

**TOGETHER TOWARDS
TOMORROW**
**LONGEVITY, RESILIENCE
& EVOLUTION**



2022-2023
ANNUAL REPORT

OUR OFFICES

ADMINISTRATIVE HEADQUARTERS

Upstate New York
101 Hamilton Avenue
Auburn, NY 13021

New York City
1916 Park Avenue
New York, NY 10037

REGIONAL OFFICES

Auburn, NY
101 Hamilton Avenue
Auburn, NY 13021

Delaware
292 Carter Drive, Suites A & B
Middletown, DE 19709

New York City
2417 Third Avenue, Suite 701
Bronx, NY 10451
1916 Park Avenue
New York, NY 10037

Allegheny County, PA
1010 Western Avenue, Suite 300
Pittsburgh, PA 15233

Southeast Florida
1301 N Congress Ave, Suite 130
Boynton Beach, FL 33426
8900 SW 107 Avenue, Suite 205
Miami, FL 33176
14645 NW 77 Avenue, Suite 204
Miami Lakes, Florida 33014

PROGRAM OFFICES

Auburn, NY
Albany, NY
Baltimore, MD
Canandaigua, NY
Chicago, IL
Fort Lauderdale, FL
Fort Worth, TX
Los Angeles, CA
Miami, FL
Middletown, DE
New York, NY
Pittsburgh, PA
Port St. Lucie, FL
Rochester, NY
Syracuse, NY
Utica, NY

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OUR MISSION NUESTRA MISIÓN

To help children, families and individuals to grow as independent, healthy and productive citizens through quality counseling, out-of-home care and support services. We do this in partnership with those we serve as well as government agencies and other services providers.

Ayudar a niños, familias e individuos a crecer como ciudadanos independientes, saludables, y productivos por medio de asesoramiento profesional, cuidado fuera de hogar y servicios de apoyo. Nosotros hacemos esto con asociación a aquellos a los que servimos como también con agencias gubernamentales y otros proveedores de servicios.

OUR COMPETENCIES

We demonstrate team work & partnership

We deliver results while embracing excellence and efficiency

We lead with a strong belief in the values we hold at Cayuga Centers

We act and lead with human sensitivity and respect

We embrace change, innovation, and opportunities

NUESTRAS COMPETENCIAS

Demostramos trabajo en equipo y colaboración

Entregamos resultados basados en excelencia y eficiencia

Lideramos con gran convicción en los valores que mantenemos en Cayuga Centers

Actuamos y lideramos con sensibilidad humana y respeto

Aceptamos el cambio, la innovación y las oportunidades

LETTER FROM OUR CEO

Dear Friends of Cayuga Centers,

Annual reports – by definition – are reflective. What were our goals and aspirations of the last year? How did we do?

Certainly, an annual report can be a pathway to strutting one’s achievements and expressing one’s pride. But those are limiting uses.

Hopefully – if used for introspection - an annual report can help us see what we are doing right and – more importantly – how we can do things better.

“The heart of our mission is to partner with those we serve, and with those who fund or refer to our interventions and supports to help children, youth, families, and others to meet their challenges and to more effectively navigate their lives.”

We do this by embracing serving those whom other providers may shy away from. We do this by offering and mastering state-of-the-art interventions which are evidence-based or research-informed.

Sometimes we fall short. Many with whom we work have experienced high levels of trauma and are distrustful of the system. To be of service to them, we need to always maintain realistic hope, be willing to relentlessly pursue engagement, and engage in self-care so we do not internalize the pain of those we serve.

As my dear friend Dr. Thomas Sexton, a developer of Functional Family Therapy (FFT) always reminds me: **“Our first job is to help a family reestablish hope that things can change. Our second is to deliver so that hope is not misplaced in us.”**

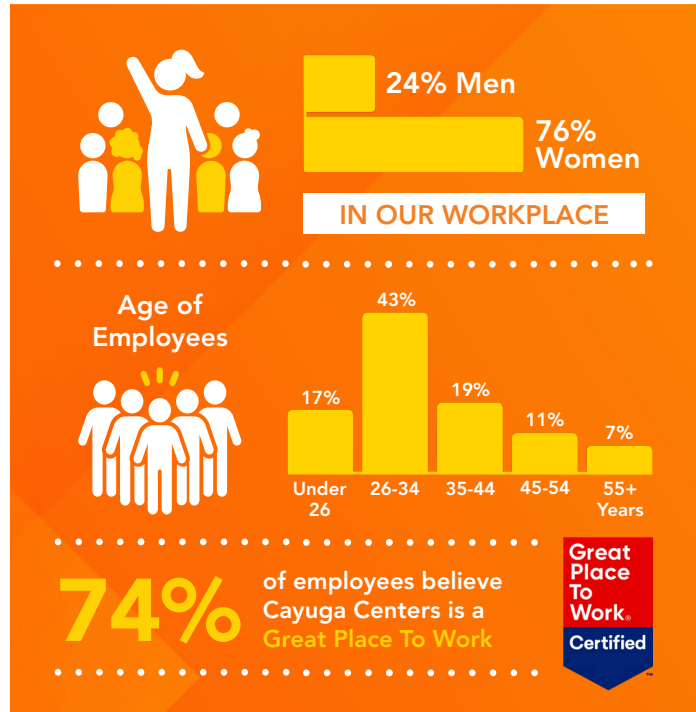
This is a challenging array of tasks. It takes special people to do this. I am regularly awed by our wonderful staff and our incredible foster parents who do these things with both graciousness and humility. While those we serve are the heart of Cayuga Centers, our staff and foster parents are our soul. They are the Cayuga Centers difference. This report reflects on our last year to both remind us of what we have done and to challenge ourselves to do it – and more – again. **Those we serve deserve both our inspiration and our perspiration and our staff and foster parents deliver both which helps us change lives.**

