

# Day Care Council of New York, Inc.



**ANNUAL REPORT**

**June 2012**



# 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.

-adopted by the Board, December 2006



Dear Friends,

The end of a fiscal year gives us the opportunity to reflect and set our goals for next year. We sincerely appreciate your taking the time to read our 2011 – 2012 Fiscal Year Annual Report. In it you will find just a sample of some of our accomplishments during the fiscal year. A major focus of our work was organizing our member agencies to repeal harmful city budget cuts and lend our voice on the implementation of Early Learn, the City's new approach to providing early childhood services. As a member of the Campaign for Children, the coalition for organizations working to stop further City budget cuts and promote services for youth and young children, we participated in press conferences, organized rallies and meetings with elected officials to discuss how more cuts to this fragile infrastructure would be harmful to families.

Providing direct technical assistance to our member agencies on program and fiscal issues, including offering several series of free workshops on proposal writing to prepare for the Early Learn Request for Proposals, was a successful endeavor. A considerable amount of time and expertise offered by volunteers from the membership was spent on labor negotiations for new collective bargaining agreements with District Council 1707 and the Council of Supervisors and Administrators. A detailed description of our work in these areas is summarized in Labor Relations and Mediation.

The Child Care Resource and Referral program continued to offer a wide variety of consultation services and training programs for early childhood agencies in NYC. We are especially proud of a new addition to our Early Childhood Training Institute program: CPR and First Aid for child care professionals. Our staff were trained and certified by the American Red Cross to offer this training to individuals working in early childhood settings. The response to this training has been exceptionally positive. A most notable service that we provide each year is direct support and education to parents who need advice on how to select the appropriate child care for their child. Parents can receive our help by telephone, email or by visiting our newly designed website, [www.dccnyinc.org](http://www.dccnyinc.org). We have highlighted the various components of our CCR&R work within the Annual Report.

During this fiscal year, we made the tough decision to work with the Administration for Children Services on closing our Family Support program located in the Crown Heights and Flatbush neighborhoods of Brooklyn. The Family Support program provided preventive services to families who were in danger of losing their children to the foster care system. For more than 25 years we served an average of 90 families for the major part of those years. Unfortunately, our client caseload was reduced to 48 clients as of last year. We tried to sustain the program but the expenses increased while the funding remained stagnant. This left us with very few options. Our Family Support program officially ended on June 30, 2012. I am happy to report that the staff of six was able to find other employment by June and one decided to leave the profession and return to school.

We hope you will continue to support us as we work to address policy and program issues in the early childhood community. Thank you.

Lorenzo Newby, Board President

Andrea Anthony, Executive Director

During the period of July 1, 2011 to June 30, 2012, 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. This included support and technical assistance to registered family and group family child care providers and DCCNY member child care centers.

Since 1977, five organizations have been funded by the New York State Office of Children and Family Services (OCFS) to provide child care resource and referral (CCR&R) services in New York City. They are the Center for Children's Initiatives, Child Development Support Corporation, Chinese American Planning Council, Committee for Hispanic Children and Families, and the Day Care Council of New York, Inc. We operate as a working partnership referred to as the New York City Child Care Resource and Referral Consortium, providing the services noted in the five boroughs.

**Child Care Resource and Referral Service (CCR&R)**

Over the last fiscal year, the Council's Child Care Resource and Referral program (CCR&R) received more than 3,100 calls from parents seeking child care referrals in the five boroughs. Approximately 2,800 of these child care referrals were to families eligible for subsidy dollars. During FY2011-2012, CCR&R:

Disbursed to legally exempt providers approximately 104 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 across the media in amNY, MetroNY, and the NYC Housing Authority monthly journal.

Processed approximately 105 Start-Up grants and 92 Health & Safety grants for child care providers.

Provided, via the Day Care Council's staff, 825 hours of intensive technical assistance including one-on-one mentoring and early childhood training.

**Early Childhood Training Institute**

The Council's Early Childhood Training Institute offered approximately 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), Health & Safety, Becoming a Family Child Care Provider, Introduction to the Family Child Care Environment Rating Scale (FCCERS), CPR/First Aid, Beginning Facebook to Market Your Day Care Center, Mandated Reporting, and Record Keeping for Child Care Providers.

