



2015 Annual Report

Phone: 315.476.7441
600 South Wilbur Avenue
Syracuse, New York 13204

Dear Friends,

In 2015 we saw an agency-wide culture shift on how we not only perceive, but provide services for the individuals we support. In September, Arc of Onondaga was awarded a three-year national accreditation from the Council on Quality and Leadership –an internationally recognized non-profit agency which is dedicated to the improvement of quality of life for people receiving human services. This accreditation, and the rigorous process leading up to it, allowed us to critically look at not only how we provide services, but to learn what the people we support think about those services. We launched our first-ever “Spread the Word to End the Word” campaign –a national day dedicated to educating youth about the harmful and stigmatizing use of the “r-word” in everyday vernacular, and we were able to fully-integrate our Onondaga Blvd. Day Hab into the community through a partnership with All Saints Church.

Arc of Onondaga navigated through many changes in 2015, bringing to fruition much of what has been alluded to over the past few years. We saw rate changes, concerns about meeting HCBS waiver setting rules, decreased referrals to some of our long-standing services, and lengthy openings in our residential settings due to OPWDD control over who can move. All of this has forced us to look closely at how we do what we do – how to do it more efficiently and how to do it in a more person-centered way – proving that change, though sometimes necessary and most certainly unavoidable, can bring about new and innovative opportunities that lead to great success!

So, while the times continue to be uncertain and change remains inevitable, we still find ourselves flooded with opportunities. Opportunities to help individuals determine what matters most and help them achieve their goals. Opportunities to provide services in a different kind of way. Opportunities to make changes that are beneficial to both the people we support and employ. Opportunities that better lead to a life of inclusion and success.

Sincerely,



Ellen Gutmaker
Executive Director

James Cannon
President of the Board



Ellen Gutmaker
Executive Director

James Cannon
President of the Board

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“I like doing different things. Every day we go somewhere new. I like being out.”

~ Stephanie



Onondaga Blvd. successfully transitioned into a fully-integrated day hab program

Onondaga Day Hab closed its doors in 2015 and relocated its administrative offices to the All Saints School along with recreation and Milestones. The site currently houses 25 individuals and 11 staff who are hitting the streets of Onondaga County in search of new and exciting opportunities. Before officially closing their doors in September, Onondaga Day Hab spent two months “practicing” to make sure everyone was up for the new adventure. Every day the group meets and decides where to go. Sometimes they will break up and do different activities - encouraging the individuals to decide what they would like to do for the day. Some of the outings they’ve conquered so far include volunteering, hiking, going to the library and park, Friday morning exercise, visiting the sunflower maze in Camillus, and even enjoying a boat ride on the Erie canal.

“It was such a confidence boost. I just kept thinking, I bet this is what a promotion feels like. There are terrific people over there at the day hab. They deserve the cleanest and safest environment possible. I’m happy to be able to work for them.” ~ Francis



Francis currently works weekday evenings at the West Genesee Day Habilitation site on a NYSID contract. He has been with Arc’s vocational division, Monarch, for two years, and after his first year on the job, was asked if he would consider managing his own site. The first person ever to be asked to take on such a task, Francis would be required to not only work independently with minimal supervision, he would also have many additional responsibilities including keeping the keys for the building, utilizing proper time management skills, and maintaining and monitoring inventory including cleaning supplies and building necessities. The idea of having an individual maintain their own site was never even a thought until Francis came to work for Enclaves. The more staff worked with him, the more they realized how much more efficient they could be by streamlining productivity efforts and doing more with less. Francis was the first person to demonstrate all the necessary skills that would be needed for someone to work independently at his own site, including having his own transportation.

Seven individuals served through Monarch’s Enclaves now work without daily supervision; managing their own site and all the responsibility that comes along with it.

The Participants Advisory council changed their name to the Participants Advocacy Council (PAC) to better reflect the work they do both in the agency and within the community.

