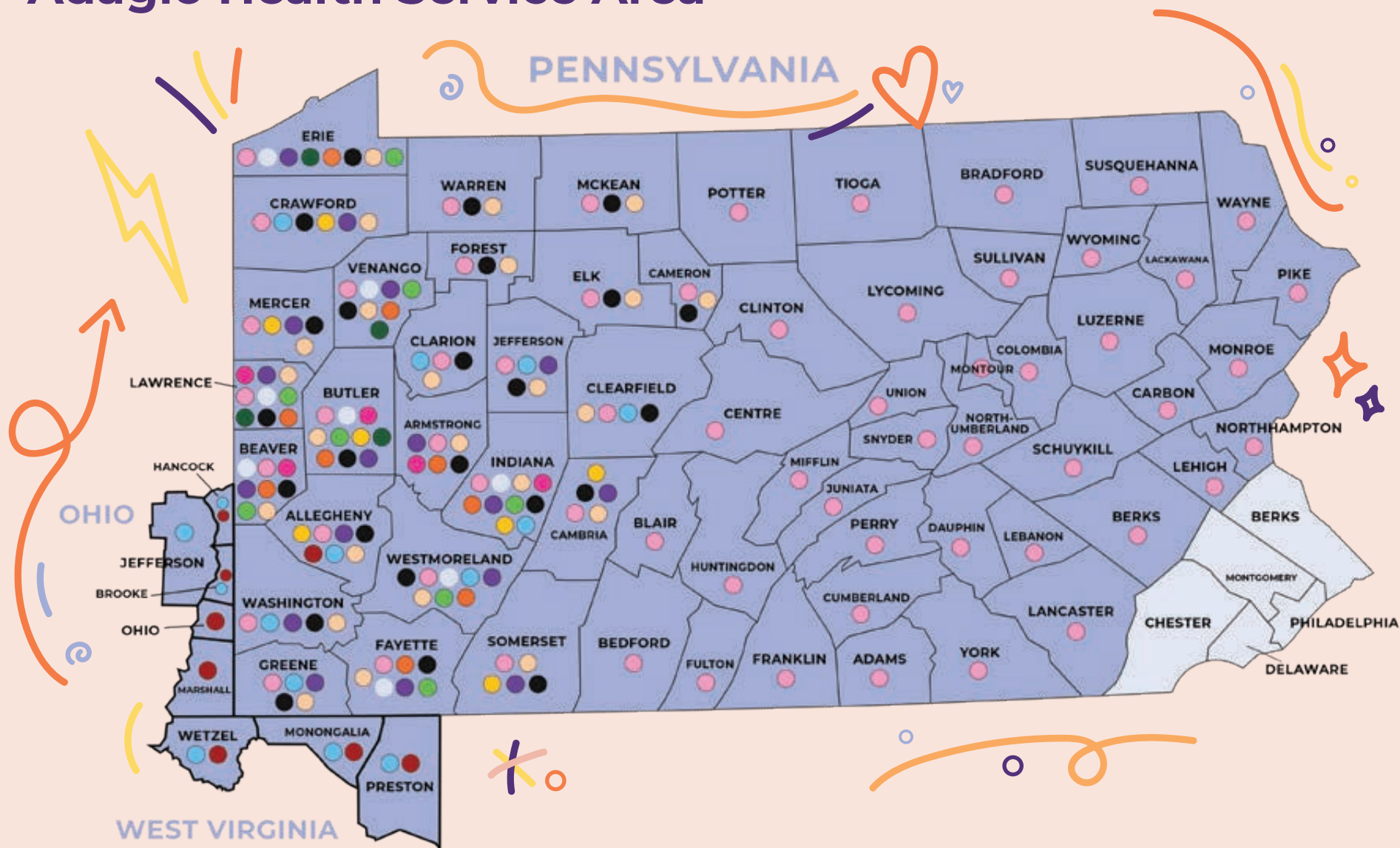




You're welcome here

2023 Annual Report

Adagio Health Service Area





BJ Leber
President & CEO

From the President and CEO

Dear friends of Adagio Health,

At our September 2023 All Staff meeting, we recognized employees who have been with Adagio Health for over a decade and in some cases – several decades. Adagio Health's Vice President of Family Planning, Dr. Linda Snyder, began her career with Adagio Health 34 years ago as an office manager in our New Castle Medical office. Today, Linda is nationally known as an expert on Title X – the federal program that has ensured patients have access to birth control and reproductive health services, regardless of insurance, since 1971.



Dr. Linda Snyder

As Linda reflected back on her time with Adagio Health, she remarked on how the organization was perceived 30 years ago, "People had nowhere to go. And we tried to promote ourselves as a clinical provider of care that provided services to everybody, regardless of income, regardless of insurance."

We still work every day to fill that gap, to be the safety net for vulnerable people and patients in the communities we serve. But Linda also noted a shift in the patients we serve. "I think just because of the work that we do, people are coming back and staying with us because they're finding that we offer better care in some cases than what they can get in a [traditional] doctor's office and they receive care more quickly and easily from us."

No matter the reason, our goal is to provide support and address the social determinants of health impacting our medical patients and WIC participants. In many cases, we are able to provide that support directly. As we have worked to align our services with the needs of the communities we serve, in addition to reproductive health, we now offer adult preventive care, vaccines, and new this year – treatment for Hepatitis C, and PEP - post exposure prophylaxis - for patients who may have been exposed to HIV. Our Nutrition and Education teams introduced Teaching Kitchens in our

WIC offices this year – creating a space where multiple generations can learn to cook healthier foods together. Our Food Cupboards, now located in all of our Medical and WIC offices, offer immediate relief and security to thousands of patients and families in need. Our team of Behavioral Health practitioners has expanded along with more telehealth options for the communities we serve, and our Care Navigators are continually connecting patients to additional support: health insurance, housing, utility assistance, crisis services, and more. Our Health Educators inspire students with lessons on nutrition, healthy lifestyles, and making good decisions that will impact the rest of their lives. And we have been recognized by the Human Rights Campaign as a Healthcare Equality Index "Top Performer" – providing equitable and inclusive care for LGBTQ+ patients and their families.

