

HOMESPACE



ANNUAL REPORT 2024





A LETTER FROM OUR EXECUTIVE DIRECTOR

Lindsey Carter

As I reflect on this past year at Homespace, I'm filled with a deep sense of pride - not just for what we've accomplished, but for how we've shown up for each other, our youth, and our mission.

This was not a year of standing still. It was a year of reimagining what's possible. We prioritized safety by establishing a Security Committee, improving facility infrastructure, and creating clearer protocols to support emotional safety alongside physical security. We also introduced our "Self-Care Selfies" initiative, which encourages wellness through mental health days and creative ways to highlight self-care in our daily routines. We truly believe that creating a safe space starts with supporting those who make it all happen!

We also focused on strengthening the programs at the heart of our mission. By working more closely with community partners, we expanded access to supportive services, brought in fresh ideas, and reinforced our ability to meet the complex needs of those we serve. These partnerships played a key role in making our services more responsive and better aligned with the realities our youth face every day.

A special highlight of the year was our 30th Anniversary Gala, held at the Buffalo History Museum. This milestone celebration was not just a reflection on how far we've come, but a vibrant reminder of the community that surrounds us. We are incredibly grateful to our sponsors and everyone who celebrated with us. Your presence and support helped make the evening both meaningful and memorable, and your belief in our mission fuels our work every day. We were also proud to have eight 2024 high school and GED graduates!

Throughout it all, our team remained focused, flexible, and committed to doing the work with integrity and heart. In a time when adversity could have slowed us down, it instead reminded us of our shared purpose and the power of perseverance.

Of course, none of this happens in a vacuum. It takes a collective. To our staff - you are the heartbeat of Homespace. Your resilience, your compassion, and your refusal to give up on our youth inspire me daily. To our board, funders, and partners - thank you for believing in our vision and standing alongside us as we build brighter futures together. This isn't just about what we've done. It's about where we're going. And if this year is any indication, the future is full of promise.

With gratitude and determination,
Lindsey Carter



A LETTER FROM OUTGOING BOARD PRESIDENT

James J. Zawodzinski Jr.

This Annual Report marks the last of my run as President of the Homespace Board of Directors. It has been one of the greatest honors of my life to serve the Agency as Board Member and Board President, and I am grateful to each of the Directors, management, and staff for their continued commitment to Homespace and true partnership during my time here.

Now for the good stuff . . .

2024 was a special year for Homespace – we turned 30! To celebrate this momentous occasion, a true testament to the meaningful work that our staff engages in each day, Homespace hosted a 30th Anniversary Celebration at the Buffalo History Museum. We welcomed sponsors, other patrons who have given their time, talent, and treasure over the years to Homespace since it first opened its doors 30 years ago, and some of the youth we serve to share in an evening filled with spirited and uplifting conversations, good food, and warm collegiality.

2024 was also a year of strength for the Agency. We are financially strong and continue to post profit over loss amid an environment plagued with funding uncertainty. We promoted our longstanding Director of Finance (and just about everything else), Lindsey Carter, to the well-deserved position of Executive Director after having spent nearly 15 years in other positions at Homespace. Lindsey hit the ground running, and we are so excited to see the great things she does for the Agency during 2025! As part of Lindsey's first few months, Homespace focused on strengthening internal Homespace culture – continuing the Agency's commitment to diversity, equity, and inclusion by implementing a new Agency culture statement and inclusive working agreement and purchasing policy. Homespace doubled down on safety and security for both its staff and clients. We formed a Security Committee, focused on staff wellness and self-care, and increased facility safety protocols – all resulting in stronger programs built for the youth we serve. And we increased our Agency's community partnerships with the Buffalo Police Department, COFCCA, and other local non-profits by encouraging dialogue with Homespace staff and clients.