Success is challenging and encouraging others to advocate for themselves and their peers so that their message can be shared and heard. In 2015 the PAC shared their collective voice through agency-wide projects including *Spread the Word to End the Word, I Am, and What Matters Most*. They also participated in a CQL focus group, visited with assemblymen and senators, and wrote letters to the Governor of New York State. They are a dedicated group that strive to advocate for the causes and people that matter the most to them, so they may be regarded and respected as active participants in the life of their communities.



Advocacy is...

“Giving other people a chance to speak and speaking for others who don’t have a voice; bringing ideas to the table and fighting for the rights of others and being a friend” ~ Pat

“Enriching the community’s voice” ~Isaiah

“Sticking up for your rights, don’t let people push you around and call you names” ~Dori

“Learning new things, helping out and change” ~Lisa

“Sticking up for myself and others and being part of a group” ~Joe

Arc of Onondaga was awarded a three-year National Accreditation from the Council on Quality and Leadership (CQL), confirming their shared vision for person-centered solutions and commitment to continuously improve the quality of life for people receiving supports.



"Arc of Onondaga is commended and congratulated for achieving accreditation with CQL's Quality Assurances Accreditation methodology and for its ongoing commitment and efforts to exemplify how a singular focus on the lives of people supported leads to making meaningful discoveries about What Really Matters."

Becoming CQL certified allows Arc to better serve individuals by providing a robust person-centered approach in the services provided. It means really listening to those who receive supports to find out what matters most to them, and assisting them in finding ways to achieve those outcomes. These supports help individuals to facilitate and achieve their personal goals and aspirations. Becoming accredited is an international symbol of quality for the work we do.

"We all need to respect each other. If you want to know something about disabilities, ask someone who knows, ask me."

~ Mary



Spreading the Word

Arc of Onondaga, in partnership with GiGi's Playhouse and social justice leader Don McPherson, set out to educate teens at local area high schools about the stigmatizing and offensive use of the word "retard" in common vernacular. Asking them to take a pledge via social media, online, and by signing their names to a travelling banner, McPherson, along with individuals supported by Arc and GiGi's, visited East Syracuse-Minoa, Jamesville-Dewitt and West Genesee High Schools to talk about how the "r-word" is not only disrespectful and isolating, but also further stigmatizes those with different abilities. The movement to discontinue the use of the "r-word" is part of the national Spread the Word to End the Word campaign which is supported by over 200 organizations worldwide.

Dori

Success is being able to determine what matters most to the individuals receiving supports. Conversation, observation and empowering inclusive decision making helps individuals lead self-directed lives. Dori, who lives at an Arc residence and works for Monarch, has shared huge accomplishments with her friends, family, co-workers and Arc staff this year. Dori had a fear of stairs and falling which lead to her living a sheltered life. Afraid to leave her apartment, Dori spent a lot of time indoors and not participating in many of the activities her friends enjoyed on the weekends and after work. Recognizing her need for more physical independence, staff worked with Dori to move her into a one level Arc residence with no stairs –a big change for Dori who spent over 10 years at her old apartment. Since moving, Dori's growth can be seen in every aspect of her life. She walks everywhere now and no longer needs assistance; including doing mail delivery at Arc's administrative building. Her self-esteem and confidence levels have sky-rocketed, she joined the Participants Advocacy Council, advocates for herself to attend appointments on her own, and has lost 50 pounds due to her new active and unrestricted lifestyle. Staff continue to celebrate her successes and provide supports when needed, and Dori is now excited and enthusiastic to try new work experiences proving that change can lead to great rewards.

"I like doing the mail run for Arc. It's a good opportunity for me. I like seeing people and I like the exercise."
~ Dori

"I'm thankful for the new adaptive device that was built for me because it helps me be more independent in my work area and I don't have to rely on others to do my job. I think it's important to have adaptive equipment for all people with all sorts of disabilities." ~Heather



When staff noticed Heather, who has one mobile hand, was struggling with fastening clips to an assembly wheel, they built her an adaptive device to hold the wheel in place. Now, she can fasten twice as many clips in half the amount of time, doesn't have to rely on the help of others to complete a task, and is one of the fastest workers on the workshop floor.