The Adagio Health Innovation Fund hit the \$2 million mark in 2023, meeting a goal that will enable our team to pilot new projects around Health Equity, Food Security, Behavioral Health and Care Navigation, and the Technology and Data Collection that will drive greater efficiency and productivity for all of our programs.

Every year, we provide our supporters and partners with an Annual Report, documenting our progress and continued commitment to the patients and clients we serve. You can find reports from years past on our website at <https://adagiohealth.org/Annual-Reports>. I am so grateful to our dedicated staff for the passion and hard work that is reflected on every page. My gratitude extends to the foundations, corporations, and donors who make our work possible. And I thank our Board for their guidance, enthusiasm, and continued support of our collective efforts.

About Adagio Health

For more than fifty years, Adagio Health has been providing health and wellness services and support in western Pennsylvania. Today, our organization's expanded footprint includes 62 counties across the Commonwealth where Adagio Health oversees state-funded breast and cervical cancer screening services (all provided at no cost to income-eligible patients); and 7 counties in West Virginia that joined our Family Planning project four years ago.

Adagio Health and our network of partners provide services to more than 100,000 patients and clients annually. Approximately 35,000 patients receive reproductive health services at low or no cost. Breast and cervical cancer screening services are provided to nearly 6,000 patients. Adagio Health's WIC program serves approximately 10,000 parents, caregivers, and young children, while the organization's SNAP-Ed program known as Power Up serves more than 50,000 Pennsylvanians – young children, teens, adults and seniors. More than 3,000 patients and clients visit Adagio Health Food Cupboards annually. Approximately 3,700 adults and teens receive prevention and cessation services from Adagio Health's Tobacco Prevention and Control Program; while roughly 2,000 students and young adults receive evidence-informed, age-appropriate reproductive health education services in one-on-one, group, and classroom settings. In recent years, we've expanded our focus on integrated services: adding behavioral health clinicians and care navigators to our team of expert service providers.

Adagio Health prioritizes providing safe, compassionate care to diverse populations with unique needs, including members of LGBTQ+ communities, women who have served in the military, immigrants, and individuals with diverse ethnic and socioeconomic backgrounds. The services Adagio Health provides are designed to not only support individual patients and clients, but also their families and communities.

Adagio Health is able to provide these services through funding from the State and Federal government, local foundation partners, individual donors, corporate support, and through partnerships with a variety of community partners and other funders.

Mission

Adagio Health meets the health, wellness, and nutrition needs of diverse communities, regardless of income, with a focus on women.

Vision

Adagio Health improves the health of communities.

Values

- Providing exceptional health, wellness and nutrition services in a respectful setting with a commitment to health equity.
- Prioritizing diversity, inclusion, accessibility, and transparency in all of our clinical and professional interactions.
- Preserving our culture of collaboration, accountability, innovation and integrity.
- Promoting greater access to healthcare and education for women, men, youth, LGBTQ+ communities, and underserved patients and clients across our region.



A look back at our work in 2023

Family Planning

In March, we hosted our annual Title X Provider Meeting. This was our first in-person Title X network conference in more than two years and focused on important updates and priorities: health equity, recognizing and addressing community needs, and new clinical initiatives.

In June, we marked another first – hosting a new conference focused on improving delivery of care to adolescents throughout the region. Attendees at Adagio Health's Adolescent Care Conference heard from multiple experts on a variety of topics: Long-Acting Reversible Contraceptives (LARCs), trauma-informed care, and the importance of integrating behavioral health into family planning. Keynote speaker and Emmy award winning investigative journalist, Dr. Ruchira Gupta, presented on human trafficking at the global and regional level. Dr. Gupta is best known for her exposé on the trafficking of young women and children from the villages of Nepal to the brothels of Mumbai.

An additional highlight of the Adolescent Care Conference was a presentation of work by Adagio Health's first Youth Advisory Council (YAC). Members of the YAC met monthly during the school year to discuss topics and trends around adolescent reproductive health. For their group project, members of YAC chose a poster contest, focused on important reproductive health topics. A panel of judges reviewed the entries and selected Moriona Ruffolo from Brookville, PA as the poster project winner. *Moriona's poster is featured to the left.*

Moriona chose Pregnancy Prevention as her topic, saying:

"I feel like this is something girls in my community struggle to gain knowledge about due to our community being smaller. Not only that, I think it is important for all girls, even if they aren't sexually active, to know their options and understand different types of contraceptives."

In 2023, Adagio Health formally transitioned all required Title X trainings to a virtual video-based format, simplifying the process for project staff. Nearly 900 persons completed the trainings last year.

Our Adagio Health Family Planning team also attended and presented three sessions at the National Title X Conference in Baltimore, Maryland in July 2023. During one of the presentations, Admiral Rachel Levine, Assistant Secretary of Health under President Biden, stopped by and informally recognized Adagio Health, telling the crowd, "Adagio Health rocks!"



