chatzkel
 Donald Cohan
 Alma Cohen
 Burton R. Cohen
 Sarle H. Cohen, M.D.
 Nancy Connor
 Adele Crane
 Kenneth E. Davis
 Beryl Dean, Esq.
 Harris Devor
 Estate of Anne Doner
 Mark Felgoise
 Marc Feller
 Joseph Field
 Michael Fogel, Esq.
 Bert Forman
 Linda and Benjamin Frankel
 Joseph Freedman
 Ruth and Ivan Gabel
 Susan Garber
 Gladys and Walter Gershenfeld, Ph.D.
 Jack Gobler
 Juliet Goodfriend
 Lewis J. Gordon, Esq.
 Ann Green
 Albert Greenbaum, CPA
 Mark Gushner
 Mary Bert Gutman
 Ruth Hanft
 Stephen Harker
 Frederick Heldring
 Robert Hess
 Elinor Hewitt, Ed.D.
 Robert and Rochelle Hirsh
 Lynne and Harold Honickman
 David Horowitz
 David Howard, Esq.
 Elizabeth & Warren Hyams
 Gary Johnson-McNutt
 Barry Kahan
 Ernest M. Kahn, Ph.D.
 Harry Kahn
 Kenneth Kaiserman
 Ned Kaplin
 Dorothy and Seymour Katz
 Patricia and Philip Kind
 David King
 Howard Kirshner
 Meyer Kolodner

Joshua Kopelman
 Ellen Kraftsow-Kogan
 Allan Kramer
 Robin Leavitt
 Roy T. Lefkoe, M.D.
 Dorie Lenz
 John Lieb
 Adele Lipton
 Estate of Benjamin Loewenstein
 Joseph Lowenberg
 Alan Magill
 Christina Mastroianni
 Linda J. McAleer
 William McKeown
 Harriette Mishkin
 Stanton A. Moss
 Gail Newman
 Jeffrey Orleans
 James and Eve Orlow
 Ronald Panitch
 Jeffrey I. Pasek, Esq.
 Felice Davidson Perlmutter, Ph.D.
 Marcia J. Plotkin
 George Pomerantz, CPA
 Diane Posternack
 Andrew Price, Esq.
 Kristen Rantanen
 Barbara Ann Recupido
 R. Linda Resnick
 Rosalyn Richman
 Ed Riley
 Gerald Robbins
 Bozena Robertson, Ph.D.
 Peter Rothberg
 Loren Rothschild
 Allison Ruvo
 Harriet Saft
 Howard D. Scher, Esq.
 Cara Schneider
 Estate of Isabelle Schneider
 Mary Ellen and Carl Schneider, Esq.
 Sam Schwartz
 Suzanne F. Scott
 Robert M. Segal, Esq.
 Natalie and Dan Shapiro
 Phillip Shiekman
 Scott Simons
 Sidney Sklaroff
 Jay Spector
 Philip Spergel, Ed.D.
 Linda Spikol
 David Stephens
 J. Brett Studner
 Leon Sunstein, Jr.
 Lee Tabas
 Paul Tanker
 Bernie Tatarsky
 Jay Tolson
 Alfred Waber
 Robert Weil*
 Isadore Wiener
 Constance Williams
 Morris Willner
 Stephen Wouch
 Benjamin E. Zuckerman, Esq.
 Gail Zukerman
 *deceased

Public Support

Bucks County Area Agency on Aging
 Community Behavioral Health
 CODAAP (Coordinating Office for Drug and Alcohol Abuse Programs)
 Montgomery County Aging & Adult Services
 Montgomery County Office of Mental Health/Mental Retardation
 Montgomery County Training and Employment Program
 National Council on the Aging, Inc.
 PA Department of Community and Economic Development
 PA Department of Education
 PA Department of Public Welfare
 PA Office of Vocational Rehabilitation
 PHEAA (Pennsylvania Higher Education Assistance Agency)
 Philadelphia Corporation for Aging
 Philadelphia County Office of Mental Health/Mental Retardation
 Philadelphia Industrial Correctional Center
 Philadelphia Office of Housing and Community Development
 Philadelphia Workforce Development Corporation
 Philadelphia Workforce Investment Board
 U.S. Department of Education

