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STAYING OUT!

by Fred Scaglione

Two years ago, in his 2004 State of the Union address, President Bush announced plans for a four-year, \$300 million initiative to reduce recidivism and the societal costs of reincarceration by helping inmates find work when they return to their communities. The President noted that every year 600,000 men and women are released from state and federal prisons. A larger number come out of local jails. The President didn't need to mention that two-thirds of those released prisoners will find themselves back behind bars within two years. Everyone, it seems, understands that our prison system doesn't work, at least not as a vehicle for rehabilitating offenders and assisting them to become productive members of society.

The President's Prisoner Reentry Initiative (PRI) has drawn both praise and criticism from those working with ex-offenders. The mere acknowledgement that the revolving door of incarceration and recidivism is a national problem, which needs to be addressed, was very welcome. There has been less than unanimous enthusiasm for the structure of the initiative itself, which many see as symbolic of problems in government's traditional approach to the issue.

First, of course, is the adequacy of the proposed funding to the task at hand.

"It is absolutely nothing," says Elizabeth Gaynes, Executive Director of the Osborne Association which has been providing services for ex-offenders in New York since 1931.

"The President made a promise he would find \$300 million to create national demonstration programs and that largely has not happened," says Richard Cho, Senior Program Officer with the Corporation for Supportive Housing which has become active in the field of reentry programming. "There have been a couple of chunks of money, mostly in the Department of Labor (DOL)."

Last year, DOL got the ball rolling with the award of \$19.8 million in grants to 30 groups across the country to provide employment services for prisoners leaving in-



The Fortune Academy opened in 2002 to provide emergency and longer-term housing for 59 ex-prisoners.

carceration. Two New York organizations – the Doe Fund and Urban Youth Alliance International – were among the awardees. (Goodwill Industries, based in New York, will serve New Jersey). Each of these awardees will receive \$660,000 annually to serve 200 returning prisoners. The DOL-funded services are just getting underway. For profiles of these organizations and their programs, see the boxes on pages 11 and 12.

Providers also have concerns about the fragmentation of funding under the initiative and limitations on the ways it can be used. Both of these issues are already familiar problems to providers of

reentry services.

Most existing programs for ex-offenders are stitched together with funding designed to address the specific needs of subgroups with specific, non-incarceration-related disabilities – HIV/AIDS, substance abuse, homelessness, etc.

"Most of our funding is not specifically targeted for our population," says JoAnne Page, Executive Director of the Fortune Society which serves 4,000 ex-offenders in a variety of programs. "There is money for people who are long-term shelter users, have HIV or

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CALENDAR OF NONPROFIT EVENTS

April 1 - The Long Island Council of Churches will host its Annual Convocation at the First Baptist Church of Riverhead, located at 1018 Northville Turnpike, Riverhead, Long Island, on Saturday, from 9 am to 12 noon. The topic will be "Faith & Politics" featuring keynote speaker Rev. Dr. Robert W. Edgar, General Secretary of the National Council of Churches. Attendance fee is \$10. For more information, contact Rev. Tom Goodhue, Executive Director, 516-565-0290, ext. 206, e-mail: lic-chemp@aol.com.

April 3 - Dress for Success will host its April in Paris 2006 Gala Dinner and Auction Benefit honoring Star Jones Reynolds, Marriott Marquis Hotel, 1535 Broadway at 45th Street, 6:30 pm. For tickets and information, contact Melissa Silvestri at 212-532-1922 ext 4 or events@dressforsuccess.org.

April 4 - CASA's 14th Anniversary Awards Dinner at the Waldorf-Astoria will honor New York City Mayor Michael R. Bloomberg, IBM Chairman/CEO Samuel J. Palmisano and Blackstone Group Chairman/CEO Stephen A. Schwarzman. The black-tie event begins at 6:30 pm. Tickets are \$500 from 212-841-5219.

April 4, 11, 18 - Leadership Through Governance: Training Volunteers for Nonprofit Board Membership. The Nonprofit Boards Clearinghouse trains both men and women who are interested in serving on nonprofit boards and introduces them to New York City agencies seeking qualified board members through a structured placement process. Nonprofit agencies are looking for board members who have experience as a volunteer or staff person working with nonprofits and are able to commit their time, energy and resources. The Junior League of the City of New York 130 East 80th Street Located between Park Avenue and Lexington Avenue COST: includes all materials, light supper and beverages \$300 for the public. Time is 6:30 to 8:45 pm. For more information contact Carmel Napolitano at 212-288-6226, ext. 317 or by email at

npbch@nyjl.org or go to: http://www.nyjl.org/content/ny/public/NonProfit_Boards_Clearinghouse/Spring_2006_Application.pdf.

April 4 - Citizens' Committee for Children of New York is holding a lecture on "Early Childhood Initiatives in New York City: The Intersection of Theory and Practice" at 6 pm at the law offices of Skadden, Arps (4 Times Sq. at 42nd St. and Broadway). Dr. Jeanne Brooks-Gunn, Columbia University and Commissioner John Mattingly, NYC Administration for Children's Services will speak. Please RSVP to Mara O'Connell at 212-673-1800 ext.10. For more info, please visit: www.cccnewyork.org.

April 4 - Speak Up And Speak Out: Expressing Yourself with Power and Confidence . Time: 6:00 to 9:00 pm Number of Sessions: 1 Sponsor: Asian Women In Business Location: Holtz Rubenstein Reminick LLP, 1430 Broadway, 17th Floor (between 39th & 40th St). Fee: AWIB Members: \$20; Non-Members: \$40. RSVP Details: Send check payable to Asian Women In Business along with your name, company, address, telephone # and email address to Asian Women In Business, 358 Fifth Avenue, Ste 504, New York, NY 10001. More info: Call 212.868.1368, email info@awib.org or go to <http://www.awib.org>.

April 5 - The Public Benefits Resource Center (PBRC) of the Community Service Society (CSS) begins its Spring 2006 Training Series begins. For a full description of these trainings go to: <http://www.cssny.org/pbrc/training.html> or call Migdalia Molina at 212-614-5497.

April 6 - Helen Keller Services for the Blind (HKSBB) will host its 29th Annual Louis C. Willis Award Luncheon at the New York Marriott at the Brooklyn Bridge, 333 Adams Street, Brooklyn, NY, 11201. Honorees include Peter M. Meyer, Regional Vice President, Brooklyn/Queens, Commerce Bank and Martin "Marty" J. Golden, New York State Senator, 22nd District (R-C-I, Brooklyn). The reception will begin at Noon. For

more information at <http://www.helenkeller.org>.

April 6 - "Consulting Day for New York City's Nonprofit Community" will be hosted by the Nonprofit Group at Baruch College's School of Public Affairs. Consultants will be available to offer for free, 45-minute, one-on-one sessions. Appointments will be given on a first come first serve basis and must be made in advance by emailing nonprofit_workshops@baruch.cuny.edu or calling Aditi Aggarwal at 646-660-6743. The event will take place at Baruch College, 55 Lexington Avenue at 24th Street, 14th Floor, Room 220.

April 11 - The Federation of Protestant Welfare Agencies will host its 2006 Annual Meeting, featuring Hon. Linda Gibbs, Deputy Mayor for Health and Human Services, from 8:30 to 10:30 am, the New York Marriott at the Brooklyn Bridge, 333 Adams Street, Brooklyn. Tickets are \$50 for members, \$65 for nonmembers. Contact Marie Carmel Paul, 212-801-1336 or mcpaul@fpwa.org.

April 18 - Metropolitan College of New York will host an "Urban Dialogue: Is Race-Based Medicine Good For Us?" 75 Varick Street, Student Lounge, 12th Floor; 6:00-8:00 pm with Dorothy Roberts, Kirkland & Ellis Professor at Northwestern University School of Law. Website: www.metropolitan.edu/urbandialogues. The event is free and open to the public. No RSVP required.

April 19 - Nonprofit Day in Brooklyn will provide capacity and skills building workshops from 9:00 a.m. to 3:00 p.m., 3 Metrotech Center; 2nd floor - JPMorgan Chase conference center (corner of Myrtle & Duffield streets Training and material cost - \$75. To register contact NTAC (718) 455-3784 or e-mail Valerie@neighborhoodclinic.org Registration Deadline April 13th.

April 20-29 - Safe Horizon Mediation Program is offering a 40- Hour Basic Mediation Skills Training and a 36-Hour Mediations Skills Apprenticeship. The Safe Horizon Mediation Program provides one of the most intensive mediation skills training programs in New York State. For information, contact Lisa Grace Cohen, Training Coordinator, at 212-577-1740 ext. 123 or lcohen@safehorizon.org.

April 22 - The Second Annual Mental Health Film Festival sponsored by the New York Association of Psychiatric Rehabilitation Services will be held in New York City. The event, which aims to both raise awareness about those living with psychiatric disabilities and at the same time identify stakeholders who can support the advocacy endeavors of this population, will be held at St. Francis College, 180 Rensen Street, Brooklyn, from 12:00 noon to 6:00 pm. Breakfast and lunch will be provided. Tickets are \$8 the day of the event and \$5 in advance. For advance tickets all that is needed is to reserve a seat with Carla at 212-780-1400 Ext 7726.

April 22 - Taste of Chinatown New York City- Join us for food, fun and festivities at the Fourth Taste of Chinatown. Discover some of Chinatown's mouth watering delights or indulge in some of your old favorites for just \$1 and \$2 a plate. Previous Taste of Chinatowns have drawn thousands of visitors and you wont want to miss out on this one which promises to be bigger and better. Between tastings, explore the myriad shopping options the area offers or participate in some of the fun events we have lined up. Bring your friends, family and colleagues to this unique event which is being organized by AWIB as part of Explore

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Program Announcements

Utopia Children's Center, Inc. Child and Adult Care Food Program

Utopia Children's Center, Inc. announces the sponsorship of the Child and Adult Care Food Program (CACFP). All children in attendance will be offered the same meals at no separate charge with no physical segregation of or other discriminatory action against any child because of race, color, age, national origin, sex, or handicap. If you want more information regarding the program call (212) 663-6375.

