

For use by Easton Rotary Service Foundation



1. **Brief Description of the Organization:** The Center for Humanistic Change, Inc. (CHC), founded in 1979, traces its roots to Endeavor, a drug and alcohol treatment and prevention center founded in 1970. In 1975, Endeavor separated its treatment and prevention education divisions. Four years later, the prevention education division became an independent organization known as the Center for Humanistic Change, Inc. The Internal Revenue Service granted tax-exempt status to CHC by the in June 1980, which the IRS reconfirmed in October 2016. The *mission* of the Center for Humanistic Change, Inc. (CHC) is to give people, especially youth, the knowledge and tools they need to make better-informed and more positive life choices.

CHC is dedicated to the implementation of evidence-based programs and curricula as well as successful programs developed in-house. Drug and alcohol prevention programs and life skills education remain our core service. Our clients include students, counselors, parents, social service employees, teachers, administrators, community groups, and individuals interested in personal growth. In 2019-2020, CHC served 44,781 individuals through prevention programming.

- **Programs for elementary, middle and high school age youth.** Alcohol, tobacco and drug education and prevention; life skills training; violence prevention; peer mentoring; and, the Student Assistant Program.
 - **Programs for parents.** Alcohol, tobacco and drug education and prevention; life skills training; effective parenting; and, the Student Assistant Program.
 - **Programs for educators.** Alcohol, tobacco and drug education and prevention; life skills training; violence prevention; and, the Student Assistant Program.
 - **Programs for adults and the workplace.** Alcohol, tobacco and drug education and prevention; life skills training; violence prevention; stress management; diversity training; and, communication skills.
2. **Summary of the Proposal:** Project SUCCESS/Crossroads (PSCR) provides students in K-12th grade, identified as "at-risk" by school personnel, with social-emotional support and practical skills needed to identify and develop personal character/resiliency, succeed in school, graduate from high school, and cope with challenges in life. Students obtain referral to the program for academic, behavioral, and social issues. In 2019-2020, 1,517 students in 31 schools were referred and 1,053 students met the three adjusted requirements due to COVID-19 to be considered a mentee (obtained parental permission, met with a mentor a minimum of three times, and completed pre-survey).
 - **Crossroads Mentoring Program.** CHC developed and introduced Crossroads in the Lehigh Valley in 1995 for students in K-5th grade who were in danger of academic failure. The Crossroads Mentoring Program helps students considered "at-risk," develop the social-emotional learning support and practical skills needed to identify and develop personal character and resiliency, succeed in school, and cope with challenges in life. Students learn specific skills, such as communication; conflict resolution; goal setting; anger and stress management; and, resistance to peer pressure, so that they can work toward making healthy and more positive choices in school and in life. CHC redesigned Crossroads to include key components of the evidence-based model, Project SUCCESS, as well as qualitative and quantitative measures.
 - **Project SUCCESS Mentoring Program.** Project SUCCESS is an evidence-based mentoring program for students in middle and high school that prevents and/or reduces substance abuse and

helps participants who are in danger of academic failure or other high-risk behaviors develop resiliency and coping skills. The U.S. Substance Abuse and mental Health Services Administration (SAMHSA) recognizes Project SUCCESS as an effective prevention program that can strengthen a community's overall behavioral health. The National Registry of Evidence-Based Programs and Practices recognizes Project SUCCESS as an evidence based program.

CHC is respectfully requesting \$5,000 from The Easton Rotary Foundation to support PSCR in the Easton Area School District. CHC would use grant funds awarded in conjunction with other funding sources to support PSCR for 2020-2021. Currently CHC implements PSCR in Easton Area High School, Easton Area Middle School, Cheston Elementary School and Paxinosa Elementary School.

3. Project Description

a. Statement of the need:

Poverty is a significant risk factor leading to poor academic performance and behavior problems. In Easton Area School District alone, 47.9% of students are considered economically disadvantaged. Of the four schools, we serve 47.8% of students in Easton Area High School, 49.5% in Easton Area Middle School, 67.9% in Cheston Elementary, and 76.6% in Paxinosa Elementary School are considered economically disadvantaged (Pennsylvania Department of Education Information Management System Future Ready PA Index).¹

Poverty Rate Statistics for families with related children of householder ages 18 and under reported by the 2014-2018 American Community Survey, U.S. Census; 10.2% Northampton County, 16.7% Easton.²

