

## I. GRANT PROPOSAL SUMMARY SHEET

**Date: 9/11/2026**

### **Contact Information**

Organization Name: Camphill Soltane  
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Year Incorporated: 1992  
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### **Organization Information:**

#### **Field/s of Interest:**

|                                     |                         |                                     |                                                                 |                                     |                                  |
|-------------------------------------|-------------------------|-------------------------------------|-----------------------------------------------------------------|-------------------------------------|----------------------------------|
| <input checked="" type="checkbox"/> | Arts, Culture, Heritage | <input checked="" type="checkbox"/> | Education, Library                                              | <input checked="" type="checkbox"/> | Environment, Animals             |
| <input type="checkbox"/>            | Health                  | <input checked="" type="checkbox"/> | Human Services                                                  | <input type="checkbox"/>            | Social Justice, Civic Engagement |
| <input type="checkbox"/>            | Religion                | <input checked="" type="checkbox"/> | If other, please describe: Vocational Training / Workforce Dev. |                                     |                                  |

**Mission:** Camphill Soltane provides an inclusive setting for achieving creative development, social engagement, and meaningful employment for adults with intellectual differences and the broader community so that all may find fulfillment.

**Geographic Area Served:** Chester County and the surrounding Greater Philadelphia Region

### **Describe Population Served & Annual Number of People Served.** (43% of our participants live in Chester County)

Soltane serves adults with intellectual differences, including individuals with autism spectrum disorder, developmental disabilities, and cognitive differences that affect communication, learning, or adaptive functioning. Across all programs, approximately 200 individuals are served annually.

|                                                 |     |                                      |
|-------------------------------------------------|-----|--------------------------------------|
| <b>Annual Budget</b> \$ 2,161,439 (FYE 6.30.27) | 14  | # of Full-Time Equivalent Paid Staff |
| 72 % of budget for program expenses             | 15  | # of Board Volunteers                |
| 22 % of budget for administrative expenses      | 20  | # of Active Non-Board Volunteers     |
| 06 % of budget for fundraising expenses         | 200 | # of Volunteer Hours                 |

100% = total

### **Top 3-5 funding sources: Endowment, Foundations, Rental Income, & Retail Sales**

**This grant proposal is for:**  X  Direct Service Programs & General Operating &/or   Capacity Building

**Grant Amount Requested from the Community Foundation:** \$  \$10,000

**Proposal Summary:** Camphill Soltane is unique in creating opportunities where adults with intellectual differences are not simply participants, but creators, contributors, and members of a vibrant community. Through our offerings, participants build skills, develop relationships, express their creativity, and experience the dignity and belonging that come from having a meaningful role in society. The true cost of providing this level of accessible, relationship-based programming exceeds what participants can reasonably afford. Thus, Soltane subsidizes program participation. A donation of \$10,000 will help ensure that cost does not determine who has access to a place where they can create, connect, and contribute.

## **CAMPHILL SOLTANE – GRANT NARRATIVE FY2026-2027**

### **Nonprofit's overall aims, key initiatives, key achievements & distinctiveness:**

Camphill Soltane (Soltane) is a 501(c)(3) nonprofit in Glenmoore, PA that has spent almost 40 years helping adults with intellectual differences build vocational skills, grow as individuals, and contribute to their communities. Through inclusive social enterprises spanning a café, creative arts studio, hospitality training, and horticulture education, Soltane offers individualized, community-integrated pathways to meaningful work for people whom traditional vocational services often overlook, including those with high support needs and non-verbal communicators.

**Mission.** Camphill Soltane provides an inclusive setting for achieving creative development, social engagement, and meaningful employment for adults with intellectual differences and the broader community so that all may find fulfillment. Guided by the conviction that people with differences can, and do, make a difference, we help each individual discover their potential and live a life of purpose, connection, and belonging.