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United Interfaith Action Council of Brooklyn, Inc. announces the sponsorship of the Child and Adult Care Food Program (CACFP). All children in attendance will be offered the same meals at no separate charge, with no physical segregation of, or other discriminatory action against, any child because of race, color, age, national origin, sex or handicap. 963 Park Place Brooklyn, NY 11213.

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EDITORIAL

Faith, Hope, Charity and Magic

"Privatize the Welfare State" was the call from Howard Husock in a March 9th column in *The Wall Street Journal*. Husock is Director of the Manhattan Institute's Social Entrepreneurship Initiative and a research fellow at Harvard University's Hauser Center for Nonprofit Organizations.

Since, we are all for enhancing the role of nonprofits in the human services system, we should be inclined to agree. However, Husock goes a little further than we think is wise. He doesn't just argue that privately run nonprofits can deliver services more efficiently than government. He maintains that government money simply should not be needed to support their efforts. This surely is a faith-based initiative; one similar to that famous miracle with loaves and fishes.

Howard Husock's vision of an America where high quality social services are delivered by generous, pious and privately financed nonprofits rather than incompetent, tax-grubbing government bureaucrats must seem as appealing to

compassionate conservatives as it improbable to anyone else. He argues that government funding for America's social safety net will soon be unnecessary because of three emerging trends: the great intergenerational transfer of wealth which will prompt baby boomers to donate \$6 trillion to charity over the coming 50 years; the government's own looming insolvency (based in no small measure on this same generation's reluctance to pay taxes) and the rise of social entrepreneurs who can make something, apparently a lot of something, out of almost nothing.

There are several problems with Husock's analysis. Most basic, of course, is the rather large amounts of money which government actually spends to provide the services in question. It is a little unclear exactly how far he wants to go in rolling back the New Deal. He specifically cites the federal Administration for Children and Families at a cost of \$13 billion annually for services ranging from foster care to substance abuse. This,

however, barely scratches the surface on costs for even these programs.

A look at the situation right here in New York City may provide perspective. Husock focuses on failings at the Administration for Children's Services, which provides foster care, adoption, family counseling and child abuse investigations. He yearns for a system efficiently run and privately financed by independent nonprofit providers. In fact, the bulk of New York's child welfare services already are provided by a network of over 50 private nonprofit organizations which operate on contract to ACS. City government spends approximately \$1.2 billion annually to reimburse most, although certainly not all, of their expenses for providing care. These agencies already struggle for donations to fill the gap between government funding and the real costs of care. Typically, human service providers raise only 5% of their budgets from private sources, with much of this actually coming in the form of targeted foundation grants rather than general support from individuals. If this meant that agencies were currently raising \$60 million to supplement their foster care programs, how could they ever expect to raise another \$1.2 billion – almost 20 times that amount – to replace government funding?

And, foster care is only one thread in the safety net Husock wishes to privatize. New York City alone spends \$3.9 billion on Medicaid, \$1.5 billion on public assistance, \$747 million on homeless services, \$700 million on child care, \$325 million on employment support, \$300 million on youth services and community development, \$180 million on AIDS services, etc. Nationally, the

Aspen Institute put total Federal spending for health, income security, education, training, social services and other safety net items at over \$1 trillion each year, not counting state and local spending to match.

Personally, I don't know a lot of baby boomers who are that generous... or likely to give or get that kind of money during the great inheritance.

Americans are already fairly charitable. Total giving in the U.S. stood at almost \$250 billion in 2004, with individuals accounting for approximately 85% of it. They give roughly one half to their churches and their schools. The balance is split up between arts, foundations, health and other miscellaneous causes. Human services – the private safety net which Husock hopes to rely upon – almost always winds up near the bottom of the heap, accounting for around 8%, or roughly \$20 billion, of all charitable gifts. Since the coming "Golden Age of Philanthropy" is expected to increase total giving by roughly 50% on average, these donations are far from adequate to replace government funding.

Husock's plan simply will not work; nor, should it. Americans who need help --- the abused and neglected children whom he cites, for example, or the 17.8% of all American children who live in poverty -- deserve more than the fickle charity of strangers. We as a society should determine the levels of care and support which are necessary and appropriate and take steps to ensure resources are available to provide it. Government is the appropriate mechanism for this task. Charity and nonprofits clearly have a place in delivering and enhancing services. The responsibility for funding those services should never be theirs alone.

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POINT OF VIEW

Health and Environmental Professionals Are on the Same Page

Health and human service professionals have more in common with environmentalists than passion about their causes. We are all environmentalists. Health professionals help patients improve their own personal environment – the types of food they eat, the exercise they get, the stress in their lives. Human service professionals assist clients to make positive changes in their social environments – relationships with family and friends, stability in housing and employment, avoiding opportunities for substance abuse and criminal behavior. Ultimately, however, we all live in the larger, natural environment. Therefore, health and human service workers also must be aware of these larger environmental concerns and the potential threats they pose to patients, clients and themselves.

As environmentalists, our work requires protection of resources to preserve quality of life, and prevention of pollution to enhance it. There is a value to our natural resources, and as a corollary, a cost associated with their degradation. Many of these costs resonate in human health, meaning the cost of environmental degradation can sometimes be measured in human lives. Nonetheless, there is still a perceived disconnect between our own health and that of the environment of which we are part. The reality, however, is that protection of our natural resources is the most effective way to safeguard and enhance our health and overall quality of life. Making sure our indoor and outdoor environments are clean, safe, and healthy, by protecting our natural resources, and preventing pollution is preventative medicine.

Land, water and air are parts of our environment that each of us use and occupy every single day. These are known as “the commons.” They are the most basic elements for human existence, and yet the environment is often seen as being “out there.” Rather, the environment is something of which we are each an integrated, and integral part. If you do not protect your own quality of life by preventing pollution in the air you breathe, the water you drink, the food you eat and the land you live on, you increase your level of exposure to harmful toxins and therefore your risk of becoming affected by them. For example, if you are allergic to something, it implies environmental exposure to those things. Minimizing exposure to that factor is more logical than taking drugs in order to prevent the allergy. This is preventative medicine. Minimizing exposure to pollutants in “the commons” requires prevention of that pollution and protection of those valuable natural resources.

Human health is directly related to environmental degradation. They are not two sides of the same page; they are on the same page, and environmentalists

and health workers should be as well. Health professionals concentrate on treating those who are already affected by something, and the causes may be environmental. Environmentalists must concentrate on preventing pollution and protecting natural resources in order to prevent health effects. These professionals need to work together on trying to eliminate the factors that cause the prob-

“Opportunities abound
to work towards
a healthier,
more viable future.”

lem, rather than treating only the symptoms. For example, which is better: to provide a service that distributes drugs to alleviate reoccurring asthma attacks, or to eliminate the air pollution that aggravates so many children's asthma? There is no right answer because both are necessary, but only one offers the possibility of a long-term decrease of incidents for all affected, rather than treating an ailment case-by-case. This is effective preventative medicine. Just as important as building a playground or garden in the middle of a city, is working together to preserve acres of forest that already surround the area. This not only enhances quality of life, but also keeps the value of the trees that will filter out harmful toxins and provide the city with cleaner air.

Many health ailments come down to consumption and exposure - a poor diet, smoking, if you live near a congested intersection or a power plant, or in a house with lead paint. Consumption, and therefore exposure to unhealthy elements, comes in many forms. Unfortunately, those who are the most vulnerable, such as children, the elderly, and those who have health ailments are the most greatly affected by indoor and outdoor pollutants.

Children are uniquely vulnerable to a wide range of environmental threats because of physiological and behavioral differences, as compared to adults. Pound for pound, they eat more, drink more, and breathe more than adults, so they receive proportionally more of any toxins found in food, water, and air. In addition, environmental contaminants may affect children disproportionately because their immune defenses are not fully developed and their developing organs are more easily harmed. For exam-

ple, a new study of 60 newborns in New York City showed that exposure of expectant mothers to urban air pollution may alter the structure of babies' chromosomes while in the womb. Previous studies showed that combustion-related air pollutants significantly reduce fetal growth, which may affect cognitive development during childhood.

We so often take our natural resources for granted as we do family and friends, because they are each seen as unwavering constants. We consider these resources to be self-sustaining and in essence untouchable, yet they are the most important elements of our lives and need constant guardianship and protection. The lesson we are teaching ourselves is that we cannot compete with nature, for in doing so we create an environment inhospitable to all creatures, including ourselves. If suddenly we found ourselves living in a toxic world, what will we have traded our most essential possession, our health, for? What will we have gained?

Professionals working with disadvantaged clients must come to understand that the environment is a health issue and a matter of social justice, just like education, living wages and affordable housing. If it is to truly serve its clients, the human service community must expand its advocacy activities to include environmental legislation and regulatory reforms.



Adiel Gavish

Opportunities abound to work towards a healthier, more viable future. Although we have missed opportunities to work together in the past, there are infinite possibilities ahead.

Adiel Gavish is Program Director, Federated Conservationists of Westchester County, a 40-year old non-profit environmental advocacy organization based in White Plains, NY - www.FCWC.org, Fcwc@Fcwc.org, (914) 422-4053.

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NEWS

“Legislators, Legislators, Please Vote Yes; After-School Programs Spell Success”

If it is a Tuesday, it is “lobby day” in Albany as dozens of groups turn out each week to press their legislators for increased funding and other policy goals as part of the annual budget negotiations. If there are 1,200 youngsters from across the state chanting encouragement to their state representatives, it must be the Coalition for After-School Funding.

On February 28th, groups of children, parents and providers gathered to call for a \$25 million increase in funding for the Extended Day/School Violence Prevention. The increase from \$30.2 million to \$55.2 million would create an additional 29,000 after-school slots for young people around the state. The group also expressed support for the \$7.3 million increase in the Executive Budget for Advantage After-School Programs which would create an additional 5,800 slots.

The CASF event also provides children from around the state with an opportunity to participate in the governing process. Children from several programs operated by Children’s Aid Society shared their thoughts:

“The purpose of going to lobby day was to fight for funding and give

us more privileges like drama club, computer club, photo club, dance club, Harry Potter club and science club,” said Alisha, a fifth grader from from the Youth Leadership Council, PS 8. “The good part of going to lobby day was that we had parents and grandmothers and grandfathers fighting for us too.”

