



**Annual Report**  
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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.**

**To that end, HSC:**

- Organizes members - executive directors of federations and umbrella agencies and their members, service providers, and other relevant organizations to shape and establish an on-going sector-wide agenda—both short and long-term—of critical provider and client issues.
- Develops and implements sector-wide initiatives and advocacy strategies, and promotes the sector's partnership with government.
- Acts as the organized voice for the sector and works for broad recognition and support for providers and clients from government, the business community, funders, and the public.

HSC would like to thank all our supporters, present and past, for their valuable support - our work is possible because of you.

- **Altman Foundation**
- **Booth Ferris Foundation**
- **Mutual of America**
- **New York City Council**
- **New York Community Trust**
- **New York State Department of Health**
- **New York State Office of Homeland Security**
- **Stroock & Stroock & Lavan LLP**
- **Taproot Foundation**
- **The New York Times Company Foundation**
- **The Open Society Institute**
- **UJA-Federation of New York**
- **United Way of New York City**
- **Our Members**

## Message from Nancy Wackstein, Chair, Board of Directors



The end of each year seems like a good time to celebrate accomplishments and reflect on the promises and challenges of the year to come. The end of 2008, however, brings a certain sense of foreboding, as we experience the convulsive changes in the national, State, and local economies, and know that services to people in need in our City are bound to suffer.

At times like these, the Human Services Council becomes more necessary than ever. Not since the City's 1970's era fiscal crisis has the threat to the human services infrastructure of our City been more at risk. As the City and State governments contemplate deeper and deeper cuts to funding, the voices of those who help people in need must be amplified, unified, and strong. HSC is the vehicle through which the human services community can accomplish our goal of protecting the poor, homeless, and low-income residents of our communities, the young and old, those with disabilities, and those who are our City's immigrant newcomers.

Notwithstanding the current economic challenge, over the past year, HSC, thanks to our many members and supporters, was able to take important steps toward strengthening the sector. Chief among these is the inclusion of a cost-of-living increase from the City for the not-for-profit agency workforce, potentially to extend for a three-year period. This was a momentous achievement in a City budget environment that already was experiencing declining revenues. HSC's work with the Governor's and Mayor's Offices behind the scenes continues to result in improvements in the operating environments for not-for-profit agencies, especially in the areas of contract reforms and improvements.

None of the HSC accomplishments would be possible without a dedicated Executive Committee, Board of Directors, and of course, our superb staff, led by Michael Stoller, our terrific Executive Director.

I thank all of them and consider it a privilege to serve as HSC's Board Chair.

## Message from Michael Stoller, Executive Director



I am delighted to share this Annual Report, which highlights our accomplishments this past year and reflects on our vision for the coming year.

HSC continues to fulfill our mission and adapt in a changing world.

This past year our advocacy efforts on behalf of the human services sector culminated in the successful negotiation of a three-year COLA and the creation of a COLA Task Force, made up of representatives from the City and the not-for-profit community. To fund the out-year COLAs, the Task Force has undertaken bold initiatives, including development of the long-awaited standard contract for human services and reducing the number of audits we endure.

While we are pleased with our achievements, we continue to work tirelessly to overcome some of the national challenges putting the well-being of our sector at risk. As testament to these challenges, and despite our robust efforts, we were forced to close our Disaster Preparedness and Response program due to a loss of government funding.

Internally, we have added new staff and moved some of our existing staff to help focus our priorities. We hired a Membership Services Coordinator to champion our efforts to better serve our member agencies and expand our membership base. Our new Information and Referral Policy Analyst will help us ensure that the needs and concerns of the sector are incorporated into human service technologies developed by government.

As the coming year dawns, I invite you to join in our efforts to accomplish our mission.

I want to thank the HSC Board and the Executive Committee for their support and guidance, under the superb leadership of Nancy Wackstein. We are indebted to them as we are to all the supporters listed on page 1 of this report, and to our very terrific staff. Finally, I want to thank all our members for your support. Clearly, without you, there would be no HSC.

## HSC: The Voice of the Human Services Community

Until 17 years ago there was no one organization that represented the needs and issues of all human service not-for-profits in New York City. On their own, providers had to strive to meet the needs of clients, while addressing government bureaucracy, antiquated policies, and contracting concerns – often with limited effectiveness. This changed in 1991 with the founding of the Human Services Council of New York City (HSC).