### **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.

During the last fiscal year, the Infant/Toddler program provided over 150 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. We also provided 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 continue to be completed in each contract year 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 conducted provider trainings throughout the year to support providers' quality child care. In addition, the Network's annual Provider Appreciation Day luncheon and annual Holiday Celebration were held to celebrate the work of 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 ensure implementation of the NYS medication regulations. Our Health Care Consultancy Program held approximately 15 Medication Administration Trainings (MAT) to prepare approximately 100 child care professionals to administer medications to children in their programs. For providers with children in their care with medication needs, Emergency Medication Administration (EMA) training is also offered in order to facilitate the use of inhalers, Epi-pens, and nebulizers .

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

We recently redesigned our website. Please take a look at [www.dccnyinc.org](http://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. Families are also able to search for their child care needs online.

The July 2011 – June 2012 program year proved to be an eventful but challenging time for the Family Support Program (FSP). However, as the nature of the work dictates, the staff rose to the challenge and ensured that quality services were made available for all families who entered the doors at 21 Snyder Avenue in Brooklyn. We were encouraged to maintain strong outreach with our clients since it can be strenuous for parents of large families with young babies to travel on public transportation.

During the fiscal year, we served an average of 75 families from a high of 60 cases to a significant reduction of 48 in January 2012 due to budget reductions. We conducted 2,592 casework contacts, of which half were home-based. We conducted and recorded 28 family team conferences, a requirement by ACS for families who are engaged in services for six months and more. We maintained case transfer working relationships with the ACS Field Office staff as referred clients were transitioned from the ACS investigative cases to the FSP.

It is unfortunate that we report that our FSP ended on June 30, 2012 due to insurmountable budget constraints. With a sharp reduction in our client capacity coupled with raising operating costs, we worked with ACS to transfer our cases and close operations.

Operating the FSP for 25 plus years in the Crown Heights and Flatbush neighborhoods kept us involved with parents and the struggles they encountered on a daily basis. We were able to offer some help, some understanding as they tried to take care of their children. On the next page is just one example of our work in helping families navigate the child welfare system.



*Ms. Doe was a forty-five year old employee of the New York City Department of Education. She was a married parent of two daughters: a 17 year old and a 20 year old. The family lived in a three bedroom apartment in the Flatbush area of Brooklyn and both parents were employed. The 17 year old attended school regularly and was an honor role student. The 20 year old daughter had recently started to attend college and worked part-time at a supermarket within the community. However, she would often challenge her mother's authority and manipulated both parents against each other. The Administration of Children Services referred the Doe family to the Day Care Council of New York, Inc.'s Family Support Program following an alleged physical altercation involving Ms. Doe and her 17 year old daughter. The Administration of Children Services (ACS) "indicated" (i.e. the results of the investigation is deemed to be substantiated) the case against Ms. Doe as a result of the altercation and mandated preventive services.*

*An introductory meeting was conducted shortly after the referral, which involved the ACS worker, the Council's case planner and the Doe family. During the meeting, it was discovered that there was a misunderstanding and the altercation actually involved Ms. Doe and her 20 year old daughter (the names of the children were incorrectly reported by the police officers). Ms. Doe, a New York City Department of Education employee was concerned about the impact of an "indicated" case status on her current employment. The Council's case planner and the ACS case worker worked together with the family to verify how the misunderstanding occurred.*

*Despite the misunderstanding the family expressed that they wanted to continue to work with the Family Support program in an attempt to improve the family member's relationship. However, Ms. Doe's main goal was to remove the "indicated" status from the State Central Registry. Due to the above, the Council's case planner worked closely with the family to navigate the appeals process to have the "indication" removed from the State Central Registry. The Council's case planner assisted the family in gathering evidence to support their case. Six months following the appeal of the decision to indicate the case, the family received a letter, which reversed the prior decision. Ms. Doe expressed a sense of relief about the result and stated that her experience changed her perspective of Child Welfare/Social Services because she realized that there were individuals within Child Welfare/Social Services that are willing to assist families. Ms. Doe further expressed that she was thankful to both the Council's case planner and the ACS case worker.*

*In addition, to advocating for Ms. Doe to have the indication removed from her name, the family was provided regular family counseling and individual counseling to help improve the relationships between each family member. The Council's case planner met with the family twice per week, one meeting involved individual sessions with each family member and the later meeting involved all family members. Initially, the 20 year old daughter was reluctant to participate but after her parents made it clear that she had to attend the schedule sessions, she too became actively involved with the session. The above was used to empower the parents to show each parent that they had a strong influence on their children because they were still able to convince their daughters to attend sessions. Additionally, the parents attended parenting classes to improve their parenting skills and communication skills.*

