



HOMESPACE 2022 ANNUAL REPORT

Supporting two generations at a time





A LETTER FROM OUR BOARD PRESIDENT

*James J.
Zawodzinski Jr.*

I concluded last year's annual report with an ask—*stick with us*. And I'm prouder and more grateful than ever to report that my ask was well-intentioned and worth it. We ended 2022 and began 2023 stronger than ever. Homespace welcomed its new Executive Director, Michael Hill, whose steadfast commitment to child welfare is readily apparent in everything he does for both the clients Homespace serves and the colleagues he works with each day.

Michael and his team, with a special shout-out to Lindsey Carter and the rest of the management team, hit the ground running. *And I mean that in every way possible*. The most measurable change is evident in Homespace's financials. These metrics are critical to Homespace's ability to serve its clients in a meaningful way and to provide fair, equitable, and competitive salaries and compensation packages to the employees that work day in and day out to ensure that the clients Homespace serves are cared for, loved, and able to grow.

The good news is that we are healthy; we are profitable; and we are growing! This could not have been possible without the commitment of our managers, who single-handedly revamped Homespace's reimbursement procedures with many of our funders, helping Homespace reach its highest rates of reimbursement in agency history. In turn, Homespace has been able to reinvest those funds into the agency's operational structure, which has directly benefitted the clients Homespace serves each day. We also welcomed our first Diversity, Equity, and Inclusion Consultant to Homespace— Principal Ekua Mends-Aidoo of the Clementine Gold Group. Ms. Mends-Aidoo has over 13 years of experience working with non-profit organizations. She has been responsible for implementing equitable policies, communications, and programs that align with organizational strategic goals and vision, especially in diverse and underserved populations. And she has been instrumental in shaping workplace cultures with an emphasis on maintaining employee engagement through strategic analytics and program design. We look forward to Ms. Mends-Aidoo's contributions to and with Homespace this year and to the staff's and clients' involvement in each of her initiatives.

Perhaps most significant, Homespace became fully accredited by the Council on Accreditation in early 2023, an international, independent, non-profit organization that accredits human and social service providers and remains the single largest, and most influential, accreditation agency worldwide. This process took grit, commitment, and a strong attention to the detail—but we did it! This accreditation opens the door to new avenues for funding and provides new external controls that the agency otherwise would not have had access to. We are so fortunate to have this accreditation and look forward to leveraging all that it can provide.

On behalf of the Board of Directors, we would like to take this opportunity to once again express our heartfelt gratitude to Michael, his management team, and to each employee that works for and with Homespace each day. Your unyielding support of and dedication to Homespace is unmatched and has allowed the agency to grow to new heights. We would also like to thank the clients we have the privilege of serving. Your outlooks and perspectives on life enrich those around you and we look forward to watching each of you flourish into contributing members of society. Let's be grateful for such a successful year and look forward to the 2023-2024 year with a continued open-eye mentality for meaningful change.



A LETTER FROM OUR EXECUTIVE DIRECTOR

Michael Hill

I was appointed to the position of Homespace Executive Director and began this role with the agency on July 18th, 2022. It is both an honor and a privilege to have received the opportunity to work on behalf of such an impactful, vitally important, wonderful agency like Homespace.

SO much has happened at Homespace since our last annual report. I thought I'd take an opportunity to outline some of what I consider to be the "highlights" of the last year.

Here they are:

- We successfully advocated for higher rates of reimbursement from the state for the work that we do with our clients day in and day out.
- Our organizational chart was re-imagined and aligned in a way that provides a more logical reporting structure at our agency.
- Conducted a major marketing/outreach campaign to Department of Social Service offices in every county in New York State so they become familiar with who we are and what we do (and how we might be the best referral option for some of their foster youth).
- Between grants we've received and our fundraising efforts, we've brought in \$233,338 to support the work of Homespace.
- We continued to work away at securing full agency accreditation from the Council on Accreditation (COA).
- We continued with our "in-house" diversity, equity, and inclusion work (and will be securing a consultant to help us implement an agency-wide DEI initiative at some point in late 2023).
- We developed job bands/salary grades for employees at our organization (and conducted an industry-specific compensation analysis) to ensure equity, fairness, and transparency when it comes to employee compensation at Homespace.

