United Way mobilizes the caring power of the Valley and Greater Utica Area by connecting people, resources and ideas to create a thriving community.

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FROM OUR EXECUTIVE DIRECTOR AND BOARD PRESIDENT

As a community, we rise or fall together. With your support, we are reaching new heights and helping more people than ever by strategically targeting our investments for short, intermediate and long term benefits in the Valley and Greater Utica Area.

We all benefit when a child succeeds in school, when someone finds a job that helps them provide for their family and when people have what they need to stay healthy.

The solutions we create at United Way go beyond charity for a select few.

Increasing our community's kindergarten readiness rate helps more than young children. Those children have a better chance at being successful in school, graduating on time and finding employment that pays a living wage, staying out of trouble with the law and living healthier lives.

That translates into a safe, healthy and more prosperous community for everyone.

Another investment is in our local food pantries and soup kitchens so food insecurity doesn't hold back our neighbors.

United Way of the Valley and Greater Utica Area focuses on the health, education, financial stability and basic needs of every member of our community. Together with you, our trusted volunteers and donors, we are making an impact. I hope you enjoy reading this annual report full of the amazing things we have accomplished together. Then tell your friends and colleagues – in person, online and via social media – why you Live United.

Thank you for all that you do. Great Things Happen when we Live United!

– Brenda & Greg

Brenda E. Episcopo  Greg Morra
Executive Director/CEO  President of the Board 2015–2016
HOW IS UNITED WAY MAKING AN IMPACT?

Creating opportunities for a better life for all in the Valley and Greater Utica Area to make real, lasting, positive impact.

EDUCATION IMPACT

- $256,502 Invested
- ELEVEN Programs
- $100,000 Invested in
  Mid-York 2-1-1
  United Way Education Initiative

- $288,097 Invested
- TWENTY Programs
- $54,000 Invested in
  Mid-York 2-1-1
  United Way Basic Needs Initiative

HEALTH IMPACT

- $274,040 Invested
- TEN Programs
- $10,000 Invested in
  Fit Kids Fit Future
  United Way Health Initiative

- $256,502 Invested
- ELEVEN Programs
- $10,000 Invested in
  Fit Kids Fit Future
  United Way Health Initiative

FINANCIAL STABILITY IMPACT

- $157,379 Invested
- EIGHT Programs
- $47,750 Invested
  Free Tax Prep
  United Way Financial Stability Initiative

- $157,379 Invested
- EIGHT Programs
- $47,750 Invested
  Free Tax Prep
  United Way Financial Stability Initiative

BASIC NEEDS IMPACT

- $288,097 Invested
- TWENTY Programs
- $54,000 Invested in
  Mid-York 2-1-1
  United Way Basic Needs Initiative

- $288,097 Invested
- TWENTY Programs
- $54,000 Invested in
  Mid-York 2-1-1
  United Way Basic Needs Initiative
### OUR FUNDED PARTNERS

Investing in top-performing local organizations with proven results and the greatest potential for success.

#### EDUCATION:

- **Achieve and Maintain a Healthy Lifestyle**
  - Adolescent Health Initiative
  - Safety First Mohawk Valley
  - Retired Individuals Driving the Elderly (RIDE)
  - Catholic Charities of Herkimer County
  - Community Violence Reduction Program
  - Johnson Park Center
  - Apartments Love & Care
  - Women Initiative
  - Preventive Care of Limited ELA Proficient Clients
  - MAMI Interpreters
  - Health & Volunteer Services
  - Elderly Services
  - Domestic Violence Ended (DOVE)
  - Domestic/Sexual Violence Prevention Education

- **School Readiness**
  - Child Care Services
  - The Neighborhood Center, Inc.
  - Youth Service Program—Before/After School Childcare
  - YMCA of Mohawk Valley

- **Third Grade Math/Reading Levels**
  - Project Learn—After School ELA Program
  - Boys & Girls Club of Mohawk Valley
  - Drop In Youth Program
  - Johnson Park Center
  - After School Program—ELA/Math Mentoring
  - Oneida Herkimer Madison BOCES
  - Positive Lifestyle Activities for Youth (P.L.A.Y.)
  - Richfield Springs Community Center

- **High School Graduation**
  - Learning Disability Assoc. of MV (LDAMV)
  - Resource Center for Independent Living, Inc.
  - Kids With Promise—Tutoring/Job Shadowing/ Volunteer Program
  - Thea Bowman House
  - Resolving Conflict Through Good Decision Making
  - Safe Schools Mohawk Valley & Healthy Students Partnership

- **TREATY—**
  - Conflict Resolution Strategies
  - Catholic Charities of Herkimer County
  - Counseling Services
  - The Neighborhood Center, Inc.

#### INCOME:

- **Workforce Development**
  - Transitional Housing Program
  - John Bosco House
  - Employment Services for Refugees & Immigrants
  - Mohawk Valley Resource Center for Refugees
  - Post-Secondary Education Enrollment/Career
  - Plan Development
  - On Point for College - Utica
  - Job Skills Development for Women
  - Women's Employment & Resource Center (WERC)

- **Other**
  - RSVP Bill Payer Program
  - Parkway Center
  - Mohawk Valley Asset Building Coalition (MVABC)
  - Resource Center for Independent Living, Inc.
  - Child Care
  - Thea Bowman House
  - Willow Commons—Shelter/ Supportive Services for Domestic Violence Victims & Families
  - YWCA of Mohawk Valley

#### SAFETY NET:

- **Food Distribution**
  - Food Pantry
  - Country Pantry
  - Food Acquisition/Distribution Program
  - Food Bank of Central New York
  - Food Pantry
  - Food Pantry
  - Soup Kitchen & Day Shelter
  - Hope House
  - Soup Kitchen & Food Pantry
  - Salvation Army of Herkimer
  - Soup Kitchen & Food Pantry
  - Salvation Army of Utica
  - St. Clare’s Cupboard Food Pantry
  - Thea Bowman House

- **Providing Shelter**
  - DV Residential Program
  - Catholic Charities of Herkimer County
  - Runaway and Homeless Youth
  - Catholic Charities of Herkimer County
  - New Horizons—Shelter/Supportive Services for Runaway Girls
  - YWCA of Mohawk Valley

- **Crisis Response**
  - Disaster Services
  - American Red Cross
  - Community Assistance
  - Catholic Charities Oneida-Madison Counties
  - Sexual Violence & Child Advocacy Center
  - YWCA of Mohawk Valley

- **Crisis Prevention**
  - Emergency Legal Safety Net
  - Legal Aid Society of Mid-New York
  - Homelessness Intervention Program
  - Mohawk Valley Community Action Agency
  - Eleanor Walsh Wertimer
  - Children’s Center
  - The Neighborhood Center, Inc.
  - Child Custody Advocate Program
  - The Peacemaker Program
  - Veteran’s Assistance Program
  - UCD/CNY Veteran’s Outreach Center
  - Domestic Violence & Sexual Violence
  - Non-Residential Crisis Services
  - YWCA of Mohawk Valley
OUR HEALTH WORK

UNITED WAY OF THE VALLEY AND GREATER UTICA AREA

FIT KIDS FIT FUTURE HEALTH INITIATIVE

Improving life long health begins early and United Way is providing a strong foundation through its health initiative. Fit Kids Fit Future teaches children skills needed to reduce obesity and improve overall body functioning, all while empowering them to take responsibility for their own health.

