

2024

ANNUAL REPORT



Recognizing the transformational impact, unwavering dedication, and extraordinary achievements made during fiscal year 2024

Community
SYSTEMS, INC.
Helping persons with disabilities

Dear CSI families,

As we move into fall, it reminds me that change is one of our most constant forces. CSI began supporting people with disabilities more than 40 years ago. While many of our core principles have remained steadfast, other aspects of our services have evolved. We are proud to support people that many other providers cannot, and we are often recognized for our excellence in supporting each person individually. From the beginning, our high standards have driven us to provide the best services, consistently staying abreast of state-of-the-art practices and maintaining a focus on helping each person lead a full, meaningful life filled with personal happiness.

Our founders, Carol Whitcomb and Howard Lieberman, set a high bar. For more than 30 years, they led CSI with a mission-focused approach, driven by strong values and a clear vision for our future. Our newer leaders have continued to uphold and refine these values, shaping our vision and plans for the future. We are excited to adopt a new three-year CSI Strategic Plan: **Sustaining Excellence—Strategic and Organizational Development Plan 2024-2027**.

While our history defines us, our future holds the promise of continued opportunities and successes. It is imperative that we remain focused on proactive approaches to providing the best supports possible, always keeping the people we support at the center of our actions. We must maintain a stable and visionary organization, grow and develop our workforce to stay current with best practices, and cultivate leaders in our field. Succession planning is crucial to ensure we always have a capable team ready to lead us forward.

This is an exciting time as many on our CSI teams are recharged and working diligently to improve the lives of the people we support. They are creating more meaningful experiences within their communities and fostering relationships that help them connect with others. Despite uncertainties in the political landscape, Medicaid, and waiver funding, our staff stays informed of evolving priorities. We attend conferences, engage consultants, participate in network meetings, and partner with other providers and professionals. We are not passively waiting for the future to unfold; we are actively shaping our path with thoughtful, proactive strategies.

On this journey, I am grateful for the many supporters in our CSI family—our families, team members, stakeholders, and donors. We deeply appreciate all you do to help CSI stay engaged and responsive. Our ripple effect is significant, touching many lives through the dedication and care of our extended community.

With gratitude and appreciation, we energetically embrace our new strategic plan. We celebrate the successes of those we support and our team members, taking time to appreciate the many gifts within our CSI family.

As you read through the following pages, I hope you enjoy sharing our success, progress, and celebrations.

With respect,



Janet Butler, President/CEO



happiness happens here

Our Mission

Helping persons with disabilities to find happiness in their own homes, in their personal relationships, and as contributing members of their community.

Our Vision

Our Mission will empower each person to realize their dreams and live a meaningful life in their community. Inspirational leadership will establish CSI as innovative and influential in the field of disability supports.

Our Values

Respect
 Integrity
 Innovation
 Compassion
 Accountability
 Perseverance

Our Board of Directors

CHAIR

Andrienne Longobucco (CT)

VICE CHAIR

Amy Yenyo (VA)

MEMBERS

Maria Gonzalez (CT)

Terri Hancharick (DE)

Nancy Weiss (DE)

Linda Marsh (MA)

Ernie Messmer (MA)

Amanda Ryan (VA)

Mary Jane Thielhelm (MA)

EX-OFFICIO MEMBERS

Janet Butler,
 President/CEO

Guri Davis,
 COO/Board Secretary

Sandra Coady,
 CFO/Board Treasurer

CSI Locations

CSI CT

♥ Supports **115 people** with disabilities **living in 36 homes** throughout Northwestern Connecticut.

CSI MA

♥ Supports **186 people** with disabilities **living in 60 homes** throughout Southeastern Massachusetts.

CSI DE

♥ Supports **125 people** with disabilities **living in 62 homes** throughout Northwestern Delaware.

CSI VA

♥ Supports **102 people** with disabilities **living in 37 homes** throughout Northern Virginia.



STAY IN THE LOOP

Scan or click this QR Code to receive email announcements and monthly newsletters from CSI in your inbox.





2023-2024

Highlighting a Year of Happiness across each of CSI's Locations

Each location is led by a small but highly qualified team of state leaders, including an Executive Director, an administrative team, and hundreds of passionate program staff. Together, our Executive Directors bring a combined 81 years of experience at CSI, dedicated to empowering people with disabilities across all of our locations.

