

Dear Friends of Mainstay,

During Mainstay Life Services' Fiscal Year 2024 (FY2024; 7/1/2023 - 6/30/2024), we continued our prior strategic plan for an additional year. Our goals fell within the categories of growing our services, resources, and talent. At year-end, we had achieved 73% of our target goals and had in progress the remaining 27%. These results strengthened our organization and enabled us to continue **enriching lives** and **unlocking potential** for the people we support, our team members, and the community.

Highlights from FY2024 included:

Growing our Services – leveraging technology solutions to improve delivery and efficiency.

In February 2024, we began a year-long consultation with ShiftAbility to formalize, standardize, and grow our technology initiatives. A major part of this project was identifying people supported in our residential program who could use technology to increase their independence. This goal progressed extremely well in FY2024.

Growing our Resources – included defining and launching new services.

In the first quarter of FY2024, Mainstay launched its Life Sharing for medically complex conditions (MCC) program for children. We were the first provider of this new program in Western PA, and by the end of FY2024, we were supporting 7 children. Overall, our Life Sharing program grew by 50% (to 24 partnerships) in FY2024.

Growing our Talent – included developing (1) our organizational bench strength with 33% of our promotion opportunities being filled by internal candidates; and (2) career plans for non-management employees and facilitating direct support professional (DSP) credentialing.

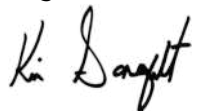
- We were encouraged that many team members applied, and were selected, for promotion. By year end 43% of our promotion opportunities were filled internally.
- In April, we launched a NADD training program for DSPs to help them learn skills and techniques to support people with intellectual disabilities and autism (ID/A) who have mental health needs. The course also prepared DSPs for the NADD credentialing exam. By year-end, two cohorts had completed the training or were in progress.

We were pleased to deliver strong financial results in FY2024, which can be found on the following page.

Also, in FY2024, we began our months-long effort to develop our new vision, mission, values, and branding. These were publicly announced at our 25th Anniversary Celebration in November 2024; even though these activities officially happened during FY2025, we have incorporated them into this publication.

At Mainstay, we are focused on developing opportunities and realizing the potential for all our stakeholders. Despite the challenges we continue to face (staffing shortages, sustainable funding of services), we are grateful to partner with you to fulfill our vision of **creating a world where people with diverse abilities thrive in inclusive, supportive communities**.

In gratitude,



Kim Sonafelt, Chief Executive Officer

Financial Report

July 1, 2023 - June 30, 2024

Operating Revenue

\$30,270,675

Program Revenue

\$26,453,983

Contracted Revenue

\$402,608

Grants & Contributions

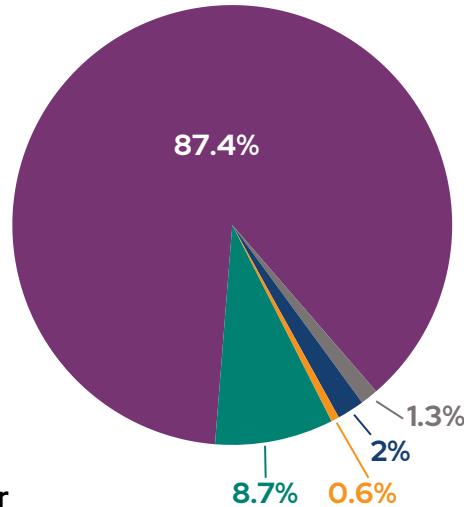
\$599,402

Fundraising

\$170,669

Investment & Other

\$2,644,013



Operating Expenses

\$27,929,587

Residential Services

\$16,717,186

Community Based Services

\$4,715,104

Management & Other

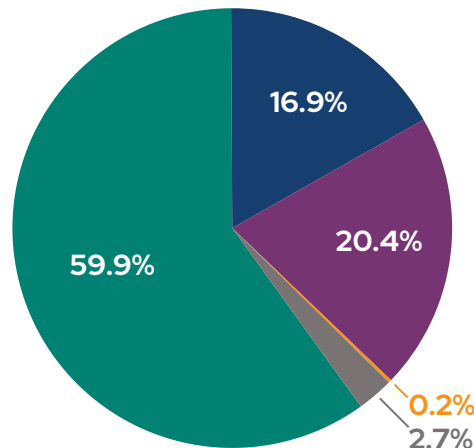
\$5,687,605

Fundraising

\$63,159

Depreciation & Amortization

\$746,533



Board of Directors

Reid Wolfe, Chair

Achieva and Achieva Support (Retired)

James T. Gemperle, Vice Chair

Alcoa, Inc. (Retired)

Peter Fleming, Treasurer

Wilke & Associates, LLP

Suzanne Ross Schweppe, Secretary

TIAA (Retired)

Jack Ryan, Immediate Past Chair

Henderson Brothers, Inc.

