

**Helping people in the community realize their potential for becoming self-sufficient**



**PEACE, Inc. Big Brothers  
Big Sisters**



**Head Start / Early Head Start**



**Department of Energy and  
Housing Services**



**Family Services**



**AmeriCorps Seniors  
Foster Grandparent Program**



**Free Tax Prep Program**



**Frank DeFrancisco Eastwood  
Community Center**



**Senior Nutrition Program**



**Senior Supports Program**

## *Executive Director Message, Carolyn D. Brown*



As we reflect on the past year, I am both humbled by and grateful for the unwavering commitment of our employees, board members, volunteers, partners, and community members. Your support drives our accomplishments and I am pleased to share the highlights of our shared work.

At PEACE, Inc, we take a local approach to community solutions and strive to include client voice in everything we do. In this report, we tell stories and provide data illustrating our person-centered, strength-based approach to supporting individuals and families. As always, financial stewardship remains a top priority and, as a result, you can be certain that your contributions are allocated strategically, ensuring maximum impact.

Looking ahead, I am energized by the possibilities for growth for all residents in our community, but still the need is great. Your continued support is instrumental to the accomplishment of our mission, “helping people in the community realize their potential for becoming self-sufficient”.

## *Meet PEACE, Inc.’s New Board of Directors President, Judge James H. Cecile*



Since 2007, Judge **James H. Cecile** has been a Board Member of PEACE, Inc. He was elected President of PEACE, Inc.’s Board of Directors at its Annual Board Meeting on June 27, 2022 and is also chair of the Development Committee. He has been a Syracuse City Court Judge since 2002 and is currently the Presiding Judge of the Syracuse Community Treatment Court. Prior to being elected to City Court, Judge Cecile was an Assistant District Attorney in the Onondaga County District Attorney’s office. He graduated from Corcoran High School, Syracuse University, and the Syracuse University College of Law. Judge Cecile resides in the City of Syracuse with his wife, Judge Julie Cecile (Onondaga County Family Court Judge), and their children.

PEACE, Inc. would also like to thank Board of Directors President Emeritus David A. Scharoun for his service. A Board Member from 1999 to 2022, Mr. Scharoun served for more than 20 years as President of PEACE, Inc.’s Board of Directors.

### *Board of Directors*

#### **OFFICERS**

**Judge James H. Cecile**  
**Board President**

Committee: Development, Executive

**Paula Freedman**  
**1st Vice President**

Committee: Planning, Executive

**Shirley Copes**  
**2nd Vice President**

Committee: Planning, Executive

**Robert T. Tackman**  
**Treasurer**

Committee: Finance, Development, Executive

**Erich W. Shafer**  
**Secretary**

Committee: Development, Fundraising, Executive

#### **DIRECTORS**

**Eric J. T. Caballero**  
Committee: Finance

**Christopher Montgomery**  
Committee: Rotating

**Jason J. Wallace**  
Committee: EEO/Personnel

**Nicholas J. DeMartino**  
Committee: Development

**Edward Perry**  
Committee: EEO/Personnel

**Darryl “DJ” Williams**  
Committee: EEO/Personnel

**Steve Hodgens**  
Committee: Planning

**Tonia L. Thornton**  
Committee: EEO/Personnel

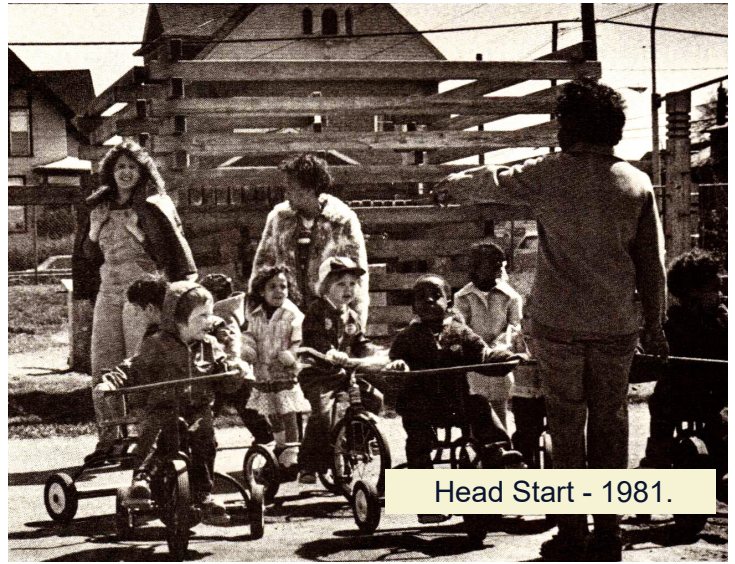
**Executive Director**  
**Carolyn D. Brown**