Corporate, Foundation and Other Support

Acme - Albertsons Company
 Annie E. Casey Foundation
 Argonaut Insurance Company, Northeast Division
 Automatic Data Processing, Inc.
 Ballard Spahr Andrews & Ingersoll, LLP
 Bayada Nurses
 Benjamin Rubin Fund
 Boys and Girls Club of Metropolitan Philadelphia
 Louis N. Cassett Foundation
 Charles Jacquinet et cie., Inc.
 Citizens Bank
 CMS Companies
 Comcast Corporation
 Comcast Spectacor Foundation
 Commerce Bank
 Cresa Partners
 Crozer-Chester Medical Center
 David M. Banet & Associates, Inc.
 Debra Rasansky, RPT
 Doris S. Casper Foundation
 Eastern Technical Council
 The First Union Foundation
 First Union National Bank
 Firsttrust Bank
 Fleet Bank
 Foundations, Inc.
 Fresh Fields/Whole Food Markets

The Garbose Family Foundation
 The James & Arlene Ginsberg Foundation
 Goldenberg Rosenthal, LLP
 The Hassel Foundation
 HIAS & Council Migration Service of Philadelphia
 Honeywell DMC Services, Inc.
 Hot Rooms -Chicago
 Independence Blue Cross
 Infonautics
 Internap
 Jewish Federation of Greater Philadelphia
 The Patricia Kind Family Foundation
 KRAVCO Company
 Lincoln Financial Group Foundation
 LISC Center for Home Ownership
 Lutheran Children & Family Service of Eastern PA
 Matt Mazza Plumbing & Heating
 MCP Hahnemann University
 Mellon Financial Corporation
 The Melvin N. & Eunice A. Miller Foundation
 Morgan, Lewis & Bockius LLP
 Munroe Creative Partners
 National Retail Federation
 Packaging Film & Equipment
 Pannonia Beneficial Association
 Parkway Corporation
 Paul J. Walker & Associates
 PECO Energy Company
 Penn Fishing Tackle Manufacturing Company
 People's Emergency Center
 The Philadelphia Foundation
 Philadelphia Health Management Corp.
 PNC Bank
 Premier Office Solutions
 The Reinvestment Fund
 Reed, Smith, Shaw & McClay, LLP
 Gilroy and Lillian Roberts Charitable Foundation
 Safeguard Corporate Campus-PA Early Stage
 Smith-Edwards-Dunlap Company
 Sovereign Bank
 Maxwell Strawbridge Charitable Trust
 The Savitz Organization
 Toll Brothers, Inc.
 The Tuttleman Family Foundation
 University of PA, Treatment Research Institute
 U.S. Trust Company
 William and Adonna S. Kaplan Fund
 William Goldman Foundation
 William Penn Foundation
 Wolf, Block, Schorr and Solis-Cohen LLP
 Women of Vision Fund of the Jewish Federation of Greater Philadelphia

The campaigns that these donors supported include: The Friends Campaign, Board of Directors Campaign, JEVS Scholarship Fund, Facilities Improvement Fund, The Franklin C. Ash Scholarship Fund, the Isabelle Schneider Life Enrichment Fund, and Strictly Business.

Employment & Training Services

Career Strategies

Career Strategies for 55+

1845 Walnut Street, 7th Floor
Philadelphia, PA 19103
215-854-1874

Advisory Committee for Émigrés (ACE)

NE JCC Klein
10100 Jamison Avenue
Philadelphia, PA 19116
215-673-6589

Center for New Americans (CNA) Refugee Assistance Program (RAP)

A.P. Orleans Vocational Center
1330 Rhawn Street
Philadelphia, PA 19111
215-728-4210

Community Connections

1845 Walnut Street, 6th Floor
Philadelphia, PA 19103
215-854-1875

Customer Service Training Collaborative (CSTC)

2133 Arch Street, Atrium Level
Philadelphia, PA 19103
215-496-0655

Family Resource Center Initiative (FRCI)

1845 Walnut Street, 6th Floor
Philadelphia, PA 19103
215-854-1875

JEVS Program for Offenders

Philadelphia Industrial Correctional Center
8301 State Road
Philadelphia, PA 19136
215-685-7114

Maximizing Participation Project (MPP)