“When we went to Lobby Day we talked about how we needed money... some clubs were taken away because we didn’t have enough money to buy the supplies needed,” said Pamela, also a fifth grade student with the Youth Leadership Council of PS 8.

“After-school is like a second home,” said Jessica, another classmate. Jessica and her friends, as well as their parents and supporters, met with Assemblyman Michael Benjamin of the 79th Assembly District in the Bronx.

“Advocacy Day 2006 was like nothing I’ve experienced before,” said Anielisa Jones, an eleventh grade student at the Manhattan Center for Science and Mathematics. “In Albany I was able to meet with New York state legislators face to face for the first time.” Anielisa met with Senator Jose Serrano and Assembly Member Adam Clayton Powell.

Mental Health Delays PROS Rollout

The New York State Office of Mental Health (OMH) has reportedly placed a temporary freeze on the rollout of its new PROS (Personalized Rehabilitation Oriented Services) licenses. Several rehabilitation programs in Suffolk, Orange and other upstate counties had been anticipating a conversion to the PROS license effective April 1st. The PROS license would allow providers to obtain reimbursement for rehabilitation services through Medicaid.

The delay reportedly results from OMH’s decision to review its programmatic guidelines in light of questions about the eligibility and documentation requirements necessary to obtain Medicaid reimbursement for certain rehab services. A number of providers have raised concerns based on the experiences of other states which had billing problems and recoupment issues after converting their rehabilitation programs to a Medicaid model.

“Iowa had an enormous amount of money taken back by the Feds,” said Philip Saperia, Executive Director of the Coalition of Voluntary Mental Health Agencies. “Medicaid requires programs to adhere to the standard of medical necessity. In the past, clubhouses and rehabilitation programs didn’t have to adhere to this standard. They didn’t have to document every single encounter which you must under Medicaid.”

“The Office of Mental Health is working with other State agencies to assure there is agreement on documentation standards for PROS services,” said an OMH spokesperson. “OMH feels the best course of action is to delay additional PROS licenses until further guidance is available to providers regarding documentation. We are working to rapidly complete these documentation standards.”

“We remain fully supportive of PROS,” said Harvey Rosenthal, Executive Director of the New York Association of Psychiatric Rehabilitation Services (NYAPRS). “We see the current delay as a speed bump – one that seems to be common with initiatives of this magnitude.” He agrees that the concerns are real and supports the decision to reconsider the billing issues before going further. “We think OMH and DOH will be able to solve it.”

“We want to get this going,” said Michael Stoltz, Executive Director of Clubhouse of Suffolk, who had anticipated an April 1st conversion. “It’s not going to be perfect, but no new program is ever perfect.” While Stoltz understands the need for caution, the delay itself is costing him money. “It is expensive,” he says. “We have already made commitments to staff. We have reorganized. We have hired medical staff. It is very difficult.”



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NEWS

Arbitrator Finds OST Programs Still Subject to DC1707 Labor Agreement

After school programs which converted to the City's new Out of School Time (OST) program from the Administration for Children's Services' (ACS) School Aged Child Care (SACC) are still required to pay union wages and benefits. That was the finding of an arbitrator in a grievance submitted by District Council 1707 which represents employees in City-funded day care centers. The arbitration award, which was issued on February 21st, could have serious implications for management and staff of day care centers in question. The City's Department of Youth and Community Development (DYCD), which manages the OST contracts, has reportedly indicated that it does not intend to adjust contracts to support the higher union wages and benefits.

"DYCD is aware of the decision and is evaluating it, but the issue is between the union and the employers so any information should come from one of those parties," a spokesperson for the agency stated.

"DYCD has made it clear that they have no additional funding," says Andrea Anthony, Executive Director of the Day Care Council of New York City, which represents the centers. "Agencies may be forced to close programs because they will have to come up with additional funding through private means. That would be very difficult." The city agency reportedly views the issue as one

between the contract agencies and their employees. DYCD did not respond to a request for comment.

"We want to make sure that any of our members who have lost jobs, wages or benefits are made whole," said G.L. Tyler, Political Action Director for DC 1707.

The union argued that the centers had violated the agreement by using non-union employees to perform work in the DYCD after-school programs that had been performed by union employees in the past, or was providing former union employees with lower pay and lesser benefits than required by the terms of the agreement.

Employers argued that the DYCD programs were different in terms of hours, activities and funding source and, therefore, the union contract no longer applied.

Arbitrator Richard Adelman found that nothing in the agreement "excludes coverage of employees if the funding agency changes. Indeed, the programs are primarily funded by the City, and as noted, both DYCD and ACS are City agencies. Thus, the funding is, in fact, coming from the same source, the City." The arbitrator gave the union and the providers 30 days to find a resolution.

"Because so many different people and programs are involved, this is going to have to be negotiated with the City of New York," said Tyler. The union has re-

quested a meeting with the Office of Labor Relations.

The arbitration award appears to impact at least 20 or more center-based programs which previously operated under the ACS SACC contracts. Centers specifically named in the grievance were Audrey Johnson Day Care Center, Luther Family Health Care Center, New Life Child Development Center, United

Community Center, Friends of Crown Heights #2 and #3, George C. Conliffe Day Care Center, Colony for New Immigrant Children and Haitian American Day Care Center #1.

Union officials suggested that the arbitration award may also have broader implications for union agencies which are now operating school-based OST contracts.

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Options Thrift Shop Reopens

The newly renovated, Options Thrift Shop, celebrated its grand re-opening on Friday, March 24th. The thrift shop has been serving the Lake Ronkonkoma community for 15 years and offers bargain priced gently used clothing, household items, toys, books, plants and hand crafted works.

The thrift shop is owned and operated by Options for Community Living, Inc., a not-for-profit agency serving Long Island residents with mental illness, HIV/AIDS and homeless families. Residents from Options' programs work as assistants at the thrift shop where they are taught skills which help to prepare them for work in a retail environment.

"We are excited to celebrate our 15th year with a new look. We have new windows and displays and we've made other changes that give us more space. I think our customers will appreciate the changes" says Linda Longo, (shown at right) supervisor of Options Thrift Shop since it opened in 1991.

Options Thrift Shop is located at 392 Hawkins Avenue in Lake Ronkonkoma. The shop is open Tuesday through Saturday 10am – 4pm. For more information, call the thrift shop at (631) 981-7626 or call Options for Community Living, Inc. at (631) 361-9020.



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AGENCY OF THE MONTH

Leake and Watts Services 175 Years of Leadership

It has been 175 years since Leake and Watts Services first set out to care for New York's "helpless orphan children." "Andrew Jackson was president and James Madison was still alive," says James Campbell, Leake and Watts' Executive Director.

John Watts founded the agency in 1831, according to a bequest by his law partner and brother-in-law, John George Leake. "It gives you a sense of the awesome responsibility we have for continuing this history of service," says Campbell.

During the intervening centuries, Leake and Watts has grown and evolved, together with New York City and State. "We are like a microcosm for the development of the larger society during the period from 1831 to the present," says Campbell. "We were there for the Irish Potato famine and the waves of immigration that followed. We have served every immigrant group that has come to New York – the Irish, the Italians and the Hispanics -- and have answered every cataclysmic event from the Civil War and the influenza epidemic of 1918 to the AIDS and crack crises of the 80s and 90s."

L&W's first facility, the Leake and Watts Orphan House, opened in 1843 on the outer edge of New York City at 110th Street and Amsterdam Avenue. The Orphan House was home to 60 boys and girls for nearly a half century, before making way in 1890 for the brand new Cathedral of St. John the Divine. Leake and Watt's then moved out to the country on a 40-acre farm just across the city line in Yonkers. Frederick Law Olmstead, architect of Central Park, designed the campus which offered room for expansion and a larger orphanage accommodating 400 children.

Leake and Watts' origins are firmly rooted in the 19th Century. "The original board consisted of the heads of the Presbyterian Church, the Dutch Reform Church and Trinity Church and the Mayor," says Campbell.

Leake and Watts has been a consistent innovator in the delivery of services. In 1921, the agency was one of the first in the nation to give up the traditional, large-scale orphanage building and implement a "cottage system" with smaller, separate housing units for groups of 10-30 children. Cottage parents, couples who lived on campus with the children, provided supervision.

In 1944 it opened a foster boarding home program and soon became a pioneer in the field of adoption. "We were one of the first agencies to recruit foster parents with a view towards adoption," says Campbell. "Every foster parent was viewed as a potential adoptive parent."

When Campbell arrived in 1976, Leake and Watts decided to redirect its efforts in two significant ways. First, it chose to focus its attention geographically. Previously, its services had been spread out, developing over time. "We had foster parents from Newburgh to Long Island," says Campbell. "We decided to concentrate our services in northern Manhattan, Bronx and Westchester."

Second, it decided to expand the range of services it did offer. "The children and parents had changed," says Campbell. "We needed a continuum of care so that we could follow children from birth to 21. We wanted to pinpoint problems before they became serious problems."

One early initiative was Leake and Watts' participation in the first round of preventive services programming. "We were the second or third program to open," says Campbell. "Sr. Mary Paul helped us design a program based on her model at Sunset Park as well as the Lower East Side Family model. We opened that program in the Bronx. The East Bronx Family Service Center continues to assist families from the agency's consolidated community office on Williamsbridge Road in the Morris Park section of the Bronx."

Another early area of service expansion was the development of programming targeted for children with mental health disorders. "We developed relationships with children's psychiatric hospitals in the Bronx and Queens so we could move our kids into psychiatric care and back again," says Campbell. "We had specialized group homes affiliated with both Queens Children's Psychiatric and Bronx Children's Psychiatric."

The agency entered an entirely new service component – early childhood education -- when it took over five child care centers and one head start program in 1984. Today, Leake and Watts continues to operate programs in the Castle Hill, Soundview and University Heights sections of the Bronx as well as on its Yonkers campus.

From the beginning, Campbell has strived to link the agency's varying services together in order to strengthen the entire continuum of care. Soon after opening the early childhood center programs, he saw an opportunity. "We decided to assign some social workers from the preventive services program to the day care centers so they could identify families on the verge of breaking up and help prevent it," says Campbell. "Subsequently, ACD adopted that model for all of its daycare centers for a number of years."

