

THE PEOPLE INC. FOUNDATION EXISTS TO INSPIRE AND EMPOWER OUR SUPPORTERS TO MAKE A DIFFERENCE IN THE LIVES OF PEOPLE WITH SPECIAL NEEDS.



Members mingle, vote and win big at Buffalo RiverWorks!

We recently had a fun evening celebrating and appreciating our Supporting Members, including the raffling of great prizes. It was a pleasure to be able to gather together and thank our donors at an exclusive event for them at Buffalo RiverWorks on October 2!

Supporting Members were the first to see 51 original pieces of art representing the four seasons, created by individuals throughout our People Inc. programs. They enjoyed snacks and cocktails while casting their votes on artwork to be featured in our 2019 People Inc. Foundation Supporting Member Calendar. A participating artist, Robert Kneitinger, spoke about what inspired him to paint his winter piece that will be featured in our 2018 holiday cards sale.

A special thank you to KeyBank, our matching sponsor, which has pledged to match each new Supporting Member gift up to \$10,000. Alexandra Wehr (KeyBank senior vice president and Supporting Member) shared that KeyBank believes in giving back to our organization in order to strengthen our mission and better serve

individuals with disabilities, special needs and older adults in Western New York.

It's easy to become a Supporting Member: you can donate \$100+ or pledge \$10 per month and receive these benefits:

- People Inc. Foundation Calendar, along with an additional calendar mailed to a person of your choice
- Certificate of Appreciation
- VIP status at our annual Supporting Member event
- Personal updates throughout the year
- Inclusion in published donor listings

Visit people-inc.org/supportingmember and become a Supporting Member TODAY!

Our Supporting Members are the core of our annual giving program – allowing us to plan better with a basis of repeated annual funding that furthers People Inc.'s mission. For more information contact, Jennifer Robinson at jrobinson@people-inc.org or 716.817.7269.

"I am only one, but I am one. I cannot do everything, but I can do something. And I will not let what I cannot do interfere with what I can do." ~ Edward Everett Hale

A Message from the Executive Director



Dear Friends,

As the leaves fall, I can hear my Irish mom's voice repeating her favorite mantra of "Work, study and learn." This was something my sisters and brother heard on a weekly basis. Sometimes it was just a reminder – and sometimes it was preceded by a "conversation" about what we

shouldn't have been doing that day in school. Either way, it stuck with me. So for me, Autumn will always be connected to learning – asking what I've learned lately, seeking out another opportunity to learn something new.

I love being part of an organization that embraces learning like People Inc. does. The investment in our staff development is intentional and keeps increasing. In order for our staff to provide exceptional support in helping the individuals we serve to grow, we know that it's critical to invest in the staff. Our former "Training Department" has been reframed as "The Learning and Development Department," offering an expansive list of options for

staff to develop skills and abilities as active learners. Our Foundation funds scholarships through your support, our management team provides mentoring and "stretch" assignments to help staff continue to grow and much more.

We'd like to be a resource to you as well. Whether it's participating in a Family Education and Training module, scheduling a personal session with our legacy officer to learn of options and address questions, participating in our Family Advisory Council meetings or reaching out with questions about services... know that we are here to help with information.

Best,

Denise M. Bienko, MPL, Executive Director

Please share your thoughts or questions with me directly at dbienko@people-inc.org or at 716.817.7470.

"The world is a university and everyone in it is a teacher.

Make sure when you wake up in the morning, you go to school." ~ T. D. Jakes

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Volunteer profile: We ♥ Our Volunteers!

Thank you to the great team of volunteers from Evans Bank who came out this summer to help at our Orchard Park Day Habilitation Program!

Volunteers spent the day painting and sprucing up the site, which was so appreciated. People Inc. Board Member Lynne Frank, Personal Lines manager at the Evans Agency, made this connection possible.



"That's so Debbie"

A call to remember a colleague and her unforgettable legacy gift.