112 N. Broad Street, 10th Floor
Philadelphia, PA 19102
267-238-3100

Montgomery County Feeder Program

Retail Skills Center
160 North Gulph Road, Suite 200
King of Prussia, PA 19406
610-337-2826

National RETAIN

1845 Walnut Street, 6th Floor
Philadelphia, PA 19103
215-854-1875

Orleans Technical Institute/ Center City Campus (OTI/CC)

1845 Walnut Street, 7th Floor
Philadelphia, PA 19103
215-854-1853

Orleans Technical Institute/ Northeast Campus (OTI/NE)

A.P. Orleans Vocational Center
1330 Rhawn Street
Philadelphia, PA 19111
215-728-4700

Project PROmote

1845 Walnut Street, 6th Floor
Philadelphia, PA 19103
215-854-1869

Retail Skills Center (RSC)

160 North Gulph Road, Suite 200
King of Prussia, PA 19406
610-337-7449

Seniors at Work (SAW)

1211 Chestnut Street, Suite 206
Philadelphia, PA 19107
215-864-7950

Home, Health & Work Services

Achievement Through Counseling & Treatment (ACT)

5820 Old York Road
Philadelphia, PA 19141
215-276-8400

1745 North Fourth Street
Philadelphia, PA 19122
215-236-0100

Community Integrated Employment (CIE)

330 West Cheltenham Avenue
Philadelphia, PA 19144
215-848-6000

Community Job Service (CJS)

520 North Delaware Avenue
Suite 205
Philadelphia, PA 19123
215-629-5627

Community Living & Home Supports (CLHS)

3005 School House Lane
Philadelphia, PA 19144
215-848-7855

Research & Development

Vocational Research Institute (VRI)

1528 Walnut Street, Suite 1502
Philadelphia, PA 19102
215-875-7387

Administrative Offices

1845 Walnut Street, 7th Floor
Philadelphia, PA 19103
215-854-1800
web site: www.jevs.org

JEVS Attendant Care Program

A.P. Orleans Vocational Center
1330 Rhawn Street
Philadelphia, PA 19111
215-728-4730

JEVS Home Health Care

A.P. Orleans Vocational Center
1330 Rhawn Street
Philadelphia, PA 19111
215-728-4411

Orleans Industries (OI)

A.P. Orleans Vocational Center
1330 Rhawn Street
Philadelphia, PA 19111
215-728-4400

Work Adjustment Centers (WAC)

330 West Cheltenham Avenue
Philadelphia, PA 19144
215-848-6000
5521 Wayne Avenue
Philadelphia, PA 19144
215-844-7700

youthAbility

520 North Delaware Avenue
Suite 205
Philadelphia, PA 19123
215-629-5627

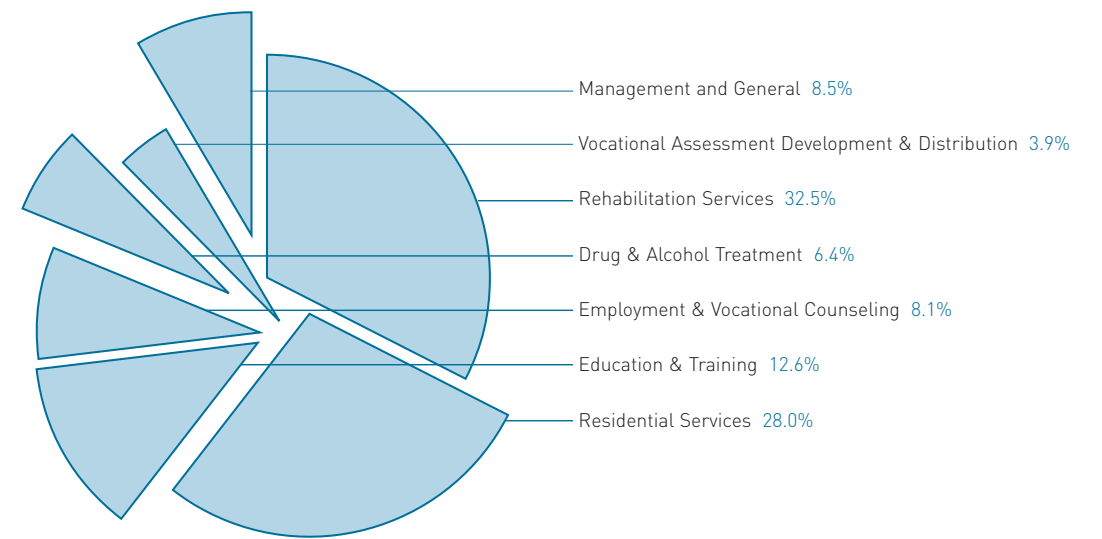
operating budget for the year ending June 30, 2002

