It is with great pleasure that we present to you the very first annual report for Starbridge. The formation of one organization from two legacy agencies became official on June 1, 2015. In some ways, this milestone was the culmination of two years of planning. In other ways, it was just the beginning.

Our approach has been to proceed with great thought and deliberation at each step. We developed the brand, name, and logo through the efforts of empowered work groups. A comprehensive strategic planning process resulted in a new mission, vision, and values. As part of this process, we also set our strategic priorities for the first three years and developed a thorough set of deliverables to hold ourselves accountable for progress.

We believe that all of this foundational work was necessary so that we can be clear about who we are and where we are going as an organization. Now, we are poised to pursue our mission and vision with great enthusiasm and energy.

Our mission is to partner with people who have disabilities, their families, and others who support them, to realize fulfilling possibilities in education, employment, health, and community living; and to transform communities to include everyone. Our vision is that every person leads a fulfilling life in their community.

We hope you enjoy reading about what we accomplished in 2015, and we look forward to partnering with you to ensure that every person leads a fulfilling life in their community.

All the best to you,

Matt Perdue
Board Chair

Colin Garwood
President/CEO
People who reach out to us are often looking for hope – that their situations can change or improve, that there are possibilities for fulfillment and success. Or they have hope but need to know how – what supports or services can help, what they have the right to expect, or who can partner with them.

When our name workgroup began discussing options, they decided to create an entirely new name, to capture the spirit of the agency we want to be. The star in Starbridge represents possibilities, the uniqueness of each person, and aspirations. The bridge represents connections, partnership, and resources. Together, Starbridge provides the hope and the how.

Building Starbridge is about moving towards the future while honoring our legacies.

It is an ongoing process, and we are grateful for the skills, talents, and wisdom of our partners – our staff, the people we serve, our collaborators, and you, our supporters.

We are excited by the possibilities of what we might achieve, and all that we can make possible for our communities. Together, we are Starbridge.
Education Outcomes

11,501 people participated in workshops to build their knowledge and skills.

4,405 readers received the *Bridges* newsletter.

2,368 callers received information and technical assistance to connect to supports and services or to help them advocate for themselves or a family member.

135 people received educational supports leading to higher graduation rates and increased employability through assessment, tutoring, skill-building, college coaching, and education and workforce navigation.

147 educators, other professionals and parents participated in our 2015 Education Conference on *Stress! The Impact on Learning and Behavior in Students with Attention, Learning & Emotional Challenges*, featuring Jerome J. Schultz, Ph.D.

2,615 people in 57 counties received information, education, and advocacy assistance through our PTIC Community Partners:

- Long Island Advocacy Center
- Northern Regional Center for Independent Living
- Parent Network of Western New York
- Parent to Parent of the Capital District
- Westchester Independent Living Center

40 years ago, then-President Gerald Ford signed what is now called the Individuals with Disabilities Education Act (IDEA) into law, committing our country to providing all students with access to a free, appropriate, public education. Challenges still exist and there is much work to be done, but the progress we have made is worth celebrating.
Employment Outcomes

84 people received extended employment supports through ACCES-VR.

74 people received intensive employment supports through ACCES-VR and Community Based Workplace Assessments.

67 people received employment supports through OPWDD.

7 youth were placed in internships through YES – Youth Employment Services.

24 people participated in Starbridge’s Employment Track program. Of those, 6 people moved to employment or were referred to ACCES-VR for job development.

Each year, in conjunction with National Disabilities Employment Awareness Month, the Rochester Area Employment Network, Inc. (RAEN) honors area businesses “that have made outstanding efforts to hire and promote individuals with disabilities.” In 2015, Starbridge was chosen to receive one of RAEN’s five Regional Awards. Allyn Stelljes, Vice President of Strategic Transformation, accepted the award on behalf of Starbridge.
Health & Community Living Outcomes

60 people directed their own budgets, staff and support through Fiscal Intermediary Services.

65 people received supports from Starbridge in supportive, supervised or community living settings.

45 people received supports and services to build skills in daily living, transportation, community inclusion, self-advocacy, independent choice, and access to their community through Community Habilitation Services.

397 families received funding for needed goods and services through our Family Reimbursement Program.

32 people received funding through Individual Supports & Services to assist them in living independently in the community.

368 people worked with service coordinators at Starbridge to plan and coordinate their supports.

322 people worked with an advocate on complex advocacy issues, such as appropriate educational services.

80 people worked with a service navigator through LASR (Learning to Achieve Self Reliance) to achieve greater independence.