In an article posted on DoSomething.org, which is a global movement of millions of young people making positive change, the organization estimates that every year, over 1.2 million students drop out of high school in the United States. That is one student every 26 seconds or approximately 7,000 students every day.³

The Division of Data Quality of the Pennsylvania Department of Education, PA Department of Education Information Management System 2017-2018 Drop-Out Rate for Easton Area School District averaged 2%.⁴

Based on a report by Sharnell Creary and Dr. Naison from Fordham University, research suggests that high school dropouts face increased unemployment, a loss of learning power, and increased dependence on welfare and assistance programs (Creary & Naison, 2016).⁵

- **Increased unemployment.** Combined research studies have shown that high school dropouts are about four times more likely to be unemployed than peers who attended four years or

¹ Performance Profile. (n.d.). Retrieved from <https://futurereadypa.org/>

² Data Access and Dissemination Systems (DADS). (2018). American FactFinder. Retrieved from <https://factfinder.census.gov/>

³ DoSomething.org (n.d.) Retrieved from <https://www.dosomething.org/us/facts/11-facts-about-high-school-dropout-rates#:~:text=Every%20year%2C%20over%201.2%20million,from%20high%20school%20on%20time.>

⁴ PA.Gov. (n.d.). Retrieved from <https://www.education.pa.gov/Data-and-Statistics/Pages/Dropouts.aspx>

⁵ Creary, S., & Naison, Dr. (2016, May 9). Reducing High School Dropout Rates and Youth Unemployment Among Urban Youth. Retrieved from <https://www.fordham.edu/download/downloads>

more of college. The civilian labor force unemployment rate for Northampton County as reported by the 2014-2018 American Community Survey, U.S. Census is 5.3%; Easton 6.2%.²

- **Loss of earning power.** Even when a high school dropout can find work, the difference in earning power is striking.
- **Increased dependence on welfare and assistance programs.** High school dropouts are more likely to seek out and live on public assistance or welfare than graduates.
- **Increase in crime and imprisonment.** A number of studies show a link between individuals who drop out of high school and personal exposure to socioeconomic circumstances that often lead to crime.

The purpose of this proposal is to request support that will assist CHC in maintaining the implementation of Project SUCCESS/Crossroads at Easton Area School District schools, thus maintaining consistency in our delivery of services and increasing the likelihood that children will remain in the classroom and successfully matriculate into their next grade.

CHC will utilize funding from **The Easton Rotary Foundation** in conjunction with other funding sources to serve children who are “at-risk” so that they can remain in their classrooms, not be distracting to others, learn, and be positive, productive community members.

- b. How the proposal addresses the need:** PSCR works to eliminate the barriers to success that “at-risk” students face on a daily basis. School administrators, counselors, or other school staff refer students to the mentoring program when they consider/determine the students are “at-risk” for academic, attendance, and/or behavioral issues. Behavior issues may include, anger, aggression, lack of social skills, and poor communication or attention skills that would negatively impact their academic progress. Students may also have difficult home environments or have identified risky behavior with drugs or alcohol. Mentors identify the root of these issues and work with students to address them.

Mentors work with students through three main activities: mentoring small groups of students who need to develop specific life skills, working one-on-one with individual students, and providing classroom based resiliency programs. Through PSCR, student mentees receive emotional support from the mentor; establish positive relationships with adults and peers; and develop life skills such as communication; conflict resolution; goal setting; anger and stress management; and, resistance to peer pressure.

This process allows students to work toward making healthy and more positive choices in school and in life. Mentors utilize the following strategies to implement PSCR:

- Work closely with school administrators and staff to ensure that the program is well established at each school and enhance each school site’s unique efforts to improve overall school climate.
- Act as guides, advocates and facilitators for students with issues that can impede their academic and personal success, as well as physical and mental health.
- Meet with student mentees regularly in one-on-one sessions or small groups, one or two days per week, to identify and address the needs of the mentee.
- Facilitate large prevention education sessions, when necessary, if issues arise that extend beyond the small group setting and may impact the school community.
- Train and consult on prevention issues with school staff and refer and follow-up with students when they are in need of substance abuse treatment or mental health services.