**Pastor Phyllis Lee-Williams**  
Committee: EEO/Personnel,  
Executive

**Patricia Usherwood Fitzpatrick**  
Committee: Finance

## Who We Are

Founded in 1968, **PEACE, Inc.** is the federally designated **Community Action Agency (CAA)** for Syracuse and Onondaga County. We also serve portions of Oswego County. Similar to other CAAs across the country, we originate from President Lyndon B. Johnson's "War on Poverty". PEACE, Inc.'s mission is "to help people in the community realize their potential for becoming self-sufficient." Our 9 primary programs advance early childhood development and education, mentorship, socialization, family and senior services, nutrition and food security, financial empowerment, healthy and energy-efficient housing, and other social determinants of health.



Head Start - 1981.

## Who We Serve

Each year, **PEACE, Inc.** serves approximately **8,500 Central New Yorkers** who are typically at or below 200% of Federal Poverty Guidelines (i.e. a single-person household making under \$29,160, a household of 4 making under \$60,000, etc.). Operating at more than **50 sites**, we meet our clients in the city, suburban, and rural neighborhoods where they reside.



## What Sets Us Apart

- >> Collaborative**  
We partner with more than 200 philanthropic, government, education, and non-profit entities.
- >> Data-Driven**  
We release Community Needs Assessments and other forms of Public Research that raise community voice and ensure maximum impact.
- >> Fiscally Responsible**  
We have received no audit findings or significant deficiencies in the last 18 years. Additionally, PEACE, Inc. has qualified as a low-risk auditee for the last 16 years.
- >> Inclusive Governance**  
We practice "maximum feasible participation." Our Tripartite Board of Directors requires at least 1/3 representation of those served. Our Head Start Policy Council is parent-governed, and our other community-based advisory councils ensure our programs are nimble and responsive.

## Community Impact

The arrival of Micron, the removal of the I81 viaduct, and the rebuilding of Syracuse Public Housing brings the potential for economic revival, social opportunity, and racial justice. And yet, the city of Syracuse has the second highest rate of childhood poverty in the nation, with 45.8% of city youth under the age of 18 live in poverty. Barriers to quality employment, education, health, housing, transportation, and more are felt irrespective of background, age, or location. To meet both the challenges and the possibilities of our moment, PEACE, Inc. will strive to provide holistic opportunities for individuals and families to thrive.

# >> 2022-2023 PEACE, Inc. By the Numbers



Our  
**6 Family Resource Centers**

provided

**15,907**

care management services including referrals, transportation, food pantry and food table giveaways, diaper bank distribution, toiletry/hygiene distribution, and clothing closet usage.



Our

**Free Tax Prep Program**

filed

**1763**

Federal Tax Returns, bringing a total of

**\$2,468,774**

back to the CNY economy.



**HEAD START /  
EARLY HEAD START**

Our

**Head Start Program**

helped

**92% and 88%**

of Pre-Kindergarten students meet or exceed language and cognitive development goals respectively.



Our

**Senior Nutrition Program**

prepared

**63,382**

Congregate Meals to

**2,225 Seniors**

at local community centers, churches, and senior residences.



Our  
Department of Energy  
and Housing Services  
weatherized

**270**

single-family homes  
and apartment units. It  
also installed more than

**200**

air conditioning units.



Our  
Frank DeFrancisco  
Eastwood  
Community Center

helped

**88%**

of its senior program  
participants feel that  
their life had improved  
socially.



Our  
Senior Support  
Programs  
ensured

**216 Seniors**

received services to  
support healthy and  
independent living.



**AmeriCorps  
Seniors**

Our  
AmeriCorps Seniors Foster  
Grandparent Program

led to

**96%**

of participants to report improved  
mental and emotional health.



**Big Brothers  
Big Sisters.**  
OF ONONDAGA COUNTY

Our  
PEACE, Inc. Big Brothers Big Sisters  
mentorship program helped  
**80% of its "Littles"**  
develop improved life skills and  
relationships with family  
members and peers.

