

Empowering

2022
ANNUAL REPORT



Unity House
Empowering Lives. Securing Futures.



Mission

To empower and enrich the lives of people in recovery, coping with a mental illness, and/or diagnosed with a developmental disability. This is accomplished by offering services and supports in an inclusive, person-centered environment.

Vision

All individuals are respected and lead lives of personal fulfillment and acceptance within our community.

Core Values

Honesty, Integrity, Respect

2022 Board of Directors

- Andrew Cuddy – *President*
- Kenneth Knight – *Vice President*
- Patricia Festa – *Secretary*
- Bradley Chapman – *Treasurer*
- Lorie Fischer
- Jessica Janssen
- Joseph Manning
- Christopher Ryan
- Richard Slagle
- Christopher Sloan
- Christina Van Ditto
- David Wilder

Administration

- Elizabeth Smith
Chief Executive Officer
- Darlene Podolak
Chief Operating Officer
- Sara Bilinski
Chief People Officer
- Joanna Viggiano
Chief Financial Officer
- Amber Amidon
Chief Compliance Officer
- Chris Iven
Chief Advancement Officer

Rising To The Challenge

Dear Friends,

Unity House was founded 45 years ago by people who believed they could make a difference. They knew they wanted a community that stood up for people who were struggling, particularly veterans recovering from the trauma of the Vietnam War. Unity House wouldn't exist without their belief in the potential of people who are disabled.

Today, you and other supporters carry on the tradition our founders started. Thanks to you, Unity House has overcome many challenges to become the area's leading provider of housing and other supports for people with disabilities, including those recovering from addiction and other mental illnesses.

As you'll read in these pages, we had a lot to be proud of in 2022. Our greatest challenge has been a worsening staffing crisis (see the chart opposite this page). In response, we got creative and made some difficult choices:

- We reconfigured some programs and temporarily closed two facilities so we can continue supporting as many people as possible.
- To retain our amazing direct support professionals (DSPs), we increased our permanent wages.
- We launched an effort to urge state legislators to approve money to pay DSPs more. We're grateful to all of you who joined in the effort.

Addressing the staffing crisis is our highest priority in 2023. We're ramping up all of our efforts to boost staff recruitment, training and retention. We're investing in new ways to elevate our standing as an employer and charity of choice. We're holding staff focus groups to improve internal communications. We're improving our benefits package, and raising more money.

As we move into our 46th year, you have our promise that Unity House will stand strong and continue to deliver on its mission. With your steadfast support, we will empower people with disabilities for many years to come.



Elizabeth Smith

Elizabeth Smith
Chief Executive Officer



Andrew Cuddy

Andrew Cuddy
Board President

On the cover:

Sherrie Flowers, a direct support professional at Unity House since 2001, helps Crystal dress up for the Snow Ball. Sherrie was recognized in 2022 for her dedication to our mission. Read more about Sherrie's good work on page 10.

STRATEGIC PLAN 2022 – 2024

Unity House introduced its next three-year Strategic Plan in January 2022. A number of goals and strategies have been identified, and progress will be shared through 2024.

Priority One: Staffing

Unity House is an employer of choice in the communities we serve.

Priority Two: Information Technology

Ensure business continuance, sustainability and disaster recovery from a technology and information perspective.

Priority Three: Endowment

Grow the organization's endowment fund to seven figures.

Priority Four: Quality Service

Create a process to ensure relevant and high-quality services.

