

Developments

Winter Edition • 2026

Inside This Edition

Compassion

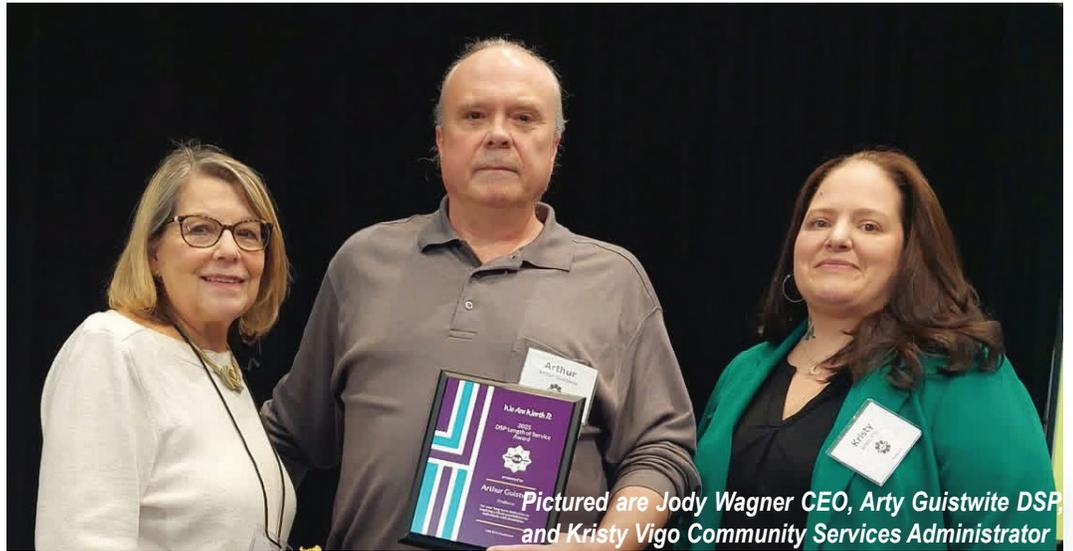
Commitment to
Mission

Leadership

Commitment to
Excellence

Community

Commitment to
Service



Pictured are Jody Wagner CEO, Arty Guistwite DSP, and Kristy Vigo Community Services Administrator

When Service Becomes Love

Honoring Arty Guistwite

ProBerco is proud to announce that longtime employee Arthur (Arty) Guistwite was named the “We Are Worth It” Direct Support Professional Length of Service Award Winner at the PAR Solutions 2025 Conference, a prestigious statewide honor recognizing exceptional dedication and longevity in the field of direct support. Arty was the only recipient of this award across the Commonwealth of Pennsylvania. He was nominated by Kristy Vigo, Community Services Administrator, who is pleased that his decades of selfless service have been recognized. Arty’s 38 years with ProBerco has left an impression that spans across both the day services and community living programs, touching countless lives and building lasting bonds rooted in trust and genuine care, and setting a standard of excellence that continues to inspire all of us at ProBerco.

This past year brought profound loss when Arty lost his dear friend and ProBerco consumer, Larry, a man he had supported for many years through some of life’s most difficult challenges. When Larry faced serious illness, extended time in the ICU, and complex end of life decisions, Arty never left his side. Kristy noted with admiration that he leaned in and stood beside him advocating for his needs with empathy. Through Arty’s strength, faithfulness, and fierce compassion, Larry was able to awaken, find peace, and make his own decision to let go, on his own terms, surrounded by dignity, care, and love. “That quiet, profound act of devotion captures exactly who Arty is,” Kristy said. “He does not seek recognition or praise. He does not do this work for awards. He does it because his heart leads him there, every single day,” Kristy said as she presented his award.

Arty’s life and service remind us all of what it truly means to serve with integrity, to care with compassion, and to love without limits, leaving an enduring impact on everyone fortunate enough to know him and call him part of the ProBerco family. 

Executive Director’s Message

Power of Shared Leadership



In today’s organizational culture, leadership is not limited to positions of authority. Historical perspectives of leadership characterized by autocratic decision making and a focus on task completion have been replaced with a more collaborative, inclusive, and people-focused approach.

(continued page 4)

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Director of Patton Avenue Learning Center
Opportunity House

Amy K. Vaughan
VP, Business Development Officer
Tompkins Community Bank

Jody H. Wagner
CEO / Executive Director

Leadership That Moves Our Mission Forward

ProBerco is pleased to announce the appointment of five distinguished professionals to its Board of Directors, each bringing extensive expertise and a strong commitment to advancing our mission. Their collective experience across diverse sectors will provide invaluable insight and strategic guidance, strengthening the Board's capacity to lead with vision, accountability, and innovation. With these five new appointments, the Board is well positioned to enhance its governance and drive continued growth in the years ahead.