Leake and Watts took what may have been its boldest step forward in 1985 when it became the first social service agency in the nation to implement a specialized foster boarding program for children with HIV/AIDS. "The state called us," says Campbell, remembering the general fear and hysteria, fueled by ignorance about the disease, during the early years of the AIDS epidemic. "It was scary back then. People feared even the smallest AIDS victims. We were scared too." Campbell recalls the board's reaction. "We had two doctors on the board at that time and they encouraged the board to do it. We should do it and we could do it. So, we did it."

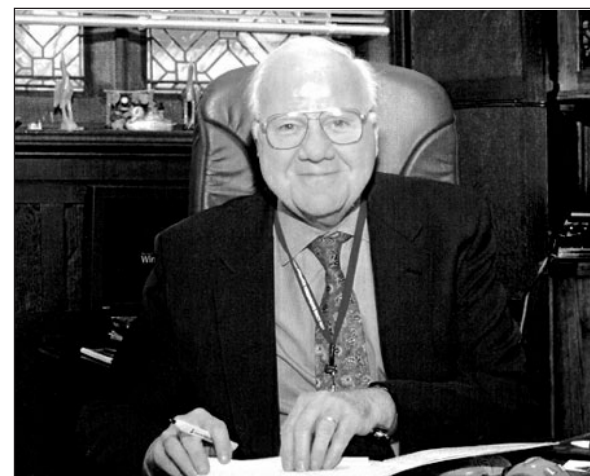
"We came up with a very simple model of caseworkers and nurses working together with a caseload of 10 and a lot of respite for the families when kids had acute episodes," Campbell continues. "In the beginning there were ten babies but at its peak, we had a census of close to 200 babies with AIDS in the program."

Finding foster parents to take these children into their homes was not easy. "We did it through churches," says Campbell. "We found families who had dealt with death and dying in their own lives, so they weren't afraid of it." Nevertheless, the trauma and stress for staff and families was devastating. "In one instance three different children, all of whom were taken in by one couple, died."

Despite these staggering medical and emotional challenges, foster parents were always there for these afflicted children. "People don't realize, but we got a lot of them adopted," says Campbell. "Seventy percent of the kids in our AIDS program were adopted by their foster parents."

Over the past 20 years, as drug therapies and medical care improved, the number of AIDS babies in the agency's program has declined steadily. "Thank God, we are down to much smaller numbers today," says Campbell. Also, many newborns who initially test HIV positive will "sero revert" to be free of the disease. Leake and Watt's courage in stepping forward to provide care when it was needed is still remembered. "We have a gay motorcycle club that has been supporting us for years, says Campbell. "This broke through a lot of barriers."

One outgrowth of the Pediatric AIDS program was the expertise which Leake and Watts developed in working with drug-exposed infants. In 1990, the agency received a one year federal grant subsequently renewed for ten consecutive years to establish a Drug-Exposed Infant Program focusing on service issues for these children. L&W's expertise ultimately became a resource for the entire child welfare system through training which it provided to staff in other voluntary agencies. On the international side, Leake and Watts has



James Campbell, Leake and Watts' Executive Director

hosted conferences for several African Countries and has been invited to Namibia to share recommendations on pediatric AIDS.

Another result of the AIDS program is Leake and Watts' current foster boarding home services for medically fragile children. "These are babies who, without a program like this, would probably be in the hospital. There are just a few of us who do this in the City," says Campbell. Leake and Watts provides foster care for between 10 and 20 children who have cerebral palsy, need regular dialysis or live with respirators.

Leake and Watts continued to upgrade and specialize its residential programming throughout the 1990s. In 1995, the agency completely rebuilt the Residential Treatment Center (RTC) cottages at its Yonkers headquarters. "We got a \$40 million New York State Dormitory Authority loan and rebuilt the whole campus," says Campbell. "Today, it is probably the most state of the art facility in terms of programming and brick and mortar. Our cottages are clustered in units of three or four to a unit with a social services cottage in the center. We wanted our kids to have the feeling that they were in a high quality learning institution." The renovation expanded the capacity of the RTC to approximately 200 children.

The agency also began to target its programming to the needs of particular groups of children. "We have a lot of special cottages on the campus," says Campbell. "For example, we have three diagnostic reception cottages. We also have cottages for children impacted by substance abuse."

Leake and Watts bucked the tide when it chose to reserve a full half of its RTC capacity for girls. "Back in the early 1990s, agencies were getting rid of their programming for girls," says Campbell. "There were issues about abortion and other behavioral concerns. There was a real dearth of beds."

With roughly a quarter of its main campus actually located in the Bronx, Leake and Watts is certainly the most centrally located RTC serving children from New York City. "Buses stop right on the corner, so accessibility for parents coming to visit is not the issue that it would be for some other RTCs," says Campbell.

As with other child welfare providers, Leake and Watts' foster boarding home program was relocated to conform with the Administration for Children's Services move to community-based programming. Leake and Watts, however, had long operated community-centered offices. "We have always been community based," says Campbell. "We had three office sites in the Bronx." Unfortunately, the community districts awarded to Leake and Watts foster boarding home program were not those which it had previously served. "We had to uproot, move into those new CDs and get out of the old ones."

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The process was expensive. Campbell estimates that Leake and Watts spent at least \$1 million to reconfigure its Bronx programming, an expense which was never reimbursed under the City's FBH payment structure.

L&W's FBH and preventive programs are now based in a single service center on Williamsbridge Road in the Morris Park section of the Bronx. The FBH program, which earned a top tier "Excellent" rating and ranked seventh among all 36 providers on ACS' latest EQUIP evaluations, now serves approximately 500 children, down from a high of 1000 in 1994.

Leake and Watts recently completed a comprehensive strategic planning process which assessed the agency's strengths and weakness and set a course for future development. Once again, the agency plans both to expand and focus its services. This time, Leake and Watts hopes to diversify beyond its traditionally strong reliance on child welfare programs for New York City's ACS. At the same time, it wants to unify its programming around the theme of education, which it views as underlying all of its services.

EDUCATION: THE UNIFYING THEME

Over the past decade, L&W has significantly expanded and enhanced its educational programming, both at the main Yonkers campus and in the Bronx. "Education for our children has become an extremely important focal point for the agency as a whole," says Campbell.

The new Carol and Frank Biondi Education Center was constructed in 1995 as part of the agency's major campus renovation. The Center offers targeted special education middle and high school classes for residents of the Yonkers RTC as well as day students referred for special education from outside school districts.

When first opened, the Biondi Center's anticipated enrollment was 220 students. Today, it houses 500 students. The on-campus Center accommodates 195 residents and close to 200 day students bussed from across New York City to the Yonkers facility. In 2004, Biondi opened a satellite facility, serving another 140 younger day students in need of its intensive special education programming, at Leake and Watts' Williamsbridge facility in Bronx.

"We can't do enough for education," says Campbell. "We could take more kids tomorrow if we had the space."

In 1997, Leake and Watts reprogrammed its previous on-campus high school facility and opened the Marion & George Ames Early Childhood Learning Center. The Ames Center offers an innovative program in which 40 children with learning and developmental disabilities receive pre-school special education together

Very Special Education

Small classes, team teaching, safety, intensive counseling and crisis intervention — each of these components is important to create an educational program for emotionally disturbed and at-risk youngsters. However, it takes the complete package, staffed by trained and caring professionals working together, to make it successful.

Leake and Watts established the Carol and Frank Biondi Education Center in 1995. It was more than just a new building for L&W's on-campus school. Under the leadership of Associate Executive Director Donald Batista, the Biondi Center would soon develop into a premier special education program, attracting day student referrals from Committees on Special Education (CSEs) throughout New York City and Westchester.

Initially accommodating only 94 students from L&W's residential treatment center, Biondi now serves twice that number of residents and approximately 200 more outside day students with serious educational, emotional and behavioral problems. In 2004, Biondi also opened a satellite facility which serves 140 younger children, from kindergarten through the sixth grade, in the Bronx.

"We are the school of last resort," says Dr. Francis B. Egan III, Supervisor of School Psychological Services, who has been with the program for 17 years.

"Usually kids come to us with a very bad history in school," says Deborah Reda, Director of the Biondi program in Bronx. "They have been kicked out of three or four schools. This is the last stop before residential placement or hospitalization." Many have mental health diagnoses. "Maybe 20% are medicated," she says. Reda has been with Leake and Watts for 15 years.

Despite the challenges, Biondi has been chalking up some significant academic accomplishments. In 2003, the school was accredited by the Middle States Association of Schools and Colleges, a relatively rare accomplishment for "Chapter 853" schools serving residential populations. "We are proud of that," says Edda Zuckerman, Assistant Principal. The school is also certified to administer New York State Regents exams and is stepping up to meet the State's new, higher standards for graduation. Zuckerman believes the higher expectations are appropriate. "In the past these kids didn't have to take regents. They didn't have to reach state standards. It was a real injustice," says Zuckerman. "We not only have more kids taking regents exams than ever before but more kids passing. We have a Spanish class with 100% passing."

Zuckerman and Biondi Principal Susan LaDue were both recruited two and one half years ago from the Yonkers public school system — where they were both Assistant Superintendents — to ramp up the new academic program. Improved reading programs have been the first priority. Math is coming next. There are twelve students in each class with one teacher and a teacher's aide. Graduation rates for 12th graders are running at about 58%, says Zuckerman. The results are impressive, given the difficulties youngsters face coming into the program and the relatively short stays which many may have at Biondi.

Students require lots of emotional and clinical support. Egan has a total of four school psychologists, five school social workers and one intern to provide one-on-one and group counseling for the approximately 400 students at the Yonkers school. "These kids have been abused by the best," says Egan. "They have horrific stories, one more shocking than the rest. It is all about the quickness with which we can deal with a child's upset or misbehavior. It is not done punitively. Here, it is an opportunity to learn that you are making bad choices. Each child is taught to be responsible for their own behavior. We talk about whether this is working for you. Are your choices getting you what you want?"

Biondi uses point-based behavior modification system to reward students for good choices. "They get points for how they behave here, at home, even on the bus," says Egan. Each week, the points are tallied up and can be used for purchases in the school store.

"We like to get them in young," says Reda, whose Bronx program recently added a kindergarten and runs through the sixth grade. "If we can catch kids early, help them with their issues and keep them for three or four years, we can get them back to their community schools."







