

ANNUAL REPORT



JUNE 2011

**Day Care Council of New York, Inc.
12 West 21st Street , 3rd Fl, New York, NY 10010**



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 development, 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

Dear Friends and Colleagues:

We would like to extend our sincere thanks to you for your support and encouragement during some major upheavals in the City's early childhood system. We are all familiar with the saying "it was the best of times; it was the worst of times". This phrase adequately expresses the 2010 – 2011 program year for the publicly funded child care system. The majority of nonprofit agencies in this system are members of the Day Care Council who are working their way through the worst of times. Without exaggeration, DCCNY members are coping with fiscal and policy changes that cause pain and frustration, but thankfully, the spirit of those who work directly with children is unbroken.

We are fortunate to have a committed and loyal workforce of more than 5,000 directors, educators and support staff who dedicated their advocacy efforts during this program year to bring a needed voice to the policies promulgated by the City administration. One would ask: why eliminate child care placements for more than 16,000 young children whose parents must work or attend school to support their family? We know how important sustaining financial stability is for low income families. Why place them in frightening and uncompromising situations when we know it only results in more deterioration within poor neighborhoods?

Together with other advocacy groups, we pushed to stop budget cuts totaling \$91 million to the publicly funded system. This work included organizing parents to speak for themselves, encouraging Day Care Council members to meet with elected officials, sign petitions, write letters and join in on a number of rallies sponsored by City Council members, the unions and the Emergency Coalition to Save Child Care. We are happy to report that these efforts were successful with the restoration of \$82 million to the child care/Head Start budget.

Additionally, we have continued to offer an array of supportive services to parents, training and technical assistance to staff in early childhood settings, labor relations services for our member agencies and preventive services to families in the Crown Heights neighborhood of Brooklyn. DCCNY staff exceeded their performance goals ensuring that our **Child Care Resource and Referral** program, the **James C. Hall Family Child Care Network**, the **Family Support Program**, and **Labor Relations and Mediation** remained vital contributors to the network of social services in our City.

We ask that you remain an advocate for early childhood education in our City speaking out whenever and where ever you can make a difference. The voice of one can and will carry the voice of many. Again, we appreciate and thank you for your support.

Best regards,

Lorenzo Newby
Board President

Andrea Anthony
Executive Director

Child Care Division

During the period of July 1, 2010 to June 30, 2011, the Child Care Division provided information, resources and assistance on quality child care to New York City families, child care providers and DCCNY 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 15 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.

Child Care Resource and Referral Service (CCR&R)

The Council's Child Care Resource and Referral program (CCR&R) provided more than 3,500 child care referrals to parents and families in the five boroughs. Approximately 2,800 of these child care referrals were to families eligible for subsidy dollars. During FY2010-2011, we:

Disbursed to legally exempt providers approximately 135 Health and Safety kits that included 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, Family Publications in each borough and a variety of other borough-based newspapers published by Courier Life in each borough.

Processed approximately 105 Start-Up grants and 110 Health & Safety grants for child care providers.

Provided approximately 685 hours of intensive technical assistance (one-on-one mentoring and training) during the fiscal year.

Early Childhood Training Institute

The Council's Early Childhood Training Institute offered over 3,000 training hours in both English and Spanish to approximately 500 child care professionals from the five boroughs. Training topics included Medication Administration Training (MAT), SUNY Health & Safety, Becoming a Family Child Care Provider, Introduction to the Family Child Care Environment Rating Scale (FCCERS), and Record Keeping for Child Care Providers.

Child Care Division

Infant/Toddler Program

The Day Care Council's Infant/Toddler Specialists are a resource for our member centers and other regulated or licensed child care sites. Our Specialists offer focused attention and expertise to the individualized needs of the infant and young toddler population. Services include technical assistance, individualized intensive technical assistance, and training opportunities.

The Infant/Toddler program provided many hours of training to child care professionals. Topics included Infant and Toddler Learning and Development, Directing Infant and Toddler Programs, Transitioning from Preschool to Infants and Toddlers, Using the Infant/Toddler Environment Rating Scale (ITERS) to Arrange Classroom Environment, 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. Over 100 technical assistance calls, and over 75 hours of intensive technical assistance hours were completed by the NYC CCR&R Infant/Toddler Program.