Encompassing all sub-sectors of the human services community, HSC addresses the sector's common concerns. Our mission 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 Program Areas

As “the voice of the human services community,” HSC provides the expertise, platform, and voice crucial to the growth of the human service sector – and ultimately the men, women, and children served. The following five issue areas comprise the primary focus of HSC's work:

**Contracting.** Navigating governmental bureaucracy creates obstacles that can prevent human services providers from doing their jobs effectively. HSC supports providers by working with the City and State to streamline and improve the procurement process.

**Disaster Preparedness and Response.** Until its closure, effective June 30, 2008, due to the loss of government funding, HSC coordinated the preparedness activities that enabled the sector to respond to large-scale disasters collectively, comprehensively, and compassionately.

**Public Policy and Advocacy.** HSC sheds light on the effects government budgets and policies have on providers and their constituents. We maintain relationships with elected and appointed officials in City and State government to bring the sector's issues to the forefront of political debate.

**Technology.** HSC collaborates with the Mayor's Office, the NYC Department of Information Technology and Telecommunications, the City Council, and others on the continued development of Access NYC, E311/211, and other technologies that assist the sector in the delivery of services.

**Workforce Campaign.** The overarching goal of the Workforce Campaign is to improve the quality and insure the continuity of care provided by the human services sector through a multi-tiered strategy that seeks to obtain regular cost-of-living-adjustments (COLAs) for not-for-profit human service providers.

## Public Policy and Advocacy

It has never been more important for providers to have access to HSC's expertise as budget and legislative advocates. Time and again, HSC has demonstrated that it is the “go-to” organization driving the broad human service agenda on budgetary proposals, legislation, and procedural reform with State and City government.

Today, the confluence of challenging economic times, rising costs, and reductions in government funding and support for not-for-profit organizations threatens the health of the human services sector. Organizations without a strong infrastructure are increasingly finding it difficult to sustain their service delivery network, let alone grow. In light of these challenges, the work done by HSC on behalf of human services agencies, especially those without the capacity to respond to these challenges, is becoming even more critical. By relying on HSC and its leadership in government relations, human service agencies of all sizes can use their resources to increase their focus and attention on providing services to clients.

### Accomplishments

#### Voicing the human services sector's support for greater transparency in funding for not-for-profit community organizations using public resources

- HSC led a sector-wide campaign to support greater transparency and accountability in the disbursement of City Council discretionary funds to ensure that service providers continue to receive this crucial funding. The campaign included meetings of the HSC Board of Directors with Council Speaker Christine C. Quinn and Comptroller William Thompson as well as a press conference at City Hall that garnered significant press. HSC continues to work with the City Council and the Mayor's Office of Contract Services to improve the discretionary funding process.

#### Continuing the tradition of proactive leadership by bringing the voice of the human services sector to policy makers

- This year we continued to forge useful partnerships with key government officials. HSC meets regularly with Deputy Mayor for Health and Human Services Linda I. Gibbs, the Speaker of the City Council, Directors of the Mayor's Office of Contract Services and the Council Finance Division, and key staff at the Office of Management and Budget, as well as human service agency Commissioners. At the State level, we engage Gubernatorial and legislative staff, Members of the State Senate and Assembly, and agency Commissioners and staff.

**Building the capacity of members to respond to government actions impacting the delivery of social services to New Yorkers**

- HSC provided timely sector-wide briefs and training to educate the sector on budget and policy proposals that govern their work. Specifically, we prepared and distributed to our members sector-wide analyses of proposed and adopted State and City budgets and provided summaries of new policy developments, including changes to the City Council discretionary funding process, the launching of the new Capacity Building and Oversight Unit at the Mayor's Office of Contract Services, and the creation of the State Economic Security Cabinet.

**Mobilizing the sector and leading efforts to send a coherent and consistent message to key government officials**

- HSC convened meetings between members and public officials and provided advocacy tools for members, including suggested language for members to increase the effectiveness of public testimony. When policy changes benefiting the sector were made, we mobilized our members to thank public officials to cement our working relationship with government.

**Looking Ahead**

HSC will build upon the success of our advocacy work to improve the quality of services by helping shape shared priorities with government to direct resources to where they are needed most. Our history of working in collaboration with government is strong and continues to grow. In the coming year, we will continue to deepen our commitment to ensure that the entire sector works effectively to strengthen our position as the one-stop-shop for government entities seeking to collaborate with the not-for-profit sector.

**Contracting Efficiency Initiative**

While government support and funding plays a critical part in the basic functioning of many human service providers, the City's contracting process can be overwhelming even for the most seasoned agency. Not-for-profit service providers of all sizes rely on HSC's expertise to help them address a host of procurement issues, including learning about contracting opportunities, responding to contract solicitations, streamlining the contracting process, and securing the timely processing of contracts.