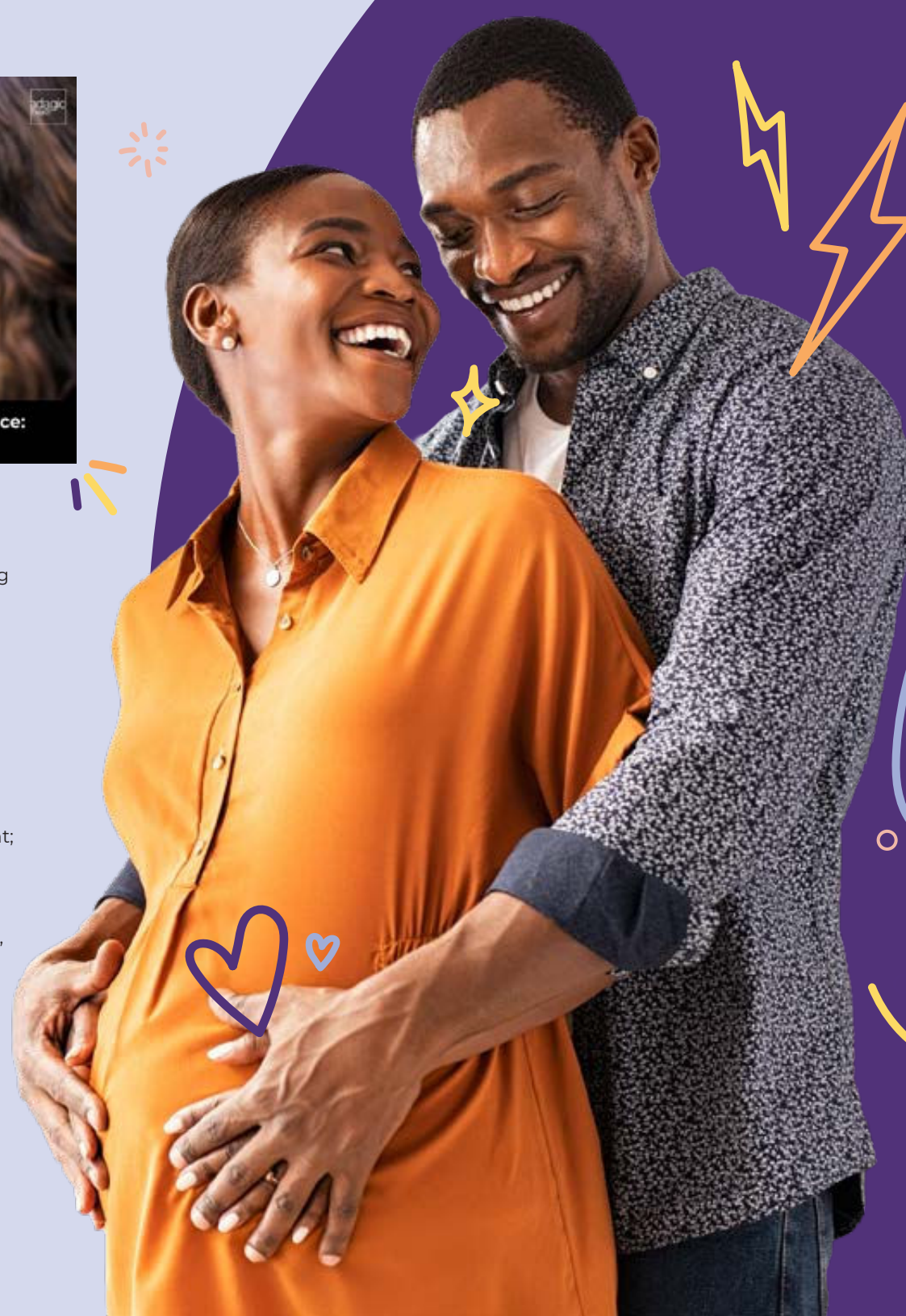
Above: Adagio Health Family Planning team with CEO BJ Leber at the National Title X Conference in Baltimore, Maryland. Pictured: BJ Leber, Linda Snyder, Tessa Zindren, Brenna Orr-Edgell, Caryn Soergel. Right: BJ Leber with Admiral Rachel Levine, MD, Assistant Secretary for Health for the U.S. Department of Health & Human Services





Additionally, Adagio Health's West Virginia Network received Title X funding for FY2023-FY2024, making it possible for us to continue working with our West Virginia partners and communities to provide no and low-cost reproductive health services in the mountain state.

In late 2023, Adagio Health was awarded two contracts from the Pennsylvania Department of Human Services for projects in the southern and northern regions of western Pennsylvania. The new Women's Service Program is a grant intended to advance accessible and inclusive women's health care, especially for pregnant and parenting women. Adagio Health and project partners will work together to provide services including: prenatal and postpartum education and support; STI testing and treatment; menstrual health education and no-cost menstrual hygiene product distribution; health screening for chronic conditions such as heart disease, hypertension, and diabetes; care navigation and community support around housing, food insecurity, transportation, baby supplies, clinical care, substance use disorders, and behavioral health; and professional training for partners and care providers throughout the region.



Clinical Operations and Integrated Services

Expansion, integration, dignity, and inclusion were among the themes our Clinical Operations and Integrated Services team focused on in 2023.

As we work to close the gap and ensure greater access to care for patients in our Adagio Health Medical offices, we implemented a unique plan that allows patients to begin treatment for Hepatitis C, under our care, immediately upon testing positive. In years prior, we've had to refer patients out for treatment, which can lead to delays or a lack of care altogether. More than 2.4 million people in the U.S. have the Hepatitis C virus, most are aged 20-39, and 40% of them don't know they have it – putting them at serious risk for complications and liver damage.

We also added same day PEP in 2023. PEP stands for post-exposure prophylaxis, and is prescribed to patients who believe they may have been exposed to HIV within the last 72 hours. Adagio Health has offered PrEP since 2019. PrEP, or pre-exposure prophylaxis, can protect patients who believe they are at a potentially high risk of contracting HIV.

