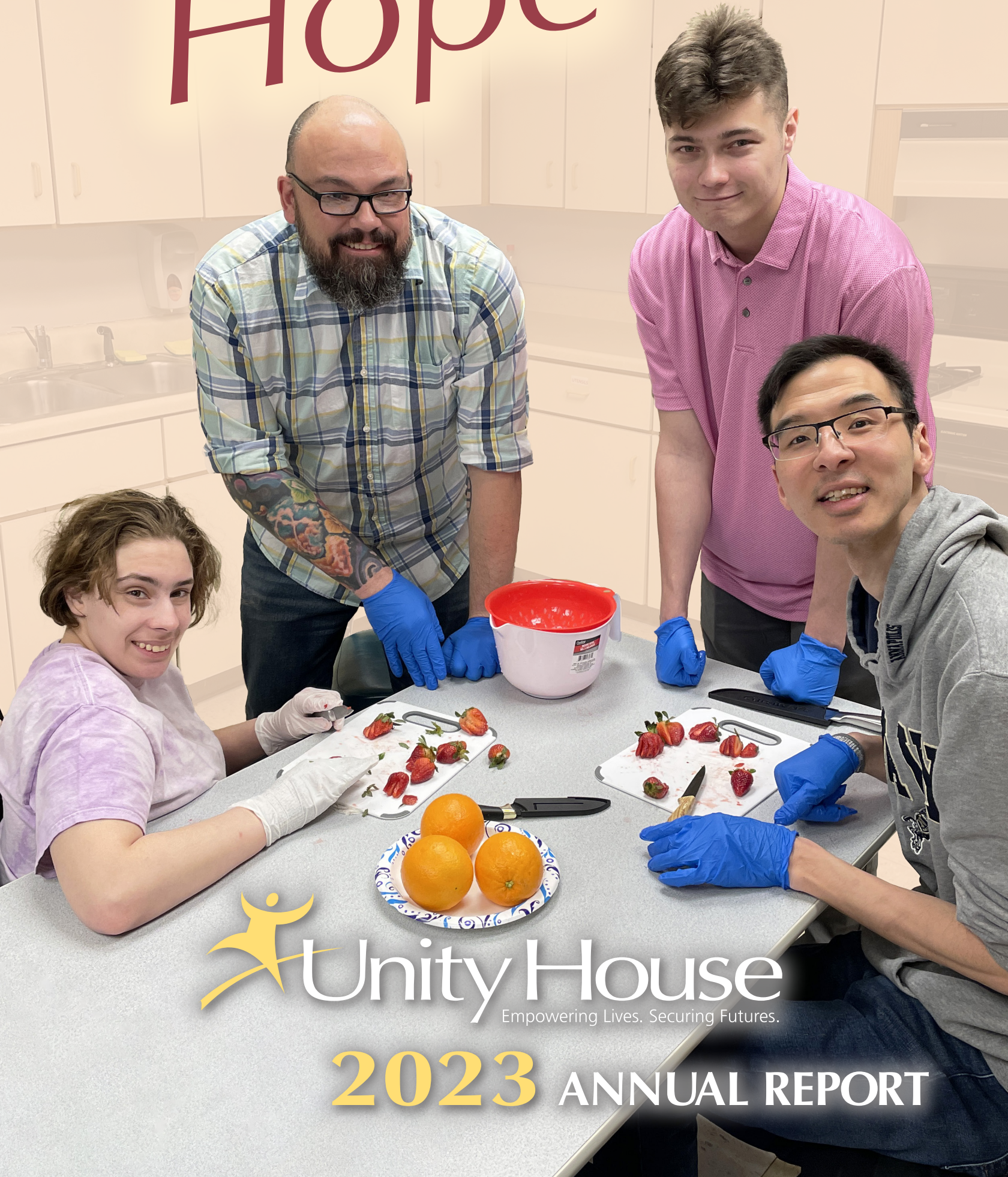


Hope



Unity House
Empowering Lives. Securing Futures.

2023 ANNUAL REPORT



Mission

To empower and enrich the lives of people in recovery, coping with a mental illness, and/or diagnosed with a developmental disability. This is accomplished by offering services and supports in an inclusive, person-centered environment.

Vision

All individuals are respected and lead lives of personal fulfillment and acceptance within our community.

Core Values

Honesty, Integrity, Respect

2023 Board of Directors

- Andrew Cuddy – *President*
- Kenneth Knight – *Vice President*
- Patricia Festa – *Secretary*
- Bradley Chapman – *Treasurer*
- Lorie Fischer
- Jessica Janssen
- Whitney Kummerow
- Joseph Manning
- Christopher Ryan
- Richard Slagle
- Christopher Sloan
- Christina Van Ditto
- Shari Weiss

Administration

- Elizabeth Smith
Chief Executive Officer
- Darlene Podolak
Chief Operating Officer
- Sara Bilinski
Chief People Officer
- Joanna Viggiano
Chief Financial Officer
- Amber Amidon
Chief Compliance Officer
- Chris Iven
Chief Advancement Officer

Hope for a Brighter Future

Dear Friends,

What's your vision for the future? At Unity House, it's this: that all people are respected and lead lives of personal fulfillment and acceptance within our community.