The goals of HSC's contracting efficiency work are to highlight the areas where procurement reform is needed, to work with government to shape policy, and to provide guidance and technical assistance to member agencies on the contract procurement process.

**Accomplishments**

**Leading efforts to develop a standard contract to increase efficiency**

- HSC continued its joint effort with the Mayor's Office of Contract Services (MOCS), to create a streamlined contract template that will enable agencies to manage multiple contracts more efficiently. HSC, MOCS, and representatives of the City's social service agencies that are part of the public-private COLA Task Force have reached a consensus on over a dozen provisions to be included in the boilerplate portion of the City's new human service contracts. The City anticipates that a draft contract will be ready by early next year, and hopes to launch a revised contract by Fiscal 2010.

**Representing the human service sector as the Mayor seeks to redesign the City's social service system**

- HSC has taken a lead role in addressing and communicating the sector's concerns as the Mayor seeks to redesign the City's social service contracting system. HSC staff and members met with the Deputy Mayor for Health and Human Services and Commissioners of the Administration for Children's Services, the Department for the Aging, and the Department of Homeless Services to discuss the issues associated with this redesign. The group also discussed the value of small and minority-led community-based organizations and the potential negative impact of a move toward fewer, larger contracts; the impact (both positive and negative) of performance-based contracting; rising infrastructure costs and the need for regular cost-of-living adjustments to retain high quality staff.

**Expediting the new discretionary award process**

- HSC played a critical role as the liaison between the City and the provider community to ensure that the new process for making discretionary award designations to human service providers was appropriately implemented. This avoided further delays in the providers' receipt of contracts and payments.

**Extending education and training opportunities to improve the management capacity of HSC members as they apply for and manage contracts**

- Several years ago, HSC secured access for HSC members to courses offered by the New York City Procurement Training Institute (PTI). Responding to the needs of the not-for-profit contracting agencies, PTI has revamped its course schedule for Fall 2008 to include sessions pertinent to the not-for-profit community: Internal Controls for Small Non-Profits, Effective Governance, Non-Profit Accounting, Charities Bureau Compliance, and Discretionary Award Procedures. PTI anticipates high enrollment in these courses by HSC members.

### Looking Ahead

For the past three years, HSC has retained the services of a foremost contract consultant to provide one-on-one technical assistance to members navigating the procurement process. This service is offered to members free of charge. During the past year, this service was particularly valuable for members that needed to comply with the City's new Capacity Building and Oversight Initiative. With the ever-evolving procurement process, HSC anticipates that this service will continue to provide a great benefit to members.

## Disaster Preparedness and Response

Catastrophic events such as the September 11 attacks, the destruction wrought by Hurricanes Katrina and Rita, and the devastation of the Southern California fires have demonstrated that neither the public sector nor not-for-profit agencies alone can meet the needs of people who are bereaved, displaced, unemployed, traumatized, or injured as a result of disaster. Public/not-for-profit partnerships are key to providing the most complete response possible. By planning and working together, separately functioning agencies make their services easier to access for people in need, ensure that information about benefits and program are widely known, train staff more efficiently, and improve client service by identifying and resolving operational issues.

HSC's Disaster Preparedness and Response (DP&R) program began in 2004 when it took over planning from the 9/11 United Services Group, an organization created after the attacks of September 11, 2001 to coordinate the efforts of dozens of not-for-profit agencies helping people who were affected by the attack. Since its inception, the DP&R program has received acclaim from our partners in the sector, government, and philanthropy for helping New York City human service organizations and government plan now so that they can effectively respond to immediate and long-term needs created by large-scale disasters. Nonetheless, due to the loss of promised government funding, HSC suspended the program as of June 30, 2008.

### Accomplishments

#### Developing a comprehensive Plan to improve preparedness, planning, and efficiency in responding to disasters

- HSC developed the experience-based "Disaster Preparedness, Response, and Recovery Plan of the Not-for-Profit Human Services Sector in New York City." The Plan calls for a consolidated network of agencies to provide not only individual service coordination, but also a toll-free HelpLine, information technology, and financial assistance for unmet needs. The ongoing work of preparedness and planning includes assessment, documenting specific plans, and conducting drills and other exercises.

#### Building a culture of collaboration and coordination between not-for-profit agencies, government, and religious leaders to meet the needs of people during and after disasters

- HSC and the NYC Human Resources Administration chaired a working group that developed a Disaster Assistance Service Center Plan, which incorporated lessons learned from our experience with Hurricane Katrina. HSC partnered with the NYC Office of Emergency Management (OEM) and New York Disaster Interfaith Services (NYDIS) to conduct a Hurricane & Evacuation Planning Summit for NYC religious leaders from houses of worship located in flood zones.

