



Annual Report 2006

The Voice of the Human Services Community

The mission of the Human Services Council (HSC) is to build broad recognition and support for the substantial and essential contributions of the not-for-profit human service sector to the citizens and the fabric of New York City.

HSC is “The Voice of the Human Services Community,” representing thousands of not-for-profit organizations. Human services providers need to work as a unit to oppose budget cuts, simplify government contracting, coordinate disaster preparedness, master new complex regulations, or orchestrate joint technology, and HSC provides the structure to make it happen.

For over 15 years the Human Services Council has functioned in the unique role of convener, bringing together a diverse network to discuss ideas, issues, and concerns that impact the entire sector and to take collective action. Through advocacy, information, collaboration, and technical assistance, member organizations and their leaders are backed by the support of the entire sector in addressing their concerns on issues of public policy, economic trends, and regulatory environment.

Among HSC’s many focus areas are public policy and advocacy, disaster preparedness and response, technology improvement, and government contracting. These efforts enhance public recognition for the sector, improve its financial stability, and have a long-term positive impact on the well-being of New Yorkers in need.

Membership in HSC is open to 501(c)3, 501(c)4, and 501(c)6 not-for-profit organizations. Members include federations, coalitions, advocacy groups, and direct service providers.

Message from Gordon J. Campbell, Chair, Board of Directors

Gordon J. Campbell is the Chair of the HSC Board since July 2006.

I am very pleased and honored to serve as the Chair of the Human Services Council of New York City. These are exciting times for HSC. The work done by Alan Siskind, Michael Stoller, and the HSC team over the past few years has truly been remarkable. Their successes in advocating for procurement reform at the City level and securing cost of living increases for staff of human services organizations have made a real difference in the lives of human service workers and have enhanced their ability to best serve their clients. With these and other achievements, Alan and Michael have truly positioned HSC as the voice of the human services community in New York City.

A sincere thanks to Alan Siskind for his past leadership. I appreciate this opportunity to serve the human services community and look forward to working with the Executive Committee, Board, and membership to build upon HSC’s past accomplishments and achieve even more for our sector and the people we serve.

Message from Alan B. Siskind, Immediate Past Chair, Board of Directors

Alan B. Siskind, Ph.D., served as Chair of the HSC Board from 2000 until June 2006.

New York's human services perform with enthusiasm, compassion, professionalism, and commitment that reflect the City's immeasurable energy and spirit. Each organization represented in the Human Services Council makes a unique contribution, tirelessly exploring ways to provide more effective, tailored, accessible, and affordable services.

The Council has matured into a coalition of coalitions, federations, advocacy groups and human services providers. Coordinating and cooperating as never before, we carry formidable influence. Our combined presence at the levels of local, state, and federal government influences social and political change to an extent that our individual agencies could not hope to achieve separately.

As the outgoing Chair I am further gratified to observe that the Council is now addressing one of the most intransigent issues of our time, engaging even more actively to dismantle institutional racism within our communities.

Gordon Campbell has now assumed leadership of HSC. I am confident that with his tremendous talent, together with Michael Stoller whose expertise and wisdom have been instrumental in all the work that we do, the Human Services Council will be guided by steady and steadfast hands through the challenges and opportunities that face us all over the years to come.

Message from Michael Stoller, Executive Director

At HSC, we are privileged to work with the leading executives in human services. Their commitment to the common good of the sector and their willingness to support each other has been a source of inspiration and it has driven our success.

Our achievements in securing \$17 million in cost-of-living adjustments, in promoting procurement reform, and in increasing the sector's readiness to respond to disaster has shown the strength of shared effort for shared goals. These achievements and others, guided by our 2004-2007 Strategic Plan, are reflected in this Annual Report.

It is a pleasure and an honor to work with the professional and proficient HSC staff. Our Board is a continual source of talent and support, and its Executive Committee leads with steadfast skill. Our new Chair, Gordon J. Campbell, has the vision, skill, and energy to guide HSC into a promising future. I must make special mention of outgoing Board Chair Alan B. Siskind, who has been so generous with his wisdom and insight.

By speaking for the human services sector, bringing together its many agencies and coalitions, HSC strengthens the voice of our members and the clients they serve. Throughout the sector, we are changing lives for the better each and every day. Thank you for your participation in this vital work.