An integrated services expansion included new Behavioral Health clinicians and greater access to behavioral health services via telehealth. Every patient who visits an Adagio Health Medical or WIC office is screened for social determinants of health, along with Veteran Status and Military Family demographic information. Patients and clients who test positive for food insecurity are offered immediate relief – with access to onsite food pantries. We've also streamlined our Care Coordination Model, with more efficient referral processes to Care Navigation, Behavioral Health, and social support services.

With continued outreach focused on quick access to needed services in a caring, comfortable environment; and the introduction of Patient Self-Scheduling, we saw an increase in volume and visits to Adagio Health Medical offices, including a 50% increase in the number of patients visiting our Adagio Health Greensburg Medical office.

Clinical Operations and Integrated Services leadership summed up the year with this:

We saw patients who were previously referred out cured of Hepatitis C, we assisted a pregnant couple who could not afford food, we warmly greeted immigrants and refugees who came to our offices after hearing, "Adagio Health helps people". We stayed late, held hands when the pregnancy tests were activating, called crisis services – whatever the tall order, our staff steps up. A lifeline, a safety net, we helped this year.

A continued focus on efficiency and aligning our services with the needs in the communities we serve is on the horizon for 2024. With reports that nearly 70% of medical visits can be attributed to psychosocial issues, our team views acknowledgement and remediation of disparities in medical and behavioral health care as imperatives.



Above: Adagio Health Medical Assistants from left to right: Jessica McNellie, Danielle Sylvis, Brandi Grove, LaToya Carroll, and Office Manager Mark Metro



Below: Senior Care Navigator Missy Dubovich is pictured with the Penn West Vulcan Mascot during their Annual University Community Health Fair



Clinical Operations Team Leads Sarah Tedrow, Natalie Miller, and Kira Eicher



Celebrating the Adagio Health WIC Open House in Armstrong County. Back row: Phil and Enzo Elms, Chris Leise, Jamie Szitas, Tiffany Carpenter, Missy Maust (PA WIC), Sam and Luci Elms, BJ Leber, Alicia Schisler, Audrey and Rowan Vidmar, Liz Reed, Jane Ebherhardt, and Gina Coulson. Front row: Natalie Miller, Britney Zwergel, Marla Breitbarth, Ruth Bender, and Erin Spangler



WIC/HeadStart participants during a Teaching Kitchen event



Nutrition & Education

A new, more participant-focused WIC office in Beaver County; 650 new WIC participants among more than 10,000 served; and the Grand Opening of a first-of-its-kind Teaching Kitchen in Kittanning, PA were among the highlights for our Adagio Health WIC team in 2023.

Teaching Kitchens are a space where members of our communities can cook, eat, and learn about healthy foods in a fun, hands-on group environment. WIC participants learn how to utilize their WIC foods in new, creative ways while also trying new foods in a setting that allows for a multigenerational experience as parents or grandparents cook and eat alongside their children. In addition to the Armstrong County Kittanning Kitchen, Teaching Kitchens were installed in Beaver County, Butler County, and Indiana County Adagio Health WIC offices, as well as the Frew Mill Campus of the Lawrence County Community Action Partnership.

With the success of our Farm Fresh pilot project in 2022, Adagio Health received funding to continue the program during the 2023 growing season. Employees from Adagio Health WIC and Power Up promoted Farmers Market Nutrition Program (FMNP) benefits for WIC participants, seniors, and local veterans. The team operated pop-up farm stands and benefit assistance tables at 37 locations this year, including our five Adagio Health WIC offices. Fourteen local farms across ten counties participated in our program, and 3,200 consumers used FMNP benefits and cash to purchase fresh, Pennsylvania produce – a benefit to families, farmers, and the local economy.

The Farm Fresh project's success and potential for expansion was recognized by the USDA's Local Agriculture Market Program; with USDA Undersecretary for Marketing and Regulatory Programs, Jenny Lester Moffitt, visiting our

Armstrong County WIC office to award a new grant to Adagio Health, and to talk with local farmers and community partners who shared positive feedback about their participation.

Adagio Health Food Cupboards in our Medical and WIC offices continued to ensure greater food security for our patients and participants in 2023:

- 20,620 screening forms were completed
- 5,508 people screened positive for food insecurity
- 3,237 patients/participants visited our Food Cupboards
- Adagio Health Food Cupboards helped 94% of visitors to decrease their stress around food that month
- 96% of users reported they were able to better manage their health that month

Additional highlights for Adagio Health WIC included:

- New WIC self-checkout option at participating stores
- A 50% increase in calls to Adagio Health WIC's statewide Breastfeeding Helpline
- The continuation of virtual breastfeeding classes and support across our five-county Adagio Health WIC footprint

Adagio Health opened a new Power Up SNAP Education (SNAP-Ed) office in Meadville in 2023, serving new partners in Crawford and Venango counties. Overall, through direct education and policy, systems, and environment (PSE) projects, our Power Up SNAP-Ed initiatives reached over 75,000 participants at 378 locations across 16 counties in Early Childhood, K-12 School, Food Assistance, and community settings in 2023. Highlights included:

- 10,128 class sessions delivered to preschool, school age, and adult participants



- 120,610 food tastings provided to participants
- 14 interactive stencil art projects to improve the appeal of outdoor play spaces and promote physical activity
- 3,552 ParksRx prescriptions provided to Adagio Health patients and WIC participants to promote physical activity in our region's parks

Power Up SNAP-Ed staff also provided technical assistance to area schools, enabling those schools to successfully apply for grants that will help shape the future of nutrition education in each district. With the guidance of Adagio Health staff:

- Big Beaver Falls School District in Beaver County was awarded \$5,500 to provide elementary students an opportunity to visit a working farm and orchard, stock local fruits in the cafeteria, fund a Farm to School Coordinator stipend, and host schoolwide events and activities
- Big Beaver Falls School District was awarded \$3,000 to fund educational experiences with Mobile Agriculture Lab and for classroom growing projects
- Carmichaels Area School District in Greene County was awarded \$10,600 to establish a student apple orchard and fund an educational field trip for students to visit a working orchard

Adagio Health was contracted as the Diabetes Prevention Program provider by the PA Department of Health for 24 counties in western Pennsylvania in 2023. The Nutrition team launched three virtual cohorts to support participants in achieving their health and wellness goals and reducing their risk of developing Type 2 Diabetes.