- Coordinate with members of the academic team, parents and caregivers, and other social service agencies to address the concerns of the student mentees.
- c. **Population to be served:** PSCR serves “at-risk” students in K-12th grade. Funding from **The Easton Rotary Foundation** will support PSCR in the Easton Area School District. School administrators, counselors, or other school staff refer students to the mentoring program when they consider/determine the students are “at-risk” for academic and/or behavioral issues. Behavior issues may include, anger, aggression, lack of social skills, and poor communication or attention skills that would negatively impact their academic progress. Students may also have difficult home environments or have identified risky behavior with drugs or alcohol. Students with many challenges impeding their academic success may require more attention than the school is able to provide, but their needs are such, that with a strong adult mentor they can remain in school and be successful.
- d. **Goals and measurable outcomes:** The *goal* of Project SUCCESS/Crossroads is to provide students in K-12th grade, who school personnel identify as “at-risk”, with the emotional support and practical skills they need to identify and develop personal characteristics and resiliency so they can succeed in school and cope with challenges throughout their life. The *objective* of PSCR is for students to improve communication skills; increase ability to handle stress and resist negative peer pressures; and, increase an understanding of risks associated with drug and alcohol use.

CHC compiles data annually and analyzes it to determine overall result and individual school results in regards to both short-term and long-term measurable outcomes also to influence future adjustments to the program.

CHC assess *measurable outcomes* are through age appropriate pre-and post- service tests and evaluations. Success will be determined as *60% of student mentees will maintain or improve their coping skill composite score based on key performance areas including:*

- *communication with peers;*
- *handling stress from home/school;*
- *speaking calmly during a disagreement;*
- *understanding another’s point of view;*
- *seeking help from adults; and,*
- *resisting’ saying “no” to peer pressure.*

CHC sees both improvement and maintenance as success as this indicates the student is progressing and not regressing.

Long-term outcomes for student mentees include:

- graduating from high school;
- having the knowledge, and tools needed to make better informed and more positive life choices;
- avoiding destructive behaviors;
- developing strong personal character and resiliency;
- coping with life challenges; and,
- being knowledgeable of essential life skills.

The CHC Senior Program Specialist and Project SUCCESS/Crossroads mentors use the collected data to make changes based on an individual school’s needs. The CHC Senior Program Specialist provides oversight and is in contact with schools regularly to address any concerns immediately.

Mentors regularly assess progress to make service adjustments and identify need for additional resources. Supervisory meetings allow for discussion of “best practices,” training on topics and program trends, and implementation of any updates/changes.

- e. Other funding sources:** At the current time, CHC has three commitments for Northampton County, one commitment for Lehigh County, and one commitment for the Allentown School District during the 2020-2021 fiscal year; however, we anticipate similar income to the 2019-2020 fiscal year. United Way funding listed below covers all Project SUCCESS/Crossroads funding in Lehigh and Northampton County for United Way identified schools participating in the program.

Proposals Awarded

Funder	Program	Geographic Area	Amount Awarded
Trexler Trust	Crossroads	Allentown School District	\$5,000
Lehigh County Drug and Alcohol	Project SUCCESS/Crossroads	Lehigh County	\$22,735.68
Anonymous	Project SUCCESS/Crossroads	Northampton County	\$9,000
Northampton County Drug and Alcohol	Project SUCCESS/Crossroads	Northampton County	\$44,545.44
United Way of the Greater Lehigh Valley	Project SUCCESS/Crossroads	United Way Identified Schools (Lehigh and Northampton Schools)	\$97,980

Proposals Submitted Awaiting Response

Funder	Program	Geographic Area	Amount Requested
Bill Sugra Memorial Fund	Project SUCCESS/Crossroads	Lehigh County	\$5,000
PPL	Project SUCCESS/Crossroads	Allentown SD	\$10,000
Provident Bank	Project SUCCESS/Crossroads	Bethlehem and Easton School District Only	\$25,000
Ruth Seruga	Crossroads	Lehigh County	\$5,000
Walter Miller	Project SUCCESS/Crossroads	Lehigh and Northampton Counties	\$5,000
Trumbower	Project SUCCESS	Nazareth Middle School	\$10,187.18

4. Financial Information

a. Project Budget: Provided below is the 2020-2021 Project SUCCESS/Crossroads Budget.

Please note, that to achieve a balanced budget, the Board of Directors of CHC created a designated fund of \$274,348.24 for the 2020-2021 fiscal year in the event that losses occurred in county funding, and from other funders.

The Board was also concerned that no dollars had been allocated to these two programs from Northampton County. Since the approval of this budget on 7/20/2020, CHC has received \$40,545.44 from Northampton County to support these two programs.