HSC: The Voice of the Human Services Community

In 2004, HSC's Board adopted a strategic plan setting the mission, vision, and goals for the future of the organization. Updated in 2006, this plan has guided our work over the past several years. It addresses internal governance issues impacting the operation and structure of the organization, as well as external goals reflecting our priorities for the sector.

The Strategies outlined in that Plan are presented throughout this Annual Report as section headings, so that HSC's work in the past year can be seen in the context of a holistic approach.

STRATEGY: Advance laws, rules, and practices that benefit the sector. Support officials who are champions of the sector and the clients we serve.

Over the past year, HSC's meetings with key government officials, expert testimony for State and City legislative hearings, letter-writing campaigns, State lobby days, and documentation of budget priorities for the human services sector at the City and State levels have maintained or enhanced **critical funding for human service programs**. HSC's involvement in public policy and advocacy has also been a key factor in increased awareness of the human services sector's needs and concerns.

On the City front, the re-election of Mayor Michael R. Bloomberg and subsequent appointment of Linda Gibbs to the newly created position of Deputy Mayor for Health and Human Services brought welcome attention to the needs of the sector. As the voice of the sector, HSC meets regularly with the office of Deputy Mayor Gibbs to discuss policy approaches and objectives.

At the City Council, the election of Councilmember Christine C. Quinn to the position of Speaker and accompanying changes to committee chairmanships presented an opportunity for HSC to foster new relationships and drive discussions around human services policies. During the budget season, HSC staff met frequently with individual council members to campaign against program cuts in the City budget.

Together with its allies, HSC secured funding for program enhancements as well as new City-funded projects. Because of these efforts, the City's 2006-2007 budget includes substantial support for foster-care prevention, HIV/AIDS education, prevention, and treatment; shelter for at-risk youth; senior centers; and education. HSC staff met with much success at the State level as well, with several new human services investments

resulting from HSC's tireless fight to secure new funding and avert dire budget cuts. HSC's Workforce Campaign plays a key role in achieving significant **salary increases for direct care workers** throughout the human services sector. In the past year, a number of COLA investments were achieved in key areas by both the State and City. At the State level, COLA funds for mental health, foster care, aging, substance abuse, HIV/AIDS, prenatal care assistance, early intervention, family planning, and other health services were provided as a result of HSC's persistent advocacy efforts. An additional \$70 million total was targeted to New York City's social services workforce.

HSC's Workforce Campaign addresses severe problems faced by human service providers throughout the City and State, particularly recruitment and retention challenges due, in large part, to inadequate compensation. Recognizing the impact of these staffing problems on agencies' ability to provide quality services efficiently, HSC advocates for changes that will stabilize the workforce and ultimately result in cost-savings for government.

Last year's City COLA agreement also produced productivity reform including improved screening for potential homeless clients; new evening and weekend hours for clients seeking child welfare prevention services; and a new reporting system to access increased federal support for organizations serving the aging.

HSC remains in the forefront to help shape **City and State procurement policies**. HSC works closely with the Mayor's Office of Contract Services (MOCS) on issues affecting member agencies. As a result of these efforts, a new rule allows for interest penalties for providers when contracts are registered late. The attachment of these monetary penalties will be a strong incentive for agencies to pay providers in a timely manner. In addition, MOCS has expanded eligibility to its Returnable Grant Fund so that providers can receive money even before their contracts are sent to the Comptroller for registration. Not-for-profit service providers have long suffered from inconsistent and inadequate overhead rates. HSC's Contracts Committee has established a Task Force to examine

The City budget for 2006-2007 contains a 2.5% increase for mental hygiene providers and a 14% increase for Beacon child welfare preventive service providers. According to one provider,

“This critical investment made possible through the leadership of HSC will certainly improve our ability to work with families in need of assistance, reducing the risk of child abuse and neglect.”

According to one of the top staff members from the Department for the Aging (DFTA), In total, 188 sponsors holding 453 contracts received the full COLA amount, including the 2% productivity increase.

“We have reached 100 percent compliance with our senior center providers and 100 percent with all other providers of DFTA services... We plan to present our success story at the next national conference on aging. This effort was truly a collaborative one involving our community partners, the Human Services Council, and DFTA.”

rates in City contracts and to develop strategic options for working with the City to address creatively the cost to service providers of developing and maintaining the capacity to offer programs that receive government funding.