During my time at Homespace thus far, I cannot even begin to explain how impressed and inspired people are when I've had the chance to sit down to talk and educate them on the work, mission, vision, and values of our organization. In particular, people are inspired by our staff and their dedication and commitment. They are also inspired by the resiliency of our clients and the positive futures they are working to create for themselves (in spite of the great adversity that they have faced during the course of their young lives).

Long story short - Once you come to understand what Homespace is/does, it's very hard NOT to be touched by the life-changing work that happens here. To our Board of Directors, staff, and supporters - THANK YOU for your commitment to Homespace and its clients.

-Michael

FROM THE DIRECTORS



KIM BERGHASH - DIRECTOR OF PROGRAM OPERATIONS

2022 was a year of transition for Homespace and the Program Operations Department. Program areas were redefined and streamlined, and a plan implemented to begin my new role overseeing three new departments. Some of our accomplishments were as follows:

- I was the acting Executive Director during the agency's Council on Accreditation (COA) site review visit. Additionally, I participated in the completion and compilation of necessary review documents. And, I am pleased to report that Homespace did receive the prestigious COA Accreditation.
- I became the facilitator of the strategic planning review process, updating the strategic plan goals and accomplishments and moving the agency forward in the process.
- I assisted in defining new areas of programmatic responsibilities to revamp the organizational chart in 2023.



LINDSEY CARTER - ADMINISTRATIVE DIRECTOR

2022 was certainly a transitional year, as Kim mentioned. We had many changes and accomplishments as an agency. A few things of notable mention for the year of 2022 from the administrative department:

- Homespace developed a workforce analysis process and analysis to assist in creating new job bands and related pay rates to increase transparency.
- We worked with the state to complete rate consultations to get our daily rates increased to provide agency sustainability.
- We worked on the final needs to become accredited, including agency policy updates.
- We advocated for more of our staff to receive the NYS Health Care Worker bonus.
- Homespace completed another successful audit, far surpassing our Administrative logic model goals