*After working with the family for approximately one year, the Council's case planner observed marked improvements in the family dynamics. Family meetings that were once held in a combative atmosphere were calmer and Mr. Doe, who believed that his presence in the home was only to provide economic support, became more involved in the family's day to day life. Though the family wanted to continue with bi-weekly sessions with the Council's case planner to continue working on the family dynamics, the case was closed when the youngest daughter attained the age of majority.*

*This was just one of the cases that the FSP case planners were successful in helping a family achieve cohesion and learn how to resolve difficult issues. Although our FSP services have ended, we are proud of the work we did in the Crown Heights and Flatbush neighborhoods of Brooklyn.*

The Labor Relations and Mediation Service (LRAS) assists DCCNY's member agencies 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. More than 900 contract and disciplinary cases were handled during this past year, including direct assistance and mediation services. In addition, legal representation offered to DCCNY members included advocacy in arbitrations, human rights complaints, and National Labor Relations Board proceedings. These services were provided by the Council's law firm, Proskauer, LLP.

During FY 2011-12, the LRAS also was involved simultaneously in three (3) sets of lengthy negotiations in anticipation of the changed child care system under the ACS Early Learn program. In the face of devastating budget cuts to the system, we were also confronted with the loss of health insurance for thousands of child care workers (and their families) due to the City's decision to discontinue these vital service for child care, Head Start and workers in senior citizen programs. For more than 30 years, unlike other human services programs, nonprofits operating child care, etc., did not receive funding for employee's health insurance directly in their budgets. The funding and oversight was handled by the City's Central Insurance Program (CIP). The City decided that C.I.P. would no longer provide these services as of October 1, 2012.

We marshaled our Labor Management team, consisting of DCCNY Board members and member agency representatives in January 2012 to interview insurance brokers and develop a strategy to secure alternate healthcare insurance. Given the unionized labor force, this benefit could be secured only through collective bargaining with District Council 1707 and the Council of Supervisors and Administrators. As of the date of this report, an agreement was reached between the Council and the unions which included a new health care insurance program. Much still needs to be done, however, to help the workers. Unfortunately, employees in the system have not received salary increases in seven years. This and other public policy issues will remain central to the Day Care Council's state and legislative agendas.

A. Health Insurance

To begin the process and to identify the best health coverage products available, the Day Care Council's labor management team held numerous discussions and meetings with insurance brokers and financial services firms. These firms were interviewed and investigated over the course of many months.

Ultimately, the Council selected USI Insurance Services LLC to function as the broker and to evaluate potential health plan carriers. The Council also held a number of meetings with the Head Start Sponsoring Board Council and invited them to work jointly to obtain new insurance coverage for all child care and Head Start workers. That invitation was declined.

By the close of the fiscal year in June 2012, the Day Care Council and USI were negotiating with several carriers and were hopeful that coverage could be obtained despite the reduced funding rate under Early Learn.





**B. Collective Bargaining—Child Care**

Negotiations for a new collective bargaining agreement with Local 205, DC 1707 began in February 2012. The parties recognized the urgency of their discussions given the Administration or Children’s Services funding limitations under the new Early Learn system, scheduled to take effect on October 1, 2012.

The Labor Management team included:

- Lorenzo Newby -- Day Care Council Board President
- Andrea Anthony – Executive Director, Day Care Council
- Ana Aguirre -- Executive Director, United Community DCC
- Melvin Bell -- Board Member, Bellevue-Educare
- Constance Cabell -- Board Member, Blanche Community DCC
- Lisa Caswell -- Senior Policy Analyst
- Robert Gutheil -- Day Care Council Board Member
- Lateefah Abdul Jabbar -- Board Chair, Rena DCC
- James Matison -- Executive Director, Brooklyn Kindergarten Society
- Linda Matula -- Day Care Council Board Member
- Jay Nadelbach – LRAS Director, Day Care Council
- James Nathaniel -- CEO, Highbridge Advisory Council
- Barry Newmark -- Acting Executive Dir., Brooklyn Community Services
- Alice Owens -- President, Colony South Brooklyn Houses
- Vaughan Toney -- Executive Director, Friends of Crown Heights
- Irma Varner -- Board Chair, Bushwick Improvement Society
- Michael Zisser -- Executive Director, University Settlement

**C. Collective Bargaining – CIRS**

Negotiations for a new collective bargaining agreement with the three (3) unions, (DC 37, DC 1707 and CSA), representing employees in the Cultural Institutions Retirement System commenced in March 2012. Dan Scheiner, Director of Human Resources at the American Museum of Natural History, headed the negotiating team, which included representatives from the Council’s member agencies.