The HSC Technology Committee provides a strategy forum for human service agencies to assess, respond to, and coordinate with **technology initiatives**, particularly those coming from the government sector. New York City will incorporate 2-1-1 services (human services information and referral) into its 3-1-1 Citizen Service Center. HSC Executive Director Michael Stoller serves on the Information and Referral Governance Committee. HSC also continues to monitor the implementation of “Access NYC,” an initiative to connect City human services agencies together via a secure, integrated network to allow for a more holistic approach to government benefits.

HSC works with other advocacy organizations as **allies to maximize the sector’s impact**. For example, HSC sits on the steering committee for New York Children’s Action Network (New York CAN), a collaborative effort that brings together the resources and commitment of coalitions, organizations, and individuals on behalf of all children in New York State.

Testimony at government hearings is an important part of effective advocacy. HSC has testified at the NYS Assembly Standing Committee on Social Services Public Hearing on the Implementation of the TANF-funded

Our Accomplishments

Produced Mayoral and Gubernatorial Candidate Questionnaires in which candidates were asked for their views on issues of importance to the human service community. The results were published on the cover of the NY NonProfit Press.

New York City Budget Successes

- \$4.2 million for foster-care prevention services that will ensure that frontline preventive service workers can keep New York City’s children safe by increasing the frequency and intensity of the services provided.
- \$2 million for HIV and AIDS education, prevention, and treatment that will focus specifically on the needs of communities of color.
- \$637,000 to expand the number of shelter beds for at-risk and lesbian, gay, bisexual, transgender (LGBT) youth.
- \$500,000 for the Geriatric Mental Health program, which offers a panoply of services to New York City’s elderly population.
- \$5.3 million that will protect senior centers by providing additional support for rent and raw food costs.
- \$1.2 million to expand After-Three programming, which allow students to participate in a wide range of activities that reinforce school-day learning while strengthening families’ relationships with their schools.

Programs, the NYS Human Services Legislative Hearing on the Governor’s proposed budget, the NYC Council General Welfare Committee preliminary budget hearing, and the NYC Youth Services Committee preliminary budget hearing. Advocacy also requires that HSC take opportunities to **enhance awareness** of the organization and its mission. HSC participated in the NYC Commission for Economic Opportunity’s Brainstorming Retreat at Gracie Mansion and its Economic Opportunity Conference on strategies to reduce poverty in NYC. HSC Associate Director Allison Sesso spoke to service providers, community board representatives, and other stakeholders on “Strategies: Actions and Networking” at informational meetings on the impact of federal cuts to the Community Services Block Grant (CSBG). Director of Disaster Preparedness and Response Hayyim Obadyah participated in a panel presentation on lessons learned from Katrina at the Council of Senior Centers and Services 17th Annual Conference on Aging. HSC Executive Director Michael Stoller was invited by the Asian American Federation of New York to brief representatives of the Taipei government on the American not-for-profit sector.

Our Accomplishments

New York State Budget Successes

- \$4.4 million for Naturally Occurring Retirement Communities (NORCs), which provide a broad range of health and human services that help keep seniors living in the community.
- \$5.3 million for substance abuse prevention programs that will keep children at home with their parents and out of the foster care system.
- \$5 million for the Summer Youth Employment Program aimed at providing low-income youths with valuable work experiences that allow them to explore and prepare for future careers.
- \$1 million for the Home Visiting Program, which provides support to expectant and new mothers in an effort to prevent child abuse.
- \$7.7 million for the New York/New York III agreement, which will provide 9,000 new units of supportive housing for homeless populations.
- \$62 million for a new comprehensive children’s mental health program.
- Partnering with the United Way of New York City and others, HSC secured \$6.9 million for statewide 2-1-1 planning that will enable regions to implement telephone information and referral for local human services. Of that amount, \$3.9 million is expected to come to New York City.

Looking Forward

HSC will build on the successes of the last 15 years through its proactive approach with both the City and the State. Working in partnership with government leaders, HSC will continue to fight for improvements to the invaluable human service delivery system. HSC will also engage more actively on the federal level regarding issues impacting the sector.

