

resilience = 



A Message From Leadership

January of 2020 seems like eons ago, as most prior years do when gleaning a year's worth of data and content to showcase the dynamic programs and services at Compeer. With new leadership at Compeer starting in January of 2020, a life-altering pandemic, and one of the most significant social justice movements to take place in decades, one cannot help but wonder, how did we ever make it through? The timing of this publication allows us to look back, be present, and launch forward as we continue to evolve as an organization, dedicated to mental wellness through friendship and other non-traditional behavioral health services.

Resilience is the theme of our 2020 Annual Report. This is not a new concept for Compeer or any other non-profit organization. We have weathered storms of many kinds—funding shortages, workforce and volunteer recruitment challenges, shifts in company branding,

and more. More importantly, resilience is embodied in the individuals we serve, and always has been. The human capacity to heal is built-in, and is augmented by social supports—this is the premise and foundation of Compeer.

In a year where we all stayed still, Compeer managed to grow, through successes and struggles alike. We completed a timely merger with OASIS Adaptive Sports to expand Veteran services in CompeerCORPS. We engaged in powerful discussions with staff and other stakeholders about racism, police accountability, and social equity. We received overwhelming support from the community as Compeer Volunteers, donors, and ambassadors. As you read on, we hope you will see resilience in our people, programs, and organization. We thank you for your support, now and always.



Ela Hakiel
Chairperson of the
Board of Directors



Sara Passamonte
President / Executive Director



resilience = engagement



Compeer Family Engagement Day at the Rochester Museum and Science Center

Youth Mentoring Program

Riley and Lea Youth Match

When Lea moved to Rochester, she knew volunteering in Compeer’s Youth Program was an experience she had to be a part of. Lea was matched with Riley, and they have been inseparable since! Although the pandemic impacted typical activities, it gave them the opportunity to explore the community in different ways.

Together, Lea and Riley have learned to go with the flow of the change. During 2020, when life was uncertain and human connection was so greatly needed, Lea and Riley truly valued their time together, whether it be safely in person, or while doing virtual activities. Sometimes they got to check out the Rochester Museum and Science Center, and other times they spend their time baking cookies and watch Riley’s favorite shows. As things continually get safer, Lea and Riley are looking forward to spending

more time exploring Rochester! At Compeer’s “Day of Play” event, Riley’s personality shined as she and Lea enjoyed activities and laughed together throughout the day. Lea looks back on this as the moment she knew they were meant to be Compeer friends. Lea has had the opportunity to help Riley build her confidence and develop important problem-solving skills. Riley reminds Lea to take a step back from the busyness of life and be more mindful of her surroundings.

Despite the challenges of the pandemic, Riley and Lea remain a fantastic example of mental wellness through friendship. They are dispelling the myths and stigmas that surround people living with a mental illness. Lea’s advice for anyone wanting to get involved is to “just do it!” She says that during the past year, volunteering with Compeer Rochester and spending time with Riley has been the highlight.

During 2020, when life was uncertain and human connection was so greatly needed, Lea and Riley truly valued their time together, whether it be safely in person, or while doing virtual activities.

youth served
123
 one-on-one mentoring
2,447 hrs.

average match length
27 mos.
 matched for at least 1 year
68 %



Adult Mentoring Program

Bizzy and Ashley Adult Match

Ashley signed up to volunteer in Compeer's Adult Program after she attended a Compeer Rochester presentation at her workplace, Brown & Brown of New York. Bizzy was referred to Compeer by her therapist because she was tired of isolating in her home. She wanted to decrease her social anxiety, participate in fun activities in the community, and experience more wellness in her life. In June 2020 Bizzy was matched with Ashley, and since then they have shared many adventures together.

Bizzy and Ashley have attended several Compeer events including visiting the Seneca Park Zoo, going on a guided tour of Wild Wings Inc., participating in the Harvest Fest, and touring ARTISANworks. During much

of the pandemic, Bizzy and Ashley met safely with each other in person and followed the guidelines provided by the CDC. When Ashley found out she was pregnant, they decided to hold off on meeting in person for a while but kept in regular contact through phone calls and texts. They also enjoyed playing virtual games together, like Words with Friends!

