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The Inglis Newsletter

WINTER
2022

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Corporation's Team

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VOL. IX, NO. 1

**Independence at Home:
Wherever Home May Be**



**Ability &
Independence.
Redefined.**

A History of Inglis Housing



Since 1975, Inglis has been committed to developing affordable, accessible independent living apartment communities. They are located throughout Greater Philadelphia and in New Jersey, and provide accessible housing to people with disabilities, as well as affordable housing. **Inglis Housing Corporation** has received numerous awards recognizing its communities.

- 1975** – **Morris-Klein Apartments** – 24 units
- 1998** – **Inglis Gardens at Eastwick I** – 24 units
- 2002** – **Inglis Gardens at Eastwick II** – 18 units
- 2003** – **Inglis Gardens at Evesham** – 16 units
- 2006** – **Inglis Gardens at Washington Lane** – 14 units
- 2007** – **Inglis Gardens at Germantown** – 14 units
- 2007** – **Inglis Apartments at Elmwood** – 40 units
- 2014** – **Mission Green** – 61 units
- 2016** – **Inglis Gardens at Belmont I** – 40 units
- 2016** – **Inglis Gardens at Belmont II** – 40 units
- 2017** – **Pennypack Crossing** – 44 units
- 2021** – **Inglis Methodist Gardens** – 47 units
- 2022** – **Makemie Court** – 44 units, opening Fall 2022



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On the Cover:

Ashley Murphy-Moore and her sister, Ebony Moore, at home in one of Inglis' accessible and affordable apartments.

Inglis enables people with disabilities – and those who care for them – to achieve their goals and live life to the fullest. As such, Inglis welcomes great people in all our programs and employment opportunities, without regard to disability, race, religion, age, gender, sexual orientation, national origin, military service, marital status, or any other characteristics, as protected by law. We encourage all people with disabilities who may benefit from our programs and services to apply for participation, and encourage those who meet job criteria, including veterans and the long-term unemployed, apply for our employment opportunities.

For many, this year will be...

...a year of independence at home.



We think about “home” a lot at Inglis. The recent years have only emphasized home’s importance as we all navigate how to live, work, and learn in this “new normal.” Regardless, home should be the landing place that welcomes us at day’s end.

And while that shouldn’t be any different for a person with a disability, for many, the challenges of finding a home to meet one’s needs can be a constant battle. This is not something we take lightly, and for 145 years we have invested heavily in making home a reality for many, wherever home may be.

Just before the holidays, I had the pleasure of welcoming many to their new home at **Inglis Methodist Gardens**, our latest accessible and affordable independent living community in partnership with Methodist Services. For others, 2022 will be the year their home will get an “accessibility makeover” for the crucial remodeling, fixtures, and technology they need to remain independent through our **Home Modifications for Independence** and **Assistive Technology** programs.

Our work doesn’t happen overnight, and at Inglis it takes an incredible team to weave all the pieces together. Our dedicated **Inglis Housing Corporation** staff makes home possible for so many in our region, and I’m grateful to recognize their tireless efforts in this issue.

Our donors are invested in home, too. They are our partners on this journey and their gifts make a huge impact. Together, we are making incredible things happen for the disability community.

Home is not just a place — it is also a feeling. It is where you are safe, cared for, and can pursue your dreams. Inglis has fostered that belief in not only our housing initiatives, but in all of our programs. That’s why I am grateful for the continuum of care Inglis provides — from employment services to mental health supports, from person-centered care to recreational therapy — that help people with disabilities enhance their independence, achieve their goals, and live life to the fullest.

So, cheers to the new year and, wherever home may be, may yours be filled with light and hope.

Warmly,

A handwritten signature in blue ink that reads "Dyan M. Roth".

Dyan M. Roth
President & CEO

Inglis Welcomes Laura Emerson to the Annie Inglis Society

You are not your disability. Growing up with cerebral palsy, **Laura Emerson** knows this all too well. The daughter of college professors and a lifelong learner, she is passionate about making a positive impact on the world around her, as well as being a self-reliant and independent person.