CSI CT *Built & Supported Positive Momentum by:*

✔ Providing a Dream Home for Our Trio

We are thrilled to announce the purchase and upcoming opening of a new home. This beautiful residence will provide three wonderful young ladies with the opportunity to live together in a home tailored to their needs and desires.

✔ Making Smart Upgrades to Help Empower Independence & Socializing

We upgraded all our homes with smart appliances, empowering the people we support to enjoy greater independence and autonomy in the kitchen. Additionally, we enhanced the kitchen appliances at our main office, further enriching the experience for those who participate in our quarterly cooking classes. These classes, which are well-attended, not only offer the joy of cooking but also serve as a social event where friends can gather and connect.

✔ Kickstarting Fresh Onboarding for a Stronger Team

We placed a strong emphasis on workforce retention, recognizing the importance of ensuring all employees feel valued and committed to our mission. Our revamped onboarding process equips new team members with the tools they need to succeed from day one.

✔ Boosting Support for Higher Growth

We improved our staff performance monitoring, addressing any challenges promptly to give team members the opportunity to grow and excel. We're pleased to report that our employee vacancy rate remains within 8-10%, well below the industry norm of 20-30%.

✔ Celebrating Growth and New Leadership

CSI CT staff also celebrated significant professional growth over the past year. **Sandra Kulinski**, with over 25 years of experience at CSI, was promoted from Program Director to Assistant Executive Director. Sandra's recent graduation from the National Leadership Consortium management training further positions her for success in this new role.

✔ Elevating Our HR Game

We are proud to announce that our Director of Human Resources and Talent, **Yvette Marciano**, has successfully attained SHRM certification. This accreditation enhances Mrs. Marciano's expertise in navigating employee relations, positioning our agency for even greater success.



Georgette Dorsett
Executive Director
at CSI Connecticut



CSI DE *Nurtured Growth & Transforming Lives by:*

✔ **Welcoming New Talent to Help CSI Continue to Empower Others**

We welcomed eight new people to the CSI family as we continued to work in support of our mission, serving as a change agent for people with disabilities and their communities.

✔ **Brightening Lives with Personalized Housing Choices!**

We also supported three people as they made the decision to move into different CSI-supported homes, allowing them to live with the people they want to live with. Helping people find happiness by being able to live where and with whom they chose demonstrates our commitment to quality, person-centered supports.

✔ **Embracing Growth at Conferences & Leadership Retreats**

This year, more than 35 staff members continued to work on their personal growth and professional development by attending conferences and leadership retreats such as:

- Society for Human Resource Management (SHRM) Talent Conference and Expo
- Massachusetts Direct Support Professionals Conference
- UKG Aspire
- Open Minds Performance Management Institute
- Developmental Disabilities Nurses Association (DDNA)
- The National Leadership Consortium on Developmental Disabilities Training Series: Leadership, Empowerment, Advancement, and Development (LEAD) for Direct Support Professionals and Emerging Frontline Leaders

✔ **Transforming a House into a Home**

Our commitment to those we support is also evident in the pride we take in our homes and the renovations we complete to ensure they are safe, accessible, and comfortable. This year we completed extensive renovations to the kitchen of a home purchased in 2023. This home, which supports three ladies, now has a beautifully updated kitchen that has become the heart of their home. Additionally, we replaced a former window with sliding glass doors and added a deck, enhancing their outdoor living space and making their home even more inviting.



David Paige
Executive Director
at CSI Delaware



Cooking up joy in the CSI CT kitchen

Since its inception in the fall of 2017, CSI CT's cooking class has flourished into a vibrant community event, and now celebrating its milestone tenth session! Each session, with around 20 participants, explores healthy eating through engaging flavor themes such as pumpkin, coconut, and chocolate. Held every spring and fall for six weeks, this program has become a cherished tradition. It is especially rewarding to see all of our individuals joyfully participating and connecting through cooking. The class not only promotes healthy eating but also fosters a supportive and inclusive environment where everyone can thrive and enjoy socializing together.