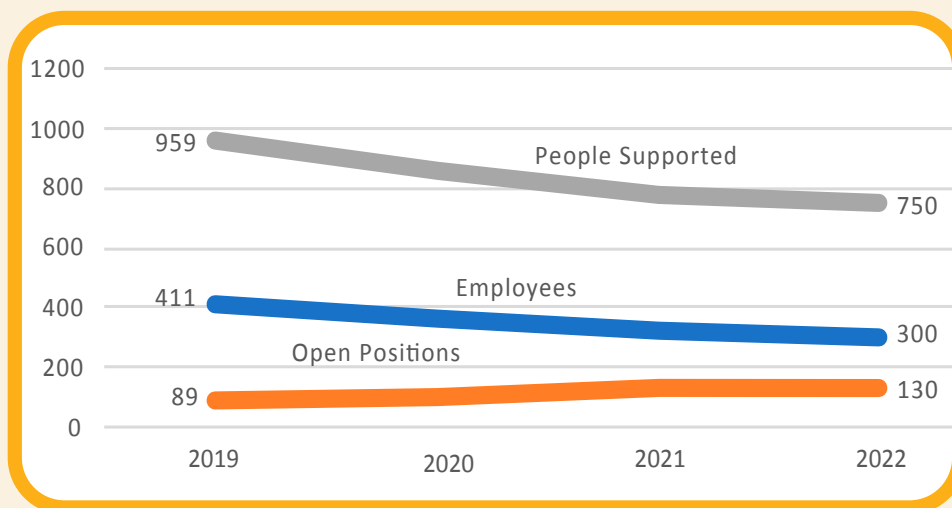
Priority Five: Employee Wellness

Unity House offers a premier Wellness Plan for its employees.



People: Our Top Priority

At Unity House, our direct support professionals (DSPs) and other employees are central to our mission. Each vacancy diminishes our ability to support people with disabilities. A pandemic, a tight labor market and inflation have worked together to make it increasingly difficult to employ the number of staff we need. As our job vacancy rate has increased from 18% at the end of 2019 to 30% in 2022, the number of people we are able to support has dropped.



DSPs deserve to be paid more, but their wages are a function of the value New York State places on their work. After years of flat funding for organizations that provide direct support for people with disabilities, the state passed a 5.4% increase in April 2022. That money took nine months to arrive. Unity House supporters joined statewide campaigns to urge lawmakers to provide an 8.5% funding increase to keep pace with inflation.

Building Strength

Seneca Falls native Charlie Mills had a troubled childhood. When he was 15, his father suffered an accident and became a quadriplegic. This and other factors sent Charlie down a difficult path.

“Anger was embedded in my DNA, a combination of heredity, environment and habit,” Charlie said. “I adopted a hippie lifestyle... I was at odds with everyone.”

Charlie started smoking marijuana at age 13. By 17, he was addicted to crack.

“As all my friends were going to college, I was going to rehab,” he recalled. He bounced from program to program for about five years.

“When you go from bed to bed, there’s a certain level of crazy,” he said. “My only job was to work on me, but I didn’t take it seriously.”

In 2012 at age 27, Charlie finally decided to get clean. He knew if he didn’t, he’d be dead by the time he was 30.

“I needed to become my best self and clear out the clutter of my life – the people, things, values that no longer served me.”

Knowing it was his last shot, Charlie came to the Grace House recovery program. All residents are required to volunteer in the community and he connected with Auburn Public Theater. APT needed help painting walls and Charlie was their guy.

After four months at Grace House, he moved on to the Supported Living Facility for another six months. At about the same time, APT offered him a paid position in maintenance.

“They trusted me enough to give me the keys,” he said. “That was huge. It was a real turning point in my life and recovery.”

APT’s Artistic Director Angela Daddabbo sings Charlie’s praises: “We would not be in business without Charlie’s help.

“Once we saw what a good job he was doing, I asked him to paint my own house, and it turned out to be his first



Former Grace House resident Charlie Mills poses in one of the kitchens his company renovated.

“I strive to be better and stronger every single day. This is the only life I have and I know I’m worth it.”

paying gig,” Angela said. “We’ve connected with many Grace House individuals over time. That’s the magic of their recovery program and the fellowship it builds – we help each other out.”

After working at APT for two years, Charlie started his own business, Handy Skills by Mr. Mills, in 2015. He hired an employee and in 2018, bought an established painting company. In 2020, he connected

with another recovering addict, and together they started a landscaping company.

Now Mr. Mills Enterprises Inc. (www.mrmills.com) and Garden Doctors LLC boasts four employees and their services are in high demand.

“I am now speaking my truth,” Charlie said. “Grace House helped me see that it’s one thing to undertake the 12-step program; it’s another to really live it and practice it and put the spiritual side to work for you. I strive to be better and stronger every single day. This is the only life I have and I know I’m worth it.”

2022 HIGHLIGHTS

JANUARY

Unity House observed its 45th anniversary in 2022. Celebrations included a special birthday cake and silent auction at the annual dinner, and a charity tap night with music by Perform4Purpose at Tinker's Guild.



MARCH

Dorothy Radcliff joined the organization as the director of our Grace House recovery program. Aaron Brozon was promoted to director of Day Services, and James Beaumont and Candi Saxman were also promoted to assistant director positions.