It's an ambitious goal. We can use all the help we can get. And that's why we're so grateful for you.

As part of Unity House's family of supporters, you are a source of hope for people with disabilities. Your advocacy, your time and your donations have enabled Unity House to grow stronger over the past 47 years. **In 2023, your gifts have allowed Unity House to make new investments in our people, our programs and our facilities:**

- Our Direct Support Professionals deliver on our mission every day. In 2023, we were able to increase wages, and provide an additional boost to DSPs with relevant credentials. Working with partners, we then launched a program so our DSPs can earn credentials at no cost.
- We expanded our program for mothers in recovery from substance use disorder. Now, as many as six mothers who have completed the initial stages of recovery can live with their young children in supportive apartments. Free from the trauma of separation, the mothers can focus on gaining the skills, confidence and strength they need to rebuild their lives.
- We completed more capital projects to improve accessibility at our group homes. New wheelchair ramps, zero-threshold showers and other improvements allow people with mobility challenges to live with more autonomy and dignity.

Of course, our work is not done. Our vision is not yet fulfilled. But if we're going to get to that bright future, there's only one way: Together.

For the hope you bring to all people with disabilities, thank you.



Elizabeth Smith
Elizabeth Smith
Chief Executive Officer



Andrew K. Cuddy
Andrew Cuddy
Board President

On the cover:

UES clients Allie and Jeff (seated) work with staff Steve and James on knife safety and how to prepare garnishes. They are participating in the new Career-Specific Vocational Training program in janitorial and food service at BOCES, which enhances skill development and employability.

Creating Connections, Giving Hope

When Elizabeth Clune was born in 1976 with Down Syndrome, her large family pledged that this special child would be loved. As the youngest of eight children in a combined family, she was surrounded by her parents and her siblings, who watched over her and took care of every situation.



Margie, JoAnn and Elizabeth were invited to share their story at Unity House's donor appreciation breakfast in October. Margie will join Unity House's board of directors in 2024.

As a youngster, Elizabeth was enrolled at the Ithaca Montessori School as its only pupil with a disability.

"I was troubled by that at first, but she fit right in," said her mother, JoAnn Clune. "We had no expectations, and yet they geared her learning to her ability. It really was wonderful for her."

Elizabeth thrived at the Montessori School, and attended for 12 years. In 1998, the academy moved from downtown Ithaca to King Road. It was renamed in honor of one of their most beloved former students: Elizabeth Ann Clune.

When Elizabeth's father passed away in 2019, the family decided to make some changes so Elizabeth could become more independent and integrated into the community. Her sister Margie Shaw knew of Unity House and other resources for adults with disabilities through her work in special education at the Ithaca City School District.

Elizabeth now goes to Unity House twice a week.

"I get to see many of my friends at day hab," Elizabeth said. "Some of my favorite activities are self-advocacy, writing, singing, math, and arts and crafts."

"Elizabeth had had limited interactions with her peer group," remembered Day Services Assistant Director James Beaumont. "She's been surrounded by loving family all her life, which is so fortunate. Now she is making connections with people her own age, seeing these new friends day in and day out. She's really blossomed here."



Elizabeth (right) and her buddy Jessica danced up a storm with other friends at the Snow Ball in February.

In addition to her day hab activities, Elizabeth swims at the YMCA, loves to sing and dance, and plays Bingo at the Ithaca Youth Bureau. She also works a half day each week at her late father's law firm, Williamson, Clune & Stevens in Ithaca, where her brother Allan is an attorney.

"We think Unity House is incredible," said Margie. "Elizabeth loves to see her friends and connect with them at day hab. She really enjoys being around adults her own age."



Elizabeth loves to swim. She participated in Ithaca Hospice's Women Swimmin' event in 2015. Her nephew spotted her in a kayak on Cayuga Lake, and together, the family raised \$24,500.

STRATEGIC PLAN PROGRESS

Unity House introduced its three-year Strategic Plan in January 2022. Here we share some of the progress made in 2023; other objectives are also underway.

Priority One: Staffing

Unity House is an employer of choice in the communities we serve

- Explore strategies to effectively communicate the comprehensive total rewards package offered at Unity House
- Incorporate diversity, equity, inclusion and belonging training
- Explore and innovate how we train staff
- Enhance Direct Support Professionals training for professional development

Priority Two: Information Technology

Ensure business continuance, sustainability and disaster recovery from a technology and information perspective

- Form a tech savvy committee
- Identify, prioritize and plan for the recommendations from the risk assessment
- Utilize technology to streamline functions in the support departments and programs
- Maximize the use of existing platforms

● Completed ● In progress

Priority Three: Endowment

Grow the organization's endowment fund to seven figures

- Establish a Planned Giving Advisory Council
- Create and launch a Legacy Giving Society
- Restructure the Development and Marketing department

