

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



Our Daughter – An Independent Woman

By Nancy Conley, Mom and Charitable Legacy Society Member

We were first introduced to People Inc. when my husband, Mark, and I decided that our daughter, Chrissy, needed more independence – and as did we! Chrissy was about 29 years old when she moved in to one of People Inc.'s first supported apartments on Alberta Drive in 2002. If you ask Chrissy, she will tell you that most of her best and lasting friendships came from her time living there.

Today, Chrissy is 50 years old, lives on her own and loves it, has been working for the same employer for the past 19 years, attends the theatre, goes to a local gym, cooks for friends and is a Eucharistic Minister at our church. I think that if Mark were still with us, he would agree with me when I say that our daughter is most certainly an independent woman!

When I think about Chrissy and our 20-year relationship with People Inc., Chrissy would not be where she is today without the love, support and generosity of People Inc. staff – whether it be her care coordinators, her coach or senior leadership. Not every day was perfect, but People Inc. has promptly met Chrissy's needs whenever expressed.... and for that we are grateful.

For Chrissy and I, People Inc. is our family, and we have always felt it was right to give back to those who have taken such good care of us. I remember that was always important to Mark – he was a very generous man. And I know that throughout all of our years of giving to People Inc., including making provisions for a legacy gift, that we too are appreciated.

“Unless we think of others and do something for them, we miss one of the greatest sources of happiness.”

~ Ray Lyman Wilbur

A Message from the Executive Director



Dear Friends,

Does anyone else get that feeling right as we enter the holiday season, like you're 'bracing' for what's to come? The change in weather.... transforming your everyday home with decorations...planning for celebrations with family and friends you haven't seen in a while. As we

get further into the season, there can be a lot to take in – more lights and sparkle and everything seems supercharged. I find myself consciously resetting – so I can experience the sights and sounds – and enjoy the people I'm with – from a quieter place. I want to really appreciate it all. And that's my best version of enjoying the holidays – slowing down and appreciating little things has a way of making everything more vivid, without the glitz. It clarifies how really blessed and fortunate I am and then I'm immersed in the holiday feeling. I like the quote from

author Johannes A. Gaertner, "to speak gratitude is courteous and pleasant, to enact gratitude is generous and noble, but to live gratitude is to touch Heaven."

Thank you for all you do to help other people and your support year-round of our mission as we work together. I hope you experience the wonder of the season in a way that reflects all of your generosity and kindness back to you. And I hope you enjoy your best version of the holidays, too!

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.

*November: The last month of autumn, but the beginning of a new adventure;
time to take risks and do the unexpected.*

It's So Easy ...to Give in Gratitude!

With the holidays just around the corner, what better time to express one's gratitude by making 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 for people with disabilities, special needs and older adults.

Here are five quick and powerful ways to help support the people we support live their best life:

1. Become a Supporting Member.
2. Make a Tribute Gift, in memory or in honor/celebration of a special person or loved one.
3. Donate to our Holiday appeal.
4. Purchase People Inc. 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.

"No one is useless in the world who lightens the burdens of another."
- Charles Dickens

Summer and Fall 2019 Events Recap:

We can't do what we do without you!

Drive Fore Disabilities Golf Tournament

On August 12, People Inc. hosted its **18th Annual Drive Fore Disabilities Golf Tournament**. This year's tournament was the most successful net to date, \$121,432.28. A sincere thank you to our top sponsors! Our Hole in One sponsors included: Cedar Bus Co., CSS Construction, KeyBank, Long & Associates and Parkview Health Services. Our Eagle sponsors included: Allied Mechanical, Calamar, Contract Specialists Inc., Hodgson Russ Attorney LLP, Mobile Primary, O'Bannon & Davis, Towne Automotive Group, Uniland Development Corp., USI Insurance Services and Walsh Duffield. Save the date for August 17, 2020!

Rivershore Foundation

On September 11, the **Rivershore Foundation "Raised the Roof"** in Lewiston at the Griffon House to support the Hinman Street apartment project. Niagara County community supporters gathered together for a fun night of live music, great food and amazing raffles!