In February 2021, Ashley had her son. In March, Ashley and Bizzy began to see each other in person once again. One of the first things on their list was to go to La Casa (a favorite local restaurant) to celebrate Bizzy's 25th birthday. Bizzy and Ashley's friendship continues to thrive, and they have a lot to look forward to in the future. A Compeer Friendship is invaluable, and all the matches in Compeer's Adult Program are ready to enjoy their time together face-to-face just like Bizzy and Ashley.

Bizzy was referred to Compeer by her therapist because she was tired of isolating in her home. She wanted to decrease her social anxiety, participate in fun activities in the community, and experience more wellness in her life.

adults served

154

one-on-one mentoring

3,432 hrs.

average match length

7 years

matched for at least 1 year

94%

resilience = achievement





Youth and Family Peer Mentoring

Mae and Angela Youth Peer Support & Family Support

Angela is a Peer Specialist with Compeer. She also assists with Spanish translation. Her positive attitude, depth of understanding, and lived experience shine in these programs every day! Mae meets with Angela regularly and they've built a great relationship even during the pandemic.

Angela and Mae exemplify the importance of the Youth Peer Movement and the amazing resilience and power of connection that can endure and thrive despite the challenges posed by COVID-19. This exceptional peer relationship has been integral in empowering Mae to develop stronger self-awareness and personal advocacy. She has also explored career and employment possibilities as she looks forward to her post-high school life. Additionally, Angela and Mae

are working towards connecting with the SWAT (Spreading Wellness Around Town) youth group, a group of teens focused on amplifying the collective voices of youth in Rochester to make positive changes in the community.

During Mae's time with Compeer, her parents worked with Compeer's Family Support program. Family Support helped them enhance their skills around building and improving school-based supports for Mae. They made great efforts in understanding Mae's mental health diagnoses so they could better advocate for her as she navigated high school. Family Support provided Mae's parents with resources such as workshops and groups. The program helped ensure that both parents were involved in communicating and advocating for Mae while also learning how to practice self-care. This is just one example of how our programs can work across the board to help create a better future for youth and their families!

The program helped ensure that both parents were involved in communicating and advocating for Mae while also learning how to practice self-care.

Family Support

60 families served



Adult Home and Community Based Services: Peer Support

Phil Callipare Adult Peer Support

Phil is Compeer's Home and Community-Based Services Program Manager. He's also a Peer Specialist who helps many clients in the community, a great leader, and a kind and thoughtful friend to us all! Phil joined the Compeer Rochester team in January of 2020. He became a peer to share his experience, strength, and hope to help guide others who are living in recovery.

As a Peer, Phil looks forward to meeting with his clients daily. It brings him joy to go over their goals and help them navigate what they hope for life to look like. Phil takes a person-centered approach to help his clients find wellness and recovery.

"I try to introduce skills as much as possible," says Phil. "Individuals that I work with are all so different. This job gives me purpose and helps me personally."

One of Phil's favorite parts of his role are his coworkers. "They truly care about you and your well-being and growth in the agency."

"Individuals that I work with are all so different. This job gives me purpose and helps me personally."
– Phil

We got to talk with Phil about his time at Compeer:

Why is Compeer Rochester needed in the community?

We can help people not be alone because a Peer Specialist relates to you and your situation. We can also point people to good resources if someone is in crisis. We can be there with you in person or through Telehealth on a personal level. I have some clients who want me to be more direct, and others who need a gentle push to meet their goals. This is all about what works for the people.

Could you share a story of how you/your role has helped to make an impact in someone's life or in the community?