Laura attributes many of her “big moments” in life to her time with Inglis. Currently living in one of Inglis’ accessible and affordable apartment communities, she first joined the Inglis Community as a resident at **Inglis House**.

During those nearly ten years, she immersed herself in education and, with disability-competent support from members of the Inglis staff, received a bachelor’s degree in Liberal Arts. She also became a published poet, assisted with music trivia programs, and a regular pen pal of the late Christopher Reeves (“Chris,” to Laura). Maybe most notably, she also met her future husband, Jai.



When Laura moved into her own accessible apartment, she made the space into a home. “I hung my degrees and certificates up on the wall so that anyone who comes to my apartment needs to notice them. They have to acknowledge that my brain works just fine and if they don’t want to do that, that’s their problem not mine.”

It wasn’t until after Jai’s death that Laura decided to include Inglis as a beneficiary in her will, making her one of Inglis’ most recent planned giving donors. “Inglis has given me so much: an education, a husband, an apartment, my independence. I want to give back so that more people can learn what Inglis taught me: You are not your disability.”

She looks forward to when she is in public or at church and kids pose questions about her disability that adults are “too afraid” to ask. She also looks forward to volunteering at Inglis House again for the annual Keen Games.

Laura has many hopes for the disability community and, through her legacy planning at Inglis, has taken steps to ensure whatever work she leaves unfinished will continue. Inglis is grateful to recognize this bequest intention by welcoming Laura to the **Annie Inglis Society!**

Planned Giving is for Everyone

You may think a planned gift is out of your reach, but there are ways to support the Inglis Community that don’t affect the way you live now.

Balancing your financial and family planning goals with your philanthropic goals ensures you are making the best choices and the greatest impact.

Did you know?

Beneficiary Gifts: These are the easiest gifts to make. They cost you nothing during your lifetime and allow you to make a larger gift than you ever thought possible.

- Include a bequest to Inglis in your will or living trust
- Name Inglis as a beneficiary of your qualified retirement plan (IRA, 403(b), 401(k), etc.), life insurance policy, or donor-advised fund

Gifts of Appreciated Assets: For many people, most of their wealth is not in their wallet or checkbook, it’s in their assets. Gifts of securities can be a smart way to impact your bottom line as well as Inglis’. There are also many creative ways to make gifts of real estate.

Charitable Gift Annuities (CGA): A CGA can provide you or your loved ones guaranteed income while also supporting Inglis. This is a very flexible option that lets you benefit from an immediate charitable income tax deduction as well as some tax-free income.

For more information on how to create your own inspired philanthropic legacy at Inglis, please contact:

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www.inglis.org/planmylegacy



Home modifications can be as simple as installing shower grab bars or can require more complex construction, such as replacing entry stairs with a ramp.

New Funding for Home Mods

Self-Determination Housing of Pennsylvania (SDHP), a program of Inglis Community Services, announces the new **Home Modifications for Independence (HMI)** program. In the past six months, SDHP has been awarded more than \$1 million to fund home modifications in Pennsylvania for people with disabilities and older adults.

Through three separate grants, SDHP is hoping to complete more than 100 modifications throughout the commonwealth. The grant-making organizations are the federal **Department of Housing and Urban Development**, the **Craig H. Neilsen Foundation**, and the **Pennsylvania Department of Community and Economic Development**.

HMI is already underway with numerous applications under review to meet various funder criteria. The program covers a range of home modifications based on the needs of each individual. Simple modifications may include installing shower grab bars, handrails, or lower light switches. More complex modifications could include replacing stairs with a ramp, a barrier-free shower, or rearranging appliances for greater access. The end goal is to enhance independence and safety — enabling recipients to stay in their homes for longer periods of time.

“We are deeply grateful to each of our funders for both their financial contributions and their commitment to supporting greater independence and safety for people with disabilities and older adults,” said **Theresa Jenkinson**, Inglis VP & Executive Director of Inglis Community Services. “The main goal for each of these grants is to maximize independence for those with mobility challenges living in Pennsylvania. Because of this funding, we will be able to drastically change the lives of so many. Inglis is dedicated to providing access to safe, affordable, and accessible housing for all, and this is a huge step toward that goal.”

