

FREE

JOBS JOBS JOBS

Employment Opportunities

Start on Page 21

NEWS

Lake Grove Fined \$1.5 Million

Page 6

NEWS

Gloria Wise Scandal Goes National

Page 7

NEWS

OST Update

Page 9

AGENCY OF THE MONTH

Literacy Partners

Page 14

PARTNERSHIP

NONPROFITS & GOVERNMENT WORKING TOGETHER



by Fred Scaglione

While cooperation is key to success in most endeavors, close collaboration between government and the nonprofit provider network is absolutely essential to the effective delivery of human services. This is not news and there have been many examples in recent years of government and nonprofits working together to improve services.

This month, *NYNP* highlights two current examples which we find to be particularly exciting.

In Nassau County, after decades of neglect by prior administrations, County Executive Thomas Suozzi has made health and human services a priority. Suozzi has recognized that better planning and coordination of

service delivery can improve outcomes for individuals in need while also saving money for Nassau County taxpayers. This month, the County will take a giant step forward in the implementation of its "No Wrong Door" program when it completes the consolidation of eight health and human services agencies in one newly renovated headquarters in Uniondale.

Suozzi has relied on Nassau County nonprofits to help shape the County's health and human services agenda through on-going communication and consultation. Looking forward, they are likely to play an increasingly important role as the County rolls out No Wrong Door to include satellite offices in Community Based Organizations. Suozzi has already addressed the major problem

of late contract payments and has committed to take on the longer term issue of funding for nonprofit infrastructure needs. To find out what is happening "On Long Island," go to page 12.

In Brooklyn, the recent opening of New York City's new Family Justice Center brings together an eye-popping 37 different public and private agencies to provide coordinated services for victims of domestic violence. The Center, the first of 15 such facilities to open nationwide as part of a Department of Justice initiative, has drawn strong financial support from New York's philanthropic community and an enthusiastic commitment of resources from nonprofit service providers. To learn more about the Family Justice Center read the Program Profile on page 10.

New York Nonprofit Press
P.O. Box 338
Chatham, NY 12037

PRSRT STD
U.S. Postage
PAID
Pittsfield, MA 01201
Permit # 137

Your Employees Are Your Greatest Asset. Are You Doing All You Can For Them?

401(k) Plans

*403(b) Tax-Deferred
Annuities and Thrift Plans*

SIMPLE Plans (IRA, 401(k))

*Simplified Employee
Pensions (SEP)*

*Group Life and Disability
Insurance*

*Section 457 Deferred
Compensation for
Governmental Entities*

*Payroll Deduction
Traditional and Roth IRAs*

*Payroll Deduction Flexible
Premium Annuities (FPA)*

*Payroll Deduction Variable
Universal Life Insurance*

*Defined Benefit Pension
Plans*

Helping your employees save for retirement is the right thing to do. But how best can you help them?

For 60 years, Mutual of America has been helping employees in nonprofit organizations save for retirement. Our financial strength, competitive prices and on-site administrative support make it possible for even small organizations to provide an affordable, quality retirement savings plan for their employees.

Call one of our New York/New Jersey regional representatives today. Learn how Mutual of America can help you reward your employees' hard work now and into the future.

<i>Tyrone Golatt</i> (212) 307-7564 680 Fifth Avenue New York City	<i>John Gilbride</i> (212) 587-9045 165 Broadway New York City	<i>Vincent Dragone</i> (718) 520-8998 Forest Hills Queens NY	<i>David Lynch</i> (516) 937-9177 Jericho New York	<i>Manuel Lopez</i> (914) 332-0124 Tarrytown New York	<i>John Thomson</i> (973) 299-8228 Parsippany New Jersey
-----------------------------------------------------------------------------	-------------------------------------------------------------------------	-----------------------------------------------------------------------	-------------------------------------------------------------	----------------------------------------------------------------	-------------------------------------------------------------------

MUTUAL OF AMERICA Your Retirement CompanySM

320 PARK AVENUE NEW YORK NY 10022-6839

www.mutualofamerica.com

1-800-468-3785

For complete information on our variable accumulation annuity products, please read the applicable contract and Separate Account prospectuses carefully. The prospectuses contain information on investment objectives, risks, charges and expenses (including a contract fee, Separate Account expenses and underlying fund expenses) and other information, which should be considered carefully before investing. A prospectus may be obtained by calling 1-800-468-3785. A variable annuity is suitable for long-term investing. Variable annuities fluctuate in value. At redemption, a variable annuity's value may be greater or lesser than the principal amount invested. An annuity contract provides no additional tax-deferral advantages beyond those available in a tax-qualified plan. You should carefully consider an annuity contract's other features before making a decision.

Mutual of America Life Insurance Company is a registered broker-dealer.

NYNP

New York Nonprofit Press

serving people who serve people

September 2005

ON THE COVER 1

Partnership: Nonprofits & Government Working Together

CALENDAR 3

POINT OF VIEW 5

Nonprofit Sector Should Fight for Statewide Health Care Foundation

NEWS 6

Lake Grove Fined \$1.5 Million

NEWS 9

OST Update

PROGRAM PROFILE 10

Brooklyn's New Family Justice Center

ON LONG ISLAND 12

No Wrong Door

AGENCY OF THE MONTH 14

Literacy Partners

VOICE OF THE CONSUMER 17

Permancy Bill of 2005

PEOPLE 18

CLASSIFIEDS 21

Calendar of Nonprofit Events

September 1 - Careers in Gerontology Seminar, 6 to 8 pm, Brookdale Center on Aging, 425 East 25th Street/First Ave. Manhattan. Call 212/481-3780 to register.

September 8 - NPower NY and N-Ten will host the NY New York Regional Technology Conference, American Conference Centers, 780 Third Avenue. For information and to register visit <http://www.nten.org/conferences-ny>.

September 8 - JPAC For Older Adults' Institute For Senior Action will begin its Fall '05 Advocacy Training Program session. The ten-week program, which is open to individuals 55 and older, meets weekly 10:00am - 2:30pm at 132 West 31st Street. For more information, contact Steve Swidler, IFSA Project Director at (212)273-5261 or via email at sswidler@jasa.org.

September 10 - Astor Home for Children is the beneficiary of Charity Night at the new Bonefish Grill restaurant in Poughkeepsie. Tickets are \$25 each for a sampling of the dinner entrees, appetizers and it includes two drinks. For reservations, call the Development Office at 845-871-1116.

September 12 - Little Flower Children and Family Services of New York will hold its Annual Golf Classic at the Nissequoque Golf Club on Long Island's beautiful north shore. For more information or to purchase tickets, please call Roberta Meadow at 917-923-9069 or e-mail lfmissgolf@aol.com.

September 12 - Women in Housing and Finance's Annual Fall Reception for New and Prospective Members will take place at Victor's Café, 236 West 52nd Street, \$20.00. To RSVP or for more information call Dahlia Goldenberg at 249 Manhattan Avenue, Brooklyn, NY 11211 or call 212-439-1056.

September 13 - Alzheimer's Foundation of America "Concepts in Care" Conference on Alzheimer's Disease and Related Illnesses for Family Caregivers and Healthcare Professionals, New York Marriott at the Brooklyn Bridge, 333 Adams Street, Brooklyn, NY, 8:30 am - 4:30 pm. Fees: \$30 advance/\$35 door for family caregivers (free respite care available); \$70 advance/\$85 door for professionals (CEUs available). For information, contact the Alzheimer's Foundation of America—866-AFA-8484, www.alzfdn.org.

CALENDAR OF EVENTS *continued on page 23*

Are You Getting

Your **NYNP** *Delivered?*

Call Toll Free 888.933.6967 or go to nynp.biz/subscribeform.shtml

New York Nonprofit Press

FRED SCAGLIONE, *Editor*

MARCIA RODMAN KAMMERER, *Art Director*

ROBERT LONG, *Publisher*

SUSAN AXELROD, BRUCE A. HURWITZ, PH.D. *Contributing Writers*

MARY JASCH, VALERIE L. MERAHN, JEAN CAMPBELL

editor@nynp.biz

art@nynp.biz

publisher@nynp.biz

New York Nonprofit Press is published monthly. Subscriptions are free. Editorial Office: P.O. Box 338, Chatham, NY 12037 Tel.: 888-933-6967.

Advertising and Circulation Office: 86 Montgomery Street, Rhinebeck, NY 12572 Tel.: 866-336-6967. POSTMASTER: Please send address changes to: 86 Montgomery Street, Rhinebeck, NY 12572 Vol. 4, No. 9

Editor Fax: 518-392-8327

www.nynp.biz

Publisher Fax: 845-876-5288

EDITORIAL

WHAT WAS HE THINKING?

It is ironic that in the same issue where we focus on exciting new examples of public/private partnerships, we must also report Governor Pataki's veto of the "Not-For-Profit Contracting" Bill (See Page 6). This legislation, which passed by wide margins in both houses of the state legislature, would have afforded some additional protections to nonprofits which provide critical services under contract with New York State. It is not difficult to identify cases where nonprofits have struggled for months to maintain needed programs without any assurance as to whether the State would or would not reimburse their ongoing expenses. Nor is it difficult to find cases where nonprofits have gone under as a result of these efforts. This legislation would not have solved all of these problems – particularly in cases where year to year funding is uncertain – but it would have helped. Most importantly, it would have demonstrated an understanding on the Governor's part of problems facing the nonprofit service sector and a commitment to address them.

WHAT WERE THEY THINKING?

While it has already served as fodder for conservative talk shows and right wing bloggers, the final story has yet to be written regarding the scandal at Gloria Wise Boys and Girls Club (See Page Seven). The City's Department of Investigation and possibly the courts will have to do that. However, the story – which is both fascinating for outside observers and tragic for an agency that did provide quality services to its community – must serve as a cautionary tale regarding the fiduciary responsibility of board members to safeguard a nonprofit's charitable assets. At least some portion of the \$875,000 in loans made by Gloria Wise to Air America, the liberal talk radio network, reportedly were approved by the Board's Executive Committee. Other payments and transfers allegedly were made using the Board President's signature stamp. What really happened? We don't know yet. But whatever did happen probably would not have happened if the board was doing its job.

WHAT WERE WE THINKING?

The nonprofit community has been extraordinarily silent regarding New York State's unilateral appropriation of billions of dollars in assets from the conversion of Empire Blue Cross, a nonprofit provider of health insurance. For the most part, concerns have focused only on possible cuts to Medicaid if the courts blocked use of these assets to fill a budget gap this year. Consumers Union has been almost a lone voice against this public taking of charitable assets to meet one-shot budget needs. CU Program Director Chuck Bell lays out the reasons why nonprofits should be more concerned in this month's "Point of View" on the opposite page. The threat to Medicaid programs this year was very serious. But the State's one-time use of Empire assets was wrong on several fronts. It doesn't address the State's structural budget deficits – meaning the same gaps will be back again next year and the year after – and the money, which will soon be exhausted, wasn't the State's to use. Like virtually every other state, New York should have used the Empire assets to fully fund a foundation devoted to addressing health care access issues over the long term.

WHAT ARE YOU THINKING?

We would like to know how you feel about these issues and all of the others confronting the nonprofit community. Email us at editor@nynp.biz or call Fred Scaglione, NYNP's Editor, at 888-933-6967.

Online

Employment

Ads on our website

at www.nynp.biz

& in our E-Newsletter **\$50**

Call Now 866-336-6967

Clarification

Last month, we neglected to fully identify Jon Small who authored the Point of View, "A Broader Mandate? Another Perspective". Jon is Senior Consultant for Government Relations for the Nonprofit Coordinating Committee of New York.

1333 Broadway

Between 35th and 36th Sts

SPECTACULAR SPACE
OVERLOOKING BROADWAY

"The New, More Affordable
Penn Plaza"

AVAILABLE NOW:

4th Floor: 10,300 SF

6th Floor: 8,753 SF

8th Floor: 20,464 SF

- Full floor availabilities
- Smaller & pre-built units avail

Landlord will build
or will divide

Brokers welcome

Talk to our Exclusive Agent

Manny Syskrot:

212-279-6016

msyskrot@nyct.net

• HELMSLEY-SPEAR, Inc. •

100% Commissions Paid on Signing

Seeking to build or acquire a new facility?

Community Development Funding, LLC has solutions...

Flexible financing (up to 100% of project cost) and expert project management assistance are now available for eligible nonprofit organizations seeking to establish new facilities.

Applications are now being accepted.

www.cdfunding.com



Community Development Funding, LLC
Mr. James N. Badgley, National Program Coordinator
2611 Piedmont Ave., #2 | Berkeley, CA 94704-3428
Phone: (510) 841-4822 | Fax: (510) 588-4676
E-mail: jbadgley@cdfunding.com

POINT OF VIEW

Nonprofit Sector Should Fight for Statewide Health Care Foundation

by Chuck Bell

New York State is about to miss a once in a lifetime opportunity to protect the assets of our state's nonprofit health insurance companies, including Empire Blue Cross and HIP of Greater New York. At stake is at least \$7 billion in nonprofit dollars that have been historically dedicated to affordable, accessible insurance.

Typically, when nonprofit insurance plans convert to for-profit purposes, state laws require that the full value of their assets be transferred to another nonprofit engaged in a substantially similar mission. This cy pres (a Latin phrase that mean "as near as") doctrine protects the value of nonprofit assets for the community, and ensures they remain dedicated to a charitable purpose.

In most other states where nonprofit health insurers or hospitals have been allowed to become for-profit companies, the full value of the converting nonprofit has been transferred to a large nonprofit foundation. For example, in California, two foundations created in that state's Blue Cross conversion are now valued at more than \$4 billion. The California HealthCare Foundation and the California Endowment make grants to a wide range of nonprofit organizations to enhance health coverage, provide direct medical services through clinics and outpatient facilities, and increase the cultural competence of health providers to treat diverse populations.

But in New York, because of loopholes in state laws, the conversion of Empire Blue Cross -- which was supposed to be a model for all future conversions -- ended in a train wreck. In 2002, Gov. George Pataki rammed through legislation to divert 95% of Empire Blue Cross's value to the state budget, largely to pay for a labor contract for private hospitals. The state's action broke six years of promises that 100% of Empire's conversion dollars would be transferred to a nonprofit foundation for the uninsured. Only a paltry 5% of Empire's assets were set aside for small government-controlled foundation.

Consumer groups do not oppose the use of government funds to subsidize labor contracts and give raises to health care workers. But nonprofit conversion dollars are not the right source of funds for that purpose. This state is in effect raiding the nonprofit sector to defray its obligations to fund public health care programs. The assets that Empire accumulated over many years would be rapidly spent down over 3-5 years, with no permanent replacement resource for consumers and the community.

Because of these concerns, in August 2002, Consumers Union and a coalition of consumer groups sued to challenge the state's diversion of the Empire money from the nonprofit sector. The Empire funds were frozen by a court order for nearly three years as the case worked its way through the courts.

Unfortunately, the state's highest court, the New York Court of Appeals, ruled in June that the state diversion of

the Empire funds is constitutionally permissible in New York. Two judges wrote vigorous dissenting opinions. Consumers Union carefully considered appealing the case to the U.S. Supreme Court. However, for a variety of reasons, we do not believe that further litigation is likely to produce the results that are needed.

Despite the court's discouraging ruling, the fate of the Empire conversion dollars should not be a dead issue. The reason is that as Empire's stock price has risen, the value of the conversion endowment has grown in value by leaps and bounds. Originally projected to yield \$1 billion for state health care programs, the Empire conversion is now expected to yield at least \$4 billion. And it may be even more, if Empire is acquired by a large out-of-state insurance company in the next few years, as is widely expected.

New York state has already budgeted to spend at least \$2 billion of the Empire money, and will try to allocate more in the coming 2006 session. At the same time, HIP of Greater New York (which includes Vytra Health Plan of Long Island), has been lobbying for approval to convert to a for-profit. HIP is valued at \$2-3 billion. With the Empire legal battle out of the way, the state is likely to grant permission for HIP and other nonprofit insurers to become for-profits, possibly under similar terms to the Empire conversion.

The bottom line is that literally billions of nonprofit health care dollars are still up for grabs. Clearly, the state, in coordination with powerful hospitals and unions, will continue to stake an aggressive claim to most of the conversion bonanza. But as Comptroller Alan Hevesi has pointed out, the state has no long-term plan to sustain the salary increases or other health programs after the conversion funds run out. For that reason, he recommends the funds be invested in capital purposes rather than routine operating expenses.

Now is an excellent time for nonprofit groups, consumer organizations, foundations, safety net providers, budget

watchdogs and others to coalesce in support of a statewide health care foundation to expand health coverage. With so many billions in play, there should be ample funds available to generously fund an independent, accountable statewide foundation that takes a long-term approach to our state's health care crisis.