HSC challenges government to protect our public investment in human services by adopting a long-term solution that addresses the impact of inflation on resources provided for service delivery. A stronger social services delivery system can only be realized through a robust and reliable public commitment to the not-for-profit agencies entrusted to serve our most vulnerable populations.

In the coming year, HSC will offer trainings to member agencies in the use of the new Access NYC technology.

STRATEGY: Develop and implement plans for coordination of human services after major disaster.

HSC coordinates both planning and implementation of not-for-profit disaster-recovery services following a major disaster. The HSC Disaster Preparedness & Response Committee sets policy and oversees HSC's planning and response work. A Disaster Preparedness Staff Management Group implements strategy and oversees working groups that develop plans for specific areas of response.

Together with our member agencies and with government agencies (including the NYC Office of Emergency Management (OEM) and the Federal Emergency Management Agency), HSC engages in planning for disaster assistance service centers, local implementation of the web-based national Coordinated Assistance Network (CAN), and coordination of case management to help people recover after major disaster. HSC also participates in other preparedness initiatives, such as the OEM Avian Flu Planning Group and the Citizens Corps Council.

The HSC Human Services Disaster Preparedness program is the focal point of coordinated preparedness for the sector. Working in cooperation with Federal, State and City agencies, as well as other local and regional disaster coordinative bodies, HSC coordinates the preparedness activities of NYC human services organizations for responding to large-scale community disasters

In addition to coordinating preparedness activities, HSC coordinates the human services

Our Accomplishments

- HSC disseminated a regular HSC Katrina Update email to a wide audience, offering comprehensive information on the latest relevant developments.
- HSC and case-management agencies created a consolidated case-management referral system for Katrina evacuees. Catholic Charities of the Archdiocese of New York operated a central Katrina Helpline (888-744-7900) that received calls from evacuees needing case management and directed them to an appropriate service provider in the network.
- Participating Katrina case-management agencies, in collaboration with HSC, organized full-day trainings for more than 50 case managers from 18 agencies working with Katrina evacuees.
- In June 2006, a Lessons Learned Discussion and Recognition Luncheon brought together professional case managers working with Katrina evacuees to document some of the important lessons from their experience.

response to help people recover from the impact of major disasters. From September 2005, for example, HSC was actively involved in the response on **behalf of Katrina evacuees** in New York City. In such efforts, HSC works closely with member agencies and other organizational partners.

The Katrina Coordinating Group was convened regularly by HSC to enable organizations to share information, consolidate resources, and coordinate service provision.

The group also served as a central point of contact for government agencies and others to work with not-for-profits serving Katrina evacuees. Other collaborative efforts included the Katrina Welcome Center and Disaster Assistance Service Center operated by the NYC Office of Emergency Management.

An executive of a major disaster response organization says:

“Our partnership with the Human Services Council is an excellent avenue to coordinated assistance for disaster victims. In the wake of catastrophic disasters such as 9/11 or Hurricane Katrina, the ability to provide coordinated social services to disaster victims allows them to access quickly resources available across a broad range of agencies and expedites their ability to recover from a disaster and begin to rebuild their lives. In New York City, the Human Services Council’s role as the coordinating agency is a tremendous asset to our community.”

STRATEGY: Review and revise internal governance practices.

During 2006, the organizational structure of HSC was updated to reflect its character as “The Voice of the Human Services Community.” The Board of Directors now includes all of New York City’s federations and subsector coalitions as permanent directors. An equal number of directors are elected at large from member organizations for three-year terms. This assures a balanced diversity of organizations setting HSC policies and priorities.

Our Accomplishments

The HSC Board has also implemented other changes that are enhancing HSC’s ability to represent the sector effectively.

- Written policies have been formalized on ethics, conflict of interest, document retention, whistle blowing, and more.
- The Board has also adopted guidelines delineating the responsibilities of a Board member.
- The structure of the Executive Committee has been streamlined.
- A Lay Advisory Board has been convened to encourage the private sector to support HSC’s advocacy efforts.