# >> 2022-2023 This is PEACE, Inc. Too

Through the work of the **Eastwood Community Center Donation Program**, staff members, and volunteers, we distributed **\$1,202,144** in clothing, non-perishable food items, toiletries, and other donations. Days such as the annual “**Great Potato Giveaway**” have ensured the holidays are less stressful for our families.



**1652** individuals gave **21,889** volunteer hours to our agency and its clients.

We're thankful for the support of our **Head Start Parents; Foster Grandparents and BBBS Mentors**; corporate groups such as **Barclay Damon Law Firm** and the **Bonadio Group**, and the community at large.





**57** justice-involved clients and their families received family development, job readiness services, and/or vocational training through the **Family Resource Department's Family Reentry Program**. Through the support of coordinator Michael Willacy and a host of community partners, **97%** of the program's clients did not experience a recidivating event in the **last 12 months**.

In partnership with **Onondaga County Department of Long-Term Care Services**, PEACE, Inc.'s Senior Congregate Meal Program returned to the **Central New York Regional Market**, providing **189 Seniors with 353 meals!**



**Head Start** served more than **400 children three meals daily** (breakfast, lunch, and a snack). In total, Head Start distributed **63,614 Breakfasts, 64,752 Lunches, and 61,200 Snacks**

to its youth. Additionally, to accommodate children's allergies, intolerances, and cultural preferences, 23% of the children were served special diet meals.



One of only 3 year-round **Free Tax Preparation Programs** in the state outside of New York City, we filed **231** returns and reinvested **\$422,044** into the CNY Economy during 2022's "tax off-season." During this period, we filed tax returns from as far back as 2013. We also helped historically underserved, incarcerated, disabled, and New American residents secure back stimulus checks and Child Tax Credits.

# Micron Technology, Inc. Commits to PEACE, Inc., Improving CNY's Early Education/Childcare Landscape

As part of Micron Technology's \$100 billion investment to build a semiconductor manufacturing complex in Central New York, the company held an August 2 press conference with New York State Governor Kathy Hochul and provided updates about its commitment towards childcare. In particular, Senior Vice President/Chief People Officer at Micron and Micron Foundation President April Arnzen announced the company's long-term funding of the Early Childhood Career Pathways Program (ECCPP), a partnership between PEACE, Inc. and Child Care Solutions of CNY.

A pilot program funded by Onondaga County through an Alliance for Economic Inclusion grant, ECCPP helps its clients seek early childhood employment, obtain Child Development Associate Certificates, and open licensed Family Home Childcare Centers. Regarding the latter, future early childhood business owners access important training, start-up funds, and assistance in preparation for home inspections. The impact is undeniable. In a little more than 4 years, over 44 Family Home Childcare Centers have opened. All are female-owned businesses; 80% are minority-owned. In total, a potential 720 childcare slots have been created through ECCPP alone. Such success is critical; at present, there are currently enough licensed providers to meet only 44% of estimated demand.

In addition to Micron Technology, Inc., Onondaga County, and Child Care Solutions of CNY, we'd like to thank the Early Childhood Alliance of CNY and the Allyn Family Foundation for their advocacy of ECCPP and CNY's early education landscape.



## PEACE, Inc. celebrates the Grand Opening of its new Department of Energy and Housing Services Building



Former PEACE, Inc. Executive Directors Joseph E. O'Hara and Lou Clark

September 15 marked a wonderful day for PEACE, Inc., as the agency celebrated the Grand Opening of its new Department of Energy and Housing Services (DEHS) Building on Erie Blvd West. Current and past agency administrators, its Board of Directors, staff, and the community at large celebrated the new facility, toured the offices, and witnessed an insulation demonstration. Weatherizing more than 9000 housing units in the last 10 years alone, the agency is proud of Director Sally Ward, her team, and the program's legacy of energy efficiency and cost-savings for Central New Yorkers.



For inquiries about our weatherization services, visit our website. At present, the department also provides small home repairs for HEAP eligible homeowners who are 65 plus years old through a one-time, first-come, first-serve Aging in Place Grant.





# PEACE, Inc. Continues Critical Strategic Design Work

Since the fall of 2022, PEACE, Inc. has pursued a Strategic Design with M.S. Hall & Associates. Such a design is a living, breathing process. It helps agencies such as PEACE, Inc. plan for the future while identifying and ultimately addressing challenges in the present.