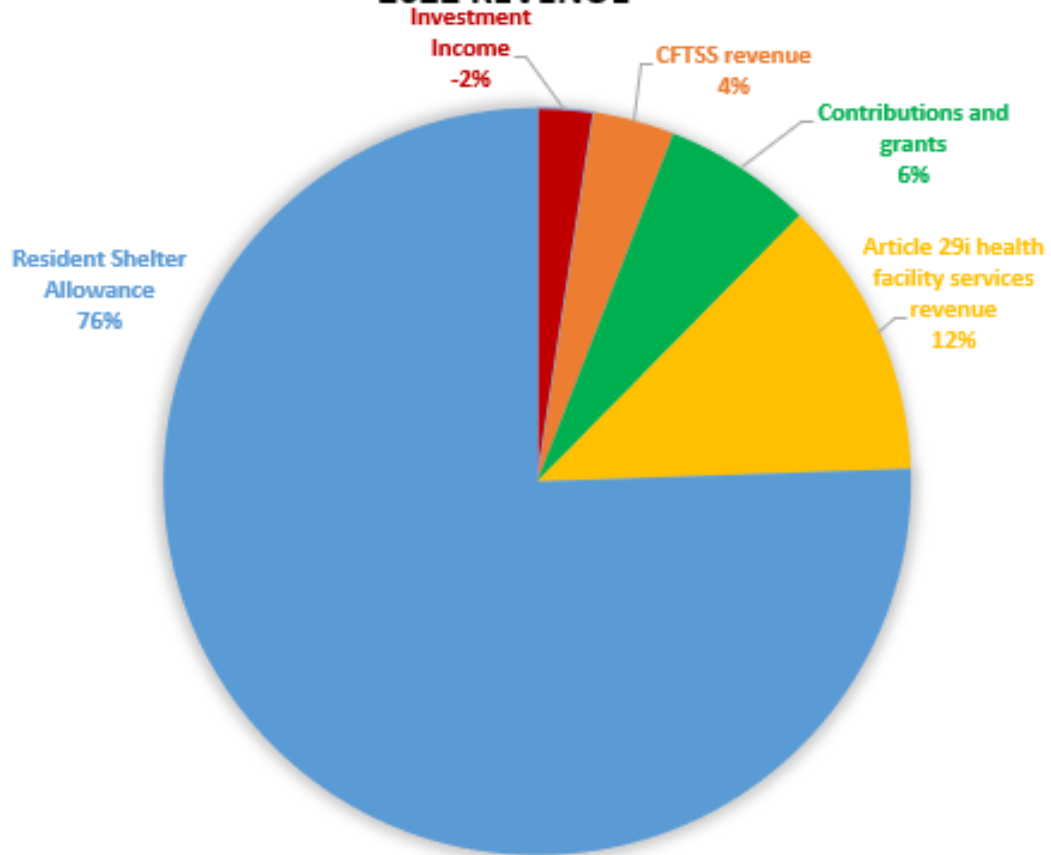


KATY COOPER - DIRECTOR OF SERVICES

In 2022, my role changed to include all service provision now being streamlined to be under myself, and I was able to gain two clinical supervisors - one over SILP and one over residential, who are wonderful assets to the team!

- We expanded CFTSS services, and hired an in-house Psychiatric Nurse Practitioner. This was a huge accomplishment for Homespace, because it means that we no longer need to outsource this type of care, and it has made getting necessary psychotropic medications for our youth a much easier and smoother process.
- We implemented staff restorative circles in order to increase unity among staff and management, and allowed people a safe place to process their feelings.
- The DEI initiative began and a year's worth of data and meetings were held to understand the pain points of staff. This year will be exciting as we move forward with DEI!
- We became an SSP for all SILPS, making it so that we can provide services for youth who wish to dorm at college. SSP also gave us the ability for siblings to reside together in the community and gives opportunities for youth to "rent a room" with someone, if they're not quite ready to live in their own community apartment.
- We became a PPP at second chance home, meaning we can now take any girls who have had a pregnancy related experience, and even boys who may be parenting/working towards reunification or working to be a visiting resource for their children.

