

DAY CARE COUNCIL OF NEW YORK, INC.

60th Annual Report



60 years of service to children and families

JUNE 2008



DAY CARE COUNCIL OF NEW YORK BOARD OF DIRECTORS FY2007—2008

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Dear Friends:

We greet you with faith and optimism for the future. Without these two elements, I think you will agree with us that the lifespan of a nonprofit organization is short. As we complete our 60th year as a membership organization and service provider, we thank you for your support and hope that we can count on you to remain vigilant and “stay the course” with us as we continue our work on behalf of young children and families in New York City.

Over the past year, the Staff and Board of the Council have been extremely busy working to maintain our current level of high quality services to our member agencies and the public-at-large. We continued our work on the Community Partnership Initiative by organizing child care programs in the neighborhoods of Highbridge, the Bronx; Jamaica, Queens; and Bedford-Stuyvesant, Brooklyn. These efforts comprised linking child care programs with the lead CPI network in their neighborhood to share and acquaint themselves with the numerous resources in their community. In July 2007, The Council organized a highly successful Universal Pre-kindergarten Forum featuring speakers from the Department of Education, the Administration for Children’s Services, the Mayor’s Office and Child Care, Inc. More than 300 participants listened to the speakers remarks on the future of UPK in our city and answered their questions on funding, operations and the general viability of the program.

The Day Care Council’s service programs continued to grow and expand. A major highlight included a formal agreement with the four Child Care Resource and Referral programs in New York City to continue our work as a Consortium with the Council as the lead organization. The Day Care Council was the first CCR&R organization in NYC having secured the first state contract in 1988. Annually, the five CCR&R programs respond to approximately 20,000 telephone calls from parents; provide more than 8,800 technical assistance sessions to child care providers; and serve as the initial source of information for individuals interested in starting a child care program. Our Family Support Program in Brooklyn moved to another site in Community District nine to accommodate an increase in staff to address ACS’ request for an expansion in our client caseload from 90 families to 105. The new office allows us to offer additional training sessions in Brooklyn and work closely with families on child care issues. The Council’s James C. Hall, Jr. Family Child Care Network, located at York College in Queens, also expanded its work by increasing the number of its providers from 140 to 150.

In the area of labor relations, we met with the Office of Labor Relations and the two unions (District Council 1707/Local 205 and the Council of Supervisors and Administrators) on several occasions to discuss the directors’ and workers’ contracts but, unfortunately, very little progress occurred. We are hopeful that the labor contract will be finalized next year.

On a bright note, in this year’s Annual Report we created a new section which highlights our public policy and advocacy work in 2007-08. As you read about the changes experienced by publicly-funded child care programs in our city, please know that we need your help to sustain this system for working families. Your ideas, opinions and helping hands on these issues are welcome.

Best regards,

Lorenzo Newby, Board Chair
Andrea Anthony, Executive Director

Child Care Division



During the period of July 1, 2007 to June 30, 2008, the Child Care Division provided information, resources and assistance on quality child care to New York City families, child care providers and member agencies. Activities included providing consultations and referrals to families seeking affordable child care, and offering training opportunities to child care providers and potential child care professionals, including support and technical assistance to registered family and group family child care providers and DCCNY member child care centers.

The five organizations funded over the past 10 years by New York State to provide child care resource and referral (CCR&R) services in New York City - Child Care, Inc., Child Development Support Corporation, Chinese American Planning Council, Committee for Hispanic Children and Families, and the Day Care Council of New York – operate as a working partnership referred to as the New York City Child Care Resource and Referral Consortium. The Day Care Council was pleased to be awarded the OCFS CCR&R contract as the coordinating agency for all five boroughs in New York City as of October 2007. This contract is in excess of \$6.5 million dollars.