Learn more, unitedwayvgu.org/fitkidsfitfuture

HEALTH SUCCESS STORY – Proven strategies helping make lasting changes

After being incarcerated for offenses relating to theft and the use of force, Ken participated in United Way funded partner Center for Family Life and Recovery’s Anger Management Program. Using knowledge and strategies from this program, he began to volunteer running groups which positively influenced and empowered others in prison.

Ken’s progress was recognized and was awarded with early release by the parole board. After release, he continued and successfully completed the program. He was thankful and motivated to help make change within his community. Ken now works at another non-profit and volunteers at several other programs. The Anger Management Program offers support reintegrating individuals back into the community, processing past traumatic events, and coping with symptoms of anger to decrease aggressive and abusive behavior.
Good health is both a community responsibility and a community benefit. It goes beyond personal diet, exercise and the many other individual choices we make. The foundation for a healthy life is in the neighborhoods we build and environments we inhabit. United Way supports solutions which create healthier communities and improve our collective quality of life.

**STRATEGY: ACHIEVE AND SUSTAIN A HEALTHY LIFESTYLE**

Individuals who gain knowledge about health risks, preventative measures, supportive relationships and how to make healthier choices, often live healthier lives.

**RESULT: 11,375 children, youth, young adults, persons living with disabilities and refugees were educated about and/or provided options to deal with:**

- Social & emotional needs
- Aggression reduction
- Reducing bullying
- Medical interpretation
- At risk behaviors for pregnancy, STD's & HIV
- Domestic violence
- Sexual violence

**STRATEGY: ELDERLY ACHIEVE AND MAINTAIN HEALTH**

Offering elderly assistance, resources and opportunities provides activity, purpose, safety and independence.

**RESULT: 3,519 elderly individuals improved their well being by:**

- Attending exercise classes
- Participating in group activities
- Attending clinics & screenings
- Volunteering
- Providing or receiving transportation for medical appointments & day care activities

**STRATEGY: REDUCE ADDICTIVE BEHAVIORS**

Women and families faced with addiction who learn to be accountable for actions, set boundaries, commit to positive change and make the decision to follow-through increase their chances to live healthier lives.

**RESULT: 249 disadvantaged women and family members received:**

- Housing
- Addiction services
- Therapy & counseling
- Recreation
- Education
- Positive socialization for children & family members
- Mentoring, advocacy & life coaching
- Opportunities to volunteer & give back to the community

**HEALTH IMPACT EXAMPLES:**

Addressing the needs of children in poverty and/or having experienced domestic violence by helping them deal with social, emotional and academic issues.

Providing families and single women hands-on parenting, life skills, household management and behavior modification to remain drug-free.

Ensuring senior citizens have the opportunity to stay healthy and maintain independence by providing safe transportation services to medical appointments.

Assisting patients in following doctors’ instructions with interpretations services, reducing no-show appointments and helping maintain health for non-English speakers.
This past June, staff from Thea Bowman House were invited to the graduation party of Isabella Moo, a graduating Proctor High School senior. Isabella will study international relations with a minor in Chinese at Buffalo State. At the same party were Achol Ayang, a Sudanese refugee who will study to become a pediatrician at SUNY Albany, Julius Blackshear, an engineering student at SUNY Poly, and Myles Felton, who will attend college to become a New York State trooper.

These youth all faced tremendous challenges in their lives and they all attended the Kids With Promise Program of Thea Bowman House, a United Way funded non-profit child care center serving children and families in and around the city of Utica, New York.

Statistics show the after school hours are the most dangerous for unsupervised teenagers. The Kids With Promise Program operates during those crucial hours between 2:30 and 6 p.m. The program is free of charge and offers tutoring, nourishing dinners, a space for recreation, field trips and creative development. Most importantly, teens in the program learn the value of community through different service projects and work to unlock their full potential.
A good education is a cornerstone for success in school, work and life.

It also benefits the whole community; high school graduates have higher earning potential, contribute more to their local economies, are more engaged in their communities, and are more likely to raise kids who also graduate on time. United Way adopts a comprehensive approach to education by investing in quality pre-school, day care and after school programs to support students and working parents.

**STRATEGY: IMPROVE KINDERGARTEN READINESS**

Children ages birth to 5, who experience early learning at home and/or through quality daycare and preschool, increase their success in school and throughout life.

**RESULT:** 1,055 children attending preschool & their families received:

- Educational support
- Developmental support
- Early intervention screenings
- Financial support

- Increased family literacy, school readiness & academic achievement

**RESULT:** 2,303 children attending after school programs received assistance with:

- Academics
- Recognizing & controlling emotions

- Resolving conflict in appropriate ways

**RESULT:** 1,388 students received assistance with:

- Academics
- Dealing with anger
- Domestic violence education
- How to deal with bullying

- Reducing conflict
- Coping with grief
- Poor attendance issues

**EDUCATION IMPACT EXAMPLES:**

Early intervention and support services to ensure youth with disabilities have the opportunity to succeed.

Reduce crime, violence and bullying among youth creating safer environments at home, in schools and in the community.

After school and weekend education programs that provide safe and structured environments to keep kids off the streets and help improve performance at school.
OUR FINANCIAL STABILITY WORK

FREE TAX PREP FINANCIAL STABILITY INITIATIVE

United Way, in partnership with the Mohawk Valley Asset Building Coalition, is dedicated to helping individuals and families in Oneida and Herkimer Counties become financially self-sufficient by offering free tax preparation services, financial empowerment workshops, and a host of other services. Learn more, unitedwayvgu.org/freetaxprep

FINANCIAL STABILITY SUCCESS – Moving families from crisis to long-term stability

A recently divorced 31-year-old man was experiencing financial hardship due to job loss. While he was able to find new employment, it was at a much lower rate of pay. He fell behind on his mortgage payments and living expenses and was facing foreclosure. With joint custody of his children, he was desperate to save his family’s home.

After being denied loan modification from his lender and being served with a Summons and Complaint in Foreclosure, he was referred to the Legal Aid Society, a United Way funded program, by the Homeownership Center.

An experienced Legal Aid attorney assisted in filing the Answer to the Summons and Complaint and represented him in multiple settlement conferences over 18 months. When his lender requested the case proceed to foreclosure, the attorney advocated hard for him and the Supreme Court Justice agreed to a loan modification. He accepted the loan modification and received a $2,500 payment releasing his lender from any further action. The Legal Aid Society continued to find additional ways to assist this family gain financial stability. He has since attained new employment at a higher rate of pay and is now able to afford his mortgage payment and living expenses.
Helping move individuals towards financial independence.

Many working individuals do not earn enough money to meet their basic needs. Wages have not kept pace with the rising cost of housing, healthcare, and education. Many are working in low-paying jobs without basic health and retirement benefits. For families walking a financial tightrope, unable to save for college, a home, or retirement, United Way is here to help.

**STRATEGY: PROMOTE FINANCIAL SELF-SUFFICIENCY FOR INDIVIDUALS AND FAMILIES**

Individuals and families challenged with low to moderate-income often face challenges being self sufficient with their income.

- RESULT: 79 elderly adults were assisted with financial stability and fraud protection.
- RESULT: 1,524 individuals and families received free tax preparation services with federal/state, earned income tax credits and child tax credits for a total of $3 million+ brought back into the community.

**FINANCIAL STABILITY IMPACT EXAMPLES:**

Enabling families to move out of poverty through workforce development, assistance finding a safe place to live, and tools to be self sufficient with income.

Help senior citizens maintain health and remain independent in their own homes while protecting them from financial abuse.

Youth and family counseling to promote healthy parenting and empower teens to complete their education and live independently in our community.