The Assembly and Senate should pass model legislation to ensure that any new dollars from insurance conversions are retained in the nonprofit sector, and spent in an accountable way. In the 2005 legislative session, two bills -- A4024 (Grannis) and S153 (Seward) -- would have established a public process for any future health care conversions, and directed 100% of the proceeds to a nonprofit charitable foundation. In 2005, A4024 was passed by the full Assembly for the second time, but the Senate bill did not move out of committee.

A second, complementary strategy would be to earmark 50% or more of any new Empire conversion dollars that are received above a specific initial threshold, such as \$2 billion, for the charitable foundation.

At the end of the day, legislators have a responsibility not just to satisfy today's short-term budget needs, but to set aside substantial long-term resources for New York's health care future. A statewide health care foundation could help to pioneer new solutions for the health insurance crisis, by targeting grants to innovative nonprofit programs and projects.

The nonprofit sector has a major stake



Chuck Bell

in the resolution of these issues. Nonprofits generally work to make every dollar count. They care about accountability, and the development of strategic solutions to intractable social problems. Many nonprofit health organizations will also be forced to deal with the ugly aftermath of insurance mergers, rising health care prices and shrinking health care access. But will New York's nonprofit sector stand up and fight for a statewide health care foundation? That's the \$7 billion question.

Chuck Bell is Programs Director at Consumers Union.

DON'T MISS OUT!



UNIVERSITY OF NOTRE DAME
MENDOZA COLLEGE OF BUSINESS

Win a \$12,500 Scholarship to the University of Notre Dame for a Master's Degree in Nonprofit Leadership

In celebration of its expanded focus in the New York metropolitan area, Mendoza College of Business at the University of Notre Dame is offering an opportunity to win a half scholarship valued at \$12,500 towards its prestigious Masters Degree program in Nonprofit Leadership -- the MS in Administration.

For a chance to win this valuable scholarship, contestants should write a 1,000-1,200 word essay expressing a personal viewpoint on the general subject of nonprofit management. Specific topics might include governance, ethics, quality assurance, fundraising, regulatory and contract compliance, advocacy, evidence-based practice and the relative roles of government and the nonprofit sector.

For Detailed Contest Rules
Go To
www.nynp.biz

Submit Your Essay by September 15th

WHY YOU NEED A RED BOOK

- The Only Comprehensive List Of Addiction Services In The Five Boroughs
- Cross Referenced by Special Populations and Services
- Includes Section for Health Related Issues
- Includes Section on Special Services
- Self Help and Support Group Contact Information
- Half-way House Contact Information
- Gay and Lesbian Friendly Resources
- New Section Dedicated To MICA Services
- Over 400 Listings

THE "DIRECTORY OF ALCOHOLISM AND SUBSTANCE ABUSE RESOURCES AND SERVICES FOR NEW YORK CITY 2005 - 2006" IS NOW AVAILABLE!

Price: \$40 + \$5 Shipping & Handling - Bulk Discounts Available For Orders Of 10 Copies Or More.

To Order, Call:
212-252-7001



NEWS

Lake Grove Fined \$1.5 Million Operating Certificates Revoked

Lake Grove Treatment Centers of New York was fined \$1.5 million by New York State for "illegal operations and improper Medicaid billing practices," according to a statement released by Governor George E. Pataki on July 15th. As part of the settlement, the State's Office of Alcoholism and Substance Abuse Services (OASAS) has revoked Lake Grove's operating certificates. OASAS was named LGTCNY's Receiver to ensure that patient care goes uninterrupted and in turn named the Outreach Project to take over day-to-day operation of the clinics on an interim basis.

"After an extensive investigation, OASAS, in cooperation with the Department of Health (DOH), discovered that Lake Grove was billing Medicaid for treatment services that either did not occur or did not meet the Medicaid eligibility criteria for care," the announcement stated. "The investigation also found that the sober homes operated by HRRMG, Inc., a company associated with Lake Grove, were providing illegal, unlicensed chemical dependence services at their facilities."

The OASAS decision followed OASAS' May 25th indication of its intention to revoke Lake Grove's operating certificates. The original investigation arose from problems reported at the Suffolk County "sober homes."

"The record penalty imposed on Lake Grove is stern evidence that New York State

takes inappropriate treatment practices at the expense of patient care very seriously," said OASAS Acting Commissioner Shari Noonan. "Lake Grove has been held accountable for their actions, and our patients will be better off for it."

OASAS and the Department of Health (DOH) are working closely with the New York State Office of Mental Health, the State Office of Temporary Disability Assistance, the Suffolk County Department of Social Services, Suffolk County Mental Health Services, the New York City Human Resources Administration, and the New York City Department of Health and Mental Hygiene to prepare the approximately 500 individual patients affected for their eventual transition to a new provider.

"The agencies are assessing patient health care needs, and placing them in programs that best suit their individual treatment and mental health needs," according to the announcement. In addition, the agencies anticipate an orderly transition to ensure that no resident of any sober home becomes homeless. In the interim, patients will be allowed to stay at the sober homes.

(For additional information on Lake Grove Schools and Treatment Centers, see our feature story "Business at Lake Grove" in this July/August issue of *NYNP* or download a copy at www.nynp.biz.)

Nonprofit Contracting Bill Vetoed by Governor

Governor Pataki has vetoed legislation which would have established new guidelines and greater protection for nonprofit service providers involved in contracts with State agencies. The "Not-For-Profit Contracting" bill, which was passed by the Assembly in May and by the Senate in June, would have imposed deadlines and timeframes for the execution of contracts and renewal notices. The legislation would also have prevented State agencies from requiring nonprofits to sign "penalty interest waivers" as a prerequisite for the execution of contracts.

Under the proposal, the state would have had 150 days following the release of an RFP to execute a contract with a not-for-profit when an appropriation is not required. Similarly, agencies would have been required to send out renewal notifications for contracts where a new budget appropriation was not needed no later than 90 days prior to the end of the current contract. If an agency did not intend to renew, the contract would have been deemed to continue

until the agency was notified of its intent, and expenses incurred during the period would have been reimbursable under the existing contract.

"This was meant to make sure that state agencies treat nonprofits fairly so that nonprofits would know within plenty of time whether they are going to have a contract renewed with state government and whether they will be able to hire staff and provide resources," said Assemblyman Johnathan L. Bing, (D-Manhattan), who was the bill's sponsor in the Assembly. The legislation was sponsored in Senate by Senator Joseph E. Robach, a Republican from Western New York.

While describing the intent of the bill as "laudable," the Governor cited "serious technical concerns raised by numerous state agencies." Bing expressed surprise at the veto as well as disappointment, noting that the legislation had been amended to reflect concerns previously expressed by the administration.

Six Local Providers Receive Five-Year SAMHSA Grants

Six local providers were among 30 national recipients of grants by The Substance Abuse and Mental Health Services Administration (SAMHSA) to provide substance abuse and mental health services to homeless individuals. In total, the 30 grants will provide \$50.5 million over five years to expand and strengthen their treatment services for homeless individuals with substance abuse disorders, mental illness, or co-occurring substance abuse disorders and mental illness.

Locally, the grantees are:

- E.A.C., Inc., Bronx, N.Y.—\$400,000 per year for five years to expand its current comprehensive diversion program for adult non-violent felony offenders with co-occurring alcohol, drug, and mental health disorders and who are homeless.
- Institute for Community Living, Inc. New York, N.Y.—\$400,000 per year for five years to serve homeless women with serious mental illness in a shelter.
- Odyssey House, Inc., New York, N.Y.—\$391,868 per year for five years to provide outreach into the shelter system, enroll

homeless persons with substance abuse problems from the shelters into residential or outpatient substance abuse treatment.

- St. Vincent Catholic Medical Centers of New York Department of Community Medicine, New, N.Y. --\$400,000 per year for five years to establish an outpatient day rehabilitation program in a men's shelter primarily for men with substance abuse disorders and some with mental illness.
- Westchester County Office of Alcohol and Substance Abuse Services, White Plains, N.Y. --\$399,999 per year for five years to create a drop-in-center to provide integrated mental health and substance abuse services, and case management through a homeless outreach and service program team using motivational interviewing with chronically homeless individuals, and.
- Clear View Center Albany, N.Y. -- \$399,998 per year for five years to expand and provide trauma services to homeless families in shelters and link them to mental health and substance abuse services through expansion of post-shelter case management services and supports.

Call for Applications: Trude Lash Fellowship Program

The Trude Lash Fellowship Program will award a one-year \$10,000 grant to individuals who follow her example of combining research and activism in projects that address the social problems affecting the lives of low-income children in New York City.

The Fellowship may be used by applicants who want to learn a particular skill or gain a body of knowledge to strengthen or expand their work and

enhance a person's skills or activism on behalf of children or families with children.

For more information on the Trude Lash Fellowship Program please email Kaela Economos, kaela.economos@nycwf.org or, after September 15th, go to www.fundforsocialchange.org. The Trude Lash Fellowship Program is administered by the Fund for Social Change. The application deadline is November 15, 2005.

Brought to you this fall by Resources for Children with Special Needs, Inc.

Information at your fingertips!
Free "Database on the Web"
www.resourcesnydatabase.org

10,500 organizations and sites with nearly 20,000 programs and services for children birth to 21 with disabilities and other special needs, and their families.

Two doctors, an educator and a treatment specialist: Questions and answers about drugs and medication

Symposium 2005 — The Brave New World Is Here: Medication, the Culture of Drugs, and Their Long-Term Effect on Our Children. Monday, October 17, 2005 from 6:00 to 7:30 p.m.

Experts on inclusion and accommodations

Panel 2005 — Roadmap to Disability Laws for Students in Independent Schools. Accommodating Students with Disabilities: The Americans with Disabilities Act (ADA), Section 504, and The Individuals with Disabilities Education Act (IDEA). A Panel for Educators, Advocates and Parents. Tuesday, November 15, 2005 from 5-7:30 p.m.

Planning for summer 2006

Special Camp Fair 2006 — Saturday, January 28, 2006 from 11 a.m. to 3 p.m.

Do You Have a Child with Special Needs?

For more
information
about these
3 events
call
Resources for
Children
with Special Needs,
(212) 677-4650
or visit

www.resourcesnyc.org



This announcement space is available to current and former grantees for the Child Welfare Fund.

To use this space please contact publisher@nynp.biz

Advertise with NYNP
It Works! CALL 866-336-6967

NEWS

Gloria Wise Scandal Goes National Attention Focuses on Loans to Air America

The recently disclosed scandal at Gloria Wise Girls and Boys Club in Bronx has evolved into a national political drama, even serving as fodder for the *O'Reilly Factor* on the Fox News Network. On June 24th, Gloria Wise and its Pathways for Youth affiliate lost 19 City contracts valued at close to \$10 million annually as part of an on-going Department of Investigation probe into "significant inappropriate transactions and falsified documents that were submitted to various City agencies." Now, it is reported that the investigation focuses on approximately \$875,000 in loans and funding transfers either to Air America, the nation-wide liberal talk radio network launched in March of 2004 by Evan Montvel Cohen, or to Cohen himself. At the time, Cohen also served as development director at Gloria Wise.

On August 1, the *New York Sun* detailed a series of funding transfers from Gloria Wise, both authorized and unauthorized, involving Air America and Cohen. The *Sun* article cited Gloria Wise Board Member Anna Capell as saying that the Board's Executive Committee had approved two loans to Air America, one for \$80,000 and another for \$87,000. Cohen had also reportedly obtained two additional loans totaling \$35,000, allegedly to pay for chemotherapy for himself and other medical expenses for his father.

Gloria Wise Board President Jeanette Graves reportedly told the *Sun* that "Mr. Cohen also received another \$213,000 loan for Air

America in a check that was approved without her authorization and stamped with an imprint of her signature, and that the Club wired more than \$400,000 to him without her knowledge."

Cohen was ousted from Air America shortly after the network's 2004 launch and left Gloria Wise in May of that year. *NYNP* has been unable to reach either Cohen, Graves or Capell for comment. Long time Gloria Wise Executive Director Charles Rosen resigned following the announcement of the investigation.

A Gloria Wise spokesperson declined to comment on the specifics of the transactions but stated that Air America has verbally agreed to repay \$875,000 to the agency over a two-year period.

"If the allegations of mismanagement and corruption at Gloria Wise Boys and Girls Club are true, it is absolutely disgraceful," the network declared in a statement on its website, "...the company that the Gloria Wise Boys & Girls Club officials gave money to, Progress Media, has been defunct since May 2004. That company was run at the time by Evan Cohen who has not had any involvement in Air America Radio since May 2004. The current owners of Air America Radio have no obligation to Progress Media's business activities. We are very disturbed that Air America Radio's good name could be associated with a reduction in services for young people, which is why we agreed months ago to fully compensate the Gloria Wise Boys & Girls Club as a result of this transaction."

The Air America connection has made the scandal red meat for conservative commentators and bloggers. On the August 3rd broadcast of the *O'Reilly Factor*, host Bill O'Reilly used the investigation to attack Air America without specifically naming Gloria Wise in a segment entitled "The collapse of Yet Another Left-Wing Organization." Air America is home to Al Franken with whom O'Reilly has had a long standing and highly publicized feud.

As a result of the investigation, programs operated under contracts with the Department for Youth and Community Development (DYCD) and the Department for the Aging (DFTA) have been transferred to other providers.

Jewish Association for Services for the Aged (JASA) is now operating three senior centers in Co-Op City as well as NORC and EISEP programs. "The Bartow, Dreiser and Einstein Senior Centers serve approximately 210 seniors daily," says Christopher Miller, a DFTA spokesperson. "That transition has been going very well. There has been no disruption in services to seniors."

"We started providing service on July 5th with the current staff," says Aileen Gitelson, CEO at JASA.

DYCD transferred a total of seven program – four Beacons as well as individual Summer Youth Employment (SYEP), In-School Youth (ISY) and Youth Development and Delinquency Prevention (YDDP) programs. Alianza Dominicana is now operating the MS 201 Beacon. Police Athletic League is operating the IS 192 Beacon. Mosholou Montefiore has taken over Beacon programs at MS 142 and JHS 113. Kips Bay Boys and Girls Club is operating the SYEP program. SOBRO has taken over the ISY

program and Alliance of Guardian Angels received the YDDP operation.

"There were no problems," says Michael Ognibene, DYCD Chief of Staff. "As of July 5th, everything that should have been operating was operating."

In many cases, it appears that the program staff from Gloria Wise and Pathways for Youth will continue to provide services under the new management. "The people who have been working there have been offered jobs," says Gitelson. "There is a place for everyone who wants to stay."

AGENCY EXPRESSES PRIDE AND REGRET; VOWS TO CONTINUE CAMP AND PRE-SCHOOL

A Gloria Wise Boys and Girls Club spokesperson released the statement following announcement of the DOI investigation and the termination of its City contracts:

"All of us at Gloria Wise Community Center are proud of our decades-long service in the Bronx. We deeply regret that, as a result of errors in judgment by the former Gloria Wise executive director, which did not result in improper personal gain by anyone associated with Gloria Wise, New York City has terminated its funding to our organization, as of June 30... The Goosebay Nursery programs, however, will continue, as well as the Gloria Wise Summer Camp programs that have been operating for decades. We are committed to maintaining our relationship with Bronx residents--particularly those in Co-op City--and hope that our quality services and programs, which are greatly needed in this community, will be continued."

Evolv-CS, the leading web-based client tracking and billing software for human service organizations, is performance and results driven because you are.



evolV^{CS}

- ✓ Deliver Services More Effectively with Productivity Aids
- ✓ Improve Cash Flow with Timely and Accurate Billing
- ✓ Demonstrate Value through Better Outcomes

Do Good. Be Smart. Get *Evolved*.

 **defran systems**

5 East 16th Street, 6th floor, New York, NY 10003
212.727.8342 • info@defran.com • www.defran.com

© 2005 Defran Systems, Inc.

NEWS

Seven Nonprofits Receive IDA Funding for Projects

Seven nonprofits were among 12 organizations to receive financing assistance announced by New York City the Industrial Development Agency (IDA) on August 19th. "These projects will create and retain more than 800 not-for-profit jobs," said IDA Chairman Andrew M. Alper.

The American National Red Cross was approved for \$30 million in tax-exempt bond financing to buy and renovate a 4-story building on West 49th Street in Manhattan. The \$64 million project is expected to create 76 new jobs.

The Jewish Community Center (JCC) of Staten Island will receive \$15 million in tax-exempt bond financing and a mortgage recording tax waiver of \$420,000 to build a new \$36 million facility on Manor Road to serve as its primary location. The expansion will allow JCC to increase its programs and services and will help retain 295 jobs and create 10 new ones.