Rosemarie Cooper

Human Engineering Research Laboratories

Marvin Gold

Fundraising Consultant

Traysean Harris

Advocate

John Lovelace

UPMC Insurance Services Division

Shane Miller

Freeman Mathis & Gary LLP

D. David Misra

Development Worx, LLC

Dorothy Pollon

Special Needs Child Advocate

David Riehl

BAIRD - The ERA Group

Mahmood "Mike" Usman

Semi-retired Physician and Small-scale Farmer

Toni Wagner

A Second Chance, Inc.

James Yahner

PNC Bank (Retired)

Janna Chiurazzi Young

PepsiCo, Unilever, Campbell's (Retired)

Executive Team

Kim Sonafelt, Chief Executive Officer

Jodie Esper, Chief Financial Officer

Dorothy Gordon, Chief Advancement & Engagement Officer

Willette Walker, Chief Human Capital Officer

Ryan Lemmon, Director of Quality & Performance Improvement

Brian Roche, Director of Facilities

Thank you!

We are grateful to the many contributors who supported Mainstay's mission in fiscal year 2024! If you would like to get involved, contact Dorothy Gordon at DGordon@MainstayLifeServices.org or visit us at MainstayLifeServices.org.

DONORS TO MAINSTAY LIFE SERVICES - FISCAL YEAR 2024

JULY 1, 2023 - JUNE 30, 2024

Gifts and Grants

Accent Carpet Cleaning

John Adair, Coldwell Banker

Binu and Pritam Advani

Aetna

Jacqueline and David Alderson

Carolyn Alexander

Chanel Allen

Russell Allen

Anonymous (7)

Shawnice Ashby

Ronna and Harry Back

BAIRD - The ERA Group

Paige Barckhoff

Frank Baumgarten

Bob Bausinger

BBL Fleet

Brad Behling

Linda and Brian Berger

The BI Collaborative

Blackburn's

Eric Blair

Cheri and Shawn Bomar

Linda Booth

Priscilla Jean Boyd

Tasha Boyd

Kelly Brodnick

Kelly Brothers

Suzanne and John Brunicardi

Teresa and Robert Brunner

Petina Buchheit

Jack Buncher Foundation

Gertrude R. Burrell

Michelle Byrd

Michael Callahan

Campbell Soup Company

Kim Caperton

Kurt Carlson

Ryan Casciani

Mandi Casey

Madelyn Castner

Virginia and Anthony Cautela

CentiMark Foundation

Tom Ceraso

Champ Printing Company

Ethel Chehovin

Cherin Law Offices

Brandy Chestnut

Mr. Ronald Chiurazzi

Wayne Chiurazzi

The Chiurazzi Law Group

Deborah Coles

Cooper-Siegel Family Foundation

Kate and Bryan Cox

Michael Cox

Craig Gouker Roofing

Janet and Stephen Darcangelo

Bill Delaney

Amy Dempsey

Denillo Heating and Cooling, Inc.

Pat DiPaolo

Disaster Restoration Services

Kate Dombrowski

Darlene Dowdell

DSF Charitable Foundation

Joe Dujak

Bonnie and Fred Eisenreich

James Eisnor

Michelle and Jack Ellenberger

Embolden Workers'

Compensation Trust

enkompas Technology Solutions

Jodie and Jim Esper

Bruce Evanovich

Terry and Robert Faychak

Andrew Fee

Bryan Finney

Neishloss & Fleming

Wendy and Peter Fleming

Kathleen and Robert Flory

Andrea and Samuel Friede

Jim Gemperle

Get Through Communications

Marvin Gold and Janice Penick

John Golem

Gifts and Grants (continued)