I am proud to leave behind an Agency committed to continued sustainability and growth in the community where we live and operate for our youth. As part of our continued efforts to grow our services, Homespace is proud to announce that it is launching a new program – "Connecting Care" – which will provide health-related social needs services to our youth and those in our community. This new program will fill a large gap in the services offered to those we serve each day. We could not be more excited! Together with "Connecting Care," Homespace is re-branding! We are launching new colors, a new logo, and an altogether "newness" to our community footprint – stay tuned for all that is good at Homespace!

Finally, I'd like to send a warm welcome to the Agency's newest Board President, Cindi McEachon! The Board of Directors, the Agency, and the community could not be better served, and I am proud to hand over the torch to such a community warrior.

Thanks to each of you for reading, and for your continued support – financially or through your time and talent – to Homespace. We are grateful.

A LETTER FROM INCOMING BOARD PRESIDENT

Cindi McEachon



It is with great honor and profound excitement that I step into the role of Board President for Homespace Corporation. As I write this letter, I am filled with gratitude for the trust placed in me to lead this exceptional organization and its mission to support at-risk youth to achieve independence two generations at a time. Homespace stands as a beacon of hope and opportunity, offering housing solutions and innovative support programs that empower young people and their families to build stable and fulfilling lives. The strength of this organization lies in the collective energy and dedication of our stakeholders—our board members, staff, volunteers, donors, and community partners.

As Board President, I am committed to fostering an environment where every voice is heard, every idea is valued, and every individual feels empowered to contribute to our shared success.

I encourage ongoing dialogue and collaboration as we work together to address challenges and pursue opportunities. Whether you are a longtime supporter of Homespace or a new member of our community, I invite you to bring your expertise, passion, and perspective to the table. It is only through the collective efforts of our community that we can continue to effect change and create lasting solutions.

As I embark on this new chapter with Homespace Corporation, I am deeply inspired by the resilience and determination of our Homespace community. This organization is more than just a provider of housing—it is a lifeline, a source of hope, and a catalyst for change. I am honored to serve as your Board President and look forward to working alongside each of you to fulfill our mission.

Thank you for your unwavering support and commitment to Homespace Corporation. I am confident that, together, we will achieve extraordinary things in the years to come.

With gratitude and optimism,
Cindi

FROM THE DIRECTORS



KATY COOPER,
DIRECTOR OF SERVICES



2024 was a year of growth for our services department! The team was able to accomplish many goals; including both individual and personal growth goals for our clients, and large, systemic goals for benefit of our programs overall.

In 2024, we had 4 graduates, 3 GED completions, and a resident graduated from Culinary School. These accomplishments were happily celebrated at a graduation party on Homespace property over the summer.

We also enhanced our relationship with the B-District police, the Chief of Police (Tommy Champion) and contracted with Security (Buffalo Special Investigations). All of these relationships contributed to client and staff's enhanced feelings of safety and security at Homespace, which was a top goal in 2024.

We grew our county contracts by 7! We added Dutchess County, Greene County, Jefferson County, Madison County, Steuben County, Tompkins County, and Wayne County. This sets Homespace up for a bright future of expanding our reach, and helping even more youth in New York State.

Lastly, we were proud to re-open our Next Step Group Home after revamping the program to include more structure, and a level system which has proven to be successful in compliance and client growth and satisfaction.

I look forward to more positive growth to come in 2025 and beyond.

FROM THE DIRECTORS



JULIE CORNELL,
DIRECTOR OF HR/ADMIN



2024 was my first full year as Admin./HR Director and it was very busy from the start, learning my new role whilst managing a larger workload and finding my place among seasoned Directors. While challenging at first, I found both my groove and a team that fully supported me through the transition. Other well-deserved promotions in 2024 included Ainslie Evans moving to Clinical Supervisor of Behavioral Health, Chelsea Gabamonte increasing her duties and becoming our Administrative Coordinator, and Nicole Thelen moving into the role of Fiscal Manager. We also added a Nurse Practitioner in Psychiatry (PNP), a CASAC and a Tutor as Independent Contractors increasing services available to our clients.