The five other not-for-profit organizations were approved for financing assistance as part of the IDA's Special Needs Facilities Pooled Program, designed to pool the needs of qualified not-for-profits to achieve economies of scale. The five service providers in the offering are all members of the InterAgency Council of Mental Retardation and Developmental Disabilities Agencies. The organizations will receive a total of up to about \$10.3 million in tax-exempt bond financing and mortgage recording tax waivers of about \$290,000. Together, the projects will cost more than \$12 million and are expected to retain 308 jobs and add four more. The five organizations are:

- Life's WORC (Queens)
- Queens Parent Resource Center (Queens)
- Services for the Underserved (Manhattan)
- Women's League Community Residences (Brooklyn)
- Young Adult Institute (Manhattan)

United Way of Long Island Awards Community Impact Grants

United Way of Long Island has awarded \$320,400 in Community Impact grants to 10 community partners. The awards represent UWLI's first grants under its new Community Impact model which targets services in four impact areas: improving access to health care, supporting youth and children, reducing hunger and assisting neighbors in need.

The ten funded proposals were among 82 applications which were reviewed by UWLI's Community Impact Proposal Review Committee, co-chaired by Ronnie Renken and Bob Murphy.

"We are very excited about our move to community impact and focusing on needs in the community and really addressing the root causes," said Teresa Kemp Zielenski, UWLI's Vice President for Community Impact.

The grants were for:

- Improving Access to Health Care
 - New York Organ Donor Network - \$35,000.
 - North Shore University Hospital - \$40,000.
- Supporting Children and Youth
 - Family & Children's Association - \$25,000.
 - SNAP Long Island - \$30,000.
- Reducing Hunger
 - Island Harvest - \$40,000.

VIP Community Services Opens Albert Walsh Apartments

Albert Walsh Apartments, a 21-unit affordable housing facility developed by VIP Community Services, officially opened on July 12th.

Named after the late Albert Walsh, former Chair of the New York City Housing Authority and Administrator of the Housing Development Administration, as well as VIP attorney and advisor, this facility specifically houses formerly homeless families. It is the third supportive housing facility developed by VIP in the Bronx.

"The Albert Walsh Apartments will help formerly homeless families help themselves," said Sandra Ruiz Butter, president of VIP Community Services. "It is so appropriate that we are naming this residence after Albert Walsh. He was a true champion of creating affordable housing opportunities and understood that the foundation for a successful future begins with a safe and stable place to call home."

Located on Rev. Polite Avenue, the Albert Walsh Apartments provides critical on-site services including vocational counseling, and refer-



Sandra Ruiz-Butter, President of VIP Community Services and Maireni Tavarez, a tenant of the new Albert Walsh Apartments, (both center) celebrate the opening of the 21-unit residence serving formerly homeless families. Others in the photo include State Assemblymen Michael Benjamin and Jeffrey Dinowitz, Gaetano R. Vicinelli, VIP Board Chairman, Joan Hoover, Deputy Commissioner of the NYS Division of Housing & Community Renewal, Ruth Ann Pickering, Director NYSC Office of Temporary & Disability Assistance, Roberto S. Garcia, Chairperson Bronx Community Board #2 and the Walsh family. (Vericker Photo Bureau)

als for education, employment, health, mental health and parenting skills services. In addition, a case manager from VIP's Tenant Services Department will be on site. Each unit will include two bedrooms, ample closet space and a full kitchen. The facility also will include a garden and playground area, computer room with six stations and a large indoor community room.

Funding for the Albert Walsh Apartments was provided by the New York State Homeless Housing Assistance Program, along with low income housing tax credits from the New York State Department of Housing and Community Renewal. The Enterprise Social Investment Corporation (ESIC) syndicated this project. The New York City Department of Housing Preservation and Development was instrumental in identifying the pool of eligible families which met the qualifications necessary for this program.

Assisting Neighbors in Need

- Catholic Charities, Dioceses of Rockville Centre - \$25,400.
- Hispanic Counseling Center - \$40,000.
- Hispanic Brotherhood of Rockville Centre - \$25,000.
- Mental Health Association of Nassau - \$25,000.
- Victims Information Bureau of Suffolk County - \$30,000.



CAMP FINANCE 2005

AT MOHONK MOUNTAIN HOUSE
OCTOBER 6TH-7TH, 2005

**MAKE YOUR VOICE HEARD!
LET THE NUMBERS DO THE TALKING**

~A two-day retreat for Executive Directors, Key Financial Staff, Board Members and Others Interested in Nonprofit Organizations~
Registration fees range from \$195 to \$615 per person, depending on registration type and accommodation needs.

For full conference details please visit www.ccsnys.org or email info@ccsnys.org

Presented by the Council of Community Services of New York State, Inc.'s
Nonprofit Accounting Service Center

NEWS

OST Update: DYCD Adds Funding to Fill Gaps; 41 ACS SACC Programs Get Reprieves Union Analysis Cites Major Impacts for SACC Families

As the new school year approaches, both the Department of Youth and Community Development (DYCD) and the Administration for Children's Services (ACS) have been making funding adjustments in an apparent effort to smooth out speed bumps on the road towards New York City's new Out of School Time (OST) program.

At the same time, an analysis prepared by an advocate affiliated with unions representing day care center staff claims that more than 1,100 children currently attending School Aged Child Care (SACC) programs would be displaced come September because there are no Year Round OST programs serving their schools. In response, it appears that many of the centers scheduled to lose ACS funding will seek to maintain SACC programming through vouchers being provided to parents.

The analysis also claims that there will be a significant net loss of program capacity in year two of the transition and that more than half of those schools currently served by SACC programs will not be served by any year-round OST programs. (Note that the findings of this DC1707 analysis has been revised slightly based on additional information since we first reported it on line and in our August 18th E-Newsletter.)

Forty-one ACS-funded Child Care Centers which were originally scheduled to lose one or more of their School Aged Child Care

(SACC) classrooms in September have been granted reprieves for the first year of the transition. Twenty-four other programs will lose ACS SACC funding but have been selected for the award of new on-site OST programs. Another 24 centers, however, are still scheduled to lose SACC funding come September 1st, without the benefit of a replacement year-round OST program.

"We did a community needs assessments and we preserved the programs in the highest needs communities, wherever we could," said ACS spokesperson Kali Holloway. "We maintained cuts to programs that received OST contracts on-site." ACS allocated approximately \$4 million in additional funding to restore the selected SACC programs during the coming school year.

In addition, DYCD has identified \$1 million in additional funding to support additional OST programming in areas where gaps in service have appeared. The move apparently follows concerns regarding the net loss of school-aged child care and after-school programming in certain areas of the city, particularly Chinatown where hundreds of parents turned out at for meeting with officials in July.

"These funds will support sites not originally funded by OST as well as support additional slots in neighborhoods that have families previously served by ACS school-age programs," says Michael Ognibene,

Chief of Staff at DYCD. "The evaluation criteria are the same as outlined in the RFP. Funds are targeted to neighborhoods that have families currently served by ACS school-age programs."

While DYCD declined to confirm specific allocations, the City is reportedly funding additional OST capacity to serve approximately 250 children in the Chinatown area. This figure still represents only half the estimated net loss of 500 SACC slots sustained by the community, say advocates. It is unclear how the City intends to allocate the balance of the additional funding, which advocates believe could support another 250 program slots.

ANALYSIS CALCULATES OST IMPACTS ON SCHOOL AGED CHILD CARE FAMILIES

More than 1,100 children currently attending SACC programs previously funded by ACS will be "displaced" for the coming school year following the closing of their programs, according to an analysis prepared by Sandy Socolar, a volunteer policy analyst with District Council 1707 which represents day care center employees.

The analysis identified 31 centers which will close some or all of their SACC classrooms in September and for which no on-site Year Round OST program has been awarded. Socolar argues that families will still be adversely affected despite promises of priority enrollment in new OST openings in other locations, either because year-round OST capacity is not available or because they have no way of getting children from their own school to the site of the newly opened programs. Socolar reports that the 31 SACC programs served a total of 89 different schools, providing staff to pick up children and accompany them back to the program location each day. New year-round OST programs will be serving only twelve of these schools, according to the analysis.

"These centers, due to be cut September 1st, are equally in need of a reprieve," said Socolar. The analysis did not take into account new OST programs which operate only during the school year claiming that they were not comparable to the year-round SACC programs.

"DYCD is committed to ensuring that families with children enrolled in ACS programs will continue to receive services in OST," said Ognibene. "Throughout the summer, DYCD and ACS have held a series of meetings with parents to discuss the transition to OST programs. Additional information has also been mailed to these families so they can make an informed decision to either request a voucher from ACS to remain in their current program or enroll in an OST program. Families with children in an ACS-funded program will be given priority placement during an early enrollment period beginning on September 1."

Many of the 31 centers scheduled to lose ACS funding in September are reportedly receiving requests from parents for vouchers to be used at the same centers, according to Socolar.

Despite the reported impact for families served in these 31 centers, the DC1707 analysis estimates that next year will see a net gain in combined OST/SACC capacity on a city-wide basis. Socolar calculates that come September, "ACS and DYCD will provide year-round child care for 11,680 school-aged children, 2,149 more than the 9,531 children the ACS SACC system had been serving."

A NET LOSS IN YEAR TWO?

A year later, the situation reverses, however, as the City completes its transition from SACC to OST. "In OST Year II, all the ACS school-aged classrooms will be closed, leaving only 6,965 DYCD OST Year Round slots - 2,566 less than the 9,500 ACS slots the Mayor had promised to replace," says Socolar. The most significant net loss of programming - 1,987 slots - will occur in Brooklyn, according to the DC 1707 analysis, followed by Manhattan (457 slots), Bronx (203 slots) and Queens (54 slots). Staten Island will gain 135 slots through the transition.

The analysis also claims that Year Round OST programs will effectively serve only 145 schools compared with the 351 schools served by the prior SACC programs.

The Council of Supervisors and Administrators, which represents day care center directors and assistant directors, and the Day Care Council of New York City, which represents the nonprofit sponsors of City-funded centers, cooperated in developing the analysis.

Centers Losing School Aged Childcare Classrooms in September

Manhattan

	Cuts
Chung Pak-Chrystie Street Child Care	34
Pike Street School Age Center, PS 2	25
Essex Street School Age Center, PS 20	75
Oliver Street School Age Center, PS 1	100
Children's Day Care Center	60
St Matthew & St Timothy School-Age	82
Children's Aid Society - Douglass Center	60
Northside Center for Child Development	45
Sheltering Arms Playschool at PS 197	60

Bronx

Riverdale Neighborhood House	25
HAC Steven Sales Day Care Center	20
Ezekiel P. Rivers Learning Center	65
HAC River Park Towers Day Care Center	26
Five Star Day Care Center	18
Marshall England Center (Children's Pride)	20
Lucille Murray Child Development Center	20
United Bronx Parents Day Care Center	40

Queens

Sheldon Weaver Day Care Center	18
--------------------------------	----

Brooklyn

Stagg Street Center for Children	25
BBCS Duffield Children's Center	20
Assn of Black Social Workers Center	20
Horace Greene Day Care Center	40
Grand Street Settlement Day Care Center	20
John Coker Day Care Center	20
Salvation Army Fiesta Day Care Center	26
Love in Action Day Care Center I	20
Shirley Chisholm Day Care Center	20
Children's Corner Day Care Center	20
Children's World Day Care Center	20
Gregory Martin Early Childhood Academy	25
PAL La Puerta Abierta Day Care Center	40

Source: Sandy Socolar, DC 1707



The Nonprofit Group
The School of Public Affairs
Baruch College

Presents the Fall 2005
SEMINAR SERIES

Tuesday,
September 27, 2005
4:00 - 5:30 PM

135 East 22nd Street, Room 301
Bet. Lexington and Third Avenues

Nonprofits and the Law:
Start Up Basics

SONIA JARVIS
Ackerman Chair/Associate Professor

Space is limited. RSVP Required.

To RSVP call 212.802.2988
or by e-mail at
nonprofit_workshops@baruch.cuny.edu

www.baruch.cuny.edu/

spa/Centers/TheNonprofitGroup.jsp

Building Leaders For Nonprofit Service

PROGRAM PROFILE

Brooklyn's New Family Justice Center One Stop Services for Domestic Violence Victims

"We haven't reinvented the universe. We have just moved the universe into one place," says Amy Barasch, Executive Director of New York City's new Family Justice Center. The Center brings together 37 different public and private agencies at one location, representing a whole new approach towards the provision – and coordination -- of domestic violence services. With one visit, victims now may meet with a prosecutor and police, obtain legal representation, access social services, begin long term counseling, and meet with a clergy member – all in their native language.

"The Family Justice Center takes the burden off of the victim to travel around the City – often with children in tow – to receive the services she needs," said Yolanda B. Jimenez, Commissioner of the Mayor's Office to Combat Domestic Violence. "Now all the service providers are right down the hall from each other."

Located at 350 Jay Street in downtown Brooklyn, the \$6.5 million Family Justice Center was developed through an innovative public/private partnership. The Center is the first of 15 similar facilities to open nationwide under a Department of Justice initiative which provided \$1.2 million in federal funding.

Another \$725,000 in private philanthropic support was raised locally

through The Founders' Circle, a diverse group of foundations and corporate citizens. Members of The Founders' Circle include: the Avon Foundation, Altria Corporate Services, Cisco Systems, Inc., Dell, Inc., Dr. Joy to the World Foundation, Joe Torre Safe at Home Foundation, Lifetime Television, United Way of New York City and Verizon Wireless, New York Metro Region. Additional funding is provided through in-kind donations from the City and community partners.

"We decided to go into Brooklyn for several reasons," says Commissioner Jimenez. "Statistics show that one-third of all domestic violence incidents and homicides in New York City occur in Brooklyn. But looking past those numbers, Brooklyn also has a very rich network of community based organizations that provide services to DV victims." Also, Brooklyn District Attorney Charles J. Hynes has long been an innovator in the provision of counseling and services to victims of domestic violence. The District Attorney was a driving force in development of the Center and his office's own DV Unit is co-located at the site. In recognition of his commitment, the Center is dedicated to the memory of Hynes' mother – Regina Drew -- herself a victim of domestic violence.

For the most part, the Family Justice



Photo credits: Kimberlee Hewitt

Among those celebrating the opening of the new Family Justice Center were Yolanda Jimenez, Commissioner Mayor's Office to Combat Domestic Violence; Mayor Bloomberg; actress/producer Salma Hayek and Diane Stuart, Director U.S. Department of Justice, Office on Violence Against Women.

Center is simply a physical gathering of existing resources. Most of the public and private partners who work at the site or can be accessed through it have been working together for years.

"These are people who know each other by phone, if not by face," says Barasch. And, up to now, phones have been the main link among and between providers and clients. Wherever victims entered the system, be it through police and prosecutors or community-based DV agencies, they would soon be clutching a fist full of phone numbers – for case managers, legal services, housing assistance, counseling, emergency shelters, etc. Service coordination involved a marathon game of multi-player phone tag.

"All we need to do now is walk down the hall with our client," says Ellen Rosenberg, an attorney with Sanctuary for Families, one of four providers of civil-legal services at the Center. "Services can be provided in the moment they are needed." No more delays or wondering if a client actually followed up on a referral. No more telephonic advocacy to find the right connection. "It is just an incredible benefit to survivors of domestic violence," says Rosenberg.

Victims coming to the Center can take advantage of a wide array of services. Or, they can choose not to. Waiting rooms for the Family Justice Center and the District Attorney's Counseling Unit are separate. "While by and large we are seeing the same people, we do have clients who are not cooperating with the criminal justice -- who haven't called the police and want nothing to do with the prosecution," says Barasch.

That said, direct access to prosecutors and the two police officers assigned to the Center is one of the biggest advantages for most clients. "Many advocates have had difficulty at times working with precincts and some victims have been afraid to call the police because they don't know what will happen," says Barasch. "Officers here can



The center offers child care with staff trained in play therapy.

explain the process and a woman can file a complaint for any incident that took place anywhere in Brooklyn." The Center's police officers can also obtain copies of Domestic Incident Reports (DIRs) previously filed at precincts around the City. These DIRs are a critical piece of documentation which is often required to prove eligibility for assistance and services. "A woman can leave with a full packet of her paperwork," says Barasch.

The Center's Advocacy and Civil-Legal partner agencies seem to cover the full spectrum of ethnicity in New York City. "Staff at the Center speak up to 20 different languages," says Commissioner Jimenez. To cover all linguistic bases, the Center also subscribes to the Language Line telephone translation system which allows advocates and clients to communicate via conference calls with translators speaking up to 170 different languages and dialects. In a pilot with the Police Department, Jimenez' Office has already used Language Line for more than 1,000 client interviews in 31 languages ranging from Serbian and Tamil to Punjabi and Urdu.

The Center also offers a faith-based component with clergy representing Brooklyn's many different faiths and congregations available to provide counseling for victims confronting family and personal crises. "It wasn't a requirement of the RFP but it was strongly recommended," says Jimenez. "When you look at a borough like Brooklyn – 'the borough of churches' – the clergy and

Today's Nonprofit Calls for a New Kind of Leader! Are You Ready?

"United Way's Senior Fellows program enabled me to see the big picture, to understand my organization as a whole and to look at it from a board member's perspective. This has given me a tremendous amount of confidence..."