Contributing writers: People Inc. HR Team Members: Jo Ann Birch, Pam Formoso, DeWan Stroud

Deborah ("Debbie") Schultz was a valuable member of the People Inc. Human Resources Department, a respected colleague and good friend. Her team remembers her as someone that always put forth her best efforts, was always courteous and always caring.

"Selfless, hardworking, kindhearted and thoughtful; these are just a few of the words that come to mind when I think about Debbie. I quickly learned that it was part of her personality to always put others first before herself."

"This generous endowment from Debbie was another perfect example of her inspirational soul. She was a team player that cared about giving everyone that she helped during the day the most thorough assistance that she could provide. Her humble demeanor brought comfort to our team on a daily basis and will always be missed."

"When I first learned of Debbie's generous Legacy Gift, I wasn't surprised by it at all. In fact, the first words that came to mind were, "That's so Debbie."

We at the People Inc. Foundation were not aware of Debbie's legacy gift until after her passing but, we are no

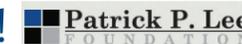
less grateful and no less touched by her thoughtfulness and profound generosity.

Debbie's gift is surely a testament as to how much she cared about the work we do. Debbie's legacy gift will be allocated to the **People Inc. Foundation Endowment Fund**, where it will be used to support the future of our agency's mission.

From the bottom of our hearts, we thank you Debbie ... and may you rest in peace knowing your legacy lives on.

If this story inspired you and you would like to learn how simple and easy it is to leave a legacy gift to People Inc., contact Christine Mathieu, Legacy officer, at cmathieu@people-inc.org or 716.817.7256. All conversations are kept confidential.

Thank you Patrick P. Lee Foundation!



People Inc. has been providing employment supports for individuals with disabilities since 1986. For more than 40 years, we have been helping our community learn and businesses become more open to opportunities to thrive with a more inclusive workforce. Hundreds of people are assisted every year, as our partnerships grow. Earlier this year, we were happy to welcome the Patrick P. Lee Foundation as a new partner in these efforts. Through a two-year grant, the Patrick P. Lee Foundation will fund an innovative program model, which includes counseling

embedded in our employment supports. Individuals with mental health needs will have access to some extra support as they undergo the challenges of job-seeking and interviewing, learning a new position and maintaining employment. Counseling will be provided by licensed social workers from our Elmwood Health Center, an affiliate of People Inc.

The Patrick P. Lee Foundation, a private family foundation based in Buffalo, NY, focuses its investments in mental health and education. The Lee Foundation is committed to ensuring the Western New York community is well-informed on mental health, inclusive of people living with mental illness and served by high quality, accessible mental health services.

STAY CONNECTED WITH US ... In an effort to communicate more effectively with our readers, offer more value in terms of resources, while being mindful of our expenses, **we ask that you consider sharing your email address with us.**

Electronic communication has become one of the most powerful ways to communicate important and timely information and we want to be sure that we are doing everything we can in keeping an open line of communication with you.

Please email foundation@people-inc.org and in the subject line write: Add me to mailing list. Thank you for your support!

A Message from our Legacy Officer



“Beware of false knowledge; it is more dangerous than ignorance.”

~ George Bernard Shaw

We all try to do our best in making sound decisions with the information we are given. But what happens if the information we receive falls short of being right? When it comes to making a legacy gift and providing financially for your loved one with special needs, wrong information can be detrimental.

There are now several known cases where our donors and families believed they had correctly put into place a Legacy Gift naming the People Inc Foundation as beneficiary of the remainder of a 3rd Party Special Needs Trust. Upon review of their legal documents, they found out otherwise. In some cases, it wasn't just the beneficiary designation that was incorrect; the type of trust that was used didn't fully meet the family's goals and objectives as well.

There are two ways to make sure that your legacy gift and special needs trust fully align with your wishes:

1. **Be very clear about how you want your estate to be distributed to fulfill your legacy gift**, including how your family member with special needs will be taken care of. Same holds true for those supporters who do not have a family member with special needs, but wish to support the future of this agency.