So please, join us in our reflections and – if you have been part of our journey by being someone we serve or someone who licenses or refers to our services or a donor or a foster parent or a staff member or part of the support system for one of our staff or foster parents – **thank you.** And – if you are not one of these – please consider joining us in our work. Thank you.



Edward Myers Hayes
President and CEO

TOGETHER TOWARDS *elevating our culture*



CEO Office Hours

Our monthly live webinar series, led by CEO Edward Myers Hayes, offers all employees the opportunity to learn about our talented staff and the important work that they do. This year, we hosted panels featuring front-line staff who provided valuable insights into our day-to-day operations. In 2022-2023, we produced 9 episodes, featuring 19 staff members, and attracting over 350 attendees.

Supervisor Roundtable Series

Our Supervisor Roundtable is a monthly gathering for supervisors within our agency to develop professionally. Curated by our Training Department and hosted by CEO Edward Myers Hayes and peer panelists, this interactive series focuses on leadership and management topics in a panel and Q&A format. It promotes discussions, valuable exchanges, and contributes to supervisor and staff development.

Cindi & Kelly Podcast

The Cindi and Kelly Podcast is hosted by Cindi Pagan, LCSW, Executive Vice President of NYS Behavioral Health, and Kelly Ware, MPA, Deputy for Upstate Treatment & Support. The podcast offers agency staff exclusive insights from guests in an informal setting. In 2022-2023, it produced 12 episodes and featured 18 staff members' expertise.

We Asked Our Changemakers...

Which agency competency resonates with you the most?



Jen Hayes | 16 Years
Assistant Director of Diversion Programs | Auburn, NY

Teamwork and Partnership

"It's a great feeling when you know you can rely on your co-workers. When it comes to working with the youth and families, teamwork and partnership helps them feel like they are part of the solution. By working together they will get out of the situation they are in and will learn that there are people out there that want them to be successful."



Erin Herr | 4 Years
Care Manager | Rochester, NY

Acting and leading with human sensitivity and respect

"I am a firm believer that we need to meet youth and families where they are, respect their abilities, and build on their current strengths. It is paramount that we adopt a 'support, not rescue' philosophy and continue to encourage confidence in their autonomy and individuality. With this approach, I hope my clients feel validated and proud as we achieve their short and long-term goals."



César Rodriguez, MSW | 5 Years
Director of Home Study and Post Release Services | New York City

Teamwork and Partnership

"I believe that having trust in your team while providing them with the necessary tools and knowledge to succeed in their role will create effective case workers, positively impacting the services we provide as an agency. Those we serve warrant the right to be provided with quality care and we as a department strive to do so."

Staff Appreciation Day

Our annual Remember Fred Day honors Frederick N. Richardson, a former Board Chair, who served for 30 years and passed away in 2016. We honor Fred by lifting each other up with team activities, meals, and shoutouts. Staff are recognized with prizes, days off, and years of service awards.



New York City Continuous Quality Improvement Team



Upstate New York Human Resources Team

STAFF WELLNESS

Cayuga Centers is proud of the work we have put in over the last couple of years to address the health and safety needs of our staff. As the pandemic ends, we have shifted to new initiatives to help staff be proactive with their health and safety. Some of this year's initiatives include:

Wellness Challenges

We have held numerous walking challenges, a nutrition challenge, and a mental and emotional health challenge through our new platform, Navigate, that allows our staff to earn points towards gifts and gift cards.

Wellness Webinars

We continued our Mindful Monday webinar series this year that covered topics such as handling stress, mindfulness techniques, self-empowerment, and anxiety.

Fitness Discounts and Reimbursements

We partnered with over 25 gyms and wellness centers across the country to provide staff fitness discounts and offered the opportunity to get up to \$200 a year back for wellness reimbursements.

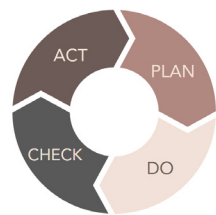
TOGETHER TOWARDS *diversity, inclusion & belonging*

Diversity, Inclusion, and Belonging Mission Statement

At Cayuga Centers, we embrace Diversity, Inclusion, and Belonging (DIB). We do this by taking a firm stance against hatred, inequality, bias, and injustice. We do this by providing our staff with the training, coaching, and resources necessary to grow and serve with cultural humility, acceptance, and understanding. We are responsive to the diverse needs of those we serve and staff, and are committed to ensuring that everyone feels respected, valued, and a sense of belonging.