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**STRATEGY: EDUCATION AND WORKFORCE TRANSITION OPPORTUNITIES FOR AT RISK YOUTH AND YOUNG ADULTS**

Youth who are assisted with basic needs, residential stability, education skills and training are more likely to complete their education and thrive in life.

- RESULT: 46 runaway and homeless girls, young men with behavioral issues and individuals with disabilities received assistance with high school graduation, high school equivalency and transitional services into workforce and/or college.
- RESULT: 1,235 low income young adults enrolled in post-secondary education and/or developed career action plans.

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**STRATEGY: REDUCE POVERTY RATES**

Youth and adults who have employment with self-sustaining wages are more likely to experience economic mobility.

- RESULT: 286 individuals, considered "unemployable," were trained with skills and developed action plans to obtain job placement.
- RESULT: 172 parents received free licensed childcare while they obtained employment, job training, and/or high school equivalency.
2-1-1 MID-YORK BASIC NEEDS INITIATIVE

Serving the entire population of Madison, Oneida and Herkimer Counties, 2-1-1 Mid-York connects people with community, health and disaster services through a free, 24/7 phone service and searchable online database. Using the power of technology and innovation, we connect people to the help they need. Learn more, unitedwayvgu.org/211midyork

BASIC NEEDS SUCCESS STORY – Helping to Feed the Hungry

United Way funded partner Foothills Rural Community Ministry serves seven rural townships in north-eastern Oneida County. Their food pantry, located in the Twin Churches in Holland Patent, New York, currently serves 160+ families monthly, providing a five day food supply.

Recently, a 42-year old single male came to the pantry. He is employed with a local college in seasonal custodial work and is laid off during the summer months. In anticipation of being laid off, he had been saving money to carry him through the summer. Unforeseen car problems led to a costly vehicle repair and drained his reserve funds. He had no money for food and it would be 14 days before he would receive his first unemployment check – he came to the food pantry for help.

The food pantry was able to provide him with a five day food supply. Hearing him indicate he would have no money for 14 days, staff explained to him that in emergency situations the pantry may be used more than once per month. He visited the pantry again and was very grateful for the help while he awaited return to work. The pantry’s emergency food program helped him through a difficult time until he was back at work and providing for himself again.
Helping people meet their basic needs for food, shelter and safety.

A sudden job loss. A devastating illness. The bills pile up and rent falls behind. You find yourself choosing between basic needs, whether to put a meal on the table or turn on the heat. Just one major financial setback can be completely devastating to families already living month to month. The ability to meet basic needs is one of the building blocks for a good life.

United Way helps people overcome life’s challenges and meet their basic needs so they are prepared to take advantage of education job training, counseling and other resources that set them on a permanent path to a better life.

**STRATEGY: FEEDING INDIVIDUALS AND/OR FAMILIES**

RESULT: 135,554 individuals and families challenged with poverty and low-income were served 370,508 meals.

**STRATEGY: PROVIDING SHELTER**

RESULT: 112 women, youth and children fleeing domestic violence in their homes found safety with shelter, support and services.

**STRATEGY: CRISIS PREVENTION AND RESPONSE**

RESULT: 8,347 individuals were assisted with crisis and disaster services.

RESULT: 4,559 adults, youth and children were assisted with legal advocacy, abuse and domestic and/or sexual violence prevention, homelessness prevention, and in other crisis areas.

**New York State ALICE Report**

**UNITED WAY’S STUDY OF FINANCIAL HARDSHIP**

ALICE (Asset Limited, Income Constrained, Employed) represents the growing number of individuals who are working, but are unable to afford the basic necessities of housing, food, child care, health care, and transportation.

*Read the report at unitedwayALICE.org/NewYork*
2-1-1 Mid-York is here to help.

Whether in times of natural disaster or personal crisis, 2-1-1 Mid-York is committed to being the most essential resource to anyone who needs help.

Every hour of every day, someone in Madison, Oneida and Herkimer Counties needs essential services — from finding substance abuse assistance to securing adequate care for a child or an aging parent. Whether it is the need to find a solution for a new problem or a long-time challenge, people often don’t know where to turn first. In many cases, people end up going without these necessary and readily available services because they do not know where to start.

The free service features a professionally staffed call center, available 24 hours a day, seven days a week with interpreters who are available to help individuals with limited English proficiency, and a search friendly website, www.211midyork.org.

Both the call center and the website provide easy access to the most comprehensive database of services ever constructed for Madison, Oneida and Herkimer Counties.

2-1-1 Mid-York is brought to the community by United Way, United Way of NYS and NYS Alliance of Information and Referral Systems partnership.
Coalition Highlights & Collaborative Work

Herkimer Oneida Organizations
Active in Disaster (HOOAD)

HOOAD is a humanitarian association comprised of independent organizations that may be active in any or all phases of disaster including: preparedness, response, recovery, and mitigation. HOOAD seeks to foster efficient, streamlined service delivery to people affected by disaster, eliminating duplication of effort throughout the process.

In the July, 2017 flooding that impacted communities in Oneida and Herkimer County, HOOAD held Multi-Agency Resource Center events so that residents could go to one location and meet with many different agency programs designed to aid in their recovery. Together, aided by data gathered through 2-1-1, HOOAD partner agencies communicated the unmet needs of those impacted to trained recovery volunteer teams. Hearing the extent of these needs, several volunteer teams, from other areas of NY and the county, deployed to the area. Together they tackled basement clean-outs and minor repairs helping to restore lives more quickly.

Mohawk Valley Asset Building Coalition
United Way supports the Mohawk Valley Asset Building Coalition in providing free tax preparation, filing and other social services to hardworking individuals and families who qualify for the Federal Government’s Earned Income Tax Credit (EITC) program.

In 2017 (for the 2016 tax year) 1,524 returns were prepared by 53 trained volunteers, bringing $3 million+ back into our community through federal and state refunds.

FamilyWize
United Way coordinates the local distribution of free FamilyWize prescription discount cards, a national program through the FamilyWize Community Service Partnership, Inc. with United Way of America.

The free cards make prescriptions more affordable for those without insurance, or those who have insurance that does not cover their medication. FamilyWize cards lower the cost of prescriptions by up to 40% on average.

Key community highlights from the 2016 data report for the UWVGUA region include:
- $94,622 savings on prescription heart disease and diabetes medications
- $150,062 savings on prescription mental health medications
- 3,310 total community members helped

FamilyWize is accepted at 60,000+ pharmacies nationwide and comes at no cost to users or our local United Way. If you’re interested in receiving a FamilyWize card, please call us at 315–733–4691.

TEDx Utica
TEDx Utica Press Pause brought inspiration to hundreds on September 22, 2017 at MVCC’s Theater. For the fifth TEDx Utica event, Press Pause was designed to inspire ideas for reflection and purpose. Tedx talk topics for this event showcased and discovered some of the ways that communities such as Utica can reach their full potential.

Talks included: The Artistic Power of Garbage Cans, Discovering the Child, Sustainable Humanity, From Refugee to Ph.D, Kaizen at Home, Movement as a Spiritual Compass, The Power of Pause and Embracing Gender Non-Conformity. Each of the talks can be found at tedxutica.com. United Way is the fiscal agent and a lead partner of TEDx Utica.
United Way & Labor

Partners in advancing the common good.

United Ways and the AFL-CIO (American Federation of Labor and the Congress of Industrial Organizations) have a long-standing relationship dating back to 1946, working together to provide services to members of organized labor and their communities.

The support between our two organizations is felt and carried out locally in conjunction with a contracted liaison through the Central New York Labor Agency, event partnerships, volunteerism and donations.