Priority Four: Quality Services

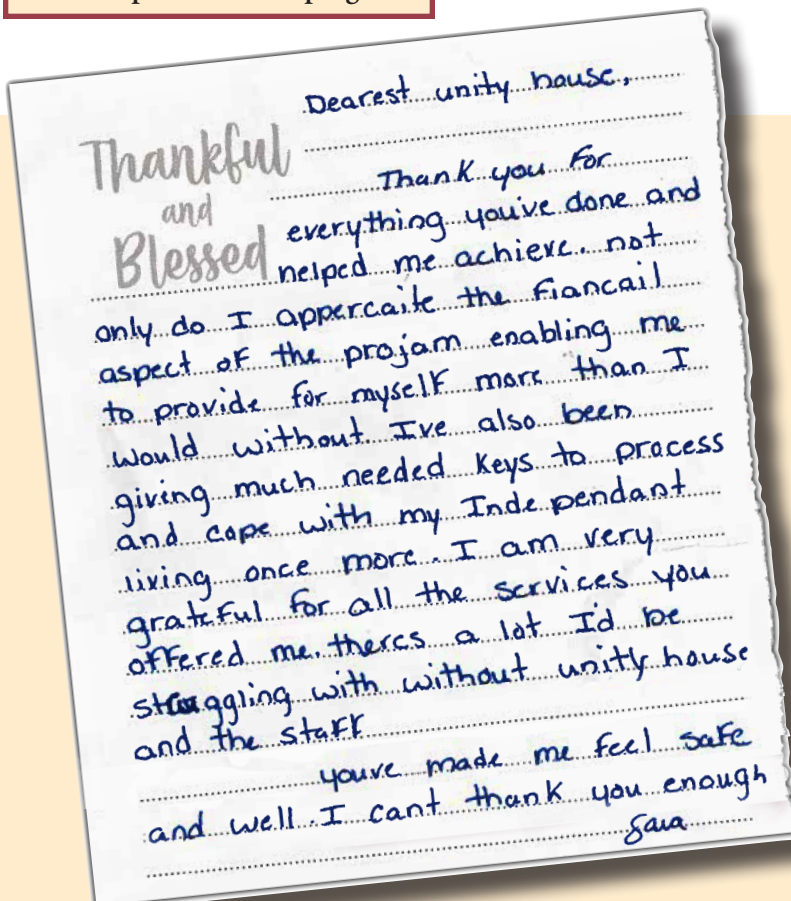
Create a process to ensure relevant and high-quality services

- Redesign PROS curriculum and expand class schedule
- Maximize independent housing stipends
- Reimagine day services
- Reconfigure the residential profile
- Enhance OASAS program
- Evaluate the viability of all services offered by the organization annually

Priority Five: Employee Wellness

Unity House offers a premier Wellness Plan for its employees

- Survey staff on the existing Wellness Plan
- Evaluate the existing Wellness Plan for pros and cons
- Continue to collaborate with the consultant to explore new wellness initiatives to incorporate into the plan



Sara sent this letter of appreciation to the staff at Unity House's mental health housing program.

2023 HIGHLIGHTS

MARCH

The Unity House Plungers participated in the annual Polar Plunge at Taughannock Falls State Park. Our team raised \$5,622 to support Special Olympics, the third highest among teams.



APRIL

More than 160 people gathered at the Springside Inn for the annual board and award dinner. Sheriff Brian Schenck made keynote remarks. Paul Dungey of Westminster Presbyterian Church was recognized with the 13th annual Fred Atkins Community Service Award, and the 12th annual Open Arms Award was presented to Mike White of Marcellus High School.

MAY

Unity House launched a new website on a new domain: www.unityhouse.org. The switch to .org from .com acknowledges the need to be recognized as a non-profit charitable organization.

JUNE

Unity House partnered with the Auburn Doubledays baseball team for the summer season. Senior staff, program participants and board members enjoyed many games at Falcon Park.



AUGUST

Beardsley Architects + Engineers hosted its 19th annual golf tournament to benefit Unity House. Held at Highland Park Golf Course, more than a dozen foursomes played 18 holes, then celebrated in the clubhouse with dinner and awards. A number of generous sponsors and other donations raised nearly \$11,000 to support our mission. We look forward to “another round” in August 2024.

SEPTEMBER

As always, September is about recognizing the good work of our dedicated staff. In addition to longevity awards and Direct Support Professionals Week, we put on the 12th Unity Games, an outdoor activity adventure to encourage staff camaraderie and retention. More than 80 participated in friendly competitions, including giant Jenga, jousting, trivia, and a ski relay race.



NOVEMBER

Panelists from our Planned Giving Advisory Council presented a free estate planning session, “For The Next Generation.” This informative discussion provided useful tips from experts on how to provide for your family, protect your assets, and support your favorite charities. Thirty-four people attended, and more sessions are planned for 2024.