STEPHANIE PALAU
THE INTERNATIONAL
CENTER IN NEW YORK

Apply for United Way's Senior Fellows Program:

CONNECTIONS

Join 25 nonprofit leaders earning 12 credits toward an MPA at Baruch College School of Public Affairs

SKILLS

Analyze case studies and complete a consulting project at a New York City-based nonprofit

CREDENTIALS

Convenient evening classes make it possible to continue to work as you learn

VALUE

Subsidized fee: \$635

Open to qualified professionals who currently work at a New York City 501C3, and have both a BA and 5+ years of experience.

Visit www.unitedwaynyc.org/Senior for more information about our 2006 program!

Board Members, Executive Directors and Other Nonprofit Professionals:
Interested in other nonprofit leadership development programs?
Visit www.unitedwaynyc.org/NLDI to learn more.

Baruch COLLEGE
The City University of New York
SCHOOL OF PUBLIC AFFAIRS

United Way
United Way
of New York City

PROGRAM PROFILE

the church is a real foundation in many communities. We felt this would enhance our ability to get the clergy involved as advocates on this issue."

The Family Justice Center is an extension of the Domestic Violence Response Teams (DVRT) program, previously headed by Barasch, in which representatives of City agencies met to address the needs of high risk DV cases.

"I like to think of DVRT as a virtual Family Justice Center, just without the roof," says Jimenez. While clients in DVRT benefited from enhanced services, the real payoff came in the systemic changes resulting from cross-agency collaboration. "We got to experience the issues and problems that advocates talk about all the time and document them," says Barasch.

She expects the Family Justice Center to offer similar opportunities for cross-pollination of programs and services except on a much broader scale. The Center anticipates serving 7,000 adults and 14,000 children each year.

"The more we have access to one another, the better we understand each other's roles," says Rosenberg. "We are better able to understand the constraints in

the system but also the opportunities. It is just an incredible benefit to survivors of domestic violence."

For now, the Family Justice Center is operating only on a walk-in basis from 9:00 a.m. to 5:00 p.m., Monday - Friday at 350 Jay Street, Brooklyn, NY. For information about the range of services available, go to www.nyc.gov/domesticviolence.

Family Justice Center Partners

City and State agencies:

Mayor's Office to Combat Domestic Violence
Kings County District Attorney's Office
New York City Police Department
New York City Department of Probation
Health and Hospitals Corporation
Human Resources Administration
Department for the Aging
Department of Information and Technology and Telecommunications
New York State Crime Victims Board

On-site community based organizations:

Arab American Family Support Center
Barrier Free Living
Caribbean Women's Health Association
Center Against Family Violence
Church Avenue Merchant's Block Association
Dwa Fanm
Haitian Centers Council
Jewish Association for Services for the Aged
Jewish Board of Family and Children's Services
Long Island College Hospital Rape Crisis Intervention/Victims of Violence Program
Metropolitan Council on Jewish Poverty
New York Asian Women's Center
Safe Horizon
Sanctuary for Families
South Brooklyn Legal Services
Women Working for a Better Community-Hope Gardens

Off-site community based organizations:

Comunilife, Inc.
Help Roads/Help USA
New York Association for New Americans
New York City Gay and Lesbian Anti-Violence Project
Ohel Children's Home and Family Services
Park Slope Safe Homes Project
Puerto Rican Family Institute
STEPS to End Family Violence
Turning the Corner

Faith-based organizations:

Association of Hispanic Ministers
Catholic Charities
Christian Cultural Center
Global Ministries in Christ
Long Island College Hospital Chaplaincy Services and Pastoral Care
New York Board of Rabbis

Colleges and universities:

Brooklyn Law School
City University of New York Kingsborough Community College
City University of New York Medgar Evers College
Long Island University - Brooklyn, and New York City Technical College

Concerned Citizens for Creedmoor
an affiliate of



FEDERATION OF ORGANIZATIONS

is Pleased to Announce



**New York State Senator
Thomas P. Morahan**

Chairman,
Senate's Mental Health and
Developmental Disabilities Committee
Keynote Speaker

at the
3rd Annual

"Journey of Hope" Community Mental Health Awards Luncheon

Friday, October 21, 2005 12:30 p.m. - 4 p.m.

Russo's on the Bay

162 - 45 Cross Bay Boulevard, Howard Beach, NY 11414

Sponsorships and journal ads available.
Tickets \$50. Table of 10: \$500.

**For more information call 718-464-2552
or visit us at www.fedoforg.org**

MENTAL HEALTH AWARDS LUNCHEON

ON LONG ISLAND

No Wrong Door Breaking Down Barriers in Nassau County

by Fred Scaglione

For decades, the Plexiglas barriers separating staff at the Department of Social Services from the people they were there to help had been symbolic of Nassau County's approach to human services. They were there to protect workers – and county taxpayers – from assault by hordes of unwanted and presumably unworthy clients seeking public assistance. The barriers could also be seen as a metaphor for the County's historic working relationship with the nonprofit, human service community. There was none. No communication with or input from nonprofit providers was sought or accepted.

County Executive Thomas Suozzi began working on both of these issues soon after coming into office in 2002. Now, Nassau nonprofits are enjoying an unprecedented, highly collaborative relationship with County government. (See Nassau Nonprofits Find a Partner in Government on page 13).

This month, the physical barriers themselves will come down as the administration completes a critical next step in the implementation of its "No Wrong Door" policy – the consolidation of health and human services into a single, newly renovated headquarters

in Uniondale. No longer will individuals seeking assistance be forced to shuttle between five separate government offices. No longer will applicants for food stamps, Medicaid or other entitlement programs have to descend into the dark, cavernous hallways of DSS headquarters where they are met by a wall of plastic and subsequent in-depth interviews are held in what looks like a prison visiting booth.

Instead, the public will now enter a facility designed to be welcoming and engineered to be efficient. A spacious, bright and airy waiting area features a multi-station reception desk where "welcome staff" will direct clients to the services for which they came but also assess their need and eligibility for other programs. Interviews with case-workers and eligibility workers will take place in individual cubicles furnished with a desk and chairs rather than Plexiglas partitions. Pri-

ivate interview rooms are available where necessary and appropriate. "Customer Service" staff will help clients who feel that they still have not received the services they require.

"We have wanted to do this since day one," says Suozzi. "That facility was a disgrace."

For the County Executive, however, "No Wrong Door" is more than just a new building. It is a whole new way of doing business. "Health and human

we are going to be able to reduce headcount and improve services using technology."

State of the art systems and software are keys to No Wrong Door – both at Uniondale and as it ultimately rolls out to connect with Nassau County's private, nonprofit human service network. A web-based screening and eligibility tool will assist front desk staff route clients appropriately to the range of available services. It also interfaces



No Wrong Door consolidates Nassau County health and human services in a user-friendly new headquarters at 60 Charles Lindbergh Blvd. in Uniondale.



The After-School Corporation supports programs serving more than 35,000 students and staff in more than 200 public schools. For more information, please visit www.tascorp.org

services are over 40% of the Nassau County budget," Suozzi explains. "It is one of the most important things the county does – to provide a safety net for county residents -- and we have to do a better job of it. This is one example where the whole is much greater than the sum of its parts. We will provide much better service at less cost by collaborating among ourselves."

"No Wrong Door" began by consolidating eight county agencies – the Departments of Social Services, Health, Drug & Alcohol, Senior Citizen Affairs, Mental Health, the Youth Board, Veterans Service Agency and the Office of the Physically Challenged – into a Health and Human Services "vertical" under the leadership of Deputy County Executive Mary Curtis. Commissioners and staff have a mandate to find ways to work together to improve and enhance services. A "Case of the Week" program identifies gaps in programming and new opportunities for service collaborations.

The move to Uniondale will offer a tangible, concrete platform for even further collaboration. "The physical consolidation yields synergies and infrastructure savings," says Thomas Stokes, Deputy Director of Human Services. "Some of these larger departments had their own IT, HR, Legal, Planning, Research and even Office Services. We are consolidating all these groups together and over time through attrition

with the County's own case management system.

No Wrong Door is striving to be as paperless as possible, given the constraints of government bureaucracy. "We are also doing electronic document management," says Curtis. "All the client files will be scanned. As each Department goes on line, their files are available to workers on their desktops."

Nassau's new approach presumes close working relationships with the County's network of nonprofit providers. The County is already developing plans, in cooperation with the Health and Human Services Advisory Committee, for a series of "Satellite" locations to be housed in the offices of community based organizations.

"We suggested very early on that the County create satellite offices where people could bring documenta-



For decades, the public has been greeted by a wall of Plexiglas at Nassau County Department of Social Services.

ON LONG ISLAND

tion, make appointments or do follow-up," says Jack O'Connell, Executive Director of the Health and Welfare Council of Long Island (HWCLI) and co-chair of the HHS Advisory Committee. "The next step is to identify maybe as many as four satellite communities where people would be able to go instead of having to go to Uniondale."

Details of how these satellite offices would work – with out-stationed County employees and/or through on-site CBO staff – have yet to be finalized.

Plans do call for these offices and other CBOs to be linked to No Wrong Door through the web-based eligibility screening tool and additional enhancements which would allow clients and

nonprofit providers to make referrals and schedule appointments with County agencies on-line. In fact, the service referral and scheduling module will be coming from the nonprofit sector itself. "It is one we are now rolling out at the Nassau Partnership for Healthy Communities," says O'Connell, whose HWCLI administers the Partnership program.

Nonprofit providers can also expect to be on the receiving end of referrals coming through the No Wrong Door systems. Curtis recognizes the critical role which nonprofits play in providing essential services, sometimes as contract agencies and sometimes as providers of charitable services. "When someone comes to us and says they can't afford food but they are not eligible for food stamps, what do we do?" asks Curtis. "We can't be the last link in the chain."

To this end, Curtis is working hard to ensure that County employees understand the broad range of services which community-based organizations provide. An Agency Fair, featuring introductory display tables with more than 60 CBOs, is scheduled for County staff on October 17th at the Cradle of Aviation near the new Uniondale facility.

It is worth noting that the administration also utilized innovative systems and architecture – known as Crime Prevention through Environmental Design

(CPTED) -- to address security concerns of DSS staff who are losing their Plexiglas protection. In addition to on-site police and public safety officers, Uniondale features panic buttons at interview desks, a raised security station which oversees both the reception and interview areas and comprehensive security camera coverage. Furniture has even been placed to keep workers closest to cubicle exits in case of a confrontation. "It sounds like they didn't ignore our wishes. It looks like they tried," says Jerry Laricchiuta, newly elected President of CSEA 830 which represents 9,600 County employees including those at DSS. "Right now, I am reserving judgement."

Suozzi clearly believes that the Plexiglas barriers of the past were the wrong way to protect Nassau County's taxpayers. "In December of 2001, Nassau County was rated "The Worst Run County" in the United States of America by the Maxwell School of Public Policy," he has said. "For a County that did not manage anything well, Health and Human Service Departments received little attention whatsoever. No Wrong Door is a journey to provide better, more effective services to our residents most in need. We will do so, not by spending more money, but by managing better, communicating better and coordinating our existing resources more effectively. In fact it will help more people and save money."

Nassau Nonprofits Find a Partner in Government

"If you are thinking about clients and people being served, this is a very, very interesting place to be," says Jack O'Connell, Executive Director of the Health and Welfare Council of Long Island (HWCLI). After decades of struggling to provide services with limited funding and even less in the way of collaborative planning and strategic support, nonprofit providers of health and human services in Nassau County finally have found a public partner in the administration of County Executive Thomas Suozzi.

For one thing, the County Executive clearly believes in the importance of human services, both to individuals in need and to the health of the county as a whole. Despite facing a staggering financial crisis upon taking office, Suozzi made improvements to the social services system a high priority. The County Executive also consults with the nonprofit community on a regular basis – both formally and informally – as he develops policy and programs.

Suozzi has even fixed at least one potentially life-threatening and previously intractable problem for many nonprofits – delays in contract payment. And, he recently committed to address another -- the severe erosion of the nonprofit sector's ability to provide services due to long term loss of infrastructure funding.

"When I first came into office, my transition group for health and human services came straight from the nonprofit and academic communities," says Suozzi. "They helped us to understand what the problems were and what some of the opportunities were. That is where the No Wrong Door concept came from."

One of the problems cited early on were the terrible delays in processing county contracts and payments which were causing critical cash flow problems for nonprofit providers. "Year after year, you wouldn't see the contract until months into the year, if you were lucky," says Sandy Oliva, Executive Director of the Nassau Coalition Against Domestic Violence.

"I remember one year we were 18 months behind," says O'Connell.

"It was a problem that had been identified for decades with no relief," says Joseph Smith, Executive Director of Long Beach Reach. "Nonprofits were facing 'pay-less' paydays, delays in vendor payments, cancellation of insurances."

Within weeks of taking office, Suozzi committed to fix the problem. The 28 often duplicative steps in contract processing were reduced to eight, says Smith. The process gradually improved and this year Suozzi surprised the nonprofit community by handing out advance payment checks for new contracts at a January 10th press conference. "It is impressive," says O'Connell. "He said he would fix it and he kept his word."

Suozzi also established the Health and Human Services Advisory Committee which brings together eight leaders from the nonprofit community and the eight County Commissioners of health and human services departments to consult on policy and program issues. O'Connell and Deputy County Executive Mary Curtis, who comes from the nonprofit community herself, co-chair the group. "It is the first time we ever have had an opportunity to sit at the table with agency commissioners and problem solve," says Oliva. "It is something you just can't put a value on."

In June, Suozzi won a standing ovation at the HWCLI Annual Luncheon when he announced his commitment to begin addressing "infrastructure" problems facing many nonprofits after years of budget cuts or flat funding. "For five years, these agencies have been providing this level of service and doing more with less," says Curtis. "A lot of them have trimmed their programs and their expenses. On the other hand, all of their costs are increasing. We do have to recognize as government that they can't continue to do this."

Curtis confirms that the County Executive will be seeking funds in his budget proposal for FY2006 to address specific problems in specific sectors.

"We are not just going to be handing out money," she explains. "This is going to be based on priorities and needs." For example, Curtis cites one proposal from the Department of Senior Citizens Affairs, in consultation with nonprofit providers, to strengthen the case management system. By allocating \$186,000, the County could add two additional case managers to the 20 which currently work in contract provider agencies and also increase average salaries from under \$30,000 to \$33,500.

Curtis expects to find less than universal agreement on initiatives to reduce administrative costs through improved collaboration among nonprofits themselves. "In our Youth Board area, we have a lot of very small agencies," she explains. "Maybe we need to look at joint purchasing of book keeping services or health insurance plans."

What about regular Cost of Living Adjustments (COLAs) in contracts? "It is a consideration," she says.



Nassau County Executive Thomas Suozzi

Stop Losing Money. Switch To Commerce.

For over 30 years, Commerce Bank has provided Not-For-Profits with the experience, people and products to make the most of every dollar.

- Not-For-Profit No-Fee Banking Model
- Tax-Exempt Financing
- Lines of Credit
- Leasing
- Bridge Financing

Find out how Commerce Bank can help your Not-For-Profit.
Call Greg Braca at 1-888-751-9000.

Commerce Bank America's Most Convenient Bank®

350+ convenient locations throughout
Metro New York, Metro Philadelphia and Metro Washington, DC

AGENCY OF THE MONTH

Literacy Partners Adult Reading

While there can be no one quite like her, Emma Davis is not unique. Almost 100 million American adults share her former problem. Davis, soon to turn 50 and newly unemployed, could not read.

"For the longest, I knew I had a reading problem," she explains. Davis, like countless others, hid the handicap from friends, family and especially her employers. "I would tape record meetings and play them over and over until I could remember what was being said." Her innate intelligence and obvious "gift for gab" offered some cover, but eventually Davis found herself out of work and out of excuses. "First it had been taking care of my son. Then it was that I just didn't have time," she says. "But when I lost my job, I had nothing but time." One sleepless Friday night, Davis heard a 3:00 a.m. radio ad for Literacy Partners. She contacted the organization Monday morning.

Davis tested at a third-grade reading level. "I was pissed," she says. Davis transformed her anger into determination as she enrolled in a twice-weekly, volunteer-led tutoring program run by Literacy Partners in midtown Manhattan. Now, Davis is enrolled at the College of New Rochelle in a program offering both a GED and initial credits towards a college degree. "I want to turn my GED into a Ph.D.," says Davis. She also shares her new-found passion for reading and learning while working at Literacy Partners to assist other adult students.

"Literacy Partners has been in existence for 31 years," explains Susan A. McLean, who joined the organization in early 2003 as Executive Director. Begun as Literacy Volunteers of New York City, the group originally focused on offering one-on-one tutoring for adults.