Approved by the Cayuga Centers Board of Trustees April 26, 2023.

"Diversity, equity, and inclusion is not what we do – it's who we are." – Andrea Willis



Our Strategy for Change

- Deliberate, meaningful, sustained, and impactful action fully aligned with Cayuga Centers' mission, values, and promise
- Opportunities to connect, listen, build trust, learn, and do better
- Sustained, long-term commitment to invest and prioritize diversity, equity, inclusion, belonging, and justice



Staff attended the Albany Pride parade to support the LGBTQIA+ community



Members of our Diversity, Inclusion, and Belonging Council

"Cayuga Centers is setting itself apart by remaining steadfast and reaffirming our commitment to being a more diverse, inclusive, and equity-centered organization where we all are valued, respected, welcome, and proud to work. We are taking intentional and meaningful steps forward in our collective journey toward, not only being the kind of workplace, but also, the kind of world that we know is possible.

Advancing diversity, inclusion, and belonging requires sustained, long-term commitment, investment, and ensuring that it always remains a core value and organizational priority. As we view all that we do through a diversity, inclusion, and belonging lens as well as staying focused on equity, accessibility, and justice, we move closer to our promise to the children, individuals, and families we serve, to our staff, and to the communities in which we live and are a part."



Andrea Willis, LMSW, MPH
Deputy for Diversity, Inclusion, & Belonging

RESILIENCY IN *foster care*

The Importance of Kinship Foster Care

The past year, Cayuga Centers has been taking on more kinship care cases. Kinship care allows a unique opportunity for extended family to care for foster youth and avoids the youth having to stay in an unfamiliar foster home. Kinship care can also help keep siblings together.



A Kinship Success Story

Gabriella, a devoted big sister, intervened when the adoption world failed her much younger siblings. The minute she found out her sisters, ages 8 and 12, had to be removed from their adoptive family, she reached out to Cayuga Centers' Treatment Family Foster Care Program in Central New York to start having overnight visits and begin the process of becoming their kinship caregiver. Being a foster parent to her sisters came easily as they quickly fell into a rhythm of a tight-knit family who enjoys playing games and taking lots of family vacations. Gabriella's support from Cayuga Centers has given her the parenting skills to be more confident, and the therapy the family receives is invaluable.



My Journey | Mi Viaje

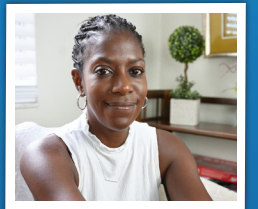
Artwork created by unaccompanied children was displayed in the Office of Refugee Resettlement (ORR) Youth Voice: Art Gallery in June. This expressive piece captures their aspirations and identities, revealing the diverse emotions experienced during their journey to the United States.

Finding Purpose in Fostering

Sharika Kellogg achieved success as an entrepreneur with two businesses and as a consultant for stay-at-home moms wanting to start businesses. With her inspirational, strong, self-reliant, and intellectual qualities, she had yet to attain the title of 'Mom'.

After trying for years, she found herself in a support group for women who could not have children. Here is where she learned about the world of foster care. During her training, she realized her foster journey was not just to be a mom but to be an advocate for children.

"Fostering is giving a child that does not have a voice, is displaced, (or) is scared, love and a home. Somewhere to feel comfortable enough to express themselves, to release emotions that they've been holding. And it's also a place where you are able to help put a family back together."



Read Sharika's full story at cayugacenters.org/cayuga-corner

WE CONTINUE TO GROW

Growth in Upstate New York

In Yates County, our resiliency programs expanded to include our **Family Support Program and Enhanced Foster Care Support**.

In Madison County, our therapy and juvenile justice services expanded to including **Multisystemic Therapy (MST) and Restorative Case Management (RCM)**.

In Schuyler County, we have also continued to grow and adapt to community needs by offering our **Family Support Program**.

Our Cayuga County contract expanded to include **Diversion Case Management**.

Delaware Expansions

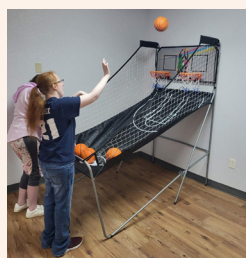
Delaware extended their offerings to include Home and Community Based Treatment and Support. These programs include **Outpatient Counseling, Mobile Outpatient Counseling, and Therapeutic Support for Families (TSF)**. These new services provide additional therapeutic support to our existing Functional Family Therapy (FFT) and TFFC programs serving the community.

Article 29i

In November 2022, we announced the Article 29i Team as our newest department. **Licensed by the Department of Health in consultation with the NYS Office of Children and Family Services**, the team allows the sharing of pertinent information internally and expands the reach of our bundled support services to benefit all children and youth in our ACS Foster Care Program. Located in our NYC office, the team is split between Core Health and Mental Health Services. We are thrilled to be taking strides to integrate highly specialized medical professionals into our service model to support case workers and ensure **we deliver quality mental health and other health-related services to the youth and families we serve**.