Dorothy and Michael Gordon	The Ellen Teri Kaplan Goldstein	Maryann McClure
Dorothy Hunter Gordon through the Hunter Family Fund at Rochester Area Community Foundation	Donor Advised Fund of the Jewish Community Foundation of Greater Pittsburgh	Diamond McGrady
Christina Graves	Nancy and Ken Karasinski	Joe McGranaghan
Cindy Grimm	Sharon Kaufman	Shane Miller
Pam Hackett	Sierra Kaufman	Hunter Milroy
Emma and Thomas Hagerty	Megan Kelly-Thomas and Ben Thomas	D. David Misra
Leesa Halapin	Keystone Human Services	Mary and Bill Mitchell
Dee Hamilton	Neil Killey	Sheena Morgan
Chris and Leslie Harrington	Mike Kissel	Sara Morrell
HDJ & Associates	Denise and David Koch	Rebecca Morrow
Henderson Brothers, Inc.	Ed Koontz	Movin' Murdy, Inc.
Heritage Seubert Financial	Eileen Kosiorek	Chris Murdy
Rebekah Herman	Jan Kozik	Joe Murdy
Highmark Foundation	Athena Krantz	Cynthia Mytrysak
John Huddart	L&L Designs	Alice and Eric Neishloss
Dr. Judith Hulick	Ryan Lamberger	Newmark
Jamie Hummel	Carmen Latona	Nexus Energy Services
Julie Hummel	Heather Lewis	NJM Insurance Group
Dorothea Hunter through the Hunter Family Fund at Rochester Area Community Foundation	Madison Lewis	Norris Appliance Repair
Jill and Peirce Hunter	John Lovelace	Ned Ochester
Nathaniel Hunter through the Hunter Family Fund at Rochester Area Community Foundation	Jessica Lynch and Jay Arnone	Robert O'Gara
Jason Hvasta	Patricia Macko	Sheila Olszewski
Stephen Immekus	Maher Duessel	Gavin O'Marehen
John Jabour	Kenneth Manders and Weia Boelema	Lisa Anderson Oppenheim
Diana Jackson	Steven Manna	Oludolapo (Dolly) Orisajobi
Barbara Jenkins	Manor Oak Associates	Todd Page
Neoshe Jenkins	Lindsey Marshall	PDC Pharmacy
Jewish Federation of Greater Pittsburgh	Annmarie Martin	Fred Perrotta
Tom Jones	John Marzo	Pinnacle Consulting and Recruitment
Nancy and Thomas Junker	Nancy Mason	The Pittsburgh Foundation
	Massey Charitable Trust	The PNC Financial Services Group
	Mary Mastascusa	Marsha and Matthew Podsiadly
	Steven Matzus	Polk Foundation
		The Prezioso Family
		Cassie Primer

Gifts and Grants (continued)

Melinda Primer
Michelle Primer
Jason Rakers
Randy Rathe
Raymond James & Associates, Inc.
Dina and David Read
Bette Lou Reichard
Renk's Landscaping
Ashleigh and David Riehl
Nick Riehl
Brian Roche and Jodi Basile
Angel Rodrigues
Megan Ross and James Martin
Patrick Ross and Lizzy Jones
Suzanne Ross Schwappe and
Bill Schwappe
James Rossini
Laurene Rucker
Gerri Russell
Jack Ryan
Patricia Sallie
Braden Scheib
Aaron Schnizer
Karen Scott
Keisha Sharp
Kelley Shepherd
Gwendolynn Sherman
Chris Short
Alison Sims
Chris Smith
Candy Smith-Vazquez
Kim and Vince Sonafelt
Meg Sova
Springboard Design
StationMD
Valerie Sutton
Rick Swartz and Laura Swiss
Toshiba Business Solutions
Edith L. Trees Charitable Trust
UPMC Health Plan
Bob Urban
Grace Urda
Dr. Mike Usman
Viewpoint Marketing
Vision Benefits of America
Volkwein Family
Rick Voss
Voss Appliance
Maureen and James Wack and
Rosemary Kosiorek
Malaya Wade
Rosie Lee Walker
Willette and Eric Walker
Tierra Walters-Barrett
Kevin Warbein
Kenisha Washington
Robert Wesner
Tia Wiley
Tom Will
Henry Wilson
The Wilson Group
Brenda and Reid Wolfe
Calvin Womack
James Yahner and
Kathleen Newman
Janna Chiurazzi Young
Karen and F. James Zak
Dr. Linda Zane
David Zarlengo
Christy and Dennis Zellers