Going into 2024, HR focused on employee engagement opportunities with staff input through survey. Our 2024 calendar of engagement included events like Dining w/the Directors, Valentine's crafts, a spring paint & pot, Juneteenth feast for the frontline staff, an end of school year party, a 90's themed Boat Ride in July, Homespace Day in August, a Halloween pumpkin painting in October, and in December the team collectively assisted Stephanie with our donations drive and helped to wrap gifts for our youth.

Still working through a DEI lens that began in 2023, I edited the employee handbook, looking for additional ways to improve the quality and inclusivity of candidates. Our goal was to adopt a "culture add" mindset when recruiting anywhere from top leadership to our frontline staff. Job Descriptions were reviewed, and with the support of the management team, we adopted a "skills and abilities" requirement in lieu of specific educational requirements. We made changes where we could (with positions that did not have OCFS regulations associated with education/licensure.)

After the 2nd Quarter Employee surveys returned following an incident that occurred in May, we were not surprised to see a slight dip in the work satisfaction scores of our employees. To address stress and burnout which were significant challenges with staff, we rolled out a new self-care promotion initiative to help alleviate some of those feelings where all frontline staff were entered into a drawing each month to win prizes related to self care. A winner was chosen for each category of employee to include one full-time/part-time YSS winner, one relief YSS winner, and one clinical winner; so 3 winners each month.

As the year progressed and the management team diligently worked to address safety, security issues and mental fatigue among staff, we ended the year with a positive outlook and with a 32.5% attrition rate; still below the national average of other similar agencies. Moving into 2025, we will continue to prioritize both our clients and staff, continue our DEI efforts, and look for more ways to increase engagement and satisfaction.

FROM THE DIRECTORS



KIM BERGHASH,
DIRECTOR OF PROGRAM
OPERATIONS



Development

In 2024, our development coordinator Stephanie Codd started her second year at Homespace, and was able to accomplish many tasks and goals with the collaboration and support of both the development committee and the management team, that fostered the long-term development and success of the agency, including:

- Our 30th Anniversary Celebration sold out, raised awareness for our mission, and surpassed fundraising goals - thank you to our sponsors!
- Homespace received 13 prestigious grant awards to assist us in various areas throughout the agency
- Development threw our 2nd Annual Mister Goodbar Fundraiser, which we plan to continue for many years
- Homespace began a rebranding project for a new logo, tagline, and mission to align with changes in foster care and our agency
- We enjoyed a successful holiday season with new fundraising highs, and ALL Homespace clients were "adopted" through the gifting drive; meaning they received Christmas gifts through our generous donors so every Homespace child had a Merry Christmas.

Maintenance

Facilities upgrades were done under the direction of myself as well as Facilities Supervisor Barbara Stoeher, and the maintenance team Jason Oliver and Alex Moscoso. Security updates were top of mind for management in 2024.

- Boiler installation Mechanicals by Radiant
- Subaru ascent was purchased for our Next Step Program
- Brickwork was completed by Galbo construction
- Fisheye camera installation by Convergent
- Replacement of camera at SCH
- Concrete work completed at SILP

Training

In 2024, a new training specialist was hired, Allie Martin, who was able to accomplish several goals throughout her first few months:

- Completed her CPR Instructor Training
- Completed the TCI Trainer Training. She is now a part of the TCI Training team
- Researched several Learning Management systems for implementation
- Created training power points and revised policies and procedures for our new staff orientation