Reproductive health education for teens and young adults also continued in 2023, with more than 1,700 students in these schools and districts

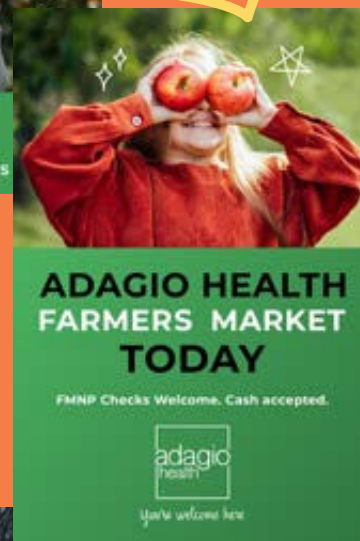


Adagio Health employees and members of the community meet with USDA Under Secretary for Marketing and Regulatory Programs, Jenny Moffitt. Pictured: Sandy Soloski, Marla Breitbarth, Vicki Burgess, Victoria Bajec, Audrey Vidmar, Charlotte Wells, Robyn Dillner, Britney Zvergel, Jenny Moffitt, BJ Leber, Alicia Schisler, Ruth Bender, Samantha Elms, and Crystal Reilly

receiving lessons and support around healthy living, relationships, and positive decision making:

- Pittsburgh Public Schools
- Propel Charter Schools
- Trade Institute of Pittsburgh
- Phase 4 Learning Center in Allegheny County
- Conneaut School District
- Farrell School District
- Crossroads Private School
- Greater Johnstown School District
- Cornell School District
- JusticeWorks Independent Living in Butler, Indiana, and Somerset

And as we look toward a new generation of nutrition health professionals, Adagio Health currently partners with seven academic institutions, both local to Pittsburgh as well as distance programs offering supervised practice hours to Dietetic Interns and undergraduate students in the fields of nutrition, public health, and nursing. In 2023, 55 students rotated through one of our 12 Nutrition and Education Programs offices.



At a Power Up SNAP-Ed event:
Brandon Bish, Teresa Yoder, Tracy Kalup, Marcie Jacob, and Katie Fridley





Disease Prevention Programs

Tobacco Free Adagio Health

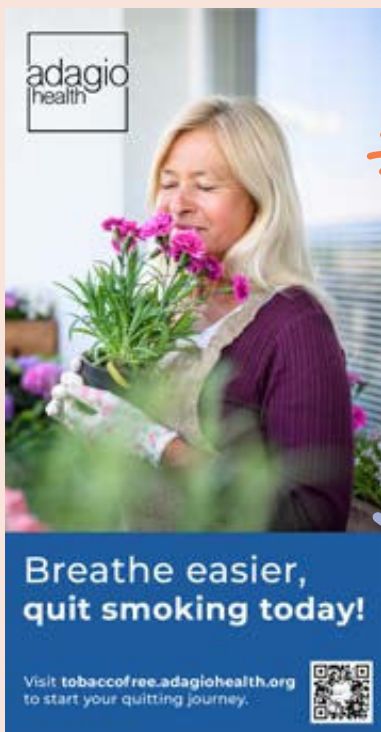
With a new contract from the Pennsylvania Department of Health, Adagio Health's Tobacco Prevention and Control footprint expanded to include 13 counties in Northwest Pennsylvania, including Erie – bringing the total number of counties now served by our program to 24. In the Northwest, the team will seek to replicate the success they've had in the southwest and in Allegheny County where in 2023, the team:

- Delivered prevention and education services in 137 schools
- Passed 50 worksite, multiunit housing, and Young Lungs at Play policies

- Supported 714 individuals in tobacco and nicotine counseling – including 50 pregnant and postpartum moms and parents through the Healthy You, Healthy Baby program
- Enrolled 1,967 students in school advocacy groups as part of the Pennsylvania Tobacco Resistance Unit (TRU) project.

In March, Adagio Health hosted the Second Annual TRU Youth Leadership Conference, with more than 325 students from school districts throughout the region in attendance.

Free services provided throughout our now 24-county region include prevention and education, cessation counseling, policy and enforcement, and support for local healthcare providers and community-based organizations.



Tobacco free Adagio Health employees at the Capitol in Harrisburg, PA. Front row: Hannah Cristofano, Diana Mihalcik, and Katerina Patrick. Middle row: Rachel Bowden, Stephanie Matour, and Sydney Starr. Back row: Stephanie Kellar and Alecia Gilbert



Katerina Patrick and Alecia Gilbert shown tabling in support of Tobacco Cessation & Prevention





Adagio Health employees with Governor Josh Shapiro and First Lady Lori Shapiro: Andrea Palashoff, Alli Clevenger, Tracy Frank, BJ Leber, Alicia Schisler, Sierra Ippolito, and Gabrielle Brennan