Capital One: A Partner in Philanthropy

One of the most thoughtful and creative investors in the independence of the Inglis Community is **Capital One**, who first joined us as part of the consortium financing the construction of **Mission Green**, one of Inglis’ accessible and affordable housing communities.

Capital One elevated that commitment with a ten-year pledge to help support the **Resident Services Coordinators (RSCs)** working at Mission Green. RSCs help tenants in all of our housing communities to find services that directly enable their independence such as transportation, banking, and shopping. They also assist engaging people in the larger community by bringing in outside speakers, helping with voter registration, participating in the recent census, as well as finding the resources needed to stay safe during the COVID pandemic.

Nicole Pender, of Capital One’s Community Impact and Investment Program, explained “Capital One is committed to ensuring people with disabilities have a range of housing options that enable them to live great lives in the communities of their choice. We have been delighted to work with Inglis and the people it serves.”

Donna Warfield-Simpson, an Inglis RSC, said “Capital One understands independent living is more than just being able to pay rent. Their support helps connect tenants to services that make it possible for them to stay in their homes long-term and be active in their community.”

Capital One has also supported assistive technology initiatives serving participants in other Inglis community-based programs and in Inglis House. Most recently, they supported an initiative to retrofit some of Inglis’ older apartment communities with smart home technology.

Inglis is delighted to acknowledge Capital One’s impact on the many lives touched by its generosity.



(Above) The Inglis Housing Corporation team gather together recently for a meeting.

The old adage says, “it takes a village.” In the world of developing affordable, accessible housing, that village is even more integral to creating a community. **Inglis Housing Corporation (IHC)** — the division of Inglis with the purpose of developing and managing accessible and affordable independent living apartment communities for people with disabilities — has served Inglis’ mission for nearly half a century. And for the IHC team, the concept of “home” is central to their work every day.

“Home to me,” said **Gabrielle Ramos**, IHC Administrative Assistant, “means a safe, warm, and welcoming sanctuary — peace.” And since building its first location in 1975, the Morris-Klein Apartments (formerly the Esther Klein Apartments) on the grounds of Inglis’ Belmont Avenue location, IHC continues to make housing communities where people with disabilities can have that sense of peace. Today, IHC is the largest private developer of affordable, accessible housing in the region — with nearly 400 units throughout the Greater Philadelphia area.

While the impact is powerful on individuals moving into their own apartment, it is no less so for those on the team who help make it happen. “Seeing the joy and happiness on the residents’ faces on their move in day keeps me energized,” said Property Manager **Lolita Williams**. And **Tashia Lyons**, also a Property Manager, described how, “exciting it is to know I have had the opportunity to help provide a new resident with safe and sustainable living.”

The surprisingly small team, given the vast portfolio of work they accomplish, consists of people who are committed to the ideal of housing. “I strongly believe that housing is both a human right and a

Inglis Housing Corporation

A Committed Team

social determinant of health,” said **Ben Laudermilch**, VP of Inglis and Executive Director of IHC. “Persons with disabilities have so often been disenfranchised by federal, state, and local housing policy as well as landlords, either intentionally or unintentionally. Inglis provides homes for persons with disabilities and ensures that their needs are met. Inglis is one of the few agencies in the commonwealth that does this well.”

Meanwhile **Tameata Jordan**, IHC’s Director of Property Management, remembers when property management become more than just a job. “Early in my career, I realized the work we were doing was at the forefront of fighting for tenants’ rights in public housing. We developed economic growth opportunities for residents, worked to improve health disparities, and promoted education at all levels,” she said.

To the IHC team, the concept of home is so closely tied to the concept of independence. “To me, independence means when you’re stable and on your own,” said **Kevin Lafayette**, IHC Maintenance Tech. “That’s what we are doing here for the people who move to these apartments.” **Mattie Ferguson**, IHC Property Manager, knows that “Independence is being able to put your key into your own door: freedom to come and go as you please.”

To those IHC serves, that makes all the difference in the world.