PROGRAM UPDATES 2023

PWDD Day Services

Hope for people with developmental and intellectual disabilities



Unity House enhanced its day habilitation classes in 2023. With more local vendors providing skill-building sessions at our day hab sites in Auburn and Ithaca, we've been able to provide more support in spite of our ongoing staffing shortage. Some of our program participants' favorite sessions were provided by: Cornell Cooperative Extension, Maestro Music Therapy, CrossFit Vertical, Lifelong Learning, The History Center, Zen Den Studio, The Artist's Lounge, the Self Advocacy Association of NYS, Cayuga-Onondaga BOCES Adult Education, the Skaneateles Community Center and Cornell Companions.

Our Self Direction program partners with people and their families to help them choose the supports and services that best fit their needs. Thanks to additional funding, the program was able to grow by 33% in 2023. It now supports 80 people with developmental disabilities.

MH Residential Services

Hope for people diagnosed with mental illness



Additional staffing in our supportive housing program allowed us to improve the quality and quantity of our support. The program provides rental stipends to people with a mental illness who also need housing assistance. In 2023, Unity House coordinated 87 rental stipends for 128 people in Cayuga, Tompkins and Wayne counties. That's up from 60 stipends in 2022 and 31 in 2021.

Our Community Oriented Recovery Empowerment (CORE) services expanded in 2023 to offer Psycho-Social Rehabilitation (PSR). Through CORE, peers and staff members visit the homes of people with mental illness to provide hope for recovery. With PSR, the peers and staff can now provide hands-on training in life skills such as shopping, cooking and hygiene. It's a promising new tool to foster greater independence.

PWDD Residential Services

Hope for people with developmental and intellectual disabilities



People with disabilities deserve to move about their homes safely and with as much autonomy as possible. Thanks to gifts from supporters, we were able to continue our multi-year capital plan to improve accessibility at our individualized residential alternative (IRA) group homes. A new concrete walking path and patio at one IRA has made the backyard more accessible while reducing the risk of falls. Another IRA now has a new outdoor ramp and deck. At a third home, residents are enjoying more time outdoors on their new wheelchair-accessible swing, thanks to a grant from the Legacy Foundation.

Our Ithaca Supportive Apartment program earned certification for two new residences in 2023. As a result, the people we support were able to move into updated apartments better suited to their needs. Unity House staff have fostered a strong relationship with the new landlords to ensure maintenance issues are addressed swiftly.

Unity Employment Services (UES)

Hope for people with disabilities who want to work

Our Community-Based Pre-Vocational program for people with developmental disabilities grew in 2023 by building new partnerships with local employers. Through hands-on activities, worksite visits, multimedia, discussion groups and volunteering, we helped seven CBPV participants gain skills they need to be successful in employment. They put their food preparation skills to good use by hosting a bake sale to benefit another local charity.

Unity House also launched a new Career-Specific Vocational Training program. It provides people with developmental disabilities with intensive job training and vocational experiences in both food service and janitorial work. Kayson is one of several program participants who have graduated from the program to start internships with community partners. Kayson recently earned a promotion at Holiday Inn, where he works in food service.



Grace House

Hope for people with substance use disorders

Over the last 30 years, Unity House has built a statewide reputation for residential programs that help men and women overcome addiction. Too often, though, women who need help don't seek it. Many fear losing custody of their children. Unity House is working to change that. In 2023, we tripled our number of supportive apartments where women who have completed the first phases of recovery can live with their young children.

One such mother is Maria. Because of her addiction, she lost custody of her daughter, Chosen, just days after giving birth. Today, thanks to Unity House and other programs, Maria has lived drug-free for two years. In December, she regained custody. She and Chosen share one of our supportive apartments for mothers in recovery and Maria is training to become a peer counselor.

"It means everything," Maria says of being reunited. "She's mine and I'm grateful that God gave me another chance to be a mother with her."



Personalized Recovery Oriented Services (PROS)

Hope for people diagnosed with mental illness

PROS provides outpatient psychiatric rehabilitation for adults. Under new Program Director Taylor Casamassima, PROS expanded its offerings in 2023. Program participants made 20 outings to explore the community and build confidence. They walked nature trails, visited museums, ate at restaurants, and practiced using the public bus system. PROS' classroom offerings grew to include virtual options for home-bound participants in each class period. In one new program, PROS clients launched an in-house newsletter, which features stories like Kenny's:

"My name is Kenny and I am 57 years old. I have major depressive disorder and suffer from perpetual loneliness. I have been attending PROS for over 5 years. This program has helped me socialize and feel like a part of the community. I have two daughters who live in Florida, whom I love very much. I practice Jiu Jitsu and attend classes when I am able to function beyond my depression. I enjoy music, sports, and many of the PROS groups. I want to thank everyone at PROS for this long journey of life and all the support I've received on my road to recovery."



FINANCIAL REPORT 2023*

For the year ending December 31, 2023, Unity House's revenue increased to \$24.1 million (from \$21.6 million in 2022). Expenses were \$23.0 million.

2023 revenue grew because of several factors: rising Medicaid rates; increased billing units of service; OMH contracts in Cayuga, Tompkins and Wayne counties increased; and a positive change in our investment and endowment accounts.

Unity House, like many non-profits, is still feeling the long-term impact of the COVID crisis, specifically as it relates to staffing. At year-end, we had 99 open positions.

