



# 2023 IMPACT REPORT



## **BELIEF STATEMENT**

Connections Work believes that life changing success is possible for everyone, when barriers are removed, and people are encouraged to believe in their future and given the tools and opportunities to pursue it.



## **MISSION STATEMENT**

Connections Work changes lives and improves communities by providing services and supports to individuals seeking pathways to success.

## **VISION STATEMENT**

Berks County and the broader region is stronger, healthier, and more prosperous because of the work we do.



# Thank you!

Dear Friends of Connections Work:

We would like to thank you for your support of Connections Work. 2023 was a year of BIG change! We spent several months involved in a formal rebranding process to develop a new brand that properly reflects who we are and what we do. Our substantive growth and expansion of our programs over the last decade has rendered the name Berks Connections/Pretrial Services obsolete. As you likely know by now on November 10th, we officially said goodbye to BCPS and became Connections Work! Through our decades of service to Berks County we have proven that the connections we make and the opportunities we create change lives and improve communities! We love our new name, new tagline and new logo and we hope you do too!

One of the drivers behind the timing of the rebrand is the expansion of our target population beyond the justice involved. The launch of Reentry Works in 2022 allows us to offer our workforce development services to anyone in Berks with current or past justice involvement – a goal we had worked years to achieve! Bringing our services to scale with Reentry Works has been life changing not only for those we serve, but also for the organization and has shown us that our strengths and expertise can carry over to other marginalized populations. There remains a large segment of our community who do not have justice involvement, but struggle with similar barriers and we know that with the support, education and connections we provide they too can be successful! Our initial efforts to serve this population include Recovery Works, a workforce development program designed for individuals with an Opioid Use Disorder, and we are reaching more in the community by providing our proven successful case management and cognitive based interventions on a contractual basis to other social service providers, training providers, and employers who are looking to help those they serve be successful.



**PEGGY & NIKKI**

We are extremely proud of all our programs, the supportive services that we provide, and most importantly our amazing team who are changing lives each and every day! We thank YOU for all of your support in making this possible! We wouldn't be able to do all of this important work without the help of our Board of Directors, volunteers, donors, second-chance employers, and community partners. Thank you for helping us to ensure that our essential services continue for those who need it most!

Sincerely,

*Peggy Kershner*

*Nikki Schnovel*

**CO-EXECUTIVE DIRECTORS**

PS Please keep an eye out for exciting things planned for 2025 as Connections Work celebrates 50 years of service to the community!

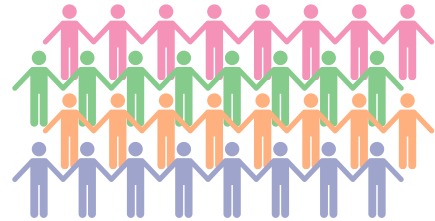
# We Are CHANGING LIVES...

## 2023 STATISTICS

**3,426**

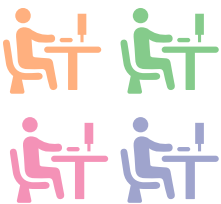
### TOTAL CLIENTS ASSISTED

Males 2,900  
Females 526



**\$35,695**  
**BUS PASSES**

All-day bus passes were given to clients so they could go to job interviews and for the first week(s) of employment until they could begin covering the cost of transportation. Clients were also given taxi/ Uber/Lyft passes totaling over **\$1,350**.



**996**

### UTILIZED COMPUTER-BASED LEARNING CENTER

Clients use the Computer-Based Learning Center (CBLC) to update resumes, search for jobs, and improve their basic skills.

**\$3,818**

### WORK-REQUIRED FOOTWEAR

Needing work boots or non-slip shoes often creates a barrier to employment. By providing footwear, clients can accept job offers sooner.



**\$18,325**

### ID ASSISTANCE

A valid ID is required to work in the state of Pennsylvania. To get an ID, clients need to provide their social security card, birth certificate (or other form of ID), and two forms of proof of residency (utility bill, lease agreement, etc.)

**8,373**

### IN OFFICE VISITS

2021 = 4,604      2022 = 6,950





# and IMPROVING COMMUNITIES...



## OVER 350 JOB SEEKERS ATTENDED CAREER FAIRS

Job seekers with justice involvement can meet fair chance employers in a welcoming environment. Volunteers provide support with application completion, mock interviews and job readiness coaching.

## 40 EMPLOYERS, EDUCATORS, AND SERVICE PROVIDERS

Attended the February and October 2023 Career Fairs.



## 38 OUTSIDE EVENTS

Outside events allow our team members to speak about the programs and services we offer and the ripple effect we have throughout our community.



## 80 FAIR CHANCE EMPLOYERS

Affiliated fair chance employers regularly hire Connections Work clients, giving them the second chance they need to start their next chapters.

"Embracing a culture of second chances fosters empathy, understanding, and inclusivity among employees. It sends a powerful message that everyone deserves an opportunity to succeed and grow, contributing to a positive work environment and enhanced employee morale."

- Pamela Hernandez, Senior VP, Chief People Officer at Tower Health

## WHAT DOES CHANGING LIVES LOOK LIKE?

### Meet David - 2024 Kip Frasso Outstanding Transformation Awardee

David's path has been one of resilience and self-discovery, spanning 18 years behind bars—a period marked by self-reflection and the need for change. Determined to break free from the cycle of incarceration, he actively sought avenues for personal growth, engaging in programs and classes while incarcerated to prepare for a new life upon release.

When entering the doors of Connections Work, David wasted no time pursuing a brighter future. As a client in our Working Towards Change program, he worked closely with his Case Manager to develop an employment plan and immersed himself in REDI classes. However, it was through the R3 program that David experienced a complete 180 within himself. Graduating with the 31st Cohort in May 2023, David's unwavering commitment to the program was evident

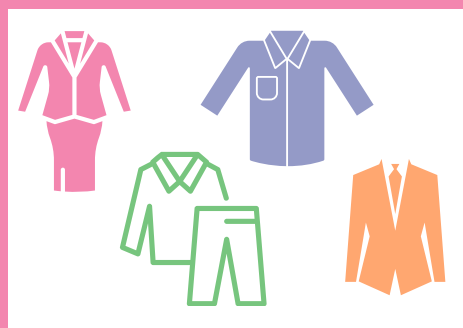


from day one. He approached every classroom session with enthusiasm, demonstrating a genuine openness to learning. R3 not only shaped his future but created connections with fellow participants that'll last a lifetime.

Post-graduation, David secured employment in maintenance and landscaping at Co-County Wellness Services. Embraced by a supportive work environment, he feels valued and appreciated, furthering his self-worth. Alongside his partner Gina, David shares a life defined by love, commitment, and mutual respect—an upcoming ninth anniversary serving as a testament to their relationship.

David refuses to be defined by his past, instead embracing the roles that hold value to him: a devoted father, grandfather, partner, musician, artist, and creator. With his sights set on the future, David remains eager to explore new places and embrace new experiences, including international travel. Through resilience, determination, and a commitment to personal growth, David exemplifies the transformative power of redemption and the potential for positive change.