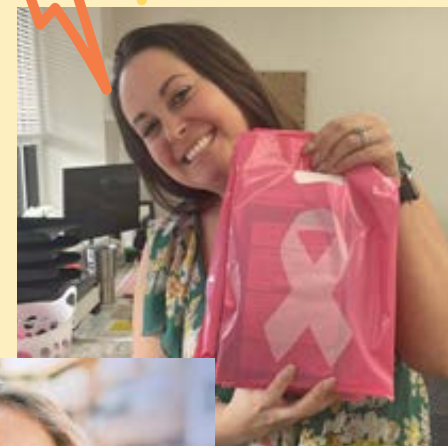
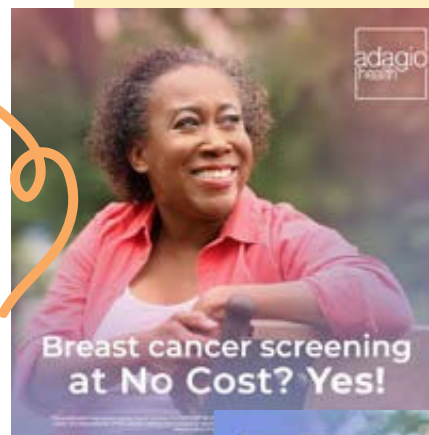


Cancer Screening

Adagio Health continued to manage the Pennsylvania Department of Health funded Breast and Cervical Cancer Early Detection Program (BCCEDP) in 62 Pennsylvania counties in 2023. BCCEDP is available to underinsured and uninsured patients aged 21 and older. Through this program, income eligible patients can receive free breast and cervical cancer screening and diagnostic services. Adagio Health screened nearly 5,000 patients through this program in 2023. We also provided free breast cancer screening and diagnostic services at no cost to income eligible patients through the Adagio Health Mammogram Voucher Program. Adagio Health served nearly 1,000 patients through this program. Adagio Health cancer screening care navigators also helped 500 women access health insurance coverage and treatment after they were diagnosed with cancer.

In 2023, we largely focused on increasing screening rates, particularly among women who experience barriers to accessing health care. Adagio Health implemented a reminder letter process to provide additional resources and information to patients who contacted Adagio Health but have not yet received cancer screening services. Through increased outreach and navigation efforts, more than 3,000 mammograms were provided.

In partnership with the Governor's Advisory Commission on Women, Adagio Health co-hosted the Sixth Annual Breast Cancer Awareness Month reception at Pennsylvania Governor Josh Shapiro's Residence in Harrisburg. The event honored patients, community partners, and healthcare providers who are working to improve access to care for all women and vulnerable communities.



Kalyn Ward holds a swag bag during Breast Cancer Awareness Month





**1 in 3 people
knows someone
with opioid use
disorder.**

Find Support.

**Every 19 minutes,
a baby in the U.S.
is diagnosed with
Neonatal Abstinence
Syndrome (NAS).**

Support for families can
prevent NAS.



Strategic Initiatives

Rural Opioid Response: Preventing Neonatal Abstinence Syndrome (NAS)

With funding from the U.S. Health Resources and Services Administration, Adagio Health led a multi-county consortium focused on the prevention of Neonatal Abstinence Syndrome (NAS). Members of RAISE Hope for Women (Rural Agencies Integrated for Service Engagement) consortium included Adagio Health, Discovery House (New Castle and Farrell, PA), Mercer County Behavioral Health Commission, Lawrence County Community Action Partnership and The United Way of Venango County. RAISE Hope NAS prevention strategies included:

- Partnering with organizations that share the goal of eliminating NAS while also working to eliminate stigma around substance use disorders, medication assisted, and other modalities of treatment for Substance and Opioid Use Disorders (SUD/OD).
- Streamlining referral networks between Family Planning offices, OBGYN providers, Centers for Excellence, licensed drug & alcohol treatment providers, corrections facilities and authorities, Single County Authorities, educational institutions and other community

stakeholders; while working to enhance existing referral networks, identify gaps, and garner resources to fill those gaps.

- Increasing points of entry and appropriate pathways for recovery by providing education about sexual and reproductive health and substance use disorders, promoting SBIRT (screening, brief intervention, and referral for treatment) with OBGYN providers, and referring patients and clients to other needed social and community services where applicable.

The project came to a close in 2023. But we are pleased to report that our success in the first Rural Opioid Response grant has paved the way for us to expand our efforts. In September, Adagio Health was awarded a second HRSA grant focused on Rural Opioid Response NAS Reduction. The scope of our next project has expanded to include five counties: Butler, Lawrence, Armstrong, Indiana, and Venango – all of which indicate high incidence of NAS. Adagio Health will lead a new consortium of organizations that includes the Armstrong-Indiana-Clarion Drug & Alcohol Commission, Butler County Human Services Drug & Alcohol Programs, Carlow University, Discovery House in Lawrence & Butler counties, Lawrence County Community Action Program, Lawrence County Drug & Alcohol Commission, UPMC Insurance Services, Women's Recovery Center – Franklin, and Venango County Human Services.

Women Veterans Initiative

2023 has been a year of evaluation for Adagio Health's Women Veterans Initiative. First, Adagio Health commissioned the RAND Corporation to conduct a needs assessment of women veterans in western Pennsylvania. The first-of-its kind report was completed in March 2023. The comprehensive research process included a literature review, data analysis of Adagio Health medical records, resources available to women veterans, and interviews with staff at Veteran Serving Organizations (VSO) and individual women veterans living in Western PA in both rural and urban settings. The information gathered represents women veterans living in Adagio Health's 23 county service area and provides recommendations to providers and funders on how to improve care for women veterans. Adagio Health hosted a reception, "Invisible No More," at the Heinz History Center in Pittsburgh to announce the completion of the report and to share the findings with veterans, Veteran Serving Organizations (VSOs), public officials, and community members. The full report can be found on our website.