Organizational expenses increased by 5% in 2023. This rise can be attributed to maintenance expenses, which increased this year due to planned repairs and other work required at our properties. Program costs are significantly higher due to the price of outsourced temporary staffing utilized by our IRAs and Day Hab facilities.

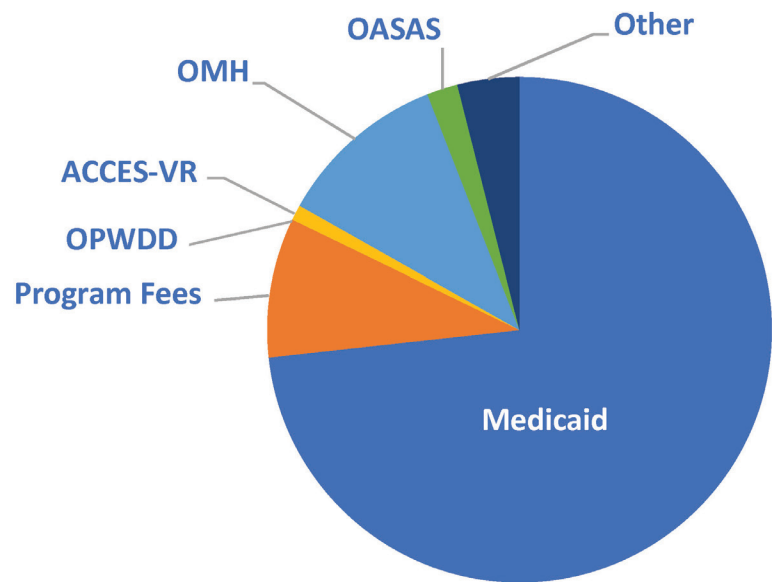
In 2024, we are looking forward to more growth and development.

Joanna Viggiano, *Chief Financial Officer*

REVENUE

Medicaid	\$17,844,555	74%
Program Fees	\$2,107,124	9%
OPWDD	\$115,738	0%
ACCES-VR	\$242,649	1%
OMH	\$2,555,731	10%
OASAS	\$379,670	2%
Other	\$883,050	4%

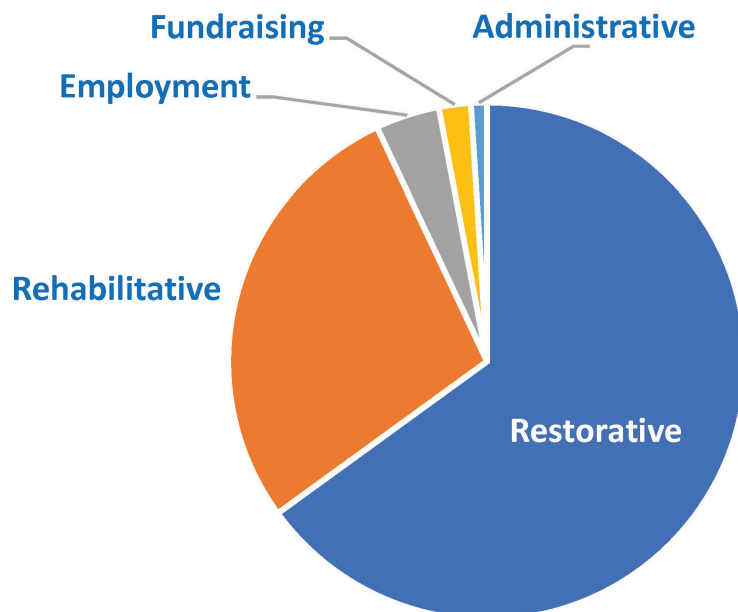
Total Revenue \$24,128,517



EXPENSES

Restorative	\$15,023,918	65%
Rehabilitative	\$6,383,146	28%
Employment	\$871,580	4%
Fundraising	\$438,577	2%
Administrative	\$284,572 (unallocated)	1%

Total Expenses \$23,001,793



*(unaudited)

HONOR ROLL OF DONORS 2023

In 2023, Unity House made significant investments in the people and facilities we needed to empower those with disabilities. That would have been impossible without our growing circle of supporters. Thanks to their generosity, Unity House was able to direct more than \$185,000 to meet critical needs. We are deeply grateful to each of our dedicated friends listed below.

Chris Iven, *Chief Advancement Officer*

ENDOWMENT FUND - \$11,966 IN 2023; \$487,425 FUND TOTAL

Gifts to the endowment fund are held in perpetuity and invested to sustain Unity House's mission for generations to come. Donors are invited to join the Legacy Circle by making a planned estate gift to the endowment. Donations made in memoriam at the time of death are automatically designated to the endowment unless otherwise directed by the donor.