New Grants for Housing Upgrades

For nearly 50 years, **Inglis Housing Corporation (IHC)** has focused on providing accessible and affordable housing communities to people with disabilities. IHC recently opened our newest community, **Inglis Methodist Gardens** — in partnership with Methodist Services — to welcome people with disabilities as well as formerly homeless individuals and families. This new inclusive community of 47 affordable, integrated, and supportive apartments includes 23 fully accessible and technologically-enhanced units for greater independence.

Later this year, we plan to open **Makemie Court**, a new community in partnership with HumanGood. The Yeadon, PA location, our first in Delaware County, will have 44 units, 12 of which will be accessibility-plus designed, and outfitted with additional smart home technology.

With nearly 400 units in 12 communities in our portfolio, IHC continues to modernize our existing communities even as we progress forward. We are excited to announce that IHC has been awarded \$4 million for significant renovations and upgrades to **Inglis Gardens at Eastwick** and **Inglis Gardens at Belmont**.

Through **Philadelphia's Division of Housing and Community Development (DHCD)**, IHC has been awarded \$2 million for each of the two communities. At Belmont, each building will get an additional elevator, and once the new elevator is installed, the original elevator will be upgraded as well.

The proposed work at the older Eastwick communities will include exterior projects such as siding, lighting, and gates, as well as reconfiguration and upgrades to the trash and laundry rooms. All units will receive new windows, HVAC systems, hot water heaters, flooring, cabinets and countertops, appliances, and plumbing fixtures to make these units far more functional and efficient.

IHC is so thankful to DHCD for supporting these much needed and exciting upgrades to improve our communities.



“Home to me,
means a safe, warm,
and welcoming
sanctuary – peace.”

Gabrielle Ramos,
IHC Administrative Assistant





Diversity, Equity, Inclusion, and Belonging: A continuous journey

Since its founding, Inglis has sought to assure people with disabilities are seen, valued, and treated with dignity and respect. Although we hold those ideals sacred, we know that we, like so many in our country, have often fallen short of living up to those ideals for all members of our communities — especially those who have been marginalized for far too long.

Inglis has begun an organization-wide **Diversity, Equity, Inclusion, and Belonging (DEIB)** initiative. “This has been a goal for us for a while,” said **Latasha Harling**, Director of HR Operations and Employee Relations, who is leading the effort.

While this work considers all aspects of human diversity, including race, ethnicity, disability, gender identity, sexual orientation, national origin, religion, and age, as Latasha said, “we knew the time to begin in earnest was now due to the injustices of police brutality, the murders of George Floyd, Breonna Taylor, and countless others.”

Culture change starts at the top. Centering and weaving DEIB into the fabric of an organization’s DNA so it is transformative takes buy-in and commitment from leadership. Our work thus far has included engaging an external consultant to gather input from Inglis leaders through a “listening tour” and developing a DEIB training framework.

“We know that a successful DEIB initiative is an ongoing effort, not an easy check on a to-do list,” said **Dyann Roth**, Inglis President & CEO. “This work must include input from across the entire organization. These are core values that Inglis supports, and we must find processes to assure we honor those values in real and actionable ways. This is a lifelong journey,” Dyann said.

“The next step will be to recognize and include all stakeholders so their voices may be heard and amplified to execute a plan for the entire organization that is both deliberate and thoughtful,” said Latasha.

Inglis will focus on three core areas: increasing the diversity of our staff; enhancing the sense of belonging among our staff; and evaluating and improving diversity among vendors and services we utilize within our communities. “Through these areas we hope to make significant strides with this initiative,” said Latasha. “And the underlying constant to all these core areas is, and will always be, the people we serve.”

Some Inglis entities have already begun their own internal conversations around DEIB. **Heather Slaughter**, Regional Housing Coordinator, is one of the facilitators of the DEIB Committee for **Inglis Community Services**. “With the support of Inglis and ICS leadership, our committee has been able to amplify voices in a gracious space by sharing experiences and perspectives, and empowering each other as we support, inform, influence, and contribute to an organization-wide initiative,” Heather said. “Our conversations have contributed significantly to changes in the larger organization as leaders have been open and willing to listen to feedback and recognize opportunities to lead with more compassion and empathy.”