Through presentations and written communications, we work together to train and inform union members about services available to them and to their families in our community. With the support of our local Unions and Union Members, our community efforts are strong. It is great partnerships such as this that allow United Way to contribute in our current and growing capacity.

The following individuals go above and beyond, making our partnership as strong as it is today:

**CENTRAL NEW YORK LABOR AGENCY LIAISON:**
Enesa Sabanagic

**UNITED WAY BOARD OF DIRECTORS AFL-CIO LABOR REPRESENTATIVES:**
Patrick Costello
IBEW Local 43 and Central New York Labor Council AFL-CIO President

William Perrotti
MVCC PA Retired

**Labor Leaders**
in each workplace campaign and beyond.
Young Leaders United

Fostering community engagement among the next generation of leaders by inspiring philanthropy and volunteerism in the Valley and Greater Utica area.

Young Leaders United (YLU) is a group of community members, age 40 and under, who donate and volunteer through United Way.

YLU provides a variety of opportunities to meet other individuals with similar professional and community interests.

YLU members are committed, compassionate and generous individuals who are dedicated to making a positive impact throughout our community.

Learn more, www.unitedwayvgu.org/YLU or call 315–733–4691, ext. 232

Great Community Challenge

The Great Community Challenge (GCC) is a “step up” incentive designed to encourage increased participation in United Way’s annual campaign.

Pictured from left are Suzanne Lefave of Utica National winner of the $500 Joe Tahan’s gift certificate, Richella Abell-Hawes from ARC Herkimer winner of the $500 Chanatry’s Hometown Market gift card, Shawna Papale from MV Economic Development Growth Ent. Inc. winner of the $500 Clifford Fuel Company, Inc. gift card, Brian Herron from Jay-K Independent Lumber Corp. winner of the one-year VIP membership to Retro Fitness, and United Way Campaign Coordinator Carli Sterling.

Since inception, the GCC incentive has helped to raise more than $285,000 new dollars.
Volunteer, Event and Drive Highlights

**SARANAC THURSDAYS AND CONCERT SERIES**

$41,600 Raised!

This weekly happy hour and summer concert series is a unique fundraiser formed in 1998 between United Way and its longstanding community partner, F.X. Matt Brewing Company. Fred Matt, President and COO and Nick Matt, Chairman and CEO presented United Way Executive Director Brenda Episcopo with a check in the amount of $41,600 – the largest amount raised in the event’s 18-year history.

**DAY OF ACTION**

Making a Meaningful Impact!

For the fifth annual Day of Action, United Way, the City of Utica, and Fit and Fun Playscapes, partnered to create fitness activity trails throughout four parks within the City of Utica, funded by proceeds from the 2016 Mayor’s Gala. 100 volunteers participated from local companies including Assist-2-Sell Real Estate, Utica National Insurance Group, Masonic Care Community and The Hartford. The trails are a component of United Way’s health initiative, with efforts focused on helping children stay healthy. The trails will provide neighborhood children, youth, and families activities which support physical fitness and socialization skills, all while having fun!

**19TH ANNUAL BOILERMAKER PASTA BUFFET**

$3,000 Raised!

Boilermaker volunteers, led by Cindy Dardano, organize a pasta buffet fundraiser each year at the Boilermaker Road Race registration event at MVCC. The event offers runners and their families pasta dinners with proceeds benefiting United Way.

**6TH ANNUAL BACK TO SCHOOL SUPPLY DRIVE**

When students succeed, we all succeed!

Throughout July and August, residents of the Valley, Greater Utica Area and Rome donate school supplies helping ensure local students start school ready to learn. The supply drive, sponsored by Berkshire Bank and Max L. Cowen Student Stores, brought in over 22,587 items equaling $23,472 in value, plus more than $2,400 in monetary donations. Items were distributed locally to seven schools and three agencies.

**GIVE A DAY. GIVE AN HOUR. VOLUNTEER!**
**ANNUAL WINTER COAT & BOOT DISTRIBUTION**
United Way partnered with “Herb” Philipson’s and MVP Healthcare to distribute brand-new winter coats and boots to community children in need. Items were distributed directly to community children in five school districts and three organizations in the Valley and Greater Utica area.

**ANNUAL DAY OF THANKS**
Thank You for Lending a Helping Hand!
This year we said, “Thank You for Lending a Helping Hand!” to individuals and companies for their overall dedication to bettering our community by supporting United Way. United Way staff, board of directors and volunteers put fundraising efforts on pause to participate in a multi-pronged push to say, “thank you” with phone calls, emails, postcards and visits.

**14TH ANNUAL TAILGATE PARTY**
More than $1,600 Raised!
Each year, a Tailgate Party is hosted by Assemblyman Marc Butler and Rocky and Barb Fiato, Owners of Waterfront Grille in Herkimer. Attendees enjoy food, friends, football and a variety of donated raffle baskets and prizes. All proceeds benefit United Way.

**LIVE UNITED HOCKEY NIGHT**
For the fifth annual LIVE UNITED Hockey Night, United Way and Utica College Hockey partnered to share United Way’s mission with the community in a fun, family-friendly environment. The night featured special appearances by United Way superheroes and was sponsored by Central New York Labor Council AFL-CIO, MVCC Professional Association, LiUNA! Local 35, UMWA Local 717, IBEW Local 43 and CWA Local 1126.

**9/11 DAY OF SERVICE**
For the 3rd year, United Way partnered with the City of Utica and Mohawk Valley Regional Volunteer Center to line the Memorial Parkway in Utica with flags donated by American Legion Post 229 to represent first responders who lost their lives on September 11, 2001. United Way staff and volunteers from The Hartford helped line the flags and pitched in on projects including inventory and packing of food and material donations at the Central New York Veteran’s Outreach Center.

**CLIFF’S PUMPS UNITED**
Over $1,700 Raised!
Volunteers fueled it forward at the first Cliff’s Pumps United fundraising event. Special thanks to locally owned-and-operated Clifford Fuel Co., Inc. for making the event possible. Employees from event sponsors Berkshire Bank, Joe Tahan’s Furniture, McQuade & Bannigan, Inc. and The Hartford pumped gas and washed windshields raising over $1,700 in donated tips to benefit United Way.

**PIN UP CHALLENGE**
Over $2,300 Raised!
During the month of May, twenty local businesses took part in a Pin Up Challenge. This competition raised over $2,800 for United Way. The winner of the Pin Up Challenge was CrossFit Utica, which raised over $600.
# Board of Directors 2016–2017

**Executive Committee**

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>Title/Role</th>
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</thead>
<tbody>
<tr>
<td>President</td>
<td>Gregory M. Morra</td>
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<tr>
<td>First Vice President</td>
<td>Dr. Cathleen C. McColgin</td>
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<tr>
<td>Treasurer</td>
<td>Amber J. Clarke</td>
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<td>Chair, Resource Development</td>
<td>Donald Carbone</td>
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</tr>
<tr>
<td>Chair, Governance</td>
<td>Burt Danovitz, Ph.D</td>
<td></td>
</tr>
<tr>
<td>Chair, Audit</td>
<td>Frank L. DiLorenzo</td>
<td></td>
</tr>
<tr>
<td>Chair, Community Engagement</td>
<td>Matthew A. Nicholl</td>
<td></td>
</tr>
<tr>
<td>Chair, Marketing &amp; Communications</td>
<td>Erin M. Gigliotti</td>
<td></td>
</tr>
</tbody>
</table>