2022 REVENUE



TOTAL REVENUE \$3,441,244

2022 EXPENSES



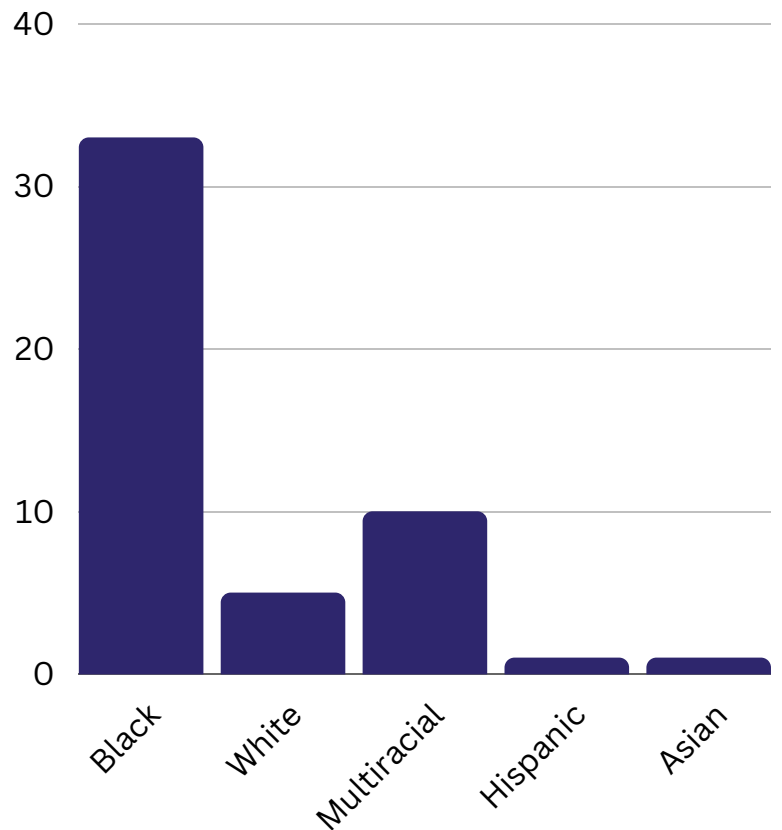
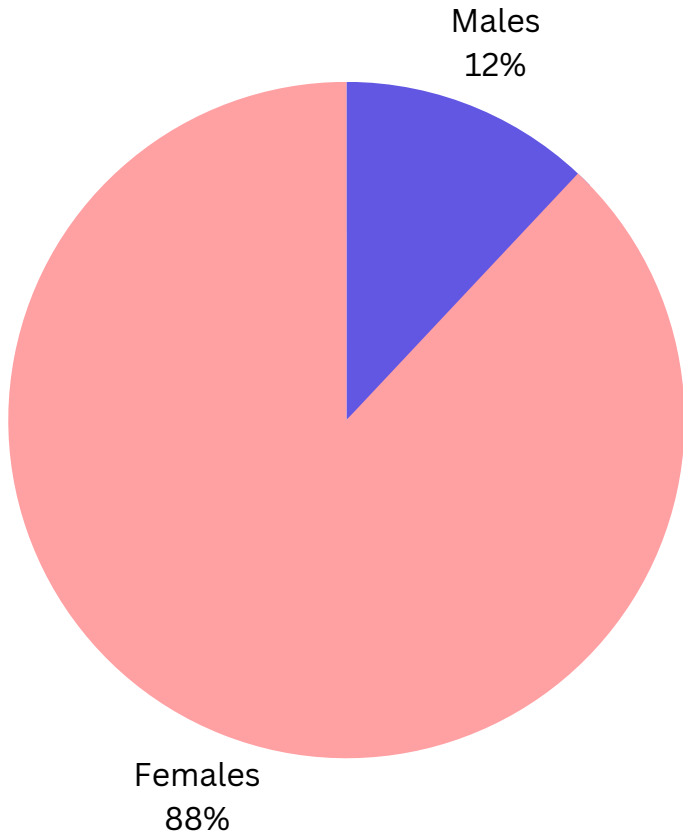
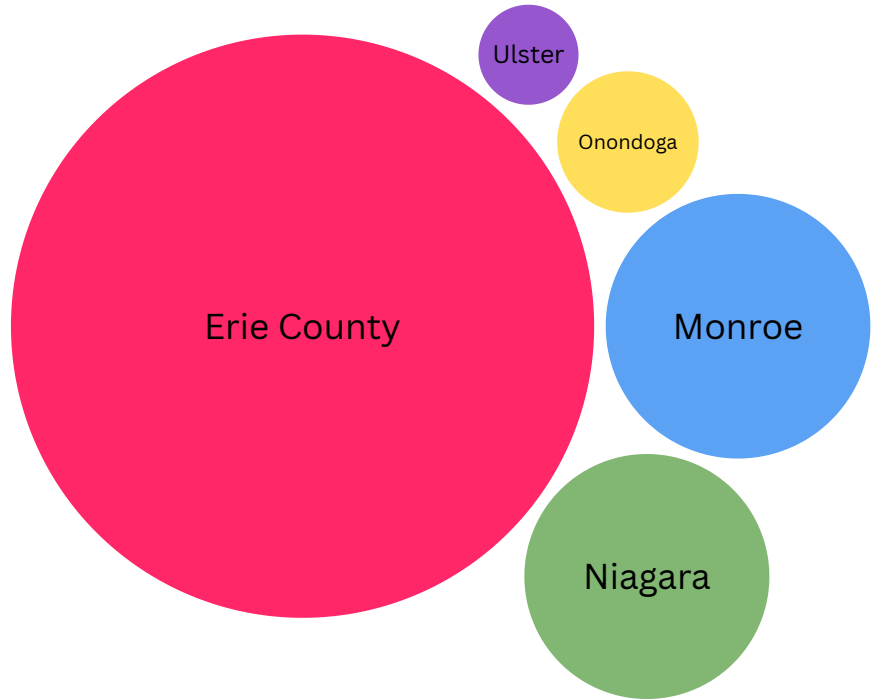
TOTAL EXPENSES \$3,423,661