MAY

Grace House participated in Cayuga County's 15th annual Recovery Walk to raise awareness of substance use disorders and mental health conditions.

JUNE

Lorie Fischer joined the Unity House board of directors. Lorie is the program director of Cayuga County Health Department's services for children with special needs.



Day Services brought back its Spring Sing/Talent Show after a two-year hiatus. More than 25 program participants showed off their musical talents at Stewart Park in Ithaca.



JULY

Unity House leaders continued their on-going advocacy in Albany and regionally to "Raise the Rates." They urged state leaders to include cost of living adjustments so we can pay our dedicated staff what they are worth.

AUGUST

Unity House welcomed two new chief officers this summer: Joanna Viggiano became chief financial officer, and Chris Iven joined the team in the new role of chief advancement officer.

SEPTEMBER



September was all about honoring, thanking and recognizing our amazing staff. We celebrated Direct Support Professionals Week with a special gift and longevity awards. Later in the month, 13 staff teams participated in the annual Unity Games at Fillmore Glen State Park.



DECEMBER

Auburn Day Hab came in first place at the Thanksgiving parade with their Whoville float.



PROGRAM UPDATES 2022

PWDD DAY SERVICES

Empowering people with developmental and intellectual disabilities

With nearly half of all Day Services staff positions vacant, 2022 required us to innovate. We reconfigured our programs and space to offer classroom-style services. By teaching occupational and life skills to small groups, we're able to provide meaningful social interaction and growth opportunities with fewer staff. Program participants said they loved seeing their friends regularly in person. For some, due to pandemic restrictions, the classes were their first in-person activities in more than two years.

Also in 2022, the state awarded us a \$580,000 increase to our Self Direction contract. It will allow that program to grow 33% to serve 80 people.



MH RESIDENTIAL SERVICES

Empowering people diagnosed with mental illness

In our Treatment Apartments program, all staff members took on extra shifts and new roles in order to deliver on our mission in 2022. With between 25% and 50% of full-time positions vacant, we also asked relief staff to take on some of the caseload so we could continue meeting our residents' needs. Program staff provided more than 1,900 Medicaid-billable services, plus a large number of non-billable services, to 56 people in 2022.

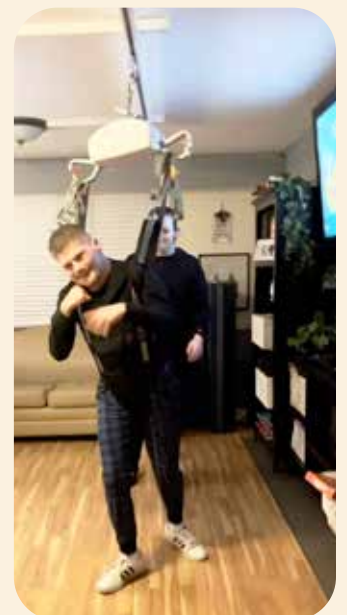
Changes in how we operate our supportive housing program allowed us to help more people in 2022. The program is designed to provide rental stipends to people with a mental illness who also need housing assistance. We identified people who no longer needed the service and helped them transition out of the program, allowing us to admit more people. In 2022 we coordinated 60 rental stipends for 107 people in Cayuga, Tompkins and Wayne counties, up from just 31 stipends in 2021.

PWDD RESIDENTIAL SERVICES

Empowering people with developmental and intellectual disabilities

One of our goals is to allow people to remain safely at home for as long as they need us. We're happy that many of the people who live in our individualized residential alternative (IRA) group homes have lived with us for decades. As they age, they require more help in getting around. To help them remain as independent as possible and to reduce the physical strain on our hardworking staff, we continued making capital improvements to improve accessibility in 2022. At one of our homes in Cayuga County, we built a new patio with a ramp to allow one resident to move in and out of his home with ease. Now, all of the house's residents enjoy the patio in fair weather.

One of our IRAs in Tompkins County has long been home to people with more significant mobility needs. In 2022, we installed a ceiling track lift system there. It allows residents to be lifted properly and safely while reducing the risk of injury to our staff, and has an accessory that holds people in a standing position. By holding most of their weight, it has allowed some of our residents to experience walking independently for the first time. The joy and excitement this track has given our residents and staff is immeasurable.