Follow client stories like these  
on our social media platforms



# \$11,669

## CLOTHING ASSISTANCE

When having the right clothing becomes an obstacle to accepting the job, Connections Work steps in to ensure our clients can meet the requirements



## WHAT DOES OUTSTANDING TRANSFORMATION LOOK LIKE?

### Meet Eric - 2024 Kip Frasso Outstanding Transformation Awardee

Since he was 12, Eric struggled with drug and alcohol addiction, and that addiction and unhealthy behaviors resulted in his incarceration totaling over 23 years of his life. Today, Eric is an R3 graduate, and working full-time guiding individuals through their recovery journey.

His story didn't follow a straight line. Determined to pursue a new path after his incarceration, he opened a restaurant in 2020. However, the unforeseen arrival of the pandemic led to the closure of his establishment, a setback that deeply affected him despite it being out of his control. This adversity marked one of the lowest points in his life.



Recognizing the need for change, Eric sought support through Berks County's Treatment Courts. Following a rigorous selection process involving probation, TASC, and the YMCA, he gained acceptance into the program. During this time, Eric was referred to Connections Work, marking the beginning of his journey with our organization.

In September 2022, Eric started his journey with Connections Work. Encouraged by his progress, his case manager recommended him for enrollment in our R3 program. During his time in R3, Eric was an engaged participant during cognitive behavioral sessions, always actively participating. Eric graduated with the 28th Cohort in May 2023.

Since August 2023, Eric has been employed at Easy Does It, Inc. (EDI), a provider of supportive housing and recovery services. He expresses gratitude for the supportive work environment, where colleagues have become like family. Eric's life has changed significantly for the better; he now finds fulfillment in a healthy relationship with his girlfriend and keeps a strong support system around him.



***Congratulations!***

## 2,598 ATTENDED CLASSES

701 clients participated in financial literacy classes, and 1,897 clients attended employment preparation classes. These employment-focused sessions covered topics such as resume writing, interview skills, job search education, and how to be a better employee.



# CONNECTIONS WORK AMBASSADORS

Hamid Chaudhry  
The late Dr. Constance Dent  
Elsayed Elmarzouky  
Linda Faye Epes  
The late Dr. Ann Gundry

Althea Harmon  
Megan Huesgen  
Kate Hoh  
The late Paul Hoh  
Ruby Martin

Craig Poole  
Scott Rehr  
Mark Stone  
Eric Savage  
Michelle Tomczak



## 2024 PAUL J. HOH IMPACT AWARDEES

Ryan Breisch & Literacy Council of Reading-Berks  
Jeff Laylon & New Journey Community Outreach  
MOD Pizza  
Performance Toyota  
Unique Snacks

## 2024 KIP FRASSO OUTSTANDING TRANSFORMATION AWARDEES

Eric March      David Molyneaux





# CONNECTIONS WORK CULTURE

## CULTIVATE OUR CULTURE

Great work cultures don't just happen. They must be created and cultivated. We are proud of the culture that we have created and know that to maintain it, we must hold a shared, intentional commitment to support and enrich it. At Connections Work, we actively cultivate our culture, so that every individual can thrive. Our commitment to fostering a positive workplace is ingrained in our DNA, reflected in every interaction, decision, and process we create.

One of the cornerstones of our exceptional work culture is our dedication to continuous improvement. We understand that cultivating a positive work environment requires ongoing effort and adaptation. To that end, we provide our team members with tools to excel in their roles and beyond. Whether it's improving communication skills, honing leadership abilities, or fostering a greater sense of teamwork by developing our understanding of common workplaces challenges, our training program empowers employees to reach their full potential, all while they are helping our clients to do the same.

## WE BELIEVE...

- All people have value.
- Mistakes do not define us.
- How we show up is critical to our success.
- Psychological safety is a basic human need.
- Not everyone has had the same opportunities.
- Positive change is possible through hope, opportunity and second chances.



Our commitment to an exceptional work culture goes beyond skills development. We recognize the importance of fostering a sense of belonging and inclusion among our team members. That's why we prioritize diversity, equity, and inclusion in everything we do. Having a workplace where everyone feels valued, respected, and empowered to contribute their unique perspectives isn't just a thing we do – it's an integral part of who we are.

Ultimately, what sets our work culture apart is our collective intention to make it great. From the newest hire to the most seasoned leader, every member of our team plays a role in shaping and upholding our beliefs and behaviors. Connections Work is not just a workplace but a community where everyone feels valued, supported, and empowered to be their best selves.



# REENTRY PROGRAMS

## WORKING TOWARDS CHANGE

Working Towards Change (WTC) provides case management both pre- and post-release from the Berks County Jail System (BCJS). Individuals who score moderate/high or high on the Ohio Risk Assessment Prison Intake Tool (ORAS-PIT) and who meet other eligibility requirements are referred to WTC for case management services. Connections Work staff complete a thorough assessment with the client, which along with the results of their ORAS-PIT help prioritize targets for change. The client and their case manager work together to develop a case plan, set goals and objectives and identify resources needed to achieve them.

Post-release, clients continue to work with their Case Manager to address any immediate needs, such as housing, ID, food, clothing, and medication. They will complete an employment curriculum, including resume building, interviewing skills, proper job search, completing applications, financial literacy, and job retention. All participants have access to our Computer Based Learning Center as well as employment opportunities cultivated by the Employment Development Specialist. Case management services continue for one year after release from BCJS.



## DOC MENTORING

The Department of Corrections (DOC) Mentoring program is designed to help an individual realize how a positive, productive outlook toward overcoming barriers and negative situations can lead to increased success in their reentry. Mentors help individuals in accessing resources in the community for needs such as medical benefits, social security benefits, mental health, substance abuse, and food resources. Mentors also assist in early intervention strategies to aid those reentrants who are at risk of relapsing and/or recidivating.

## DOC WORKFORCE DEVELOPMENT

The DOC Workforce Development program is designed to equip returning citizens with the tools and support necessary to become productive members of our community. Services include case management, employment readiness, essential skills training, financial literacy, assistance with basic needs for employment (ID, bus passes, work boots), job search assistance, and retention support.



**Connections Work provides programs and services for those on state parole and residents of the Wernersville Community Corrections Center.**



# REENTRY PROGRAMS



REBUILDING  
REENTRANTS &  
READING

**8-week registered pre-apprenticeship program in the construction trades for individuals with justice involvement**

**The R3 program is comprised of 3 components to achieve optimum results:**

- **Technical Education:** Connections Work partners with the Reading Muhlenberg Career and Technology Center (RMCTC) where clients receive an overview of construction, electrical, plumbing, and masonry.
- **Hands-On Learning:** Clients learn woodworking skills at the GoggleWorks Center for the Arts Woodshop and put those new skills to work on a cohort project.
- **Employment-Focused Cognitive Curriculum:** Connections Work staff deliver interactive lessons to teach clients how to identify and manage high-risk situations related to obtaining and maintaining employment.

## DID YOU KNOW?

Pennsylvania's recidivism rate is over 45%

**The recidivism rate for R3 graduates is under 5%!**

Since its inception in 2017

35 Cohorts    444 Enrolled    301 Graduated

**Stable Employment Over 65%**



## R3 CLIENTS CAN RECEIVE:

- Up to \$2,000 stipend over 8 weeks
- Case Management & Mentoring for one year post-graduation
- Job search and placement assistance
- Flagger and OSHA Safety Certifications
- Credit toward apprenticeships offered by Associated Builders & Contractors Keystone and Eastern PA Chapters, and the Berks County Career and Technical Center

“Since graduating from R3 it's easier for me to take ownership of the things I've done. I go into jobs now with an open mind.”