The Board committees continue to be integral to HSC’s work. It is through the involvement of member agencies in committees that HSC’s accomplishments are

achieved. The committees are the vehicle for not-for-profit service providers to become actively involved in advocating for the sector. The HSC committees in operation are:

- Audit Committee
- Contracting Committee
- Disaster Preparedness and Response Committee
- Fund Development Committee
- Governance Committee
- Government Relations Committee
- Committee On Legislation
- Membership Committee
- Technology Committee
- Workforce Campaign Committee

STRATEGY: Build a broader network, and develop opportunities for members to learn and connect. Expand and promote tangible “value added” services for members.

HSC has retained a consultant with extensive expertise in contracting to assist member agencies individually. Members have been helped with proposal review, contract interpretation, Procurement Policy Board (PPB) rules clarification, local law application to the contracting process, prompt payment resolution, VENDEX caution review, representation before administrative officials, vendor rehabilitation, and VENDEX form completion.

HSC has also presented a number of training sessions related to procurement with presentations from distinguished City and State officials. Training topics included “How to Get a City Contract,” “Vendor Rehabilitation,” “State Procurement Lobbying Guidelines,” “State Vendor Responsibility Questionnaires,” and “The City’s End-to-End Automated Procurement Initiative.”

One executive director has said:

“HSC is a terrific organization, the organized voice of the human services community. HSC has had a number of important successes in its Workforce Campaign (getting State and City governments to recognize that human service workers are long overdue for COLAs), in working with City government on contracting issues (the administration recognizes HSC as speaking for the human service community), in organizing the community to better respond to disasters like 9/11 and Katrina, in advocating on behalf of important programs in the City and State budgets, etc. etc.”

Leadership Awards Reception

Scenes from the HSC Leadership Awards Reception held November 17, 2005 at Mutual of America, honoring leaders who have made a significant contribution to the health and welfare of New Yorkers. Our honorees this year were Phil Coltoff, Hon. David Dinkins, and Dr. Rosa Gil.



Reception for Deputy Mayor Linda Gibbs

When Linda Gibbs was appointed as Deputy Mayor for Health and Human Services, one of her first stops was a February 8, 2006 reception in her honor co-hosted by HSC and the United Way of New York City. Ms. Gibbs has served the City for many years, most recently as Commissioner for the Department of Homeless Services.



STRATEGY: Increase revenues and in-kind support.

During Fiscal Year 2006 HSC has built on its success of the past several years. Total revenue for 2006 was \$869,332, with expenses of \$731,428, resulting in a \$137,904 surplus. Revenues increased almost 30% over the prior year.

The budget approved for 2007 totals \$1.1 million with a \$150,000 surplus, compared to \$400,000 with a \$100,000 deficit in 2004.

Donors

Altman Foundation
 New York City Council
 New York Community Trust
 New York Disaster Interfaith Services
 New York State Department of Health
 New York State Office of Homeland Security
 Taproot Foundation
 UJA-Federation of New York
 United Way of New York City

Our Accomplishments

- In this fiscal year, HSC successfully implemented a new dues structure based on more rational and objective criteria. This change assures that memberships dues appropriately support HSC's core work.
- In-kind support also increased from the prior year. Several member organizations generously provided staffing for a number of HSC activities, and UJA-Federation continued to provide office space and supplies. Substantial changes to the HSC bylaws were facilitated by pro bono legal assistance.

Statement of Functional Expenses Fiscal Year 2006

Advocacy & Education	\$ 470,395
Disaster Preparedness & Response	154,396
Management & General	80,110
Fundraising	26,527
Total	\$ 731,428