In Kind Donors

Alumni Theatre Company
Andy Warhol Museum
BAIRD - The ERA Group
BBL Fleet
Big Burrito Restaurant Group
Cheri and Shawn Bomar
Kelly Brodnick
Kurt Carlson
Carnegie Museums of Pittsburgh
Champ Printing Company
Children's Museum of Pittsburgh
Sherry Curry
enkompas Technology Solutions
Jodie and Jim Esper
Stephanie and Jeff Gordan
Dorothy and Michael Gordon
Christina Graves
Henderson Brothers, Inc.
William Houston
Kevin Jordan
Megan Kelly-Thomas and Benjamin
Thomas
Kimpton Hotel Monaco Pittsburgh
Larrimors
Ryan Lemmon
LeMont Restaurant
Merakey Allegheny Valley School
Mindful Kreative, Inc.
Mountaineer Casino, Racetrack
& Resort
National Aviary
Ned Ochester
The Club at Nevillewood
Phipps Conservatory and
Botanical Gardens
Pittsburgh Center for
Complementary Health
and Healing

In Kind Donors *(continued)*

Pittsburgh Glass Center
Pittsburgh Opera
Pittsburgh Steelers
Pittsburgh Symphony Orchestra
Pittsburgh Zoo & Aquarium
Marsha and Matthew Podsiadly
Ashleigh and David Riehl
Brian Roche and Jodi Basile
James Rossini
Braden Scheib
Kim and Vince Sonafelt
Treesdale Golf and Country Club
Tullycavy
Willette and Eric Walker
Washington Wild Things
The Wilson Group
Brenda and Reid Wolfe
Wyndham Grand Pittsburgh Downtown
Janna Chiurazzi Young
Zone 28



In Honor Of

In Honor Of Suzanne and John Brunicardi
Nancy Mason

In Honor Of Ron Chiurazzi
Kim and Vince Sonafelt

In Honor Of Jamie Cillo
Becky and Dan Cillo
B. Linda Zacur

In Honor Of Dorothy Gordon
Dorie and Bruce Levin
The Pollon Family
Sara and Ken Segel

In Honor Of Dr. Judith Hulick
Gregory Kuhar
Nancy Mason
Tracey and Dave Phillipi
Bernice and Alan Schorr

In Honor Of Billy Mitchell
Amy Lyn
Susan Neubauer

In Honor Of Michael Shepherd
Sally Shepherd

In Honor Of Terry Murphy
Janet and Jim Murphy

In Honor Of Sheila Olszewski
Nancy Mason

In Honor Of Todd Page
Yvonne and Gerald Page

In Honor Of Karen Scott
Ramona and Harry Scott

In Honor Of Betty Wisdom
Marianne and Robert Oines

In Honor Of Dennis Zellers
Karen Gothe

In Memory Of

In Memory Of Truman Brown
Judith Herstine

In Memory Of Lea Callahan
Wanda Kojsza, Derek and Jan Eshbaugh,
and Children

In Memory Of Pete and Kay Cillo
Becky and Dan Cillo

In Memory Of Heather Davis
Megan O'Matz

In Memory Of Kenny Hagerty
Rita A. Guy

In Memory Of Jacquelin Kirkendoll
Jessica and Jim Gruntz
The Jaworski Family

In Memory Of John H. Manes
Anonymous

In Memory Of Carol Olszewski
Dr. Judith Hulick
Bernice and Alan Schorr
Nancy Mason

In Memory Of Wally Olszewski
Nancy Mason

In Memory Of Irving Oppenheim
Barry and Terry Schilmeister

In Memory Of Francis Prezioso
The Chiurazzi Law Group

In Memory Of Raymond Ristway
Donna Beard

In Memory Of Randolph Roberts
Becky and Dan Cillo
Mary Lou and John Lehoczky
Jennifer Roberts and Peter Rindskopf

In Memory Of Charlie Ross
Caleb Breckon
Highmark Health
Diana and Peter Lucas

In Memory Of Gail Stitt
John Stitt

In Memory Of Lois Willner
Joy and Jeffrey Willner



Our Vision

Creating a world where people with diverse abilities thrive in inclusive, supportive communities.

Our Mission

We enrich lives through person-centered support and inclusive community programs, unlocking the full potential of people with diverse abilities.

Our Values

Empowerment | Dignity | Collaboration
Innovation | Accountability



200 Roessler Road, Pittsburgh, PA 15220

Phone: 412-344-3640

Website: MainstayLifeServices.org

Email: Contact@MainstayLifeServices.org

Mainstay Life Services is a 501(c)(3) nonprofit organization. A copy of the organization's official registration and financial information may be obtained from the Pennsylvania Department of State by calling toll free, within Pennsylvania, 1-800-732-0999. Registration does not imply endorsement. Mainstay Life Services tax ID #: 25-1215557.