In response to the findings of the Needs Assessment, Adagio Health partnered with a veteran PhD student to determine strategies for engaging women veterans in services that would help them meet the needs identified in the RAND study and experience a better quality of life. Using the Human Centered Design approach, focus groups were conducted to speak directly to the women veterans that receive services at Adagio Health medical offices (and other programs) in Lawrence, Westmoreland, and Fayette counties. A focus group was also done with Adagio Health staff to get their ideas about how to better engage women veterans.

Finally, in alliance with our organization's commitment to provide excellent services, Adagio Health began a quality assurance project with the University of Pittsburgh's Program Evaluation and Research Unit (PERU) to ensure that staff are



Above, left: Adagio Health employees provided feedback for a veterans focus group run by Pitt PhD student Aryanna Wagner Middle: Care Navigator and woman veteran Amanda Smith with Senior Program Manager and woman veteran Sandy Soloski Right: Adagio Health Behavioral Health Provider Kathi Fellion at the Lawrence County Veteran Stand Down event



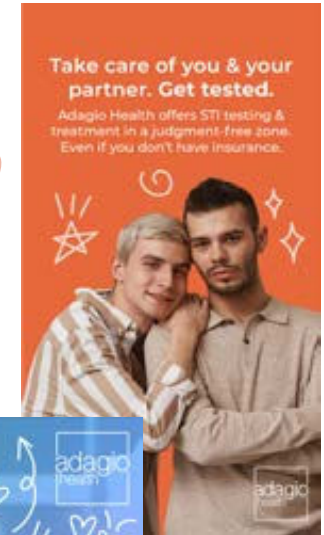
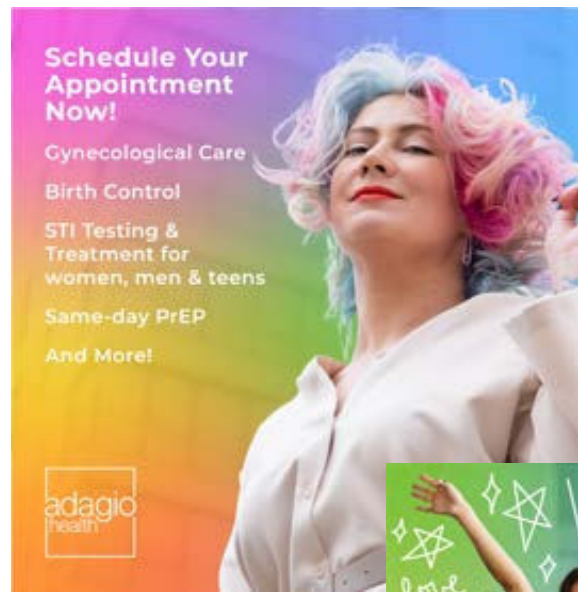
prepared to address the important issue of suicide prevention with all patients and equipped to address the special needs of women veterans. The process began in September 2023 and will continue into 2024.

Additional accomplishments include:

- Partnering with Pitt PERU to provide an educational session focused on Nutrition and Mental Health for Women Veterans in Lawrence County
- Partnering with Comcast and the Westmoreland County YWCA to provide a Lunch and Learn focused on Computer Literacy
- Providing two pop-up clinics at Veterans Place in Pittsburgh, a transitional living program for veterans
- Providing Mental Health First Aid training for staff at Veterans Place of Washington Boulevard, the Office of Veterans Affairs of Lehigh County, and inmates at the Mercer County State Correctional Institution
- Recertification as a Veteran Ready Organization by Psych Armor Veterans and Military Culture training platform
- Fully implementing Women Veterans Care Navigation in Adagio Health Medical and WIC offices

Proud mom, veteran, and Adagio Health nurse practitioner Brooke Mastarone with her son Mateo





Healthcare Equality Index

The goal of the Healthcare Equality Index is to help healthcare organizations ensure equitable and inclusive care for LGBTQ+ individuals and families. Participation requires organizations to implement policies and procedures pertaining to nondiscrimination, staff training, LGBTQ+ affirming services, employment benefits, and community engagement, thereby demonstrating the value of providing a welcoming environment for LGBTQ+ individuals and families in our medical offices as well as an affirming environment for LGBTQ+ staff. In 2021, Adagio Health achieved the First Tier of Recognition from the Healthcare Equality Index for adopting foundational policies for LGBTQ+ healthcare equality. We are pleased to report that we have achieved the Healthcare Equality Index “Top Performer” recognition tier for the 2024-2026 accreditation cycle.



Human Resources

As Adagio Health navigates the same hiring and retention headwinds that are being encountered by healthcare and nonprofit organizations across the region and the country, we were pleased to welcome new Director of Human Resources, Columbus Brooks, to our organization in late 2023. Columbus brings with him 20 years of human resources experience and has an MBA in human resources management/global career development facilitator certification. He has served on the boards of the Pittsburgh Human Resources Association and The Children's Education Fund, and been recognized for leadership in Human Resources by the Pittsburgh Business Times in 2010, PHRA-Leadership and Diversity Award in 2021, and Buchanan Ingersoll & Rooney/ Three Rivers Excellence in Diversity award in 2022. Columbus also teaches HR strategy at Point Park University.



"I have a passion for fostering a positive and inclusive workplace culture. I am committed to supporting the professional growth and well-being of every member of our team."

Columbus Brooks
Director of Human Resources



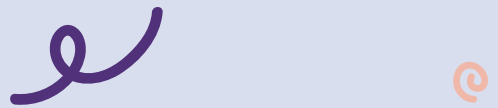
Information Technology

There were several big changes for the Adagio Health IT team in 2023, including the retirement of long-time IT leader, Keith Kaiser. With a new four-person team in place, we have expanded our network capabilities while also bringing all IT work back in house.