Zachary Bell is the co-founder of Bell Media Group, where he helps businesses and entrepreneurs tell their stories, strengthen their digital presence, and implement marketing strategies that deliver measurable results. He leads business development, client relations, and strategic planning, focusing on positioning the company for long-term growth and innovation. A graduate of Alvernia University, Zach is committed to continuous learning and professional development. He volunteers with the ProBerco Harmony Walk and has been a strong advocate for the Employment and Vocational Services program, helping build business relationships that expand employment opportunities for individuals. Zach also recently trained a therapy dog that he looks forward to sharing with community organizations. Driven by a passion for helping others, he excels at building meaningful connections and finding thoughtful solutions to both business and personal challenges.



Eric J. Fabrizio is a shareholder at Bingaman Hess, Coblentz & Bell, P.C. where he has practiced for over 25 years following service as a Berks County Assistant District Attorney. His work focuses on estate and trust planning, elder law, and asset protection, with a special emphasis on supporting families of children with special needs. Eric is a past president of the Berks County Estate Planning Council, serves on the Berks County Bar Association Orphan's Court Rules Committee, and previously led the Berks County Chapter of the William Strong American Inns of Court. He served on ProBerco's Board of Directors from 2019–2024, chaired its Governance Committee, and contributed to the Golf Tournament Committee. Eric has held leadership roles with the Van Reed Athletic Association, Boy Scout Pack 430, and the Caron Foundation's Planned Giving Committee and has presented numerous estate planning programs. In his free time, he officiates amateur boxing and works with the State Athletic Commission. He is the father of three children, including a daughter with special needs, a cause central to his professional and personal dedication.



Thomas Heck, Vice President, Small Business Lender, for Customers Bank, brings more than a decade of experience in commercial lending and relationship management throughout Greater Berks County. He is committed to supporting local businesses and building strong community partnerships. Tom has served various finance and development roles across several nonprofits and currently sits on the boards of Habitat for Humanity and the

“With their exceptional expertise, deep community connections, and shared commitment to ProBerco’s mission, these five distinguished leaders bring a dynamic perspective to the organization.” Jody Wagner, CEO/Executive Director.

Animal Rescue League, while also chairing Opportunity House’s annual golf outing. A graduate of Kutztown University with a degree in Business Administration and Finance, he gained a deep appreciation for ProBerco’s mission through the Leadership Berks Class. A lifelong Berks County resident, Tom lives in Wyomissing with his wife and their three children.



Peter Rowley is a Senior Vice President, Commercial Banking Regional Manager, in charge of the Greater Berks County market for Tompkins Financial. He leads a team of lenders in delivering banking strategies that translate to increased profitability and operational efficiency for Tompkins’ clients, while helping to strengthen the communities Tompkins serves. Pete previously served on ProBerco’s Board of Directors from 2015 to 2020 and has supported the Golf Tournament Committee since 2015, chairing or cochairing it since 2018.

Deeply committed to community service, Pete serves on the Reading Area Community College Foundation board, where he chairs the annual golf outing, as well as serving on the Alvernia President’s Advisory Council, United Way’s Leaders United, and the Olivet Boys and Girls Club’s Leaders and Legends event. A 2009 graduate of Syracuse University and four year starter on the men’s soccer team, he later completed M&T’s RMSP program and is currently studying in the Wharton Stonier Graduate Program. Pete was named a 2022 Forty Under 40 honoree by the Lehigh Valley Business Journal. He lives in Sinking Spring with his wife, Rachel, and their twin sons, Connor and Lucas.



Yessenia Vasquez is a lifelong Reading resident and a dedicated advocate for early childhood education and community development. With over 18 years of experience in childcare and nonprofit leadership, she brings a deep understanding of the community’s needs. She spent 16 years with the YMCA of Reading and Berks County, ending her tenure as Assistant Director. She later earned her bachelor’s degree from Rasmussen University and a master’s degree in education from Albright College. Her commitment to service continued at the United Way of Berks County, where she helped advance key community initiatives. In January 2025, she achieved a longtime goal by becoming Director of Childcare at the new Opportunity House center in Oakbrook Homes.