I got to work with someone who was dealing with social anxiety, especially around speaking up for herself or to a group. After meeting together several times, she ended up presenting at a Compeer Board Meeting! I get nervous at meetings like that, and there she was, speaking to them like a pro! Now, she has some new goals. She completed a semester of CNA school, she joined two different book clubs, and she's going to other meetings too. She's living the process, and she's proving that it can and does work!

Is there anything else you would like to share about Compeer or your experience working as a Program Manager/Peer Specialist?

It saved my life. I've experienced the fear of not knowing what it would be like and found patience, kindness, and laughter. Ultimately, I didn't know how much purpose was behind this role! I feel like I can go to anyone on staff if I need to. What I know is that I want to keep giving back. I want to teach our new staff and give them hope to pass on to their clients.

◀ Compeer tour of Mt. Hope Cemetery

resilience = determination





CompeerCORPS



Interview with Bob Rose US Airforce, 1972–1976

Where did you serve?

Robert Rose, Air Force, Sergeant (E4), 1972–1976. Lackland AFB – San Antonio, Texas (Basic Training), Chanute AFB – Rantoul, Illinois (Technical Training), Wurtsmith AFB – Oscoda, Michigan (Permanent Station). I was an electronic technician on the AGM-69A missile system.

How did you get involved with Vets Driving Vets and CompeerCORPS?

I started driving in February of 2019 after I retired from 42 years at Eastman Kodak. I was looking to volunteer my time to keep busy. Then, I started playing Zoom Bingo with CompeerCORPS when COVID-19 put everyone in lockdown. It was a good way to meet fellow veterans while we had to be apart.

Tell us a little about the friendship that formed when you began volunteering. I started driving Joe in June of 2019. His family owned a sports bar that I had frequented since the late 70's. I met Joe when he was bartending there, though I never really got to know him back then. When I started driving him, I mentioned I knew his brother from those days. After that, we started talking about old times. It was amazing to find out about the mutual friends we have too!

Why do you tell other Veterans to get involved in and Vets Driving Vets and CompeerCORPS?

CompeerCORPS offers many ways for us to do things we enjoy together. I am thankful to CompeerCORPS and Vets Driving Vets for the opportunity to give back to others who have served our country. It's a pleasure meeting other Veterans and being able to talk about our experiences together.

About Joe Nucci US Navy, 1971–1975

Where did you serve?

Joe Nucci, Navy, 3rd Class Petty Officer, 1971–1975, Guam (2 years).

Can you tell us a little about your time in service?

I was a Communications Specialist, Morse Code.

When and why did you become a Vets Driving Vets rider?

I started in 2017 after my stroke left me unable to drive.

Why do you tell other Veterans about CompeerCORPS?

There is a lot you can do to help yourself. Don't be afraid to ask for help, and don't think you are alone. There is always someone who wants to help.

total veterans served
220

activities/event offerings
204 

◀ CompeerCORPS golf lessons at Woodlands Driving Range

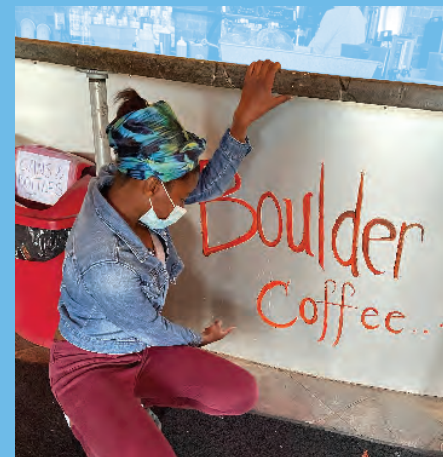
Active throughout the year!

Compeer engages those we serve through a whole host of events and activities tailored to their needs and interests. The Adult Program brings mentors and clients together for sightseeing tours of such places of local interest as Schoen Place and ARTISANworks. The Youth & Family Program holds fun scavenger hunts and exciting field trips to the Rochester Museum and Science Center. CompeerCORPS alone had 204 activities/events — including a fishing charter and tour of Mt. Hope Cemetery.