Child Care Resource and Referral Service (CCR&R)

The Council's Child Care Resource and Referral program (CCR&R) provided more than 5,100 child care referrals to parents and families in the five boroughs. Approximately 1,150 of these child care referrals were to families eligible for subsidy dollars. During FY2007-2008, CCR&R:

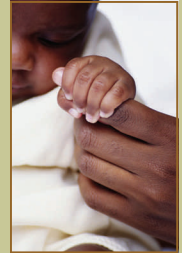
- Disbursed to legally exempt providers approximately 75 Health and Safety kits that included fire extinguishers, smoke detectors, and a variety of child care products.
- Continued our media campaign aimed particularly to parents and families to advertise the services offered by the Council. CCR&R services were advertised in amNY, the NYC Housing Authority Journal, Parents Yellow Pages, and a variety of borough-based newspapers published by Courier Life in each borough.
- Processed approximately 16 Start-Up grants and 10 Health & Safety grants for child care providers.
- Fingerprinted over 1,400 individuals to assist providers in the registration/licensing procedure. We have worked in collaboration with the Department of Health, Bureau of Child Care at their borough sites.

Early Childhood Training Institute

The Council's Early Childhood Training Institute offered approximately 3,000 training hours in both English and Spanish to over 575 child care professionals from the five boroughs. Training topics included Medication Administration Training (MAT), SUNY Health & Safety, Becoming a Family Child Care Provider, Identifying and Referring Children With Delays, Reading With Young Children, and Record Keeping for Child Care Providers.

Infant/Toddler Program

The Infant/Toddler program provided many hours of training to child care professionals. Training topics included Infant and Toddler Learning and Development, Directing Infant and Toddler Programs, Transitioning from Preschool to Infants and Toddlers, SIDS and Shaken Baby Syndrome, and Infant and Toddler Discipline and Guidance. We continued to work in collaboration with the NYC CCR&R Consortium and 21 child care centers implementing the Infant/Toddler Rating Scale (ITERS) to improve program quality, as well as provide technical assistance to child care providers in all modalities of child care.



James C. Hall, Jr. Family Child Care Network



The staff at the James C. Hall, Jr. Family Child Care Network continued to work with 150 family child care providers in the Child and Adult Care Food Program (CACFP). Approximately 450 monitor visits were made to child care homes participating in the program.

Health Care Consultancy Program

Our Health Care Consultant continued to work with child care centers, family child care providers, and informal providers to implement NYS medication regulations. We held approximately 18 Medication Administration Trainings (MAT) to prepare approximately 108 child care professionals to administer medications to children in their programs.

The Council's Website Offers 24-hour Access to Child Care Information

The Day Care Council's official website is www.dccnyinc.org. The website is a crucial component in communicating news, information and training opportunities to our members, NYC families, and all child care professionals.



Family Support Program



The Family Support Program is in its 28th year of service to vulnerable families living in the South Crown Heights and Flatbush sections of Brooklyn. To better meet their needs, the program moved to a larger and more accommodating office space in February of 2008. We are now located at 21 Snyder Avenue, between Flatbush and Bedford Avenues. We have more room for groups, family conferences, and training, and are surrounded by child care centers and public schools. We welcome you to visit any time.



We have increased our capacity from 90 to 105 families with funding from the Administration for Children's Services (ACS), and focused on increasing the number of service slots in underserved neighborhoods. Consequently the unit expanded from six to nine social workers, each of whom serve a total of twelve families. Another important development last year is that we hired our first program assistant who is performing data management. She also coordinates client outreach and intake to better facilitate ACS and community based referrals.

Our group work services have expanded to include specially-focused groups for Pre-Teens, Women, and those in need of Career Development support, along with our existing Teen Support and Parenting Skills classes in both English and Spanish. This year over 40 family members made use of the opportunity to build new relationships and better understandings about the challenges they face together.



Throughout the year, the Family Support Program served a total of 144 families by maintaining our focus on empowerment oriented counseling and comprehensive advocacy and referral. We are known for our expertise in the areas of housing, child care, and immigration, and contributed to recent efforts to improve referral coordination between preventive service providers and the local child protective field offices. We look forward to the challenges ahead and greatly appreciate your support.



Labor Relations and Mediation Service

The Labor Relations and Mediation Service (LRAS), funded by the New York City Administration for Children's Services (ACS), assists child care employers and the two child care unions: District Council 1707, Local 205 and the Council of Supervisors and Administrators (CSA), in resolving workplace issues, personnel problems, and employee grievances. Once again, more than 1,000 contract and disciplinary cases were handled during this past year. In addition, legal representation offered to DCCNY members included advocacy in arbitrations, human rights complaints, and National Labor Relations Board proceedings.