Through design, we wish to meet the region's "post-pandemic moment" where projects such I-81 and Micron will transform our community. To navigate this rapidly changing future, we sought to enhance program capacity, embed inclusivity and diversity, and elevate community voice. We looked to promote a coherent identity that enables a culture of open and direct communication, drives inclusion and belonging, and provides CNY with the anchor partner that it needs.

External and internal data drove our work. We used surveys as well as organized group and individual conversations to solicit staff and community feedback. We also adapted the work of newly charged agency IT, data, and DEI committees as well as the lessons learned from our work in the CNY Community Foundation's LeadSafeCNY Participatory Budget process and the Human Services Leadership Council of CNY.

Resulting from these processes, PEACE, Inc. looks to empower staff and community by focusing on 3 strategies, 1) leadership development, 2) belonging and DEI (Diversity, Equity, and Inclusion), 3) and technology upgrades around data collection and security. Follow our website newsfeed and social media platforms about our progress.



Foster Grandparents visit Syracuse University to view, "A Love Supreme: Black Cultural Expression and Political Activism of the 1960s and 1970s."



Staff and their families celebrate at the CNY Pride Parade

## Meet PEACE, Inc.'s new Diversity, Equity, and Inclusion Coordinator



My name is **Gerri Regan**. As PEACE, Inc.'s newly appointed DEI coordinator, I work to build a more culturally competent, equitable, and inclusive workplace. In conjunction with the agency's DEI Committee, we promote and embrace the unique contributions of our employees, clients, and community at large. We cultivate and support an environment where everyone feels respected and valued, regardless of race, ethnicity, religion, gender, disability, age, or class.

In the last year, the agency enlisted the services of Clair Minson to conduct a comprehensive equity assessment. Surveys, focused conversations, and recommendations from the assessment have helped us to develop intentional objectives and initiatives. Core components include leadership training, mentorship, improved communication, management development, policies, procedures, and community involvement. From the work, positive and sustainable change is being pursued. Notable, is our agency's recently approved vision,

*to cultivate a workplace where excellence and social responsibility thrive in an environment that is diverse, equitable, and inclusive. We commit to an organizational culture that creates a sense of belonging, promotes personal and professional growth, and where everyone feels seen, heard, valued, and respected. We will work toward building an organization that is culturally competent and visually reflective of the community it serves.*

I congratulate the DEI committee for its efforts. This important work will continue to live and expand within the agency's aforementioned strategic design, solidifying our efforts to empower our organization, employees, and community in realizing their full potential.

# Financial Report 2022-2023

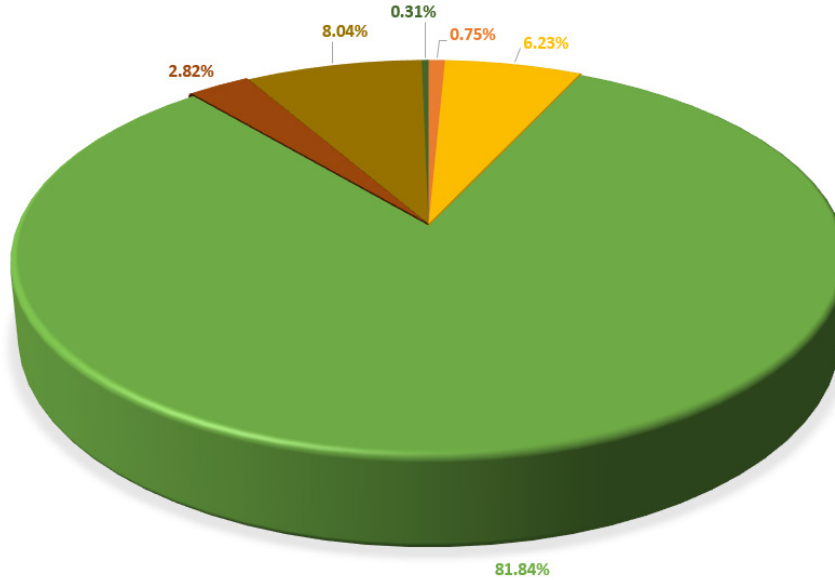
Budgeted Income & Expenses for February 1st 2022 through January 31st 2023

## TOTAL OPERATING REVENUE

**\$27,359,784**

Direct Contributions & Fundraising	0.75 %
In-Kind Donations	6.23 %
Governmental Agencies	81.84 %
Program Service Fees	2.84 %
Gain on/proceeds from sale of asset	8.04 %
Other Income	0.31 %