**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. An inability to resolve grievances in-house at the director’s or Board of Directors’ level results in the use of mediation services.

Over sixty (60) formal mediation sessions were held in FY 2011-12, with a vast majority of the grievances resolved at this level of the grievance procedure. Only a handful of cases were taken to arbitration. The issues presented in those cases included discipline, discharge, failure to promote, and seniority.

**Other LRAS Services**

Additionally, throughout the 2011-12 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 assisted programs with administrative, fiscal or programmatic deficiencies.
- Service on the boards of the Welfare Funds and the Cultural Institutions Retirement System as trustees overseeing health and pension benefits for more than 6,000 workers.

The advocacy year was spent making every effort to fight proposed budget cuts by reaching out to partners in every sector. As a member of the Campaign for Children, a coalition of New York City's early education and youth advocates, we worked to establish a strong foundation for advocacy efforts. We played a critical role in organizing DCCNY's membership. The boards, staff, and parents of our member centers participated in media campaigns, wrote letters, met with their City Council representatives, and came out for major rallies. There was also a high level of collaboration during the labor negotiations between the Day Care Council and the two unions (DC1707 and CSA) representing the City's child care workforce. Without a high level of solidarity, we would not have regained the critical funding that we stood to lose under this administration.

This past year was characterized by success within the context of very challenging circumstances. At the State level, we were faced with significant reductions in funding primarily due to a reduction in the amount of the federal child care block grant funds allocated to the state, the state's decision to shift TANF funding away from child care, and the unfortunate loss of federal stimulus funding totally over \$92 million dollars.

In spite of State funding challenges, a \$68.5 billion budget for Fiscal Year 2012-2013 was approved by the New York City Council, beginning July 1, 2012. Restorations were made in vital areas like child care, after school, youth services, senior services and supportive housing. The adopted budget agreement added approximately \$150 million in combined funding to the Administration for Children's Services and the Department of Youth and Community Development.

In the mist of budget reductions, the Mayor announced the transformation of the City's child care system with EarlyLearn contract awards in April of 2012. This sweeping initiative consolidated all available funding streams and standardized the quality of early care and education for the first time. There will be significant quality improvements with the provision of nutrition, health and mental health services; child assessments to track progress; support services to children with special needs; and increased professional development for center staff. A total of 152 sponsoring boards retained contracts for 599 program sites, 78 child care sites were transferred to 30 new sponsoring boards, and 54 sponsors lost ACS funding for 62 sites. Of the 182 sponsoring boards receiving ACS EarlyLearn funding, 88 are current members of the Day Care Council of New York.

Based on its deep commitment to child care and youth services, the City Council provided \$110 million in one year discretionary funding to an additional 58 child care programs and four child care networks with scores below the level qualifying them for EarlyLearn contracts. This funding will ensure continuing services for 4,300 children in FY 2013. These discretionary funds allowed an additional 35 of our member agencies to continue operating for one year.

Overall, the system is in the midst of massive transition. The established rates of reimbursement for care under the three models of Early Learn: child care, Head Start, and Dual Eligible are inadequate, as expressed by our membership, to achieve the mandatory program requirement. Coupled with the transfer of payment for health insurance from the City to our membership, a re-structuring that we helped to create, has caused all sectors to pause and galvanized our advocacy efforts. We are committed to maintaining our alliances and harnessing our resources on behalf of our member agencies and the families they serve. The current goal of state advocacy campaigns is to restore child care funding to 2010-2011 levels.

## Eat Well Play Hard in Child Care Settings in the Bronx and Brooklyn

An exciting new program was added to the services of the Day Care Council of New York. In October 2011, we were awarded an Eat Well Play Hard in Child Care Settings (EWPHCCS) grant to implement in Brooklyn and in the Bronx. EWPHCCS is a federal and state funded initiative by the State of New York Department of Health's (DOHSNY) Child and Adult Care Food Program (CACFP).

The EWPHCCS is an effort to prevent obesity and develop a more nutritious food plan for families in New York City. The focus of the project is children ages three to five years who reside in low income areas and attend center based child care programs.