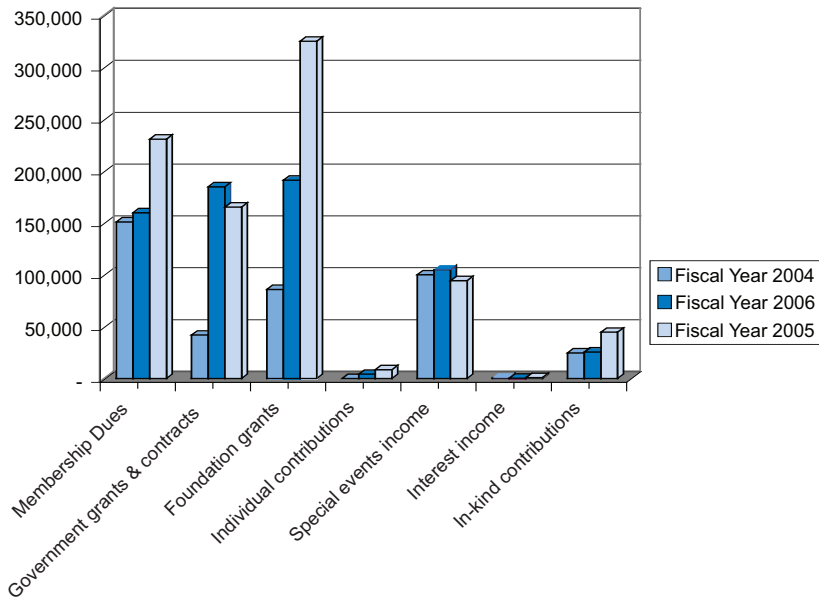
Statement of Financial Activity

	6/30/06	6/30/05
Public support and revenue		
Membership Dues	230,800	159,725
Government grants & contracts	165,338	184,662
Foundation grants	325,033	191,036
Individual contributions	8,530	4,075
Special events income	94,254	105,046
Interest income	777	358
In-kind contributions	44,600	25,600
Net assets released from restrictions	-	-
Total public support and revenue	869,332	670,502
Expenses		
Program services	624,791	430,225
Management and general	80,110	55,993
Fundraising	26,527	38,256
Total expenses	731,428	524,474
Change in net assets	137,904	146,028
Net assets - beginning	188,399	42,371
Net assets - ending	326,303	188,399

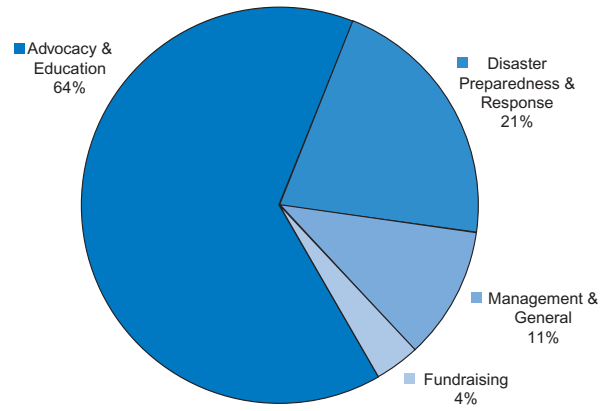
Statement of Financial Position Fiscal Year 2006

	6/30/06	6/30/05
Assets		
Cash and cash equivalents	236,072	17,707
Dues receivable	3,267	4,350
Grants receivable	132,892	259,662
Prepaid expenses	1,433	-
Total assets	373,664	281,719
Liabilities and Net Assets		
Liabilities		
Accounts payable and accrued expenses	26,561	31,070
Deferred income	20,800	62,250
Total liabilities	47,361	93,320
Net assets		
Unrestricted	251,303	188,399
Temporarily restricted	75,000	-
Total net assets	326,303	188,399
Total liabilities and net assets	373,664	281,719

Revenues by Source



Expenses by Program
Fiscal Year 2006



Auditor's Letter

The HSC Team

Michael Stoller has been HSC's Executive Director since January 2003, following a twenty-year career with the City government, most recently as Executive Director of the Procurement Policy Board. During his tenure, the PPB significantly streamlined the Rules (reducing the Rulebook's pages by fifty percent) to allow greater flexibility and accountability to procurement staff while maintaining appropriate oversight. Prior to his PPB work, Mr. Stoller was the first counsel to the City Council Committee on Government Contracts, Assistant Director in the Mayor's Office of Operations, and a staff attorney with the Legal Aid Society's Juvenile Rights Division. Mr. Stoller earned a Doctorate of Jurisprudence from the SUNY Buffalo School of Law. He has lectured at colleges and law schools, international forums, and other settings. In addition, Mr. Stoller has produced theater both on and off Broadway.



Allison Sesso, Associate Director, has a Master's in Public Administration from CUNY's Baruch School of Public Affairs. Her past professional experiences include working at a prominent investment bank, at the New York Public Interest Research Group, and as the coordinator of a program for victims of domestic violence and sexual abuse in Florida. As a Fellow at SUNY Albany's Center for Women in Government and Civil Society, Ms. Sesso worked with the Empire Justice Center on statewide child care policy issues. While pursuing her undergraduate degree at SUNY Cortland, Ms. Sesso spent a semester interning at the Belize Government Agency of Disability Services.