CSI MA *Reflected on Resilience & Renewed Purpose by:*

✔ **Embracing Challenges and Striving for Excellence**

Over the last several years, CSI-MA has been on a journey of rebuilding, redeveloping, and recommitting to our mission of “helping persons with disabilities to find happiness in their own homes, in their personal relationships, and as contributing members of their community.” The aftermath of the COVID-19 pandemic brought a unique set of challenges which were compounded by transitions in executive leadership. However, with a dedicated team in place, CSI-MA has made significant strides forward over the past year, positioning us to achieve and sustain our goal of operational excellence.

✔ **Commemorating Our License to Thrive**

In March 2024, the Department of Developmental Services (DDS), completed our licensing review. As our main contracting partner this licensing process is critical to continued operations. Following a rigorous review of our records and our policies and practices, we were successfully awarded a two-year license and significant recognition from the DDS staff conducting the review. This was a breath of fresh air and a catalyst for renewed energy across the entire agency.



Amy McElman
Executive Director at
CSI Massachusetts



Colleen’s JOURNEY

from Challenge to Triumph

Beyond regulatory compliance, CSI MA succeeds daily by supporting the people we serve. Colleen’s journey is a prime example of how we help individuals navigate significant life challenges.

Colleen is a young woman with many roles—she is a daughter, a mother, a strong self-advocate, and great friend to many. Colleen was living in a Shared Living support that over time, did not bring her happiness. At that time, she also struggled with drug addiction and relapsed, a challenge she faced on and off throughout her life. Through being open with her trusted team, Colleen was able to confront her addiction head on, seeking treatment and leaning on those around her to stay strong in the face of adversities. It wasn’t an easy road, but today, Colleen is living in her own apartment with staff supports and has recently started working at Dunkin Donuts. Her life has transformed in ways she may not have envisioned for herself, and most importantly, Colleen is happy and thriving!

Colleen’s story is just one of many stories that demonstrate how CSI MA has embraced our mission to create meaningful change for the people we support.

CSI VA *Marked a Year of Joyful Connections by:*

✔ Honoring a Year of Transformation

We celebrated the 100lbs weight loss of a person with Prader-Willi Syndrome (PWS)! Joining the CSI family just one year ago, this loss is an outstanding feat thanks to a year of dedicated support and hard work.

✔ Embracing PWS Awareness Month with Fun and Unity

In May, CSI VA recognized Prader-Willi Syndrome Awareness Month! Our activities included sharing facts about PWS, proudly wearing orange throughout the month, and hosting events like Sip and Paint, Stride for Steve: Fun 5kRun/Walk for PWS, Caroline's Cinematic Celebration, and Eric's Epic Field Day.

✔ Dancing the Night Away at Our Bash

In February, we hosted our first Valentine's Day Dance at the American Legion in Fairfax. Complete with food and dancing, we took pictures and even crowned King and Queen of the dance.

✔ Unleashing Fun at Our Annual Jellystone Adventure

In May, when we ventured to Luray for the 4th Annual Yogi Bear's Jellystone Park Camping trip. Staying in 10 cabins throughout the campground, everyone had a great time enjoying the pools, water slides, activities, sports, exciting adventures and nearby attractions.

✔ Connecting and Learning at an Annual Conference

We wrapped up the fiscal year with the 8th Annual Provider's Conference hosted by VaACCSES. In June, Program Directors and the Healthcare Coordinator traveled to Virginia Beach to attend this two-day conference, which brings together providers from across Virginia to network and engage in thought-provoking educational sessions and discuss innovative business solutions.



Mary Baker-Berry,
MBA, HCM

Executive Director
at CSI Virginia

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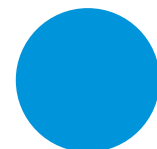
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CSI VA helps to create radiant moments for Vivi's birthday

At the end of February of this year, CSI VA staff accompanied Vivi as she traveled to Bolivia to visit her family and celebrate her birthday. Vacations, family visits, and birthday are all an integral part of achieving our mission to help persons with disabilities find happiness.





Justine's
S T O R Y

Saluting 27 Years of Remarkable
Service & Heartfelt Dedication at CSI

At this year's Staff Appreciation Day at CSI MA, we had the pleasure of honoring Program Manager, Justine Moore.

Justine received a plaque celebrating her 27 years of dedicated service, her team was awarded the prestigious Team Award, and she was recognized with the Outstanding Leader Award—a testament to her incredible impact on all of us.