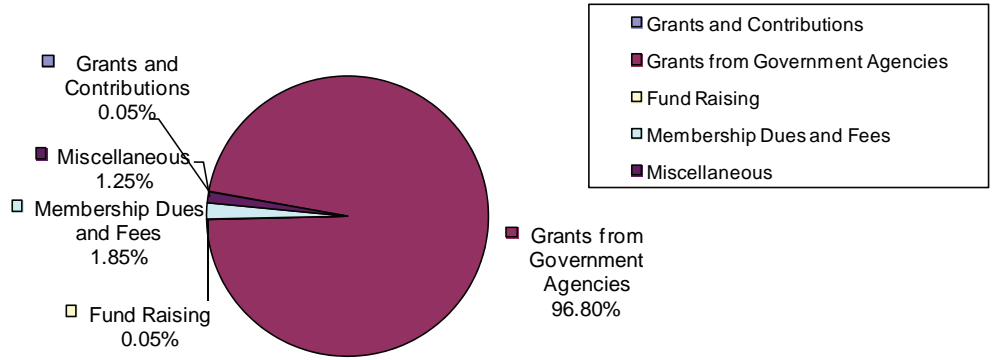
We have successfully implemented the first year of the EWPHCCS in specific areas of Bushwick and Bedford-Stuyvesant in Brooklyn and the neighborhoods of Highbridge and Morrisania in the Bronx. EWPHCCS offers a holistic approach with a structured curriculum developed by the DOHSNY/CACFP and funded by the United States Department of Agriculture (USDA). The curriculum features lesson plans for the children, their parents and the staff at the center. Together with food demonstrations where the children experience hands on, food tasting and physical activities to promote exercise in a very enjoyable way, EWPHCCS is a welcome addition to child care programs. In addition, the centers are introduced to *Let's Move!*, Michelle Obama's effort to promote children's health by encouraging and supporting healthier physical activity and nutrition practices for children in all settings.

Similar to their children, parents also have the opportunity to get involved in the same topic and food demonstrations like their children. This method is very effective in promoting behavioral changes towards food and physical exercise. Parents receive recipes and literature to reinforce the learning process and cooking incentives for their participation. Equally, the staff has the opportunity to choose two topics from the curriculum and training classes specifically for them.

We have a staff of Registered Dietitians (two) and our Assistant Director of the Child Care Division supervising the project. Thus far, 28 child care centers have participated in EWPHCCS. At the end of a schedule of six sessions, the children receive a certificate of participation.

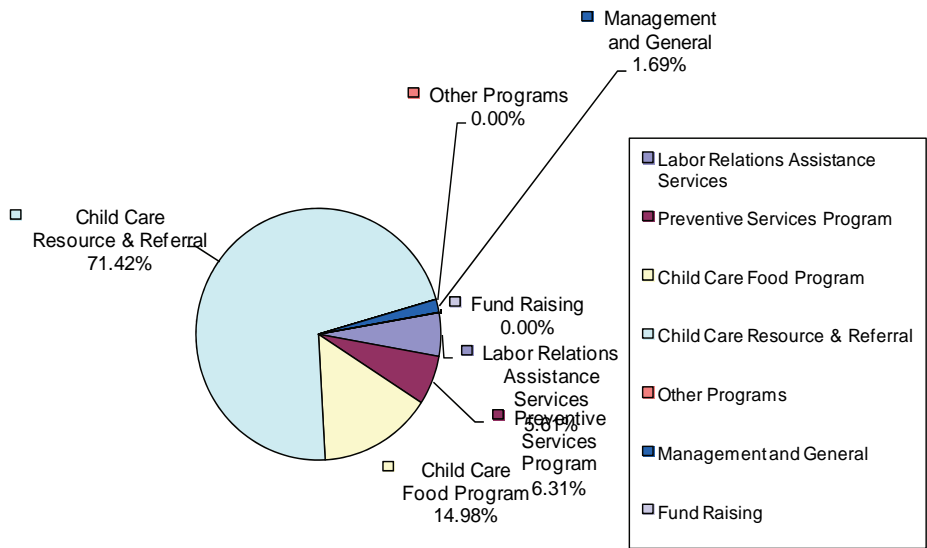
In combination with our work on EWPHCCS, we were invited to serve on a task force with the New York City Department of Health called Best Practices Partnership to Prevent Overweight and Obesity in Early Childhood. The result of this collaboration was a toolkit – *Growing Healthy Children: Promoting Nutrition and Physical Activity in Child Care Settings*. The toolkit has been distributed to all child care centers in New York City by the Department of Health and Mental Hygiene.