▲ Compeer participants treated to gelato by Jebetat Gallery & Café on the Erie Canal at Schoen Place in Pittsford.

▼ CompeerCORPS fishing charter.



▲ Above: Finding clues around Rochester during the Compeer Youth and Family Scavenger Hunt held this spring.

▼ CompeerCORPS at Mt. Hope Cemetery.



resilience = compeer !



Compeer Staff Retreat 2021

Outcomes

Youth & Family Mentoring

All youth participating in the Compeer Program who are matched one-to-one with an adult volunteer mentor are surveyed (by phone) by a third-party independent interviewer. They are asked a series of 24 questions designed to capture data on different dimensions of how each youth perceives the quality of their match relationship. Research confirms that higher scores in these dimensions lead to the development of a stronger match. The stronger the match, the longer it will last; and the longer a match lasts, the more positive are the outcomes.

The four dimensions measured are:

Centeredness—measures the extent to which a youth feels their mentor is responsive to their interests and needs for support; for example, does the mentor help with problem-solving and stress management.

Absence of Conflict—measures the extent to which a youth perceives any negative emotional experiences associated with their match relationship. This dimension is “reverse-scored” and adjusted. Therefore, a high score means a lower presence of negative emotional experience.

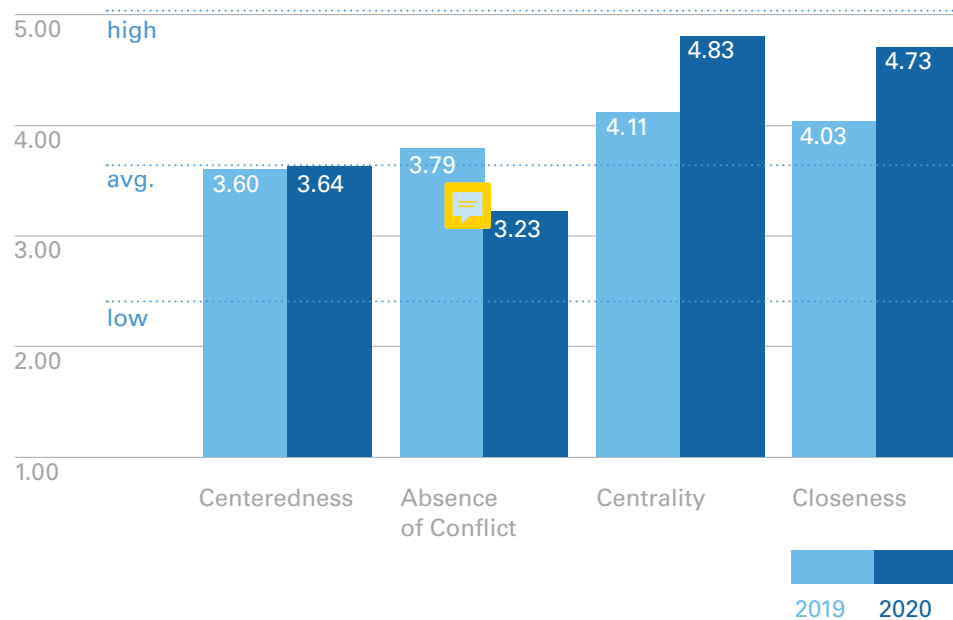
Centrality—measures the extent to which a youth believes their mentor considers the importance of their match; for example, how important is the match in each of their lives.

Closeness—measures the extent to which a youth considers their mentor attached and bonded to them.

Surveys are scored on a gradual scale with a score of 1.0 – 2.33 considered “low”; 2.34 – 3.66 considered “average”; and 3.67 – 5.00 considered “high.” The higher the overall score, the better the relationship is perceived by the youth.



2019–20 Compeer Rochester Youth & Family Mentoring Program Match Quality



Adult Mentoring

Human beings are social by nature, and high-quality social relationships are vital for health and well-being. Like many other social determinants of health, however, social isolation (an objective lack of social contact with others) and loneliness (the subjective feeling of being isolated) are significant yet underappreciated public health risks.