Justine's journey with CSI MA began in the most heartwarming way. Introduced to the team by her best friend Jenn, who was already a part of the CSI family, they spent an unforgettable day in Boston with Diane, a woman we supported. Together, they visited museums, dined out, laughed, and created cherished memories. It was that special day that led Justine to join our team, marking the beginning of a remarkable journey.

Throughout her tenure, Justine has worn many hats, from Direct Support Professional to Assistant Program Manager, Shared Living Provider, and Relief Staff. Her career path often shifted to accommodate her growing family, and through it all, our CSI family was there to support her. We've celebrated countless milestones together: her marriage, the birth of her children, buying her first home, and more recently, the bittersweet moment of sending her daughter off to college. Justine's story is not just one of professional achievements but of deep bonds and shared joy.

Our relationship with Justine is truly like that of a family unit, and her contributions have been nothing short of extraordinary. We are profoundly grateful for Justine, whose journey continues to inspire and uplift us all.

Her tribute to Lynn (shown on the right) beautifully encapsulates the countless gifts Justine has brought to our CSI family, illustrating her unwavering commitment and love for our community. Justine believes Lynn taught her so much about unconditional love; they loved and trusted each other.



It is with a heavy heart that I report

Lynn Lumbert passed away on April 2nd

peacefully at her home. She had battled several medical issues in the past few years. Lynn was a true warrior right up until the end. It has been hard writing this because I couldn't find the exact words to describe Lynn's and my relationship, or all the feelings involved in it.

Lynn and I met 27 years ago when I started working for CSI. Lynn and I hit it off right away. We were always laughing and being silly. Lynn and I have shared so many things over the years. We even shared a home together for 2 years. Lynn became 'momma Lynn,' as she loved to help me mother my daughter, Emma. If I had to pick a favorite memory with Lynn, it would be her trip to Disney that she invited me to. Before we got on the plane, I realized the chair they used to assist people in wheelchairs to get on the plane would not work for Lynn. Lynn became upset. I told her 'don't worry, we've got this.' So, I picked Lynn up and carried her on the plane. I had been lifting Lynn for a while at this point, so I knew it would not be an issue. Because this was so successful in Lynn's eyes, she went on to let me get her on and off rides. Her favorite was the river rapids, even though we got soaked. Her laugh made it well worth it. I know this was a fond memory of Lynn's too, as she would still years later tell people 'Justine carried me on an airplane.'

If you were blessed to have Lynn in your life, she loved you unconditionally. Lynn was almost always happy and smiling. She also had an infectious laugh. Hearing it always put a smile on my face.

Lynn used to say 'someday when I pass away, I'll go to Heaven and my legs will be fixed.' Lynn, I hope you are running through fields of sunflowers. You will be greatly missed but never forgotten. Abbie, Eileen and the Hanson staff are comforted knowing they have one of the best guardian angels watching over them. Lynn was my girl. ”

– JUSTINE MOORE

Connecticut



Welcomed Kyle to Our CSI Family

Kyle joined CSI CT last month and has quickly made his mark within his home and community. He is a big sports fan and has decorated his room with items representing his favorite teams. Kyle is a wonderful host to friends and family, and a thoughtful housemate.

He is adventurous and active in his community, from participating in Special Olympics to working at B.A.G.S. and on a horse farm. He brings so much happiness and positive energy everywhere he goes.



Delaware



Shining Bright in Our Evaluation

It is no surprise after last month's excellent DDDS review that CSI DE excelled during their internal evaluation in May. Their employees were 100% compliant in required trainings, and their nursing and healthcare coordination was excellent. We found all routine medical care in place and where a specialist's care was necessary those consults had happened as well. Their recruitment was spot on hiring people who fit perfectly with the people supported who had challenging needs. The tenure of Managers was noted as a strength as well, with most managers employed and in place for over three years. Homes were well maintained, beautifully decorated, and reflected the personalities of the folks who lived there.

Celebrated Our Most Successful Online Fundraising Campaign To-Date!

The CSI CT community responded in full force to the Give Local Greater Waterbury and Litchfield Hills fundraising campaign! Thanks to over 50 generous donors, CSI raised nearly \$6,000 to ensure our homes remain accessible and safe as mobility needs change over time. The funds will support essential upgrades like installing grab bars and ramps, widening doorways, and lowering kitchen counters. These improvements will greatly enhance the safety and functionality of our homes, making them not just places to live but spaces where people can thrive and feel truly supported.