Hayyim Obadyah, Director of Disaster Preparedness and Response, has worked in not-for-profit management for three decades. Before coming to HSC, he worked at the American Red Cross (ARC), most recently as Director of Community Services in the September 11 Recovery Program (SRP) and previously as Director of Planning and Program Finance in the Homeless Services Department of ARC in Greater New York. At SRP, he developed the September 11 Recovery Grants, a \$20 million nationwide grant-making program. Mr. Obadyah holds a Master of Public Administration degree from the Robert F. Wagner Graduate School of Public Service at New York University.

Ruthlyn Noel joined HSC as a Senior Policy Analyst in 2005. Prior to HSC, Ms. Noel worked as a Budget Analyst at Columbia University Medical Center and as a Senior Budget Analyst for the State Education Department. She holds a Masters of Public Administration degree from Rockefeller College of Public Affairs and Policy at SUNY Albany and a certificate in Management Development Studies from Cornell University School of Industrial and Labor Relations.

Cecelia Burchett, Executive Assistant and Office Manager, is the person whose delightful voice and professional manner you first encounter when contacting the Human Services Council. Prior to joining HSC, Ms. Burchett had a twenty-five year career with Avon Products, Inc., most recently as Administrative Assistant in Research and Development. During her time at Avon she held positions as Product Development Assistant, Purchasing Coordinator, and Director Assistant. At Avon, Ms. Burchett volunteered to work with the Jr. Achievement program of Rockland County, working with children from pre-kindergarten through sixth grade.

Consultants

Cynthia Dames is a Senior Partner at Dames Reid, LLC. With more than 25 years experience in public policy development at the City, State, and national levels, her practice concentrates on strategic thinking, understanding the political landscape, and matching non-profit needs with good public policy and practical politics.

Lisa Reid, Senior Partner at Dames Reid, LLC, advocates for mental health reinvestment, adult home reform, universal pre-kindergarten, child welfare issues, and youth services. She has over 15 years experience as a direct provider and manager of mental health and substance abuse service in the Capital Region.

Sandi Singer is HSC's consultant on contracting issues. She has served as counsel to the City Council Committee on Contracts, general counsel to the Procurement Policy Board, general counsel to the Mayor's Office of Construction, and deputy director for legal affairs and integrity review at the Mayor's Office of Contracts.

Alan Stricoff, CPA, MBA, has been a self-employed, free-lance Chief Financial Officer/Controller for the past twelve years for clients in the not-for-profit industry. Clients include social service agencies, private foundations, and membership organizations.

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Joanne Oplustil
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Agencies

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System

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Disabilities Agencies, Inc.

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Jewish Board of Family & Children's
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Ellen Rautenberg
Medical and Health Research Association
of New York, Inc.

Giselle Stolper
Mental Health Association of
New York City

Robert Schachter
National Association of Social Workers,
NYC Chapter

Joseph Pressley
New York AIDS Coalition

Tuhina De O'Connor
New York Asian Women's Center

Bonnie Potter
New York City Employment and Training
Coalition

Chung-Wha Hong
The New York Immigration Coalition

Darwin M. Davis
New York Urban League

Michael Clark
Nonprofit Coordinating Committee of
New York

Jane Velez
Palladia, Inc.

Cynthia Dial
Project FIND

Edward Geffner
Project Renewal, Inc.

Joan Serrano Laufer
Queensboro Council for Social Welfare

Gordon J. Campbell
Safe Horizon

Wanda Wooten
Stanley M. Isaacs Neighborhood
Center, Inc.