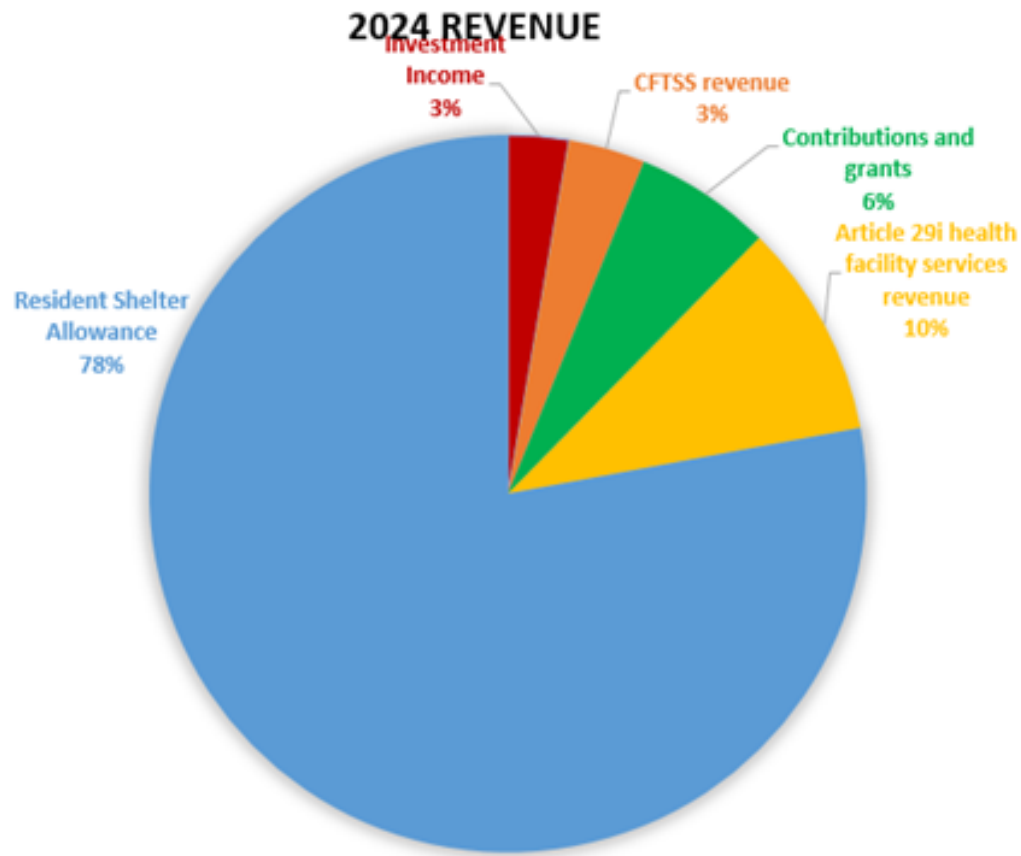
Additionally, I'm proud to say everyone on my team attended valuable DEI trainings through Clementine Gold Group.

Medicaid 1115 waiver

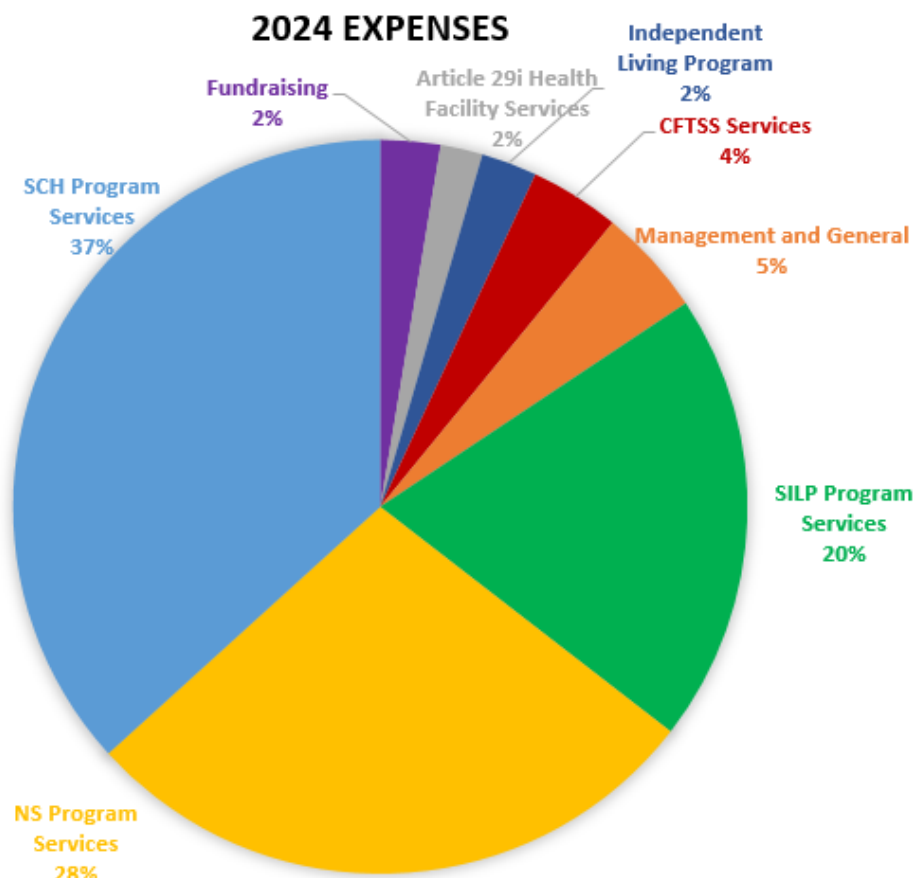
The agency started preparations to become a community-based organization to provide Medicaid waiver services to eligible Medicaid members. Implementation will begin in 2025. The waiver focuses on health-related social needs; everyday things that people need to stay healthy. These include having enough food, a safe place to live, reliable transportation, and support for their care. If these needs are not met, it can make it difficult for someone to stay healthy. Below are the services we can screen for:

- Housing Assistance – Such as rent and utility payments for up to six months.
- Food Security – Such as consultations with a Registered Dietitian and shelf stable food packages.
- Transportation Support – Such as rides to and from services, bus tokens, Uber rides, etc.
- Care Management – Including navigation to eligible services for ongoing support.
- Screening and Navigation support.

2024 Financials



TOTAL REVENUE \$3,375,728



TOTAL EXPENSES \$3,922,225

Client Demographics

2024



Total youth served: 65



48

Females



15

Males



1

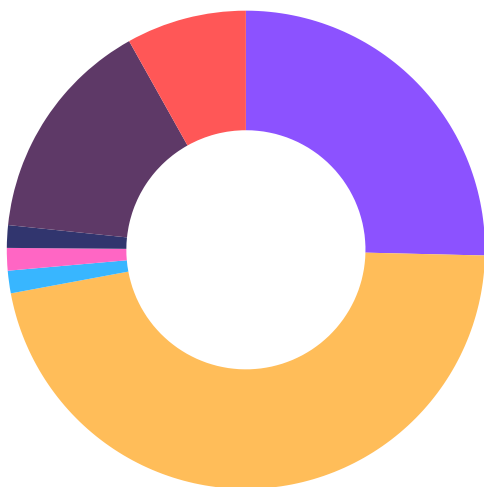
Nonbinary



1

Transgender

Racial Census



46% - Black



25% - White



15% - Bi-Racial



8% - Multi-Racial



2% - Hispanic



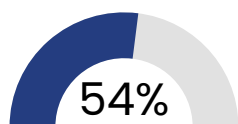
2% - Asian



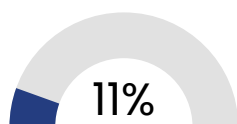
2% - Muslim



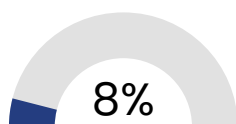
County of Origin



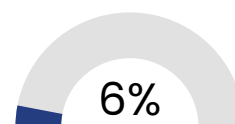
Erie
County



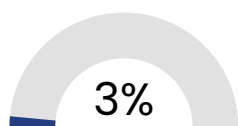
Onondaga
County



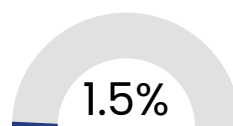
Niagara
County



Monroe
County



Schenectady,
Greene, Dutchess



Madison, Cortland, Steuben,
Chautauqua, Jefferson, Orleans, Wayne,
Cattaraugus

CLIENT SATISFACTION

Do you feel safe and secure in the Homespace program?