**Board Members**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Company/Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Edward M. Barone III</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Felix Cano</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Patrick J. Costello</td>
<td></td>
<td></td>
</tr>
<tr>
<td>John H. Hobika, Jr., CLTC</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maimun N. Khan</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mark S. Lewandrowski</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mary Clare Hatch-Pennello</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jackie Romano</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stephen T. Surace</td>
<td></td>
<td></td>
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</tbody>
</table>

**Campaign Cabinet 2016–2017**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Company/Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Edward M. Barone III</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Aymme S. Belen</td>
<td>BELEN DENTAL</td>
<td></td>
</tr>
<tr>
<td>Paul M. Deep</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fr. Paul J. Drobins</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Andrew Gehrig</td>
<td>POTENTIAL MANAGEMENT GROUP, LLC</td>
<td></td>
</tr>
<tr>
<td>Rose M. Grimaldi</td>
<td>ONEIDA COUNTY BOARD OF ELECTIONS</td>
<td></td>
</tr>
<tr>
<td>Dawn M. Gubbins</td>
<td>THE FOUNTAINHEAD GROUP</td>
<td></td>
</tr>
<tr>
<td>Jennifer Hagen</td>
<td>ADIRONDACK BANK</td>
<td></td>
</tr>
<tr>
<td>Bruce J. Karam</td>
<td>UTICA CITY SCHOOL DISTRICT</td>
<td></td>
</tr>
<tr>
<td>Jordan Karp</td>
<td>ONEIDA COUNTY BOARD OF ELECTIONS</td>
<td></td>
</tr>
<tr>
<td>Melanie A. Kekis</td>
<td>ADIRONDACK BANK</td>
<td></td>
</tr>
<tr>
<td>Sandy J. Paddock</td>
<td>UTICA CITY SCHOOL DISTRICT</td>
<td></td>
</tr>
<tr>
<td>William A. Rabbia</td>
<td>ONEIDA-HERKIMER SOLID WASTE AUTHORITY</td>
<td></td>
</tr>
<tr>
<td>Brian M. Reese</td>
<td>FITZGERALD, DEPIETRO &amp; WOJNAS</td>
<td></td>
</tr>
<tr>
<td>Jackie Romano</td>
<td>THE FOUNTAINHEAD GROUP</td>
<td></td>
</tr>
<tr>
<td>Paul D. Romano</td>
<td>O’BRIEN &amp; GERE</td>
<td></td>
</tr>
<tr>
<td>Enesa Sabanigic</td>
<td>CNY LABOR COUNCIL</td>
<td></td>
</tr>
<tr>
<td>Michael P. Spina</td>
<td>QUADSIMIA</td>
<td></td>
</tr>
<tr>
<td>Marsha E. Thayer</td>
<td>GE RETIREE</td>
<td></td>
</tr>
<tr>
<td>Gabrielle T. Waisblatt</td>
<td>YWCA</td>
<td></td>
</tr>
<tr>
<td>Sarah E. Westfall</td>
<td>GILROY, KERNAN &amp; GILROY</td>
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**Allocation Panels 2016–2017**

**Health, Education & Income**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
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</thead>
<tbody>
<tr>
<td>Kim VanDuren</td>
<td>CHAIR</td>
</tr>
<tr>
<td>Melanie Adams</td>
<td></td>
</tr>
<tr>
<td>Chip Bassett</td>
<td></td>
</tr>
<tr>
<td>Frank DiLorenzo (Board)</td>
<td></td>
</tr>
<tr>
<td>Gina Giacovelli</td>
<td></td>
</tr>
<tr>
<td>Mark Lewandrowski (Board)</td>
<td></td>
</tr>
<tr>
<td>Dr. Cathleen McColgin (Board VP)</td>
<td></td>
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</table>

**Safety Net**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
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</thead>
<tbody>
<tr>
<td>Lisa Sexton</td>
<td>CHAIR</td>
</tr>
<tr>
<td>Pat Costello (Board)</td>
<td></td>
</tr>
<tr>
<td>Mary Hayes Gordon</td>
<td></td>
</tr>
<tr>
<td>Gil Palladino</td>
<td></td>
</tr>
<tr>
<td>Alice Savino</td>
<td></td>
</tr>
</tbody>
</table>
Committees 2016–2017

Audit

Frank DiLorenzo, CHAIR
Thomas VanHatten
Edward M. Barone III
Matthew A. Nicholl

Community Impact

Eve M. Van de Wal, CHAIR
Frank DiLorenzo
Gina Giacovelli
Mark S. Lewandrowski
Dr. Cathleen McColgin
Mary Clare Hatch-Pennello
Gil Palladino
Kim VanDuren

Finance

Amber J. Clarke
Michael DePietro
Sabrina M. Fryman
Patti Hays
Greg M. Morra
Stephen T. Surace
Thomas VanHatten

Governance

Burt Danovitz, Ph.D., CHAIR
Patrick J. Costello
Maimun N. Khan
William F. Perrotti
Eve M. Van de Wal

Marketing & Communications

Erin M. Gigliotti, CHAIR
Felix Cano
Katie Giacovelli
Hanka Grabovica
Jaclyn Grace
Anthony Jackson
Amanda Madore
Matt Nicholl
William Perrotti
Bryan Washburn

Community Engagement

Matthew A. Nicholl, CHAIR
Tiffany Schreck, CO-CHAIR
Michael Calogero
Felix Cano
Colleen D’Accurzio
Joanne Donaruma Wade
Rebecca Khearns
Michelle McSweeney
Mark Piersma
Kayla Rena
Rebecca Silence

United Way Staff CURRENT

Sandy Allbright
RESOURCE DEVELOPMENT COORDINATOR
Betty-Joan Beaudry
DIRECTOR OF COMMUNITY IMPACT & 211
Kristyn Buccero
DIRECTOR OF DEVELOPMENT & MARKETING
Jill Conley
OFFICE MANAGER
Jordan Davies
VOLUNTEER & EVENT COORDINATOR
Tiffanie Davis
COMMUNITY IMPACT & 211 COORDINATOR
Brenda Episcopo
EXECUTIVE DIRECTOR/CEO
Sandra Hoyland
DIRECTOR OF FINANCE & ADMINISTRATION, CFO

Beth Meesen
FAMILY SCHOOL COORDINATOR
Heidi Nolette
MARKETING & COMMUNICATIONS MANAGER
Dawn Potter
FINANCE SPECIALIST
Robin Robinson
ADMINISTRATOR OF INITIATIVES & GRANTS
Royanne Sprowell
FINANCE ASSISTANT
Jason Romeyn
FAMILY SCHOOL COORDINATOR
Carli Sterling
CAMPAIGN COORDINATOR

Young Leaders United

Shawna Gleba
Paige Guido
Julie Hall
Sarah Harrison
Chelsey Lawson
Scott McCumber
Joylyn Perkins
Selden Przelomiec
Meredith Tice
Kelly Winnick
Melissa Ruddy
Alana Ruiu
Hilarie Pirger

### July 1, 2016 – June 30, 2017

#### Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>1,233,607</td>
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<tr>
<td>Promises to give, net of allowance</td>
<td>817,208</td>
</tr>
<tr>
<td>Grants receivable</td>
<td>230,469</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>11,971</td>
</tr>
<tr>
<td>Total current assets</td>
<td>2,293,255</td>
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<tr>
<td>Property and equipment, net</td>
<td>0</td>
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<tr>
<td>Custodial funds</td>
<td>13,156</td>
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<tr>
<td>Beneficial interest in agency funds held by third party</td>
<td>1,089,718</td>
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<tr>
<td>Total other assets</td>
<td>1,102,874</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$3,396,129</strong></td>
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#### Liabilities and Net Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>129,932</td>
</tr>
<tr>
<td>Donor designation payable</td>
<td>422,680</td>
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<tr>
<td>Total liabilities</td>
<td>552,612</td>
</tr>
<tr>
<td>Custodial funds</td>
<td>13,156</td>
</tr>
</tbody>
</table>

#### Net Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted</td>
<td>2,187,985</td>
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<tr>
<td>Temporarily restricted</td>
<td>367,223</td>
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<tr>
<td>Permanently restricted</td>
<td>275,153</td>
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<tr>
<td>Total net assets</td>
<td>2,830,361</td>
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</table>

**Total Liabilities and Net Assets** | **$3,396,129**

---

**Better Business Bureau Accredited Charity**

United Way of the Valley and Greater Utica Area is a Better Business Bureau Accredited Charity. Achieving BBB Charity Accreditation means that an organization has met BBB’s 20 Standards for Charity Accountability. Detailed information about BBB’s 20 Standards for Charity Accountability along with United Way of the Valley and Greater Utica Area’s full charity report can be found online at bbb.org or give.org.