UNITY EMPLOYMENT SERVICES (UES)

Empowering people with disabilities who want to work

In 2022, we closed our Syracuse location to consolidate staff where the need was greatest. We saw a significant increase in the number of people seeking direct placement services and pre-employment training at both our Auburn and Geneva locations. To meet the need, we hired additional qualified staff. We're now able to provide all employment services outlined in both our OPWDD and ACCES-VR contracts. We're supported by our meaningful connections with more than 80 local employers.

We also launched a community-based pre-vocational program for people with developmental disabilities. In a group setting, this program offers person-centered employment planning and gives participants a chance to improve their social and vocational skills while increasing community experiences.

GRACE HOUSE

Empowering people recovering from substance use disorders

With emergency pandemic restrictions lifted, we saw a surge of referrals to our Grace House program, which provides supervised housing for up to 16 people in recovery. By year's end, 17 people had successfully completed the program, yet all of the units were full. Grace House's Supportive Living program provides housing assistance and services to people who are farther along in their recovery. In 2022, 10 people successfully completed the Supportive Living program, including five who became employed and three who went to college. Two of the three college students have already graduated. Due to the ongoing opioid epidemic, we gave each of our residents a Narcan kit and trained them on how to use it. Staff members also received training.



We saw an increase in the need for services to women and mothers. For part of the year, our supportive living facility was home to a young woman and her 5-year-old child. She is now employed full time and they have an apartment of their own. We also began providing services to a pregnant woman who plans to stay in the program with her baby after she gives birth.

PERSONALIZED RECOVERY ORIENTED SERVICES (PROS)

Empowering people diagnosed with mental illness

PROS provides outpatient psychiatric rehabilitation for adults. With the end of mask mandates in 2022, we began providing many more on-site services, while still offering virtual services. We offered two on-site classes each hour, up from just one in 2021 and restarted our cooking and gardening programs. We now have six people enrolled in our Peer Academy.

Many of our participants created crafts and sold them at our annual holiday craft fair. Three of our participants are enrolled in GED coursework. Thanks to a grant from Five Star Bank, we were able to bring participants on special field trips and update 50% of our curriculum. We also appreciated guest presentations by Five Star Bank and the Food Bank of Central New York.



FINANCIAL REPORT 2022*

For the year ending December 31, 2022, Unity House’s revenue decreased slightly to \$21.6 million (from \$21.8 million). Expenses were \$22.0 million.

Revenue was impacted primarily because our Self Direction program realized a decrease of \$451,000. We have asked for and received an amended contract providing additional funding for 2023 to serve more Self Direction participants. This decrease was offset by increases in Medicaid rates as well as contract increases in Cayuga, Tompkins and Wayne counties.

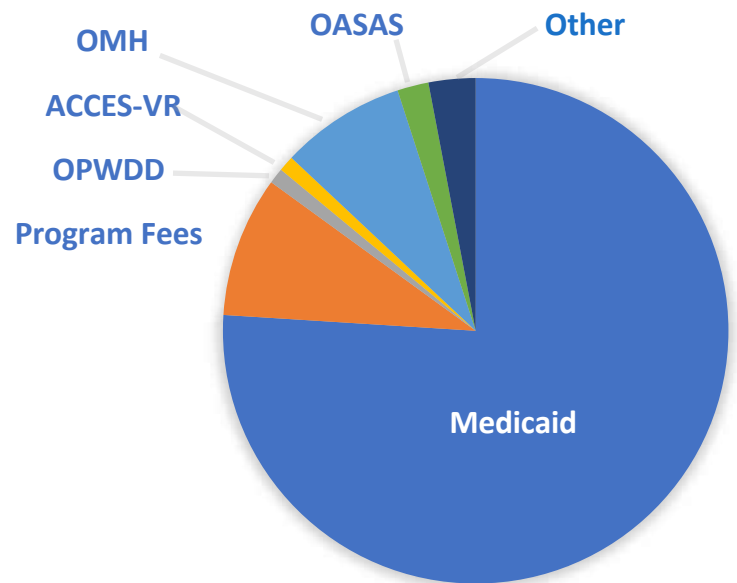
Our expenses increased by 4% in 2022. This can be attributed to salaries and benefits. Despite our many staff vacancies, we still had more employees than in 2021. Also, effective October 29, 2022, a new permanent wage structure was put in place with approval from the union. These rates were higher than in 2021. Food costs are also significantly higher now, as well as professional fees and overall program costs.