The ADA Legacy Project sent a bus around the country to celebrate the 25th anniversary of the Americans with Disabilities Act (ADA). The bus stopped in Rochester on July 11th at The Strong, and was greeted by hundreds of citizens. Starbridge was pleased to join community partners Center for Disability Rights, The Strong, University of Rochester Medical Center, Special Olympics NY, The Regional Center for Independent Living and others to celebrate and honor this landmark event.
Community Transformation Outcomes

665 youths and young adults enjoyed group activities through TIES (Together Including Every Student), including drumming circles, cooking classes, outrigger canoeing, and Fall activities at the College at Brockport.

224 youths enjoyed activities of their choice with the one-on-one support of a TIES volunteer in 31 school districts.

69 people from across New York State graduated from Partners in Policymaking®, ready to create positive change in their communities.

330 people received information about Starbridge through outreach events.

Staff members at URMC took the pledge to end the derogatory use of the R-word and to promote respect for all.

Friends Helping Friends hold their annual hot dog sale.
Financial Summary

Revenues

<table>
<thead>
<tr>
<th>Description</th>
<th>2015</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>State &amp; County Program Contracts</td>
<td>$2,993,453</td>
<td>29.6%</td>
</tr>
<tr>
<td>Federal Program Income</td>
<td>242,508</td>
<td>2.4%</td>
</tr>
<tr>
<td>Medicaid</td>
<td>6,391,711</td>
<td>63.3%</td>
</tr>
<tr>
<td>Grants - Other</td>
<td>9,253</td>
<td>0.1%</td>
</tr>
<tr>
<td>Fee for Service</td>
<td>151,879</td>
<td>1.5%</td>
</tr>
<tr>
<td>Other</td>
<td>51,453</td>
<td>0.5%</td>
</tr>
<tr>
<td>Donations &amp; Fundraising</td>
<td>259,319</td>
<td>2.6%</td>
</tr>
<tr>
<td><strong>Total Revenues</strong></td>
<td><strong>$10,099,575</strong></td>
<td><strong>100.0%</strong></td>
</tr>
</tbody>
</table>

Expenses

<table>
<thead>
<tr>
<th>Description</th>
<th>2015</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>$8,502,784</td>
<td>84.2%</td>
</tr>
<tr>
<td>Administration</td>
<td>1,444,384</td>
<td>14.3%</td>
</tr>
<tr>
<td>Fundraising</td>
<td>150,387</td>
<td>1.5%</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$10,097,555</strong></td>
<td><strong>100.0%</strong></td>
</tr>
</tbody>
</table>

Excess of Revenues over Expenses

$2,020

Financial Information extracted from the 12/31/15 Starbridge (including LDA through 5/31/15) and the 5/31/15 The Advocacy Center Independent Auditor’s Reports. Prepared by Mengel Metzger Barr & Co., LLP.

Funding Partners (in alphabetical order)

Action for a Better Community
Hillside Children’s Center, with NYS Office of Children and Family Services includeNYC
K. Lisa Yang and Hock E. Tan Institute on Employment and Disability at Cornell University
Monroe County Office of Mental Health
Neighborhood Legal Services, Inc.
NYS Commission for the Blind
NYS Developmental Disabilities Planning Council
NYS Education Department
NYS Medicaid
NYS Office for People With Developmental Disabilities
RochesterWorks!
US Department of Education, Office of Special Education Programs
United Way of Greater Rochester
University of Rochester Medical Center, LEND Program
Community Partners & Collaborations

We are honored to partner with many individuals and organizations throughout the year to share information and empower people with disabilities and their families.