Opportunity is knowing that work is meaningful to the people we support. Developing person-centered vocational goals starts with understanding each individual in order to best recognize what they personally want to work for, their needs and desires.

“Becoming CQL certified allows DSP’s the opportunity to really listen to individuals to find out what really matters most to them, assisting them in finding ways to achieve their own personal goals and aspirations.”

Dykel Howard, Direct Support Professional

2015 Audited Financial Information - Arc of Onondaga

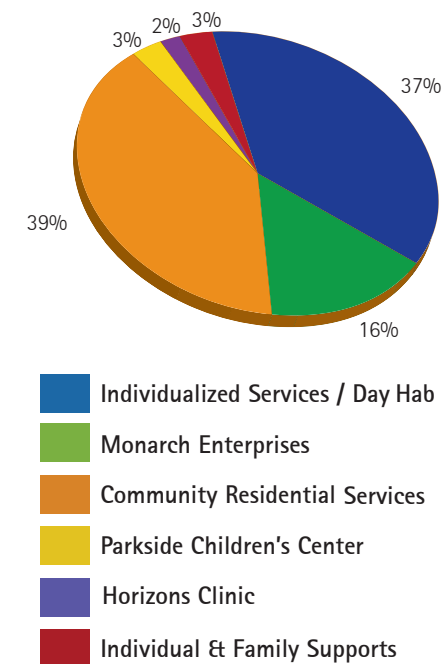
Arc of Onondaga’s services and programs cost over \$26 million to operate in 2015 and is continuing to revise the supports and services provided to meet the growing needs of people with developmental disabilities in Onondaga County.

Among the individuals Arc serves, more than 100 live in residential homes and apartment settings provided by Arc’s community residence program.

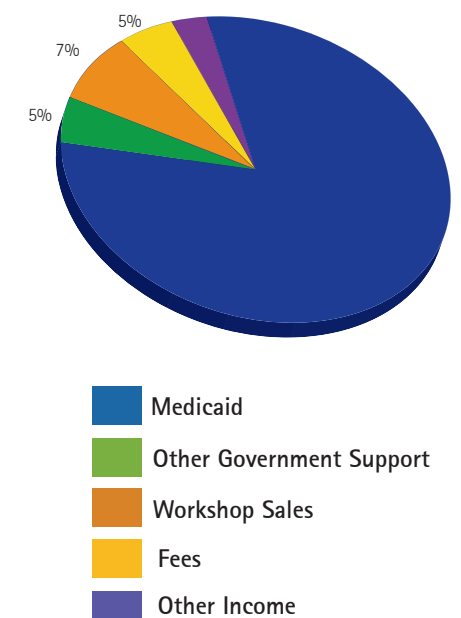
Over 300 people receive day services at one of eight sites and almost 200 more people are employed by Monarch, Arc’s vocational division.

It takes approximately 500 full and part-time staff to provide Arc’s high-quality services to over a thousand individuals and their family members living in Onondaga County.

Expenses



Sources of Revenue



Total Revenue: \$26,327,596

Thanks to the dedication of Arc’s direct support professionals, Arc resident Mike was able to go on his very first bicycle ride. Through continual encouragement and support, DSP’s have been inspiring Mike to try new things. He not only was the first in his house to brave a bike ride to the end of the block and back, he has also been playing basketball at a local park with DSP Dykel and fellow housemate, and has shed pounds in his personal goal to lose weight. His enthusiasm and eagerness are infectious and have encouraged those around him to try new things as well.

ARC OF ONONDAGA *Legacy of Love* SOCIETY

Diamond Circle: (\$10,000 & up)

Mrs. Masue Bernholz
P. Drescher & Co.
Ms. Carol Ann Fisher
Mr. & Mrs. John Horsington
Mr. Klaus Schroder
Mr. Robert Walsh

Ruby Circle: (\$5,000 - \$9,999)

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Ms. Michelle Gillespie
Ms. Ellen Gutmaker
Mr. & Mrs. Mark Hettler
Mr. & Mrs. Dale Marris
Dr. & Mrs. David Mason
Mr. James Moran
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Ms. Peggie Keib
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Ms. Barbara Petitto
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Mr. & Mrs. Russell Smith
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Mr. Stephen Fournier, Key Bank
Mr. Michael Ferony, UPS
Mr. & Mrs. Edward Kochian
Mr. Donald McPherson