Center for Humanistic Change BOD Revised and approved 7/20/2020 2020-2021 CHC Budget	Crossroads TOTAL	Project SUCCESS TOTAL
INCOME		
4000 · Contract Income		
Lehigh County Drug and Alcohol	11,367.84	11,367.84
Lehigh County SORS (7/1/2020-9/30/2020)	-	-
Lehigh County SORS (10/1/2020-6/30/2021)		
LEHIGH COUNTY TOTAL	11,367.84	11,367.84
Northampton County Drug and Alcohol	-	-
Northampton County SORS (7/1/2020-9/30/2020)	-	-
Northampton County SORS (10/1/2020-6/30/2021)		
NORTHAMPTON COUNTY TOTAL	-	-
4100 · Grant Income	125,249.71	78,780.00
4200 · Fee for Service Income		
4300 · Donation Income		
9000 · Dividend Income		
Operating Surplus from 19-20//Board Designated	84,701.83	189,646.41
TOTAL INCOME	221,319.38	279,794.25
EXPENSES		
6000 · Contract Trainers		-
6050 · Fundraising Expenses		
6100 · Insurance- Health	5,624.10	6,585.31
6150 · Insurance- Dental	123.77	123.77
6200 · Payroll Retirement	3,153.17	3,985.69
6220 · Payroll Salaries	157,658.67	199,284.38
6250 · Payroll Taxes	15,710.24	20,231.31
6300 · Professional Fees		
-Consulting 6303	1,755.76	2,217.56
-Accounting 6301	1,513.59	1,911.69
-Computer Services 6204	2,687.41	3,394.25
-HR Consultant 6305	3,049.09	3,851.06
-Advisor Fees 6306	1,150.33	1,452.89
-Payroll Fees 6307 (W2's & 1099s)	59.03	74.56
Temp Services 6302	-	-
-Legal Fees 6308	605.44	764.68
Finance Management 6309	4,155.71	5,248.74
7000 · Bank & Paypal Fees	48.43	61.17
7050 · Board Expense	36.33	45.88
7060 · Computer Equipment & Programs	1,051.04	1,327.48

7100 · Curriculum Resources		
7150 · Depreciation Expense	787.07	994.08
7200 · Dues and Subscriptions	238.54	301.28
7250 · Equipment Lease	418.85	529.02
7260 · Furnishings	60.54	76.47
7300 · Insurance- Disability (Hartford)	1,574.13	1,988.16
7350 · Insurance- Liability (Philadelphia)	811.89	1,025.43
7400 · Insurance- W/C (Selective)	749.89	947.13
7450 · Marketing	498.39	629.48
7500 · Miscellaneous Expense	193.74	244.70
7550 · Office Expense	1,210.87	1,529.35
7600 · Postage and Delivery	121.09	152.94
7650 · Printing & Reproduction	272.45	344.10
7700 · Program Expense	1,112.43	1,668.64
7800 · Rent	8,515.78	10,755.59
7850 · Repairs and Maintenance	361.81	456.97
7900 · Staff Development	605.44	764.68
7925 · Background Checks	65.14	82.28
7950 · Travel		
-Conventions/Meetings	242.17	305.87
-Meals	24.22	30.59
-Parking	7.27	9.18
-Staff Mileage	4,334.92	5,475.09
-Tolls	2.66	3.36
-Lodging	183.08	231.24
8000 · Utilities		
-Communication	239.75	302.81
-Telephone	305.14	385.40
TOTAL EXPENSES	221,319.38	279,794.25

b. Most recent year-end financial statement

Please note that ‘**Total income**’ is higher in comparison to that of the prior year and budget by a significant margin. This is attributable to contract income and our classification of the PPP loan as a conditional grant. ‘**Total Expenses**’ is lower due to a strategic decision to keep all expenses at a minimum during the COVID-19 period of March 17, 2020 through June 30, 2020. Management and the Board of Directors had been informed to expect significant reductions in funding for the 2020-2021 fiscal year due to the impact of the pandemic on state and county budgets. In response, the Board created a designated fund with this surplus, in which the 2020-2021 budget reflects in order to fill the funding gaps. See below for the most recent year-end financial statement.