---

**Percentage of donation allocated to partner agencies and direct impact initiatives to improve health, education, financial stability and access to services.**

- **Education:** 30%
- **Health:** 24%
- **Financial Stability:** 16%
- **Basic Needs:** 30%
Campaign Awards 2016–2017

**Community Challenge**
3 categories with 50%+ employee participation and employer per capita $50+

- The Fountainhead Group
  100+ EMPLOYEES
- Utica First Insurance Company
  50–99 EMPLOYEES
- Catholic Charities of Herkimer County
  UNDER 50 EMPLOYEES

**Most Improved Campaign**
Overall 20% increase
Charles A. Gaetano Construction Corp.

**Labor Award**
LiUNA Laborers Local #35

**Campaign Coordinator of the Year**
Cynthia A. Woody
Commercial Travelers

**Most Improved Campaign**
Overall 20% increase
Charles A. Gaetano Construction Corp.

**Labor Award**
LiUNA Laborers Local #35

**Campaign Coordinator of the Year**
Cynthia A. Woody
Commercial Travelers

**Speaker of the Year**
Celia Bogan, Hope House

**Volunteer of the Year**
Tiffany Schreck, The Hartford

**Young Leader United**
Paige Guido, NBT Bank, N.A.

**Corporate Awards with Employee Campaigns**

**CORPORATE GOLD (PER CAPITA $100+)**
- Adjusters International
- Bank of Utica
- Cathedral Corporation
- Commercial Travelers
- F.X. Matt Brewing Company
- M&T Bank
- McCraith Beverages, Inc.
- McDonald’s Mac Clark Restaurant
- Mele Companies, Inc.
- National Grid
- NBT Bank, N.A.
- Northland Communications
- Saunders Kahler, LLP
- Sturges Manufacturing Company
- Utica District Telephone EFCU
- Utica First Insurance Company
- Utica Gas & Electric EFCU
- Utica National Insurance Group

**CORPORATE SILVER (PER CAPITA $60+)**
- Gilroy, Kernan & Gilroy
- JPJ Electronic Communications, Inc.
- McQuade & Bannigan, Inc.
- Vicks Lithograph & Printing Corp.

**CORPORATE BRONZE (PER CAPITA $25+)**
- Adirondack Bank
- Bank of America
- Berkshire Bank
- C&S Wholesale Grocers, Inc.
- Charles A. Gaetano Construction Corp.
- The Fountainhead Group, Inc.
- Indium Corporation of America
- MetLife Group Claims Office
- Observer-Dispatch
- The Paige Marketing Communications Group
- United Parcel Service

The impact of a gift to United Way cannot be overstated. The extraordinary generosity of our volunteers and donors opens doors to a better life for thousands of individuals and families in the Valley and Greater Utica Area.

**THANK YOU!**
## Campaign Workplaces 2016–2017

List includes the company’s CEO and Employee Campaign Coordinator

<table>
<thead>
<tr>
<th>Company</th>
<th>CEO</th>
<th>Campaign Coordinator</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACR Health</td>
<td>Michael Crinnin*</td>
<td>Donna M. Vitagliano*</td>
</tr>
<tr>
<td>Adirondack Bank</td>
<td>Rocco Arcuri, Sr.*</td>
<td>Stephen E. Smith</td>
</tr>
<tr>
<td>Adjusters International - Basloe Levin &amp; Cuccaro</td>
<td>Ronald Cuccaro*</td>
<td>John Levecchio*</td>
</tr>
<tr>
<td>Albany Elementary School</td>
<td>Tania Kalavazoff*</td>
<td>Jay-K Independent Lumber Corp.</td>
</tr>
<tr>
<td>American Red Cross</td>
<td>Kelly L. Granata</td>
<td>Dean K. Kelly*</td>
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<tr>
<td>ARC Herkimer</td>
<td>Kevin R. Crosetty*</td>
<td>Norma J. Montagnino-Gemza</td>
</tr>
<tr>
<td>Bank of America</td>
<td>Michael W. Brunner*</td>
<td>J. C. Penney</td>
</tr>
<tr>
<td>Bank of Utica</td>
<td>Tom E. Sinnott*</td>
<td>John Levecchio*</td>
</tr>
<tr>
<td>Berkshire Bank</td>
<td>Deborah A. Jennings</td>
<td>John J. Keenan*</td>
</tr>
<tr>
<td>BOCES Herkimer</td>
<td>Mark Vivacqua*</td>
<td>Vanessa Rejrat*</td>
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<tr>
<td>BOCES Oneida-Herkimer-Madison</td>
<td>Mary Beth Napolitano</td>
<td>John Bosco House</td>
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<tr>
<td>Bollemaeker Road Race</td>
<td>Timothy R. Reed*</td>
<td>Gilbert Nadeau*</td>
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<tr>
<td>Bonadio &amp; Company</td>
<td>Richard F. Zweifel*</td>
<td>John F. Hughes School</td>
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<tr>
<td>Briggs, Bucciero &amp; Smith Agency</td>
<td>Edward T. Bucciero*</td>
<td>Michele LaGase*</td>
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<tr>
<td>Buffalo Bull</td>
<td>Lauren E. Bull*</td>
<td>JPR Electronic Communications</td>
</tr>
<tr>
<td>C&amp;S Wholesale Grocers</td>
<td>Rick Cohen*</td>
<td>Grant Reade*</td>
</tr>
<tr>
<td>Carbone Auto Group</td>
<td>Michelle C. Wilson</td>
<td>Gale M. Hatch</td>
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<tr>
<td>Caprano Technologies</td>
<td>Enessa Carbone*</td>
<td>Amanda M. Natale</td>
</tr>
<tr>
<td>Cathedral Corporation</td>
<td>Marianne W. Gaige*</td>
<td>Angela Evans*</td>
</tr>
<tr>
<td>Catholic Charities of Herkimer County</td>
<td>George T. Mierek, Jr.</td>
<td>Key Bank of New York</td>
</tr>
<tr>
<td>Catholic Charities of Oneida/Madison</td>
<td>Deanna Charles*</td>
<td>Stephen F. Dourier*</td>
</tr>
<tr>
<td>Central NY Labor Agency</td>
<td>Cynthia C. Cardarelli</td>
<td>Cheryl Elidred</td>
</tr>
<tr>
<td>CNY Veteran’s Outreach Center</td>
<td>Denise Cavanaugh*</td>
<td>Legal Aid Society of Mid-New York, Inc.</td>
</tr>
<tr>
<td>Central Valley School District</td>
<td>Jan A. Stasaitis</td>
<td>Paul J. Lupia*</td>
</tr>
<tr>
<td>CentrO of Utica</td>
<td>Vincent P. Scalise*</td>
<td>Cleta S. Devins</td>
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<tr>
<td>Charles A. Gaetano Construction Co.</td>
<td>Brian A. Gaetano*</td>
<td>Lockheed Martin</td>
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<tr>
<td>City of Utica</td>
<td>John N. Kinney</td>
<td>Kay Sinclair*</td>
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<tr>
<td>Clifford Fuel Company</td>
<td>Gene A. Allen</td>
<td>M. Griffith Investment Services</td>
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<tr>
<td>Columbus Elementary School</td>
<td>James G. Clifford*</td>
<td>David T. Griffith*</td>
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<tr>
<td>Commercial Travelers</td>
<td>James E. Gilmore*</td>
<td>Lois A. Mariano</td>
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<tr>
<td>Conkling School</td>
<td>Jill G. McCarthy</td>
<td>M&amp;T Bank</td>
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<tr>
<td>CONMED Corporation</td>
<td>Phil Grece*</td>
<td>Allen J. Naples*</td>
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<td>Cornell School</td>
<td>Cynthia A. Woody</td>
<td>Alyssa Vitii</td>
</tr>
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<td>Dermolby Burke &amp; Brown</td>
<td>Carol M. Pumilio</td>
<td>Macy’s-Sangertown</td>
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<tr>
<td>Dolgeville Central School</td>
<td>Curt Hartman*</td>
<td>Linda L. Flynn*</td>
</tr>
<tr>
<td>Donovan Middle School</td>
<td>Heather L. Cohen</td>
<td>Eva Liborot</td>
</tr>
</tbody>
</table>
McCrath Beverages, Inc.
Thomas O. McCrath*
Susan McCrath Szuba