### **Programs and Services**

Soltane's vocational model is built around enterprises that serve two purposes at once: they are meaningful learning environments where participants build real skills, and platforms for social enterprise that generate income and community connection. Each participant works from an individualized plan of goals, support strategies, and progress benchmarks. Programming is organized into four vocational tracks:

**Soltane Café.** Our flagship social enterprise, the Soltane Café in Phoenixville, PA, offers paid employment and training in an inclusive, public-facing setting. Participants build skills in food service, retail, customer interaction, and workplace safety, taking part in every aspect of operations from food preparation to inventory and service. Since 2011 the café has trained more than 30 people and employed 15 individuals with intellectual differences.

**Soltane Hospitality.** Soltane's 43-acre Chester County campus, with orchards, gardens, hiking trails, a greenhouse, and event and gathering spaces, now serves as retreat and event space following the move away from on-site residential living. Participants build skills in hospitality, customer interaction, and preparing and decorating spaces for events.

**Soltane Horticulture.** Participants engage in gardening, groundskeeping, and seasonal outdoor projects that build teamwork, responsibility, and environmental care. In partnership with the Chester County Food Bank, they grow fresh produce that is donated to local food banks and community organizations, and remaining produce stocks the campus farm stand for Glenmoore neighbors.

**Soltane Arts.** Participants develop their talents in pottery, weaving, sewing, glass-on-glass mosaic, and other media, fostering personal expression and confidence. They create handcrafted goods such as wallets, tote bags, and tea towels that are sold at local markets, community events, and the café, generating income for the artists. Classes and workshops are also offered to the public, and participants contribute to community beautification through collaborative public art.

Across all four tracks, participants work and serve alongside community members, volunteers, and staff. This integrated model is fundamental to Soltane's mission and promotes inclusion and equity among peers.

### **Funding request:**

Soltane began as a residential community rooted in the Camphill life-sharing tradition, in which adults with intellectual differences and neurotypical co-workers shared daily life and work as one integrated community. For decades this residential model was the heart of the organization.

**A regulatory turning point.** Soltane's move away from its residential roots was prompted by a fundamental change in federal disability policy. In 2014, the Centers for Medicare and Medicaid Services issued the Home and

Community-Based Services (HCBS) Settings Rule, which narrowed the residential settings eligible for Medicaid funding and applied heightened scrutiny to models presumed to isolate people with disabilities, including the rural, life-sharing model on which Camphill communities were built. No longer able to sustain its traditional congregate residential program, in 2017 Soltane began transitioning toward a community-based model centered on vocational training and social enterprise. This pivot reflects a principled evolution of Soltane's commitment to dignity and inclusion, and it has made new, financially sustainable programs and diversified philanthropic support essential.

In 2024, Soltane completed a leadership transition at both the board and executive levels and launched a formal strategic planning process which produced a roadmap for building financially sustainable programs. Grounded today in a clear mission, strengthened leadership, and a practical growth plan, Soltane seeks a \$10,000 donation to help subsidize programming and support for all participants, so that cost does not determine who has access to a place where they can create, connect, and contribute.

### **Population Served**

Soltane serves adults with intellectual differences, including individuals with autism spectrum disorder, developmental disabilities, and cognitive differences affecting communication, learning, or adaptive functioning. Approximately 200 individuals are served annually in an integrated setting where people with and without intellectual differences learn and grow together.

Many participants are low- to moderate-income and rely on Medicaid-funded supports, family caregivers, or limited part-time income, and many navigate co-occurring challenges such as social isolation, limited transportation, and mental health conditions. Our programs are intentionally designed to reach people for whom traditional vocational services have underserved.

Our service area covers Chester County and the surrounding Greater Philadelphia region, where inclusive vocational resources are limited, particularly in rural and semi-rural communities. Inclusion also shapes how we operate. Roughly 35% of our staff are individuals with intellectual differences. Participant voice and family engagement are central to our planning, with priorities shaped through stakeholder listening sessions with individuals with disabilities, caregivers, and advocates.

Soltane's participants with intellectual and related disabilities face profound, well-documented barriers to health, connection, and economic participation, and the evidence is clear about both the scale of those barriers and what helps overcome them.