New Space for Individuals with Intellectual and/or Developmental Disabilities

In early 2023, we launched a two-phased renovation plan for our I/DD program spaces. These renovations allow the individuals to better engage with one another and overall enhance their day-to-day experiences. Launching these renovations in two phases allowed the programs to continue uninterrupted, enhancing one space at a time. The first phase began in March, adding an arts and crafts area, electronics area and updating furniture. The second phase, in April, included new flooring, fresh paint, updating furniture, and purchasing arcade games funded by a donation from the Italian American Club Lodge.



Since 2017, Cayuga Centers has been providing SafeCare, a free, in-home, evidence-based prevention program for parents of children ages 0-8 focused on parent-infant/child interactions, home safety, and child health. The program started in Cayuga County, NY, and has expanded to serve Cortland, Onondaga, and Oneida counties.

What do parents learn from SafeCare?



How to manage their child's behavior



How to make their home safer



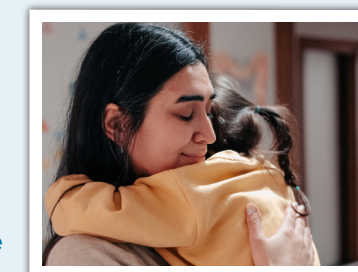
Ways to increase positive time with their child



How to keep their child healthy and safe

A SafeCare Success Story

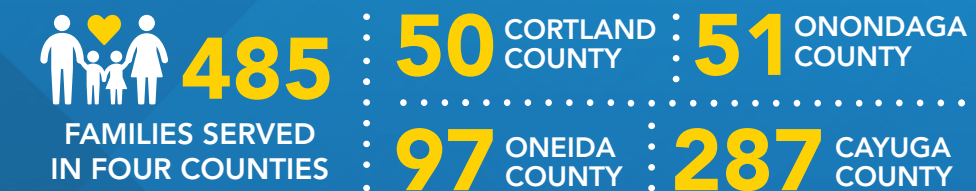
In the midst of a challenging situation, our dedicated **SafeCare team joined forces with a courageous mother** caught in the grip of a domestic violence relationship. Her children were removed from her home.



Step by step, we worked with this resilient mother through the 3 modules of the SafeCare curriculum. Together, we empowered her to take a bold step towards change by finding refuge in a domestic violence shelter. As her journey continued, **she embraced personal growth by securing a new home, acing her GED, and seizing a promising job opportunity.**

The mother was then able to be reunited with her beloved children in the comfort of her new home. The success of our services brought immense satisfaction to her, and we stand in awe of her spirit, strength, and unyielding determination. Her journey is a testament to the profound impact that can be achieved when compassion and resilience unite.

Learn more at cayugacenters.org/safecare



EVOLVING *our impact* IN FLORIDA

Merging with the Institute for Child and Family Health



In an exciting Cayuga Centers' first, September marked our merger with a Miami-Dade-based agency formerly known as the **Institute for Child & Family Health**. This addition has enabled us to welcome seven new community-based programs to our service array, along with the dedicated and knowledgeable staff who provide those services.

The integration and post-merger growth of the Florida Programs is under the leadership of Dr. Tamaru Phillips, LMFT, who joined the agency in July as the Senior VP of Florida Programs. Dr. Phillips attributes the post-merger contract renewals and contract expansions to the talents and creativity of the Florida leadership team. Most recently, the team secured funding to provide community-based mental health services to immigrants in Miami-Dade County, students and parents at an underserved elementary school in the Treasure Coast, and community youth in Broward, Palm Beach, and St. Lucie Counties.



The merger increased our footprint beyond the Treatment Family Foster Care (TFFC) programs we provide in the Treasure Coast, Palm Beach and Broward Counties, and positions us to bring this successful approach to foster care to Miami-Dade County. In recent months we have increased the services we provide to our foster parents and youth by offering psychiatric services, targeted case management and we are laying the groundwork to become a wraparound provider in the near future.



70

EMPLOYEES ADDED

7

NEW PROGRAMS

2

NEW OFFICES

FLORIDA PROGRAMS

All-Aboard After School
Miami-Dade County

All-Aboard Parents as Teachers
Miami-Dade County

Substance Abuse Prevention
Broward County

Child and Family Counseling
Palm Beach, Treasure Coast,
Miami-Dade and Broward Counties

Functional Family Therapy (FFT)
Miami-Dade County

Healthy Steps Program
Miami-Dade County

Parent and Child Enrichment (PACE)
Miami-Dade County

Trauma-Focused Cognitive Behavioral Therapy (TF-CBT)
Miami-Dade County

Treatment Family Foster Care (TFFC)
Palm Beach, Treasure Coast, and
Broward Counties



Dr. Tamaru Phillips, LMFT
Deputy for Florida Programs

In July of 2022, Cayuga Centers hired Dr. Tamaru Phillips, a Licensed Marriage and Family Therapist (LMFT), to serve as Senior VP of Florida Programs. In this role, Dr. Phillips ensures

operations are running smoothly and families and children are getting care of the highest quality.