McQuade & Bannigan, Inc.
Thomas F. Sebastian* Colleen D'Accurzio

Mele Companies, Inc.
Raymond R. Mele* Christina Martin

MetLife Group
Ronni Mutolo
Patricia Reile

Mohawk Hospital Equipment, Inc.
Thomas J. Spellman* Holly Spellman

Mohawk LTD
Cathy Newell* Christine Celia

Mohawk Valley Community Action Agency
Amy E. Turner* Pamela G. Gardinier

Mohawk Valley Community College + Randall J. VanWagoner* Courtney Taurisano-Sprague

Mohawk Valley EDGE
Steve DiMeo* Shawner Papale

Mohawk Valley Health System * Scott H. Perra* Debra Altdoerffer

Mohawk Valley Perinatal Network
Diana Haldenwang* Theresa M. Gorgas

MV Resource Center for Refugees
Shelly L. Callaham* Jennifer VanWagoner

Mohawk Valley Water Authority
Patrick J. Becher* Karen Alberico-Bertrand

Monro Muffler
Janet M. Hassett*

Municipal Housing Authority
Robert R. Calli* John J. Furman

Munson-Williams-Proctor Arts Institute
Anthony J. Spiridigloizi* Jeanette R. Breish

MVP Health Care
Ellen Sacks* Donna Milano

National Grid + Diane Milano

NBT Bank, N.A.
John F. Bufla* Denise R. Snyder

The Neighborhood Center
Sandra L. Soroka* Frank A. Tocco


New York Mills Union Free School District + Kathy S. Houghton* Paula Ann

Newport Telephone Company, Inc.
Harley M. Ruppert* Leslie S. Irwin

Northern Safety Company, Inc.
Salvatore Longo* Ellen Soron

Northland Communications
James P. McCarthy* Mary Ann M. Moshler Rosemary A. Wagner

O’Brien & Gere Engineers
Deborah Coffin

O.W. Hubbell & Son Galvanizing
Jane & Steve Mulvihill* Vinnie Pham

Observer-Dispatch
Terry Cascioli* Michele M. Howgate

Oneida County Employees + Anthony J. Picente, Jr.* Sheri LaSalle

On Point for College
Ginny Donohue* Kevin B. Marken

Oneida-Herkimer Solid Waste Management + William A. Rabbia* Jodi M. Tuttle

The Paige Marketing Communications Group
Nancy M. Pattarini* Barbara Majka

PAR Technology Corporation
Ronald J. Casciano* Kayla Rena

Parkway Senior Center
Kelly M. Walters

The Peacemaker Program
Mark W. Leuthauser* Planned Parenthood
Mohawk Hudson
Kim Atkins* Cheryl M. Lincoln-Lovely

Poland Central School + Laura M. Dutton*

Pratt & Whitney HMI Metal Powders
Nancy A. Rudnitski*

Price Chopper Stores
Chris Cecilia Julie Doggett Nicholas Gallup Sheila Heiland

Quadsimia
Diane Christensen

Remot
John Parasczczak* Matthew Edmunds

Remington Arms Co. + Kyle D. Luke* Sheila A. Claus

Remsen Central School + William T. Cranckshaw*

Resource Center for Independent Living
Zvia McCormick* Michelle S. Murphy

Richfield Springs Community Center
Becky Ebling*

RPCN at Utica Community Health Center
Dianne H. DiMeo

Rockford Auto Service Co., Inc.
Randy Rockford* Lisa Williams

Salvation Army - Herkimer
Lt. John Wood*

Salvation Army - Utica
Lt. Michael Harrington*

Samaritan Counseling Center
Donna White* Janice A. Powers

Sanders Kahler, LLP
Camille T. Kahler

Sauquoit Valley Central School + Ronald J. Wheelock*

Safe Schools
Mohawk Valley
Anne Lansing*

Scalo, Zogby & Wittig
Gary D. Scalo* Stephen R. Zogby*

Smith Packing Co.
Eric Smith* Cheryl Robinson

Special Metals + Keith Dabbs*

Stone Age Landscaping, LLC
Neil Zalocha* Tony Zalocha*

Strategic Financial Services, LLC
Alan R. Leist, Jr.* Laura E. Powers

Sturges Manufacturing Company
Richard R. Griffith* Heidi L. Barret Myliisa J. Deetz Barbara Pacilio

Target
Matthew Lapio*

TECT Power + Pat Burt* Cindy Scherer

Thea Bowman House
Jane S. Domingue* Maria T. LaPaglia

Thomas Proctor Senior High School + Steven A. Falchi* Maribeth Pedulla

Tops Friendly Market
Scott Hutchinson*

Tri-Valley Beverage
David V. Smith* Cathy A. Castor

UFCW Local One + Frank C. DeRiso* Gregory P. Gorea Dana Mosca

United Healthcare-MultiCase Division
Ray Hodorski*

United Parcel Service + Lawrence MacArthur* Scott Miller

United Way of the Valley & Greater Utica Area
Brenda E. Episcopo* Keri Kane

UTC Aerospace Systems
Joshua Strickland

Utica College + Laura Casamento* Adrienne Arone

Utica District Telephone Employees FUA #11157
Patrick M. Gallagher*

Utica First Insurance Company
Richard J. Zick* Melissa L. Mann

Utica Gas & Electric Employee FCU
John J. Deecher*

Utica National Insurance Group
Richard P. Creedon* Cassandra Murphy

Vicks Lithograph & Printing Corp. + Dwight E. Vicks III* Brenda Mitchell

Village of Herkimer
Mayor Anthony Brindisi* Nicole George

WallMart #2285 - Herkimer
John Emery*

WallMart #1677 - New Hartford
Paul Pleuritis* Penny Watkins

WallMart #2093-North Utica
Brandy Whorall* Justin Orlando

WallMart Distribution Center #6038
Bryce Minnich* Brent Vanderwood

Watervliet Central Schools + Charles G. Chafee* Linda A. Hughes

Watson Williams Elementary School + Cheryl B. Minor* Kristen A. Edic Annette M. Tennyson