James C. Hall, Jr. Family Child Care Network

The staff at the James C. Hall, Jr. Family Child Care Network continues to work with 150 family child care providers in the Child and Adult Care Food Program (CACFP) serving approximately 1,200 children. Approximately 450 monitor visits were made to child care homes participating in the program. Network staff conducts provider trainings throughout the year to scaffold providers' quality child care. Also, the Network's annual Provider Appreciation Day luncheon and annual Holiday Celebration were held to celebrate the work of these child care providers.

Health Care Consultancy Program

Our Health Care Specialist continued to work with child care centers, family child care providers, and informal providers to implement NY's medication regulations. Our Health Care Consultancy Program held approximately 18 Medication Administration Trainings (MAT) to prepare approximately 108 child care professionals to administer medications to children in their programs. Emergency Medication Administration (EMA) training was added to our efforts in order to facilitate the use of inhalers, Epi-pens, and nebulizers by providers for children in their care with medication needs.

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.

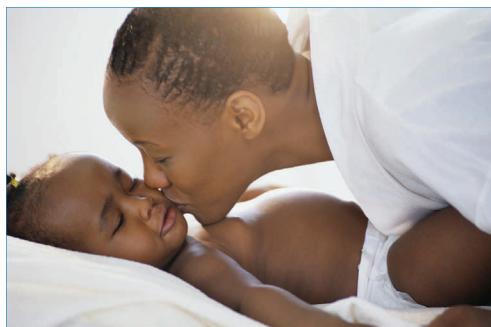
Family Support Program

The Family Support Program endured a major transition as a result of the Administration for Children's Services (ACS) mandates during the fiscal year of July 2010 - June 2011. We began the fiscal year with a slot level of 105 families; however, mid-year the allotment was reduced to 72 families, then later to 60, by June 2011 due to city budget cuts.

These immediate adjustments demanded a change in staffing and directing families towards case terminations or transfers to other preventive services programs. Staff members were required to be more creative in meeting with their clients; assisting them to understand the process necessary to either close their cases with the Council or connect to another community program. The process also called for additional case work documentation and reports, a new requirement in service provision and monitoring by ACS. Overall, we served 134 families.

We continue to conduct case transitional meetings with the staff of ACS; facilitate Family Team Conferences every six months to guide families toward goal attainment; and continue helping families connect with collateral resource programs as needed. We also conducted Teen Support Groups and Parenting Skills Training Programs as additional service support to our teens and parents thereby equipping them with incentive tools towards improving their lives.

The staff at the Family Support Program are dedicated social workers, with a passion to assist and guide children and their families in striving towards maintaining positive changes and productivity in their lives. The demands of this fiscal year were quite challenging; however, we were once again able to rise to the demands of our profession. The Family Support staff will continue to provide quality services to children and families served in the Flatbush and Crown Heights Community.



Following is just one example of the families we make every effort to help:

Success Story

This is the story of a mother of five children with a history of depression, anxiety and mental health illness with suicidal ideations dating back five years before she began receiving preventive services from the Day Care Council.

The mother was hospitalized seven days prior to being referred to the Council's Family Support Program. During her hospitalization, this mother was evaluated and diagnosed as suffering from Bipolar Disorder, depression, anxiety, agoraphobia and overwhelmed with raising four young children ages 2 to 9, in unsatisfactory conditions and with limited income. About one year prior, this mother lost her three bedroom apartment and all household belongings. She sought refuge from her adopted father who provided her with a room for herself and the children. She lost her public assistance (Section 8 Housing Benefits) when she failed to comply with WEP requirements due to frequent mental health ailments and incapacitations. Her only financial access was a weekly \$127.00 child support payment for her youngest child.

Due to the numerous mental health needs of this parent, inclusive of detachment, complacency and noncompliance, the Case Planner had to conduct intensive individual and family monitoring and counseling. The Case Planner advocated to the Human Resources Administration and was able to enable the mother in reactivating full Public Assistance Benefits (Food Stamps, Medicaid and a shelter allowance). The Case Planner established and maintained liaison with the children's school and health providers to ensure monitoring of educational and health needs, and conducted frequent home visits to ascertain proper development and safety.

Within two years of receiving preventive services, the mother became pregnant with her fifth child. The Case Planner sought her services through other community programs which provided additional monitoring of her pregnancy. Upon delivery of her baby she was assigned weekly home visits by a nurse from the Visiting Nurse Services. The new child contributed to friction in the already over crowded household of six. Fearing re-entry to the shelter system, an arrangement was made to pay her adoptive father an allowance, with additional support for homemaking services. The Case Planner aided the mother in re-establishing supportive relations with her siblings and adoptive father. During this period, the mother began experiencing postpartum depression. She was encouraged to enroll in weekly outpatient psychiatric treatment. She was able to attain a satisfactory level of functioning and maintained an arrangement for services, as needed.