Southeast Foundation

On September 26, the **Southeast Foundation hosted its 20th Annual Challenge Dinner and Auction!** Pfannenberg Manufacturing LLC and Tops Friendly Markets were honored with the **Community Business Partners award**, for their ongoing support with our employment services programs. **The Founders award was given to Rosemarie Rubin**, who currently sits on the Southeast Foundation board and has been involved for several years with Southeast. Thank you to our top sponsors: Cedar Bus Co., M&T Bank, Reliance Rx, Parkview Health Services and Tops Friendly Markets! Save the date for October 26, 2020!



Check out photos from our summer and fall events! 1 and 2: The Southeast Foundation 20th Annual Challenge Dinner and Auction. 3 and 4: The Rivershore Foundation "Raise the Roof." 5 and 6: Annual Drive Fore Disabilities Golf Tournament and Auction.



amazon smile

Make Your Holiday Shopping Matter with AmazonSmile

Help support People Inc. this holiday season while shopping for your family and friends! When you purchase electronics, games, toys, books and more, AmazonSmile donates .05 percent of every purchase to the People Inc. Foundation. To start shopping, go to smile.amazon.com. On your first visit, select People Inc. as your charitable organization for eligible purchases before you begin – People Inc. will be saved and every eligible purchase you make on AmazonSmile will result in a donation. Enjoy your holiday shopping!

The Mighty Gift Annuity: My Three Biggest Take-aways from Brunch

By Christine Mathieu, Legacy Officer, People Inc. Foundation



If there is one thing that impresses me about a presentation, it's when I walk away having learned not just one but, THREE new things about something I thought I already knew so well.

Allow me to enlighten you about the gift annuity as Sandy Kubit, Trust Officer and Planned Giving manager of Key Private Bank, enlightened me and those that attended brunch this past September 21.

1. Laddering gift annuities – the older you get, the higher your guaranteed rate

And the higher your rate, the more income you receive for life! Sandy has a client in Florida, that since she was 90 years old, has been taking out a gift annuity every six months ... and she is still doing it. You see, in the insurance world, you go up in age by one year on your half birthday, which means you can lock in at a higher rate each time and receive a higher lifetime income!

2. Sell your home – capital gains forgiven

Did you know that when you sell your home you can take the proceeds from the sale, gift them into a charitable gift annuity, and offset your capital gains? You may also qualify for a charitable tax deduction.... and a portion of the guaranteed lifetime income you would receive is tax-free!

*check with your tax advisor

3. Your loved one with special needs can receive income from a gift annuity without compromising their benefits

Suppose that mom, dad or guardian would like to set up a gift annuity, but do not need all of that lifetime income? They can choose to allocate that income to a Third Party Pooled Trust for the benefit of their family member with special needs. Because the income is going into a pooled trust (special needs trust), benefits continue uninterrupted to your loved one with special needs.

When it comes to the charitable gift annuity, you can get pretty creative in finding ways to achieve your personal financial goals, along with supporting the mission of an organization that means so much to you and your family.

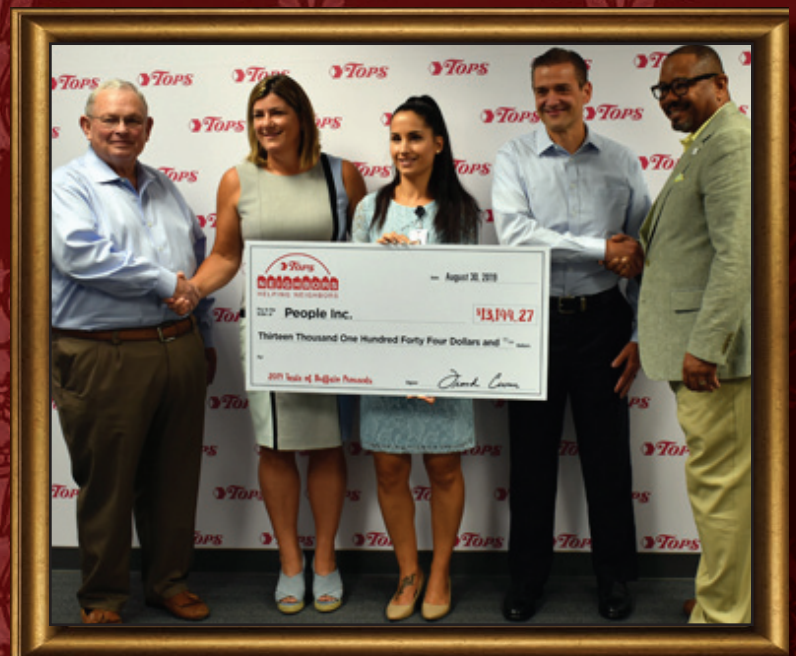
If you missed the brunch and would like information on our gift annuity, please let me know. I would be happy to have a conversation with you. Contact me at cmathieu@people-inc.org or 716.817.7256.