AIM Independent Living Center
Al Sigl Community of Agencies
Allegany Arc
Arc of Livingston/Wyoming Counties
The Arc of Orleans County
AutismUp
B. Thomas Golisano Foundation
Bay Trail Middle School
Boy Scouts of America
Breaking Barriers Lacrosse
Brighton Central School District
Cameron Community Ministries
Catholic Family Services
Causewave Community Partners
(formerly The Ad Council of Rochester)
CDS Monarch
Center for Disability Rights
Center for Human Services Education
The College at Brockport, SUNY
Compeer
Craig Hill Elementary School
Finger Lakes Parent Network Inc.
Finger Lakes Performing
Provider System
French Road Elementary School
Geneseec ARC
Happiness House
Heritage Christian Services
Hillside Children’s Center
Hilton Baptist Church
Hobart & William Smith College
Holy Childhood
Institute for Innovative Transition at URMC
Kidstart
Leadership Education in Neurodevelopmental and related Disabilities (LEND)
Lifetime Care
Literacy West NY, Inc.
Managing Autism Together Today (MATT)
Manasi Ladragigan, MD
Manchester-Shortville Central School District
Mary Cariola Children’s Center
Mental Health Association
Mid-South Early Childhood Direction Center
Midwest RSE-TASC
Monroe 2-Orleans BOCES
Monroe Community College
Mt. Hope Family Center
National Coalition Building Institute
Nazareth College
New York State Chiropractic College
Parent Network of WNY
Penfield SEPTA
Perinton Recreation and Parks Department
Pieters Family Life Center
Pittsford PASS
Roberts Wesleyan College
Rochester City School District
Rochester Lancers
RochesterWorks!
Self Advocacy Association of New York State (SANYS)
Special Olympics New York
St. John Fisher College
Stepping Stones Learning Center
Strong Center for Developmental Disabilities
Temple Beth El
Tiffany Pulcino, MD
Tourette Association
United Way of Greater Rochester
Unity Health
University of Rochester Medical Center
Upstate Special Needs Planning
Wayne County Department of Public Health
Weedsport Free Library
Williamsville SEPTSA
2015 Individual Donors

Thank you for your generous support of Starbridge and the people we serve!

$1,000+
Adam Anolik
David DeGraff & Sharon Pluta-DeGraff
David M. Doyle
James & Deborah Hale
Joseph & Shirley Jung
Walter & Barbara Parkes
Alan & Suzanne Posner
Stephen Schwarz
Mary Lou Swicklik
Frances Toohey
Greg Weinrieb

$500-999
Colin Garwood
Jim Holleran
Perry M. Jacobstein
Susan Parkes McNally
Mary Richardson
Laura Segave
Paul Shew & Paula Silvestrone
Krystyna Staub
William & Joyce Weir
Brad Whitman

$100-499
Anonymous
Teresa Abrams
Edward F. Adams
Andrew M. Antczak
Stan & Barb Antczak
Ellen Asprooth
Gloria Bakker
Lori Barnard-Northrup
Richard Barrington
Susan Bayley
Margaret A. Beaty
Helen Bing
Earl Buckley
Julie Buick
Michelle Cain
Edward Case
Diane Caselli
Francis E. Clarke
Ann & Doug Cole
Katrina Connelly
Paul Connelly
Erika Conrow
James D’Amico
Mario & Kim DiLuigi
Kenneth Drury
Lori Englert
Mary Beth Fairchild
Jim Farrington
Patricia Feola
Carrie Fuller-Spencer
Mike & Sue Garwood
George & Patricia Gray
James & Susan Grossman
Anne M. Gulledge
Michael Hennessy
Scott & Seneca Hollenbeck
William J. Janawitz
Steven A. Jarose
Laura Johnson
Kathy Kerr
Mr. and Mrs. Bryan Kindlon
Jeanne Krautwurst
Daniel L. Krebs
Cindy Kredo
Deborah Krusch
Ann Kurz
Judith A. Lee
Jacquie Liebman
David Long
Barbara Maryniak
Karen & Rob McGraw
Neal McNabb
Robert & Margaret Mcredy
Bruce & Pamela Merkle
Betty D. Middlebrook
Sarah Milko
Robert & Jane Moore
Timothy L. Nash
Dennis O’Connor
Donald & Jeanine Oosterveen
Louann Pawlak
Matt Perdue
Anna Perez
Robert Phillips
Donna Pritchard
Mary Reilley
Ed & Cheryl Riley
Teresa M. Robach
Olga Rodriguez
Kenneth & Jerrie Ann Ruschak
Mary Ellen O. Schantz
Kenneth Scism
Suzanne Sefton-Silver
Bob Segave
Kevin Segerson
Alan Sheldon
R. Judson Sloman
Allyn Stelljes
Lisa & Brian Stephenson
Craig Stevens
Jack & Angela Stout
Kenneth Streb
Georgia Streeter
David & Kathleen Strojny
Spencer Studwell
Lisa & Paul Visca
Jennifer Wallace
Lenora Whitbourne / Thomas & JoAnn Picone
Cathy Whitehouse
Robert Wich
Patricia Willis
Kathryn Zipeto
Beth & Brian Zorn