Work on a new Data Warehouse also continues: collecting, cataloging, and indexing data from across the organization. The team is using a Power BI organizational and reporting tool to create reports and dashboard visualizations for managers and executives. These tools will have a positive impact on the entire organization, providing up to the minute information on dozens of key metrics.

Additional Adagio Health IT team projects completed in 2023 include:

- Migrating accounting system to cloud to support Finance team

- 
- FPAR 2.0 Dataform completed for Adagio Health Family Planning team and external providers
 - Major Infrastructure Changes
 - Upgraded printer and fax systems
 - Wi-fi upgraded and standardized company wide
 - Servers moved back to Adagio Health - Gateway Center Office
 - Security and Compliance Updates
 - Enabled a more secure company data environment through data encryption
 - 2 factor authentication enabled for most systems
 - Security and hardware audits at every Adagio Health site



Foundation and Grant Support

New grants awarded to Adagio Health in 2023 came from the following sources:

United States Department of Agriculture (USDA)

Health Promotion Council

PA Department of Health

PA Department of Human Services

Health Resources and Services Administration (HRSA)

Erie Community Foundation

Jack Buncher Foundation

PNC Charitable Trusts

Greater Pittsburgh Community Food Bank

Westmoreland Community Foundation

Make an impact with Adagio Health

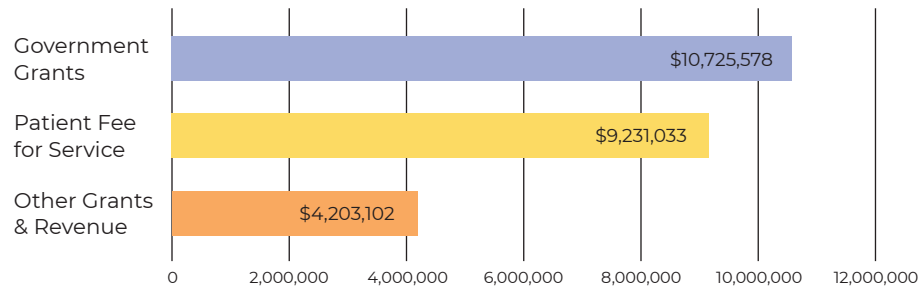
Please consider making a gift to Adagio Health as we continue to provide care, services, and support to patients, clients, and families in need. To donate, simply scan the QR code below or donate at adagiohealth.org/donate. **Thank you for your support!**



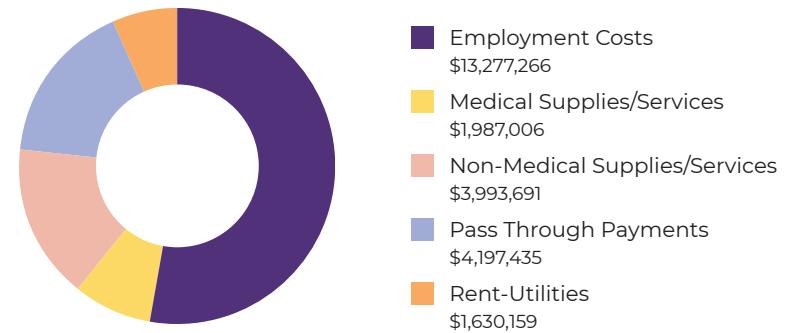
Financials



2023 Revenue \$24,159,713



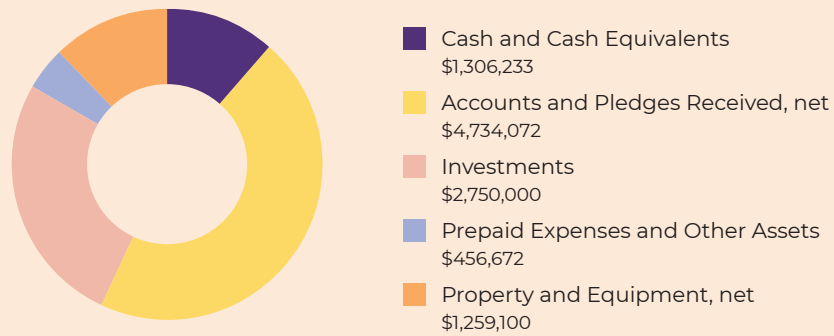
2023 Expenses \$25,085,757



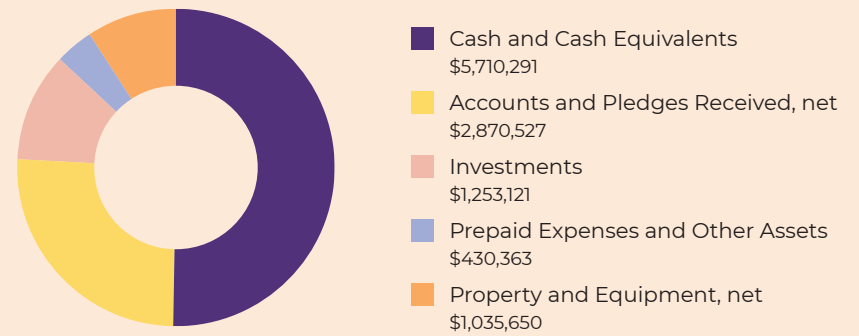
Financial Make-Up

	2023	2022
Liabilities	\$5,901,668	\$2,574,366
Equity	\$7,799,542	\$8,725,586
Assets	\$13,701,210	\$11,299,952

2023 Total Assets \$10,506,077



2022 Total Assets \$11,299,952



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Your support of the Adagio Health Innovation Fund, our programs, and our operations drives greater health equity in the communities we serve.

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603 Stanwix Street
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