Collective Bargaining

During FY 2007 – 2008 we:

- Continued a round of negotiations to replace the collective bargaining agreements with D. C. 1707 and with C.S.A. that expired in 2006. Negotiations have been hampered by the City's worsening economic situation and by the City's desire to obtain changes in the employee's health care benefit systems as part of the negotiations.
- Participated in meetings to discuss the cost of health care benefit coverages offered to child care center employees through the Central Insurance Program and HIP/GHI. These meetings have included representatives from child care and Head start, the Welfare Funds, and Union officials. The discussions were commenced in response to the City's proposal to transfer employees to coverage under the State's Family Health Plus system. Alternatives to the City's proposal are also being explored.

Other LRAS Services

- Offered Job Placement Service via the monthly Job Opportunities Bulletin, which is now available online.
- Provided technical assistance and training by expert consultants who assist programs cited by the Administration for Children's Services for administrative, fiscal or programmatic deficiencies.
- Served on the boards of the Welfare Funds and the Cultural Institutions Retirement System as participant trustees overseeing health and pension benefits for more than 6,000 workers.



Public Policy and Advocacy

Project Full Enrollment

From its inception, the Day Care Council of New York, Inc. has been dedicated to the improvement and support of our member agencies in their quest to provide quality and affordable services to children and families. During this past year the child care community faced many challenges. Our biggest challenge yet lies ahead with the projected implementation of Project Full Enrollment, better known as PFE. Project Full Enrollment is the Administration for Children's Services' (ACS) new initiative. One of the goals of this initiative is to increase enrollment within its contracted programs. We have concentrated our efforts towards ensuring that the implementation of PFE has the least negative impact on our member agencies. The following is summary of our efforts.

- Alerts were sent to our membership on PFE and new developments so that they could prepare for this change.
- We held various focus groups to gather thoughts, reactions, questions and concerns regarding the implementation of PFE.
- Our Executive Director, Andrea Anthony, was appointed by Commissioner John Mattingly to serve on the Commissioner's Task Force to influence the implementation of PFE. Ms. Anthony also participated in the Implementation Work Group to further inform the process.
- Other staff members of the Council were involved in the Technical Assistance Work Group and Reimbursement Rate Work Group to ensure that member concerns were discussed.
- We submitted written testimony and also testified in person at the City Council public hearing and at the State public hearing. The purpose of the hearings was to further discuss the manner in which ACS planned to implement PFE and to question their reasoning behind PFE.
- We have also participated at various ACS meetings to gather information and input from our members to better carry their message.





Universal Pre-K (UPK)

As the Administration for Children's Services explored the true cost of providing UPK services within its child care programs, many questions and concerns started to arise within the child care community. Our most significant advocacy accomplishment last year was putting together a forum for our members to ask the questions that concerned them regarding UPK.

- We held a breakfast forum entitled **"A Discussion on the Future of UPK in the Publicly-Funded Child Care and Head Start Programs"** at the New York University's Kimmel Center. The purpose of the forum was to have an open discussion with all the key stakeholders to address the changes that were happening at the time with the contracts of CBOs and the Administration for Children's Services and the Department of Education. The forum was a tremendous success due to the quality of our speakers and the turnout of our members and other colleagues. Approximately 400 people attended the Forum.
- We also held focus groups to discuss UPK cost allocation issues.



Funding for Child Care

Due to the financial landscape of New York City and New York State, child care funding did not receive any increases on the Federal, State or City levels this past year. On the other hand we had to fight hard just to keep the same level of funding that we had intact. We took part in various advocacy efforts to continue our advocacy work for more funding for child care including the state wide Winning Beginning Coalition.

This past year presented humongous challenges for the child care community and this year to come will not be any different. We are no strangers to challenge, but somehow we always manage to come through for those that we serve. We continue to be committed to the children and families of New York City. The Day Care Council of New York, Inc. will continue to be there supporting you through the challenges and opportunities that these times will bring upon all of us.