Inglis recognizes that, while we’ve come a long way, there is still a lot of work left to do. “I have confidence, however, that Inglis will continue to address barriers in intentional ways moving forward,” said Dyann.



Inglis Welcomes New Board Members

Inglis is pleased to welcome the following new Board members to two Inglis subsidiary boards, which are tasked to help guide the future of Inglis services and the innovative solutions that will support people living independently in the community. “As Inglis continues to grow and expand,” said **Jim Logue**, Chair of Inglis’ Board of Directors, “so does the impact Inglis Board members can have and I am thrilled to welcome these individuals to our dynamic team.”

Inglis Community Services (ICS) Board

ICS supports nearly 3,000 people living independently in the community through a variety of services.

Cynthia Witman Daley is the Director of Community Development Initiatives at Regional Housing Legal Services, a nonprofit law firm that provides innovative project and policy solutions to help create sustainable communities offering quality, safe, and affordable homes for lower-income Pennsylvanians. Using her extensive background in community development, affordable housing, and policy, Cindy works with selected communities to help them stabilize families and neighborhoods. Cindy said, “I came to Inglis Community Services by way of Self-Determination Housing of Pennsylvania, the newest program of ICS addressing the needs of people with disabilities for safe, adequate, and accessible homes. I am honored to be a part of this work.”

Leslie Van Alstyne is Director of Operations for Capital Guide at ECRI, a procurement advisory service that empowers supply chain in acute-care hospitals to make data driven decisions for capital medical and IT purchasing. She brings a wealth of knowledge in diversity, equity, and inclusion as well as assistive technology. Leslie is also passionate about accessible and affordable housing and believes in the power of functional — and beautiful — universal design. “As a person living with a disability,” she said, “I appreciate, applaud, and support the mission of Inglis. I became a member of the Board in order to help the disabled community and hope to bring perspective from the challenges I have faced.”

Inglis Housing Corporation (IHC) Board

Inglis is the largest, private provider of affordable accessible housing in the Greater Philadelphia Region with nearly 400 apartment homes.

Tony Payton, Jr. is a partner at Dunphy Payton Strategies, a government relations firm. Previously, he served three terms representing the 179th district in the PA House of Representatives and then eventually served as Deputy Secretary for Community Affairs and Development for the Department of Community & Economic Development. Prior to that, Tony managed the Philadelphia office of public affairs firm Malady & Wooten. Before his most recent position, Tony served as managing director of Answers Neuroscience and led the development of a product approved by the Therapeutic Goods Administration. “I know firsthand what it’s like to live with a disability and want to ensure that we provide housing and support services to those who need accessibility in their daily lives. I’m passionate about these issues and want to give back through board service,” said Tony.

Ian Smith is the Founding Principal of IS-DG, an award-winning full-service design architecture firm in Philadelphia. Ian’s combined accomplishments from the Rhode Island School of Design and at Yale University have trained him to pursue a perspective in design, architecture, and urbanism to expand best practices. His cumulative experiences have afforded him opportunities in the design of health care, commercial, residential, and institutional buildings. “Inglis Housing Corporation continues to deliver,” said Ian, “but also seeks to innovate the pursuit of more affordable accessible and equitable housing options to a diverse community that is often overlooked and underserved.”



In order from top to bottom; Cynthia Witman Daley, Leslie Van Alstyne, Tony Payton, Jr., and Ian Smith


Cheryl Whitfield: A dedicated member of the Inglis Community

Cheryl Whitfield, Vice President of Human Resources at Inglis, has not only devoted a significant portion of her career to the organization, but she is also a deeply committed supporter of the Inglis Community. As Cheryl shares, “Inglis’ mission resonates profoundly with my personal investment in service and support.”

Cheryl joined the Inglis Human Resources team in 2001 as an Employee Relations Coordinator where she worked closely with leaders, staff, and residents of Inglis House to better understand their individual and collective needs for a positive environment. Today, she continues to work tirelessly in support of Inglis’ mission.