					Jul '19 - Jun 20	Budget	\$ Over Budget	% of Budget
				Ordinary Income/Expense				
				Income				
				4000 - Contract Income				
				4001 - Lehigh County	1,110,755.88	1,068,130.44	42,625.44	103.99%
				4002 - Northampton County	822,217.15	618,540.84	203,676.31	132.93%
				Total 4000 - Contract Income	1,932,973.03	1,686,671.28	246,301.75	114.6%
				4100 - Grant Income	221,049.80	224,524.80	-3,475.00	98.45%
				4200 - Fee for Service Income	57,301.78	46,314.96	10,986.82	123.72%
				4300 - Donation Income	21,308.72	83,408.88	-62,100.16	25.55%
				4400 - Conditional Grant	239,840.00			
				Total Income	2,472,473.33	2,040,919.92	431,553.41	121.15%
				Gross Profit	2,472,473.33	2,040,919.92	431,553.41	121.15%
				Expense				
				6000 - Contract Trainers				
				6001 - Contract Trainers-Lehigh County	45,793.78			
				6002 - Contract Trainers-Northampton	36,156.02			
				6003 - Contract Trainer - Fee for Svc				
				6004 - Contract Trainer - FFS - LC	324.00			
				6003 - Contract Trainer - Fee for Svc - C	4,182.75			
				Total 6003 - Contract Trainer - Fee for Svc	4,506.75			
				6000 - Contract Trainers - Other	0.00	147,909.84	-147,909.84	0.0%
				Total 6000 - Contract Trainers	86,456.55	147,909.84	-61,453.29	58.45%
				6050 - Fundraising Expenses	578.30	2,555.92	-1,977.62	22.63%
				6100 - Insurance- Health	104,328.30	114,918.72	-10,590.42	90.78%
				6150 - Insurance- Dental	4,282.06	5,083.32	-801.26	84.24%
				6200 - Payroll Retirement	18,762.49	23,278.56	-4,516.07	80.6%
				6220 - Payroll Salaries	1,148,553.83	1,163,927.52	-15,373.69	98.68%
				6250 - Payroll Taxes	94,627.00	103,924.32	-9,297.32	91.05%
				6300 - Professional Fees				
				6301 - Accounting	10,050.00	10,659.84	-609.84	94.28%
				6302 - Temp Service Fees	0.00	5,000.28	-5,000.28	0.0%
				6303 - Consulting	8,392.20	9,500.04	-1,107.84	88.34%
				6304 - Computer Services	21,838.88	22,679.40	-840.52	96.29%
				6305 - HR consultant	18,580.00	34,132.80	-15,552.80	54.43%
				6306 - Investment Advisor Fees	7,824.53	12,000.36	-4,175.83	65.2%
				6307 - Jetpay	11,528.60	3,495.48	8,033.12	329.82%
				6308 - Legal Fees	5,336.55	1,999.56	3,336.99	266.89%
				6309 - Finance Management	33,000.00	33,000.12	-0.12	100.0%
				Total 6300 - Professional Fees	116,550.76	132,467.88	-15,917.12	87.98%
				7000 - Bank, Paypal & Processing Fees	361.47	424.68	-63.21	85.12%
				7050 - Board Expense	324.08	399.96	-75.88	81.03%
				7060 - Computer Equipment & Programs	18,593.17	29,172.72	-10,579.55	63.74%
				7100 - Curriculum Resources	45,387.13	11,505.12	33,882.01	394.5%
				7150 - Depreciation Expense	7,277.10	16,999.68	-9,722.58	42.81%
				7200 - Dues and Subscriptions	1,120.00	2,352.00	-1,232.00	47.62%
				7250 - Equipment Lease	4,397.27	3,600.12	797.15	122.14%
				7260 - Furnishings	4,221.12	549.96	3,671.16	767.53%
				7300 - Insurance- Disability	11,755.78	14,258.04	-2,502.26	82.45%
				7350 - Insurance- Liability	6,192.00	6,108.48	83.52	101.37%
				7400 - Insurance- W/C	7,497.00	3,941.80	3,555.20	190.19%
				7450 - Marketing	19,046.16	90,027.96	-70,981.80	21.16%
				7500 - Miscellaneous Expense	1,820.62	1,599.36	221.26	113.83%
				7550 - Office Expense	8,801.09	12,161.04	-3,359.95	72.37%
				7600 - Postage and Delivery	577.60	1,279.20	-701.60	45.15%
				7650 - Printing and Reproduction	863.20	2,400.48	-1,537.28	35.96%
				7700 - Program Expense	82,794.67	57,562.20	25,232.47	143.84%
				7800 - Rent	67,886.11	68,562.36	-676.25	99.01%
				7850 - Repairs and Maintenance	4,579.81	1,620.12	2,959.69	282.68%
				7900 - Staff Development	8,784.00	13,999.44	-5,215.44	62.75%
				7925 - Background Checks	1,729.25	2,091.96	-362.71	82.66%
				7950 - Travel				
				7951 - Conventions/Meetings	3,187.17	10,000.08	-6,812.91	31.87%
				7952 - Meals	465.42	1,179.72	-714.30	39.45%
				7953 - Parking	133.06	259.80	-126.74	51.22%
				7954 - Staff Mileage	23,836.51	22,100.64	1,735.87	107.85%
				7955 - Tolls	68.30	115.68	-47.38	59.04%
				7956 - Lodging	2,515.50	2,454.84	60.66	102.47%
				Total 7950 - Travel	30,205.96	36,110.76	-5,904.80	83.65%
				8000 - Utilities				
				8001 - Communication	1,665.62	1,346.76	318.86	123.68%
				8004 - Telephone	2,885.77	2,445.48	440.29	118.0%
				Total 8000 - Utilities	4,551.39	3,792.24	759.15	120.02%
				8900 - Bad Debt Expense	1,621.32			
				Total Expense	1,914,526.59	2,074,585.76	-160,059.17	92.29%
				Net Ordinary Income	557,946.74	-33,665.84	591,612.58	-1,657.31%
				Other Income/Expense				
				Other Income				
				9000 - Dividend/Interest	45,792.32	33,658.56	12,133.76	136.05%
				9050 - Realized Gain/Loss	8,080.35	5,000.04	3,080.31	161.61%
				9055 - Unrealized Gain/Loss	-25,085.59			
				Total Other Income	28,787.08	38,658.60	-9,871.52	74.47%
				Net Other Income	28,787.08	38,658.60	-9,871.52	74.47%
				Net Income	586,733.82	4,992.76	581,741.06	11,751.69%