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with 40 typically developing children who attend the same early childhood programs. "I defy you to tell which children are which," says Linda Rosenthal, Director of Early Childhood Education. "When you go into the classrooms, you just see children." Leake and Watts operates a similar program, the Dr. Katherine Dodge Brownell School, as well as the three publicly-funded childcare centers and Head Start program, all in the Bronx.

From this beginning, Leake and Watts has developed services for children and young adults with developmental disabilities. Recently L&W has begun providing Medicaid Service Coordination and will

soon open its first OMRDD licensed Individualized Residential Alternative (IRA) for 8 consumers. The home, located in the Bronx, was previously an ACS-funded group home which became available as the City continued its move away from congregate housing in child welfare services. "We hope to be providing over \$1 million worth of MRDD services by this time next year," says Campbell.

For the past ten years, Leake and Watts also has operated the Woodfield Cottage Secure Detention Facility in Valhalla, New York through a contract with Westchester County. During this time, Leake and Watts has achieved significant recognition at the county, state and federal levels for having initiated numerous innovations at Woodfield. "We are looking forward to continuing to serve the children at this important facility," stated James Campbell.

Today, 175 years after its founding, Leake and Watts, has a budget of \$65 million and over 1,000 staff. It regularly cares for over 2,000 children and their families in its residential, foster care and education programs. These programs go far beyond foster care. Leake and Watts has outgrown its orphan image with innovative, wide-ranging programs which by no means are limited to foster care. John George Leake and John Watts would have unquestionably been proud.



The Marion & George Ames Early Childhood Learning Center offers an innovative, integrated program in which children with learning and developmental disabilities receive pre-school special education together with typically developing children

International Aid

Leake and Watts has established itself as a resource for nations from around the world as they strive to improve services for children and families. In 2001, a team of L&W experts traveled to Africa to assist the First Lady of Namibia in developing her Child Survival Protection and Development Foundation for children affected by AIDS. The First Lady of Colombia also has engaged Leake and Watts in an exchange program to assist in her initiatives to fight poverty, violence, drug abuse and family crises in her country.

These international exchange programs also have enhanced Leake and Watts' internship programs. Graduate students from leading universities in both Colombia and Ireland regularly intern in L&W programs. They join interns from Ivy League universities through the Princeton 55 Program as well as interns from local schools of social work.



On March 6th, a delegation from Namibia lead by Mrs. Angelika Muharukua, Deputy Minister, Ministry of Gender Equality and Child Welfare, and a member of that country's parliament, visited Leake and Watts. The group was interested in learning about child welfare and gender equity programs, sponsored by private sector organizations intent on improving the quality of life for children.

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STAYING OUT!

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are seriously and persistently mentally ill, but there is almost nothing for people who don't come with those issues and are just newly-released on their own in the community."

"I think we have done a pretty good job of drawing down on health funding, AIDS funding and some criminal justice funding," says Gaynes. "Our job placement services for people with criminal records are funded by the Department of Labor and the Dept. of Small Business Services. They have targeted services within some of their funding that focuses on this population. But it is not like there is some sort of dedicated overall approach."

Sometimes, however, funding designed to serve one sub-population may not actually be appropriate for ex-offenders. "The only housing available for substance abusers is often residential drug treatment," says Page. "Somebody coming out of prison often is not willing to go into another institution and doesn't need it. They do need help in staying sober, finding a job and learning the skills for functioning in the community."

In other cases, funding streams on which providers rely to serve ex-offenders actually create barriers to service.

"Federal McKinney-Vento Homeless Assistance funding is the backbone of most permanent housing projects for people who are formerly homeless," says Cho. "However, the federal definition of homelessness does not include people who are recently released from prisons or jail. In fact if you are coming out of prison or jail, you have to return to a shelter or live on the streets before you are considered homeless. It is preposterous."

"It is the height of idiocy to take somebody at the highest risk of recidivism and make them sleep in a shelter, which are often violent and drug infested, or under a bridge," says Page.

"It is during this critical period during the first month after they get out that ex-offenders hit all these barriers," says Cho. "They can't get public housing. Their benefits – public assistance and Medicaid – have all been terminated and it takes at least 45 days to reinstate them."

Additional barriers include restrictions on services for ex-offenders with criminal records including violent or sex convictions. "Right now, there are a number of closed off doors for ex-offenders," says Cho. "Housing authorities and federal Section 8 will exclude anybody with a violent offense."

These restrictions are counter-productive, argues Gaynes. "I don't know about

you, but if I am sitting on the subway, I am more interested in coming up with a plan for people with histories of violence."

Community programs also create their own barriers to service for ex-offenders. Requirements to demonstrate six months of sobriety are one example. "How do you do that if you have been incarcerated," says Cho. "You are de facto excluding people coming out of prison."

Getting around these legal and regulatory limitations can create budgetary nightmares for providers. "We have an open door policy," says Page. "We take anyone who comes to us for service, regardless of their criminal record." In 2002, the Fortune Society opened a housing program specifically designed to serve ex-offenders. The Fortune Academy, which is housed in a renovated school known as "the Castle" at 140th Street and Riverside Drive, can accommodate 59 emergency and longer-term residents.

"We deliberately cross-funded the Castle so we could control our program design and our intake," says Page. As a result, the Fortune Society struggles to fund the services component of the facility's budget. "We received a \$100,000 grant from the Oak Foundation in England which covers a good part of the supportive services. Sustainability is the problem. What happens when the grant runs out?"

Providers are concerned that the President's Prisoner Reentry Initiative, with its separate funding streams in DOL, the Department of Justice (DOJ) and other federal agencies, may continue this tradition of fragmented and restricted service delivery.

Some coordination of services is clearly planned. DOJ is expected to announce its own round of PRI grants within the next few months to state correctional systems for services in support of the DOL programs. "If things go as we hope, the DOJ grant will be shared by the State and the City Department of Correction (DOC) to help us get people ready to go into those programs," says Kathleen Coughlin, Deputy Commissioner for Programs and Discharge Planning at NYC DOC. "We will identify them and do some work with them in jail for whatever time we have. This is a big collaboration."

Nevertheless, concerns remain. "All the performance measures, except for one, are employment measures," says Gaynes. "You are supposed to do all these things -- find them mentors, get them treatment, make sure their mental health issues are addressed -- but at the end of the day, you are measured on putting them in jobs and retaining them in jobs plus their recidivism rate. This suggests that this national com-

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The Doe Fund

George McDonald never set out to help ex-offenders when he first started the Doe Fund and its Ready, Willing and Able program. McDonald, a clothing executive who had been transformed by the death of an elderly homeless woman in Grand Central Station, simply wanted to serve those living on New York City streets and in its shelters. Now, the Doe Fund is one of two local nonprofits to be launching new Department of Labor programs as part of the President's Prisoner Reentry Initiative (PRI). MacDonald's plan? To keep doing what he has been already been doing.



"Our program has never been designed specifically to help people with criminal justice backgrounds," says McDonald, "but we have been helping them all along." He points to statistics on the more than 3,500 homeless men who have received assessments at the transitional shelter which Doe operates under contract to New York City. "More than 67% have been arrested and 58% have been convicted of a crime," says McDonald. "Their average time spent incarcerated is almost 64 months."

"We have never been a program for people with histories of incarceration. We have never been a drug program. We are not focused on any one thing. We are focused on the persons themselves," McDonald continues. "As they come to us we find out that they have these long histories of incarceration and multiple arrests that create barriers to employment. That is what we are about -- overcoming these barriers they have to employment." Ready, Willing and Able (RWA), which the Doe Fund launched in 1990, provides transitional housing and employment for homeless men. While it is best known for its teams in blue overalls who sweep the streets of the upper east and west sides of Manhattan, the program also offers a wide variety of other job opportunities, training and extensive outplacement into permanent employment. "They work for us, are drug tested twice a week, make money, pay rent and acquire work skills," says McDonald. "Then we help them get a job after they have been with us for nine months."

The Doe fund works with a broad group of employers and places graduates in a wide variety of positions. "Many are in construction, janitorial and maintenance," says Bonnie Holtzman, Senior Job Developer. "We also have a lot of food service. A lot of guys in prison work in the kitchen so those skills transfer over. A lot come to us with office skills." RWA is able to strengthen or enhance these specific job skills through its social venture businesses which include construction, maintenance, direct mail and culinary operations. The organization calculates that the average starting wage for RWA graduates is \$9.11. "I just placed an account clerk at \$27,000 a year," says Holtzman.

Doe's high profile presence on the streets of the city pays off in job placement opportunities. "A lot of executives live in neighborhoods where they see our guys out there cleaning," says Holtzman. "We get a lot of unsolicited calls. I just want to get somebody an interview. Nine out of ten times if you interview a Doe Fund guy, you are going to be blown away."

During their stay, RWA clients are required to put away \$70 a week in savings. "At the end of six months, the guy has

saved almost \$1,700. We match that with a thousand so he has close to \$3,000 in the bank to pay first and last month rent and get himself established," says McDonald.

On average, 52% of RWA participants graduate drug-free, employed and independently housed. Of these, 67% still meet those success criteria one year after graduation. Since inception, more than 2,000 homeless men have graduated from RWA, with the most recent graduation ceremony just last month.

McDonald believes the RWA model is particularly applicable for ex-offenders coming out of prison. "A guy gets out, comes home, lives with a mother or relative who lets him stay there but he can't get a job because he has these sixty months in prison and lacks any employment history and has a history of substance abuse," says McDonald. "We can be there in between prison and the next employer. We can vouch for them and say this guy is clean. We know he works hard, takes direction well and shows up every day. What more do you want?"

Doe's PRI program will differ from the traditional RWA program in only one key area. It will be a day program rather than providing transitional housing as well.

"It is the same as our regular program except at the end of the day, they go home," says McDonald.

The PRI program's goal will be to serve 200 ex-offenders during the first year with an estimated 75% coming from state facilities and the balance coming out of Riker's. Doe is also partnering with CAMBA and the Center for Economic Opportunity.

For information go to www.doe.org.

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STAYING OUT!

FEATURE continued from page 11

mitment is very limited in its thinking about jobs being the silver bullet for people coming out of prison. It doesn't provide particularly for training, so jobs are likely to be low level where they can't support their families or make their child support payments."