"In Miami-Dade, Palm Beach, Broward, and the Treasure Coast, program growth and success have soared with staff engagement at their core. During my first year, enthusiastic collaboration among dedicated professionals has driven innovative initiatives and strategic partnerships. This dynamic approach, rooted in local insights and community needs, has positioned the region as a model for program development and community involvement."

THANK YOU TO OUR PARTNERS



Mother's Day Event

In May, our All-Aboard Parents as Teachers program hosted a Mother's Day event. The event focused on self-care and wellness. The 19 attendees ate lunch together and participated in a variety of activities. Those activities included manicures, crafting picture frames, raffles, and the ability to "shop" through donated clothing for their families. Parents shared testimonials of how the program has impacted them, and staff talked about the importance of parent self-care in order to better take care of their families.



170 YEARS OF *longevity, resilience & evolution*

170th Anniversary Celebrations

In 2022, Cayuga Centers celebrated a historic milestone – 170 years of dedicated service to children, families and communities. This occasion gave us an opportunity to reflect on our journey that began in 1852, express gratitude, and reinforce our commitment to serving our communities. Throughout this momentous anniversary year, we organized a series of celebratory social events, and invited our communities to join us in commemorating this achievement.

Open Houses

We opened our doors to the community and provided an opportunity for everyone, including those unfamiliar with us, to learn about the impact our programs have made over the years. These events were held at many of our offices including:

- Rochester, NY
- Utica, NY
- Albany, NY
- Middletown, DE
- Pittsburgh, PA
- Fort Lauderdale, FL
- Boynton Beach, FL
- Port St. Lucie, FL



Attendees at our Boynton Beach, FL Open House



A guest views our history display at our Treasure Coast, FL Open House



Ribbon cutting at our Delaware office



Ribbon cutting at our Albany, NY office



Palm Beach County Commissioner Gregg Weiss with Edward Hayes



Pittsburgh, PA team at their Open House

670

ATTENDEES



Reaffirming their belief in our mission and celebrating our programs' successes in the lives of countless families.

New York City and Auburn, NY Celebrations

At our main headquarters in New York City and Auburn, NY surrounded by the history that shaped us, we hosted social events, where we connected with our roots and embraced the future with renewed enthusiasm.

We extend our heartfelt gratitude to everyone who joined us in this milestone celebration. With the continued support of our communities and the dedication of our teams across the organization, we look forward to creating an even brighter and more transformative future for the families we serve.



A guest admires our timeline of services at our Auburn, NY celebration



Attendees mingle at our Auburn, NY Celebration



CEO Edward Myers Hayes and his granddaughter receive Manhattan Borough President's proclamation from Mariel de la Cruz, Director of Events and Partnerships



Lorraine Sánchez, COO Mid-Atlantic CW and JJ Services Programs, with Manhattan Borough President Mark Levine

170 YEARS Paving New Ways

Beyond the on-site celebrations, we also took the opportunity to document our legacy. We created a docuseries featuring staff who were there when programs began. We published an 8-chapter history booklet offering a deeper narrative of pivotal milestones and paired that with an interactive website that allows visitors to explore years of our organization's rich history and growth.



Read more about our history at cayugacenters.org/our-history

THANK YOU TO OUR CHANGEMAKER SPONSORS



Jason Fane of 1916 Park LLC Eagle Consulting

TOGETHER TOWARDS *engaging our communities*

COMMUNITY EVENTS & ENGAGEMENT

Foster a Love of Reading Book Drive

MARCH 2023

During National Reading Month, we organized our inaugural Foster a Love of Reading Book Drive to benefit the youth and families in our Cayuga Centers foster care programs. Twenty-two community partners from Upstate New York, New York City, South Florida, and Pennsylvania joined us, helping collect over 3,000 books. During the drive, we also hosted a #WhyLovetoRead campaign, where 19 supporters shared their love of reading on our social media channels.

Visit cayugacenters.org/bookdrive for highlights.



Manhattan Borough President and Literacy Inc. Reading Event

MARCH 2023

Cayuga Centers partnered with Manhattan Borough President Mark Levine and Literacy Inc. (LINC) to host a reading event for children in our Transitional Foster Care program. The event included an interactive game of bilingual Bingo, lunch, and a reading of the Spanish version of the children's book *Dreamers*. LINC also donated 100 books in multiple languages.



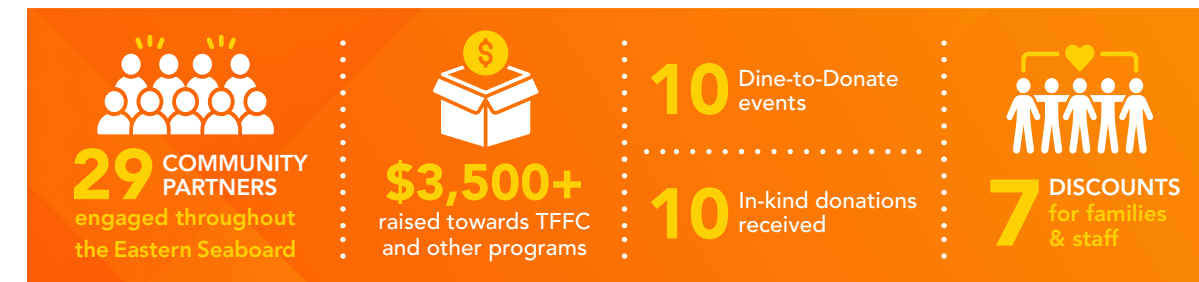
Foster Care Night at the Children's Museum of Pittsburgh

MAY 2023

Cayuga Centers teamed up with the Children's Museum of Pittsburgh to hold a community night for foster parents and families in Allegheny County, PA to celebrate National Foster Care Month. The event hosted foster families from various agencies who were invited to participate in engaging activities and explore the entire museum. The event had 134 attendees from foster care agencies, including Cayuga Centers.