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

Christine Mathieu, Legacy Officer,
People Inc. Foundation

Donor/Volunteer Profile: Tops

Thank you to corporate partner Tops Markets and their friendly team of associates! We worked alongside each other this summer at the Taste of Buffalo, where more than \$13,000 in proceeds were donated to People Inc. Thank you to our new friends and looking forward to a future of partnering! Pictured here (from left to right) is Jack Barrett, senior vice president of Human Resources, Tops; Denise Bienko, senior vice president, People Inc.; Ashley Gracie, community relations coordinator, Tops; John Persons, president and COO, Tops; and Bradford Watts, community relations coordinator, People Inc.



Supporting Member Spotlight: Knarr Family

By Joseph and Mary Knarr



People Inc. has been a part of our lives and our family for many years. Our oldest son, Kyle, has Angelman syndrome, and has benefited from the support of People Inc. services for over 18 years. Kyle loves to attend the evening and weekend Respite Programs offered by People Inc. He participates in a variety of activities and enjoys the friendships of being surrounded by his peers and staff members. Kyle looks forward to his Friday and Saturday evenings because of this. It also offers us a much needed and welcomed break from constant caretaking. **Knowing the joy that Respite brings to our son, we are happy to be supportive, giving annually to the People Inc. Foundation in support of programs and all that they have to offer.**

We Appreciate Our Supporting Members!

We recently had a fun evening celebrating our Supporting Members at the Griffon House in Lewiston, NY. Members enjoyed live music, gourmet food and an exclusive opportunity to vote on 50 beautiful scenic photographs for the People Inc. Foundation Supporting Member 2020 Calendar.

The photographs, representing the counties that People Inc. provides services in, were submitted by staff and people served by our agency.

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

- 2020 People Inc. Foundation Calendar
- Certificate of Appreciation
- VIP invite to our annual Supporting Member event
- Surprise gift
- Newsletter updates throughout the year and inclusion in published donor listings



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

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.

The following commitments qualify you for membership in this particular group:

- **A bequest provision** in your will or trust
- **A life-income gift** that names the People Inc. Foundation as a remainder beneficiary (our Charitable Gift Annuity, WNY Coalition Pooled Trust, Charitable Lead Trust)
- **Your gift of life insurance proceeds or charitable remainder trust**

- **Your gift or assignment of qualified retirement plan assets (via beneficiary designation)**, such as an IRA, Roth IRA, 401K, 403b, TSA, Fixed or Variable Annuity
- **Real property deed or retained life estate arrangement** (transfers ownership of property, but allows you to continue living there)

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.



PEOPLE INC. FOUNDATION CHARITABLE LEGACY SOCIETY MEMBERS

| | | |
|-------------------------------|-----------------------------|---------------------------|
| Denise M. Bienko | James Lembeck | Gary Shoulter |
| Howard Benz | Emma Mahoney | Michael and Sandra Smith |
| James M. Boles | Horace Mann | Ron and Andrea Stein |
| Bonnie S. Bruning | Christine Mathieu | Anne Stone |
| John Caselinuovo | Marilyn Gohr McTaggart | James Swagler |
| Nancy M. Conley | Beth A. Montague | Cynthia E. Vance |
| Thomas Ess | Nancy Palumbo | RJ Vanner, Jr. and Family |
| Rhonda Frederick | Diana and Ron Papa | Stanley and Isabel Wadell |
| Kathryn F. Gladwell | Carlton Peter | Nancy and Donald Ware |
| Charles and Jean Gordon | Robert E. Pope | Lois Warren |
| Donald Gregory | Robert Ruhlman | Edward Watts |
| Bonne Hall | George Rogers | Mary R. Werdein |
| David E. Hall | Mary Anne Schiesel | Geraldine Werner |
| David and Isobel Horvath | Deborah L. Schultz | |
| Michael and Mary Beth Iwanski | Larry and Catherine Skerker | |

Thank you for your thoughtfulness and generosity. Your planned gifts will afford People Inc. the opportunity to continue its mission well into the future ... and for this we are most grateful.