Patra Dazzled at "Runway of Dreams"

CSI DE was thrilled to support Patra as she participated in the Runway of Dreams Fashion Show at the University of Delaware. The Runway of Dreams Foundation is a nonprofit organization that partners with colleges and universities to bring adaptability, inclusion, and opportunity into the fashion industry for people with disabilities.



Massachusetts



Joe Crushed the Best Buddies 5K Race

Congratulations to Joe for completing the Best Buddies 5k in Hyannis, MA! His most successful yet, Joe crushed the race and surpassed his fundraising goal of \$500 in support of Best Buddies!



Virginia



Hoops, History, and Homemade Delights: A Fun-Filled Day

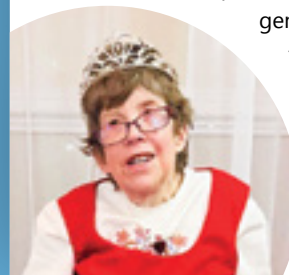
CSI staff members Enoch and Leah recently joined Michael, Kaelun, and Ivan for an exciting day of basketball and a visit to the National Mall. After their fun-filled adventures, they returned home to a warm welcome, with a delicious home-cooked meal and freshly baked cookies to top off the day.

Josiah Took the Plunge as a Herring Hero

Josiah volunteered as a Herring Monitor for The Preservation of Cape Cod to reach his goals of developing skills, giving back to the community, and nurturing his love for marine life. He counts herring twice a week at the Sandwich herring run, recording temperatures and environmental observations. His data helps Fisheries managers improve upstream migration conditions and support herring population recovery. This role was instrumental in helping him gain valuable experience for his resume!

Celebrated Community Dedication

This year, we celebrated and congratulated Terri on her retirement from Service Source. Terri dedicated several decades to the organization and enjoyed the community outreach activities, especially spending time with the elders of her generation. She appreciates the relationships she built at Service Source but looks forward to spending more time with her pet Guinea pig and church friends.



MORE 2024
notable moments

(Sorry, we just have so many to be proud of!)

A big *thank you* to our community & team champions!

Thank you for partnering with us to create a brighter, happier future

As a member of our community, a donor, a family member, or friend, we are deeply grateful for your unwavering support and generosity over the past year. Your contributions have been instrumental in enabling CSI to achieve our mission, making a meaningful difference in the lives of those we support.

- Last year, across all states, CSI received **\$174,595** from almost **200 donors** making **367 gifts** from July 2023 to June 2024.
- We are proud to say that **92¢ of every dollar raised** went directly to helping the people we support live independently
- An amazing **108 people made first-time donations**

These gifts have been instrumental in bridging the gap between state contract funding and the actual cost of our support services. This support helped cover the increasing expenses associated with operating more than 130 homes, supporting 600 people, and employing more than 1,100 staff members.

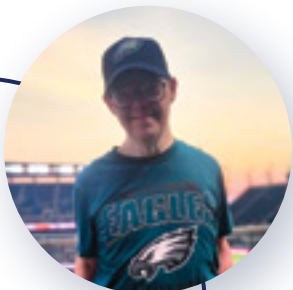
Your gifts provided the funding needed to:

- support renovation projects to accommodate mobility changes, such as installing a wheelchair accessible ramp
- purchase therapeutic items to soothe sensory-seeking behavior, such as a sensory swing
- incorporate smart technology into some of our homes to help increase independence and efficiency, like installing smart lights and hands-free faucets,

Every donation, whether large or small, has played a crucial role in enhancing our services, supporting people with disabilities as their needs change, driving positive change and increasing inclusivity in our communities.

Thankful for the Generous Support of \$120,000 in Grants and Funding

- ★ CSI CT raised over \$6,000 through the *Connecticut Community Foundation's Give Local Greater Waterbury and Litchfield Hills* online giving campaign. These funds were designated to support capital renovations, updating homes as individuals needs change.
- ★ CSI CT also received a \$15,000 grant from *Worker's Compensation Trust* to fund the installation of wheelchair accessible ramps at two homes.
- ★ CSI MA received general operating support grants from the *Edward Bangs Kelley & Elza Kelley Foundation, Inc.*, and the *Harold Brooks Foundation*. These grants of \$10,000 each went a long way in supporting CSI MA and the continually increasing cost of living expenses.
- ★ CSI MA received a transformational capital grant of \$79,000 from the *Lyndon Paul Lorusso Charitable Foundation* of 2002. This grant enabled CSI to order a new handicap accessible van and repave a driveway at one of our homes in Falmouth.