The problem of limited adult literacy is significantly greater than many people realize. More than one-third of all adult New Yorkers – 36% -- cannot read beyond the 5th grade level, says McLean. The resulting costs – both personally and to society – are enormous. Nearly half of all low-literacy adults live at the poverty level. Half of all the adults receiving welfare do not have a high school diploma or a GED. Children of parents who cannot read are more likely to drop out of school.

"As years went by the need grew and the organization no longer could accomplish what it wanted on a one-on-one-basis," McLean explains. In the mid-1990s, Literacy Partners separated from the national organization and established itself as an independent nonprofit. "Literacy Partners had a new mission to teach in larger groups with trained tutors and make a bigger impact on the community," says McLean.

Today, Literacy Partners offers help to approximately 1,800 adults through a wide variety of programs based on the

students' varying skill levels and goals. The agency's programs and curricula include Adult Basic Education (ABE), Pre-GED, GED, English for Speakers of Other Languages (ESL), Family Literacy/ESL, Financial Literacy, Health Literacy and Employment Preparation.

Most LP programs meet twice weekly for three-hour sessions. Programs are available both days and evenings at locations in Manhattan and mornings in the Bronx. "We are in South Bronx, Harlem, midtown and the lower east side," says McLean.

Programming is made possible through use of space donated by a number of corporate and community partners. New York Life, Ogilvy & Mather, Colgate Palmolive and Time Inc. all make facilities available in Manhattan. "When their folks leave at five o'clock, we come in and take over the cafeterias," says McLean. "We wouldn't be able to do this without our partners."

"Over 25 years ago, the New York Life Foundation began providing space for Literacy Partners' evening adult literacy classes," says Peter Bushyeager, President of New York Life Foundation. "The relationship...has provided important literacy services to the community and the New York Life Foundation is proud that this relationship continues."

LP also offers programming at locations made available by other nonprofits. SASS Plaza at Harlem Congregations for Community Improvement (HCCI) and the Bettie B. Wilson Learning Center house programs in Harlem. Henry Street Settlement hosts programs downtown.

Despite the name change, volunteers are still key to Literacy Partners' programs. LP typically uses between 110 and 160 volunteers. "Right now, we have about 110 that are active," says McLean. Volunteers typically teach in two-member teams for groups of between 6 and 20 students who are closely grouped according to reading level.

"I wanted to take beginners because I feel it is so important for people to have a strong foundation," says Joan Downs, a former magazine writer and editor who has been a volunteer at Literacy Partners for several years. "I was absolutely amazed at how 'beginning' people can be. About half come to us not knowing the alphabet.

"They are all people who are intelligent," explains Downs, who with her teaching partner Judy Smith, tutors a class of 15. "The typical student is a 45 year old male who is married, has children and has a job. Many of them have hidden the fact that they can't read from everybody -- sometimes from their families, certainly from wherever it is they work. They tend to do construction or are short order cooks, busboys, and waitresses. They work with their hands, often

very skilled work."

While the majority of Downs' students are immigrants, their literacy problem is not just one of learning English. It is learning to read and write at all. "Some of them have never been to school in their lives," says Downs. "Our student from Guyana never had a day of school. Most have had some but not more than two or three years."

For volunteers, standing up in front of 15 knowledge hungry adults can seem like a daunting prospect. "I had no teaching experience," says Downs. "I was scared to death."

However Literacy Partners prepares the volunteers with a comprehensive training program. "They have 20-plus hours of classroom of instruction," says McLean.

"It was very intensive," says Downs. "A lecturer came in and talked about the different aspects of teaching, both theoretical and how you do it practically. They gave us physical curriculum and did role playing. At the end, there was an exam at the end where you had to teach the course for the instructor."

"They have to demonstrate they actually can teach," says McLean.

For Downs and the other volunteers,



Susan A. McLean, Executive Director, Literacy Partners

however, there is little to fear. Students only come to Literacy Partners programs because they want to – often passionately. These are people on a personal mis-

The Family That Reads Together

The old line about "the family that reads together..." only works when the family-- everyone in the family -- can read. Literacy Partners' family literacy program in partnership with the Women's Housing and Economic Development Corporation (WHEDCO) in the South Bronx is one way to address that issue.

"WHEDCO and Literacy Partners found each other a number of years ago," says Rose Rivera, Director of WHEDCO's Head Start Program. "We decided that the Head Start program would be the ideal foundation for a partnership. We have parents coming to us with their young children. Many of these parents are new to this country and in need of language, GED and ESOL services."

Parents who enroll in the Family Literacy/ESL program join their children in Head Start and receive LP's Adult Basic Education instruction five mornings a week. "The parent works in the classroom with their children on language building skills for themselves and their children," says Rivera. "We have 104 families enrolled in Head Start and of that number 15-25 parents participate in the Literacy Partners program."

It is a natural fit, explains Rivera. "As part of our Head Start program we not only look at where the children are but we help families look at their own goals." In addition to building literacy, the program helps parents better understand how to help their children with homework and be involved in their education.

"Some of our families have gone on to get GEDs and find employment," says Rivera. The benefits are far reaching. Some parents have gone on to become parent leaders within the public school system. It has a stabilizing effect on the entire community."



Photo credits: Jori Klein

Literacy Partners collaborates with WHEDCO to offer joint programming for parents of children in Head Start.

LITERACY PARTNERS, INC.

AGENCY OF THE MONTH



Anna Limontas Salisbury (l), Site Coordinator the Literacy Partners programs at Time, Inc. headquarters, helps out with groups of students.

sion. "It is probably unlike teaching any other class," she says. "They hang on every word you say. They will do anything you ask -- the most boring repetitious exercises -- and they are so proud of themselves when they get it. We are proud of them, too."

All Literacy Partners programs are offered at no cost, but students still pay a significant price, in terms of time and effort, to take part. "Almost everybody comes to us from their day job," says Downs who teaches twice a week at one of the midtown locations. "We work with them intensively for three hours and then some people take the subway to a night job. It gives you humility when you see the courage, motivation and strength of these people. They are an inspiration."

The shared commitment and mutual respect of volunteers and students engenders a focused but relaxed atmosphere conducive to learning. At the evening pre-GED program at Time Inc.'s headquarters, tutors and students gather in small groups scattered around a spacious cafeteria looking out on midtown Manhattan. "If I had teachers like these when I was in school, I would have had my GED and been in college," says Wade Bishop. "They care for you. I am having fun. At this age, I am having fun."

Programming has expanded to offer a full continuum of instruction, beginning with Adult Basic Education and moving through pre-GED and then GED programs. Bishop, 55 and now in a pre-GED program, is focused on eventually winning his GED. "Everyone wants me to submit a resume to get a job and I don't have a GED," he explains. He also wants to serve as an example to his family about what he and they can achieve.

Literacy Partners instructional philosophy also has grown more structured

in recent years. "When I first came, it was run under a different system," says Anna Limontas Salisbury, Site Coordinator for the Time Inc. location. "People came in and got some help with their reading skills and set goals. Now, the testing is more rigorous."

While students do not receive grades, they are tested regularly -- after every 50 hours of instruction -- to assess how they are doing and ensure they are in the right groupings. Students move in and out of groups while advancing at their own pace.

Literacy Partners raises almost 90% of its \$2.7 million budget through private fundraising and development efforts. Two government grants account for less than \$300,000 of funding. McLean credits the organization's board of directors for much of the fundraising success. "Our board is a giving board and also a working board," says McLean. "They are all highly committed to the organization. We have a gala which takes place in May of every year and brings in about \$1 million. For an organization our size that is a very successful event."

Syndicated newspaper columnist Liz Smith serves as Honorary Chairman for the organization and has been a driving force behind its success for many years. "I have been involved with this wonderful program for 25 years and I still can't fully imagine the problems of those who can't read or write," she says. "But I see their joy when they learn."

Literacy Partners also garners support from other donors within the publishing world, including its "Writers for Readers" program. As part of this effort, best-selling authors such as Mary Higgins Clark, John Grisham, Patricia Cornwell and many others have made significant contributions to LP programs, including the funding of a special learning center named in their hon-

or at the Writers for Readers Learning Center at the Women's Housing and Economic Development Corporation (WHEDCO) in the South Bronx. This center now houses one of LP's Family Literacy programs (See "The Family that Reads Together" on page 14.)

While Literacy Partners has been relatively successful in its own fundraising efforts, McLean believes grantmakers should do more to address the adult literacy issue. "A lot of foundations have not been primed to give money to adult literacy," she says. Fortunately, some do focus on subset issues like financial literacy or health literacy. As a result, Literacy Partners can feature some of these grant-funded modules as part of its larger programming. "For straight-up teaching an adult to read, it is not there," she says.

Looking forward, McLean wants Literacy Partners expand programming into other parts of the city -- Queens, Brooklyn, Staten Island and northern Bronx.

"The needs in the communities are overwhelming," she says. The agency is also trying to expand its network of community partners as a way to broaden its outreach and develop new programming. "We are looking to places where we haven't traditionally been," says McLean, noting that there are ongoing discussions for joint programming with labor unions and community colleges.

Meanwhile, McLean and LP's 26-full and part-time staff and 115 volunteers are gearing up for the new September semester. "We have been getting 40 to 50 new applications a week," says McLean. "It is going to be a busy year."



Insurance programs designed solely for Not-For-Profit & Social Service Agencies.

SOCIAL WELFARE ORGANIZATIONS
 SENIOR AND COMMUNITY CENTERS
 HOMELESS SHELTERS
 FOSTER CARE & GROUP HOMES
 DAY CARE CENTERS
 IN HOME DAY CARE PROVIDERS
 FAMILY PLANNING & COUNSELING
 HOSPITALS & NURSING HOMES
 RELIGIOUS INSTITUTIONS
 BOYS & GIRLS CLUBS
 LIBRARIES & MUSEUMS
 SCHOOLS & COLLEGES

Over 2,000 institutions and Houses of Worship have been benefitted from the competitive, specialized insurance programs put together by HUB International Northeast. With a division devoted exclusively to servicing the needs of Not-For-Profit and Social Service Agencies, HUB International Northeast combines expertise in risk management, value-added assessment services and over 50 years of experience in helping organizations like yours face the unique risks associated with your industry.

CONTACT: J. JAY CAROLL • 212-338-2351 • jay.caroll@hubinternational.com

Got News?

Call: 888-933-6967 / Fax: 518-392-8327 Email: editor@nynp.biz

HUB International Northeast



1065 Avenue of the Americas NY, NY 10018 • 1 (800) 274-5293 • www.hubnortheast.com
 New York, NY | Woodbury, Long Island | Westport, CT | Bordentown, NJ | Parsippany, NJ | Iselin, NJ

PROFESSIONAL DEVELOPMENT

Women in Development 25 Years of Networking and Support

Twenty-five years ago, Elizabeth "Betty" Becker found herself to be only one of three women attending a national conference of fundraising executives. "I was concerned about that," she says.

Becker, then Director of Development for the YWCA of the USA, decided to act on her concern. "I called a few people and we talked about starting an organization to be a support for women in fundraising." Eighteen women showed up for that first meeting. "We were really pleased," says Becker.

Now, women are likely to outnumber men at any typical gathering of fundraising professionals. And, while Women in Development (WID), New York the group Becker founded, can't take sole credit, it has certainly provided valuable networking and support for hundreds of women in the greater New York area as they sought to advance their careers during the past quarter century.

On July 13th, more than 300 of WID's 650-plus members turned out to honor Becker as part of a year-long celebration of the organization's 25th Anniversary. The event, sponsored by NYU's George H. Heyman, Jr. Center for Philanthropy and Fundraising, offered members a chance to savor the astounding progress which women have made in the field of development while also focusing on those barriers which remain to be broken.

"Women have made considerable contributions to the development field, raising millions of dollars and enhancing the professionalism of fundraising," said Brenna Sheehan Mayer, President of WID and Vice President for College Advancement at The College of New Rochelle. Mayer noted, for example, that Naomi Levine, former head of fundraising at New York University has been known as "the Two-Billion Dollar Woman" in recognition of the enormous success of the University's fundraising efforts during her tenure.

At the same time, however, the WID event highlighted a continuing gap between salaries paid to men and women. "As in the corporate sector, women in the develop-

ment field continue to lag men in salary and advancement," said Mayer. She cited surveys showing that average salaries for female fundraisers (\$73,295) were only 76% of the average salaries paid to males (\$95,879).

"Now, we probably dominate the field in terms of numbers," Mayer continued. "Where we don't dominate is in the top positions." She noted that women were still underrepresented at the highest levels, particularly in larger nonprofits. "In general, they are more likely to lead smaller organizations."

"When we started, there were practically no women in the field of college development," says Becker, looking back over WID's 25-year history. "Now, you will see a great number of women in all of the colleges, including the most prestigious. Then, they began to appear in foundations and in corporate fundraising. The area where I think women are probably still underrepresented is in the hospital field, so there is still room to grow."

Becker also recalls that there were only two black men at the professional conference which first prompted her to found WID. "While there are more now, I think there is still a differential in the numbers of people of color in the field, both men and women," she says.

Right from the beginning, WID focused on providing networking and career support for its members. "The primary role was to get the news out about jobs because the 'old boy' network was doing very well for men but very poorly for women," says Becker.

WID holds luncheons, generally on the first Monday of the month, from September through May. "We always try to have a great speaker and pick topics that we feel are relevant to our members," says Mayer. The group also sponsors periodic professional development workshops where

members can enhance specific fundraising and development skills.

"They offer a lot of classes on different things – from how to review your resume and negotiate your salary to resources in your community that will make your event better," says Kara Logan, Director of Development for Harlem RBI. Logan, who has been a member for about a year, finds the opportunity to interact with other WID women extremely helpful. "These are really bright women who are doing the same work and are happy to mentor people," she says. "You can talk, send emails and follow up."

One on one mentoring has been a WID focus ever since Becker first invited a colleague out to lunch for coaching on how to ask for a raise and a better title. "She got the title and got the raise," says Becker. WID of-



Betty Becker, founder of Women in Development (third from left) and current president Brenna Sheehan Mayer (center) were joined at the organization's 25th Anniversary Celebration by founding members Kay Dayton, Marguerite Gilpatric and Elizabeth O'Connor. At right are Virginia Stull, WID Vice President and Poonam Prasad a WID Board Member.



In May, WID presented its Women of Achievement Award to Emily Kernan Rafferty (c.), President of the Metropolitan Museum of Art. She is joined by Patti Harris (l), Deputy Mayor for Administration, City of New York and WID President Brenna Sheehan Mayer (r.).

fers a formal mentoring program which matches newer members with more experienced fundraising professionals. "We always have a call out for mentors," says Mayer. Now, WID is adding even more structure to the program. "They are asked to do three sessions together," Mayer explains. "We want to do a little more training for the mentor and also for the mentee – what their expectations should be and how they can make the most of the opportunity."

Another benefit of WID membership, which comes with an annual dues of \$125 (\$60 for interns and first-year fundraisers), is the organization's monthly newsletter featuring industry news as well as interviews and tips from WID members.

Looking forward, WID wants to deal with its strong growth in recent years while still maintaining the close-knit feel that has made it so popular and effective. "We don't want to lose any of the good things we are doing."

"It has been an exciting field and a very good field for women," says Becker. The organization she founded has certainly played a role in making that a reality.

For information about WID, visit their website at www.widny.org.

**Majestic
Foods, Inc.**

SERVING THOSE WHO SERVE OTHERS

207 Elm Place Mineola, NY 11501
Tel. 516-408-7000 • Fax 516-408-7004

**Wholesale
Distributors of:**

- Meats
- Dairy
- Paper
- Produce
- Groceries
- Frozen Foods
- Janitorial Supplies
- Health and Beauty Aids

VOICE OF THE CONSUMER

Permanency Bill of 2005 Compromise Ends Two-Year Stalemate

First, the good news; then the bad news. Part A and Part B. Now, finally, a compromise.

Streamline the family court system. Improve judicial oversight for children in foster care. Provide ongoing and consistent legal representation for their families. Avoid the anticipated loss of \$60-80 million in federal foster care funding.

Even in New York's often troubled State legislature, it would be hard not to reach consensus on this package of goals. And, almost surprisingly, Assembly Democrats and Senate Republicans did agree on these core provisions -- Part A -- of the Permanency Bill of 2005. Yet, for the past two years, finalization of this important and progressive legislation has been held up by a battle over a secondary proposal by Governor George Pataki -- "Part B"

Under the Federal Adoption and Safe Families Act (ASFA), child welfare authorities are required to provide reunification services to families whose children have been removed and placed in foster care. The only exceptions to this requirement have been a series of "aggravated circumstances" -- truly egregious cases where a child has been sexually abused, repeatedly abused physically or where parents have been convicted of murder or assault of another child.

Governor Pataki's "Part B" proposal called for a broad expansion of the "aggravated circumstances" under which local child welfare authorities could legally give up on certain families -- and thereby avoid the expensive and often frustrating task of providing services toward an eventual goal of family reunification. The Governor's proposals included new "aggravated circumstances" ranging from child abandonment to a parent's refusal to participate in appropriate services.