~ Orlando, R3 Cohort 34



# REENTRY PROGRAMS



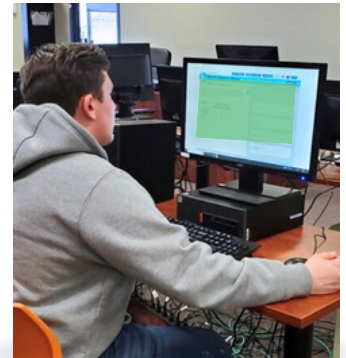
## REENTRY WORKS

Reentry Works expanded our workforce development services to all individuals with current or past justice system involvement. The program uses a case managed approach to help clients become reliable and successful employees and helps to address issues of unemployment and underemployment.

The program includes skill, education, and experience assessments, utilizes individualized employment plans, and provides employment preparedness financial literacy, and digital literacy education. Case managers also provide job search assistance, connections to employers, and employment retention support.

## WORK IN PROGRESS

Work In Progress (WIP) is a comprehensive reentry workforce development program for current or former justice-involved individuals who have a mental health diagnosis and are currently receiving case management services from a mental health provider. **Connections Work** staff work with WIP participants on a one-to-one basis to prepare them for entering employment. The program includes job readiness and essential skills training, financial literacy education, and cognitive-based workforce sessions. Our Employment Development Specialist enlists the support of local employers to provide job shadowing and volunteer opportunities for WIP clients. Once programming is completed, the participant receives assistance with job search and job placement. Additionally, case management and retention support are provided to each participant for a minimum of one year following their enrollment in the program.



## REENTRY RESOURCE CENTER

The Reentry Resource Center (RERC) is a single point of contact for individuals with current or prior justice system involvement. **Connections Work** staff conduct a brief assessment to aid in determining which of their needs require immediate attention. Assistance for basic needs along with information and referrals to services in the community is provided. Services are available in the **Connections Work** office and at the Berks County Jail for those meeting eligibility qualifications.

The RERC was initially funded through a COVID-19 Response Grant from the United Way of Berks County. It is now funded through a Justice Assistance Grant (JAG) from PA Commission on Crime and Delinquency (PCCD).

## CONNECT TO SUCCESS

Connect to Success is a program of the Berks County Workforce Development Board that partners **Connections Work** with the Young Adult Program of the PA CareerLink Berks County. The program provides GED instruction, workforce development services, case management and mentoring to 18-24 year olds with justice involvement.

*Auxiliary aids and services upon request to individuals with disabilities. Language assistance services are available free of cost. Equal Opportunity Employer/Program.*  
[acolumbo@berkspa.gov](mailto:acolumbo@berkspa.gov). For program funding details, in compliance with the Stevens Amendment, please visit:  
[www.berkspa.gov/departments/workforce-development-board](http://www.berkspa.gov/departments/workforce-development-board)

## LEVEL UP

Level Up is a collaboration between The Literacy Council of Reading-Berks and **Connections Work**. The program provides GED and ESL classes in our office to participants in our workforce development programs. Level Up is funded through the United Way of Berks County. The educational achievements experienced in Level Up will assist our participants in gaining employment and advancement opportunities.





# NEW POPULATIONS SERVED

## RECOVERY WORKS

Recovery Works is a robust workforce development program for individuals with an Opioid Use Disorder and for those whom opioids have played a part in their substance use history. Justice involvement is not a prerequisite for program involvement. The program uses a case managed approach to help clients become reliable and successful employees and helps to address issues of unemployment and underemployment.

The program includes skill, education, and experience assessments, utilizes individualized employment plans, and provides employment preparedness financial literacy, and digital literacy education. Case managers also provide job search assistance, connections to employers, and employment retention support.



*This program is made possible in whole by funds received through the Berks County Opioid Settlement Agreement*

## Contracted Services

Two components of our programming that are often of interest to other social service providers and our partner employers are our robust case management services and our employment-focused cognitive interventions. Acknowledging that it is not just the justice involved who can benefit from the services and support that Connections Work provides, we have modified both services to maintain the core concepts while making them applicable to those facing similar barriers.

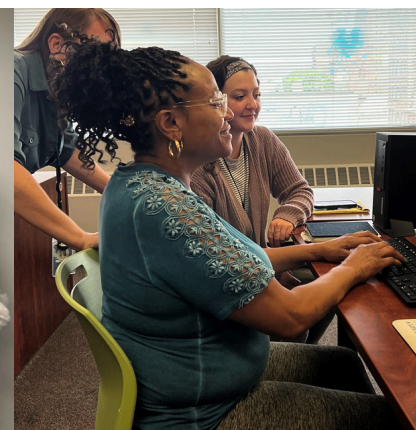
## Employee Essentials

Employee Essentials is a highly interactive cognitive based curriculum facilitated by trained Connections Work staff that focuses on helping individuals see the impact of their thoughts and actions on their success while in school, training, or at work. Employee Essentials is a valuable tool for educational institutions, social service agencies and employers who seek a way to further support and lift up their students, trainees, and employees.

## Case Management

We offer a comprehensive array of case management, supportive services, and a work ready skills/professional development curriculum designed to help those with barriers be successful in the workplace or an educational setting.

These services provide an additional layer of support and enhancement other programs can not provide on their own.



# FORENSIC DIVERSION TEAM

Mental health disorders are overrepresented and under-treated in the criminal justice system. The Mental Health Forensic Diversion Program at Connections Work, in collaboration with the Berks County Mental Health/Developmental Disabilities Program Office, seeks to decrease the incarceration rate of the non-violent mentally ill population and maintain community safety based on risk assessment. Once referred for diversion services, a team member meets with qualifying individuals to explain the voluntary nature of the program and ensure the applicant is committed to treatment and has a desire to remain crime free. Our team then works with each individual to make connections to effective supports, treatment, and services to reduce entry into the criminal justice system.



## Crisis Intervention Team (CIT) Certification Training for Criminal Justice Professions

In January and May, the Mental Health Forensic Diversion Team, in collaboration with the Berks County Mental Health/Developmental Disabilities Program and Alvernia University, hosted a Crisis Intervention Training (CIT) for law enforcement members on how to respond to situations where people are experiencing mental health crises. This is the first time Berks County was offered this type of training!

Participants received 40 hours of training and development, including hands-on scenario-based training, virtual reality training, and discussions with a variety of mental health and law enforcement professionals in a classroom setting. Those who received certification stated:

- they have a better understanding of what people with mental illness face in their everyday lives.
- they could better identify symptoms of mental illness.
- they felt they could improve their crisis responses to individuals with mental illness or in crisis.



CIT Graduates Jan., 2024



# PRETRIAL SERVICES

## Pretrial Interviews and Assessments

Pretrial Case Managers conduct post-arrest interviews and assessments of criminal defendants and furnish the verified assessments to the judiciary, either prior to bail being set or at the preliminary hearing. **Connections Work** utilizes the Pretrial Assessment Tool of the Ohio Risk Assessment System (PAT-ORAS) to assess the risk of a defendant committing a new offense while under pretrial release or failing to appear in court. **Connections Work** also assists with jail population management. Pretrial staff conduct a monthly review of the jail population to assure that low-risk defendants are not needlessly incarcerated due to their inability to post bail. We are pleased to see that on average, the true pretrial population (those held only on a bail) hovers around 34%, which is well below the national average. For those defendants that are classified as low risk and are deemed appropriate for pretrial release, Pretrial Case Managers will provide the assessments to defense counsel and recommend that a motion is made to modify the bail to release the defendant on unsecured bail.