Boosting skills, efficiency and impact with a focused Strategic Plan

In January 2024 and over the course of four months, a diverse group of individuals representing employees of Community Systems, Inc. (Connecticut, Delaware, Massachusetts, Virginia, and CSI Support and Management Services), members of the Boards of Directors, and parents of persons supported by CSI met to discuss CSI's strategic goals for the next three years. With the guidance of an outside consultant, the team assessed the current environment of providing support to people with disabilities—the financial trends, the shifts in care best practices, staffing needs and organizational challenges and opportunities.

In response to this assessment a strategic plan has been developed with focus on four overarching themes:

- 1
Organizational Expertise
- 2
Organizational Efficiency/Sustainability
- 3
Mission Expansion
- 4
Long-Term Sustainability

Through this plan, CSI will:

- Build the bench of leadership expertise at all levels, assuring CSI is prepared for both planned and emergency succession of key leaders.
- Build stability and sustainability in our businesses, especially as our funders, supporters, and technologies continue to evolve rapidly.
- Renew our commitment to fostering a culture of development and growth for our staff, helping them to flourish.
- Above all, CSI will remain steadfast in our mission to provide excellent services, enabling those we support to find happiness in their homes, build meaningful relationships, and contribute to their communities.

WE ARE EXCITED TO GET TO WORK!

Lets help make happiness happen, together!

Making a donation is not only super easy, but it will help make happiness happen for persons with disabilities. Scan or click this QR code or visit communitysystems.org/donate. Listed below are some easy ways to donate to help support CSI's mission and continuoeto make dreams come true:



✓ **Monthly Giving**

Easily set up a secure, recurring gift through our online donation form.

✓ **Wills, Trusts & Annuities**

Including us in your will, trust or estate plan is a simple way to make an impact and leave a lasting legacy.

✓ **Donor Advised Fund**

Make a grant recommendation to CSI from your Donor Advised Fund.

✓ **Honor a Loved One**

Celebrate or support a loved one with a gift in their honor.

✓ **DIY Fundraising**

Host a fun event (virtual or in person) to inspire even more Happiness champions.

✓ **Make a Memorial Gift**

Honor the memory of your loved one with a donation to CSI.

✓ **Matching Gifts**

Double your donation effortlessly by inquiring about your employer's matching gift program.

✓ **Stock & Mutual Funds**

Donating shares of stock is a great way to champion Happiness through CSI.

Fiscal Year 2024 Donors

CSI is grateful to the generosity of our donors!

Their support gives the extra funding to truly make Happiness Happen Here. The following list recognizes the generosity of the individuals, businesses and foundations who gave to Community Systems Inc. entities from July 1, 2023 – June 30, 2024.

While we strive to accurately record and acknowledge donations, errors do occasionally occur. If you notice an error in the following list, please reach out to ecunha@communitysystems.org to have it corrected.



BUSINESSES & CORPORATIONS

- Acute Installs, Inc.
- Bad Martha Brewery (CSI MA)
- Davis Infrastructure, LLC (CSI VA)
- Design Principles, Inc.
- Doyles Medical Supply, LLC (CSI CT)
- First Citizens Federal Credit Union* (CSI MA)
- Haeley, LLC (CSI CT)
- ItWORKSI, Inc.
- Nauset Disposal (CSI MA)
- Novo Nordisk (CSI VA)
- Papa Ginos / D'Angelos of Plymouth (CSI MA)
- Red Robin
- Soldevilla Lawn & Landscaping, Inc. (CSI MA)
- Starkweather & Shepley Insurance Brokerage, Inc.
- The Black Opal Florist (CSI MA)
- Wilma's Eclectic Consignment, *in honor of Judiann Antonucci (CSI MA)*
- Workers Compensation Trust (CSI CT)
- Yard Enhancement Services LLC* (CSI VA)
- Your Best Friends Barbershop (CSI MA)