The Part B proposals were initially sponsored by the New York State Public Welfare Association which represents the various local social service districts throughout the state. They were strongly opposed by an array of advocates on behalf of children, parents and families.

"This legislation is dangerous," said Fola Campbell of Concerned Citizens for Family Representation, assessing the Governor's original proposal. "It is certainly going to have a negative impact on the gains we have made in the child welfare system."

"The governor's proposal would make the definition of 'aggravated circumstances' broader and vaguer in ways that are particularly scary," said Mike Arsham of the Child Welfare Organizing Project. "The way the language is written, someone's parental rights could be terminated based on a value judgment by a caseworker. A Termination of Parental Rights is like the death penalty in child welfare. It is not something you invoke lightly."

For two years, the struggle over the Part B "aggravated circumstances" proposal stood in the way of progress on a bill which everyone deemed to be extremely valuable -- both in the benefits it would bring to the Family Court System and in the role it would play in helping the State avoid what could turn out to be a \$60-80 million federal sanction on foster care funding.

"This was most important piece of leg-

islation to go through our committee during the past legislative session," says Assemblyman William Scarborough, Chair of the Assembly's Committee on Children and Families. For families lodged in the family court system, the legislation would provide on-going, continuous legal representation from the time a child was removed until the child returned home. Now, representation is only provided during periodic court hearings. Court hearings, themselves, would be more frequent -- at least every six months, compared to the year or 18 months which is now typical. Placement with a relative would be a priority if children do have to be removed. In cases of voluntary surrender of custody, the legislation also provides for enforceable written agreements regarding birth parents' rights to future contacts and communication with children.

"Having court reviews every six months holds every one's feet to the fire," says Karen Friedman, Executive Director of Lawyers for Children. "It will make for better practice on behalf of parents' counsel, law guardians, the city, agencies and the courts as well. Everyone should be working better, faster and harder on behalf of children and families under the new bill."

Current child welfare and family court practices vary from local district to local district. "A lot of these things have not happened or happened sporadically, depending on the determination or whim of the individual jurisdiction," says Scarborough. "Now we will have a universal process that governs how children are dealt with in the system."

At the same time, however, the legislation also imposes new burdens on the system without providing additional resources to meet them. "The overarching effect of the bill is to move proceedings more quickly," says Sue Jacobs, Executive Director of the Center for Family Representation. "You can't have a bill that requires everybody to show up in court more frequently and at more hearings and not understand that that creates a resource issue."

To accomplish its positive outcomes, both sides have been forced to reach a compromise on the Part B proposals. The new Permanency Bill of 2005 adds three new "aggravated circumstances" under which local social services are relieved of their legal responsibility to provide family reunification services:

- **Abandonment:** The compromise proposal, however, defines the new "aggravated circumstances" to coincide with the Abandoned Infant Protection Act, the State's "Safe Haven" law which allows a parent to abandon an infant in a safe way, for example at a church or hospital, during the first five days of life and not be criminally prosecuted.
- **Neglect Placement followed by Abuse:** This applies in cases where a child, who was previously placed in foster care as the result of parental neglect, is subsequently re-placed in foster care based on a finding of abuse. Under the compromise, however, the subsequent abuse must be perpetrated by the same parent and can not be triggered by a finding that the child is "at risk" of abuse.

- **Refusal to Accept Services:** Under the compromise, the parent must have refused to accept appropriate services for six months and affirmatively swear in court that they will never accept services. Moreover, the child welfare authorities must also demonstrate to the court that the services in question are necessary and appropriate.

This result, like any compromise, doesn't necessarily make everyone happy.

"We wish the grounds for suspending reasonable efforts were not broadened at all," says Arsham. "We think they are broad enough as it is. It is disturbing that there are forces in Albany who think this is a good thing."

"The parent's bar did not consider that the additional aggravated circumstances were necessary and we are really concerned that we were going to have a spate of increased litigation of 39B motions -- these no reasonable effort motions," says Sue Jacobs, specifically citing concerns about the new provisions covering abandonment. "We think it sweeps too broadly. We are going to find women who are victims of domestic violence and also teen mothers who are frightened and confused but who actually want to keep their babies and work on services to make that possible."

However, both sides feel like they came away with something they can live with.



Assembly Member William Scarborough

"From my perspective, the aggravated circumstances provision is palatable because there are no mandatory disqualifiers," says Friedman. "In each instance, there is still discretion that is given to the judge."

Now, the compromise bill is ready for the Governor's signature.

Flexible, Diverse, Professional, Available, Quick...

Key attributes describing a Social Work p.r.n. relationship.

Settings and social workers nationwide have found they have a friend in Social Work p.r.n. A partner who understands the business side yet also cares about the well-being of social workers and clients. Social Work p.r.n. is a national social work company, run by social workers for social workers, offering innovative products and services designed to meet the changing needs of social workers and settings.

So whether you're a setting looking to fill temporary, temp-to-perm or permanent

positions or a social worker looking to affiliate with a quality agency, look to Social Work p.r.n.!

We have the reputation and the attributes that are key to a long-lasting relationship.

Social Work p.r.n. has two office locations in the Greater NY Metro area. The Manhattan office serves Manhattan, Brooklyn & Staten Island, call 212-267-2914. The Westchester office serves the Bronx, Queens, Long Island, Westchester and surrounding areas, call

914-637-0442. Or visit us at socialworkprn.com.



Social Work p.r.n.
Good People... Good Value

Manhattan: 212-267-2914 • Westchester: 914-637-0442 • socialworkprn.com

PEOPLE SERVING PEOPLE

Executive Director Named at City Harvest

Sally Hernandez Pinero, a former deputy mayor of New York City, has been appointed Executive Director of City Harvest.

"I am honored to work with the Board and staff at City Harvest to further our mission of ending hunger in communities throughout New York City," she said.

Hernandez Pinero, an attorney, has served as Chairwoman of the New York City Housing Authority, Deputy Mayor for Finance and Economic Development for the Office of the Mayor David Dinkins; Deputy Borough President of Manhattan; Chairperson of the Financial Services Corporation of New York City, which administered grants and loans to City-based businesses; Managing Director at Fannie Mae, American Communities Fund, a development arm in the Northeast; and Senior Vice President for Corporate Affairs at The Related Companies, LP, a real estate development organization.

"We are so pleased to have Sally Hernandez Pinero assume the role of Executive Director at City Harvest," said James Kallman, new City Harvest Board Chair as of July 2005. "We are proud that she has accepted the challenge of leading



Sally Hernandez Pinero

our organization and look forward to working with her to take City Harvest to the next level."

A native New Yorker, Hernandez Pinero also brings experience from a number of board appointments including Consolidated Edison, Lower Manhattan Development Corporation and the Fund For the City of New York.

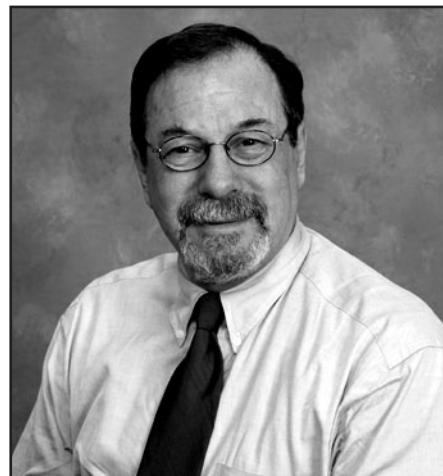
Hernandez Pinero is a graduate of Wesleyan University and received her law degree from the New York University School of Law, after which she joined Bedford-Stuyvesant Legal Services. She subsequently worked at a community/housing development agency in the South Bronx and then spent five years at the State of New York Mortgage Agency.

Founded in 1981, City Harvest is the world's oldest and New York City's only food rescue organization, dedicated to feeding New York City's hungry men, women and children. This year, City Harvest will collect over 19 million pounds of excess, nutritious food from all segments of the food industry, including restaurants, grocers, corporate cafeterias, manufacturers and farms. This food is then delivered free of charge to more than 800 community programs throughout New York City using their fleet of 15 trucks and volunteers on foot. Each week, City Harvest helps over 260,000 hungry New Yorkers find their next meal.

Leadership Transition at Lakeside Newman Succeeds Lederman

Harvey Newman has been appointed President and CEO at Lakeside Family and Children's Services. He succeeds Robert M. Lederman who has led the agency since 1986. Lakeside, which is headquartered in Spring Valley, provides MRDD resi-

dential programs as well as foster boarding home and adoption services in New York City, juvenile justice programs and homes for individuals with disabilities. Newman joined Lakeside on August 1st and Lederman retired on September 2nd.



Harvey Newman

Newman



Robert M. Lederman

Lederman

Newman had recently served as Deputy Commissioner at New York City's Administration for Children's Services with responsibility for child care and Head Start. During his career, he also was Executive Director at the Center for Preventive Psychiatry in Westchester and Hamilton Madison House in New York City. He has also served with UJA-Federation of New York and the Greater New York Fund/United Way.

In addition, Newman has served as adjunct faculty at the Hunter College School of Social Work, Baruch College of Public Affairs and Fordham University School of Services. He is a graduate of Boston College School of Social Work and Hunter College of the City University of New York. He is the author of several publications, including *Self-Evaluation for Human Service Organizations*, published by the American Management Association. Newman has also served on the board's of the New York City Chapter of the National Association of Social Workers, the New York Urban League, the Nonprofit Finance Fund, the Nonprofit Coordinating Committee of New York and the American Jewish Committee.

Lederman first joined Lakeside in 1980 as Director of Social Services after having served for 13 years with the predecessor agency to New York City's Administration for Children's Services. Six years later Lederman was appointed Lakeside's President/CEO.

During his tenure, Lederman has overseen significant restructuring and growth in Lakeside's services. In the 1990s, Lederman managed Lakeside's transition away from campus-based services and subsequent expansion of foster boarding home and adoption programs. Lederman also oversaw Lakeside's diversification into the provision of services for individuals with disabilities, mental health programs and juvenile justice services. As a result of Lederman's reengineering of programming, Lakeside's budget fell from \$8 million to \$800,000 before rising to its current \$20 million level.

"After 25 years, it is finally time for me to take the next step in life and enjoy my granddaughter and family, travel and get to where its warm in the winter," says Lederman. "I'm extremely proud of all the accomplishments Lakeside has made and, in particular, for our children and consumers who have achieved permanency and have become productive members of society."

accountnet

Accounting solutions that won't become extinct.

If someone told you how to improve your non-profit's profitability and ROI, would you listen?

Give us three hours and we'll tell you how.

Attention non-profit CFOs, Controllers, Accounting Mangers and CPAs! If Budgeting, Financial Reporting or Advancement in Technology is what your organization requires, then Accountnet has a seminar for you.

Give us one morning and we'll show you how to turbo-charge your organization with new accounting software from Microsoft.

We know what you're thinking . . . My accounting software is fine. At Accountnet, we understand. Upgrading software can be difficult and time-consuming.

That's why we don't waste your time. In this fast-paced seminar, we'll show you how Microsoft's Solomon or Great Plains software can increase your organization's profitability and ROI. Whether you require Due to Due From/Encumbrances or Budget Tools or General Ledger and financial reporting, Microsoft can help you.

However, space is limited, so sign up today by calling 1-888-MBS-NJNY.

You'll get an executive breakfast, a presentation on how to maximize business profitability, and the free organizational analysis.

You can't lose.

**Microsoft
Business
Solutions**

www.accountnet.com

Visit Our
Website

www.nynp.biz

For Late Breaking News & The Latest Job Listings

Subscribe for the NYNP Email News Updates

**EMAIL:
EDITOR@NYNP.BIZ**

PEOPLE SERVING PEOPLE

Oaks Appointed Executive Director at Housing and Services, Inc.

Lawrence Oaks has been appointed to be the new Executive Director of Housing and Services, Inc. Claire Haaga Altman, HSI's Founder and Board President, announced her decision to step out of the day to day operational aspects of HSI in order to focus her efforts on new developments for HSI on a part-time basis.

"I have full confidence that Larry Oaks will lead HSI in a positive direction. His strong commitment to the development and preservation of low-income housing as well as his insight into the special needs of our residents make him the ideal choice for HSI," said Haaga Altman.

Oaks joined HSI in 1996 as a Property Management Associate and became a Vice President in 2003. He has overseen the management of properties in HSI's portfolio since 1999. Under his leadership, HSI's building management and services has grown from 190 units in 1999 to 516 units for special populations currently, including Kenmore Hall, the Narragansett and the Cecil.

Mr. Oaks is a graduate of the State University of New York at Oneonta and attended the Harriman Graduate



Lawrence Oaks

School of Public Administration.

"It's an exciting time for HSI. We're opening two new buildings before the year is out with our new East Harlem building for post-foster care youths and a 40-unit building in the Bronx for families with AIDS. I'm proud to be leading the agency at this point in its development," Oaks said

American Red Cross in Nassau Names Cassano CEO

The American Red Cross in Nassau County (ARC/Nassau) has named Frank Cassano to be its new Chief Executive Officer. Cassano has most recently served as Executive Director of the New Bronx Chamber of Commerce.

Cassano had worked for many years with the YMCA, having served as Executive Director of both the Flatbush YMCA and the Bronx YMCA. In 2002, he moved on to lead Catholic Big Brothers for Boys and Girls as their CEO.

"His years of experience working with charities and businesses make him an ideal person to perform the duties of the Chief Executive Officer," said Harriette P. Thayer, ARC/Nassau Chairman of the Board.

"It is my distinct pleasure and honor to have become a member of the Nassau County Chapter," Cassano said, "I am particularly excited about the dynamic human services work the Red Cross performs and I look forward to a fruitful and successful year for us all."

Cassano was raised in Flushing, New York and began his community service career in 1968 as a camp counselor at the Flushing YMCA. All through his college years, he continued to work at the Y in various positions of increased responsibility. In 1973 he graduated from Adelphi University and accepted his first professional position as the youth director of the then Westchester-Bronx YMCA.

In 1988, Cassano became the Executive Vice President of the Bronx Chamber of Commerce and served as Executive Director/CEO. Throughout his tenure, he created numerous member services, significantly increased membership and was involved in a multitude of events promoting a better Bronx. From 1990 through 1992 he joined the family business serving as business manager. As soon as the family business no longer needed him,



Frank Cassano

Cassano returned to the YMCA as the first director of the newly renovated youth center in the Bedford-Stuyvesant community. Soon after, he was promoted to Executive Director at the Flatbush YMCA.

In the fall of 1993, Cassano was asked to return to the Bronx YMCA as Executive Director. Throughout his tenure, the Bronx YMCA had significantly strengthened its board, consistently achieved its fund raising goals, achieved annual positive financial results, doubled program service sites to 35 and served thousands more youth each year. In early 2000 Cassano launched a successful capital expansion campaign. As a result, a new full service Bronx YMCA was completed and dedicated in early 2003 something the Bronx was missing for almost 40 years. In late 2002, Cassano moved on to lead Catholic Big Brothers for Boys and Girls as their CEO. At the end of 2004, Cassano assumed the position of Executive Director of the New Bronx Chamber of Commerce.

Beth Abraham Names Medical Director for Skilled Nursing Facility

Roberta L. Donin M.D. has been selected by Beth Abraham Health Services to serve as medical director of its Beth Abraham skilled nursing facility.

As assistant clinical professor of medicine at Columbia University College of Physicians and Surgeons and director of the first geriatric outpatient primary care center at Columbia Presbyterian Medical Center, Dr. Donin brings more than 20 years of hands-on medical experience to her new post. She will lead the clinical team at Beth Abraham, located on Allerton Avenue in the Bronx with the added personal goal of decreasing patient recovery time and improving the quality of life for patients. To its rightful designation as a world class, academic, rehabilitative skilled nursing center.

"Dr. Donin's extensive experience in geriatrics will enable Beth Abraham to implement the most innovative approaches to patient care issues surrounding aging," said Michael Fassler, CEO, Beth Abraham Family of Health Services.

"We are at a crucial juncture in chronic care and nursing home care in the United States," said Dr. Donin. "Challenges abound. One of the reasons I was attracted to Beth Abraham Health Services is the organization's extraordinary commitment to patients quality of care to its patients."

For the past 20 years, Dr Donin served as medical director at many skilled nursing facilities including the Wartburg Home, Manhattanville and Terrace Health Care Center. She currently practices internal medicine and



Roberta L. Donin M.D.

geriatrics in Riverdale, NY.

Dr. Donin is involved with teaching of medical students and internal medicine residents at New York Presbyterian Hospital and St. Joseph's Medical Center in Westchester. She is a member of the New York State Physician Emergency Network and the New York State Medical Directors Association. Dr. Donin also lectures throughout the tri-state area on issues surrounding geriatric care. She began school at Universidad Autonoma de Gudelajara where she received an MD in 1980, then did a Fifth Pathway at SUNY Downstate in 1981 and was licensed in New York. Dr. Donin trained in internal medicine at Harlem Hospital then completed a geriatric fellowship at Mt. Sinai Medical Center in New York.