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Ms. Sharon Sullivan & Dr. Paul Phillips
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Ms. Wanda Thompson, PhD
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Dr. and Mrs. Howard Weinstein
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Ms. Lynne Ryan
Ms. Carolyn Stark
Mr. Joseph Tracy
Ms. Sheryl Wood

Arc of Onondaga and the Arc of Onondaga Foundation sincerely thank all those who give their support. We recognize the following individuals and companies for their contributions in 2014. If we have made an error or omission, please contact our offices. To find out ways you can contribute to the work of the Arc of Onondaga Foundation, visit our website at www.arcon.org.

**2015 Achievement Awards
Dinner**

\$10,000 and up
Durham School Services

\$5,000 to \$9,999
Americar
Relph Benefit Advisors

\$2,000 to \$4,999
Abbott-Nastri Partnership
Robert Kelly General Insurance
SUNY Upstate Medical University
The Bonadio Group

\$1,000 to \$1,999
ARRIS
Barclay Damon, LLP
BCI Empire Division
Boeheim Enterprises
C & S Companies
Don McPherson Enterprises, LLC
Dunkin' Donuts, Inc.
Empower Federal Credit Union
Firley, Moran, Freer & Eassa, P.C.
Karen and Bill Fisher
Galaxy Communications
Geddes Federal Savings & Loan
Assoc.
Mr. & Mrs. Mark Hettler
K-Mase Productions
Lena and Edward Kochian
LeMoyne College
Catherine LeMura
Mackenzie Hughes LLP
Hon. Thomas J Murphy
Oneida Wealth Management
Dr. Frank Smith
St. Joseph's Hospital
Summit Software
The Bank of New York Mellon
The Marrone Law Firm
UPS
Dr. & Mrs. Howard Weinstein
Welch Allyn

\$500 to \$999
Avalon Document Services
Catholic Charities
CNY Central Media Group
Community Bank, NA
Credit Solutions
Don McPherson Enterprises, LLC
Gear Motions Foundation
JGB Enterprises, Inc./Generation
Power
Peggie Keib
Kinney Drugs Foundation

Laci's Tapas Bar
Modern Kitchens of Syracuse
NYSID, Inc.
Onondaga Community College
Potter Heating & A/C-Perrone
Plumbing
The Sutton Real Estate Co. LLC
Syracuse Behavioral Healthcare
Syracuse Stage
Tessy Plastics Corp.

\$100 to \$499
7 Enterprises Marketing Firm, LLC
ACR Health
Anoplate Corporation
Arise
BCI Empire Division
Alana Bennett
Marleen and Michael Bilbo
Boeheim Enterprises
Bond, Schoeneck & King
Bowers & Company CPA's, PLLC
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Alfred Cappuccilli
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Centerstate CEO
Christian Brothers Academy
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Kathleen Colucci
Kathy B. Conahan
Dolores Cotroneo
Carol Crandall
Martha J. Cuddy
Cumulus Media
Cusano Associates CPA PC
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Bernadette DeMott
Bill Denmark
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Sharry Doyle
Eastern Managed Print Network
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Zoo at Burnet Park
Fulton Savings Bank
Fust Charles Chambers, LLP
Gifford & West Pharmacy

The Gifford Charitable Foundation
GiGi's Playhouse
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Hancock & Estabrook,LLP
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Terry Hicks
Hill & Markes, Inc.
Hiscock Legal Aide Society
Yilin Hou
Louis Iannettoni
Jeffrey's Auto Body, Inc.
Kathleen Khouri
Angela Kitts
Lauren Kochian
Lan-Co Companies
Latocha Builders & Renovations,
Inc.
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Young and Jay Lee
Lisa LeMura
Lifetime Benefit Solutions
Literacy Volunteers of Greater
Syracuse
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Onondaga Historical Association
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Paladino's Pizza
Pathfinder Bank
Paul deLima Company, Inc.
Debra Petzold
Pioneer Companies
Michelle Podeswik
Polcaro Lawn Sprinkler Solutions
Nancy Pooley
Brian Pulvino
Sandra and Michael Radziwon
Red House Arts Center, Inc.
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Lynne Ryan