2. **Do your homework and align yourself with a team of expert advisors.** No two legal documents are alike, including special needs trusts. By educating yourself, you add power to the relationship you have with your team of advisors.

It seems odd, but sometimes the best way to learn a lesson is by making a mistake. My hope however is the mistake isn't found out too late or ends up too costly.

For a list of educational resources about charitable giving and/or special needs trusts, including our pooled trust, contact Christine Mathieu, Legacy officer, at cmathieu@people-inc.org or call 716.817.7256.

REMINDER: If you are a member of the People Inc. Charitable Legacy Society, a donor and/or a family member, expect to hear from me because I want to get to know you. I want to know what is important to you in terms of what you envision for the future of People Inc. and your Legacy. Through your story, I hope to inspire others to think about their own Legacy Plan/Charitable Bequest.

Thank you for listening – I look forward to meeting you!

Christine Mathieu, Legacy Officer,
People Inc. Foundation



Celebrating SUCCESS – '18 Drive Fore Disabilities and Auction

FORE! Thank you to all of the sponsors and donors who helped to make the **People Inc. Foundation 17th Annual Drive Fore Disabilities Golf Tournament and Auction** this August a great success! It was a beautiful day at the Orchard Park Country Club where over 110 golfers came out to play and support People Inc.'s annual fundraiser.

The event raised more than \$105,000!

Thank you to our sponsors: **Hole-in-One Sponsors:** Parkview Health Services, KeyBank, Long Associates Architects, Vanner Insurance, MJ Mechanical Servies, Inc. **Eagle Sponsors:** Calamar, CSI Contract Specialists, Walsh Duffield, Hodgson Russ, Allied Mechanical Inc., We Care Transportation, Towne Automotive, CSS Construction, United Business Systems, **Birdie Sponsors:** Barclay Damon, LLP, Bryans & Gramuglia CPAs, Dobmeier Janitorial, Dopkins and Company, Dr. James Lanigan, Flaherty Salmin CPAs, Independent Health, O'Bannon & Davis, People First Mobility, Property Services of WNY Inc., Quantum Rehab, Uniland Development Corp., Precision Rehab Mfg, **Par Sponsors:** CARA Medical, Don Powers Inc., Eaton Office Supply, Montante Group, Nova Healthcare Administrators, Raymond James, Roto-Rooter Services Company and Straight Up Wine & Liquor.

Our next tournament will be Monday, August 12, 2019. If interested in more information on sponsorship or how to contribute to the auction, contact Melanie Brown, advancement coordinator, at mbrown@people-inc.org or at 716.817.7450.

Thank you to the Drive Fore Disabilities Event Committee: Bob O'Leary, Golf Committee Chairperson; Mark C. Byrne; Roger Hoffman; Ryan Lynn Fisher, Golf Auction Chair; David Modrzynski; Michael Modrzynski; Gay Meyers; Denise Bienko and Melanie Brown.



Kevin J. Miller

WNY's "Hidden" Financial Power Tool: The People Inc. Foundation's Charitable Gift Annuity

By Kevin J. Miller, Esq., CFP®, AEP® Sr. Financial Planner Key Private Bank

Many donors of charitable organizations like People Inc. have two wishes regarding their personal finances:

1. To receive a guaranteed income stream or a higher, more competitive rate of return on their assets.
2. To support the mission and future of the charity that is important to them and their family.

While there are a number of ways to accomplish a donor's financial and philanthropic goals, many donors prefer to avoid market risk and may not have access to sophisticated planning tools.

One planning tool available to most people is the **Charitable Gift Annuity** or CGA. By offering the CGA, the **People Inc. Foundation** can help their donors achieve both their financial and philanthropic goals simultaneously!

What is a Charitable Gift Annuity? The CGA is an agreement between the Foundation and the individual or couple making a donation. In exchange for the donation, the Foundation will agree to pay a fixed amount to either the individual donor or couple for life. The guaranteed income for life amount will be determined by the age of the donor/couple at the time of the gift and a rate determined by the Foundation. Any remaining balance at the time of the donor(s)'s death will pass to the Foundation to support the future of its agency's mission.