## Pretrial Supervision

Connections Work provides supervised release for criminal defendants who would otherwise remain in jail until the final disposition of their case. Pretrial Case Managers utilize the results of the PAT-ORAS to set conditions that are based on the risk that individual poses and to ensure both court appearance and public safety. Pretrial Case Managers provide drug and alcohol program referrals for individuals identified as having a drug or alcohol problem. **Connections Work** also oversees the Community Release Bail Program, which was designed to ensure that the economic circumstances of a person will not subject him/her to punishment before trial.

## Diversiónary Courts

Connections Work provides personnel and support for the Berks County Treatment Courts, which include DUI, Drug and Alcohol, and Mental Health Courts. Connections Work interviews and assesses most treatment court applicants and provides referrals for drug and alcohol testing and treatment. Our Reentry Coordinator provides case management and workforce development programming for participants in the Treatment Courts. The Treatment Courts provide an intensive combination of court-ordered treatment and regular interaction with the Treatment Court Judge and the team, which includes the Public Defender's Office, Adult Probation Office, TASC, SAM, Inc., the District Attorney's Office, treatment providers, and Connections Work.

**40,000  
BARRIERS**

Research has shown a past conviction history can raise over 40,000 barriers, including employment, education, housing, and professional licensing. These barriers not only impact individuals but also have far-reaching consequences for their families as well.



**Verified  
interviews and  
assessments**



**Monitoring  
Pretrial  
population in  
Berks County Jail  
System**



**Providing  
pretrial  
supervision**



**Assistance with  
Treatment  
Courts - DUI,  
Drug and Alcohol  
Mental Health**

# EMPLOYMENT DEVELOPMENT



Securing stable employment at a livable wage is pivotal for successful reentry into society. Our Employment Development Team at Connections Work cultivates partnerships with employers, educators, and service providers, ensuring abundant opportunities for our clients to thrive. Our mission is to stay attuned to the evolving job market landscape and expand our agency network.

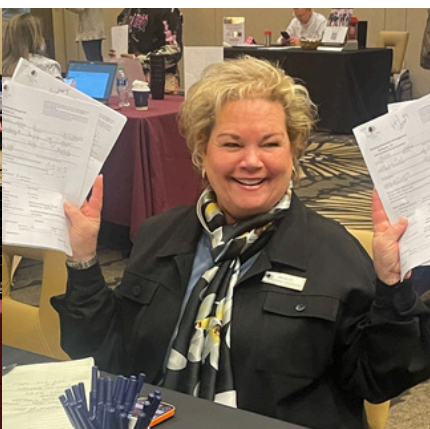


Facilitating the transition from our R3 registered pre-apprenticeship program to certified apprenticeships in the construction sector remains a core focus. Graduates of our R3 program seeking apprenticeships gain access to enhanced educational opportunities, improved salaries, and fulfilling lifelong careers. Collaborating with our affiliates, ABC Keystone, ABC Eastern PA, and Berks Career and Technology Center, we can assist with transitions into apprenticeship roles.

Our team orchestrates bi-annual Career Fairs, welcoming individuals with justice-involved backgrounds. Through proactive outreach and networking initiatives, these events draw significant attendance from employers, educators, and service providers alike. Elevating the visibility of our agency and programs has led to a surge in job seekers participating in these career fairs.

To find out more about becoming a fair chance employer or the Career Fairs, email:  
[HelpWithHiring@ConnectionsWork.org](mailto:HelpWithHiring@ConnectionsWork.org)

Thank you to the employers, community partners, educators, and volunteers who change many of our client's lives and improve their communities.





# CAREER FAIRS February & October



## CAREER FAIR

*Connections in Action*

October 7, 2024

DoubleTree by Hilton,  
701 Penn St., Reading  
9:00 am - 12:00 pm



**Career Fair Sponsor**

**PERFORMANCE  
TOYOTA**

"In my ongoing conversations with local employers across all industries, the need to attract and retain talent in a challenging labor market remains their major barrier to full business recovery and future growth. Local employers will want to consider registering for the Connections Work Connections in Action Career Fair where they will meet with a diverse group of eager job-seekers who might be a good match for their current and future needs."

~ Dan Fogarty, Chief Operating Officer  
Berks County Workforce Development Board



# PARDON PROJECT OF BERKS COUNTY



## WHAT IS THE PARDON PROJECT?

The main goal of the Pardon Project of Berks County is to assist individuals with a criminal record who have served their sentence and are seeking a pardon of their records. The Pardon Project connects eligible applicants with trained volunteer Pardon Coaches to assist them in completing the pardon application and aid them in their journey.

The Pardon Project offers individuals a life-changing opportunity to finally break free from their past mistakes and live their lives according to their current potential. Connections Work is thrilled to coordinate the efforts of the Pardon Project of Berks County and serve as the official Pardon Hub for Berks County.

## Eligibility Criteria Includes:

- Cannot have a conviction of a sex crime
- Must reside in or have a conviction in Berks County
- At least 2 years have passed since the completion of the sentence (including probation and parole)
- Cannot have any open criminal cases
- Must have all restitution paid in full and be active with a payment plan if there are outstanding fines and court costs

## Become a Pardon Coach

Be a part of an applicant's life-changing journey as a volunteer Pardon Coach. After a 1-hour training, volunteers are paired with a pre-screened applicant. Meet in-person or virtually to help them tell their story in essay form.

## WHY ARE PARDONS IMPORTANT?

People change, but records don't! Pardons give people who have changed their lives the opportunity to stop being defined by their worst mistakes. Pardons restore the rights and privileges that were lost as a result of a conviction. Not only do they open the door to greater employment and educational opportunities and increased housing options, but they also can have a positive economic impact on the community.



## Where can I learn more?

[ConnectionsWork.org/Pardon-Project](https://ConnectionsWork.org/Pardon-Project)  
[PardonProject@ConnectionsWork.org](mailto:PardonProject@ConnectionsWork.org)

**“Mistakes made long ago shouldn't follow you for the rest of your life.”**

**- PA State Senator Judy Schwank**



## WHAT DOES CHANGING LIVES LOOK LIKE?

### Meet Dmetrius - Reentry Works Client



Dmetrius, a participant in our Reentry Works Program, has demonstrated extraordinary commitment since his release from jail. In the first month of his reintegration, he visited our office multiple times each week to search for employment and meet with his Case Manager, Keith.

Dmetrius's persistence and positivity during his job search was evident as he went through countless applications and interviews. His hard work paid off when, after just one month, he secured full-time employment at a local fair chance business. To ensure Dmetrius was fully prepared for his new role, Connections Work provided him with essential work clothing and shoes.

Dmetrius continues to work closely with Keith, focusing on job retention skills.

“Dmetrius is a shining example of determination and personal growth. He has impressed me in the time we've been working together.”

Keith, Reentry Works Case Manager

### Meet Yolanda - WIP Client

For the past year, Yolanda has excelled in her current role as a Behavioral Health Technician at a local agency—a reflection of her relentless pursuit of personal growth.