A proud mother of three, Yessenia, has been married for 18 years and remains actively involved in her church. Her family is well known in the community; her sister is an assistant principal for 13th and Union Elementary School, and her brother has participated in the ProBerco program for more than 20 years. She is an active member of Christ Lutheran Church and previously served on the Board of Berks Community Health Center from 2016 to 2022. Yessenia’s compassion for ProBerco and its mission, passion for education, and strong community connections make her a valuable addition to the Board of Directors.

Jody Wagner, CEO said, “With their exceptional expertise, deep community connections, and shared commitment to ProBerco’s mission, these five distinguished leaders bring a dynamic perspective to the organization. I am confident that their experience in business, finance, law, education, and nonprofit service will strengthen the governance of the organization and help guide ProBerco toward continued growth and lasting impact for the men and women enrolled in our programs.” 🌟

Leadership Berks Class

ProBerco was proud to host the Leadership Berks Class at our facility for their October meeting. Guests toured our programs, learned about our mission, and enjoyed a lunch prepared by our Vocational Services team. The Leadership Berks program has played an important role in building lasting relationships at ProBerco, with many current Board Directors first introduced to our organization through the class. These connections continue to strengthen our mission and community partnerships.

We are grateful to United Way of Berks County for providing us with this meaningful opportunity. 🌟



Memorials

In Loving Memory

We remember and honor three cherished members of the ProBerco community whose lives touched so many.

Deborah Anstine

Deborah "Debbie" Anstine, 71, of Spring Township, passed away on December 18, 2025, at Reading Hospital. Born in York, PA, Debbie was known for her intelligence, compassion, and unmistakable spirit. She dedicated 35 years to ProBerco, rising to Director and leaving a lasting impact through her leadership and care for others. Debbie enjoyed yoga, reading, travel, music, cooking, and time with friends, and she deeply loved animals. Remembered as a smart, sassy, and deeply empathetic free spirit, she made everyone feel seen and accepted. She is survived by her wife, Kelly; her children, grandchildren, sisters, and many friends whose lives were forever enriched by her presence.

Lori Kintzer

Lori Kintzer, 58, of Sinking Spring, passed away on December 25, 2025, at her residence. Born in Reading, PA, Lori was known for her radiant personality, generous heart, and unmistakable sense of style. She had a rare gift for making everyone feel welcomed and valued. A devoted Michael Jackson fan, Lori brought joy, rhythm, and warmth wherever she went. Her bond with the ProBerco team, whom she considered family, was deeply meaningful. Lori's kindness, infectious smile, and inner sparkle will live on in the many lives she touched.

Glenn R. Miller

Glenn R. Miller, formerly of Muhlenberg Township, passed away on January 15, 2026. Born in Leesport, Glenn was a U.S. Army veteran, Ontelaunee High School graduate, and devoted husband to Sally A. Miller, with whom he shared nearly 60 years of marriage. Glenn was deeply committed to community service, most notably through his long-time involvement with ProBerco, where he served on the ProBerco Board and supported its mission with dedication and care. His service extended to numerous church and community organizations, reflecting a lifelong commitment to helping others. Glenn is survived by his wife, two sons, grandchildren, siblings, and many who valued his leadership, service, and steady presence. He was predeceased by a daughter: Deanna S. Miller who died November 17, 2017. ✨

Message from the Executive Director



"If your actions inspire others to dream more, learn more, do more, become more, you are a leader." - John Quincy Adams

In today's organizational culture, leadership is not limited to positions of authority. Historical perspectives of leadership characterized by autocratic decision making and a focus on task completion have been replaced with a more collaborative, inclusive, and people-focused approach. Individuals in any role within a corporation can display leadership qualities especially when encouraged to do so. At ProBerco we understand the importance of creating a supportive and engaging work environment that fosters a sense of fulfillment and promotes teamwork. By creating environments where team members feel safe to openly communicate, take risks, or even make mistakes, co-workers are inspired and empowered to work together to achieve a common goal.

Professional development of our team members is a priority at ProBerco. To this end, last year we implemented a Career Ladders Program for Direct Support Professionals and Frontline Managers to earn certifications in partnership with the National Alliance of Direct Support Professionals (NADSP). By completing a defined program of accredited education and using real life work experiences to document proficiencies in core competencies such as crisis prevention/intervention, person-centered practices, health and wellness, professionalism and ethics, and community inclusion team members are earning levels I, II, and III certifications. As co-workers complete each stage of this certification program, we see first-hand growth in their knowledge, skills, and confidence.