And, PRI also is limited to offenders with no record of violence or sex offenses. "The DOL proposal would have touched only a small percentage of our population," says Page. New York's PRI program awardees are trying to work around the issue. Urban Youth Alliance has a separately funded program providing similar services which can accommodate clients with a violent offense on their rap sheet.

"There is a broad consensus that to solve the reentry problems you need a kind of system integration and a degree of col-

laboration that really has never happened in the criminal justice system, human services and housing world," says Cho. "What we are seeing out of the federal government is not that approach."

Cho does see signs of innovative thinking in some states and localities, particularly New York City. Martin Horn, Commissioner of both New York City's Correction and Probation Departments, has made discharge planning a high priority. Several nonprofit providers -- including the Fortune Society, Osborne, Women's Prison Association, Vera Institute of Justice, Center for Employment Opportunities and Samaritan Village -- now play active roles on Riker's Island doing outreach, recruitment and pre-release planning for inmates who agree to participate in post-release services such as substance abuse treatment, employment training, education, counseling, etc.

"This program is built on the premise

that if we keep people engaged for 90 days, the changes are dramatically reduced that the person is going to come back to jail or wind up in a shelter," says Coughlin. "We are seeing early indications that this is the case." She notes that providers are paid on a performance basis and on 30 day increments. "They don't get paid unless they keep the clients engaged."

Prior to these service enhancements, discharge assistance at Riker's had primarily consisted of a bus ride to the Queensboro Plaza subway station, usually between midnight and 5:00 a.m. -- a source of smoldering community resentment for years. In response, the Fortune Society opened a Drop-In Center there in 2002 to offer services for inmates just being released.

Now, DOC provides bus transportation directly to post-release service providers for inmates who participate in the discharge planning program. "The program bus takes them to wherever their dis-

charge plan calls for -- a drug treatment program, a half-way house, a supportive housing arrangement or a family member," says Coughlin. As evidence of this commitment to discharge planning, she notes that the percentage of city sentenced inmates simply released to Queensboro Plaza has fallen by more than half -- from approximately 70% in the Fall of 2003 to a current level of roughly 33%. The balance goes directly to programs.

Another innovation is the new collaboration between DOC, the Department of Homeless Services and community-based supportive housing providers known as Frequent Users Service Enhancement (FUSE). The program grew out of data matches which identified individuals who had four separate incarcerations on Riker's Island and four separate stays in the City's shelter system over the past five years. Over 1,100 individuals were identified.

The Corporation for Supportive Hous-

Urban Youth Alliance International

"The Prisoner Reentry Initiative (PRI) is much needed, especially within our urban context," says Rev. Michael Carrion, Associate Executive Director of Urban Youth Alliance, one of two New York City nonprofits to win a grant from the Department of Labor in this first round of the federal PRI funding. "There are many individuals who are sincerely trying to re-transition into society and don't -- emphasize that don't -- have a desire to recidivate. They want to begin a new life, reconnect with their families and become productive members of our society. We thank God for the opportunity to be part of it."

Urban Youth Alliance (UYA) will target a young adult population, aged 18-24, predominately coming out of Riker's Island. In its first year of the contract, which began on March 1st, the goal is to work with 200 ex-offenders.

While the contract is new, UYA's work with this population isn't. "We have been doing this for a few years in different forms," says Ruben S. Austria, Director of UYA's Bronx Connect program.

UYA, itself, traces its roots back to the 1970s. "It originally started as a youth movement, primarily of black and Latino youth from East Harlem and the South Bronx who were in Pentecostal churches," says Austria. In 1978, the group incorporated as UYA and continued to focus primarily on youth leadership programs, HIV support groups in churches and literacy programs. "It was very grass roots with a budget of under \$100,000 and primarily volunteer staffed."

Things picked up speed in 1998 when the organization was approached by Public Private Ventures out of Philadelphia and asked to participate in a demonstration project looking at the effects of faith based programs on at-risk youth. The result would be Bronx Connect, the only Alternatives to Incarceration (ATI) program for juveniles in the Bronx. "For the past seven years or so, we have been working very closely with the court system, understanding the needs of adjudicated youth," says Austria. The program works with about 75 young felony offenders a year, primarily juvenile offenders aged 13-15 who are tried as adults or youth aged 16-19 who are often being charged with their first offense.

"We do court advocacy," says Austria, often winning a 12 month remand to the program in lieu of incarceration. "It is intensive case management and counseling. Mentoring is a big part of it. Kids spend a couple of hours a week with volunteer mentors in the community. There is a lot of educational advocacy. We haven't done long term follow-up studies, but we have been able to achieve an 84% success rate in keeping kids from being re-arrested or violating their probation during that 12 months they are mandated to us."

UYA began providing employment services in 2004 when Carrion joined the organization. The program was never actually targeted for ex-offenders. It didn't need to be. "We are located in Mott Haven in the South Bronx," says Austria. "This is the poorest neighborhood in the poorest congressional district in the country -- with one of the highest rates of incarceration and returning prisoners. Half the people walking through our doors had some kind of criminal justice involvement."

One thing would eventually lead to a couple more. In 2005, UYA received a Department of Labor sub-grant from Esperanza USA to provide workforce development services for adjudicated and at risk youth aged 18-24. "In the first year of that demonstration we almost doubled our targets," says Austria. "We were supposed to serve 120 folks and we served 229. We were supposed to place 84 in jobs and we actually placed 144. To-date, 106 of those 140 have made their 90-day job retention benchmark. It was that track record that allowed us to apply for the PRI award. We can do this. We have been doing it."

UYA's new PRI program will incorporate many components of the its earlier work, only with young adults coming directly from jail. "We have set up the program to be comprehensive," says Austria. "Even though it is a DOL grant and jobs are ultimately the final aim, we are looking at it holistically. Folks have housing needs, substance abuse needs. If these aren't met, their prospects for retaining employment are going to be pretty slim."

While UYA is taking the lead, the program is a collaboration of several partners. Friends of the Island Academy will handle outreach and recruitment on Riker's. "They will be out there weekly, letting people know about the program," says Austria. The Department of Correction is working closely with the groups and expects to step up its own involvement upon receipt of a Department of Justice grant designed to support the DOL programs. Correction plans to add staff for enhanced outreach and discharge planning for prisoners accepted in the program.

UYA will provide case management services to address the non-employment needs of program participants. Employment services will be handled by two other partners.

Security Works is a private job training company, which offers New York State certified security guard trainings. The company also provides certification courses for Microsoft Office Specialist (MOS), QuickBooks and other computer skills. "Everybody always ask how you are going to get security licenses for ex-offenders," says Austria. "Our partner is licensed by the Division of Criminal Justice Services and they know exactly what companies will take which people with what cases and backgrounds. There are actually a lot of security companies which will allow this population of nonviolent nonsexual offenders."

Trinity Staffing, another private company, is a second employment services partner. "They do all the seasonal and short-term labor for Century 21 in the tri-state area," says Austria. The jobs primarily involve warehouse work with opportunities to move into customer service. "These are not jobs that we want anyone to stay in. They are minimum wage," Austria continues.

However, the partnership offers a number of key advantages. "They have given us hiring authority and let us function as their HR Department," says Austria. As a result, UYA is able to offer prisoners leaving Riker's an immediate job opportunity. "That is often our hook for these guys. It gives us a lot of credibility in their eyes." The arrangement also allows UYA to adjust schedules to meet the needs of social service appointments and other employment trainings. The Trinity job sites offer opportunities for additional skills training and other positions within the Century 21 operations, at higher wages.

Once an ex-offender has joined the program, the UYA's case managers work to strengthen his skills and future opportunities. "We can suggest other trainings, GED classes or working towards college," says Austria.

While employment services and case management may be the most tangible aspects of the PRI program, mentoring is very much at the heart of UYA's approach. "A lot of the folks who are our staff and volunteers actually come from the same backgrounds," says Austria. "A big part of this program is surrounding these guys and girls with people who have been there and who have been able to find their way into success. That is the spirit and feeling that wins their trust and keeps them coming back."

For information on Urban Youth Alliance International, visit www.uyai.org.



STAYING OUT!

ing has helped to coordinate a commitment from local nonprofits to allocate a total of 100 supportive housing units to this high-risk population. The JEHT Foundation has provided \$650,000 to support enhanced services necessary to recruit and maintain these individuals in housing. As a condition of funding, CHS and JEHT negotiated a commitment from the City to provide ongoing support for the program, if proven successful, using monies saved from reduced incarceration and shelter use.

The goal is to reach this population

wherever they can be found. "The providers are recruiting both on Riker's in partnership with the discharge planners and in shelters in partnership with the case management staff," says Jody Rudin, Director of Entitlements at DHS. "Since a 'frequent user's' stay in jail and shelter can be short, it may take several outreach efforts as they continue to cycle back and forth before clients can be engaged in the program."

"We began in January and are trying to fill all our housing units by June," says Cho.

"It is an incredibly exciting program,"

says DHS Deputy Commissioner Mark Hurwitz. "It is actually very expensive not to provide help for people who are caught in a negative cycle. Shelter is expensive. Jail is expensive. Emergency health care and detox services are expensive. What we hope to demonstrate through this program is that there is a humane way to provide services that also costs less."

"You can't underestimate the power of individual leaders in making something like that happen," says Gaynes. "Marty Horn and Linda Gibbs are folks who are both interested and capable." Locally, providers are pleased that Gibbs received the Departments of Corrections and Probation in her new portfolio as Deputy Mayor for Health and Community Services.

New York State's Department of Correctional Services (DOCS), which sends close to 20,000 inmates home each year, also

contracts with nonprofits such as the Osborne Association to provide programming. DOCS will collaborate with the Doe Fund on its PRI program. However, collaborations between DOCS and community providers on discharge planning and pre-release services have yet to reach the level and intensity of those in New York City.

"People coming out of prison have enormous needs," says Robert Crane, Executive Director of the JEHT Foundation which has been active in funding prisoner reentry demonstration projects. "However, meeting those needs is significantly cheaper than putting them back in prison." To do so, he argues, requires a holistic approach. "There is enough research out there to know what some of the basic needs are. High on the list is housing and employment, but there are other needs that need to be met as well."