#### Creating a rapid access fund to enable not-for-profits to act with speed to meet people's needs during a disaster of sufficient size and/or complexity

- HSC led sector-wide planning efforts with the New York Times Company Foundation to create a Disaster Recovery Assistance Fund to support an immediate response by not-for-profit agencies after a catastrophe.

#### Using lessons learned locally to impact national preparedness planning

- HSC convened multi-agency planning efforts. Consultations from these efforts generated recommendations, especially changes in the Client Registry Form, that were incorporated into the national Coordinated Assistance Network software, making that system more responsive to the needs of local agency staff.

#### Note of thanks to partners

- HSC would like to thank all our partners in the disaster preparedness and response efforts. The Altman Foundation generously provided funding for the study of Katrina lessons learned and also for the development of the DP&R program. The New York Times Company Foundation and the Open Society Institute made financial commitments to enable the sector to respond in the event of a major disaster. Stroock & Stroock & Lavan LLP provided pro bono legal assistance.

## Technology and Referral Initiative

Technology has become an integral part of life, but how well is the not-for-profit sector using this powerful tool to improve service delivery? As the voice of the human services sector, HSC conceived our Technology and Referral Initiative to work in partnership with government on the development and implementation of technology initiatives aimed at improving service delivery. The primary goal of the Technology and Referral Initiative is to ensure that new technologies impacting the City's human services sector are designed and implemented in a manner that is responsive to the needs of not-for-profit agencies and the people they serve. HSC serves as the liaison between the human service community and the City on the development of HHS-Connect and social services at 311<sup>1</sup>.

### Accomplishments

#### Mobilizing resources needed to represent the sector in technology issues

- HSC received discretionary funds from City Council Speaker Christine C. Quinn to continue our Technology and Referral Initiative. The funding is sponsored by Council Members Gale Brewer, Bill de Blasio, and David Weprin. Without this funding, HSC would not be able to represent the sector on technology issues.

#### Strengthening our capacity to advocate for the sector as the City develops new technology

- HSC revitalized the Technology and Referral Committee. This Committee convenes eighteen human service agencies and coalitions for regular meetings to discuss the progress of HHS-Connect and 311 as well as other concerns and issues pertaining to the impact of technology on the sector and to focus our position vis-à-vis government technology initiatives.

#### Training City officials to best serve their constituents using technology

- HSC conducted training sessions, in cooperation with Council Member Gail Brewer and the Deputy Mayor's Office for Health and Human Services, for City Council Members on how ACCESS NYC and 311 can help link their constituents to critical human services. ACCESS NYC is the first phase of HHS-Connect and allows New Yorkers to screen for 35 City, State, and federal programs online.

<sup>1</sup>HHS-Connect is a citywide human service technology initiative established to provide the City with technology that will streamline the provision of health and human services, including data sharing between agencies and creating an integrated case folder so that client information can be shared between agencies while confidentiality is maintained. 311 is New York City's phone number for government information and non-emergency services. Since its inception in 2003, the service has expanded to cover social services and include health and human service information and referrals. This enhancement of the 311 Customer Call Center now links New Yorkers to vital social services provided by both government and community-based organizations.

### Ensuring that the City is responsive to the needs of not-for-profits

- HSC meets monthly with the Director of Training and Outreach for ACCESS NYC and the Senior Advisor for Information Systems Development and Management at the Office of the Deputy Mayor for Health and Human Services to express the questions, concerns, and ideas of the not-for-profit community, find ways to partner during the development of HHS-Connect programs, and discuss strategies for community outreach on projects like ACCESS NYC. HSC Executive Director Michael Stoller serves on the Board of the New York City Health and Human Service Information and Referral Corporation, which manages the development and implementation of social services at 311. HSC also represents the sector on the New York City Health and Human Service Information & Referral Corporation Advisory Committee, which is responsible for adding social services to 311. HSC has been involved in efforts to add health and human service information and referral to 311 since its inception.

### Collaborating and leveraging our partnerships to increase our impact at the State level

- HSC is collaborating with the United Way of New York State and NYAIRS to advocate for State funding for 211 (the State version of social services at 311), which provides local funding for social services at 311. As part of this effort, HSC participated in a State Advocacy Day in Albany to secure State funds and sent letters to New-York-City-based State Legislators advocating for 211 funds in the State budget.