Foster Care and Mental Health Month Fundraisers

MAY 2023



We partnered with Creative Learning Experience to donate surplus books

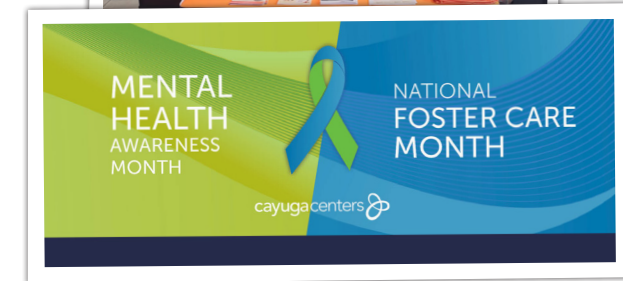


Leokadia's poses with her generous donation of 67 books to our book drive



Participant of our #WhyLovetoRead social media campaign

THANK YOU TO OUR PARTNERS



ELEVATING *our funding* IMPACT

Our Mini-Grants Program

These grants fund projects and enhancements suggested by staff that directly benefit those we serve. These ideas are submitted twice a year and reviewed by a cross-departmental committee. We are able to fund these initiatives thanks to the incredible generosity of our staff during our fall campaign. *Starting this year, you can contribute to our Mini-Grant fund and help staff enhance the lives of those we serve.* Every dollar raised helps improve the lives of those in our care.

Visit cayugacenters.org/donate to contribute.

After receiving 123 applications from our staff in our grant periods in Sept. 2022 and Apr. 2023 we were able to fund:

55 MINI-GRANTS
TOTALING.....
\$60,630

Another **25 GRANTS FUNDED** through existing program dollars.



2022-23 DONORS

Cayuga Centers is proud of how we invest your donation. We know our generous donors expect us to use our funds wisely, and we are committed to fulfilling that trust by maximizing the funds dedicated to meeting needs and enhancements for those served.

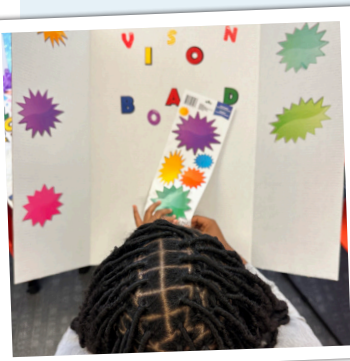
Thank you!
YOUR SUPPORT CHANGES LIVES!

A-Tec Electric	Celaida Ramos	Gilda Browe	Michael Palmieri
A.L. Groves	Celeste Finet <i>(in honor of Kelly Ware)</i>	Glenn and Donna E. Fletcher	Miguel Martinez
Alan B. Spector	Claudine Potvin-Giordano	Hugh Lawrence	Miguelina Cuevas-Post
Alejandra Malave	Cox Chiropractic Care	India Sneed	Mikal Haddad
Alexandra Booth	Dave & Karyn Mazzeo	Inteleeper Communication Co.	Multi-Phase Electrical Services
Alice & Randy Bogar	David & Johanna Donch	Italian American Club Lodge 101	Noah Estrin
Allyn Family Foundation	David Connelly	J M S Foundation	Park Terrace Cafe Corp.
American Mobile Dental	Dixon G. and Mary Blodgett <i>Charitable Trust</i>	Jason Martinson-Sawyer	Rafael Reyes
Amy J. Genet, P.A.	Donna Hutchinson	Jodi Morales-Vargas	Richard Barbieri
Anna Lysack	Dr. Alan Epstein	Jorge Madruga	Robert Kanabay
Anne M. Laboon	Dr. Deborah Geer & Malcolm Skipton	Joseph and Janet McSweeney	Sandra Trachtenberg
Arielle Fuller	Dwayne Winter	Juan Carlos Polanco	Sara Beam
Baker Carpet House Inc.	Elaine Myers	Judy F. Shernicoff	St. Frances Cabrini Shrine
Barbara Ellen Kay	Elizabeth & James Golembeski	Justina Martinez	Stewart's Shops
Barbara Wiston <i>(in honor of Megan Wiston)</i>	Eric Saks	Kendra Scott, LLC	Thomas G. Leone
Behavioral Family Solutions	Esterlyn Payero	Kevin Days	Wayne Burack <i>Service Umbrella LLC</i>
Best Foot Forward Foundation	Faye Hylton	Luther Isler	Westminster Presbyterian Church
Bianco Plumbing & Heating	Fernando Fuentes	Madeleine Hayes	Willette Bogan Walker
Bonita Hagan	First Horizon Foundation	Mallor Grodner LLP	William & Margaret Abdallah
Brandilyn Dumas	Gabriel Hayes	Margaret Eisenhut	Yahaira Volquez Colombo
Bruce Feldman	George Tehan	Maria Justo	
Buschman Consulting		Mary Ann and Len Policastro	
		Meg Osborne	