No matter where you are in terms of your Legacy Plan, we are here to help. If you are interested in learning more about the People Inc. Charitable Legacy Society or Legacy Giving, contact Christine Mathieu at cmathieu@people-inc.org or 716.817.7256. All inquiries are kept confidential.

Welcome to Our New Affiliation – Deaf Access Services

By Denise Bienko, MPL, Executive Director



We are so happy to welcome Deaf Access Services to the People Inc. family!

Like People Inc., Deaf Access Services DAS was established by a group of committed volunteers, many of which were concerned family members. In 1983, the organization was set up as an independent not-for-profit organization, interested in the welfare of the Deaf community, as Deaf Adult Services. In 2014, the agency changed its name to Deaf Access Services, to reflect their expanded vision of serving children and families throughout eight counties of Western New York as well. In February of this year, the Board and leadership of Deaf Access Services made a decision to formally affiliate with People Inc.

People Inc. has been providing support for Deaf and Hard of Hearing people for years. The promise of strengthening

both organizations' ability to make the most impact was compelling, and we found fast friends in each other's leadership and staff. Our values and commitment to community services are aligned. We know that People Inc.'s services to those we support who are Deaf or Hard of Hearing will be enhanced through our partnership with DAS, and the capacity to expand services like vocational, mental health and senior services for this community is enhanced by the partnership of People Inc. The future is bright!

Congratulations to the Deaf Advisory Council, a team of DAS leaders who were instrumental in bringing our groups together, who were recognized with an award at the DAS Dinner in November. Pictured left to right are Executive Director Pam Kefi, Michael Cross, Nanette Harmon, Patty Tadak, Robert Cagle and Sue Wantuck.

Congratulations Scholarship Winners!

Through your generous donations, we are able to invest in further development and education for our staff. Congratulations to the following staff who were each awarded \$1,000 scholarships toward their studies!

- **Alexandra Barton**, hired in 2010, works as a senior residential supervisor at one of our group homes, and is earning a Certificate in Cosmetology in order to continue to support people with disabilities in positive self-esteem.
- **Kendra Ciezki**, hired in 2018, works as a self-determination assistant in the Self-Directed Program, and is earning a Bachelor's of Social Work
- **Julianna Everdyke**, hired in 2013, works as a QI coordinator in the Quality Improvement Department, and is earning a Master's of Social Work
- **Alexandra Franco**, hired in 2015, works as a senior respite supervisor in the Site-based Hourly Respite Program in the Rochester area, and is earning a Master's in Mental Health Counseling
- **Cesaria Gotham**, hired in 2012, works as an accounting supervisor in the Business Office, and is earning an Associate's of Applied Science-Business
- **Nicole McPeters**, hired in 2018, works as an individual residential alternative (IRA) specialist at one of our group homes, and is earning an Associate's of Science in Occupational Therapy
- **Marissa Ries**, hired in 2016, works as a community vocational trainer in the Young Adult Life Transitions Program at Erie Community College, and is earning a Bachelor's of Social Science
- **Kaitlynn Rutter-Ryndak**, hired in 2013, works as an accounting specialist in the Business Office, and is earning an Associate's in Accounting
- **Rachel Shelvay**, hired in 2016, works as an RN at one of our day programs, and is earning a Bachelor's in Nursing

Spread Cheer While Making a Difference

People Inc. Foundation Holiday Cards are a nice way to brighten one's day, like your family, friends and customers during this festive season. The 2019 Holiday card collection features three designs created by People Inc. program participants. All proceeds benefit programs and services provided by People Inc. **Holiday cards are on sale now until December 18 or while supplies last. They are easy to order!**

- Visit our website at people-inc.org/holidaycards and choose your design for the ship or pick-up option.

OR

- Contact Jennifer Robinson at jrobinson@people-inc.org or 716.817.7269 to arrange an in-person card purchase. All pick-ups available at People Inc., 1219 North Forest Rd, Williamsville, NY.



Snowman



Snowmen in Pink



Country Snowman

Choose from three holiday card designs
Eight cards and envelopes, only **\$9.99**/pack