### Looking Ahead

HSC realizes the importance and value of technology, especially its potential to facilitate interagency coordination and greatly improve the quality of services. In the coming year, we will continue to strengthen our efforts to inform our members about new developments related to HHS-Connect and 311, as well as new technology initiatives that impact the provision of social services. As these programs are developed and enhanced, HSC will ensure that our members' perspectives are incorporated into planning and help shape the policies, process, implementation, and final results.

## Workforce Campaign

Many dedicated and compassionate human services staff who provide high quality care to millions of New Yorkers are likely to change jobs over their lifetimes --sometimes by their own choice, but all too often because of inadequate wages. As the voice of the human services sector, HSC works to obtain the resources required to retain the qualified and experienced workforce needed to ensure the best possible care for clients.

The goal of HSC's Workforce Campaign is to improve the quality and insure the continuity of care provided by the New York City human services sector through investments in the direct care staff of not-for-profit agencies. To achieve this goal, HSC works to reduce workforce turnover rates by advocating for regular cost-of-living adjustments (COLAs) for human services providers. To help fund these critical investments, HSC works to find and propose productivity enhancements, which help to offset the cost of salary increases and allow not-for-profit and government agencies to work more effectively and efficiently.

### Accomplishments

#### Producing high returns on our investments to improve the sector

- In the past several years, our Workforce Campaign efforts have achieved investments in direct care worker salaries approaching \$200 million at the State level, and over \$100 million at the City level. This is a terrific significant return on investment when the annual cost of our Workforce Campaign is under \$150,000.

#### Advocating for fair and adequate compensation to retain a qualified and compassionate workforce

- HSC's efforts resulted in a significant new COLA package at the City level. Benefiting from the agreement will be over 35,000 employees of City-funded not-for-profits. This agreement will fund \$25 million in salary increases (a 3% COLA) effective July 1, 2008, and 2% and 4% increases (totaling \$90 million) in fiscal years 2010 and 2011, respectively. These out-year COLAs are contingent on the accomplishment of cost-savings and productivity goals.

#### Building collective responsibility with government to find solutions to sector-wide problems

- HSC and Health and Human Services Deputy Mayor Linda I. Gibbs are leading a new public-private COLA Taskforce to identify quantifiable savings, via purchasing efficiencies, contracting improvements, and other cost-saving mechanisms. The Taskforce includes representatives from City government and the not-for-profit sector.

#### Using our position and leadership in government relations to make a difference for the sector

- The HSC Board convened a meeting with then-Governor Eliot Spitzer on a number of sector-wide issues, including workforce concerns. In response to our meeting, Governor Spitzer proposed the extension of COLAs in the State budget for the next three years. Ultimately, over \$100 million was included in the State's FY 2008-09 budget for not-for-profit COLAs. These salary adjustments benefit such fields as foster care, health and mental health care, and services for the elderly, and will be extended through 2012.

### Looking Ahead

Over the past year, our Workforce Campaign has played a critical role in a broad range of achievements to obtain the resources to recruit and retain a qualified, compassionate, and stable professional workforce. HSC has proposed that COLAs be adjusted annually to match the most recent consumer price index and we advocate for a policy in which all DC37 (City municipal employee) COLAs are automatically passed on to not-for-profit contracted employees. In the year ahead, we will continue our advocacy efforts within City and State government to benefit the many thousands of qualified and compassionate human service professionals as well as the millions of New Yorkers who rely on their expertise and dedication.

*"This agreement not only benefits the thousands of committed professionals who have dedicated their lives to helping others, it also gives vital support and expertise to the New Yorkers who need it most."*

— Mayor Michael R. Bloomberg commenting on the COLA agreement negotiated by HSC, May 6, 2008

### Building to Better Serve Our Members

HSC welcomed our first Membership Services Coordinator to lead our recruitment and retention efforts. The Membership Services Coordinator will manage relationships with members and other stakeholders, to ensure broad and reliable support for HSC programs and priorities. In the coming year, HSC will launch an aggressive campaign to recruit members and strengthen current membership by providing more programming of interest to members, such as trainings, meetings, and seminars.

HSC also welcomed our first Technology Policy Analyst to lead our efforts related to technology and referral. With the support of the Technology Policy Analyst, HSC looks to strengthen the voice of the sector in the design and implementation of technology related to social services at the City level.