ProBerco is also investing in the career development of 22 managers by giving them the opportunity to participate in a comprehensive leadership program. The group is comprised of managers with varying levels of experience and different areas of responsibilities. The 12 highly interactive sessions address critical topics such as setting expectations and accountability, creating a motivational environment, how leaders listen, how to build effective teams, and creativity and critical thinking. An emphasis of this program is learn, practice, and share the valuable qualities gained as a member of the leadership program.

Hopefully by creating career paths and opportunities for all employees to assume additional roles, to advance as professionals, and be team members who influence, inspire, and guide others, ProBerco will flourish as a service provider and as an employer. In the words of John Quincy Adams, "If your actions inspire others to dream more, learn more, do more, become more, you are a leader."



BE THE SUNSHINE **2026 PROBERCO HARMONY WALK**

When: March 29th

Where: Santander Arena

Time: Doors Opens at 10 AM

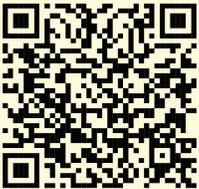
Active Walking Time 10 AM - 1 PM

Game Follows at 3 PM

(Game Tickets Sold Separately)

Cost: \$10 Per Walker / \$20 W/T-Shirt

Register online using the QR Code.



Can't attend the Harmony Walk?

Leave Your Footprint at the Harmony Walk

You can still make a meaningful impact. For just \$20, purchase a Tribute and show your support for inclusion and harmony in our community. Simply write your name or message on the foot, cut it out, and return it to ProBerco in the enclosed envelope along with your payment. We'll proudly display your tribute at the event.

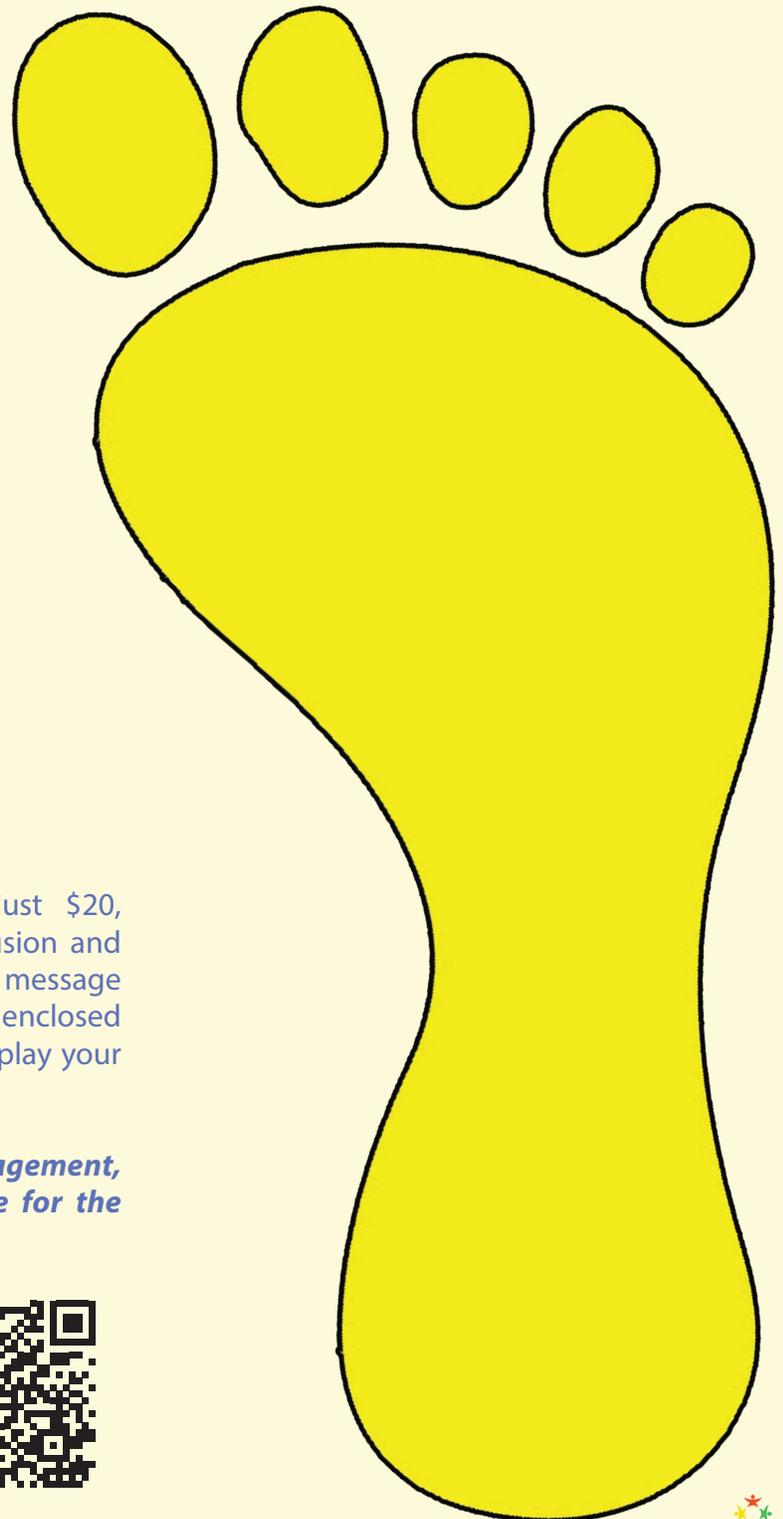
***Help light the path with your voice of encouragement,
purchase a \$20 Tribute and be a ray of sunshine for the
Harmony Walk.***