Yolanda's success didn't happen overnight though. It was the result of countless hours of hard work and collaboration with her Work in Progress Case Manager. From the beginning, she embraced every opportunity for development, immersing herself in employment readiness classes, crafting her resume and cover letter, and improving her interview skills. But for Yolanda, these steps were just the beginning.

Driven by an ambition to make a difference, Yolanda set her sights on a new goal: becoming a Certified Peer Specialist, with a focus on mental health and co-occurring substance abuse mentoring. She aimed to use her own lived experiences in mental health recovery to offer peer support to others with similar experiences.

In February, Yolanda received her formal certification through the Pennsylvania Certification Board marking a significant milestone in her career and confirming her status as a Certified Peer Specialist. With this official recognition in hand, Yolanda is ready to support others in their recovery journey.

Through Yolanda's commitment to self-improvement and her passion for making a difference - she embodies the transformative potential that lies within each of us.



## COMMON SENSE CASE MANAGEMENT

Our clients' success is often one unexpected financial obligation away from crashing down on them. By paying a utility bill, a client can stay in their current housing situation. When Connections Work covers the cost of phone minutes, a client can schedule interviews and accept the job offer. By funding just one financial obligation for them, we help them maintain their stability while searching for jobs and after gaining employment.

# COMMUNITY CONNECTIONS

## Berks County Forensic Task Force

In 2020 the Community Resources Network merged with Berks County's Forensic Coalition to form the Berks County Forensic Task Force (BCFTF). The BCFTF mission is to enhance the quality, coordination, and planning of services for the justice-involved in Berks County to support the reintegration of returning citizens into local communities, lower recidivism rates, reduce the number of victims of crime, and increase the safety of our communities.



## Blankets of Hope

Blankets of Hope supports Connections Work clients by providing blankets to individuals who are homeless or are at-risk for homelessness, and beds and bedding for those who are getting off of the street and moving into a home. Blankets of Hope also provided blankets that were given to the children and families who received holiday gifts through the Connections Work Holiday Gift Project.

## Berks County Library System

The Berks County Library System provided laptops at the **Connections Work Career Fair**. These enabled applicants to update their resumes and to go online to apply for positions advertised by employers attending the Career Fair.



## The Forge

The Forge collects new and gently-worn suits, dress shirts, and ties, and donates them, sizes, and matches them to Connections Work R3 graduates. Owning a suit enables them to put their best feet forward in their interviews, or whenever a suit would be appropriate. The Forge anticipates this as an ongoing donation for each of the graduating R3 cohorts. Their mission is to help men become the version of themselves that our culture needs, focusing on positive imagery, service, and fellowship!

## Power of the Purse

Power of the Purse is a women's giving circle whose focus is to improve the lives of women and children in our community. By funding programs that help them break the cycle of poverty, women can have the barriers to entering/re-entering the workforce or seeking the education they need to do so. Connections Work was the recipient of a \$10,000 grant to remove obstacles to employment and education for women with justice involvement in 2022, 2023 & 2024. Power of the Purse is a fund managed by the Berks County Community Foundation.



## New Journey Community Outreach

Connections Work and New Journey partner to assist reentrants who are getting back on their feet. New Journey provides a daily soup kitchen, weekly food pantry, and weekly clothing center for individuals and families in need in the City of Reading. Most recently, New Journey has given Connections Work clients volunteer opportunities, to not only get valuable work experiences but also give back to their community.





# UNITED WAY OF BERKS COUNTY

As a United Way of Berks County partner, **Connections Work** receives funding to support the **Working Toward Change** program at the Berks County Jail System, as well as ongoing funding to staff our **Computer Based Learning Center**.

In 2020, the United Way of Berks County provided funding for **Connections Work** to pilot a **Reentry Resource Center**, to help our clients seeking resources within our community. Assistance for basic needs along with information and referrals to services in the community is provided through this initiative. In the last year, the **Reentry Resource Center** expanded into the Berks County Jail System to allow individuals to prepare better for their release into our community.



Over the years, many **Connections Work** initiatives and events have been made possible thanks to the generous financial and volunteer support of the United Way of Berks County.



In April 2022, the United Way of Berks County awarded a \$1.2 million focused, 3-year grant that supports the **Reentry Works** program.

**Reentry Works** has expanded **Connections Work** workforce services to ANY individual in Berks County with current or past justice system involvement, addressing their issues of unemployment and underemployment. The program enables our clients to become reliable and successful employees. **Reentry Works** uses a case-managed approach and creates individualized employment plans for each client. The program's curriculum includes skill, education, and experience assessments; financial literacy; employment preparedness; digital literacy; and employer recruitment.

Funding for this grant is through a \$10 million gift United Way of Berks County received from philanthropist MacKenzie Scott.

# Thank You!





Paul J. Hoh Impact Awardee  
MOD Pizza

Paul J. Hoh Impact Awardee Ryan Breisch (center)  
with Peggy Kershner and Nikki Schnovel

Paul J. Hoh Impact Awardee  
Jeff Layton and Christie Botterbusch



# Connections Work AWARDS BREAKFAST *Inspiring Connections*



As the story of the starfish goes, we may not be able to change everything, but we are changing our part of the world, one person at a time!



Paul J. Hoh Impact Awardee Performance Toyota with  
Nikki Schnovel & Peggy Kershner



The program was kicked off by Alexia Pursley,  
Connections Work Board of Directors Treasurer





Kip Frasso Outstanding Transformation Awardees  
Chad Moyer, David Molyneaux, Eric March & Michelle Little

Paul J. Hoh Impact Awardee  
Unique Snacks



## THANK YOU, SPONSORS

Connections

Penn State Health St. Joseph  
Medical Center

Opportunities

Emerald Advisors, LLC  
Tom Rentschler Law

Second Chances

Council on Chemical Abuse  
Customer's Bank  
Santander Bank

Partnership

Brentwood Industries  
Capital Blue Cross  
Champion Personnel, Inc.  
Reading Hospital - Tower Health  
Resolution Law  
Spark Solutions & Support,  
Training & Facilitation  
Stone Financial  
Weik Capital Management, Inc.

Hand Up

Gage Personnel  
Hope Rescue Mission  
Literacy Council of Reading-Berks, Inc.  
Members 1st Federal Credit Union  
Omega  
Ottick Solutions, LLC  
Tompkins Bank



One door prize winner received a 40-ounce  
Connections Work tumbler and a \$25 gift card  
to Starbucks.



**SAVE THE DATE**  
**Celebrating 50 Years!**  
**Awards Lunch**  
**Monday, April 14, 2025**



# CHAMPIONS OF

## REBRAND AND NAME CHANGE

On November 9, 2023, we officially announced our name change from Berks Connections / Pretrial Services (BCPS) to Connections Work.

We were thrilled to share it with those who have been our champions - our Board of Directors, Volunteers., Employers, Community Partners, Donors, and our staff!

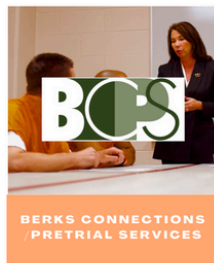
The big reveal came with much fanfare, a video showed the whole staff coming from our office on 6th Street to the DoubleTree and then they entered the room with noisemakers and kazoos! Peggy and Nikki revealed the new name and logo on-stage, and off stage staff pulled down the old backdrop to reveal the new one!