# HSC Annual Leadership Awards Reception

For the past 12 years, HSC has hosted its Annual Leadership Awards Reception to honor distinguished leaders who have made significant contributions to the human services sector and to the health and welfare of New Yorkers. This year, our honorees were Gordon J. Campbell, President and CEO, United Way of New York City, and Former Board Chair, HSC; and Stephanie Palmer, Executive Director, New York City Mission Society; President, Black Agency Executives; and former Executive Director, HSC. Scenes of the HSC Leadership Awards Reception held December 12th, 2007 at Mutual of America, are below:



# Financial Summary

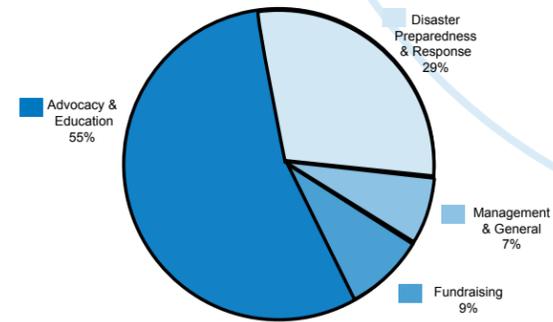
HSC continues to enjoy sound financial standing. Total revenue for 2008 exceeded \$1 million: \$1,156,995, which was slightly over the prior year. Expenses totaled \$1,046,820. The change in net assets (surplus) is \$110,175 and the ending net assets total \$404,431. The expenses of management & general plus fundraising are 15% of the total expenses, which is much lower than the industry standard of 25%.

## Donors

HSC thanks our past and present donors for their generosity:

- Altman Foundation
- Booth Ferris Foundation
- Mutual of America
- New York City Council
- New York Community Trust
- New York State Department of Health
- New York State Office of Homeland Security
- Stroock & Stroock & Lavan LLP
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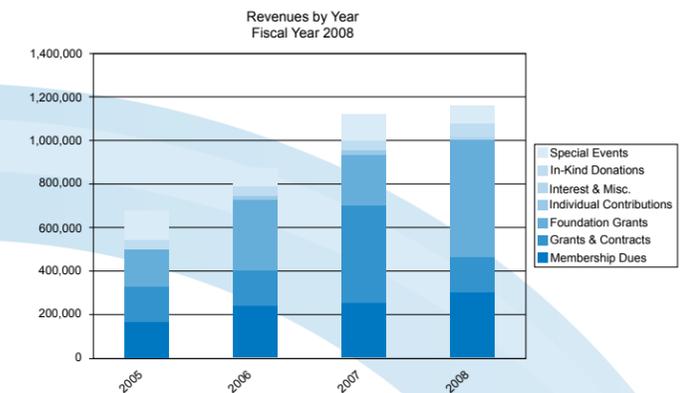
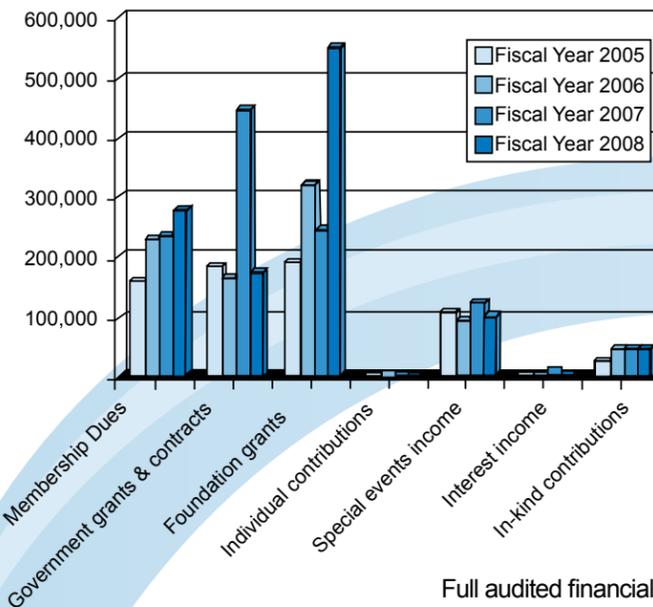
Category	Amount
Advocacy & Education	\$582,766
Disaster Preparedness & Response	304,403
Management & General	69,883
Fundraising	89,768
<b>Total</b>	<b>\$1,046,820</b>



	6/30/2008	6/30/2007
<b>Public support and revenue</b>		
Membership Dues	277,250	263,025
Government grants & contracts	175,000	445,023
Foundation grants	552,753	250,000
Individual contributions	108	154
Special events income	100,400	126,234
Interest income	5,984	12,818
In-kind contributions	45,500	45,500
Net assets released from restrictions		
<b>Total public support and revenue</b>	<b>1,156,995</b>	<b>1,142,754</b>
<b>Expenses</b>		
Program services	887,169	1,022,533
Management and general	69,883	77,002
Fundraising	89,768	53,243
<b>Total expenses</b>	<b>1,046,820</b>	<b>1,152,778</b>
<b>Change in net assets</b>	<b>110,175</b>	<b>(10,024)</b>
Net assets - beginning	294,257	304,281
<b>Net assets - ending</b>	<b>404,432</b>	<b>294,257</b>