Anonymous#	Andrew Cuddy*# ¹⁰	Tony & Linda Gero	John McKeon	Mark & Margaret Valentino
Richard Baldwin	Jeanne Del Favero	Anthony Graceffo	Prison City Ramblers	Chris Vitale
David & Beth Bowman ⁵	Kathleen Fedor	Bruce & Heather Lane	Diane Saxton	Joseph & Eileen Vitale

FOUNDATIONS & GRANTMAKING ORGANIZATIONS – \$64,998

Cayuga Community Fund	Legacy Foundation of Tompkins County	Tompkins Charitable Gift Fund
City of Auburn Covid Recovery Fund	Tompkins County Community Foundation	Triad Foundation ¹⁰
Fred L. Emerson Foundation		

FRED ATKINS COMMUNITY SERVICE FUND – \$33,276 FUND TOTAL

Fred & Deb Schwarting⁵

* = Unity House board member
 ^ = Unity House employee
 5 = 5-year donor
 10 = 10-year donor
 # = Legacy Circle donor

IN KIND GOODS & SERVICES

Jesus Acevedo^	Jen Catalani	Amy Fuller	Victoria^ & Lou LaFleur	Speno Music
Donna Blanton	Church of God in Christ	Mary Lou Haight	Nicole Longway^	The Rev
Cynthia Bray	Heather Connell	Hangar Theatre	Ken & Trysa Moore	Tompkins Community Bank ⁵
Pam Burgess	Cornell Cooperative	Linda Jackson	Osteria Salina	Turek Farms
Sarah Cappella	Extension	Jacobs Press ⁵	Charlene Powers	Susan Wells
Cass Family	Crown City Cinemas	Mara Kinney	Cindy Sharpe	

PARTNER AGENCIES & ORGANIZATIONS

ACCES-VR	Medicaid	NYS Justice Center
Association for Community Living	New York Alliance for Inclusion & Innovation	NYS Office for People With Developmental Disabilities
CNY Health Home	NYS Association of Day Service Providers	NYS Office of Addiction Services & Supports
County Community Services Boards	NYS Department of Corrections & Community Supervision	NYS Office of Mental Health
County Departments of Mental Health	NYS Department of Education	NYS Problem Solving Courts
County Departments of Social Services	NYS Department of Health	Substance Abuse & Mental Health Services Admin.
HUD Continuum of Care		

Beardsley Architects + Engineers Golf Tournament Sponsors

On August 21, 2023, Beardsley Architects hosted its 19th annual golf tournament at Highland Golf Club. Proceeds supported Unity House. We are deeply grateful to Beardsley and the individuals and businesses listed who were sponsors or foursomes:

Adams Insurance	Costich Engineering	The Printery
Albanese Construction	Cuddy Law Firm*# ¹⁰	Reagan Companies ¹⁰
Atlas Vacation Rentals	Excellus BlueCross BlueShield	Mark Rebich
Auburn Community Hospital	Patricia Festa* ⁵	RG Wright Agency
Beardsley Architects + Engineers	Lorie Fischer*	Rialto Wealth Management*
Bouley Associates, Inc.	Jacobs Press	Rich & Gardner Construction
Boyle & Anderson Law Firm	Ronaale King^	Scottie's Auto Detailing
Building Envelope Technologies	Maguire Foundation	Sheriff Brian Schenck
Clean Start Systems	Mutual of America	Syracuse Blue Print Co.
Steve Coleman	Pinnacle Investments-Tim Carr ⁵	