Up to $99
Sharon Allen
Judith Andrew
Jerry & Georgia Baker
Kenneth Ballard
Kathleen Barone
Ann Bayley
Bonnie Bendschneider
Jason & Molly Blackwell
Leslie Blake
Angela Blue
Erin Bonafede
David Brazda Poirier
Michael Buda
Linda Burlingame
Michael Burns
Carolyn Jo Buzzelli
Katie Cannan
Jeff Carren
Robert Carrier, MD
Alejandra Cespedes
Robyn Chiavoroli
Beth Ciardi
Jill Cicero
Phillip J. Cichetti
Amy Clark
Sarah Jane Clifford
Eugene Coburn
Kathryn A. Coniglio
Deborah Cormier
Peter Crean
Martin Dorren
Michael Driscoll
Michael & Carol Duffy
Lisa Durant-Jones
Elizabeth Fell-DeWalt
Jay Fuoco
John Furman
John Gollon
Tammy Gurowski
Carol Haefner
Joan Hausladen
Mr. & Mrs. Douglas Hebert
Bohdan & Beverly Hercyk
Kathleen Holleran
Keely Hutton
Michelle Ingle
Connie Izzo
Nancy A. Jarose
Kate Kenney
Christa Knaak
Ronald & Nancy Kraus
Georgette Lesnak
Doris MacFarquhar
Karen Mancuso
Kathy McCarthy-Proulx
Robert McEnroe
Marjorie Merzke
Leon Metlay
Rosalyn & Lenard Metzger

Eloiza Miranda
Joan Mitchell
Robin Mitchell
Beverly Moore
Tina Motiwala
Mr. & Mrs. Phillip Nowak
Gillian Paku
Mr. & Mrs. Mark Palmer
Mike & Mary Ellen Paolotto
Yvette Picariello
Mr. & Mrs. Karai Premnath
Philippa Proudfoot
Kim Reisch
Deborah Ribson
Gillian Roman
Dr. Gerard & Maxine Rosen
Dr. & Mrs. Stuart B. Sacks
Joanna Sangvedolce
Roy Scaler
Deborah P. Schwartz
Toni Sciachitano
Brendan Staub
Linda Steinkirchner
Patricia D. Strack
Stephen Teitel
Harry Vought
Susan B. Wabnitz
Barbara Walchli
Annie Wells
Rachel Yingling
Julie A. Yunker
Maryjane A. Zornow
Matt Zyla

Gifts In Kind
Albright-Knox Art Gallery
Adam Anolik
Baycreek Paddling Center
Black & Blue Steak & Crab
Breathe
Browbizz
Marlene Caroselli
Century Liquor and Wines
Charlotte Furniture and Appliances
The Cheesecake Factory
Classy Cookie
Community Arts Connection Artists
Complemar
Delmonico’s Italian Steakhouse
Delta Sonic
Downstairs Cabaret Theatre
Elmgrove Wine and Spirits
EMA Design Automation
Mary Beth Fairchild
Carrie Fuller-Spencer
George Eastman Museum
George Gray
Robert Gray
Greek Peak Mountain Resort
Seneca Hollenbeck and Family
Imprintable Solutions, Ink
Joseph Jackson
Steve Jarose
J. William Jewelers
JetBlue Airways
Lisa’s Liquor Barn
Locust Hill Country Club
Long Acre Farms
Marketview Liquor
Anthony Markulis
Raymond Mayewski
Robert McCann
Anne McCune
Memorial Art Gallery
Moe’s Southwest Grill
Tina Motiwala
Suzanne Nash

continued on next page
2015 Gifts in Kind
continued

Nazareth College Arts Center
Mike Paolotto
Park Ave Salon & Day Spa
Walter Parkes
Penfield Therapeutic Massage
Matt Perdue
Pinnacle Wine & Liquor
Plum Garden
Polish Me Up!
Pomodoro Grill & Wine Bar
ProNexus
Mary E. Richardson
Cheryl Riley
Rochester Knighthawks
Rochester Museum and Science Center
Rock Ventures
Salon Capri
Stephen G. Schwarz
Jean Sciacchitano and Family
Seabreeze Amusement Park
Seneca Park Zoo
Sonnenberg Gardens & Mansion State Historic Park
Shaun Speicher
Krystyna Staub
Joyce Steel
Lisa Stephenson
Georgia Streeter
Supercuts
Swain Resort
Tantalo Photography
Tastebuds Catering
Wegmans Food Markets, Inc.
Annie Wells
Xerox Rochester
International Jazz Festival

2015 Donors – Organizations & Foundations

Thank you for your generous support of Starbridge and the people we serve!