Tell Us About YOUR People

email editor@nynp.biz

Bbfy An Alliance of Non-Profit Organizations Strengthening Services for Youth

A Better Bronx For Youth Consortium supports youth serving organizations in the Bronx and Upper Manhattan.

BECOME A MEMBER!

Contact us at
info@bbfyonline.org

718-665-2449

for a list of services please go to
www.bbfyonline.org

Laurence A. Pagnoni Associates

Innovative Management & Development Services

A Few Good Nonprofits?

Laurence A. Pagnoni & Associates provides fundraising and management services to nonprofits.

- Grantwriting
- Board development
- Feasibility studies
- Outcome evaluations

We work with you for a fraction of the cost of on-site staff.

Laurence A. Pagnoni, President
(212-932-8001)

info@lp-associates.com

PEOPLE SERVING PEOPLE

Federation Promotes Jay to Managing Director

The Federation of Protestant Welfare Agencies (FPWA) has announced the promotion of Cynthia Jay to the position of Managing Director. Jay has been the Director of Communications and Marketing and a member of the executive management team since she joined FPWA in 2003.

The Managing Director role for FPWA is a newly created position that ensures the core business of the Policy, Advocacy and Research (PAR), Member Services, and Development departments is fully integrated with communication and marketing activities. She will also assist in developing comprehensive interdepartmental initiatives that target a wide spectrum of member agency needs, as well as identifying measurable quality outcomes tied to FPWA goals. Additionally, she will help represent FPWA to outside donors, foundations and other stakeholders.

"We are excited about Cindy's promotion and think her broad experience and organizational insight, combined with the vision we have for FPWA, will help us structure our internal organization and external outreach in a way that fully aligns with the mission of our organization," said Fatima Goldman, Executive Director/CEO.

Before joining FPWA, Jay was a principal in the Mindstream Group, a consultancy providing advice, technical assistance, marketing, and communication programs to the health care



Cynthia Jay

industry and nonprofits. Prior to that she was Vice President of Global Communications for a large financial services firm in NYC, VP of Corporate Communications for one of the largest diagnostic labs in the nation, and has held several top marketing and communications positions for other firms and in academia. She also worked in public relations, and was a writer/editor for The Virginian-Pilot in Norfolk, Virginia. Jay earned a Master of Science in Health Management from American University and a Bachelor of Arts in English from Old Dominion University.

Jewish Guild for the Blind Names Director of Development

Barbara Klein has joined The Jewish Guild for the Blind as Director of Development. Klein has more than twenty years experience in the field of fundraising and development, and comes to The Guild after five successful years as Director of Regional Development (Northeast), Major Gifts and Planned Giving, for National Jewish Medical and Research Center in Denver, Colorado.

Before working for the National Jewish Medical and Research Center, Klein developed her knowledge of the New York philanthropic commu-

nity while running her own consulting firm in New York City, where she planned and implemented successful fundraising programs for a diverse group of non-profit as well as political clients.

Ms. Klein has been featured in major trade publications, such as Campaign Industry News and the National Journal, has lectured on fundraising and is a member of Women in Development New York, a membership organization for professional fundraisers. She received her BS from Boston University.

Promotions at Anderson School

Anderson School has announced several key promotions.

Christine Thorbjornsen has been named to the position of Chief Financial Officer. Thorbjornsen joined Anderson School in 2001 as the controller and was an instrumental part of the School's recovery and current success. Thorbjornsen holds a bachelors degree in Accounting from Pace University and has a wealth of experience acquired at another local not-for-profit and at a large CPA firm in New York City. She succeeds Patrick Paul who was recently promoted to Chief Operating Officer (COO).

The Anderson Educational Foundation, Inc. in association with Anderson

School also announced that Sean Mackey has been promoted to the position of Assistant Director of Adult Services. Mackey started with Anderson in 1998 at the agency's Allen Road Individual Residential Alternative (IRA) home as a Residential Rehabilitation Specialist and has progressed through the ranks. Mackey will continue to have oversight of the Allen Road IRA, Centre Road IRA, Fortune Valley IRA and Enderkill IRA. In addition, he will be the point person for hiring and training of the staff for any and all residential future development. He will also play a more active role in leading the direction of the program.

Lerner Joins Mid-Island "Y" JCC

Laura Lerner, MS has been named Assistant Director of Early Childhood at the Mid-Island Y Jewish Community Center. Lerner will be responsible for providing quality educational programming for over 300 children in the JCC's NAEYC accredited nursery school and for coordinating parenting programs and workshops for the entire community.

Prior to joining the Mid-Island Y JCC, Lerner served for eight years as Parenting Supervisor at the Sid-Jacobson Jewish Community Center in East Hills, NY, where she directed parenting programs, supervised parenting staff and led parenting groups. She also worked as Assistant Director of a Mental Health Association psychiatric halfway house in Westchester.

Lerner received her Master's degree in Infant Parent Development from Bank Street College. She is



Laura Lerner

married, has three teenage children and looks forward to serving as a resource in the Mid-Island Y JCC community for parenting and educational concerns.

OBITUARIES

Dr. Vincent Fontana of New York Foundling Dies at 81

Vincent J. Fontana, M.D., Medical Director and Pediatrician-in-Chief at the New York Foundling, who spent his career bringing the plight of mistreated children to the nation's attention, died suddenly July 5th while vacationing on Block Island. He was 81.

Dr. Fontana spent 43 years as Medical Director of the New York Foundling. In addition, he served under Mayors Lindsay, Beame and Koch as the Chairman of the Mayor's Task Force on Child Abuse and Neglect of the City of New York; was attending physician to President Dwight D. Eisenhower during his visits to Camp David; and was Cardinal Francis Spellman's private physician.

"The Foundling and the entire human services community have lost a giant, one of our bright guiding lights," said Bill Baccaglioni, Executive Director of The Foundling.

Last year, The New York Foundling established The Vincent J. Fontana Center for Child Protection on Christopher Street in New York City, which is dedicated to advancing state-of-the-art prevention and treatment of abused and neglected children.



Vincent J. Fontana, M.D.

AIDS Coalition Mourns Loss of Amy Herman

Amy Herman, who led the New York AIDS Coalition (NYAC) as Executive Director for more than a decade through the 1990s, passed away on July 2nd.

"Amy is one of the unsung heroes in the progressive movement here in New York City, particularly when it comes to HIV and AIDS," said Joe Pressley, who succeeded Herman as NYAC Executive Director. "Her commitment to social services and nonprofit work in this city has been tremendous."

After leaving NYAC, Herman served as Executive Director of the Organizational Development Network.

Tell Us About YOUR People

email editor@nynp.biz

email editor@nynp.biz

Tell Us About YOUR People

JOBS

JOBS

JOBS

DATA ANALYST

The Center for Employment Opportunities seeks a Data Analyst to extract and analyze quantitative and qualitative performance data. Individual must have experience and skill working with databases and conducting statistical analyses using SPSS or other statistical software. Salary mid 30Ks. Fax resumes to HR, 212-248-4432.

JOB DEVELOPERS

The Center for Employment Opportunities seeks job developers to prospect employers to fill their HR needs. Individuals must conduct targeted job search campaigns to place offender clients. Candidates must be able to meet placement quotas consistently. Salary \$33 - \$48. Fax resumes to HR, 212-248-4432.

SOCIAL WORK SUPERVISOR

Family Foster Services (FFS) Dynamic & highly-involved individual needed to supervise case-planning of children in foster care. Train & supervise staff. Ensure compliance w/ govt mandates. MSW + 2 yrs post- MSW paid similar exp req. LMSW req. within 1 yr. IL exp & NYS driver's lic. pref. Generous benefits pkg incl Med/Dental/Life ins + 4 wks vac + personal days & holidays off, pension, 403(b) plans, flex- spending plans & a dedicated, prof'l, family environment. Mail/fax resume to:

Personnel Director
ST. VINCENT'S SERVICES
66 Boerum Place
Brooklyn, NY 11201
Fax: (718) 422-2312 EOE M/F/D/V
"Diversity is part of our mission."



CIDR is an innovative not-for-profit agency serving the homeless MICA populations. Our mission to assist in re-integrating our clients back into the community by teaching them the skills to negotiate life circumstances through mediation and empowerment. CIDR is currently seeking individuals to join our team in the following areas:

Program Directors: LMSW / LCSW in any of the human services / clinical fields plus ten years supervisory experience and strong team development skills.

Client Care Managers: Bachelors, Masters preferred in any of the human services / clinical fields plus seven years supervisory experience and strong organizational skills.

Case Managers: Bachelors, Masters a plus in any of the human services / clinical fields plus five years case management experience with two years online documentation skills.

Housing Specialists: Bachelors, Masters a plus in any of the human services / clinical fields plus three years housing services experience with the MICA population.

Residential Aides: High School Diploma or GED, Associates a plus in any of the human services / clinical fields plus two years experience working in the human services field or customer service arena.

Security Aides: High School Diploma or GED, New York State Security License and Fire Guard Shelter Certification Required, plus two years experience working in a shelter system or residential setting

To be considered all applicants must be excellent communicators & possess org skls. Req PC, Prof'l team spirit & ability to complete multiple projects. CIDR offers competitive benefits and compensation. Send resume & cover letter w/salary expectations to: HR Department, email: hrd@cidronline.com or Fax to 646-502-2997 for more info on CIDR follow response email. EOE

Since 1978 Services for the Underserved (SUS) has been providing residential and support services to individuals with special needs, in New York City. Our mission is "to provide services and supports for individuals with special needs to live with dignity in the community, direct their own lives and attain personal fulfillment." We are looking to fill the following positions in our DD, MH and AIDS Services Divisions:

RESIDENTIAL PROGRAM MANAGERS SUPERVISORS**PROGRAM SPECIALISTS DAY HABILITATION SPECIALISTS****CASE MANAGERS****DESK SECURITY****PSYCHOLOGIST****PSYCHIATRIST****REGISTERED NURSES**

Please fax resume w/cover letter to:
Human Resources at (212) 633-0483
or email to resumes@susinc.org.

SUS is an Equal Opportunity Employer

**SUPERVISOR OF MR/DD DAY TREATMENT PROGRAM**

Large day service program serving 185 individuals with developmental disabilities in the Sheepshead Bay area of Brooklyn is seeking a supervisor to be part of a dynamic and diverse team and provide leadership and oversight in the absence of the coordinator. Develop & implement service plans/curriculum, ensure quality programming & regulatory compliance, provide direct supervision & training to staff. Masters degree preferred. 3 to 5 years supervisory experience in MR/DD/MH field. Excellent written and verbal communication skills. Computer skills a plus. Please apply online at www.yaidreamcareers.org or fax resume and cover letter to 212-563-4836, attn: NYNPI.

**DEVELOPMENT DIRECTOR**

NMIC, a diverse, multi-service, community-based nonprofit in northern Manhattan, seeks a Development Director, to oversee agency fundraising activities, create annual revenue plan, identify new revenue opportunities, prepare proposals, and build and maintain relationships with funders. Requirements: 5+ years development experience, solid writing and communication skills, knowledge of fundraising tactics, grant opportunities, and NYC philanthropic and grant making community. Competitive compensation. Email or fax resume and cover letter to Andrea Vaghy at andreavaghy@nmic.org or 212-928-4180.

CHIEF FINANCIAL OFFICER

NMIC, a diverse, multi-service, community-based nonprofit in northern Manhattan, seeks a Chief Financial Officer to direct finance department, employee benefits, vendor relations, facilities, IT and HR. Requirements: 5+ years hands-on fiscal management experience, solid multi-fund accounting background, Fundware experience, and strong management, organizational, and communication skills. Ability to multi-task, prioritize, and meet deadlines essential. Report to Executive Director. Salary commensurate with experience. Email or fax resume and cover letter to Andrea Vaghy at andreavaghy@nmic.org or 212-928-4180.

DIRECTORS

Safe Horizon, the nation's leading not-for-profit victim assistance organization, is seeking to hire Directors to work in the Domestic Violence Shelter programs. The programs offer a comprehensive range of services including counseling, advocacy, intervention, and support to meet the needs of survivors and their families.

Interested applicants should possess a MSW degree and have experience supervising staff and working in a residential setting. Interested applicants should submit their cover letter and resume to: Allegra Perhaes, Vice President, Domestic Violence Shelter Program, Safe Horizon, 2 Lafayette Street, 21st Fl., New York, NY 10007. Fax number: (212) 577-5083. For a more detailed description feel free to visit: www.safehorizon.org

ACCOUNT REP WANTED

Group Home Rep. needed: L.T.C. Pharmacy seeks college grad w/2 yrs experience for cust. serv./sales asst. Company based in Long Beach. Must have car for travel on L.I. & Boros. Excellent computer & communication skills. Travel Reimb., Health Bene. & 401K. Fax or email resume & Sal. Req. 516-889-8322 or Debbie@chemrx.net

DEVELOPMENT ASSOCIATE

Development Associate - assistant to development and community relations director of SI based non-profit serving the developmentally disabled.

Knowledge of Microsoft Word and Access programs, proficiency in written communication, and ability to multi-task are necessary, experience with disabled population preferred. Salary mid to high 20's with benefits.

Please send resume, with writing sample to:
Community Resources, Development Director,
3450 Victory Blvd. SI, NY 10314.

SENIOR ACCOUNTANT & PPTY MGMNT ACCOUNTANT**Community Access Inc.**

A progressive non-profit housing agency that is in the process of expanding has two accounting positions available- one in our fiscal dept and one in our property mgnt office.

Candidate for either position must be an energetic self-starter who is detailed oriented w/ thorough knowl of GAAP. Respon for accurate/timely fin'l reporting. Maintain G/L and prepare recons, fin'l statements and various analytical reports.

Prior experience in non-profit accounting and use of MAS200 system preferred.

Send resume and cover letter to Attn: HR, Community Access, 666 Broadway, 3rd Flr, New York, NY 10012 or fax to 212-780-1412.

EDUCATION SPECIALIST & EARLY INTERVENTION COORDINATOR

New Alternatives for Children, Inc. an innovative health agency for medically fragile children & their families seeks Educators. Education Specialist-Masters w/3 years post grad teaching experience. Assist families to access appropriate education services for their school age children.

Early intervention Coord-Masters w/5 years post grad education experience. Knowledge of EI & CPSE regs. NYC EI # or eligibility. Letter w/resume to either: 37 W26th St., NYC, NY 10010 or email to hr@nac-inc.org or fax: 212-683-1981. EOE.



mercyFirst is a place where children can hope and families can heal...a service that strives to create a positive and secure environment for all children.

PSYCHOLOGISTS, FT & PT (Long Island, Brooklyn & Queens) MSWs & LMSWs w/current registration req'd or a PhD/PsyD pref'd (licensed psychologist). Clean/valid NYS driver's lic, 2+ yrs admin supervisory related exp & knwldg/training in working with child/adolescent & families incl child/adolescent dvlpmnt stages & family dynamics necessary.

CASEWORK SUPERVISORS (Brooklyn)

We seek MSWs & LMSWs with a valid/clean NYS driver's lic pref'd & 2+ yrs related admin/supervisory exp. Knldge/training working with child/adolescent & families incl child/adolescent dvlpmnt stages and family dynamics essential. Foster Boarding Home exp a must.

CASEWORKERS (Brooklyn)

Must have solid communication/organizational skills; BS/MS in Social Work/related field and 1 yr exp (or equiv training) in family dynamics, child welfare and child dvlpmnt. Must have a valid/clean NYS driver's license. Bilingual req'd.

DIR OF ADOLESCENT GROUP HOMES (Long Island)

Must have a MSW/related field, valid/clean NYS driver's license & 2+ yrs admin supervisory related exp. Knldge/training in working w/child/adolescent and family dynamics.

RESIDENTIAL RNs/LPNs, FT & PT (Long Island)

Bring compassionate care & dedication to abused/neglected children. Req 1+ yr exp treating children/adolescents in nursing; RN or LPN. NYS lic; current CPR cert; & completion of req'd courses in Child Abuse & Infection Control.

CLINICAL CARE COORD (Long Island)

LPN w/up to 1 yr exp & current CPR cert & completion of req'd courses in Child Abuse & Infection Control req'd. Exp in Case Mgmt & treating children w/special needs a +.

E-mail resume, indicating position of interest, to: hr@mercyfirst.org or fax to 516-496-3690. We are an EOE.

**REGISTERED NURSE**

Lower Westchester & Bronx
OMRDD Group Homes

MR/DD Experience, Driver's License, & Car required.
Competitive salary & benefits package. EOE.