Some of the benefits of a CGA are:

- The CGA can provide a higher return than many interest bearing assets
- Your contribution to the People Inc. Foundation may be tax deductible if you itemize deductions
- The CGA is less expensive and allows smaller amounts to be used than other tools
- Guaranteed income for life



To know if a **Charitable Gift Annuity with the People Inc. Foundation** is right for you, check with your personal financial advisor.

For more information on the People Inc. Foundation CGA or a free proposal, contact Christine Mathieu, Legacy officer at the People Inc. Foundation, acmathieu@people-inc.org or call 716.817.7256.

Key Private Bank is part of KeyBank National Association. Banking products and trust services provided by KeyBank National Association, Member FDIC and Equal Housing Lender. Since laws are always subject to interpretation and possible changes, KeyBank strongly recommends that you seek the counsel of an attorney and/or qualified tax advisor as to the specific legal and tax consequences of all planning concepts as they apply to the facts of your particular situation. Investment products are: **NOT FDIC INSURED* NOT BANK GUARANTEED* MAY LOSE VALUE NOT A DEPOSIT* NOT INSURED BY ANY STATE OR FEDERAL AGENCY.**

Congratulations Scholarship Winners!

People Inc. Foundation supports our mission through scholarships to staff furthering their education. Through competitive application, "blind" materials and review by the Foundation Board, selected staff receive \$1,000 for education expenses. "Tough choices!" and "An amazing, inspiring person!" were testaments about the quality of applications received. Thank you to CPA firm Bryans & Gramuglia, who helped fund scholarships this year. Congratulations to the following:

Thomas Griffith II – Respite Instructor, working toward Bachelor's degree in psychology at SUNY at Buffalo.

Sarah Lambert – Senior Residential Supervisor, working toward AAS RN in nursing at Trocaire College.

Kaitlynn Rutter-Ryndak – Primary Instructor, working toward an AAS degree in accounting at Niagara County Community College.

Breanna Wills – Day Aide, working toward AAS degree in medical assistant at Bryant & Stratton College.

Kim Russi – Office Coordinator, working toward Bachelor's degree in organizational management at Roberts Wesleyan College.

Charles Waller – Insurance Specialist, working toward AAS degree in accounting at Niagara County Community College.

Ashley Kaegle – Senior Day Supervisor, Master's degree in social work at SUNY at Buffalo.

Laura Wilcox – Community Coordinator, working toward Bachelor's degree in human services at Empire State College.

Morgan Schaefer – Community Vocational Trainer, working toward AAS degree in nursing at Genesee Community College.

Shelonda Chestnut – Team Leader, working toward Master's degree in social work at SUNY at Buffalo.



Ridgeway Celebrates Five Years: From lock down to freedom – a story of liberation

Contributing Writer: Sandie Sarina Brown-Maynard, People Inc. Clinical Program Manager

This December, we celebrate the five year anniversary of the opening of the Ridgeway group home in Rochester, NY.

Ridgeway group home opened in December 2013 with six individuals coming from the Monroe Developmental Center, and another young lady from one of the other homes with similar challenges, for a total of seven residents. As part of a state-wide plan, the Monroe Developmental Center was scheduled for closing after the last of its residents could be safely accommodated in the community.

Our Ridgeway group home has provided each person a second chance to live their dreams, be successful in their community and to be able give back to society. All of the individuals struggled the first two years of living outside of an institutional facility, but with consistent staffing and clinical support, individualized programs and love, they have overcome many of their challenges.

The staff at Ridgeway is truly committed to the success of each individual – they are their biggest cheerleaders. Over 80 percent of the staff has worked at the home since it first

opened, never seeming to losing faith in the individuals' potential.