Organizations

$1000+
AT&T
Faraci Lange Attorneys
M&T Bank
ProNexus

$500-$999
Al Sigl Community of Agencies
Barclay Damon, LLP
Burke Group
Connance
First Niagara Financial Group
Gray & Feldman, LLP
Holley Pharmacy
The Islamic Center of Rochester
KeyBank
Lifetime Assistance, Inc.
Mengel, Metzger, Barr & Co. LLP
MetLife Premier Client Group of Upstate NY
Morgan Management
O’Connell Electric Company, Inc.
Rizzo DiGiacco Hern & Baniewicz, CPA
Spiritus Christi Church
Stokes, Visca & Company, LLP
US Employee Benefits
Usherwood Office Technology

$100-$499
Allstate Giving Campaign
CBCS Center Information Services, Inc.
Crosby-Brownlie, Inc.
ESI
Genesee-Wyoming Railroad
Genesis Pediatrics, LLC
The Highlands at Pittsford
JC Jones & Associates, LLC
JFS/Curtze
Mason Digital, LLC
Norman Howard School
Rowe Automotive Services
Social Endeavors
Warner School of Education, University of Rochester
Williamsville SEP TSA

Up to $100
Goodshop (Goodsearch)
LAOH, Inc.
Ria Tafani Photography

Rochester Lancers took the pledge to end the R-word
Foundations

$10,000 Plus
Anonymous
B. Thomas Golisano Foundation
Daisy Marquis Jones Foundation
Davenport-Hatch Foundation, Inc.
Kyrias Foundation, Inc.
Pluta Family Foundation Inc.

$5,000-9,999
Burton S. & Charles J. August Family Foundation
The Florence M. Muller Foundation
Fred & Floy Willmott Foundation
Jane & William Napier Charitable Lead Trust
P. Kenneth Dennis Foundation
Wyman-Potter Foundation

$1,000-4,999
Alstom Signaling Foundation
Ames-Amzalak Memorial Trust in memory of Henry Ames, Semon Amzalak and Dan Amzalak
Dolores & Philip Neivert Fund
Laura J. Niles Foundation, Inc.
Mary S. Mulligan Charitable Trust
MCJC Wilson Foundation
Paychex Charitable Foundation
The Polisseni Foundation
Sam’s Club - Henrietta
Suzanne H. Lee Trust

Up to $1,000
Judith Lasker Kaufman Fund

Memorials & Honor Gifts

In honor of Dan Bayley
Ann Bayley
In honor of Jean Sciacchitano
Toni Sciacchitano
In memory of John Arrington
Roy Scalera

In memory of Nora Zinner
Helen Bing
Eugene Coburn
Doris MacFarquhar
Robert McEnroe
Dennis O’Connor
Louann Pawlak
Barbara Walchli

Staff support the national movement to end bullying and promote kindness.
Our first Celebration of Champions as Starbridge was a success!

The event was hosted at Locust Hill Country Club on Saturday, November 14, 2015. Nearly 300 guests enjoyed good company, great music from Mambo Kings, our ever-popular wine pull, and a silent auction. Ginny Ryan of 13 WHAM-TV served as emcee, and did a remarkable job of presenting the heartwarming stories of our Community Awards recipients. Senator Rich Funke was on hand to congratulate the recipients, too.

Thanks to the support of corporate and private sponsors, as well as event guests, our agency raised more than $26,000. Funds raised this night support children and adults striving for success in school and employment. Thank you to everyone who made this event a success!
Celebration of Champions Volunteers

Andrew Antczak
Jennifer Blais
Katie Cannan
Scott Discher
April Dixon
Seneca Hollenbeck
Christa Knaak
Marilyn Kraitsik
Mike Kraitsik
Kathy McCarthy-Proulx
Tim McGowan
Bruce Merkle
David Merkle
Pamela Merkle
Obaida Omar
Mike Proulx
Maria Schaertel
Jean Sciacchitano
Toni Sciacchitano
Brendan Staub
Joyce Steel
Stephanie Vaisey
Scott Williams
Pat Willis
Rick Wright
Sue Wyatt
Jackie Yingling
Ray Yingling

Committee

Adam Anolik
Lori Barnard-Northrup
Laura Burgart
Jimmie Highsmith Jr.
Seneca Hollenbeck
Perry Jacobstein
Mary Richardson
Cheryl Riley
Jean Sciacchitano
Krystyna Staub
Shaun P. Speicher
Lisa Stephenson
Georgia Streeter
Rick Wright

Thank you for the contribution of your time and energy to this event!
Board Chair Honored with Leadership Award

On October 27, 2015, the United Way of Greater Rochester and the Rochester Business Journal hosted the annual Greater Rochester Awards. Starbridge Board Chair Stephen G. Schwarz was honored in the Board Leadership category for demonstrating effective leadership, fundraising, strategic planning, community collaboration and problem solving.

Congratulations, Steve, and thank you for all that you have done and continue to do for Starbridge and the people we serve!