Getting Out Staying Out: A Passion for Success

If there is anyone who should look and feel out of place in the corridors of Riker's Island, it is Mark Goldsmith. A retired cosmetics executive who once headed up Yves St. Laurent in the United States, Goldsmith carries himself with an easy going polish and self assurance that seems more appropriate for lunch at the Four Seasons. Yet, Goldsmith has found himself a new home. A marketing man at heart, he has a new mission, a new message and a brand new target audience – young prisoners, aged 18-24 awaiting trial in jail. He also founded a new nonprofit, Getting Out and Staying Out, that is helping to save lives, one inmate at a time.



Five years ago, Goldsmith volunteered for the Department of Education's Principal for a Day program. "I was a wise guy and asked for a tough school," he says. "They sent me to the Horizon Academy on Riker's Island." Something clicked. Goldsmith came back in the same role for three years in a row and then decided to stay. He volunteered to do regular classroom lectures for the young inmates who study for their GED between court dates and a possible stretch upstate.

Goldsmith's class could be called "Success 101: Why It Is Possible and What It Will Take to Achieve It". "We do the old college thing," he explains. "I tell them to look to your left and look to your right. Only one of you is going to stay out. Two of you are coming back."

He works them through a four part program – helping them to identify their talents, emphasizing the need for passion, how to pick their own "A-Team" of supporters and learning how to get lucky. "You have to be around successful people who do what you want to do," says Goldsmith. "That is the key. If you want to be an actor, get a job in the theater sweeping the place out. If you want to own a bodega, get a job at Duane Reade and learn what it means to handle merchandise. If you want to be in real estate, become a maintenance man and work your way up to assistant superintendent. Soon you will know all the costs – labor, fuel, repairs, utilities."

Mentoring is at the heart of Getting Out Staying Out. "The whole thing is having a successful male figure being there for them on a consistent basis. They have never had that." He brings in speakers ranging from Russell Simmons and Rev Run to legal aid attorneys and the president of the Jets. "Last week he brought in an Assistant District Attorney who was so impressed with one of Mark's kids he said he wanted to do something to help," says Gloria Ortiz, Principal and Founder of Horizon Academy. "He talked to the kids about how to conduct themselves in court, when to change your lawyer and how to write to a judge. They loved it."

Goldsmith's involvement quickly evolved beyond the classroom. Guys apply for the program by writing a letter explaining why they want to join. They prepare a resume and sign a contract committing to participate. Goldsmith advocates for participants in court and with other programs. He continues to work with participants even when they are sentenced to State prison.

"At any given point I am seeing between 40 and 50 guys at Riker's, about 40 upstate and I have about 40 guys who are out," says Goldsmith.

"He bonds with those kids," says Kathleen Coughlin, Deputy Commissioner for Programs and Discharge Planning at the Department of Correction.

"A lot of it has to do with his reputation," says Ortiz. "They trust people who really come through for them. He has put a number of kids through culinary school. He has a kid in NYU. He has kids who are upstate participating in distance learning. They see that what he tells them he is going to do, he does."

Over the past two years, Getting Out Staying Out (GOSO) began raising money, primarily from groups like the Pinkerton, Bodeman and Weinberg Foundations. Last year, it opened an office in East Harlem. "When kids get released, they find Getting Out Staying Out is a safe haven where they can go for assistance," says Ortiz, who notes that the office has become almost a satellite for the Horizon Academy's own programming. "We hold monthly young adult groups with my social workers and psychologist. We can also use it to meet with individual kids who may need to finish up a section of the GED."

Now, Goldsmith is hoping to expand GOSO's impact by recruiting mentors who, similar to himself, are retired and successful. "Success means anything from being a bricklayer to being an investment banker," he says. "We are looking for men who have found a way to be successful in whatever they do." GOSO is working with the Community Service Society which plans to recruit 25 mentors fitting this description through its Retired Senior Volunteer Program (RSVP).

Reentry.Net: An Online Resource

Hundreds of thousands of people in New York have criminal records. Many receive assistance from organizations like the Fortune Society or Osborne Association which explicitly serve ex-offenders. Many others, however, receive a broad range of services through providers who do not specialize in the complex legal and social issues confronting ex-offenders.

Now, those providers – and ex-offenders themselves – have an on-line resource where they can go for additional help.

Reentry Net, launched last November, is the first free information clearinghouse of materials on reentry and the consequences of criminal proceedings. The website – www.reentry.net -- is a project of Bronx Defenders, ProBonoNet and a consortium of partners from the legal, advocacy, and social services fields.

"As soon as they're arrested, people are in danger of losing hard-earned jobs, stable housing, basic public benefits, and the ability to stay in this country," says McGregor Smyth, the Reentry Net Director.

"Our expertise at Bronx Defenders grew out of working with defenders to start thinking about reentry from the moment of arrest," says Kate Rubin, New York City Coordinator for Reentry Net. "So, you are always thinking in any kind of services about what the long term consequences are going to be."

Reentry Net is designed to train and support criminal defense, legal services, social services, and policy reform advocates in New York State. It features an online library of hundreds of resources selected by experts, directories of service providers, the latest news and events, and online communication tools.

"We have almost 350 unique resources in the library," says Rubin. "We try to flag all the basic employment issues and the basic resources on criminal records. Lots of people have errors on their rap sheets." Materials on the site provide information and guidance on how to get an inaccurate criminal record corrected, obtain a Certificate of Rehabilitation and understand the various restrictions which ex-offenders face in seeking housing and benefits.

Everything on the site is free although access to the library requires an on-line registration and password. "We have 650 registered members of the site and we get 50 to 100 downloads of individual library items," says Rubin.

Other parts of the site are completely unrestricted, including the National ReentryNet which features a collection of research and advocacy materials on reentry issues gathered by the John Jay College of Criminal Justice Prisoner Reentry Institute.

"We also run a live support hotline for advocates in New York State that people can call in if they have any questions related to clients with criminal records issues," says Rubin. "We have lawyers on staff who advise them about those issues. We get lots of employment and public benefit questions as well as immigration and family reunification questions."

The project, which received planning support from the JEHT Foundation, will soon be hiring two additional upstate coordinators, one in Syracuse and one in Albany, to work with organizations in those areas.

"Another project we are working on is the creation of a set of resources that are explicitly for people coming home from prison and their families," says Rubin. "These will be publicly accessible with no on-line registration required and they will be thoroughly screened for readability and usability. Those should be coming over the next six months to a year."

"The information that Reentry Net makes available to human service providers is invaluable," says Alan Rosenthal, Counsel for the Center for Community Alternatives. "This website places at your fingertips the kind of practical information that will enable case managers, counselors, and social workers to help solve every day problems for men and women returning home from prison."

For information, visit www.reentry.net.



PEOPLE SERVING PEOPLE

Bailey House Names Murphy Chief Development Officer

Bailey House, a leading provider of housing for homeless people with HIV/AIDS, has appointed John Murphy as its Chief Development Officer.

Murphy will be responsible for directing annual/major/planned giving; corporate and foundation grants and all fundraising efforts at Bailey House and will help coordinate special events, including the annual "Open Your Heart Auction" fundraiser, the organization's largest fundraiser of the year held in February.

"It is important to have someone leading our fundraising efforts with the depth of experience that John brings," said Regina Quattrochi, CEO of Bailey House. "John will be an extremely valuable asset to Bailey House as we continue to carry out our mission of serving New York's most vulnerable population within limited budgetary constraints."

Murphy comes to Bailey House after serving as Vice President and Senior Investment Consultant at Wachovia Securities, Inc., where he provided investment management consulting and asset management services for nonprofit organizations and high-net-worth individuals. Murphy has worked for Smith Barney as a financial advisor in its Private Client Group/Philanthropic and Nonprofit Financial Services. He received his finan-



John Murphy

cial services training at Merrill Lynch, where he provided financial planning and asset management for institutions and individuals.

In addition, Murphy has held senior staff positions in nonprofit management, including with the National Multiple Sclerosis Society, as VP-Volunteer Leadership Programs; at the Risk Management Association (formerly Robert Morris Associates)--an international bank trade association--as Director of Chapters and Member Development; and with the Pew Charitable Trusts, as a program officer. Murphy also operated his own consulting practice, advising CEOs and boards of nonprofit organizations on strategic planning; as well as marketing/development and leadership issues.

"Bailey House's commitment to helping others is unmatched," said Mr. Murphy. "I'm excited about the opportunity to raise additional funds for Bailey House so we can help an even greater number of the growing population of homeless people with HIV/AIDS."

A graduate of the University of Notre Dame, Mr. Murphy is a Certified Investment Management Analyst (CIMA). He also did graduate studies in Organizational Dynamics at the University of Pennsylvania.

Camp Venture Appoints Hoehmann Associate Executive Director

George Hoehmann has joined Camp Venture, Inc. in Nanuet as Associate Executive Director for Operations. In this position Hoehmann will be responsible for overseeing Camp Venture's day and after school programming. He previously served as the Director of MR/DD programs for Abbott House in Irvington, NY.

"George comes to us with a wealth of experience, expertise and energy", explains Executive Director, Dan Lukens. "He has a lot of ideas, but more importantly, he brings a deep sense of commitment to the work that we do."

"Having grown up in Rockland and working in the field, I have known Venture to be a dynamic and innovative agency that has made tremendous advances", says Hoehmann. "I am delighted to participate in the mission guided by the original vision of Kathy Lukens and the other Venture pioneers as a member of the Venture family. I look forward to working with Dan Lukens, the staff and the families who make Venture what it is."



George Hoehmann

Hoehmann has a Master's Degree in Theology and History from St. Joseph's Seminary in Yonkers and is a graduate of Cathedral College in Douglaston Queens with a B.A. in Philosophy and The University of St. Thomas Aquinas in Rome Italy with a B.A. in Theology

Waitman Joins St. Dominic's Home As Human Resources Director

Heather Waitman is joining Saint Dominic's Home as Human Resources Director. Waitman will be responsible for the planning, development and implementation of human resources programs for the 800-person agency. She will manage organizational development, policy and benefits administration, and facilitate the coordination and development of recruitment practices. She will report directly to Executive Director Judith Kydon.

"I strongly believe organizational success is achieved when employees know that their employers value them," says Waitman. "Treating employees with dignity and respect and giving them a voice in matters that relate to their work can enrich any organization."