We are looking forward to a 2023 that gets us back to business as usual.

Joanna Viggiano, Chief Financial Officer

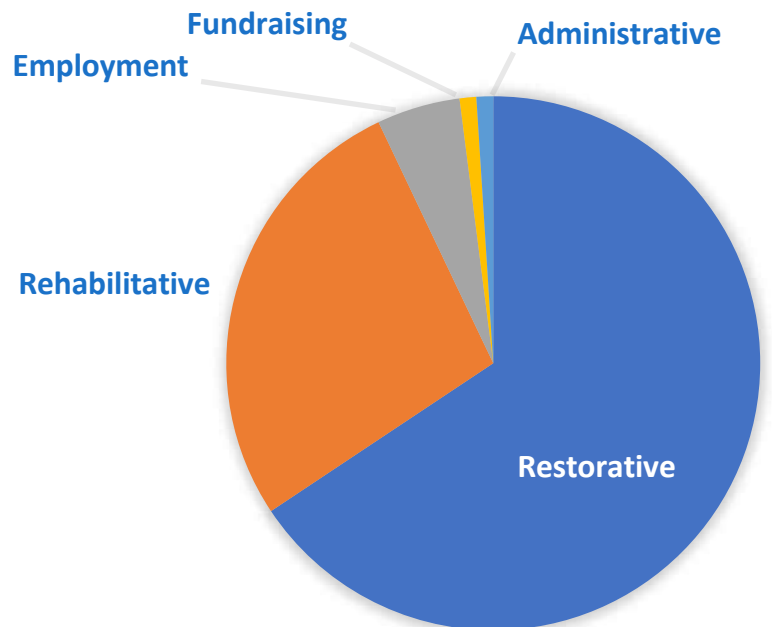
REVENUE

Medicaid	\$16,483,482	76%
Program Fees	\$2,047,995	9%
OPWDD	\$177,771	1%
ACCES-VR	\$222,354	1%
OMH	\$1,769,137	8%
OASAS	\$364,515	2%
Other	\$555,143	3%
Total Revenue	\$21,620,397	



EXPENSES

Restorative	\$14,291,477	65%
Rehabilitative	\$5,967,066	27%
Employment	\$1,087,433	5%
Fundraising	\$326,413	1%
Administrative	\$314,499 (unallocated)	1%
Total Expenses	\$21,986,888	



*(unaudited)

HONOR ROLL OF DONORS 2022

In 2022, Unity House made significant investments in the people and facilities we need to empower those with disabilities. That would have been impossible without our growing circle of supporters. Thanks to their generosity, Unity House was able to direct more than \$165,000 to meet critical needs. We are deeply grateful to our dedicated friends and partners listed below.

Chris Iven, *Chief Advancement Officer*

GOVERNMENT AGENCIES & REPRESENTATIVES

ACCES-VR	NYS Department of Education	Seneca County Department of Mental Health
Association for Community Living	NYS Department of Health	Substance Abuse & Mental Health Services Administration
Cayuga County Department of Mental Health	NYS Departments of Social Service	Tioga County Department of Mental Health
CNY Health Home	NYS Justice Center	Tompkins County Department of Mental Health
HUD Continuum of Care (Onondaga, Cayuga, Oswego)	NYS Office for People With Developmental Disabilities	Tompkins and Cayuga Community Services Boards
Medicaid	NYS Office of Addiction Services & Supports	Wayne County Department of Mental Health
New York Alliance for Inclusion & Innovation	NYS Office of Mental Health	
NYS Day Service Providers	Ontario County Department of Mental Health	
NYS Department of Corrections & Community Supervision	Problem Solving Courts	

FOUNDATIONS & GRANTMAKING ORGANIZATIONS – \$64,953

City of Auburn Covid Recovery Fund	Five Star Bank	McDonald Foundation
Columbian Foundation	French & Metcalf Foundations	Tompkins Charitable Gift Fund
	Legacy Foundation	Triad Foundation ⁵

FRED ATKINS COMMUNITY SERVICE FUND – \$840

Coon, Gary ⁵	Hoskins, Bonnie ⁵	Schwartz, Fred & Deb ⁵
Fandrich, Mark & Jill ⁵	Poole, Don & Jean	

ENDOWMENT FUND – \$6,595 in 2022; \$427,295 fund total at year-end

Gifts of any kind may be made to the endowment fund at any time, and will be held in perpetuity and invested to ensure the longevity of Unity House. Donors are invited to join the Legacy Society by making a planned estate gift to the endowment. Donations made in memoriam at the time of death are automatically designated to the endowment unless otherwise directed by the donor.