Visit the Harmony Walk event page at proberco.org for complete event details and discover more ways to support. Whether you choose to walk, sponsor, fundraise, or donate, your participation helps brighten the path for people we serve in our community.



6th ANNUAL HARMONY WALK

Join ProBerco and the Reading Royals for a 5K Challenge! Walk alongside athletes, meet Slapshot, and move to the beats of DJ B Lee. Enjoy snacks, chances to win prizes, photo ops, and more, all while shining a light on ProBerco and its mission!





Feeling Super This Halloween
From Superman to Super Mario, the Vocational Team embraced the season with super spirit.



Jose's Holiday Gift
Jose was excited to receive Lego blocks for Christmas, sparking creativity and opportunities to build and explore.



Heather at Cabela's Winter Wonderland
Heather enjoyed a festive visit to Cabela's Winter Wonderland, celebrating the season with smiles and holiday cheer.



Hats Off to Bollman Hat Company
Our Team recently completed a paid work assignment at Bollman Hat Company, gaining valuable skills in an inclusive workplace while supporting production. Thank you Bollman!



Alvernia Students Volunteer at Fall Festival
Jordan Thompson, was one of three Alvernia University students to assist participants during a fall festival featuring crafts, games, and music.



Holiday Baking at Santa's Workshop
Community Participation Supports members baked cookies as Santa's elves during a festive workshop.



Hershey Chocolate World Visit
Anthony and Beth enjoyed a seasonal visit to Hershey Chocolate World, taking in the sights and sweet holiday moments.



There's No Place Like ProBerco!
"Toto, I've a feeling we're not in the office anymore!" Our Community Living employees stepped into the Wizard of Oz—proof that leadership can be fun, too.



Sweet Appreciation for Our Sponsors
The Vocational Team delivered homemade treats to thank ProBerco sponsors. Nick shared a moment with Abigail Showalter of Discovery Federal Credit Union in appreciation of their continued support.



Holiday Cheer with Life Sharing
Participants enjoyed a festive outing and holiday fun with the Grinch.



Going Bananas for the Holidays
Mark and Matt split into costume and brought big holiday smiles as bananas in pajamas.



Sharing Holiday Magic
St. Vincent de Paul Society Ministry of Holy Guardian Angels Church shared holiday warmth by donating gifts for Community Living participants, working with directors Megan Harris, Heather Colon, Melissa Heckart, and Associate Administrator Alyese Wilson.



ProBerco

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Developments is a seasonal publication. Comments regarding the content of the newsletter, or to have your name added/removed from our mailing list, contact Jessica at jpenchard@proberco.org. Stay connected, sign up for our e-newsletter, and follow us on social media @[goproberco](https://twitter.com/goproberco).



Member of:



*ProBerco enriches the lives of people with disabilities and their families by providing innovative community participation, community living, employment opportunities, and family support services. Remember **Prospectus Associates, Inc.** as a beneficiary in your will, estate plan, or life insurance policy.*



Your support empowers individuals with disabilities to live with dignity, independence, and purpose.

Together we are building a world where everyone can thrive in the communities where they live, work, and recreate. Thank you!

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Upcoming Events



BE THE SUNSHINE

2026 PROBERCO HARMONY WALK
March 29, 2026 Santander Arena, Reading, PA

April 26, 2026 - Awards Banquet
DoubleTree, Reading

July 27, 2026 - 32nd Annual Golf Tournament
Moselem Springs Golf Club