Unfortunately, her adoptive father died suddenly. The Case Planner advocated with ACS for beds for all five children, coupled with charitable donations obtained through the Council, the family was able to obtain much needed furniture for the home. Acknowledging her financial responsibilities and obligations to family, this mother was pushed to seek lucrative employment. She completed training as a Home Health Aide as an incentive to become more marketable.

At present, the older children are attending school and attaining exceptional grades. The baby is developing appropriately and everyone is healthy and well cared for. The mother has always displayed good parenting and manages the household skillfully. She has the support of extended family and church. She is able to utilize interventions learned during her involvement with the Case Planner and in preventive services.

Her case closed after over three years with the Family Support Program, which is unusual given ACS' mandate to close cases after one year, maximum 18 months of service. Upon showing goal attainment, the children are not at risk of placement in the foster care system and the family is functioning at a satisfactory level.

Labor Relations & Mediation Service

The Labor Relations and Mediation Service (LRAS) 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.

During FY 2010-11, the Day Care Council participated in a number of meetings in an effort to re-start negotiations with both Unions for successor collective bargaining agreements. The last agreements, which technically expired in 2006, continue in full force and effect until new agreements can be negotiated.

Our efforts were unsuccessful for two (2) primary reasons. First, the City failed to offer any funds for wage and/or benefits increases. Just the opposite, the City continued to insist that health insurance costs had escalated and that the plans needed to be changed. Second, with the release of the Early Learn RFP, the City took the position that it would no longer meet with or talk to the Unions. Essentially, the City was removing itself from any negotiations—instead, the City announced that the Early Learn rate was sufficient to cover what it believed were appropriate wage and benefits, and that the child care sponsoring organizations (i.e., the employers) would have to self-fund any costs that went beyond the monies provided by the City.

While advocacy efforts have been undertaken to get the City to increase the stated rate, the Council is also exploring the marketplace for alternate and less costly health insurance programs for its members. Meetings with the Unions are also planned.

Mediations

The principal focus of the LRAS' day-to-day activities continues to be the guidance and assistance provided to help programs resolve grievances filed under the Union collective bargaining agreements. Mediation services are scheduled whenever grievances cannot be settled in-house at the director's or Board of Director's level.

Over seventy (70) formal mediation sessions were held in FY 2010-11, with a vast majority of the grievances resolved at this level of the grievance procedure. Given our success rate, a handful of cases only were taken to arbitration. The issues presented in those cases included discipline, discharge, failure to promote, and fingerprinting costs.



Labor Relations & Mediation Service

Other LRAS Services

Throughout the 2010-11 program year, we offered the following services to our membership:

- Job Placement Service via the monthly Job Opportunities Bulletin, which is available online.
- Technical assistance and training by expert consultants who assist programs with administrative, fiscal or programmatic deficiencies.
- Service on the boards of the Welfare Funds for both unions and the Cultural Institutions Retirement System as participant trustees overseeing health and pension benefits for more than 6,000 workers.

Training and Technical Assistance

Under the Labor Relations and Mediation Service (LRAS) project, the Day Care Council offered a variety of training opportunities and technical assistance to our member agencies. Central to these activities in FY 2010-11 was the focus on the City's Early Learn RFP and the need for agencies to implement strong board management and fiscal governance standards.

Our team of consultants—including Marcia Blaize-Callender, Lisa Caswell, Doreen Davis, Leslie Hinkson, David Lopez, Annette Jennings , Jean Jeremie, Cheryl McCourtie, Fran Phipps, and Mario Vasquez—brought a wealth of knowledge and experience to these activities. Among the workshop topics offered were:

- Board Role and Responsibilities
- Full Enrollment and Curriculum Needs
- Governance and Administration
- Fiscal Management and Provider Contributions
- Mergers and Strategic Alliances
- Labor Relations and Personnel Administration
- Issues in Potential Layoffs
- Proposal Writing and Budget Development

In addition, in preparation for RFP submissions and the FY 2012 contracting process, the Council continuously kept member agencies informed via emails, facsimiles, and telephone calls of the latest City and ACS requirements. We also offered ongoing briefings on the child care components in the Mayor's annual budget. And we assisted program sponsors in insuring that required contracting documents (both for ACS and the New York State Attorney General's Office) for the FY 2012 contract registration process were completed and submitted on time.