5. Other Information

a. IRS letter re 501 (c) (3) status

OCT 24 2016

Internal Revenue Service
P.O. Box 2508
Cincinnati, OH 45201

Department of the Treasury

Date: October 20, 2016

Person to Contact:

Mr. Schatz

Toll-Free Telephone Number:

877-829-5500

Employer Identification Number:

23-2107264

Form 990 Required:

Yes

CENTER FOR HUMANISTIC CHANGE INC
100A CASCADE DR
ALLENTOWN PA 18109-9527

Dear Sir or Madam:

This is in response to your request dated October 19, 2016, regarding your tax-exempt status.

We issued you a determination letter in June 1980, recognizing you as tax-exempt under Internal Revenue Code (IRC) Section 501(c)(3).

Our records also indicate you're not a private foundation as defined under IRC Section 509(a) because you're described in IRC 509(a)(1) & 170(b)(1)(A)(vi).

Donors can deduct contributions they make to you as provided in IRC Section 170. You're also qualified to receive tax deductible bequests, legacies, devises, transfers, or gifts under IRC Sections 2055, 2106, and 2522.

In the heading of this letter, we indicated whether you must file an annual information return. If a return is required, you must file Form 990, 990-EZ, 990-N, or 990-PF by the 15th day of the fifth month after the end of your annual accounting period. IRC Section 6033(j) provides that, if you don't file a required annual information return or notice for three consecutive years, your exempt status will be automatically revoked on the filing due date of the third required return or notice.

For tax forms, instructions, and publications, visit www.irs.gov or call 1-800-TAX-FORM (1-800-829-3676).

If you have questions, call 1-877-829-5500 between 8 a.m. and 5 p.m., local time, Monday through Friday (Alaska and Hawaii follow Pacific Time).

Sincerely yours,



Jeffrey I. Cooper
Director, Exempt Organizations
Rulings and Agreements

a. Board of Directors



Board of Directors Fiscal Year 2019 – 2020

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Parole Agent 2
Allentown District, Pennsylvania
Parole Board

Sean Linder, (9/2015-9/2024)

Vice President

Financial Consultant
Corbenic Partners

Lorna Clause, (2/2015-2/2024)

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Dr. Michelle Santiago, (9/2013-9/2021)

Secretary

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Clinical Counseling
Moravian College and Theological
Seminary

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Jaclyn Baldwin (12/017-9/2027)

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Attorney
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Adjunct Professor
Muhlenberg College

John Mohr, (9/2019-9/2027)

Owner
mohrDigital LLC

Lenore Mohr, (9/2019-9/2027)

Real Estate

Gabriel Rendon, (9/2018-9/2027)

Executive Director
Financial Literacy Center of the LV

LaKeisha Thorpe, (3/2020-3/2029)

Sr. Diversity Office Associate Dean
Moravian College

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