HONOR ROLL OF DONORS 2023 *continued*

UNITY HOUSE ANNUAL FUND – \$108,023

Anonymous (9) ⁵ #	Phyllis Creamer	Sarah Green	MG Architects ⁵	Armin Simpson
Tom Akins	Christopher Crenner	Michael Greene	Jennifer Micale	Mary Simpson [^]
Gino & Maxine Alberici ⁵	Jim Crenner & Elena Ciletti ¹⁰	Susan Groesbeck	Barry Miles Sr.	Charlotte Slagle ¹⁰
Susan Allen	Andrew*# & Shobna Cuddy ¹⁰	Tony & Patti Gucciardi ⁵	David & Jill Miller	Richard Slagle* ⁵
Sarah Allen	Deonsay Cuddy	Tom & Maralee Gunderson	Doug Millis	Christopher Sloan* ⁵
Abigale Anderson	Dorothea Cuddy	Deena Haines	Victoria Miner [^]	Edith Smith
Chris Arnold	John Cuddy	Cherie Harmon	Ashley Moench ⁵	Elizabeth Smith ^{^10}
Sharon Artman	Michael Cuddy	Luann Healy	Tim Moore	Joanna Smith
Neil & Maggie Atkins ¹⁰	Diane Currier	Carolyn & George Hiza ¹⁰	James Moore	Patricia Smith ⁵
Auburn Doubledays	Jim Currier ⁵	Annie Hoff	John & Jennifer Morey	Dan & Karol Soules
Lori Bankowski	Currier Plastics ¹⁰	Janice Hoffmann	Brian Morsdorf	Bill & Karen Speck
Stacy [^] & Mardy Barrows	Douglas Cuthbert	Diane & Clyde Howard	Gregory Munno	Scott Spooner
Beardsley Architects + Engineers	Jeff Dain	Nicole Hube [^]	John Nedza	Scott Stearns
James Beaumont [^]	Polly Lyn Davies	Randall Hube	Kathleen Northrup	Brandon Stewart
Cathy Becker ¹⁰	Sarah Del Favero	Trish Hube	NUCOR Steel	Martiel Stoecker ⁵
Claire Berian	Bob & Michelle Delaney ⁵	Corliss Hunter	Cynthia O'Connor	Donna Stowe ^{#10}
Steven Berian	Kerry Demarest	Kim Hutchings	Siobhan O'Hora	Lindsay Stowe ⁵
Sylvia Sue Best	Kathryn Dennis	Janie Hutchinson	David & Alicia Palmer	Alice Stoyell ⁵
Dave & Deb Beyor	Scott Diego	Emily & Chris Iven [^]	Dave & Patty Pappert	Janice & Paul Street
Judi Bilinski ⁵	Timothy Donovan	Pat & Henry Iven	Richard Partridge	Lee Sullivan
Sara Bilinski ^{^5}	Jake Draper	InDeed Wellness	Hede Perenyi [^]	Kristin Swartz
Bonadio Group	Angela Dudley	Johnston Paper	Cindy Perrine ⁵	Janice Tabbutt
Richard Briggs	Jonathan D. Dunbar	Jonathan's Furniture ⁵	Michiyo Pestrige ^{^5}	Chester Tanzini
Laurie Briggs	Eastern Xerox	Dawn Jordan	Ryan Pine	Linda Tersegno
Linda & Ray Brisson	Meghan Eddy [^]	Sandy Kahl	Bruce & Patricia Podolak	Valerie Tesorio
Frank Brosch	Christine Edge-Christensen	Gail Keenen	Chris Podolak	Sara Tezyk
Aaron Brozon [^]	Empower Federal Credit Union ⁵	Tom Kemp	Darlene Podolak ^{^5}	Anne C. Tomlin
Elaine Buchberger	Gary Fellows [^]	James Kennedy	James Podolak	Tompkins Community Bank ⁵
Chris Buck & Martha Hentz	Carl Festa	Key Bank ¹⁰	Don Poole ⁵	Bob Trama
Emory & Anne Buck	Patricia Festa* ⁵	Kenneth Knight* ¹⁰	Joyce Pound	Joan Troiani
Sarah Buckles	Susan Field	Knights of Columbus #207	Barbara Power & Peter Larkin ⁵	True Storage LLC
Bryan Bush	Marcia Finch	Ronald Krause [^]	Charlene Powers	United Way of Cayuga County
Patrick Bushnell	Melissa Fiore	Kyle Krickovich	Mary K Poz [^]	Jim Van Arsdale
Matt Bushnell	Lorie Fischer*	Whitney Kummerow*	Gary Price	David Vanek ⁵
Trudy Buxenbaum	Donna Fish	Bruce & Heather Lane	The Printery ¹⁰	JoAnn Velez
Jean Cannizzo	Melinda Fitzpatrick	Elizabeth Lattimore-Smith	James Purington	Joanna Viggiano [^] & Ken Cannon
Paul Carbonaro	Reid Fitzsimons	Tom Leone ⁵	Dianne Quintavalle [^]	James & Peggy Vivenzio ¹⁰
Tim Carr ⁵ - Pinnacle Investments	Peter Flagg	Kirsten Lesch	David Quintavalle	Angie Wawrzaszek
Kimberly Carroll	Rochelle Flanigan	Alexis Liberatore-Herrick [^]	Dorothy Radcliff [^]	Gwen Webber-McLeod
Sara Casler	Lisa Forshee	Bradley Littlefield	Reagan Insurance Co. ¹⁰	Shari Weiss*
David Chapin	Denise Frampton-Pearsall ⁵	Barbara Logan	Mary K Redmond ⁵	WENY-TV
Brad Chapman* ¹⁰	Midge Fricano	Joe LoPiccolo	Thomas Reiley ⁵	Elena Wenzel
Chemung Canal Trust Co.	Domenic Gagliano	Lynch Furniture ¹⁰	Meta Riester	Nicholas White [^]
Vida Chernoff	Joseph Gagliostro	Courtney MacDonald	Dan Rivers	Nina Wickett
Cirque d'Vin Wine Club	George & Halina Gagne	Al & Mabel MacKenzie	Cynthia Rooker	Barbara Williams
JoAnn Clune	Ed & Marybeth Galka	Maguire Foundation	Claire Rusin	Joyce Williams
CNY Central	Amber Gansert-Dagnesi	MEDENT/Community Computer ⁵	Dick & Joan Rusinko	Eileen Winter
Dan Collins	Connie Ged ⁵	Joseph Manning* ⁵	Angela Ryan	Nancy Wise
Marion C. Cool	Jacqueline Gerding	Patricia Martin	Chris Ryan* ⁵	Hannah Wlasowicz
Janet Corey Naab	Anthony & Linda Gero	Deb Martin	Jill Saner	Ray Wright
Cornell Fingerlakes Credit Union	Caroline Gettino	Barbara Marvin	Amy Santobianco ^{^10}	Xylem, Inc.
Susan Correll	Sheila Giangreco	Nancy Massicci	Patrick & Wendy Sargent	Hannah Young ^{^5}
Michele Courtney	Aaron Gleason	Audrey McNally	Savannah Bank	
Bill & Kathy Cowmey	Marty & Wendy Goldman	Ann & Hung Yuan Meng ⁵	Gretta Schaefer	
Tessa Crawford	David Gould ⁵	Karen Merritt	Brian & Dee Dee Schenck	
	Virginia M. Gould	Elaine & Tom Meyers	Michele Sedor	
	Lisa Green		Nancy Sheffield-Tanner ¹⁰	