Public Policy & Advocacy

We are proud to inform you of the advocacy work the Day Care Council of New York engaged in with other advocates during the fiscal year 2010-11. At times, the City budget battle was uncertain and difficult for our member agencies and the families they serve. However, we persevered. Following are the details of our advocacy work.

Overall Picture

This past year, we witnessed unprecedented challenges to the stability of New York City's publicly funded child care community. The battle to preserve funding for the "Fighting Fifteen" centers at risk of closure during the 2010-11 fiscal year was the first struggle. Thereafter, we needed to mount our collective efforts to stave off proposed cuts in the Mayor's Preliminary budget for 2012 that would have reduced the size of the entire system by one third. At risk was \$91 million which translated into 16,462 slots (315 classrooms, 2,700 family child care slots, and six centers), effective September 2, 2011. The underlying factors that precipitated this crisis were across the board increases in the number of infants and toddlers in need, the number of families on public assistance, the numbers of families using regulated child care, and the rising cost of health care insurance and pensions. The Day Care Council was the first to step forward and join with other advocates to establish the "Emergency Coalition to Save Child Care" following a presentation to advocates by the Children's Defense Fund – New York on the status of ACS child care funding. The Coalition was formed with an understanding that only the united efforts of non-profit advocacy groups, sponsoring boards, labor, and parents could stop this unprecedented threat. An intensive multi-pronged approach produced two large rallies at City Hall, a well documented report entitled "When There is No Care", extensive media coverage, a letter writing and children's art campaign, and a considerable alliance with the City Council. In the end, the system lost 8,000 slots. But thankfully, the Mayor and the City Council restored \$82 million in funding.

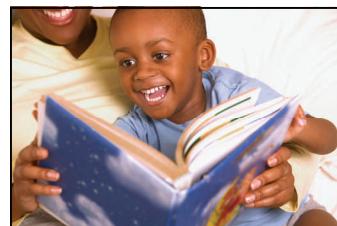
While this major effort was underway, ACS finally issued the "Early Learn" RFP in April of 2011. New funding formulas based on daily enrollment and a mandatory 6.7 percent contribution to the overall budget presented challenges to even the most well funded agencies. While most welcomed the opportunity to merge Head Start, child care, and UPK funding streams, no one was prepared for the news that the cost of health care would now be transferred to nonprofit agencies. Letters were sent to the Mayor and the ACS Commissioner from child care advocates and the City Council requesting further delays in the submission deadline for Early Learn proposals based on the need for more time to identify health care coverage options and form interagency collaborations as a means of coping with the budgetary restrictions. Legal challenges to the RFP are still underway with the unions issuing a law suit and the Lawyers Alliance putting forth a "Freedom of Information Law" request that ACS disclose the basis for their new rate funding calculations.

Public Policy & Advocacy

Organizing Parents While Supporting Our Members

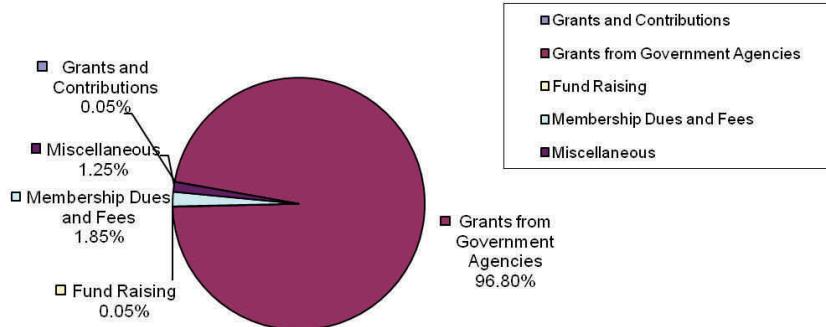
Throughout the city wide campaign to stop the cuts, the Day Care Council took on a major organizing role. The Council joined with the Federation of Protestant Welfare Agencies in hosting regular meetings with parents at risk of losing child care and their supporters. A solid group of 15-20 parents formed and met regularly. It was their decision to organize a major rally in April and the networking they did with centers around the City, combined with the Day Care Council's outreach to its members, resulted in the participation of more than 800 parents and their children at City Hall. Parent voices were strongly heard at that rally and their personal testimonies were published in a broad range of media coverage, as was the voice of our Executive Director. At this time we are preparing to take a leadership role in the purchase of group health care coverage for our members, and remain committed to supporting the workforce and preserving capacity in a high quality child care system.