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Anne and Charles Seereiter
J. Michael Sills
Kathy Siracusa
Dr. Frank Smith
Jill Stewart
Stickley, Audi & Co.
Syracuse Auto Dealers
Syracuse Crunch Hockey Club
Syracuse University Athletics
Department
Syracuse University Div. of
Advancement & External Affairs
Ciro Tanfillo
Mr. & Mrs. James Taylor
Sydney Tenenbaum
Tops Friendly Markets
Voya Financial
Linda and Bill Webster
Shirley and James Wiginton
Cheryl Anne Woloszyn
Fred Zaiko

2015 Dunkin' Run Arc Race

\$5,000-9,999
Boeheim Enterprises
Dunkin' Donuts, Inc.

\$2,000-4,999
First Niagara Bank
UPS

\$1,000-1,999
Anaren Microwave
C & S Companies
Don McPherson Enterprises, LLC
Network for Good
Relph Benefit Advisors
Syracuse Orthopedic Specialists
The Bank of New York Mellon
The Marrone Law Firm

\$500-999
Avalon Document Services
Community Bank, NA
Crouse Sports Medicine
Galaxy Communications
Harbridge Consulting
Kinney Drugs Foundation
Pathfinder Bank
Pinnacle Investments, LLC
Rich & Gardner Construction Co.,
Inc.

\$100-499
AAV Electrical
Allstate
Diane and Richard Brundage
Byrne Dairy
Carubba's Collision
The Centers at St. Camillus
Cicero Family Sports Center
Tom Curran

Five Star Urgent Care
Fleet Feet Sports Syracuse
Friends of the Rosamond Gifford
Zoo at Burnet Park
Harmony Design Group
Ann Hubert
IV4, Inc.
Jeffrey's Auto Body Inc.
K-Mase Productions
Liberty Mutual
Mackenzie Hughes LLP
Oneida Nation Foundation
Potter Heating & A/C-Perrone
Plumbing
Purcell's Wallpaper & Paint Co.
Stickley, Audi & Co.
Summit Software
Syracuse Crunch Hockey Club
Terek Living Trust
Joseph Thrapp
Tommy's Grass & Snow
VNA Homecare

Up to \$99
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John Brown
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Nancy Burt
Margie Chetney
Mary Jo Copeland
Michelle Cusimano
Mita Dutta
Christine Dwyer
Adele Friello
Mary Graziano
William Greenberg
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Kat Kane
Maryann Kaufman
Erin Kawryga
Tim Kohanski
Martha Lawson
Robert Manfredi
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Keith Meyer
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Nicholas Murgia
Jonas Oesterle
Katie Phelan
Bridget Ponzo
Samantha Randall
Robert Kelly General Insurance
Samuel Roberts
Maryann Roefaro
Toni and Jeff Rogers
David Slade
Anne Sveen
Mary Szczech
Gary Tarolli
Nicole Taylor
Cara Thompson

Tracy Tillapaugh
Lynn and Steven Trowbridge
Tom Tucci
Barbara and Rhys Williams
Cui Yuxuan

**2015 Annual Appeal &
General Contributions**

\$10,000 and up
JP Morgan Chase
P. Drescher Co., Inc.
Dr. Klaus Schroder

\$5,000 to \$9,999
The Dorothy and Marshall M.
Reisman Foundation
Carol Ann Fisher
Mary Louise Dunn Fund
UPS

\$2,000 to \$4,999
Masue K. Bernholz
The Centers at St. Camillus
Central New York Community
Foundation

\$1,000 to \$1,999
Community Health Charities of
New York
Don McPherson Enterprises, LLC
Judith and Gordon Eyer
Friends of the Rosamond Gifford
Zoo at Burnet Park
Ellen Gutmaker
Lauren Kochian
Naomi B. Chambers Charitable
Trust
Sandra and Michael Radziwon
April and Joseph Tracy
Mr. & Mrs. Robert J. Walsh