## THE EVOLUTION OF CONNECTIONS WORK



1975



2005



2015



**Survey Responses**  
**WHY SHOULD THE**  
**COMMUNITY CARE**  
**ABOUT**  
**CONNECTIONS WORK?**  
**and**  
**WHAT MAKES**  
**THEM UNIQUE?**

**Well connected** **We can do it, positive attitude** **From a business**  
**People should not be defined by their mistakes** **toward problem solving** **owner's perspective**  
**Nobody does all they do** **we need workers**  
**Genuine energy and integrity** **They see the good in people when the people can't see it themselves** **Collaorative abilities**  
**They create a stronger & safer community** **The culture and motivation to help people** **All of the services and programs under one roof**  
**A real joy and love** **They serve those who others don't want to serve** **As far as improving the community, no other 501c3 does a better job in Berks County**





# IMPACT SOCIAL



Vanessa Starr  
& Hamilton Newton  
2022 Outstanding  
Transformation Awardee



Dennis Brubaker - Rebranding  
Consultant, Cross Roads Studios with  
Peggy Kershner & Nikki Schnovel



MDJ Jeffrey Sprecher  
& Jane Sprecher  
Paul J. Hoh Society Members



**Survey Responses**  
**WHAT WORDS**  
**DESCRIBE WHAT**  
**CONNECTIONS WORK**  
**MEANS TO YOU?**  
**and**  
**WHAT DO THEY**  
**STAND FOR?**

**Significant impact, best practices** **Transformational** **Integrity** **Connector**  
**Light, beacon** **Forward thinking** **Invested, driven, impactful** **New lives**  
**Opportunity to change** **Hope in action** **Helping people become whole**  
**Skills, tools, opportunity** **Innovative** **Life changing** **Community partner**  
**Helping people** **Collaborative organization** **Accountability** **Effective**  
**better their lives** **Connecting people to services** **Second chances**  
**Compassion** **Believing in the goodness** **Stand for people who**  
**Extraordinary** **of people, not labeling** **weren't given a first chance**





# VOLUNTEER OPPORTUNITIES

## Mother's / Father's Voice Program

Since 1996, **Mother's / Father's Voice** volunteers have been recording incarcerated parents reading stories to their young children. The book and DVD are sent to the child for them to watch their parent reading while following along in the book. This provides a sense of closeness between the parent and child that would otherwise not be possible.

**In 2023, 417 parents read books to 812 children!**

Two volunteers attend each session, which are held on Friday mornings from 8:00 - 11:00 at the Berks County Jail. Each volunteers identifies their chosen dates in advance. Berks County Jail clearance and annual training is required. Once cleared, the Community Outreach Coordinator will schedule an in-person training at the Jail.



## Mock Interviews

We offer two Volunteer Mock Interview opportunities:

- Our Career Fairs connect individuals with criminal records to fair chance employers. Volunteers play a crucial role by offering job readiness assistance, including help with job applications, mock interviews, and general job coaching and encouragement. Our Connections in Action Career Fairs are held at the DoubleTree in the spring and fall.
- R3 Clients practice their newly learned interview skills with 2 or 3 different Mock Interview Volunteers. These volunteers provide instant feedback so that our clients can adjust their skills and be prepared to present their best selves to future employers. R3 Mock interview are held every 10 weeks in the Connections Work Office in Reading.





# COMMUNITY OUTREACH

## Pardon Project – Pardon Coach

The Pardon Project of Berks County helps eligible individuals navigate the pardon application process, offering them a pathway to a second chance at life. Pardon Coaches increase applicants' chances for success by providing guidance on writing detailed essays demonstrating how they have changed their lives for the better since their convictions.

Pardon Coaches play a crucial role in this transformative journey. Our staff provides a one-hour training to help volunteers better understand the key factors the Board of Pardons considers, ensuring applicants submit the strongest application possible. The total time commitment per applicant is approximately 4 hours (depending on the applicant's needs). Meetings can take place either virtually or in person at a time that is mutually beneficial to the volunteer and applicant.



## Holiday Gift Project

Connections Work enlists individual volunteers and volunteer groups throughout the community to provide holiday gifts for children whose parents are incarcerated or involved in the criminal justice system. The event is coordinated by Alice Moyer at West Lawn United Methodist Church. The families that attended the party decorated gingerbread houses, created festive arts and crafts and had a meet-and-greet with Santa and Mrs. Claus. But that was not all! They also received blankets from the volunteers with Blankets of Hope and teddy bears donated by Godiva. And, Barbara Witman coordinated with the Nice Knitters at the Highlands and friends in Florida to knit scarves and hats for the children. At the end of the event, parents picked up the gift-filled sacks, which were delivered by our volunteers. The remaining families were able to pick up their gifts at the drive-through event, which took place after the holiday party. 725 children received gifts in 2023!

**Consider being a part of this amazing project in 2024!**

For more information about Connections Work programs and how you can volunteer to help, please visit our website at [www.connectionswork.org](http://www.connectionswork.org) or contact Kyla Olanin at [kolanin@connectionswork.org](mailto:kolanin@connectionswork.org)



## WHAT DOES CHANGING LIVES LOOK LIKE?

### Meet Jeffrey - R3 Graduate



In May, 2023, Jeffrey graduated from the R3 program. Throughout the 8-week course, he never missed a single day and was a natural leader, often prompting discussions in the daily cognitive classes. It was not a surprise that he was hired shortly afterward.

Jeffrey is employed at a local hotel, where he excels in building maintenance—a job he truly loves. This employment opportunity has provided Jeffrey with financial stability and which enabled him to save money and achieve a significant milestone: becoming a homeowner.

Jeffrey's life has changed dramatically for the better. The steady job has given him the means to secure his financial future, and owning a home has brought him a sense of pride and accomplishment. His journey showcases how commitment and hard work can lead to meaningful employment and a brighter, more stable future.



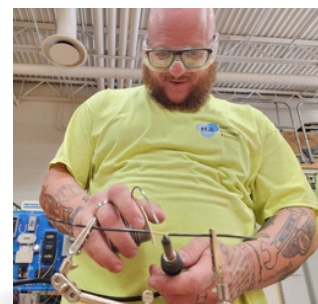
### Meet Daniel - R3 Graduate



Meet Daniel, a determined individual who joined Connections Work in April 2023. Quickly advancing through classes, Daniel constantly strived for new challenges. In May 2023, he joined the 31st cohort of our R3 pre-apprenticeship program, where his Case Manager noted he was a standout in his class.

An avid cyclist, Daniel rode his bike from Wernersville to Reading every weekday for class. When his bike became unusable, he had to rely on the limited bus service in his area, making his commute difficult, long, and arduous.

Thanks to a donation of bicycles, Daniel was provided with a newly refurbished bike a few weeks later, transforming his daily life. Thrilled to be back on his preferred mode of transportation, Daniel can commute easily, allowing him to put all his focus on his education and future.



972

### RECEIVED BASIC NEEDS ASSISTANCE

Clients struggling with housing and food insecurity can receive full-size toiletries and personal care items. Having access to hygiene products helps with self-confidence and social acceptance.