Social isolation and loneliness are associated with poor physical and mental health outcomes, including higher rates of mortality, depression, and cognitive decline.

The goal of Compeer Rochester’s Adult Mentoring Program is to reduce the social isolation of people in our community who struggle with mental health challenges. Research confirms the importance of a strong social network as a prerequisite to positive mental and physical health.

Conversely, the lack of a strong social network leads to isolation and decreased

mental and physical health. This theorem is especially relevant since the onset of COVID-19.

To gauge the effect of our mentoring model more accurately on our clients’ mental and physical health outcomes, we began using the evidence-based Lubben Social Network Scale in late 2019. This is a widely used instrument that assesses perceived social support received from family and friends and is applied in social and health care research.

The total score is calculated by finding the sum of all items. The score ranges between 0 and 60, with a higher score indicating more social engagement and a lower score more isolation.

Preliminary data from our clients indicates the following: Individual client composite scores range from a low of 18 to a high of 44 (average = 29.23).

This is the baseline from which we will measure success over time.



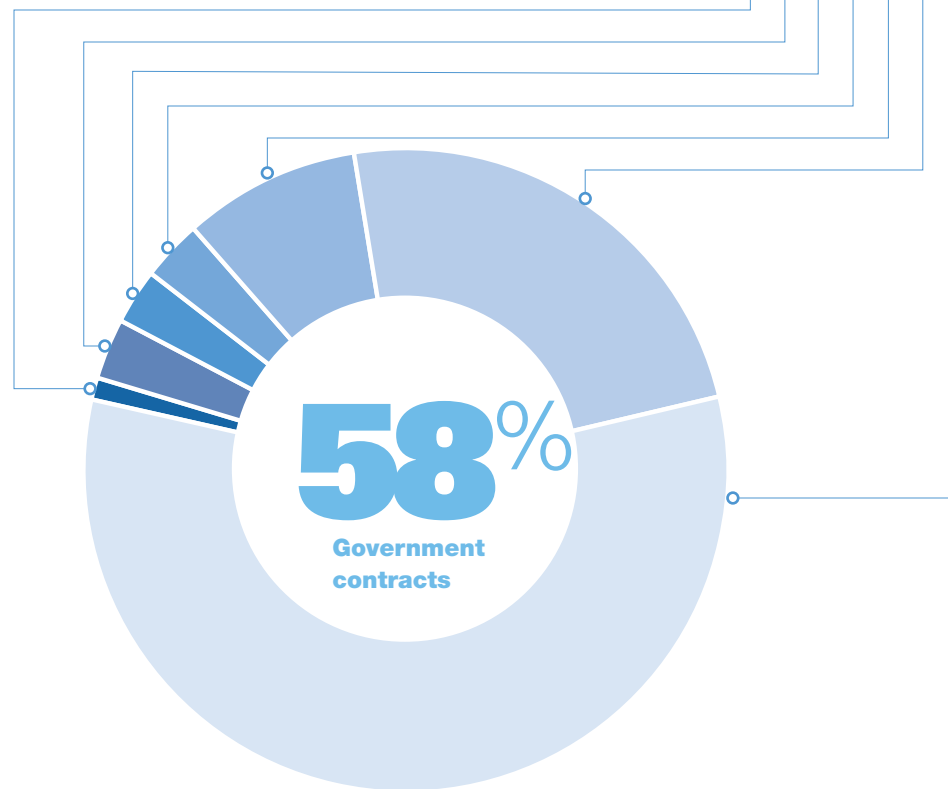
Amidst the backdrop of the COVID-19 pandemic, Compeer nevertheless made great strides in 2020. We saw increases in “level of satisfaction” in three out of four measured categories — Centeredness, Centrality, and Closeness.