\$500 to \$999
Tiffany Bird
Joyce Carmen
Michelle Gillespie
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Jack And Jill
Peggie Keib
KeyBank National Association
K-Mase Productions
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Susan S. Langley
Lucia Family
Susan and Dale Marris
Sharon and Edward Moran
Kristen and Robert Morey
Jeannine and Dennis Nolan
James Pitts
Rotary Club of DeWitt, Inc.
Lynne Ryan
Marlin and Russell Smith
Carolyn Stark
Dr. Paul E. Phillips & Ms. Sharon

Sullivan
SUNY Upstate Medical University
Syracuse Crunch Hockey Club
United Way Campaign
Wegmans Food & Pharmacy
Jack Williams

\$100 to \$499

Aetna Foundation, Inc.
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Mary V. Andriello
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Barclay Damon, LLP
Carol Bullard
Janice and Joseph Charles
Rachel Colella-Squire
Patrick Conahan
John Hassett & Judith Crawford
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Patty and Rich Czerniak
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Dorothy and John Dee
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Harmony Design Group
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Jan Lane
The Lewis Roth Family Foundation
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Elena and John Massaro
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Dr. & Mrs. Katherine McMahan
Tina Meehan
Lauren Merola
Betty and Joseph Metallo, Sr.
John and Donna Miles
Scott Montroy
Morse Manufacturing
David Mouton
Peg and Charles O'Hara
Oneida Nation Foundation
Mary Jane Osada
Jackie Parshall
Michelle Podeswik
John Powers
RBP of Central New York
Mary Anne and Robert Rodriguez
Mary M. and Gary D. Salibrici
Dr. & Mrs. John Sanborn
Kelley Scanlon
Helju and Bernard Schneider
Anne and Charles Seereiter
Robert Shug
Denise Stephens

Terek Living Trust
The Benevity Community Fund
Susan E. and J. Michael Tierney
Pamela VanPatten
Fred Zaiko

Up to \$99

AmazonSmile Foundation
Mary Barton
Emily Bender
Walter Beutel
Lisa Blake
Fred Bohemier
Alonzo Brown
Mr. Richard E. & Ms. Diane Brundage
Katrina Bush-Williams
Emmanuel Calocerinos
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Margaret Day
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Ronald Grant
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David Hollenback
Matthew Horan
Marie Humez
Laura Jackson
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Judith and Wayne Johnson
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Paulette LaClair
Dale Lamphear
Nancy Anne Linnenbach
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Julia and Donald Polacci
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Natalie Pride
Sukiro Richardson
Vanessa Rickard
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Virginia and Richard Russo
Jay Scarson
Ann Marie Schlie
Lois D. and Wayne B. Scott
Dawn and Sam Showers
Renee Solow
Edward Spencer III
Susan Spooner
Brenda Stone
Doug and Mike Sydney
Justiss Trumble-Connelly
Darlene Trytek
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Robert and Barbara Vinette
Rita Vollmer
Donald Waful
Michelle Wagner
Matt Wall
Anita and John Williams
Linda Worden

Honorariums and Memorials

[In Memory of Lisa Allen](#)
Lioness Club of Central Square

[In Memory of Joe Babcock](#)
Jeannine and Dennis Nolan

[In Memory of Charles Christiansen](#)
Ruth and Robert Buck
Joan and Kenneth Christiansen
Sara Difelice
Helen Hull
Mary and Hugh Riley

[In Memory of Betty Crowley](#)
Jeannine and Dennis Nolan

[In Memory of Ed Kearney](#)
Joseph Thrapp

[In Honor of Lena Kochian](#)
Amy and Dr. Barry Quinn

[In Memory of Joyce Moore](#)
Denise and Dennis De Silva
Linda Lovett

[In Memory of Edna Nicholas](#)
Kathleen and Frank Campagna
Doris Cross
The Lesser Family

[In Memory of Meghaan Robinson](#)
Carrie Bond
Marie and Raymond Culotti
Tiffanie Gregory
Karrie Mosher