Whitesboro Central School District + Brian K. Bellair* Elsa Davis Deborah Lawrence Kim Powers

Women's Employment & Resource Center
Stephanie A. Eghigian*

YMCA of the Mohawk Valley
Anthony DeLuca*

YWCA of the Mohawk Valley
Dianne Stancato* Claudette George

* CEO ♦ Union Organization
Leadership Gifts 2016–2017

**ALEXIS de TOCQUEVILLE SOCIETY**

**Andrew Carnegie** $30,000+
H. Thomas Clark, Jr., & Bernadette T. Clark

**John Hopkins** $15,000–$19,999
John F. & Jackie Romano

**Jane Addams** $10,000–$14,999
Al & Joan Carbone
Don & Edie Carbone
Enessa M. Carbone
Marianne & Peter Gaige
Richard R. Griffith
Curt & Beth Hartman
Connie & Alan Leist
Gary & Marcia Scalzo

**JACK B. RIFFLE ASSOCIATES**

**Platinum** $7,500–$9,999
Ronald & Sheila Cuccaro
Elizabeth & Larry Gilroy
Mr. & Mrs. Nicholas O. Matt
Mrs. Dwight E. Vicks, Jr.

**Diamond** $5,000–$7,499
Mr. & Mrs. Francis J. Behlmer
Cris & Ann Brodock
Rodney W. Koch
Pinny & George Kuckel
Randy B. Soggs
Judy V. Sweet

**Gold** $3,000–$4,999
Larry & Corky Bull
Jim & Meg Clifford
John Eckmair
Blake & Cathy Ford
Steven & Beth Guzski
Dr. Ron Kaye & Mrs. Mary Kaye
Christopher & Virginia Kelly
Marcia & Patrick Knapp
Dr. W. Anthony & Carol B. Mandour
Fred & Carrie Matt
Dan & Pam Meehan
Scott & Kathy Pera
Jacqueline Schumacher
Tom E. Sinnott
Stephen & Gina Surace
Dwight E. Vicks III
Zurschmitt Family

**Silver** $2,000–$2,999
Ross & Julie Berntson
Drs. James Bramley & Patricia Lane
Bruce & Frances Bull

**Oak Level** $1,000–$1,499
David & Maria Abdou
Isaak Acosta
Steve & Catherine Alessandri
Mark & Kathleen Angelucci
Rocco & Victoria Arcuri
Tracy Bach
Bruce & Shannon Brach
Craig S. Brodock
David & Valerie Brown
Steven T. Bryant
John & Beth Calogero
Gerard T. Capraro
Jolene M. Casatelli
Terry Casioli
Heather L. & Richard A. Cohen
Paul & Andrea Cohen
Roger A. Coyle
Deb & Chris Crane
Burt Danovitz & Edie Weintraub-Danovitz
Robert & Laraine* Dell
Ken & Nola Dickson
Brenda & Matthew Episcopo
Ralph & Jennifer Figueroa
Scott A. George
Timothy J. Giarrusso
Vincent M. Grove
Steve & Kathy Hartnett
Dr. & Mrs. Andrew T. Ho
John H. Hobika, Jr.
Allen Hutchings
Dana & Cathy Jerrard
Shawn & Diane Kain
Dean Kelly
James S. Kernan, Jr.
Debra & Keith Landman
Karen A. LaPlante
Dr. & Mrs. Gilbert Lawrence
Alan R. Leist III
John & Janice Livingston
Robert & Donna Manfredo
John & Kathyrn Marini
David Mathis
Mr. & Mrs. Kenneth McCabe
Mr. & Mrs. Michael J. McCabe

**Cherry Level** $1,500–$1,999
Timothy A. Butcher
Donald Carbone
Geno DeCondo
Steve & Dianne DiMeo
Michael & Martha Giacobbe
Thomas E. & Patricia Gogola
Julie & Steve Gorczynski
Tyler & Katie Griffith
William & Cynthia Krause
Catherine Lambert
David & Judy Manzelmann

**ADIRONDACK CLUB**

Kristen Martin
Thomas O. McCraith
Susan Szuba
Michael & Mischael McKenna
John R. Norine, Sr.
Anthony & Eleanor Picente
Robert & Melissa Porten
Timothy & Cynthia Reed
Mr. & Mrs. Paul A. Totaro
Anonymous – 4

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Catherine Lambert
David & Judy Manzelmann

Stephanie R. Nesbitt
Matthew & Megan Nicholl
Barb & Ed Paparella
William M. Parker
Ron & Paula Passafaro
Bill & Mona Perrotti
Brian J. Reid
Justin Rishel
Nancy A. Rockhill
Vincent & Elizabeth Rossi
Richard & Ann Shlotzhauer
Audrey A. Snow
Anthony & Mariann Spiridigloizzi
Jeffrey H. Stein, DDS
Mr. & Mrs. John B. Stetson
Maria E. Suppa
Robert Tan
James Wallace
Susan & Dan Wheaton
Bonnie & Darren Woods
Richard & Nikki Zick
Stephen R. Zogby & Noreen E. Sheridan
Richard L. Zuccaro
Anonymous – 5

**Maple Level** $750–$999
Thomas C. Abbatecola
Peter J. Barresi
Dr. & Mrs. Robert L. Bradley
Scott Briggs
Cristine Broccoli
Michael & Monica Buttiner
Elizabeth Caraco
Cynthia & Paul Cardarelli
Daniel Cieplenski
Mary Clair
Robert B. Clark
Michael A. Cookson
Richard S. Crandall
Kevin R. Crosley
Wink Doolittle & Linda O’Connor
Reverend Paul J. Drobin
Frank & Liz DuRoss
Robert Esposito
Lou & Kristen Falvo
Joan M. Farmer
Richard A. Frye
Joe & Ann Gale
Glen Gardeski
Kimberly Garramone
Jeffrey W. Gornick
Dawn M. Gubbins
Christopher Haddock
John A. Humphreys
Top 20 Workplace Campaigns

1. Utica National Insurance Group
2. F.X. Matt Brewing Company
3. Carbone Auto Group
4. Mohawk Valley Health System
5. National Grid
6. MetLife Group Claims Office
7. ConMED Corporation
8. Indium Corporation of America
9. The Fountainhead Group, Inc.
10. The Bank of NY Mellon
11. Cathedral Corporation
12. M&T Bank
13. Bank of Utica
14. Adjusters International
15. Hannaford Stores
16. UFCW Local One
17. Utica First Insurance Company
18. The Hartford
19. Bank of America
20. Vicks Lithograph & Printing Corp.

Top 20 by Employee Per Capita

1. Scalzo, Zogby & Wittig Insurance
2. Strategic Financial Services, Inc.
3. United Way of the Valley & Greater Utica Area
4. UFCW Local One
5. Gilroy, Kernan & Gilroy
6. Boilermaker Road Race, Inc.
7. Adjusters International
8. M. Griffith Investment Services
9. Dermody Burke & Brown
10. Utica District Telephone EFCU
11. The Matt Law Firm, PLLC
12. Vicks Lithograph & Printing Corp.
13. Utica Gas & Electric EFCU
14. National Grid
15. Bank of Utica
16. F.X. Matt Brewing Company
17. Utica First Insurance Company
18. United Parcel Service
20. MV Economic Development Growth Ent. Inc.