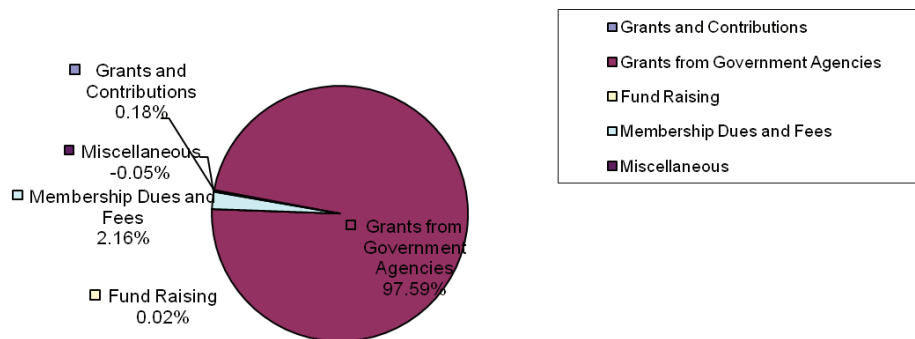
New Position

We are proud to announce that we created a new position at the Council devoted to public policy and advocacy issues. Margarita Feliz was promoted to the position of Policy Analyst/ Agency Support in January 2008. In her position, she will work closely with our Executive Director and member agencies. Please do not hesitate to call her with your ideas and/or concerns.



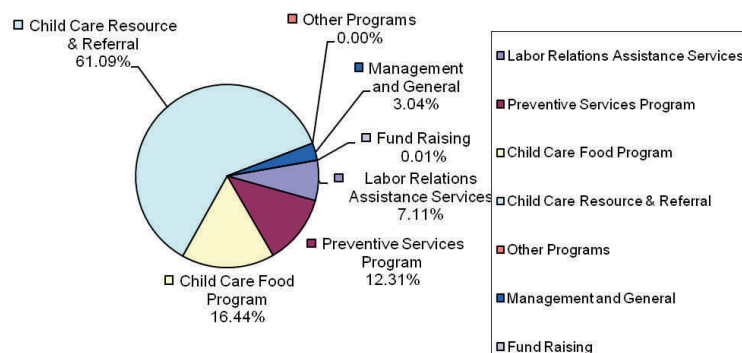
Financial Report FY 2007-2008

INCOME YEAR ENDED JUNE 30, 2008



<u>SOURCE OF INCOME</u>	<u>FY 2008</u>
Grants and Contributions	13,630
Grants from Government Agencies	7,564,400
Fund Raising	1,415
Membership Dues and Fees	167,725
Miscellaneous	(3,656)
TOTAL	7,743,514

EXPENDITURES YEAR ENDED JUNE 30, 2008



<u>USE OF INCOME</u>	<u>FY 2008</u>
Labor Relations Assistance Services	553,673
Preventive Services Program	959,446
Child Care Food Program	1,281,116
Child Care Resource & Referral	4,760,419
Other Programs	-
Management and General	236,822
Fund Raising	970
TOTAL	7,792,446

Note: Miscellaneous include Investment Income.

These figures have been audited.

Contributions – July 1, 2007- June 30, 2008

The Day Care Council is extremely grateful to the following who gave so generously to support the cause of affordable, safe child care in the five boroughs of New York City

Benefactor (\$1,000 – \$2,000)

Pfizer United Way Campaign

Patrons (\$200 - \$950)

Gwenda and John Hanson Fund

Betty Cheyne Jones

Kandell Fund

Jane Overman

Rachel Pivnick

United Way

United Way of New York City

United Way of Tri-State

Gwenda and John Hanson Fund

Sponsors (\$25 - \$150)

Mary Ann Cerami

Pauline Chen

District Council 1707

Episcopal Social Services of New York

Alice Galvagni

Sponsors (\$25 - \$150) (continued)