FOUNDATIONS

- Connecticut Community Foundation (CSI CT)
- Edward Bangs Kelley & Elza Kelley Foundation, Inc. (CSI MA)
- Harold Brooks Foundation (CSI MA)
- Lyndon Paul Lorusso Charitable Foundation Of 2002 (CSI MA)
- Town Fair Tire Foundation, Inc. (CSI CT)

CONNECTICUT

- Anonymous Donor (6)
- Joseph & Sheryl Abruzzi
- Rosalie Astacio
- Brooks Baker
- The Baker Family
- John & Kathleen Bartoletti
- John Bolus
- Jim Brandolini
- Janet & Doug Butler
- Jaime Calo
- Deborah Casey
- Peter Chabot
- Noelle Chislum
- Sandra Coady

Charlene Constable

- Dennis Courtney, *in memory of Patty Esposito*
- Erin & Jonathan Cunha
- Robin Davignon
- Fran & Richard Dichillo
- Scott & AnnMarie Dixon
- Brianne Doherty & Family
- Joel Dorsett
- Georgette Dorsett
- Keith Douglas
- Kip Ephraim
- John Fabiaschi
- Richard Fish
- Mary Gaisser
- Keith & Lois Hall
- Nancy Henderson, *in memory of Patty Esposito*
- Amy Hughes
- Sean & Joan Hurley
- Peter Kulinski
- Brian & Sandra Kulinski
- Andrienne & Joe Longobucco, *in memory of Celina Foster*
- Diane & Mario Longobucco
- Alyssa Longobucco
- Diane Mailloux
- Deborah Martel
- Robert Mazerolle, *in memory of Patty Esposito*
- Glenn & Kathie McLeod
- Joseph Mongeau

- Robert Pancavage, *in memory of Freda Pancavage*
- Marge Parkhurst
- Shasha Patterson
- Elizabeth & Rob Permedi
- Eve Perni
- Gary Peterson
- Catherine Prejs
- David Proulx
- Peter & Linda Rigazio, *in memory of Rose McGivney*
- Zachary Ritchie
- Pamela Root
- Joann & Carl Rosa, *in memory of Patty Esposito*
- John Rusckowski
- Wendy & Stephen Sacks, *in memory of Grayson*
- Todd Schaller
- Deanne Shapiro, *in honor of CSI Staff*
- Linda Sloan, *in memory of Rose McGivney*
- Jaime Smedes, *in memory of Patty Esposito*
- Matt Smith
- Alan Spatafora
- Mallory Spina
- Bob & Mary Summa
- Logan Tabak
- Raymond & Heather Turri
- Donna Vaccaro, *in memory of Rose McGivney*

DELAWARE

- Jude Akiyjika
- Rosemary Allen, *in honor of Michael Allen in memory of Tracie Hinson*

* in-kind support



Maricar Belicena Badillo & Dr. Rene Badillo, *in honor of 8 S. Tribbitt Staff*
 Walter Blackwell
 Dorothy & Daniel Bowers
 Denise & Andrew Bruce
 Janet & Doug Butler
 Nancy Colley, *in honor of Nichelle Rothrock*
 Isaac Cynkar
 Terri Hancharick
 Herbert Johnson
 Mariama Kamara
 Joan Kandler
 Sumitra Karki Basnet
 Mark Lukaszewicz
 Diane Mailloux
 Carmen Morales
 Jo Ann Sheridan-Storm
 Michael & Patti Simpson, *in honor of Sara Simpson*
 Fred Tarburton

MASSACHUSETTS

Anonymous (2)
 Judiann Antonucci
 Annalea Arnold, *in honor of Elizabeth English & her son Grayson*
 Mary & Paul Becker
 Mary Louise Blair
 Jean Boyle
 Janet & Doug Butler
 Hilda Cohen
 Elizabeth David
 Matt & Danielle Dempster
 Lesa & David Dovell
 Jeanne & Michael Dresser
 Brandon Ellis
 Shari Fish
 Ellen Green
 Shannon & John Michael Hays, *in memory of Eden McGurk*
 Charles Hinckley
 Patricia Hinckley-Kilmain
 Diane Mailloux
 Linda Marsh