Anonymous #	Fitzpatrick, Melinda	McCormack, Carol	Riester, Meta
Auburn Elks Lodge 474 ⁵	Goldman, Marty & Wendy	Nugent, Gordon & Donnette	Silverman, Elissa
Barnes, Debby	Gomolka, Terri	O’Flaherty, Kevin & Carol	Smith, Paula
Conaughty, Janice	Graceffo, Anthony	Paxhia, Diane	Spear, John
Cowmey, William & Kathy	Janssen, Jessica ^{*5}	Pettigrass, Carole	Timian, Richard & Maureen
Cuddy, Andrew ^{*#5}	Lepak, Margaret	Porta, William & Regina Conti	Tracy, Mary Ann
Fishlock, Mary ^{^5}	LoPiccolo, Joseph	Quereau, Christopher & Sarah	

IN KIND GIFTS & SERVICES

Auber, Rosemary	Haun Welding Supply	McNamara Family	Speno Music
Bartell, Kathy	Hebbard, Elizabeth	Mendiola, Rose	Stanton, Teresa
Burgess, Pam	Jacobs Press ⁵	Moore, Ken & Trysa	Syracuse Crunch
Finger Lakes Mall	LaFleur, Lou & Vickie [^]	Noren, Scott & Michelle	
Five Star Bank	LaMaster, John	Paventy, Jackie Marcelly	
Glauber, Lawrence	Leonard, Shawn & Angie	Powers, Charlene & Tom	
Hangar Theatre	Longway, Nicole [^]	Rouse, Lisa	

* = Unity House board member
 ^ = Unity House employee
⁵ = 5 year donor
 # = Legacy Society