Revenue

Philadelphia Office of Mental Health/Mental Retardation	\$ 11,681,000
PA Department of Public Welfare	10,251,000
Vocational Training Tuition	2,957,000
Third Party Client Fees	2,898,000
Vocational Research Institute Contracts	1,615,000
Philadelphia Workforce Development Corporation	1,174,000
Montgomery County Office of Mental Health/Mental Retardation	1,148,000
Work Production Contracts	1,068,000
Client Fees for Vocational Counseling, Psychological Testing and Therapeutic Activities	1,000,000
National Council on the Aging, Inc. (NCOA)	917,000
Lutheran Children & Family Service of Eastern PA	612,000
Jewish Federation of Greater Philadelphia	506,000
Philadelphia Industrial Correctional Center	465,000
Philadelphia Coordinating Office for Drug and Alcohol Abuse Programs	395,000
PA Department of Community and Economic Development	371,000
PA Office of Vocational Rehabilitation	273,000
U.S. Department of Education	241,000
Philadelphia Corporation for Aging	230,000
The Reinvestment Fund	227,000
International Association of Jewish Vocational Services	165,000
Bucks County Area Agency on Aging	125,000
Montgomery County Aging & Adult Services	122,000
Other	564,000
Total Revenue	\$ 39,005,000

Expenses

Program Services		
Rehabilitation Services	\$ 12,662,000	32.5%
Residential Services	10,919,000	28.0%
Education & Training	4,922,000	12.6%
Employment & Vocational Counseling	3,161,000	8.1%
Drug & Alcohol Treatment	2,484,000	6.4%
Vocational Assessment Development and Distribution	1,521,000	3.9%
Total Program Services	\$ 35,669,000	
Management and General	\$ 3,336,000	8.5%
Total Expenses	\$ 39,005,000	100%



2001-2002

Chairman

Howard D. Scher, Esq.

Vice Chairs

Robert H. Hess

Ned J. Kaplin

Adele S. Lipton

Peter C. Rothberg

Benjamin E. Zuckerman, Esq.

Treasurer

Michael J. Fogel, Esq.

Secretary

Daniel E. Gold

Board Members

Jacob Aufschauer

Darryl Benjamin

Alvin Boardley

Lee Casper

Joan Chait

Rhonda S. Chatzkel

Burton R. Cohen

Jon Crane

Kenneth E. Davis

Beryl Dean

Joseph M. Field

Susan M. Garber

Lewis J. Gordon, Esq.

Albert Greenbaum

David Horowitz

David M. Howard, Esq.

Ernest M. Kahn, Ph.D.

Toba Schwaber Kerson, Ph.D.

Joshua Kopelman

Roy T. Lefkoe, M.D.

Linda J. McAleer

Stanton A. Moss

Jeffrey P. Orleans

Felice Davidson Perlmutter, Ph.D.

Marcia J. Plotkin

Andrew S. Price, Esq.

Loren B. Rothschild

Harriet Saft

Philip Spergel, Ed.D.

Linda Spikol

J. Brett Studner

Honorary Presidents

Frank Ash

Howard Brod Brownstein, Esq.

Donald S. Cohan

Sarle H. Cohen, M.D.

Warren L. Eisenberg

Mark L. Gushner

Jeffrey I. Pasek, Esq.

Robert M. Segal, Esq.

Leon C. Sunstein, Jr.

Isadore Wiener

Honorary Directors

Walter Gershenfeld, Ph.D.

Mary Bert Gutman

Dorie Lenz

Suzanne F. Scott

Executive Staff

Jay Spector

President & CEO

Stephen Applebaum

Chief Financial Officer

Marian Baldini

COO, Home, Health & Work

Constance Goldman Beresin

Chief Development Officer

Diane Posternack

Director, Human Resources

Gail Zukerman

COO, Employment & Training