[In Memory of Bernice Sawicki](#)
Mary Felicia
Edward Mokijewski
Diane Murphy
Pamela and Frank Najdul
Mr. Dale Rima
Ann Ruston
Ann Thomas

[In Memory of Margaret Waldruff](#)
Mrs. Winifred L. Mocyk
Phyllis and Thomas Pickard
Darlene And Edward Vanderwater

[In Memory of Tom Woloszyn](#)
Esther and Paul Desnoyers
Peter Desnoyers
Yvonne and Mark Desnoyers
St. Aloyslus Church

[In Memory of Keeper](#)
Dan Koegel

2015 Sensory Garden

Sue and Francis Berda
Teri Dashnau
Margaret Day
Barbara Dennis
Beverly Fishlock
Michelle Gillespie
Ellen Gutmaker
Lauren Kochian
Donna and David Loveland
Kristen and Robert Morey
Sandra and Michael Radziwon
Robert Reaves
Lynne Ryan
Kelley Scanlon
Pamela VanPatten
Elmbrook Drive Residence
Carolyn Stark

In Kind

Ale & Angus Pub
Anyela's Vineyards
Asti Caffé
Attilio's Resturant & Bar
Avalon Document Services
Beat Street Music Co.
Bimbo Bakers
Bull & Bear Roadhouse
Cantina Laredo

Cazenovia Jewelry
Kathleen and Stephen Cerminaro
The Cheesecake Factory
CNY Central Media Group
Thomas Cobb
Coca Cola
Crowne Plaza Syracuse
Delmonico's Italian Steakhouse
Dick's Sporting Goods
Divalicious Desserts
The Dog Gone Inn
Double Tree Hotel Syracuse
Dr. Christopher Pawelek
Dunk & Bright Furniture
Dunkin' Donuts, Inc.
Edgewood Gallery
Empire Attractions
Empire Brewing Company
Enchanted Forest/Water Safari
Everson Museum of Art
Four Seasons Golf and Ski Center
Freihofer's Baker
Frito-Lay, Inc.
Funny Bone Comedy Club
Galaxy Communications
Gannon's Isle
Grimaldi's Luna Park
Hampton Inn
Hearth Cabinets and More LTD
Hofmann Sausage Co. LLC
Holiday Inn
Chris Holmes
Hotel Utica
Hunt Country Vineyards
Husted Dairy, Inc.
Ichiban Japanese Steakhouse
iHeart Media
Kathy Baker Photography
Sarah Kessler
K-Mase Productions
Lauren Kochian
Laci's Tapas Bar
Lisa Rossi Photography
Lomar Carpet
Long Horn Stakehouse
Mackenzie Childs
Maplewood Inn & Suites
Aida A. Mariani
Microsoft Store
Mike's TV, Appliance & Power
Equipment
Mirbeau Inn & Spa
MOST
Murphy's Lock & Alarm
New York State Fair
OCRRA
Oneida
Onondaga County Parks
Onongaga School of Therapeutic
Massage
Paparazzi Day Spa
Phoebes Restaurant
Plumley Engineering, PC
Pole Position Raceway
Price Chopper
Prime Steakhouse

Ra-Lin, Inc.
Raymour & Flanagan
Riley's Tavern
Sam's Club Foundation
Seabreeze Amusement Park
Shakowi Cultural Center
Sheraton University Hotel
Sherwood Inn
Spa 500
Stella & Dot
Stickley, Audi & Co.
Brenda Stone
Stu Gallagher Photography
Syracuse Banana
Syracuse Crunch Hockey Club
Syracuse Stage
T.I. Fishing Charters
Tastefully Simple
Taylor Rental
The Marrone Law Firm
Thompson & Johnson Equipment
Co., Inc.
Three Brothers Winery
Tommy's Grass & Snow
Tops Friendly Markets
Tri-Cities Opera Company, Inc.
Tully's
Twin Trees Too!
Wegmans Food & Pharmacy
Wise Foods, Inc.
The Woodbine Group, Inc.



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