THE FUND FOR UNITY HOUSE – \$91,660

Anonymous (11)	Empower Federal Credit Union ⁵	Koester, Diane & Ken Larson ⁵	Romaine, Victor & Betty
Alberici, Gino & Maxine ⁵	Enterprise Fleet Management	Kraskow, David	Rusinko, Dick & Joan
Amazon Smile Foundation	Everest Foundation For Family Enrichment	Krickovich, Kyle	Ryan, Chris ^{*5}
Amidon, Amber ^{^5}	Farrell's Funeral Home	Larkin, Tim & Susan	Santobianco, Amy ^{^5}
Anderson, Carl & MaryAnn	Fellows, Gary [^]	Lehtonen, Johan ⁵	Sellers, Steve
Atkins, Neil & Maggie ⁵	Field, Susan	Leone, Thomas ⁵	Sherman, Kathryn
Auburn Downtown BID	Finch, Gary & Marcia	Liberatore, Alexis [^]	Sierzenga, Margaret
Auburn Lodge of Elks #474	Fischer, Lorie [*]	Liberatore, Paul & Margaret	Simpson, Mary [^]
Auburn Masons Lodge #124	Five Star Bank	LoPiccolo, Joseph	Slagle, Charlotte & Porter ⁵
Becker, Cathy ⁵	Flagg, Peter	Lynch Furniture ⁵	Slagle, Richard [*]
Beesley, Adrian	Fountain, Chris	Mack, Beverly & William ⁵	Smith, Elizabeth ^{^5}
Bilinski, Judi	Frampton-Pearsall, Denise	Manning, Joe ^{*5}	G & J Smith Charitable Trust ⁵
Bilinski, Sara [^]	Fraternal Order Of Eagles	Markley, Paul & Diane	Smith, Pat ⁵
Blackbaud Giving Fund	Fricano, Midge	Massicci, Nancy	Soules, Dan
Bonadio Group	Ged, Constance ⁵	MEDENT/Community Computer ⁵	Speck, William & Karen
Bouley Associates, Inc. ⁵	Giannotta, Jacqueline	Meng, Ann	Sterling, Betsy
Bowman, David & Beth ⁵	Good Shepherd Catholic Church	Meng, Hung-Yuan	Stoecker, Martiel ⁵
Briggs, Laurie	Gould, David ⁵	Meyers, Thomas & Elaine	Stowe, Donna Power ⁵
Brown, Bailey	Gould, Gary & Sandy ⁵	MG Architects ⁵	Stowe, Lindsay ⁵
Buck, Kelly ^{^5}	Gould, Virginia	Miller, David & Jill	Stoyell, Alice ^{^5}
Bullock, Barry & Sandra	Green, Lisa	Miner, Victoria [^]	Tanner, Dean ⁵
Buxenbaum, Trudy	Gross, Eleanor ⁵	Moench, Ashley ⁵	Taylor, Jerry ⁵
Carr, Timothy	Gucciardi, Tony & Patti ⁵	Murphy, Brenda	Tersegno, Linda
Cayuga County Employees ⁵	Gunderson, Maralee	Network For Good ⁵	Tompkins Community Bank ⁵
CFCU Community Credit Union	Hanson, Naomi	NUCOR Steel	Torrance, Nathan
Chapman, Bradley ^{*5}	Haun Welding Supply	O'Connor, Cynthia	Trama, Bob
CleanTec	Hautala, Richard ⁵	O'Hora, Siobhan	United Way of Central NY ⁵
Coriale, Morgan	Haynes, Elisha ^{^5}	Payne, John & Pam	Van Ditto, Christina [*]
Crenner, James & Elena ⁵	Helinski, Edward	Perenyi, Hede [^]	Vanek, David ⁵
Cuddy, Andrew ^{*#5}	Hiza, George & Carolyn ⁵	Perform 4 Purpose	Velez, JoAnn
Cuddy, Dan	Hoff, Annie	Perrine, Cindy	Viggiano, Joanna [^]
Cuddy, John & Lynn	Hoffmann, Janice	Pestridge, Michiyo [^]	Vivenzio, James & Peggy ⁵
Cuddy, Mike	Insalaco, Valentino & Sherry ⁵	Phillips-Coe, Sue ⁵	Walgreens
Currier Plastics ⁵	ITT Goulds Pumps	Podolak, Darlene ^{^5}	Warren, John
Currier, Jim ⁵	Iven, Chris [^]	Pollard, Ken & Beulah	White, Nicholas [^]
Daly, Elane ^{*5}	Jonathan's Furniture ⁵	Poole, Don ⁵	Williams, Barbara
Dean, Edward	Jordan, Dawn	Pound, Joyce	Wright, Heather [^]
Delaney, Robert & Michelle	Joslyn, Paul	Poz, Mary K [^]	WSTM NBC 3
Dougherty, Sandy	Keenen, Gail	The Printery	Xylem, Inc. ⁵
Eastern Xerox	Key Bank ⁵	Radcliff, Dorothy [^]	Young, Hannah [^]
Edge-Christensen, Christine	Knight, Ken ^{*5}	James P Reagan Agency ⁵	
Eibert, Robert & Elizabeth	Knoll, Bruce	Redmond, Richard & Margaret ⁵	
Eidel, Carey		Reiley, Thomas	

Planned Giving Advisory Council

Unity House established a Planned Giving Advisory Council in 2022. This group of volunteer professionals (attorneys, estate planners, accountants, wealth managers, funeral home directors, and others) serve as subject matter resources as well as dedicated community ambassadors for Unity House. Council members advise the organization and share their wisdom in support of Unity House to develop legacy and estate giving. We are grateful for their time and talents.

Michael Antonacci, Rialto Wealth Management

Patrick Carbonaro, Carbonaro, Carbonaro & Brune, PC

Timothy Carr, Pinnacle Investments, LLC

Norman Chirco, Chirco Law Offices

Nancy Massicci, Community Foundation
of Tompkins County



Michael O'Gorman, Farrell's Funeral Service, Inc.

Ryan Pine, Genesee Capital Advisors

David Tehan, Boyle & Anderson, P.C.

Michael Zoanetti, Tompkins Financial

IN MEMORIAM / IN HONOR

Akins, Thomas
in honor of Kathy Akins

Anonymous
in honor of Liam Page

Anonymous⁵
in memory of Marian Prockup

Anonymous
in memory of Jim Courtney

Anonymous
in honor of Elspeth Peterson

Arnsten Foundation
in honor of Susan Arnsten-Russell

Badalamenti, Ben⁵
in memory of Onorato Badalamenti

Baird, E. Jeannette⁵
in memory of Audrey & George Baird

Barnes, Debby
in memory of Gordon Nugent Jr.