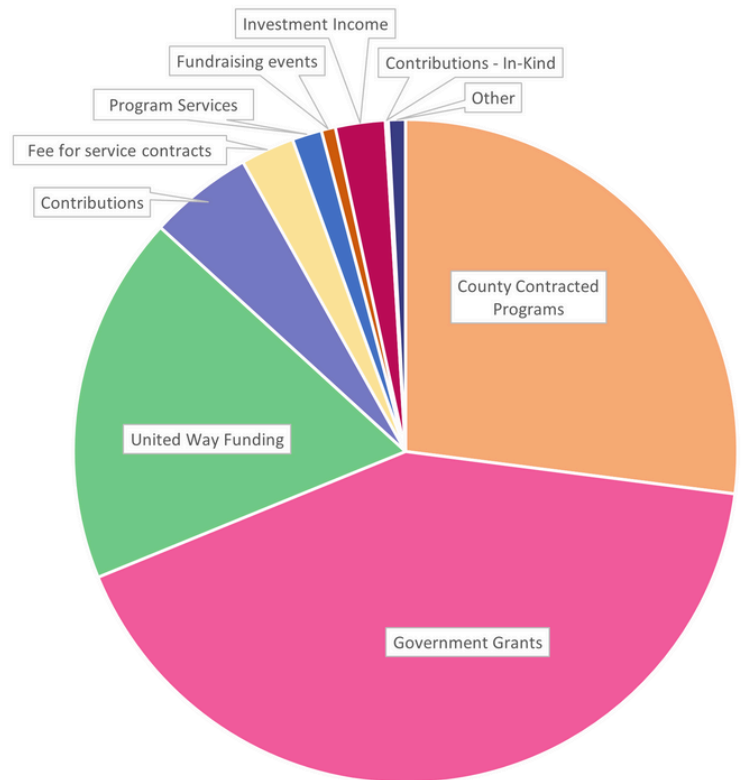
# Connections Work Revenue and Expenses For Calendar Year 2023 January 1 - December 31, 2023

## FINANCIALS

### REVENUE

County Contracted Programs	\$819,821
Government Grants	\$1,266,636
United Way Funding	\$544,992
Contributions	\$153,716
Fee for service contracts	\$79,188
Program Services	\$43,800
Fundraising events	\$20,813
Investment Income	\$73,462
Contributions - In-Kind	\$4,350
Other	\$25,138

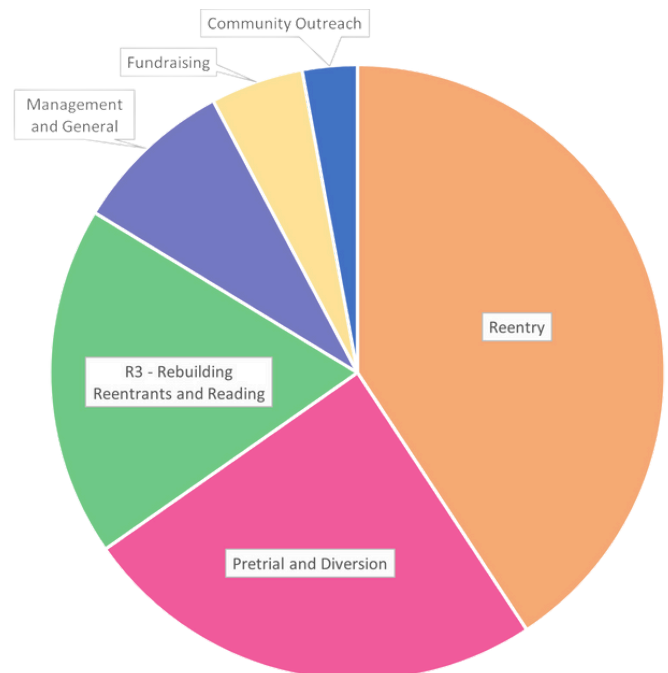
**TOTAL REVENUES & SUPPORT**    \$3,031,916



### EXPENSES

Reentry	\$1,251,832
Pretrial and Diversion	\$754,907
R3 - Rebuilding Reentrants and Reading	\$565,889
Management and General	\$258,705
Fundraising	\$150,069
Community Outreach	\$88,870

**TOTAL EXPENSES**    \$3,070,272



# THANK YOU 2023 DONORS!

**\$20,000 +**

The Wyomissing Foundation

**\$15,000 - \$19,999**

Jeannie Savage - fb  
Peter and Mary Terranova - fb  
Santander Bank

**\$10,000 - \$14,999**

Henry Janssen Foundation  
Power of the Purse

**\$5,000 - \$9,999**

First Energy Foundation  
The Hill School Student Philanthropic Council  
Members 1st Charitable Foundation  
Penn State Health St. Joseph  
Performance Toyota - pjh

**\$2,500 - \$4,999**

Emerald Advisors, LLC  
Heidelberg Family Restaurant, Inc. - a  
Scott & Yvette Rehr - a  
Rhodes Electric

**\$1,000 - \$2,499**

Russel Becker & Janet Winter-Becker  
Berks Coalition to End Homelessness - pjh  
Buckingham Asset Management, LLC  
Council on Chemical Abuse  
Customers Bank  
E.G. & Klara M. Smith Foundation  
Dan Elmer & Chris Hoh  
FareStart  
Patricia Giles  
Jerry and Carolyn Holleran  
The Junior League of Reading  
Peggy & Lee Kershner - s  
Leinbach for Commissioner

**Clients hear “YOU’RE HIRED!” because...**

**Your donation fuels every connection!**

**Your generosity champions every success!**

**Your kindness empowers new beginnings!**

**You are CHANGING LIVES and  
IMPROVING COMMUNITIES!**



**\$1,000 - \$2,499 (continued)**

Morgan Truck Body - pjh  
Ottick Solutions, LLC  
Alexia Pursley - b  
Reading Hospital - Tower Health  
Renewed Spirit Church  
Rentschler Law, LLC - b  
Resolution Law Group  
Rivera for Commissioner  
Nicolle & Leroy Schnovel - s  
Lawrence Snow - b  
Spark Solutions & Support, Training & Facilitation - b  
Stone Financial - a  
Weik Capital Management, Inc.



# THANK YOU 2023 DONORS!

## \$500 - \$999

Carmela & Steven Bobick  
Champion Personnel, Inc.  
Christ Episcopal Church  
Co-County Wellness Services  
Kate Conrad  
Janet Dearstyne  
Exeter Monthly Meeting Religious Society  
Christine Guistwite - s  
Bradley & Barbara Hall  
Morgan Stanley Wealth Management  
Robert Myer  
New Cstle Lawn & Landscape - pjh  
Omega Systems Consultants, Inc.  
Oxholm Family Fund  
Barbara Palmisano & Eric Walsky - v  
Leah Rotenberg  
Spotts, Stevens and McCoy  
Vanessa Starr & Bradley Seltzer - s  
TASC  
Anthony & Michelle Tomczak - a  
Tompkins Bank  
Tweed-Weber-Danks, Inc.  
Unique Snacks - pjh  
Kent & Sara Weymouth

## \$250 - \$499

District Attorney's Office  
Abhishek Amatyia & Jennifer Ergen-Amatyia - b  
Patty Bell - s  
YMCA of Reading & Berks County - pjh  
Literacy Council of Reading-Berks, Inc. - pjh  
Penn State Health St. Joseph  
Diann Connor  
West Lawn United Methodist Church - pjh  
Mark & Cindy Fortunato  
Gage Personnel  
Safe Berks - pjh  
Joseph & Dana Hartz  
Phyllis & Mike Hechinger  
Kate Hoh - a  
Megan & Matthew Huesgen - a  
Fromm Electric Supply Company  
Cynthia Long  
Barbara Lykens  
Sydney & Gerald Malick - v  
Jason & Stacy Mensch - s  
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Linda Rentschler  
Barbara Ronky  
Robert & Martha Spezialetti - fb  
Leonette Stocker - b  
Ronald Velez - b  
William & Jody Widing - v

*A special thank you to Weaver Associates for the in-kind printing of the Connections Work Awards Breakfast program*



We have made every attempt to ensure the accuracy of our donor list. If you discover an error, please accept our sincere apologies and notify us at 484-260-3860 ext. 3043 so that we may correct our records.