For Cheryl, her time at Inglis demonstrates a belief in the incredible impact the organization makes on those it serves. “I began donating to Inglis through payroll deduction my first year of employment,” she said. “Over the years, I have seen my donations, and those of others, be put to good use. I care deeply for Inglis’ residents and community members and want to support them. I know the impact I make through payroll deduction provides Inglis with the opportunity to continue to offer its services. At the same time, I am meeting my personal need to make an impact on a mission that speaks to my own experiences and passion.”

Inglis is so thankful for all Cheryl does each day for the Inglis Community. **Dyann Roth**, President & CEO of Inglis, is grateful for Cheryl’s incredibly compassionate and dedicated leadership, saying, “Not only is Cheryl a tremendous colleague, but her personal commitment during the past 21 years have helped us provide necessary supports and services to the disability community while also helping to develop future innovation for those we serve. We couldn’t do it without you, Cheryl!”



Giving Tuesday: Wrap Up

Thank you to everyone who supported Connections — Inglis’ enhanced day program — this past Giving Tuesday! Through your generosity, garden beds will beautify the outdoor patio at the Inglis Innovation Center this spring. The new beds will not only bring color and joy to the space but will also provide the opportunity for participants to engage in therapeutic gardening programs throughout the year!

Regional Housing Coordinators: A program of SDHP

It has been a year since **Self-Determination Housing of Pennsylvania (SDHP)** became a program of Inglis Community Services. “Since the merger, SDHP has been able to significantly extend our impact in the communities we serve” said **Laura Willmer-Rodack**, SDHP Co-Director.

SDHP’s largest and most localized initiative is the **Regional Housing Coordinator (RHC)** program, which works at a systems level to advocate for accessible and affordable housing opportunities for individuals with disabilities and older adults throughout the commonwealth.

Partnering with stakeholders, service providers, disability organizations, and others to bridge the information gap between the housing and disability communities, RHCs promote partnerships enabling people with disabilities to choose and control their own housing, and to increase access to affordable, accessible, and integrated opportunities.

Because RHCs are supporting their own communities, they are deeply engaged in local policies and procedures. “We know about our local communities and understand the nuances of housing, particularly when considering the stark differences between rural and urban areas,” Laura explained.

The RHCs are also known for their disability- and housing-focused trainings. Though usually offered in person, due to the pandemic, the trainings temporarily moved online — and as a result, has expanded the audience base three-fold. Topics have included Assistance Animals, Housing Choice Vouchers, and the flagship training, the Prepared Renter Education Program.



SDHP’s Regional Housing Coordinator Training before the pandemic.

Olivia Benson, Senior RHC, leads the content team in developing and providing the trainings. “Trainings are often based on current housing issues, such as the Eviction Prevention and Processes training, addressing recent eviction fears as a result of the pandemic,” said Olivia. “We always want to make sure people know how to access the help they need.”

SDHP provides a wonderful compliment to Inglis’ portfolio of community-based services, particularly in housing. While **Inglis Housing Corporation** works directly with individuals who seek housing, SDHP creates housing opportunities by working directly with service providers and agencies that support those individuals, as well as training landlords and developers.



Inglis provides a breadth of supports and services for those on their journey to independence at home, wherever home may be. Gifts to the Ability Fund provide a continuum of care for the disability community.

To make a gift to the Ability Fund, please visit www.inglis.org/donate or return the envelope provided in this issue of *Image*.



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Housing as a Human Right

Elevating Accessible Solutions

MAY 5, 2022

Please join Self-Determination Housing of Pennsylvania (SDHP) in Grantville, PA for a one-day conference focusing on expanding choice and control in housing for people with disabilities.

SDHP, a program of Inglis Community Services, believes that all people should have access to safe, affordable, and accessible housing. We will bring together leaders to discuss best practices and trends in accessible housing, and address the systemic issues that people with disabilities face every day.

Keynote Speakers:
Meg Snead

Acting Secretary, Pennsylvania Department of Human Services

Caitlin Chasar

*Grantwriting & Policy Development Coordinator,
Liberty Resources & Ms. Wheelchair Pennsylvania*

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To register or for more information, please visit inglis.org/sdhpcconference