**100 %**

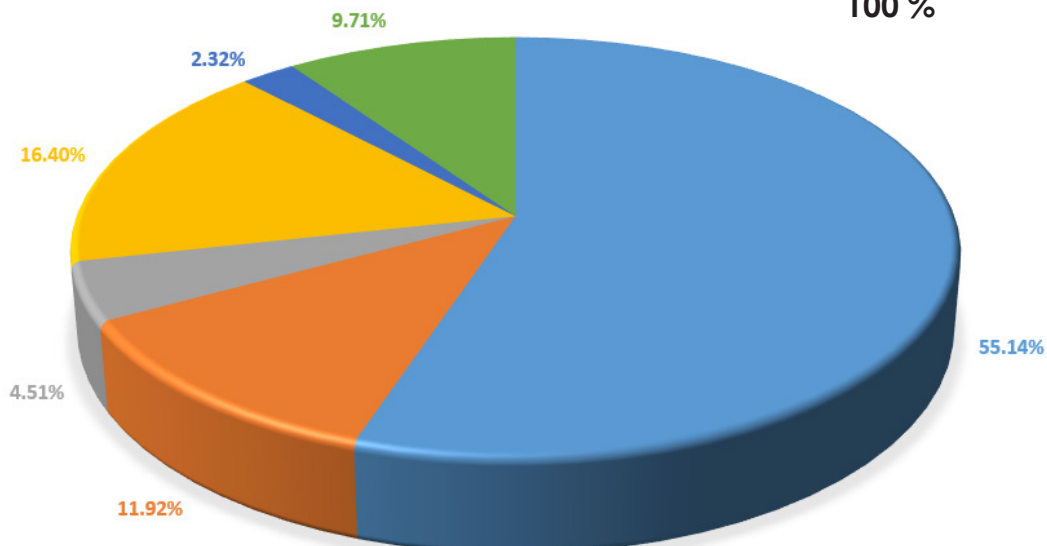


## TOTAL OPERATING EXPENSES

**\$24,787,523**

Head Start / Early Head Start	55.14 %
Energy and Housing	11.92 %
Senior Nutrition and Food Services	4.51 %
Children and Family Services	16.40 %
Other Agency Programs	2.32 %
Support Services	9.71 %

**100 %**



# THANK YOU TO ALL OF OUR 2022-2023 SUPPORTERS!

(\$100 or more)