ENHANCEMENTS FUNDED BY MINI-GRANTS

TFFC Teen Summit in Southeast Florida

The TFFC Teen Summit provides youth in foster care ages 12 to 17 a chance to receive, release and revive through conversations and activities. Our skilled trainers in Florida host the event, which includes activities based on decision-making, goal planning, mindfulness, and communication skills.



"It is important for me to host the TFFC Teen Summit in order to empower our youth to explore innovative ideas, tackle challenges socially, emotionally and developmentally."



Tiquishia Covington
Assistant Manager of Youth Skills and Development



Unaccompanied children's trip to the Met Museum
Toys for play therapy
Safety essential kits for families

Other Enhancements Include:

- Rewards for attending therapy sessions
- Cayuga Cares kits for foster youth
- Howard University tour for youth
- Transportation for birth parents
- Gift cards for families and youth
- Menstrual hygiene products
- Backpacks for unaccompanied children
- Extracurricular activity fee assistance
- Drum circles for I/DD participants
- Zoo and park passes
- Therapeutic skills outings
- Calming kits for youth in foster care

Thank you to the 410 staff members who donated a total of \$60,000 to our 2022-23 Staff Campaign: Paving New Ways. Your generosity shows incredible commitment to our mission, and we are proud to have such an exceptional group of individuals on our team.

WAYS TO DONATE



Visit our donation page at cayugacenters.org/donate



Make a one time donation or sign up for monthly donations.