	6/30/08	6/30/07
<b>Assets</b>		
Cash and cash equivalents	354,237	247,557
Dues receivable	7,500	2,400
Grants receivable	260,071	292,092
Prepaid expenses	16,402	1,859
<b>Total assets</b>	<b>638,210</b>	<b>543,908</b>
<b>Liabilities and Net Assets</b>		
<b>Liabilities</b>		
Accounts payable and accrued expenses	57,529	57,963
Due to Subcontractors		177,188
Deferred income	176,250	14,500
<b>Total liabilities</b>	<b>233,779</b>	<b>249,651</b>
<b>Net assets</b>		
Unrestricted	112,140	285,839
Temporarily restricted	292,291	8,418
<b>Total net assets</b>	<b>404,431</b>	<b>294,257</b>
<b>Total liabilities and net assets</b>	<b>638,210</b>	<b>543,908</b>

Revenues by Source Fiscal Year 2008



## 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**, Deputy Executive Director, has been with HSC since 2003.

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. She holds a Master of Public Administration degree from CUNY Baruch's School of Public Affairs.

**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 Junior Achievement program of Rockland County, working with children from pre-kindergarten through sixth grade.

**Kristen D'Elia**, Intern, joined HSC in September of 2008. At HSC, Ms. D'Elia works closely with the advocacy unit, where she supports HSC initiatives to strengthen the human services sector. She holds a BA in Sociology and a BA in Women's and Gender Studies from Clark University.

**Michelle Jackson**, Technology Policy Analyst, joined the Human Services Council in February 2008. Ms. Jackson graduated from Suffolk University Law School in Boston in 2007, earning a Juris Doctor with a concentration in International Law. While in law school, she interned for the International Consortium for Law and Development, and volunteered for Shelter Legal Services where she provided free legal aid to indigent women at Rosie's Place. As an AmeriCorps Bonner Leader, Michelle worked with various community agencies and her college to create social justice programming, volunteer opportunities, and outreach.

**Dominic Muntanga**, Membership and Development Coordinator, joined HSC in 2007. Before coming to HSC, he served as a Special Assistant and later as Mayoral Campaign Policy Advisor to former Manhattan Borough President C. Virginia Fields. Mr. Muntanga also worked in post-conflict Sierra Leone, where he provided policy and strategic planning support and management training for senior members of Local Councils as they took on devolved Ministerial functions. A graduate of the United World College of the Atlantic in Wales, he holds a Master's degree in Not-for-profit Organization Management from Washington University in St. Louis.

**Chris Winward**, Senior Policy Analyst, joined HSC in 2007. Prior to HSC, Ms. Winward worked at the New York City Council for five years, most recently as a Legislative Policy Analyst to the Health Committee. She also has experience on the State and federal levels as an intern at the State Office for the Aging, the U.S. Department of Housing and Urban Development, State Assembly Member Sandy Galef, and former Congress Member Sue Kelly. Ms. Winward holds a Master of Public Administration degree from the Robert F. Wagner Graduate School of Public Service at New York University.

## 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, the practice concentrates on strategic thinking, understanding the political landscape, and matching not-for-profit needs with good public policy and practical politics.

**Sherry Li**, MS, served as Chief Financial Officer for various not-for-profit organizations for seven years before leaving to lead a consulting services firm. She is a free-lance Chief Financial Officer/Controller and has been providing fiscal management consulting services for the past nine years. Clients include not-for-profit social service agencies and membership organizations.

**Lisa Reid**, Partner at Dames Reid, LLC, lobbies for an array of health and human services issues with expertise in the intricacies of negotiating legislation important to the sector. She has 15 years previous experience as a direct provider and manager of mental health and substance abuse services in the Capital Region.

**Andrew Shackett**, Principal of ASA Consulting, works in partnership with HSC to diversify its funding from private and corporate foundations. A full-service fundraising consulting firm, ASA Consulting is experienced in servicing community-based, advocacy, health and educational non-profits ranging in size, scope, and mission. Mr. Shackett has nearly 20 years experience in non-profit fundraising - both as a consultant and as an in-house development professional.