Call (914) 591-7300 ext. 3016 or
send/fax/email resume to:

ABBOTT HOUSE

100 North Broadway Irvington NY 10533
Fax: (914) 591-9435
hr@abbotthouse.net

**DIRECTOR OF RESIDENTIAL SERVICES**

Not-for-profit in Brooklyn NY seeks a dynamic, highly-motivated individual to lead its Residential Program. This team member will oversee the daily operation of residences and clinical services for individuals with developmental disabilities. Significant administrative and managerial experience is required, preferably in the field of MR/DD. Master's degree preferred.

Fax cover letter and resume to 718-965-6030, Attn: HR.

JOBS

JOBS

JOBS

F·E·G·S

is one of the largest health and human services organizations in the country with an operating budget in excess of \$200 million, over 3,000 employees and program operations in over 350 locations throughout the metropolitan New York area.

We provide services to over 80,000 individuals annually and are also a provider of management and technical assistance to business, not-for-profits and government on a national and international basis.

F·E·G·S

HEALTH AND HUMAN SERVICES SYSTEM

www.fegs.org

FEGS A Beneficiary of

UJA Federation of New York

Equal Opportunity Employer

DEVELOPMENTAL DISABILITIES RESIDENTIAL SERVICES

RESIDENTIAL PROJECT MANAGER

Manage the development of DD residential initiatives from inception to completion and act as community board liaison. Develop and submit applications and proposals, identify properties and oversee renovation, construction and decoration. Identify and manage renovations and repairs of existing physical plants to ensure compliance with funding source and governmental regulations.

The ideal candidate will have 3+ years real estate experience in a project management role; excellent negotiation, written and oral communications and computer skills. Bachelor's degree in related discipline and working knowledge of NYSOMRDD regulations strongly preferred.

RESIDENTIAL ADMINISTRATOR

Manage daily operations and maintenance of multiple homes and apartments; supervise management and clinical service teams; oversee development and implementation of individualized residential service plans. Bachelor's degree and 3 years experience including 2 years supervisory experience is required.

We encourage you to join our exceptional team of development disabilities professionals. Send resume and cover letter indicating SPECIFIC POSITION of interest to our HR Consultants: **HR Dynamics, Inc., Dept DD-RES/SS, 345 Hudson St., 4th Flr, NY, NY 10014 or fax 212-366-8555 Attn: DD/RES or e-mail sgsmalls@hr-dynamics.com**

ADMINISTRATOR

Exp'd Administrator to manage 78 bed residence in Jamaica, Queens. Must have exp. working w/adult mentally ill pop., min 3 yrs. Mgmt exp. (residential pref'd) & ability to manage diverse staff. Competitive salary; (\$70-75K) exc. bnfts. Applicants should be licensed or cert. in mental health field (SW, Psychology, Rehab, etc) & familiar w/NYSOMH regs. Budgeting & computer skills a must. Fax resume to: Dr. Evelyn Sanchez, (718)-722-6217. EOE/AA

DEVELOPMENT ASSOCIATE

Large non-profit seeks a Development Associate w/2+yrs exp. Resp. for coordinating various events. Knowledge of and contacts in NYC a+-. Outstanding written, verbal & multi-tasking skills, Bachelor's req'd. Salary history req'd. www.eacinc.org EOE Fax resumes to 516-505-9213.

CASE MANAGER

(Bilingual)
Westchester County

Engage and treat chronically homeless MICA individuals. Make referrals to local treatment providers and monitor progress. Know dynamics of alcoholism, substance Abuse, and multiple treatment philosophies. BA/BS w/ 2 years servicing Alcohol and Substance Abuse clients. NYS CASAC. Salary - \$37,500 Reply: Employment@gcccares.org or Fax: (914) 761-2105.

CENTER FOR FAMILY LIFE IN SUNSET PARK

DEVELOPMENT ASSISTANT

(FULL-TIME POSITION)

CENTER FOR FAMILY LIFE, a Sunset Park, Brooklyn-based, comprehensive social service agency, seeks a full-time Development Assistant to support agency management in fundraising and administrative duties. Responsibilities to include grant/donor tracking, research, and reporting; assisting with proposal/contract preparation and follow-up; maintaining donor and administrative files and records; administrative duties, in support of Agency Co-Directors and Development Director, as needed.

Qualifications include: BA/BS; MA/MS, preferred. Excellent written, verbal and organizational skills. Computer literacy including knowledge of Microsoft Word, Excel, Access, Raiser's Edge, and other data base systems. Ability to work in a team-focused, fast-paced environment.

Salary Commensurate with Experience; Generous Benefits Package

Please fax resume/cover letter/salary requirements/brief writing sample to L. Michener, Development Director at (718) 788-2275. Please no phone calls.

SECURITY OFFICER

COALITION FOR THE HOMELESS

The Security Officer

- provides general reception services to clients, visitors, other building tenants
- provides periodic checks of fire, emergency alarms, and equipment to ensure proper functioning
- together with the Fire Safety Director, conducts fire drills
- remains alert to emergency situations, provides first-line response, emergency management, and/or referral to law enforcement agencies
- assists in management and de-escalation of emergency
- provides escort services and other basic public assistance services as needed.

Required:

- High school diploma or GED; AA/AS preferred
- Basic Security Training (BST level 1 & 2) certification
- 2 years experience in security operations, preferably in a human services agency
- Fire Safety Guard and/or Director certification
- Good communication and conflict negotiation skills
- Prior experience with security alarm systems, public safety procedures
- Valid NY's driving license

Preferred:

- Current First Aid/CPR certification
- Familiarity with supportive housing programs and services for the homeless
- Spanish proficiency

Send RESUME with COVER LETTER to HR, Coalition for the Homeless, via EMAIL to jbyker@cftohomeless.org or FAX 212-964-1303. No telephone inquiries please. Persons of color and formerly homeless are encouraged to apply. EOE. \$25-30K/year with generous benefits

NURSING COORDINATOR

Full — Time

Supervise nurses in IRAs; experienced with MR/DD population; multi-boro sites, must be thoroughly familiar with OMRDD regulations. Excellent salary and benefits.

RESIDENCE MANAGER

If you are the right person, we have an exciting and challenging Residence Manager position for you. Supervisory experience working in an OMRDD environment would make you the right candidate. We provide ongoing training, support and an excellent salary and benefits. One year supervisory experience in an OMRDD residence a must, along with a valid, clean NYS Driver's license.

Please send resume to **CFS,** Dept. RM (NYPN)

981 Morris Park Avenue, 2nd Floor, Bronx, NY 10462-3755 or fax: 718-518-8200.

The Puerto Rican Family Institute Inc. East New York Child Placement Prevention Program

F/T FAMILY CASE-PLANNER

Salary: Low 30's with excellent benefits. Requirements: Bachelor Degree in Social Work or Relevant Degree, candidate must be bilingual and have computer skills.

Minimal 1-2 years experience working with ACS Preventive Services, knowledge of UCRS a plus.

To inquire please fax resumes @ (718) 647-2485

ATT: Ms. Robinson, Program Director. No phone calls will be accepted.

GRACE CHURCH COMMUNITY CENTER, INC.

TEAM LEADER

Duties and Responsibilities:

Supervision of all aspects of comprehensive day services program for displaced individuals; hire new staff; define roles and coordinate work of existing staff; develop program policies and procedures. Formulate and coordinate plans to engage clients toward mental and/or health treatment. Administer delivery of services to residents both directly and utilizing staff.

Work with outside agencies and treatment providers; attend Advisory Committee meetings.

Job Requirements: Experience in human services with 2 years in a supervisory capacity. Independent thinker. Experience in MICA populations.

Qualifications: MSW, or Bachelors degree with 5 years experience. Bilingual (English/Spanish) preferred. Salary - \$50,000.

Respond to:

Grace Church Community Center

Attn: Human Resource Dept.

FAX: (914) 761-2105

EMAIL: Employment@gcccares.org

Catholic Guardian Society, a multi-service agency, has several opportunities available:

Nurse Supervisor

Multi-service agency seeks RNs or BSNs to oversee & organize the delivery of medical services for the consumers of our MRDD Residential Program in NYC. Provide supervision to RNs on staff. Position is located in the Bronx.

Social Workers

MSW or BA/BS in Behavioral Sciences with 3 yrs exp working with developmentally disabled persons.

As a member of Treatment Team, will develop individual interventions & services. Interest & concern for the needs of this population required.

We offer a competitive salary for all pos & excellent benefits program for F/T staff. Send resume, indicating position of interest, to: **Human Resources, Catholic Guardian Society, 1011 First Ave, NY, NY 10022, Fax: 212-421-1709; or email: ssosa@catholicguard.org.** EOE

GRACE CHURCH COMMUNITY CENTER, INC.

NURSE PRACTITIONER

(PT - 20 hrs/week)

Duties and Responsibilities: Engage and treat displaced individuals suffering from disorders of mental illness and substance abuse. Provide health services to a diverse chronically homeless MICA population in a comprehensive day services program. Relies on extensive experience and judgment to plan and accomplish goals. Works in collaboration with a physician to assess the physical needs of the patient and implement a plan of care.

Job Requirements: Bilingual (English/Spanish) preferred. Experience with severely impaired adult clientele helpful. Knowledge of current principles, methods and procedures for the delivery of medical evaluation, diagnosis and treatment. A wide degree of creativity and latitude is expected.

Ability to maintain quality, safety, and/or infection control standards. Qualifications: Master's degree and certification as a Certified Registered Nurse Practitioner (CRNP). \$34 per hour.

Respond to:

Grace Church Community Center

Attn: Human Resource Dept.

FAX: (914) 761-2105

EMAIL: Employment@gcccares.org

Social Services

The Evelyn Douglin Center seeks experienced individuals to work with MR/DD persons in the following positions:

RESIDENTIAL COORDINATOR

Requires BA/MA and 3 years supervisory experience working with MR/DD persons. Candidate must have the ability to review and monitor off site programs. Good written, oral communication, computer and organizational skills required. Valid Driver's License, must be willing to travel in NYC. F/T, Excellent fringe benefits. Salary commensurate with Exp.

RESIDENTIAL HABILITATION SUPERVISOR

Requires supervisory exp working w/ MR/DD persons. Candidate must have ability to review/monitor off site staff. Good written/oral communication, PC & org skills required. BA/BS and valid NYS driver's lic pref'd. Must be willing to travel in NYC.

Please fax cover letter indicating position of interest and resume to:

(718) 965-3995,

Attn: Jovanna Rodriguez

To subscribe call Toll Free: **1-866-336-6967** - email: publisher @ nynp.biz or fill in the form below and fax back to: **1-845-876-5288**

Name: _____

Organization: _____ Title _____

Mail to: Home Office

Address: _____

City: _____ State: _____ Zip: _____

Email: _____ Phone: _____ Fax: _____

CLASSIFIEDS/RESOURCE DIRECTORY

CALENDAR OF EVENTS *continued from page 3*

September 14 - The Public Benefits Resource Center (PBRC) of the Community Service Society (CSS) begins a new training series. For a full description of these trainings go to: <http://www.cssny.org/pbrc/training.html>.

September 18 - LI Council of Churches will offer a personal finance seminar at the Islamic Center of Long Island, 11 to noon. For information, call 516-565-0290 ext. 206.

September 20 - Support Center for Nonprofit Management will offer a workshop "Building Supervisory Relationships," 9:30am - 4:30pm at The Support Center, 305 Seventh Avenue, 11th Floor, New York, NY 10001. Sliding scale fee. For more information, please contact Steve Damiano at (212) 924-6744, ext. 302, or visit the Support Center website at www.supportcenteronline.org.

September 21, 2005 - The National Center on Addiction and Substance Abuse at Columbia University presents a CASACONFERENCE, So Help Me God (II): Substance Abuse, Religion and Spirituality. The conference will be held at the JPMorgan Conference Center in New York City from 8:30 a.m. - 4:45 p.m. For more information, or to register, please call (212) 841-5277 or visit www.casacolumbia.org.

September 24 - D.P.F. Nassau County 4-H Camp, 3186 Sound Ave, Riverhead -Reunion/Benefit 10am-5pm. Fee at event: \$25 adults; \$15 children, under 5 free; discount in advance. Call 516 292-7990x6 or www.dpf4hcamp.org for registration.

September 26th - The League for the Hard of Hearing will host The Feast with Famous Faces benefit at 270 Park Avenue from 6:30-9:30pm. For more information about the Feast with Famous Faces, contact Susan King, Director of Special Events, at sking@lhh.org.

September 26 - The Foundation for Sight & Sound will benefit from the 10th Annual "Blind" Wine Tasting Gala at the Crest Hollow Country Club, Woodbury, LI, 5 - 9 p.m. For more information, go to online the Event Journal® at www.BlindWineGala.org or call 631-366-3461.

September 27 - The School of Public Affairs, Baruch College, Seminar Series, Nonprofits and the Law: Start Up Basics. 4:00 - 5:30 pm, 135 E. 22nd St., Rm. 301. RSVP required. Call 212.802.2988 or e-mail nonprofit_workshops@baruch.cuny.edu.

September 30 - The Staten Island Office of the American Red Cross in Greater New York's Chrysanthemum Ball will be held at the Richmond County Country Club, honoring Mayor Michael R. Bloomberg, Honorable John Fusco, Dr. Ann Merlino, Col. Josephine Landes, in memoriam, and Charles DeStefano. For tickets and journal information please call (718) 983-1600.

October 6 - Parents for Megan's Law will hold their Long Island Annual Champion for Children Awards honoring Thomas J. Spota, Suffolk County District Attorney with Guest Speakers Steve Levy, Suffolk County Executive and Thomas Suozzi, Nassau County Executive. For further information, please call (631) 689-2672.

October 16 - Astor Home for Children will hold its third annual Ride for Children and Families, a cycling event featuring 10-, 25- and 50-mile courses across northern Dutchess County. Contact the Development Office to register at 845-871-1116.

October 27-28 - New York Alliance of Information and Referral Systems 13th Annual Training Conference, "Follow the Yellow Brick Road to I&R Excellence", will be held at the Craftsman Inn & Conference Center, 7300 East Genesee Street, Fayetteville, NY. For information call John Plonski at 212-727-4040 or go to www.nysairs.org.

To submit calendar items for publication, send email with the subject "Calendar Item" to editor@nynp.biz. Include a contact name and phone number. For information call 888-933-6967.

REAL ESTATE

**COLLIERS
ABR**

Not-for-Profit Division
Offering Office Space for Nonprofits Only:

12,600-50,000 sf at 121st St. & 3rd Ave.
2,000-20,000 sf at 345 East 102nd St.
5,037 sf at 434 West 33rd St.
1,100 sf at 222 Sullivan St.
1,100-2,000 sf at 25 East 21st St.

Debra Wollens 212.318.9773 dwoollens@colliersabr.com



Full Service Real Estate Brokers
Servicing Non Profits for 80 Years

Arthur Spitalnick
Director
Direct Dial: 917-326-5535
aspitalnick@adamsre.com

Joey Friedmann
Associate Director
Direct Dial: 917-326-5537
jfriedman@adamsre.com

CONSULTING

BRUCEHURWITZ.COM
A NON-PROFIT CONSULTANCY



ANNUAL CAMPAIGN DEVELOPMENT
CAPITAL CAMPAIGNS
GRANT WRITING
PROGRAM DEVELOPMENT
PUBLIC RELATIONS/MARKETING
MEDIA RELATIONS
BOARD DEVELOPMENT/TRAINING

WWW.BRUCEHURWITZ.COM 201-674-8858
WWW.BRUCEHURWITZ.BLOGSPOT.COM

- Board Development
- Executive Coaching
- Personnel Searches
- Community Engagement
Strategies
- Strategic Planning

Edward L McCormick
McCormick Management Consulting
www.mccormickmanagement.com

845-463-1502

email: edmccor1@mccormickmanagement.com

YOUR RESOURCE DIRECTORY AD HERE
866-336-6967

2004

Human Service Referral Directory of NYC

Comprehensive Guide to Health and Human Services in NYC

Better Than Ever...

- Thousands of listings arranged by categories and subcategories
- At-a-glance table of contents makes it easier to locate the most convenient resources

\$69⁰⁰ + shipping, handling & tax

nynp.biz

Call to Order
866-336-6967

FINANCIAL SERVICES

Over twenty years
auditing experience
in nonprofit.
We can also
provide consulting
services as an
interim or part
time CFO.

CPA'S AVAILABLE
for auditing,
accounting, budgeting,
bookkeeping, payroll, etc.

Allan J. Cohen CPA PC
Phone: 718-232-5144

allanjcohencpa@hotmail.com

CPA @ REASONABLE RATES

Audits, Accounting & Bookkeeping/Software,
Taxes, Grant/Contract Management and Budget
SKD Partners LLP
212-868-1175 - rsatyadeo@skdpartners.com

Guaranteed
20%
Savings

For Resource Directory Prices
Call 1-866-336-6967
or email publisher@nynp.biz

BE ON TARGET



For a **Free** Subscription email editor@nynp.biz

www.nynp.biz