Begley, Thomas & Adrienne
in memory of Susan Buschmann

Berian, Claire
in memory of Margaret & John Berian

Bishop, Rick and Leslie
in honor of Nick Reiter

Burgess, Pam
in memory of Amber Townsend

Burling, Roberta
in memory of Kevin Burling

Burton, Horace
in honor of Mary-Jo Boccadoro

Campbell, Dale & Sharon⁵
in honor of Gale Campbell

Conway, Lynne
in honor of Kelly Buck

Cuddy, Andrew^{*#5}
in memory of Frances Fishlock

DeJoy, Jean⁵
in honor of Jamie Vivenzio

Dygert, Gerald⁵
in memory of Chris Dygert

Fassell, Gerald⁵
in memory of Carol Fassell

Festa, Patti^{*5}
in memory of Robert Kahl

Fishlock, Mary^{^5}
in memory of Peter Borza

Fuller, Marilyn
in honor of Shawna Underwood

Gilbert, Donna⁵
in honor of Mary B. Weare

Golum, Pam
in honor of Dick Wolf

Gomolka, Terri
in memory of Jay Perce

Hares, Frances
in honor of Mary B. Weare

Hubbell, Jean
in honor of James Beaumont & Ithaca Day Hab staff

Josephson, Maury and Beth
in honor of Ian Josephson

Kaufman, John
in memory of Jay Perce

Mancini, Michael⁵
in memory of Catherine Mancini

Massa, Suzanne
in honor of Barbara Logan

Merritt, Karen
in memory of Robert & Doris Dawson

Miskell, Helen⁵
in memory of Allan & Peter Miskell

Moore, Ursula
in memory of Onorato Badalamenti

Morey, Jennifer
in honor of Harmony Haines

Neigh, Robert⁵
in memory of Earl & Carol Neigh

Nugent, Gordon and Donnette
in memory of Gordon Nugent Jr.

Payne, John and Pam
in memory of Michael Payne

Podolak, Ron & Sara Jo⁵
in honor of East Street IRA staff

Power, Barbara⁵
in honor of Nick Reiter

Powers, Charlene
in honor of Matt Evener

Quereau, Christopher & Sarah
in memory of Gordon Nugent Jr.

Sheffield-Tanner, Nancy⁵
in memory of Betty Collins

Sloan, Christopher^{*5}
in memory of Helen Stearns & Susan Sloan

Smith, Leonard & Nancy⁵
in honor of Miles Smith

Vanetti, Michael & Carol⁵
in honor of Timothy Vanetti

Vasile, Louis⁵
in memory of Joe "Junior" Vasile

Winter, Eileen
in honor of the Cole Family

The following gave in memory of Frank Graceffo

Conaughty, Janice
Goldman, Marty & Wendy
Graceffo, Anthony
O'Flaherty, Kevin & Carol
Paxhia, Diane
Pettigrass, Carole
Spear, John
Timian, Richard & Maureen
Tracy, Mary Ann

The following gave in memory of Mike O'Hora

Cowmey, William & Kathy
Fishlock, Mary^{^5}
Fitzpatrick, Melinda
Lepak, Margaret
McCormack, Carol
Riester, Meta
Silverman, Elissa
Smith, Paula

* = Unity House board member
^ = Unity House employee
5 = 5 year donor
= Legacy Society

A Career With a Cause

Sherrie Flowers was just looking for a job with benefits. What she got was a 22-year career that she can't imagine leaving.

In 2001, Sherrie was in her 40s, raising five boys on her own and disabled from a back injury. She needed a change. She began work as a direct support professional, a position that puts her in the heart of Unity House's mission.

"It's about helping people with disabilities grow into the best people they can be," said Sherrie, who was named Employee of the 3rd Quarter of 2022.

Through Unity House, Sherrie has been able to raise her family with a steady income and benefits such as health insurance. She's been able to save enough to live comfortably in retirement. And she's made friends who have helped her through some of the most challenging times of her life.

"They've just been so supportive of me," said Sherrie, now 67. "I want and need to retire. But I don't know if I will. It's what's keeping me young."





217 Genesee Street, Suite 14 • Auburn, NY 13021

www.unityhouse.com

Honesty

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Respect

Integrity

2022 ANNUAL REPORT