INCOME YEAR ENDED JUNE 30, 2012



SOURCE OF INCOME	FY 2012
Grants and Contributions	3,050
Grants from Government Agencies	9,627,268
Fund Raising	730
Membership Dues and Fees	180,482
Miscellaneous	(34,526)
<b>TOTAL</b>	<b>9,777,004</b>

EXPENDITURES YEAR ENDED JUNE 30, 2012



USE OF INCOME	FY 2012
Labor Relations Assistance Services	545,000
Preventive Services Program	539,886
Child Care Food Program	1,632,444
Child Care Resource & Referral	6,748,145
Other Programs	162,078
Management and General	210,695
Fund Raising	6,620
<b>TOTAL</b>	<b>9,844,868</b>

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

The Day Care Council is a member of the  
following organizations:

- Campaign for Children
- Child & Adult Care Food Program Sponsors Association
- Child Care Aware of America (formally NACCRRA)
- Coalition of Brooklyn Preventive Directors
- Council of Family and Child Caring Agencies
- Family Child Care Association of New York State
- Federation of Protestant Welfare Agencies
- Human Services Council
- National Association for the Education of Young Children
- New York State Early Care and Learning Council
- Nonprofit Coordinating Committee of New York



**Executive Board**

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

**Board 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



\*Retired

\*\*Deceased

# GLADYS J. WEEKES



A beloved champion for children and a visionary leader in the early childhood system, Gladys J. Weekes will be remembered as someone who spent her life advocating for quality services for families, and for respect and compensation for the professions in the field. Mrs. Weekes served on the Board of Directors of the Day Care Council of New York for 36 years, 10 years as the President of the Board. As the Board President, she strived to maintain a strong linkage to our members. Mrs. Weekes was a founder of the Professional Association of Day Care Directors and served as its president for three years.

Mrs. Weekes' leadership and advocacy spirit helped to create many of the important systems and structures for publicly funded child care. She was a major player in the successful unionization of directors in the Council of Supervisors and Administrators, and in the establishment of the CSA Welfare Fund. She also worked with city officials and the DCCNY's member agencies to establish a pension program for early childhood professionals that continue to exist today.

Mrs. Weekes started her career at the Queens School in Kew Gardens, Queens as an Assistant Teacher. She quickly moved forward in the field becoming a Group Teacher at Western Queens Nursery School, an Assistant Director at the Grand Street Settlement Day Care Center, and Educational Director of the Brownville Child Care Center in Brooklyn where she worked for 30 years. Mrs. Weeks was a graduate of Clark Atlanta University and Teachers College at Columbia University.

We will miss her wisdom and keen knowledge of the system, her warmth and caring spirit for all who had the privilege of knowing her.

## Linda L. Matula

Linda Matula was born to Rudy and the late Kay Matula in Brooklyn, New York. She received a BA from Baruch College in Sociology and an MA from SUNY/Empire State in Social Policy/Disabilities. Linda worked in various positions, but her passion was for the non-profit sector. She was Director of Child Care and Nutrition for the Police Athletic League (PAL) for nearly 12 years. She served as Vice President/Consultant for the New York Industries for the Blind and was the first Executive Director of the WorkFirst Foundation.

Ms. Matula served on the Board of DCCNY for four years working on the Personnel and Labor Management committees. She was a committed board member lending her knowledge and expertise in early childhood when ever she could.

She had a sense of humor, a zest for life, and a passion for children, her friends and her family. She will be truly missed.



**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  
Teresa Olander - 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  
Carline Lamy-Jacob - Child Care Specialist  
Crystal Luna - Child Care Specialist  
Shari Portnoy - Registered Dietitian  
Kristin Napora - Registered Dietitian

**Labor Relations Assistance & Mediation Service**

Jay Nadelbach, Esq. - Director

**\*Family and Children's Services Program**

Gatiana Smith - Director  
Sophia Cazeau - Caseplanner  
Claudine Charlet - Caseplanner  
Melanie Linde - Caseplanner  
Carmen Rodriguez - Caseplanner

\* Officially closed June 2012





**NOTES**





**DAY CARE COUNCIL OF NEW YORK, INC.**  
Educated Children Are Our Future



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