Yes	53%
Sometimes	32%
No	0%



Do you feel your medical, educational, and mental health needs are being met by the Homespace team?

Yes	53%
Sometimes	21%
No	5%



EMPLOYEE SATISFACTION

Overall, I feel appreciated at work

Strongly Agree	93.33%
Agree	0.00%
Neutral	0.00%
Disagree	0.06%
Strongly Disagree	0.00%



**I am satisfied with the benefits
Homespace offers**

Strongly Agree	93.33%
Agree	0.06%
Neutral	0.00%
Disagree	0.00%
Strongly Disagree	0.00%



2024 DONOR INDEX – THANK YOU TO OUR DONORS FOR YOUR CONTINUOUS SUPPORT!

5 Wits	Compass House	Kelly Carr
AIG (American International Group)	Computer SOS	Kim Berghash
Alfonso Harris	Darien Lake Six Flags	Kimberly Case
Alyson Krause	Darren Lehman	Level Financial Advisors
Amherst Street Wine & Liquor	Deborah Pass	Lindsay Batrowny
Anne Bachowski	Erie County Sheriff's Office	Lindsey Carter
Anonymous Donor	Erin Codd	M&T Bank
Anthony Trusso	Evans-Devereux Memorial Fund	Maid of The Mist
Beat the Bomb	Everett Pefley	Margaret L. Wendt Foundation
Bennett Graebner	Evergreen Health (Tiffany Valentin)	Mark Boron
Brady Corporation	Freed Maxick	Mary & Rick Evans
Brenda Pryor	Fostering Greatness	Maureen Bartley
Breyanna Tulipane	Give716	Medieval Times
Broadview Federal Credit Union	Helium Comedy Club	Melanie Kaczmarek
Bryan White	Hodgson Russ	Michael Hill
Buffalo AKG	Homespace Board of Directors	Mister Goodbar
Buffalo Bills Foundation	Ingram Micro	National Fuel
Buffalo Rotary Foundation	James Ostroff	Nicholas Maggi
Buffalo Sabres	James Zawodzinski	Nicole Thelen
Buffalo Urban League	Janie Sweat	Nothing Bundt Cakes
Cappellino Buick GMC	Jason Davies	NYS Women Inc, Buffalo Niagara
Cappellino Cadillac	Jason Maciejewski	Patrick Lee Foundation
Cappellino Chevrolet	Jennifer Schulefand	Patti and Vin Looney
Catherine Hill	Jericho Road Community Health Center	Patti Looney Photography
Cathy Creighton	Jerry Irving	Paul Mariani Beauty
Cheyenne DellaValle	Joann Tomasulo	Paula's Donuts
Children's Foundation of Erie County	Jobs Weekly Inc.	Peter & Elizabeth C. Tower Foundation
Christine Sabuda	John Hellriegel	Peter Bordonaro
Cindi McEachon	Julie Cornell	Platters Chocolates
CFGB	Karen E Edmond	Rachel Cappellino

2024 DONOR INDEX – THANK YOU TO OUR DONORS FOR YOUR CONTINUOUS SUPPORT!

Rebekah Thomas	The Children's Guild Foundation	Thomas Hyde
Robert Rabb	The Erie County Botanical Gardens	Trattoria Aroma
Ryan DePaolo	The Lucy and Desi Museum	Unitarian Universalist Church Amherst
Samantha Driscoll Fowler	The Marks Family Foundation	United Way of Buffalo & Erie County
Samantha White	The National Comedy Center	University at Buffalo
Stahlka Agency	The Refined Host	Via Evaluation
Stephanie Codd	The Teacher's Desk	Wegmans
Steven Codd	Theresa Malangone	West Herr Automotive Group
Tacey White	Sal Malangone	William F. Long Foundation
Taylor Brown	Thomas Diina	Wine For Humanity