**Persistent health disparities.** Adults with intellectual and developmental disabilities experience significantly poorer health outcomes than the general population. In 2023, the National Institutes of Health formally designated people with disabilities as a health-disparity population. They are more than twice as likely to die prematurely and face higher rates of mental illness, obesity, and chronic disease. Much of this gap is attributed not to the disability itself but to inaccessible health-promotion and prevention services, modifiable risks that programs building activity, routine, purpose, and connection directly address.

**Social isolation and loneliness.** Compared with the general population, these adults have fewer friends, less social support, and higher rates of loneliness and isolation. Research links their loneliness to specific, addressable conditions, including unemployment, limited friendships, and restricted social participation, precisely the conditions that inclusive, community-based programming is designed to change.

**Exclusion from meaningful work.** Employment remains out of reach for most of these adults and national estimates place integrated or open-market employment at roughly 10 to 22 percent. Yet meaningful work does far more than provide income. It promotes independence, fosters pride, and builds social connection, linking the employment gap directly to the health and isolation disparities above.

**A widening access gap.** Demand for adult services is rising even as access lags. Nationally, nearly one million households include an adult with intellectual or developmental disability living with an aging caregiver. In Pennsylvania, thousands remain on waiting lists for community support, and many live with caregivers over 60 who are increasingly unable to provide lifelong care. For young adults the challenge is compounded by the “transition cliff”. Federally mandated special-education services end at high school exit with no equivalent mandate in adulthood, and services drop sharply at that point.

**What the evidence says works.** These barriers are not inevitable. Systematic reviews find that social and community participation improve well-being and expand access to study, volunteering, and paid employment. Research shows community inclusion is strengthened by transportation, continued vocational and social-skills education, and personalized guidance, while person-centered planning and customized employment are associated with higher job retention and better outcomes (Wehman et al., 2018). Soltane’s approach, meeting each person where they are with individualized, community-integrated training, reflects this evidence base.

### **Goals, Outcomes & Evaluation**

Soltane’s 2026-2031 Strategic Plan, developed by the Board of Directors and Leadership Team with input from participants, families, caregivers, and partner agencies, organizes the organization’s work around five strategic goals. Each goal is paired with measurable objectives and five-year targets, with Year 1 milestones already underway and progress tracked through defined baselines and key performance indicators.

**Goal 1:** Expand and innovate programming through meaningful engagement and vocational opportunities.

**Goal 2:** Strengthen financial sustainability.

**Goal 3:** Invest in facilities and infrastructure.

**Goal 4:** Increase community awareness and engagement.

**Goal 5:** Build organizational capacity.

Outcomes for this past Fiscal Year (FYE 6.30.26) include: 190 unique individuals served, including 78 in weekly recurring classes, 16 supported through employment, and 96 in one-day workshops. On average, 70 hours of programming and 16 different classes and workshops were offered each week, alongside weekly and seasonal community gatherings such as Community Forum, Community Lunch, and holiday celebrations.

**Evaluation approach.** Each participant works from an individualized plan with specific objectives and progress benchmarks. At the program level, Soltane tracks participation, product output, and income generation year over year to assess growth, and is developing a more unified evaluation framework to measure participant progress and program impact consistently across tracks. Data, outcomes, and feedback are communicated to all stakeholders via an annual report and online dissemination. Participant feedback is valued immensely – one of the reasons that program participants are included not only in staff, but on the Board of Directors of the organization as well.

**Funding Soltane’s capacity gap.** To deliver this model at the scale the need demands, Soltane must strengthen its infrastructure and transition toward a diverse, sustainable funding model blending mission-aligned social enterprise, public partnerships, and targeted private support. Its transition from a legacy structure built on Medicaid reimbursements and residential services is an opportunity to develop a modern, community-integrated model with strong potential for growth and replication across the region.

Support for Soltane and its community will not only financially subsidize programming and provide concrete supplies, materials, and staffing, which is vital to the execution of programs, but it builds the interconnected ecosystem the organization is creating. One in which all people, regardless of ability, have a place of purpose and belonging in our community. Thank you for considering this request.