TOGETHER TOWARDS *-serving communities*

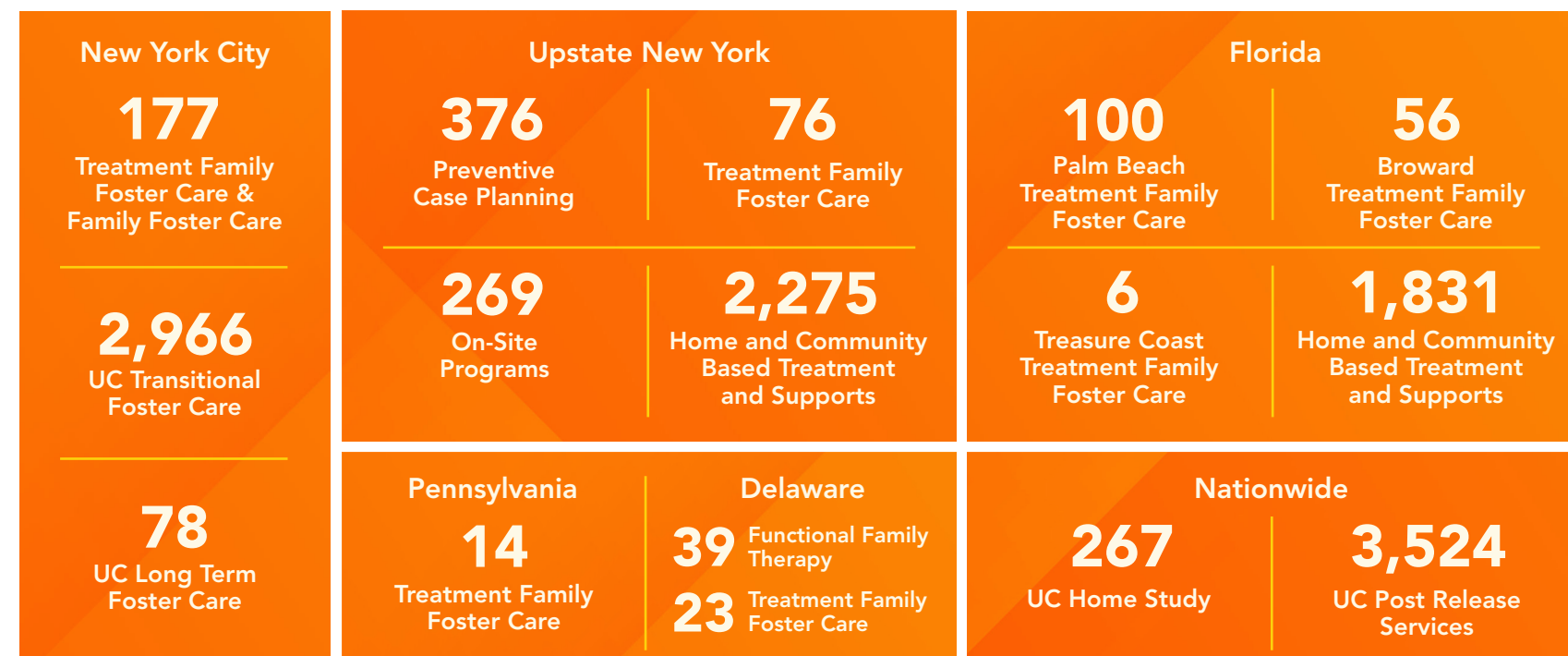
Longevity, Resilience & Evolution

Our national footprint now spans 23 offices across 8 states and we are comprised of over 1,100 passionate changemakers who work tirelessly to show up, support, and advocate for those we serve. Our programs are not static; they are dynamic and ever-evolving to meet the changing needs of communities. *We believe in the power of progress, and our expanding array of services reflect our determination to make a lasting impact.* But our success would be impossible without our incredible staff and foster parents. We are eternally grateful for their unwavering dedication, compassion and resilience. They are the heart and soul of our organization, and it is through their tireless efforts that we are able to touch the lives of so many.

10,087 

**INDIVIDUALS, CHILDREN,
AND FAMILIES SERVED**

OUR IMPACT



FINANCIAL REVIEW

(Unaudited)

July 1, 2022 to June 30, 2023

Operating Income

Programs and Services Fees	\$	143,229,457
Contributions & Other Income		277,718
Interest & Dividends (net of fees)		48,106
Total Revenue		<u>143,555,281</u>

Operating Expenses

Foster Care Programs	103,734,517
Community-Based Treatment & Supports	18,573,140
I/DD Supports Programs	1,720,935
Management & General	24,467,805
Total Operating Expenses	<u>148,496,397</u>

Net Income (Loss)

\$ (4,941,116)

BOARD OF TRUSTEES

Changes to our Board of Trustees

In October 2022, Faye Hylton was elected as our new Board Chair and five new board members were added. The new members increase Cayuga Centers' board from 15 to 21 members, a reflection of our recent expansion to new states.

Hylton has served on the board since 2018. A Florida resident, Hylton is the owner of Seastar Technologies, a disaster recovery and business continuity services provider, and has worked in the information technology services industry for more than 25 years. Hylton succeeds former Cayuga Centers Board Chair David Warren Connelly, who has served on the board since 1997 and as Board Chair since 2016.



Faye Hylton
Chair, Cayuga Centers Board of Trustees

"I believe strongly in Cayuga Centers' mission of helping children and families in need through innovative, impactful practices and I couldn't be more proud

to serve as Chair of the Board of Trustees, I look forward to working with Edward and the entire Cayuga Centers team to support the agency during this exciting period of growth."

BOARD MEMBERS

Faye Hylton
Chair

Glenn Fletcher
Co-Vice Chair

Juan Carlos Polanco, Esq.
Co-Vice Chair

Gilda Brower
Secretary

Richard Barbieri
Treasurer

David Warren Connelly
Immediate Past Chair

Alejandra Malave, LMSW
Claudine Potvin-Giordano MA, BSN, RN
Hugh Lawrence, PA
India Sneed, Esq.
James Loperfido
Jodi Morales, Esq.
Joyce Akwaa
Luther Isler
Maria Justo
Meg Osborne
Randy Bogart
Saadi Ghatan, MD
Susan Hannigan
Willette Walker, PHR, MAT, JD

cayuga
corner

Cayuga Corner Blog

In April of 2023, we launched our new foster care blog, Cayuga Corner, providing a new resource to new and existing foster parents. The blog highlights some of Cayuga Centers' amazing foster parents, and provides guidance on issues and topics surrounding parents, youth, and the foster care system.

SCAN THE QR CODE
TO SUBSCRIBE



Learn more at
cayugacenters.org/cayuga-corner



An Award-Winning Year

In 2022-2023, Cayuga Centers received four prestigious awards for its impact and excellence in the industry. These awards include Great Place To Work®, Ragan Communications' 2022 Workplace Wellness Award, MUSE Creative Award's Best Non Profit Campaign, 2023 Silver Award, and Graphic Design USA's 59th Annual American Graphic Design Award. These awards recognize Cayuga Centers' commitment to creating a positive and fulfilling work environment, delivering quality services and unwavering support, celebrating 170 years of history, and prioritizing employees' mental, physical, social, and financial health through the Cayuga Cares wellness program.



EXPLORE OPPORTUNITIES

Join Our Team

We are a growing organization and always seeking talented individuals to join us as employees.

cayugacenters.org/careers

Become a Foster Parent

You can make a difference in a child's life. Learn more about fostering at:

cayugacenters.org/become-a-foster-parent

Do you think your community could benefit from our services?

As one of the nation's first and foremost evidence-based and research-informed providers, we can help. Email us at:

info@cayugacenters.org



Cayuga Centers is nationally accredited by the Council on Accreditation (COA) and has been accredited since 2000. Organizations pursue accreditation to demonstrate the implementation of best practice standards in the field of human services. COA evaluated all aspects of Cayuga Centers' programs, services, management, and administration and affirmed that we have implemented best practices throughout our organization.

STAY CONNECTED

Keep up with everything going on at Cayuga Centers by visiting our website, subscribing to our newsletter and blog, and following us on social media.

cayugacenters.org