2022 CLIENT DEMOGRAPHICS

WHO DID WE SERVE IN 2022?

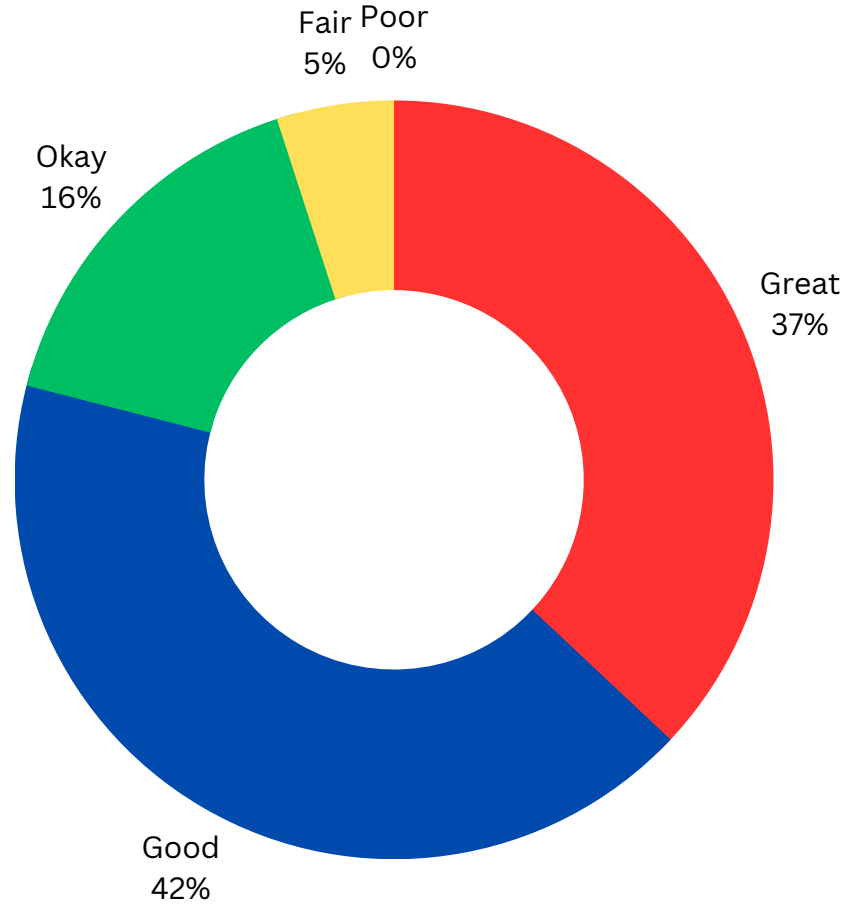
**50 YOUTH
18 BABIES**

COMING FROM:

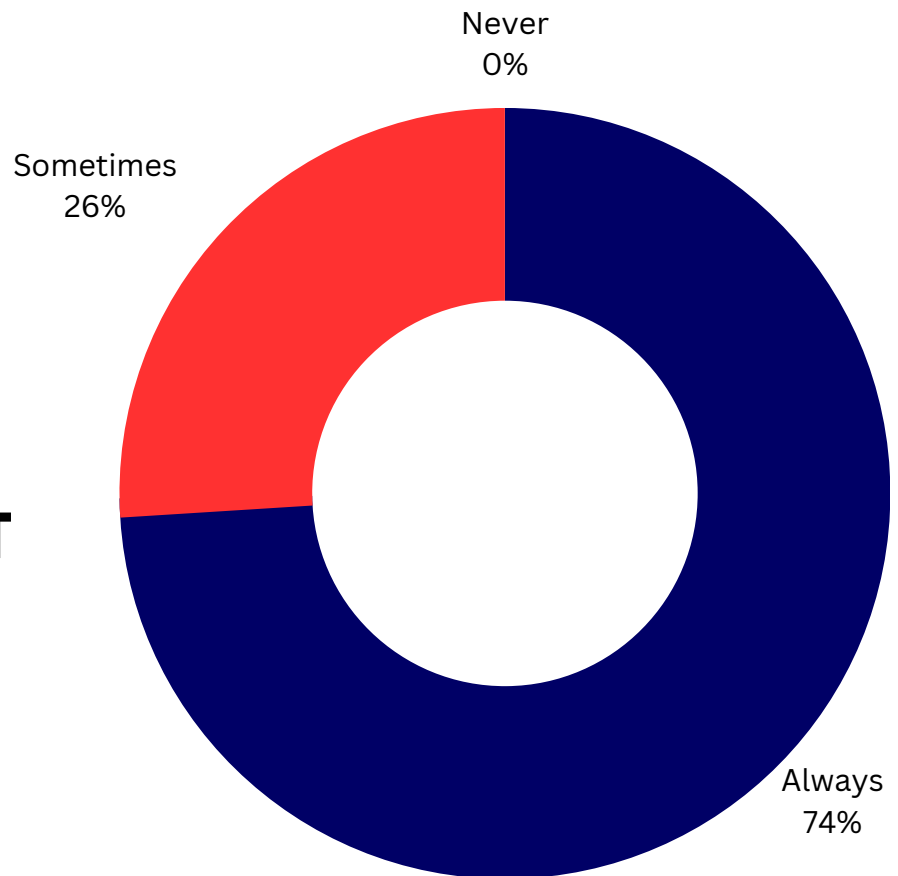


2022 CLIENT SATISFACTION HIGHLIGHTS

**MY OVERALL
SATISFACTION
WITH
HOMESPACE IS**

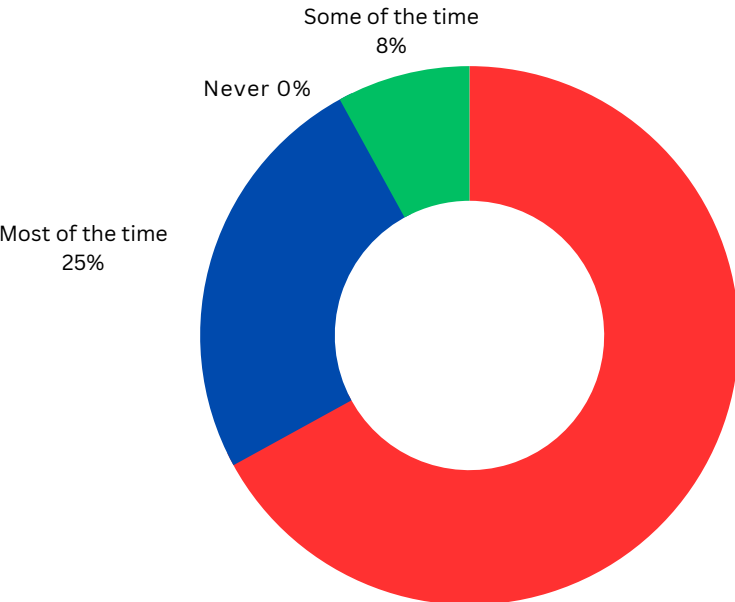
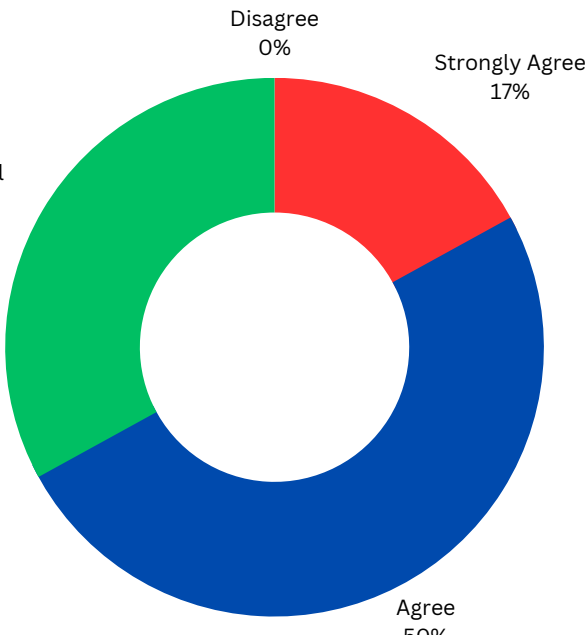
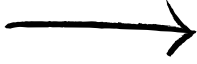


**I FEEL SAFE
AND SECURE AT
HOMESPACE**

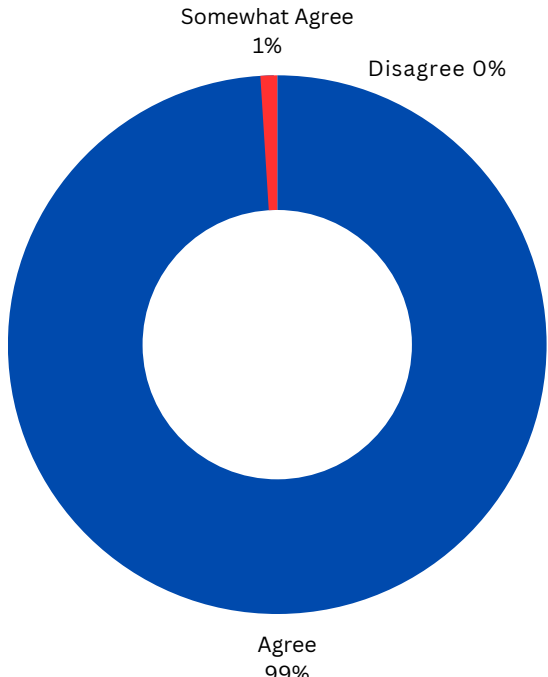


2022 EMPLOYEE SATISFACTION HIGHLIGHTS

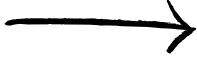
I FEEL THAT THE WORK THAT HOMESPACE DOES HAS A POSITIVE IMPACT ON THE COMMUNITY



MY SUPERVISOR IS AVAILABLE WHEN NEEDED AND LISTENS TO ME



I AM SATISFIED WITH THE BENEFITS HOMESPACE OFFERS



2022 DONOR INDEX

DONORS ALPHAPETICALLY BY FIRST NAME:

ALANYA ZUNIGA
AMAZON SMILE
ANTHONY TRUSSO
ANNE MARIE COMARATTA
ANONYMOUS
ANNA PETERSON
ARLENE GRASSO
ASHLEY BIVIANO
BERYL HOFFMAN
BETSY BAUM
BRAD STAHLKA
BRIAN CARDAMONE
CARRIE KONIECZNY
CATHERINE LILLEY
CHEYENNE DOERR
CHEYENNE OAR
COLLEEN HANNA
DARA ORDON
DARLEEN DUNAGAN
DEBORAH NEWMAN
DELANEY GRIECO
DEREK PULESTON
DONNA MILLS
ELIZABETH SALAMONE
ELIZABETH SWIBEL
ELIZABETH WALLA
ELIZABETH WRIGHT
ELKA FRANKEL
ELLEN MONTGOMERY
FRANCES MCCASLIN
FRANK EWING
GERARD K. STEWART
HEATHER WEBB/BLACK BELT BODY
HIROMU HANAJIMA
HILLARY LARSON
HODGSON RUSS
JAMES OSTROFF
JAMES DELANEY
JASON CHAFFIN
JENNY CETLIN
JESSICA SALKA
JESSICA ZON
JOANN AND PHILLIP CATANESE
JOANNA HAUMESSER
JORGE NAVARO
JUSTIN R COHEN
JUSTIN SCHNARE
KATE MASIELLO
KATIE GARDINIER
KATHRYN LARSON
KATY HOLLADAY
KEARA MARIE EAGAN
KELLY ROBERTSON
KELLYANN SCARLETT
KEVIN BLEYE
KIM MORRIS
KIRSTEN SETTERLUND
LAUREN SORIANO
LAURIE POLIZZI
LINDSAY BATROWNY
LINDSAY MYERS
LINDSEY CARTER
LUIS RIVERA
MARGARET FAHS
MARK LASHMAR
MARY LOKKEN
MATT TILLS
MATTHEW AND CATHERINE LINCOLN
MATTHEW RUGGERI
MEGAN ROWEKAMP
MELANIE FIORELLA
MELANIE LINDO

MELISSA YANCY
MEREDITH TORRES
MICHAEL HILL
MICHAEL LEVI
MICHAEL WEBBER
MICHAEL ANGELUCCI
MORGAN BURNAP
MYRA OFIELD
NETWORK FOR GOOD
NICOLE RACHLIN
NINA CRUZ
PAMELA BRUNSKILL
PANERA BREAD
PHILIP CATANESE
RACHEL CAPPELLINO
REBEKAH THOMAS
ROBERT RABB/MISTER GOODBAR
RUTH STRAND
SAMANTHA ENGLISH
SARAH DELANEY
SCHWAB CHARITABLE
SEFA
SHERYL DAVIES
SHIRLEY HUDDERS
STACY DRALLE-RICKWALD
STACEY DARLLE-RICKWALD
STANLEY COLEITE
STEPHANIE PHILIPS
SUE GARDNER
SUMMER PRZYBYLAK
TATIANNA BOYLE
TAYLOR MANZELLI
THE EAGLE HOUSE RESTAURANT
THE HOPE CENTER OF POLLEN
THEODORA KARATZAS
THOMAS HYDE
TOM AND MARTHA HYDE
TIFFANY BENTLEY
TIFFANY HAMILTON
TIPICO COFFEE ROASTERS
TYLER BURR
UNITED WAY OF BUFFALO & ERIE COUNTY
WATERFORD BOOK CLUB

GRANT PARTNERS

BRIGHT FUNDS FOUNDATION
BUFFALO BILLS FOUNDATION
CHILDREN'S FOUNDATION OF ERIE COUNTY, INC.
EAST HILL FOUNDATION
EVANS-DEVEREUX MEMORIAL FUND
GARMAN FAMILY FOUNDATION AT COMMUNITY FOUNDATION FOR
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GRASSROOTS GARDENS
JAMES H. CUMMINGS FOUNDATION
KUCERA-GRAHAM FAMILY FOUNDATION AT THE COMMUNITY
FOUNDATION FOR GREATER BUFFALO
PETER AND ELIZABETH TOWER FOUNDATION
THIRD GENERATION FUND AT COMMUNITY FOUNDATION FOR
GREATER BUFFALO