Allyn Family Foundation  
American Heart Association  
Arby's Foundation (Inspire Brands)  
Baird, Tony J  
Barclay Damon LLC  
Barno, Andrew  
Barno, Edward J  
Barrella, Virginia  
Barthel Parks, Katie  
Berkshire Hathaway Bank  
Foundation  
Bersani Gallery  
Bernard, Andrea  
Bertrand, Arno & Welch  
Big Brothers Big Sisters National  
Office  
The Bonadio Group  
BNY Mellon  
Brooklyn Pickle  
Brooks, Catherine  
Brown, Carolyn D.  
Bunitsky, Peter N.  
Burgett, John  
Burgett, Sandra  
Burns Jr., Woodrow W.  
Bursch, Edward  
Catering at the Zoo  
The Central New York Community  
Foundation  
Cesarini, Andy  
Champagne, Jess  
Ciciriello, Michae  
City of Syracuse  
Clark CPA, P.C.  
Clinton, James A.  
Coffin, William  
Curry, Meghan J.  
Dee, Devon L.  
Denise Hair Care  
Dimmock, Julia E.  
Dolan, Dave  
Dorothy and Marshall M. Reisman  
Foundation  
Dwire, Diane M.  
Dwyer-Fletcher, Martha  
EITC Funders Network  
Fagerland, Jane  
Fagge, Clarissa  
Fidelis Care  
Finch, Deborah  
Firley, Moran, Freer & Eassa, CPA  
First Presbyterian Church of  
Baldwinsville  
Food Bank of Central New York  
Gallant, Jason  
Gap Foundation  
Gasparini Sales Inc.  
Gilbert, Ethan  
Gillette, Patricia  
GLC Business Services LLC  
Global Partners LP  
Gourley, James and Judy  
Greacen, Andrew  
Greater Baldwinsville Chamber of  
Commerce  
Grimshaw, Debra  
Hancock Estabrook, LLP  
Hayes, Brenda L.  
Haylor Freyer & Coon, Inc.  
Herre, Anneka  
Herron, Alyssa  
Hicks, Dwight L.  
Housing Visions LLC  
Huntington M.D., Peter P.  
Janaushek, Judith R.  
Jim and Judy Boeheim Foundation  
John Ben Snow Foundation  
Johnson, Cherie  
Johnson, Erik  
Johnson, Karin  
Jones, Hannah  
JP Morgan Chase  
Kelley, James  
Kendall, Linda E.  
KeyBank  
Kochan Serbun, Christine  
Kolts, Lisa  
Kredo, Inc.  
Kresge Foundation  
Lane, William  
Lang, Monique  
Lewis, Arthur  
Lockheed Martin Employees  
Federated Fund  
Lockwood, Aubrey  
Longo, Camille  
Lutz, Brian  
Malley, Thaddeus  
Manes, Victoria  
Manlius Pebble Hill School  
Marsellus, John  
Martin, Kyle  
Maywalt, Martha  
McAnaney, Mark  
McCarthy, Carol and Timothy  
McGarvey Endodontics PLLC  
McGarvey, Daniel  
McGarvey, Michael  
McGee, Charles  
McGovern, Tanya  
Mercer, Gary W.  
Metts, Gary Sol  
Micron Technology, Inc.  
Miller, Jeff  
Mirror Mirror Inc.  
Molina Healthcare  
Mother Cabrini Foundation  
M&T Bank  
Murphy III, John J.  
Murphy, Angela D.  
Murphy, Lena M.  
Murphy, Virginia K.  
Murtagh, Michael J.  
National Grid  
Network for Good  
Neumann, Sara M.  
New York State Assemblyman  
William B. Magnarelli  
New York State Community Action  
Association (NYSCAA)  
NYSERDA  
New York State OCFS  
New York State OPWDD  
New York State Senator John W.  
Mannion  
New York State Senator Rachel May  
O'Brien, Kathleen M.  
Onondaga County  
Onondaga Sheriffs Captains  
Association  
Oswego County  
Padget, Anne F.  
Papazoglou, Michael  
Peelman, Zachary  
Perkins, Steve  
Pollack, Morey  
Preston, Mike  
Pudney, Shawn Patrick  
Regional Anesthesia CRNAs/MDs  
Reeves. Rebecca  
Rialto Wealth Management  
Rotblat, Darya  
Rubenstein, Elaine  
Sandore, Mike  
Sarno, Marie  
Saving Face Barbershop  
Scholastic Sports Sales  
Shafer, Rick  
Shoff, Richard  
Snow, Julianna  
Snyder, Patricia  
Solvay Bank  
Streissguth, Michael  
Summit Federal Credit Union  
Sydnor, Syd  
Syracuse City School District  
Syracuse Select Basketball  
Tabbutt, Alicia  
Taste of Syracuse  
Theret, Joe  
Thomas, Jeffrey  
Thompson, Sallie  
Topps Friendly Markets  
Triad Group, LLC  
Tully Hose Company No.1  
Tully Teachers Association  
Tully United Community Church  
United Way of Central New York  
United States Department of  
Justice, Office of Violence Against  
Women  
Unity of Syracuse  
Van Buren Women's Republican  
Club  
VanDyke, Patrice  
Verizon  
Walton, C. Brian  
Washington Street Partners



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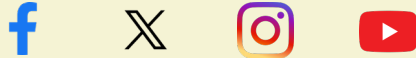


[www.peace-caa.org](http://www.peace-caa.org)  
(315) 470-3300  
[info@peace-caa.org](mailto:info@peace-caa.org)

Follow us on our social media  
channels to stay connected  
everywhere!

*Let's Connect!*

@PEACEIncSyr



## YOUR COMMUNITY NEEDS YOU NOW!

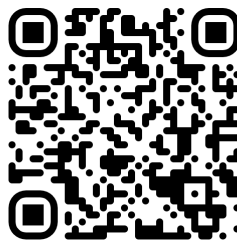
Want to further our agency's mission and "help people in the community realize their potential for becoming self-sufficient?" Get involved by:



WORKING  
AT  
PEACE, INC.



MENTORING  
YOUTH



MAKING A  
FINANCIAL  
DONATION



EXPLORING  
INTERNSHIP  
AND CAREER  
OPPORTUNITIES



VOLUNTEERING  
YOUR TIME AND  
TALENTS

Visit [www.peace-caa.org/get-involved](http://www.peace-caa.org/get-involved)