Ambassador - a  
Board of Directors - b  
Former Board Member - fb  
Paul J. Hoh Impact Awardee - pjh  
Connections Work Staff - s  
Volunteer - v

# THANK YOU 2023 DONORS!

## \$100 - \$249

ABC Keystone - pjh  
Aging With Comfort  
Rosa Alvarez - s  
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Kristy Belschwinder - s  
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Brentwood Industries - pjh  
Erin Brown s  
Tonya & Wynton Butler - pjh  
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Cambridge-Lee Industries  
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Eastern Atlantic States Regional  
Council of Carpenters  
EasyPak  
Empire Beauty School  
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Goodwill Keystone Area  
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I-Lead  
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Ruby Martin - a,v  
Ashley McGee - s  
Moravia Health  
Chad Moyer - s

## \$100 - \$249

Daryl and Susan Moyer  
Carleen Mulholland  
Denise and Douglas Myer - s  
Larry and Kathleen Nallo - v  
Amy Nichol - s  
O'Pake Institute  
Opportunity Construction  
Opportunity House  
Penn State University Rising Scholars  
Reading Area Community College  
Recovery Coaching Services  
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South Central Transit Authority  
Stevens & Lee PC  
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Lori Stoudt s  
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Joan Swinehart - v  
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Janice & Gerard Thompson  
Isamac Torres-Figueroa & Angel Figueroa  
UPS  
Peter Valenteen  
Viwinco Inc  
Warren Weik  
Anna Weitz  
Francis and Lucy Williamson  
Stephen & Christine Wullert  
Zelda & Mark Yoder

## Up to \$100

Jim and Carol Adams  
Ana Antunez  
Lindsey Aukamp  
London Barber - s  
Berks Business Education Coalition  
Berks County Workforce Development  
Board  
Amber Boyer - s  
David and Sandra Brant  
Irv and Louise Bressler  
Dennis Brubaker  
Christopher Burky  
Stacey Carmello  
Yomary Castro  
Russell Clineff - s

## Up to \$100

Community Aid, Inc.  
Sara Cosentino  
Shivaugn De Marrais  
Amanda & David Deiser - s  
John Donovan  
Rich Durina v  
Malinda Essig  
Denise Frasso  
J. Gail Freymoyer  
Stanley Furrow  
Marianne Garrett  
Godiva Chocolatier Inc.  
Maria Gonzalez-Lara - s  
A. Nils Groten  
Tom Herman  
Miriam Hernandez  
Kim Hiester  
Teresa Hill  
Roy and Dorothy Hogland  
Dorriane Holbert  
Michael & Kathryn Joffred  
Kim Johnson - pjh  
Tara Kennedy Kline - v  
Alice Kutz  
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Jacinda Maus - s  
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Jessica and Pablo Nunez - s  
Olivet Boys & Girls Club  
Carol Orts  
Raylyn Overdorf  
David Patti  
Brianna Perez  
Reading Bucket Service, LLC - pjh  
Michael Reese  
Reform Alliance  
Yamil Sanchez Rivera - b  
Judith Schwank, PA State Senator  
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Robert Williams



# THANK YOU 2023 DONORS!

## 2023 IN MEMORY

### In Memory of Paul J. Hoh

Robyn Hoh Cavanagh  
Christopher Hoh  
Michael Reese

### In Memory of Joseph Harmon

Roy & Dorothy Hogland  
Francis & Lucy Williamson

## 2023 IN HONOR

### In Honor of Connections Work

Joan Swinehart

### In Honor of Stanley Gracius

Anonymous

### In Honor of Kim Johnson

Stephen & Christine Wullert

### In Honor of Richard & Molly Kline

Laura Kline

### In Honor of Doug & Denise Myer

Robert Myer

### In Honor of Tom Rentschler & Natalie Bartush-Rentschler

Linda Rentschler

### In Honor of Nikki Schnovel

Kate Conrad

### In Honor of Vanessa Starr

Jill Starr & Ed Sweisford

### In Honor of Michelle Tomczak, Connections Work Ambassador

Marianne Garrett  
Mindy McIntosh

### In Honor of Michelle Tomczak & Marianne Garrett

Betty Slegowski



# STAFF & BOARD OF DIRECTORS

## Leadership Team

Peggy Kershner \_\_\_\_\_ Co-Executive Director  
Nicolle Schnovel \_\_\_\_\_ Co-Executive Director  
Patty Bell, SHRM-CP \_\_\_\_\_ Human Resources Director  
Amanda Deiser \_\_\_\_\_ Lead Case Manager  
Christine Guistwite \_\_\_\_\_ Director of Programming  
Michelle Little \_\_\_\_\_ Lead Case Manager  
Ashley McGee \_\_\_\_\_ Program Manager  
Jason Mensch \_\_\_\_\_ Director of Programming  
Chad Moyer \_\_\_\_\_ Program Manager  
Denise Myer \_\_\_\_\_ Finance Manager  
Jessica Nunez \_\_\_\_\_ Leadership Support  
Brandon Sands \_\_\_\_\_ Forensic Diversion Director  
Vanessa Starr \_\_\_\_\_ Development Director

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Karissa Rodriguez, Esq.

Yamil Sanchez-Rivera, Ed. D

Larry Snow

Leonette Stocker

Ron Velez



United Way of Berks County



Connections Work is a United Way of Berks County Agency Partner.

Connections Work earned the 2024 Gold Seal of Transparency from CANDID (formerly Guidestar), the leading source for nonprofit and foundation financial, leadership, and mission information. Our financial details and agency information can be viewed at <https://www.guidestar.org/profile/23-1969810>.

Connections Work is proud to be certified by the Pennsylvania Association of Nonprofit Organizations (PANO) through its Standards for Excellence certification program. Connections Work completed this certification program by voluntarily opening itself up to scrutiny by a "jury of its peers" who examined our organization for compliance with PANO's Standards for Excellence: An Ethics and Accountability Code for the Nonprofit Sector. Standards of Excellence are based on fundamental values such as honesty, integrity, fairness, respect, trust, responsibility, and accountability. Connections Works's programs and services, management, fundraising, and financial practices were examined in depth before the certification was awarded. *Connections Work was one of the first organizations to be certified under the Standards program that began in 2002.*







# *Thank you for your support!*



## Join Us...

Connections in Action Career Fair  
Connections in Action Career Fair  
Impact Awards Lunch

October 7, 2024  
March 31, 2025  
April 14, 2025

### Connections Work

19 N. 6th St, 4th Floor  
Reading, PA 19601  
484-260-3860



United Way of Berks County



Support Connections Work  
Click here to give today,  
or visit our website:  
[www.ConnectionsWork.org](http://www.ConnectionsWork.org)

Connect with Us  
[ConnectionsWork.org](http://ConnectionsWork.org)