* = Unity House board member
 ^ = Unity House employee
 5 = 5-year donor
 10 = 10-year donor
 # = Legacy Circle donor

IN MEMORIAM / IN HONOR

Amber Amidon^{^10}
in memory of Nora Feldman

Anonymous⁵
in memory of Marian Prockup

Arnsten Foundation
in honor of Susan Arnsten-Russell

Rusty & Jeannette Baird¹⁰
in memory of Audrey & George Baird

Deborah Barnes
in memory of Gordon Nugent Jr.

Leslie & Rick Bishop
in honor of Nick Reiter

David & Beth Bowman⁵
in memory of Ben Badalamenti

Kelly Buck^{^10}
in honor of Stephanie Meyer

Barry & Sandra Bullock
in honor of Ithaca Day Services

Pam Burgess
in memory of Billy C. Lelik

Roberta Burling
in honor of Kevin Burling

Dale & Sharon Campbell¹⁰
in honor of Gale Campbell

Maureen Cheney
in memory of John "Jack" Gagan

Dr. Steve Coleman
in memory of Joe "Junior" Vasile

Dr. Steve Coleman
in memory of
Judy Savage Coleman

Dr. Steve Coleman
in memory of Louis Vasile

Jean DeJoy⁵
in honor of Jamie Vivencio

Jeanne Del Favero
in memory of Helen Stearns

Dorothy Dellefave
in memory of Roxanne Teehan

Gerald Dygert⁵
in memory of Chris Dygert

Kathleen Fedor
in memory of Mary Dygert

Patricia Festa^{^5}
in memory of Robert Kahl

Marilyn Fuller
in honor of Shawna Underwood

Donna Gilbert¹⁰
in honor of Mary B. Weare

Diane Koester & Ken Larson⁵
in honor of Benjamin Larson

Dorothy Leith
in honor of Bill Kowala

Margaret & Dan Lepak
in memory of Mike O'Hora

Lisa Luczycki
in memory of John "Jack" Gagan

Michael Mancini⁵
in memory of Catherine Mancini

John McKeon
in memory of Mary Dygert

Helen Miskell¹⁰
in memory of Allan and
A. Peter Miskell

Robert Neigh^{#5}
in memory of Earl and
Carol Neigh

Barbara Paquette
in honor of Paul Dungey

John & Pam Payne⁵
in memory of Michael E. Payne

Sue Phillips-Coe⁵
in honor of Patti Festa

Sara Jo & Ron Podolak⁵
in honor of Unity House manager
and staff at 62 South St

Prison City Ramblers
in memory of Mary Dygert

Elizabeth Quilter
in honor of Liz Smith

Denise Rothwell
in memory of Roxanne Teehan

Diane Saxton
in memory of Ben Gilfus

Nancy & Leonard Smith¹⁰
in honor of Miles Smith

Mark & Margaret Valentino
in memory of Ben Badalamenti

Mike & Carol Vanetti¹⁰
in honor of Timothy Vanetti

Chris Vitale
in memory of Ben Badalamenti

Joseph & Eileen Vitale
in memory of Ben Badalamenti

Kristen Wilmot
in memory of Muriel A. Dando

Jennifer Wilson
in memory of Mike O'Hora

* = Unity House board member
^ = Unity House employee
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10 = 10-year donor
= Legacy Circle donor

Securing Futures, Today

Tomorrow is built by those who plan for it.



Bob Neigh has included Unity House in his estate plans.

One of those planners is Bob Neigh. His brother Phil has been a resident at Unity House's Green Street IRA in Ithaca since 1988. Bob said

he began making regular donations to Unity House because he believes in the mission.

"The staff at Unity House has always impressed me as being very caring and genuinely concerned with the wellbeing and happiness of the residents," Bob said. "Sharing is a basic human value. If I have enough to live comfortably, it's important to share with people who don't."

Recently, Bob made his generosity permanent. He named Unity House as a beneficiary in his estate plans. A percentage the estate's value will go to Unity House's endowment fund upon his passing. There, the gift will grow forever, and the investment income it produces will be used to empower people with disabilities.

Bob said he's happy knowing that his gift will keep giving for generations to come.

"I want to leave a legacy to enhance the lives of other people. That's important to me."



A young Bob Neigh and his brother Phil. Phil has received Unity House services since 1988.

Unity House's Legacy Circle honors those who have included Unity House in their estate plans. To learn more, contact Chris Iven at Chris.Iven@unityhouse.org or 315-253-6227 ext. 360.



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