We appreciate the support you have given to the Council, its member agencies and the families we serve.



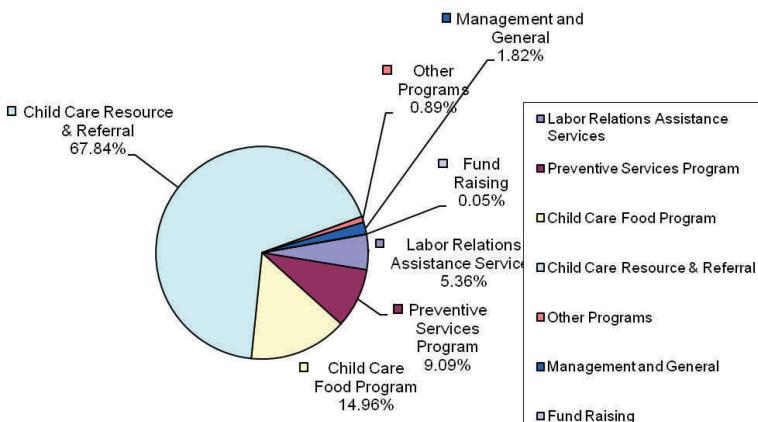
Financial Report

INCOME YEAR ENDED JUNE 30, 2011



SOURCE OF INCOME	FY 2011
Grants and Contributions	5,161
Grants from Government Agencies	9,969,278
Fund Raising	3,440
Membership Dues and Fees	164,529
Miscellaneous	184,784
TOTAL	10,327,192

EXPENDITURES YEAR ENDED JUNE 30, 2011



USE OF INCOME	FY 2011
Labor Relations Assistance Services	575,000
Preventive Services Program	646,801
Child Care Food Program	1,483,786
Child Care Resource & Referral	7,180,104
Other Programs	142,033
Management and General	123,179
Fund Raising	5,931
TOTAL	10,156,834

Note: Miscellaneous includes investment income.
These are pre-audited figures.

Membership Affiliations

**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
- Emergency Coalition to Save Child Care
- Family Child Care Association of New York State
- Federation of Protestant Welfare Agencies
- Human Services Council
- National Association for the Education of Young Children
- National Association of Child Care Resource & Referral Agencies
- New York State Early Care and Learning Council
- Nonprofit Coordinating Committee of New York

Board of Directors

Executive Board

Lorenzo Newby	President
Valli Cook	Vice President
Robert Gutheil	Vice President & Treasurer
Connie V. Miller	Vice President
Betty C. Jones	Secretary

Members

Mary Ann Cerami	Linda L. Matula
Pauline Chen	Sarah H. McGee
Leonard Fennell	Alice B. Owens
Ronald L. Garnett, Esq.	Rachel Pivnick
Pamela Haas	Marilyn Robeson
Anona Joseph	Linda Rosenthal
Anne Kaback	Eleanor Greig Ukoli
Jai S. Kush	Gladys J. Weekes



Day Care Council Staff

Administration

Andrea Anthony - Executive Director

Lisa Caswell - Senior Policy Analyst

Risa Bernstein - Office Manager

Hyacinth Barnes - Assistant Office Manager

Child Care Division

Jon Pinkos - Director

Yadira Rodriguez - Assistant Director

*Nadine Cowen - Health Care Consultant

Indra Moore - Family Child Care Network Coordinator

Keishla Hornsby - Assistant Family Child Care Network Coordinator

Ana Maria Matos - Consortium Liaison/Quality Assurance Coordinator

Rosie Morales - Provider Specialist

Joy Jensen - Provider Specialist

I-Ling Tsai - Infant/Toddler Specialist

Diana Diaz - Infant/Toddler Specialist

Clara Almanzar - Child Care Specialist

Janetssy Duran - Child Care Specialist

Nicole Irish - Child Care Specialist

Carline Lamy-Jacob - Child Care Specialist

Crystal Luna - Child Care Specialist

Labor Relations Assistance & Mediation Service

Jay Nadelbach, Esq. - Director

Family and Children's Services Program

Gatiana Smith - Director

Deborah Kendrick - Program Assistant

Sophia Cazeau - Caseplanner

Claudine Charlet - Caseplanner

*Milton Edwards - Caseplanner

Melanie Linde - Caseplanner

Carmen Rodriguez - Caseplanner

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