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

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As of June 30, 2008

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# Member Organizations

Actors' Fund of America  
Agenda for Children Tomorrow  
Aging in America Community Service  
American Group Psychotherapy Association  
American Red Cross in Greater New York  
Asian American Federation of New York  
Barrier Free Living  
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  
Bronx Jewish Community Council  
Brooklyn Bureau of Community Service  
CAMBA  
Care at Home - Diocese of Brooklyn, Inc.  
CASES  
Catholic Charities of the Archdiocese of New York  
Catholic Charities of the Diocese of Brooklyn  
Center for Family Representation, Inc.  
Center for Independence of the Disabled in New York  
Center for Urban Community Services  
Child Care, Inc.  
Child Development Support Corporation  
Children's Aid Society  
CIS Counseling Center  
Citizens Advice Bureau  
Citizens Committee for Children of New York  
Coalition for Asian American Children and Families  
Coalition of Behavioral Health Agencies  
Community Health Care Association of New York State, Inc.  
Community Resource Exchange  
Comunilife, Inc.  
Connect, Inc.  
Council of Family and Child Caring Agencies  
Council of Senior Centers & Services of New York City, Inc.  
Crown Heights Service Center, Inc.  
Day Care Council of New York, Inc.  
Disabilities Network of NYC  
Disaster Chaplaincy Services, Inc.  
DOROT, Inc.  
East Side House  
Episcopal Social Services of New York, Inc.  
Eviction Intervention Services  
F.E.G.S. Health and Human Services System  
Families United for Racial & Economic Equality  
Family Consultation Service  
Family Home Care Services of Brooklyn & Queens  
Federation of Protestant Welfare Agencies  
Forestdale, Inc.  
Good Shepherd Services  
Goodwill Industries of Greater New York and Northern New Jersey, Inc.

Grand Street Settlement  
GroupWorks for Education, Inc.  
Hamilton-Madison House  
HANAC  
Heights & Hill Community Council  
HELP USA  
Henry Street Settlement  
Hispanic Federation of New York City  
Home Care Council of New York City  
Homeless Services United, Inc.  
Hudson Guild  
Institute for Community Living, Inc.  
Institute for Puerto Rican/Hispanic Elderly  
Institute Home Care Services, Inc.  
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  
Jewish Community Relations Council of New York, Inc.  
Lawyers Alliance for New York  
Leake and Watts Services  
Legal Information for Families Today  
Lenox Hill Neighborhood House  
Little Sisters of the Assumption Family Health Service, Inc.  
Lower East Side Family Union  
Madison Square Boys & Girls Club, Inc.  
Mental Health Association of New York City  
Midwood Development Corporation  
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 Board of Rabbis  
New York Cares, Inc.  
New York City Employment and Training Coalition  
New York City Mission Society  
New York Disaster Interfaith Services  
New York Foundling Hospital  
New York Immigration Coalition  
New York Urban League  
Nonprofit Coordinating Committee of New York  
Nontraditional Employment for Women  
Northside Center for Child Development  
NPower NY, Inc.  
Older Adults Technology Services  
One Stop Senior Services  
Osborne Association  
Palladia, Inc.  
Partnership for Afterschool Education

Phipps Community Development Corporation  
Project FIND  
Project Renewal, Inc.  
Public Health Solutions  
Queensboro Council for Social Welfare  
Ramapo for Children  
Regional Aid for Interim Needs, Inc.  
Resources for Children with Special Needs, Inc.  
Richmond Home Need Services, Inc.  
Safe Horizon  
SCO Family of Services  
Seamen's Society for Children and Families  
Selfhelp Community Services  
Sephardic Community Center  
Services Now for Adult Persons  
Shorefront YM-YWHA  
Social Concern Community Development Corp.  
Special Services for Senior Citizens  
Stanley M. Isaacs Neighborhood Center, Inc.  
Steinway Child and Family Services  
St. John's Place Family Center, HDPC  
St. Vincent's Services, Inc.  
STRIVE  
Sunnyside Community Services  
Support Center for Nonprofit Management  
Supportive Housing Network of New York  
The After School Corporation  
The Arab-American Family Support Center  
The Bridge, Inc.  
The Carter Burden Center for the Aging, Inc.  
The Caring Community  
The Children's Village  
The Committee for Hispanic Children and Families  
The Dannelisse Corporation  
The Hetrick-Martin Institute  
The NonProfit ThinkTank, Inc.  
The Salvation Army  
The Women's Prison Association and Home  
UJA-Federation of New York  
United Hospital Fund  
United Neighborhood Houses of New York  
University Settlement Society of New York City  
Urban Pathways  
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Visiting Nurse Service of NY  
Volunteers of America of Greater New York  
WestEnd Intergenerational Residence  
Women in Need  
Women's Housing & Economic Development Corp.  
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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