Financials

Year ended December 31, 2020

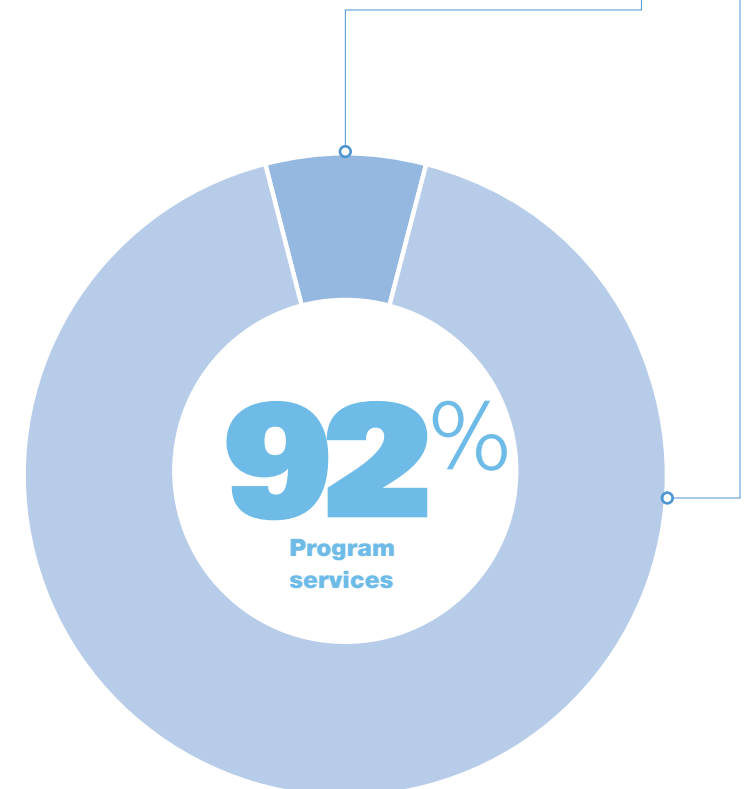
Revenues

| | \$ Total | % of Total |
|--|--------------------|-------------|
| Government contracts | \$595,864 | 58% |
| Foundation grants | 245,945 | 24 |
| United Way | 87,890 | 9 |
| Contributions | 35,616 | 3 |
| Government contracts-prior net deficit | 28,429 | 3 |
| Fee-for-service | 28,359 | 3 |
| Special events | 9,760 | 1 |
| Total support & revenue | \$1,031,863 | 100% |



Expenses

| | \$ Total | % of Total |
|------------------------|--------------------|-------------|
| Program services | \$1,092,372 | 92% |
| Management and General | 90,618 | 8 |
| Fundraising | 4,800 | <1 |
| Total expenses | \$1,187,790 | 100% |
| Net Gain (Loss) | (\$155,927) | |



Other Income

| | \$ Total |
|--------------------------------|-----------------|
| Interest & Dividends | \$14,121 |
| Net realized & unrealized | 68,067 |
| Gain (Loss) on investments | |
| Interest expense | (1,678) |
| Total Other Income, net | \$80,510 |

Compeer Rochester, Inc. is a human services charitable organization pursuant to §501(c)(3) of the Internal Revenue Code. Contributions are fully deductible under the law. The accounts of Compeer Rochester, Inc. are audited annually by the accounting firm of: RDG+Partners.

Copies of the audit are available for review at: Compeer Rochester, Inc., 259 Monroe Ave., Rochester, NY 14607.

The latest financial report filed with the Office of Charities Registration may be obtained at: Department of State, 162 Washington Ave., Albany, NY 12231.

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thank you to all of our wonderful donors.
Your support makes what we do possible!*

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Mission statement

Through the power of supportive friendships, Compeer serves as a bridge to enhanced wellness and community integration for those with social and emotional barriers.

Vision statement

We envision a day when all communities embrace individuals and their families living with mental health challenges; when prevention begins early with children and their families; when living, learning, working and volunteering in the community is given expression through the social inclusion of all individuals and supported by the power of friendship and hope.

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