With its five-year anniversary around the corner, we celebrate how far each person has come. The individuals have become family and are active and valuable community participants. They contribute many hours of volunteering at several animal shelters, Meals on Wheels, homeless shelters, Rochester General Hospital, Salvation Army and more. Overall health has improved, individuals are on few medications and have developed skills to live more successfully. A few of the men have not only found successful employment, but have been at the same job for over two years!

I believe the greatest accomplishment experienced by most of our individuals is the capacity to believe in themselves. They no longer walk in the community with fear. Instead, they believe, " I am okay and this is normal." That alone is freedom – and freedom is what we celebrate.

PEOPLE INC. FOUNDATION CHARITABLE LEGACY SOCIETY MEMBERS

Howard Benz
Denise M. Bienko
James M. Boles
Bonnie Bruning
John Caselinuovo
Nancy M. Conley
Thomas Ess
Rhonda Frederick
Kathryn F. Gladwell
Donald Gregory
Bonnie Hall
David E. Hall
David and Isobel Horvath
Michael and Mary Beth Iwanski

James Lembeck
Emma Mahoney
Horace Mann
Marilyn Gohr McTaggart
Beth A. Montague
Nancy Palumbo
Carlton Peter
Robert E. Pope
Robert Ruhlman
George Rogers
Mary Anne Schiesel
Deborah Schultz
Larry and Catherine Skerker
Gary Shoulter

Michael and Sandra Smith
Anne Stone
James Swagler
Cynthia Vance
RJ Vanner, Jr. and Family
Stanley and Isabel Wadell
Nancy and Donald Ware
Lois Warren
Edward Watts
Mary R. Werdein
Geraldine Werner
Mr. and Mrs. Jeffrey Zimmer

Special acknowledgement and welcome to our newest Legacy Society Members ... Michael and Mary Beth Iwanski, Deborah Schultz, Anne Stone and RJ Vanner Jr. and Family.

Learn More about our Charitable Legacy Society

Our **Charitable Legacy Society** was created to honor those who have taken a significant step to include the People Inc. Foundation in their **planned giving efforts**. Whether through a bequest, life-income or other deferred giving plan, we thank and recognize all involved. Their lasting gift furthers the future and mission of People Inc.

If you are considering making a legacy gift or have questions about options, contact Christine Mathieu, Legacy officer, at cmathieu@people-inc.org or 716.817.7256. All inquiries are kept confidential.



Year End Giving ... how easy it is!

With the holidays just around the corner, what better time to make a donation to the People Inc. Foundation?

Every dollar is important and makes a difference in helping People Inc. provide the best quality programs, services and housing to individuals with disabilities, special needs and older adults.

Here are five quick and powerful ways to help support our individuals live their best life:

1. Become a Supporting Member
2. Make a Tribute Gift, in memory or in honor of a special person or loved one
3. Join our Holiday Appeal
4. Purchase our Holiday Cards
5. Make a year-end gift of stocks. DTC#0443, HQ4042425, Key Investment Services 888.547.2968

To make your year-end gift, visit people-inc.org/donate. For more information, contact Jennifer Robinson at jrobinson@people-inc.org or 716.817.7269.

Spread Cheer While Making a Difference

The holiday season is fast approaching!

Be the first to purchase holiday cards from the **People Inc. Foundation** and spread cheer while making a difference to support individuals with developmental disabilities, special needs and older adults.

Our 2018 holiday greeting cards feature artwork created by Robert Kneiting, Winter Scene, and Magenta Rose Crawford, Country Snowman. They will be a welcome addition to your family, friends or clients collections. Limited stock of Skater Girl, by Mary Espinosa, is also available. **Holiday cards are available starting on November 9, but you can start your order early. To place your order, go to people-inc.org/holidaycards. For more information, contact Jennifer Robinson at jrobinson@people-inc.org or 716.817.7269. Orders can be picked up at 1219 North Forest Road, Williamsville or shipped.**



Winter Scene



Country Snowman

Skater Girl



Choose from three holiday card designs

Eight cards and envelopes, only **\$7.99/pack**