Robert Carmona
STRIVE

Maureen Friar
Supportive Housing Network of New York

John Ruskay
UJA-Federation of New York

Nancy Wackstein
United Neighborhood Houses of
New York

Fred Shack
Urban Pathways

Carolyn Rafael
Visiting Nurse Service of New York

Jack Lund
YMCA of Greater New York

Member Organizations

Actors' Fund of America
The After School Corporation
Agenda for Children Tomorrow
Aging in America Community Service
American Red Cross in Greater New York
Asian American Federation of New York
Barrier Free Living
Beacon of Hope House
Big Brothers/Big Sisters of New York City
Black Agency Executives
Black Equity Alliance
Black Leadership Commission on AIDS
Black Veterans for Social Justice
BRC
The Bridge, Inc.
Bronx Jewish Community Council
Brooklyn Bureau of Community Services
Burden Center for the Aging
CAMBA
CASES
Catholic Charities of the Archdiocese of New York
Catholic Charities of the Diocese of Brooklyn
Catholic Home Bureau
Center for Independence of the Disabled in New York
Center for Urban Community Services
Child Care, Inc.
Children's Aid Society
CIS Counseling Center
Citizens Advice Bureau
Citizens Committee for Children of New York, Inc.
The Coalition of Behavioral Health Agencies
The Committee for Hispanic Children and Families
Community Resource Exchange
Comunilife, Inc.
The Council of Family and Child Caring Agencies
Council of Senior Centers & Services of New York City, Inc.
Day Care Council of New York, Inc.
Disabilities Network of NYC
Door, The
East Side House
Educational Alliance
Episcopal Social Services
Eviction Intervention Services
Family Consultation Services, DOLI
Family Home Care Services of Brooklyn & Queens
Federation of Protestant Welfare Agencies
F.E.G.S. Health and Human Services System

Forestdale, Inc.
Good Shepherd Services
Goodwill Industries of Greater New York and Northern New Jersey, Inc.
Graham Windham
Grand Street Settlement
Hamilton-Madison House
HANAC
Heights & Hill Community Council
HELP Organization
Henry Street Settlement
Hetrick-Martin Institute
Hispanic Federation of New York City
Home Care Council of New York City
Homeless Services United, Inc.
Hudson Guild
Inroads, Inc.
Institute for Community Living
Institute for Puerto Rican/Hispanic Elderly
InterAgency Council of Mental Retardation and Developmental Disabilities Agencies, Inc.
Inwood House
Jamaica Service Program for Older Adults
Jewish Association for Services for the Aged
Jewish Board of Family & Children's Services
Jewish Child Care Association
Jewish Community Council of Greater Coney Island
Leake and Watts Services
Lenox Hill Neighborhood House
Lower East Side Family Union
Lutheran Disaster Response of New York
Madison Square Boys & Girls Club, Inc.
Medical and Health Research Association of New York, Inc.
Mental Health Association of New York City
Metropolitan New York Coordinating Council on Jewish Poverty
Morningside Retirement and Health Services, Inc.
National Association of Social Workers, NYC Chapter
Neighborhood Family Services Coalition
New Alternatives for Children
New York AIDS Coalition
New York Asian Women's Center
New York Association for New Americans
New York Cares, Inc.
New York City Employment and Training Coalition
New York Disaster Interfaith Services
New York Foundling Hospital

The New York Immigration Coalition
The New York Urban League
Nonprofit Coordinating Committee of New York
Northside Center for Child Development
One Stop Senior Services
Osborne Association
Palladia, Inc.
Partnership for the Homeless
Phipps Community Development Corporation
Police Athletic League
Project FIND
Project Renewal, Inc.
Queensboro Council for Social Welfare
Ramapo For Children
Richmond Home Need Services
Safe Horizon
Safe Space
Salvation Army, The
SCO Family of Services
Seamen's Society for Children and Families
Selfhelp Community Services
Sephardic Community Center
Services Now for Adult Person
Shorefront YM-YWHA
Social Concern Community Development Corp.
St. Vincent's Services
Stanley Isaacs Neighborhood Center
Steinway Child and Family Services
STRIVE
Sunnyside Community Services
Support Center for Nonprofit Management
Supportive Housing Network of New York
Tremont Community Council Home Attendant Program
UJA-Federation of New York
United Hospital Fund
United Neighborhood Houses of New York
University Settlement Society of New York City
Urban Pathways
Veritas Therapeutic Community
Visiting Nurse Service of New York
Volunteers of America of Greater New York
WestEnd Intergenerational Residence
Women in Need
Women's Housing & Economic Development Corp.
Women's Prison Association
World Cares Center
YMCA of Greater New York
YWCA of the City of New York



The Voice of the Human Services Community

Human Services Council of New York City, Inc.

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