



*For the Hope and the How*

## 2015 ANNUAL REPORT



*Matt Perdue and Colin Garwood*



*"Now, we are  
poised to pursue  
our mission and  
vision with great  
enthusiasm and  
energy. "*

## Dear Friends:

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



*Laura Arrington and Georgia Streeter*



*Amy Gootnick*



*Senator Joseph Robach, Cheryl Riley,  
and Colin Garwood*

## Building Starbridge

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



*Graduates of the Family Empowerment Series*



*A family participating in Creating A Life After High School*

- 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.



*Courtney Dolan and Allyn Stelljes, Starbridge; and Nancy Grant, ACCES-VR*

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.



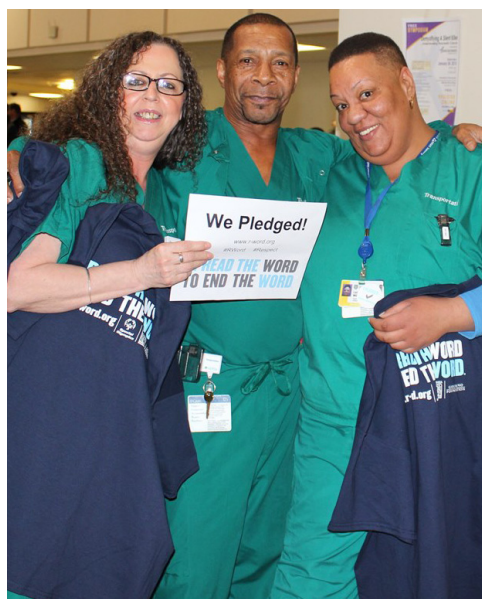
The ADA Legacy Project sent a bus around the country to celebrate the 25th anniversary of the Americans with Disabilities Act (ADA). The bus stopped in Rochester on July 11th at The Strong, and was greeted by hundreds of citizens. Starbridge was pleased to join community partners Center for Disability 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.



*Friends Helping Friends hold their annual hot dog sale.*

## 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 URMH took the pledge to end the derogatory use of the R-word and to promote respect for all.*

# Financial Summary

	2015	% of Total
<b>Revenues</b>		
State & County Program Contracts	\$2,993,453	29.6%
Federal Program Income	242,508	2.4%
Medicaid	6,391,711	63.3%
Grants - Other	9,253	0.1%
Fee for Service	151,879	1.5%
Other	51,453	0.5%
Donations & Fundraising	259,319	2.6%
<b>Total Revenues</b>	<b>\$10,099,575</b>	<b>100.0%</b>
<b>Expenses</b>		
Program Services	\$8,502,784	84.2%
Administration	1,444,384	14.3%
Fundraising	150,387	1.5%
<b>Total Expenses</b>	<b>\$10,097,555</b>	<b>100.0%</b>
<b>Excess of Revenues over Expenses</b>	<b>\$2,020</b>	

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  
Genesee 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 Ladrigan, MD  
Manchester-Shortsville  
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  
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George & Patricia Gray  
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Daniel L. Krebs  
Cindy Kredo  
Deborah Krusch  
Ann Kurz  
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Jacquie Liebman  
David Long  
Barbara Maryniak  
Karen & Rob McGraw  
Neal McNabb  
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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. Gerald & Maxine Rosen  
 Dr. & Mrs. Stuart B. Sacks  
 Joanna Sanguedolce  
 Roy Scalera  
 Deborah P. Schwartz  
 Toni Sciacchitano  
 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



*David DeGraff  
 and Sharon Pluta-DeGraff*

## Gifts In Kind

Albright-Knox Art Gallery  
 Adam Anolik  
 Baycreek Paddling Center  
 Black & Blue Steak & Crab  
 breathe  
 Browbiz  
 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 Polissen 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.*



*Adam Anolik, Julie Whittemore, Sarah Jane Clifford, Stephanie Scism, Patricia Muir, and Jack Milko*

## 2015 Community Award Winners:

*Community Impact Award*  
Sarah Jane Clifford

*Education Award*  
Stephanie Scism

*Founders Award*  
Patricia Muir

*Self Advocacy Award*  
Julie Whittemore

*Youth Award*  
Jack Milko

*Outstanding Community  
Partner Award*  
Adam Anolik



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







*Colin Garwood and Stephen G. Schwarz*

## 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!

## 2015 Starbridge Board of Directors

Adam Anolik  
Anne Babcock-Stiner  
Lori Barnard-Northrup  
James Britt  
Laura Burgart  
Justin Copie  
Matthew E. Crowley  
Paul DiStefano  
Donald B. Eaton  
Mary Beth Fairchild  
Carrie Fuller-Spencer  
George Gray  
Jimmie Highsmith Jr.  
David Long  
Bob Moore  
Obaida Omar  
Matt Perdue  
Mary Richardson  
Cheryl Riley  
Sheila Rogers  
Stephen G. Schwarz  
Laura Segave  
Shaun P. Speicher  
Lisa Stephenson  
Georgia Streeter  
Paul Visca

## LEADERSHIP TEAM

**Colin Garwood**  
*President/CEO*

**Jason Blackwell**  
*Vice President,  
Programs and Services*

**Ida Jones**  
*Vice President, Organizational  
and Workforce Development*

**Terry O'Hare**  
*Vice President,  
Finance and Operations*

**Krystyna Staub**  
*Vice President,  
Philanthropy*

**Allyn Stelljes**  
*Vice President,  
Strategic Transformation*



## Starbridge

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Rochester, NY 14620

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**[www.starbridgeinc.org](http://www.starbridgeinc.org)**