Nan McCorkle & Dr. William Johnson, *in honor of Steve, Sage & Grayson Orvis*
 Jeanne McKnight, *in memory of Esther Taylor*
 Ernie & Mary Messmer
 Charles Paschall
 Robert Pearson
 Hank Perrin
 Cindy Petrie
 Maureen Piper
 Theresa Poirier
 Larry & Barbara Ragone
 Sari & Wilhelm Rosenberg
 Jean & Zoel Roy
 Barbara & James Ryan
 Karen Sawyer
 Ken Senter, *in honor of Lori Avila*
 Linda Sholes
 Lucy Souza
 Dale & Steven Spakowski
 Katelyn St James
 Mary Jane & Philip Thielhelm
 Lorraine & Michael Wales
 Elizabeth & John Woodrum

IN MEMORY OF GRAYSON ORVIS

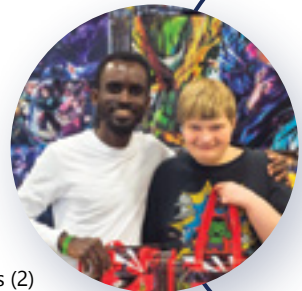
Elizabeth English & Leigh Williams
 Steven Orvis
 Donna Aitoro-Williams
 Hollyn, Mia, and David Alpert
 Meridith Baer
 Bren Boston
 Alexandra Bratman
 Tina Brazell
 Liesl Copland & Laila Boodell
 Lauren Dembo
 Deborah Dowling
 Emily Doyle
 Lily Dulan
 Ari & Danielle Eisenberg
 Robin Formanek
 Rebecca Friedman
 Sarah Gilliland
 Amanda Goldberg
 Francey Grace
 Daniel Harrison

Alexis Hemphill-Elsea
 Marin Hennegan
 David Hilton
 Narimon Honarpour
 Andy Jhavar
 Francette Kelley
 Amanda Keston
 Laura Lacorte
 Scott Lem
 Alexandra Lewinson
 Nan McCorkle & Dr. William Johnson
 Mary McCormack
 Kiri Miro
 Sumeet Modgil
 Tony Nobuyuki
 Felicia Paik Kim
 Janine Poreba
 Tracy Poverstein
 Monica Riberi
 Sarah Rooney
 Calladan Roth
 Nicole Ryan
 Lara and Morgan Sackett
 Cindy Scheinman
 Tiffany Smith-Anoa I
 John Spokes
 Jennifer Stone
 Michaela Tally
 Sara Toborowsky
 The Wallock Family
 Amy Wernick
 Stacy Wilder
 Laurie Wolke
 Cristina Wong
 Julie Woolenberg

VIRGINIA

Victorio & Helen Aguera
 Birgit & Harlan Baldwin
 Charles & Josephine Basile
 Scott & Nancy Belleman
 Janet & Doug Butler
 Pat Carver
 Hannah & John Chang
 Judy Corn
 Rebecca Fass
 Liz & Bruce Fletcher

Joan & Fred Flippin
 Abby Fuoto, *in honor of Benjamin Fuoto*
 John & Janet Fuoto
 Lisa Giulianelli
 Raymond & Jean Kostaskey
 Diane Mailloux
 John Maloney
 Bruce Manning, *in memory of Scot Manning*
 Kathleen McKay
 Debra & Richard Merritt
 Tina Norwell
 David O'Connor
 Laverne & Ellis Palmer
 Christine & Steve Plummer
 Deborah Powell
 Melinda Rojahn
 Janice Romanish
 John Romeo, Jr.
 David & Franziska Shilling
 Carole & Thomas Skelly
 Wendy & Joseph Smith
 Eugene & Louise Whitaker
 Amy Yenyo



SAMS

Anonymous (2)
 Karen & Mike Alves
 Janet & Doug Butler
 Carl Foster
 Chad Leavell
 Jesse Lipson
 Diane Mailloux
 David O'Connor
 Christine & Steve Plummer
 Jane and Joseph Polcaro
 Jean & Zoel Roy, *in memory of Lorenza*
 Nanette Vierra
 Elizabeth & Gary Warder, *in honor of Jennifer Wilcox*

Keep an eye out for our **impact report**
 COMING THIS FALL



Community

SYSTEMS, INC.

Helping persons with disabilities

communitysystems.org

CONNECTICUT

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VIRGINIA

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SUPPORT & MANAGEMENT SERVICES (SAMS)

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