Robert Gutheil

Jane Hamburger

Pamela Haas

Betty Ann Jenkins

Anona Joseph

Anne Kaback

James Kellogg

Jules B. Levine

Connie V. Miller

Lorenzo Newby

Lillian Oxtoby

Barbara Riley

David Roth

Sidney and Sandy Socolar

Eleanor Ukoli

Gladys Weekes

Florence Weinstein

Margaret S. Wiener

Membership

The Day Care Council is a member of the following organizations

Child & Adult Care Food Program Sponsors Association

Coalition of Brooklyn Preventive Directors

Council of Family and Child Caring Agencies

Federation of Protestant Welfare Agencies

Human Services Council of New York

National Association for the Education of Young Children

National Association of Child Care Resource & Referral Agencies

New York State Association of Information & Referral Services

New York State Child Care Coordinating Council





**A
Tribute to
Elinor Guggenheimer
1912-2008**

Elinor Guggenheimer devoted her life to helping others by giving her time and energy to the public sector. From her early years at the Educational Alliance to her role in founding the Day Care Council of New York, Ms. Guggenheimer has been one of New York City's eminent volunteers. Ms. Guggenheimer's vision of women's and families' needs inspired her to found the Day Care Council of New York in 1948, and the Day Care and Child Development Council of America in 1958. As a long time advocate for women's causes, Ms. Guggenheimer was a founder of the Women's Forum, a member of the Advisory Committee of the National Organization for Women, and a charter member of the National Women's Political Caucus. In 1992, she founded the New York Women's Agenda, a coalition of women's organizations and individual women addressing issues affecting women in New York City.

Awards to Ms. Guggenheimer are numerous and include the National Conferences of Christians and Jews Brotherhood Award, 1974; Woman of the Year, New York League, Business and Professional Women, 1978; Most Important Women in the U.S., Ladies Home Journal, 1983; NOW, New York State—Eleanor Roosevelt Award, 1986; Lizette Sarnoff Award for Achievement, Albert Einstein College of Medicine of Yeshiva University, 1987; and many others. The Council of Senior Centers and Services, of which she was a founder, established in 1990 the Elinor Guggenheimer Award for Excellence, which is given to a leader in the aging field each year. In 1997, Hillary Rodham Clinton presented Ms. Guggenheimer with the Presidential Citizens Medal. At the ceremony, Ms. Guggenheimer was recognized for "a lifetime of service" to which she has "generously lent her talents to the issues that confront children, consumers, seniors and women."

Ms. Guggenheimer died in September of this year at the age of 96.

• NOTES •

DAY CARE COUNCIL OF NEW YORK FY2007-2008 STAFF

ADMINISTRATION

Andrea Anthony – Executive Director
Charles McFarlin – Director of Finance and Personnel
Mone't Harris – Assistant Director of Finance and Personnel
Rose Constantine – Executive Assistant/Director of Special Projects - Retired
Rosa Calderon – Director of Technical Assistance
Margarita Lopez-Feliz – Policy Analyst/Agency Support Services
Barbara Riley – Office Manager - Retired
Risa Bernstein – Office Manager
Hyacinth Barnes – Assistant Office Manager

CHILD CARE DIVISION

Jon Pinkos – Director of Child Care Division
Yadira Rodriguez – Assistant Director of Child Care Division
Clara Almanzar – Child Care Specialist
Ashleigh Colin – Assistant Health Care Specialist
Nadine Cowen – Health Care Consultant
Janetssy Duran – Child Care Specialist
Keishla Hornsby – Assistant Family Child Care Network Coordinator
Joseph Harris – Manager of Information Technology
Nicole Irish – Child Care Specialist
Carline Lamy-Jacob – Child Care Specialist
Indra Moore – Family Child Care Network Coordinator
Rosie Morales – Provider Specialist
Allisyn Swift – Infant/Toddler Specialist

LABOR RELATIONS ASSISTANCE AND MEDIATION SERVICE

Jay Nadelbach, Esq. – Program Director

FAMILY AND CHILDREN'S SERVICES PROGRAM

Lisa Caswell – Program Director
Milton Willacy – Senior Social Worker
Juliet Annan – Caseworker
Claudine Charlet - Caseworker
Nadage Cousins – Family Services Coordinator
Milton Edwards – Caseworker
Jesseka Green – Caseworker
Deborah Kendrick – Program Assistant
Milka Marcelo – Caseworker
Darlene Nowlin – Caseworker
Sandrine Pierre – Caseworker
Shedely Polynice – Caseworker

MISSION STATEMENT

The Day Care Council of New York is a diverse membership organization of child care and family service providers, consumers and advocates.

The Council's mission is to seek support for and assist in the development of quality child and family care services.

The organization works with its members to maintain high standards of child developmental, educational and social services.

The Council is committed to programs and services which are designed to promote the sound growth and development of children and their families necessary for a healthy society.

Re-adopted by the Board December 2006

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