Waitman has 15 years of experience working with non-profits and eight years of broad based experience in human resources. She served as Coordinator of Employee Relations & Recruitment with the Jewish Child Care Association since



Heather Waitman

1999. In addition to receiving a Master's Degree in Organizational Management and Human Resources Development from Manhattanville College and a Bachelor's Degree in Business from Fordham University, Mrs. Waitman is a member of the Society for Human Resources Management.

Andrus's Ment Receives Yonkers Women of Excellence Award

Nancy Woodruff Ment, President and CEO of the Andrus Children's Center in Yonkers, was honored with a Yonkers Women of Excellence Award presented by the Yonkers Chamber of Commerce and the Women in Business Committee. She received the "Above and Beyond Award," presented to the woman whose community involvement has enriched the lives of many and has contributed to the betterment of the city. The presentation was made at the 14th Annual Gala Yonkers Women of Excellence Luncheon on March 22nd."

Ment has dedicated her 30-year career to strengthening Westchester County's most fragile families. Her first pro-

fessional appointment was as a psychiatric social worker with the Joint Planning Services of the Jewish Board of Guardians and the Jewish Child Care Association. She also served as a clinician and supervisor at the adolescent Psychiatric Inpatient Unit of New York Hospital/Cornell Medical Center's Westchester Division in White Plains. Ment joined Andrus as Clinical Director in 1987, and was later promoted to Executive Vice President and Chief Operating Officer. Her knowledge of systems operations and her vision for the care that children need led to her appointment as the first female President and CEO of Andrus.



Nancy Ment

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PEOPLE SERVING PEOPLE

United Way of New York City Invests in the Next Generation of Nonprofit Leaders

Earlier this year, United Way of New York City awarded Fellowships to 46 professionals working at nonprofit organizations throughout New York City. The Fellowships recognize emerging leaders in the sector, and provide these promising individuals with management training, exposure to prominent figures in the civic sector, membership in a peer network, and ongoing opportunities for professional development.

Twenty-six early-career nonprofit professionals received Junior Fellowships, and 20 more seasoned professionals were awarded Senior Fellowships, which cover the tuition for 12 credits toward a Masters in Public Administration at Baruch College's School of Public Affairs.

Since United Way of New York City founded its Nonprofit Leadership Development Institute in 2004, it has invested over \$475,000 to cultivate emerging nonprofit leaders in New York City, awarding 101 Junior Fellowships and 52 Senior Fellowships.

Online applications for the next round of Fellowships are now available at www.unitedwaynyc.org.

United Way of NYC 2006 Junior Fellows

- Carol Anastasio - Director of Volunteers, Prospect Park Alliance
- Vivian Anderson - Program Director, Harlem YMCA
- Jeong Bae - Chief Marketing Officer, Leader to Leader Institute
- Katrina Blackman - Case Coordinator, Community Mediation Services
- Ty Buckelew - Children's Education Program Manager, New York Cares
- Lena Fung - Clinical Affairs Associate, Charles B. Wang Community Health Center
- Eugenia Ghartey - Program Coordinator, Goodwill Industries of Greater NY and Northern NJ
- Debra-Ellen Glickstein - Executive Director, East River Development Alliance
- Sandy Jimenez - Coordinator of the Educational Counseling Program, Goddard-Riverside Community Center
- Luciano Kovacs - Social Justice Director, Jan Hus Presbyterian Church
- Kristen Lepore - Coordinator, AIDS Treatment Activists Coalition
- Stephanie Lesser - Program Coordinator, Adaptive Design Association
- Brenda Mutute - Executive Assistant, Bedford Stuyvesant Family Health Center
- Nery Perez - Senior Contract Coordinator, MHRA/HIV Care Services
- Jill Perine - Director, Information Technology, Learning Leaders
- Elizabeth Phelan - Supervisor YAI Link, YAI / NIPD
- Dana Pirulli - Office Manager, Search and Care
- Celia Ramos - Training Coordinator, Good Shepherd Services
- Heidi Schumacher - Manager of Children's and Corporate Programs, New

York Cares

Fern Schwartz - Program Director, Whittaker Center/The Educational Alliance

- Heather Smith - Development Associate, American Red Cross in Greater New York
- Kimberly Sparkes - Case Manager: Supported Housing Program, Transitional Services for New York
- Eula Thomas - Director of Patient Relations, Bedford Stuyvesant Family Health Center
- Kathleen Vaughan - Employment Specialist, Services for the Undeserved
- Maria Villareal - Coordinator of National Training: Anti-Trafficking Program, Safe Horizon
- Jennifer Weng - Administrative Assistant, Asian American Legal Defense & Education Fund

United Way of NYC 2006 Senior Fellows

- Noilyn Abesamis - Deputy Director of Outreach and Research, Center for the Study of Asian American Health
- Susan Chase - Staff Attorney, The Legal Aid Society
- Alexandra Collier - Director of Volunteer Services and Special Projects, Jewish Association for Services for the Aged
- Tara Colton - Associate Research Director, Center for an Urban Future
- Isabel Corte-Real - Campaign Director, United Way of New York City
- Kathleen Culhane - Director of Housing Services, Brooklyn Child and Family Services
- Daniel Donoghue, Jr. - Director of Supported Housing, Transitional Services for New York
- Jeanette Gisbert - Director of Volunteer Relations, New York Cares
- Elicia Johnson-Knox - Research Specialist, The Women's Center at Montefiore Medical Center
- Maria Kabalina - CIS Program Assistant, International League for Human Rights
- Jacqueline Kravetz - Director of External Relations and Development, Hip Hop Theatre Junction/Theater Festival
- Brendan McLoughlin - Finance Manager, Regis High School
- Matthew Miller - Education Coordinator, East Harlem Tutorial Program
- Pedro Rivera - Labor Relations Specialist, North Brooklyn Health Network
- John Rojas - Assistant Program Director, Medical and Health Research Association of NYC
- Tonya Samuel - Program Manager, Arthur Ashe Institute for Urban Health
- Jennifer Steele - Coordinator, Housing Works
- Esther Valentin-Lopez - Director of Programs, National Puerto Rican Forum
- Pinky Vincent - Program Manager, Citizens of NYC
- Sheuk Man Wan - Coordinator of Health Education, Charles B. Wang Community Health Center

Mayor Taps Nonprofit Leadership for Commission on Economic Opportunity

Leaders from the nonprofit community represented a majority of Mayor Michael Bloomberg's appointees to a new Commission for Economic Opportunity, a public-private initiative charged with devising strategies to increase economic opportunity and reduce poverty in the City.

"In recent years, we have proven that problems once thought to be beyond hope - like dangerous streets, failing schools, chronic homelessness - can be turned around, if we set measurable goals, if we target our resources where they are needed most and if we hold ourselves accountable," said Mayor Bloomberg. "We believe we can do the same in reducing poverty... Today, we take up this new challenge with the same sense of determination and commitment that has served as the cornerstone of all our bold initiatives."

Geoffrey Canada, President and CEO of Harlem Children's Zone, will join Time Warner Inc. Chairman and CEO Richard D. Parsons as Co-Chairs of the new Commission. "To truly create communities of opportunity, it is crucial to integrate efforts and coordinate strategies," said Canada. The Commission's objective is to devise cross-sector, public-private solutions and to create a coordinated, city-wide agenda for increasing economic opportunity and financial independence. The Commission will look at the most effective way to harness already existing City services and couple them with new economic development initiatives to give more New Yorkers the chance to rise out of poverty.

Other appointees to the 32-member commission are:

- Dr. Larry Aber, Professor of Applied Psychology and Public Policy at New York University;
- Diane Baillargeon, President and Chief Executive Officer of the Structured Employment Economic Development Corporation (SEEDCO);
- Dr. Lilliam Barrios-Paoli, Chief Executive Officer of Safe Space;
- Stanley Brezenoff, President and Chief Executive Officer of Continuum Health Partners;
- David Chen, Executive Director of the Chinese-American Planning Council Inc., (CPC) and founding Chairman of the Board of Directors of the Chung Pak Local Development Corporation;
- Florence A. Davis, President of the Starr Foundation;
- Jamie Dimon, Chief Executive Officer of JPMorgan Chase & Co.;
- Michael Fishman, President of the Service Employees International Union, Local 32BJ;
- Dr. Floyd H. Flake, former U.S. Representative and Senior Pastor of the Allen African Methodist Episcopal Church;
- Dr. Ester R. Fuchs, Professor of Public Affairs and Political Science at Columbia University;
- Fatima Goldman, Chief Executive Officer, Federation of Protestant Welfare Agencies;
- William A. Goodloe, President and Chief Executive Officer of Sponsors for Educational Oppor-

tunity;

- Colvin Grannum, President of Bedford Stuyvesant Restoration Corporation;
- Paloma Hernandez, Chief Executive Officer and President of Urban Health Plan, Inc.;
- David R. Jones, President and Chief Executive Officer of the Community Service Society of New York;
- Carter McClelland is Chairman of the Board and Chief Volunteer Officer at the United Way of New York City;
- Ronay Menschel, Chairman of the Board of Phipps Houses;
- Gail B. Nayowith, Executive Director of the Citizens' Committee for Children of New York, Inc.;
- Dr. Judith Rodin, President of the Rockefeller Foundation;
- William C. Rudin, Chairman of the Association for a Better New York and President of Rudin Management Company;
- David Saltzman, Executive Director of the Robin Hood Foundation;
- John A. Sanchez, Executive Director of the East Side House Settlement;
- Dr. Alan B. Siskind, Chair of the Board of the Human Services Council and Executive Director of the Jewish Board of Family and Children's Services;
- Monsignor Kevin Sullivan, Ph.D., the Executive Director of the Catholic Charities of the Archdiocese of New York;
- Mindy Tarlow, Executive Director of the Center for Employment Opportunities;
- Merryl Tisch, Co-chair of the New York State Board of Regents' Committee on Elementary, Middle, Secondary and Continuing Education and Chairperson of the Metropolitan Coordinating Council on Jewish Poverty;
- Maria Torres, Co-founder, the Point Community Development Corporation;
- Jeremy Travis, President of John Jay College of Criminal Justice;
- Reverend Terry Troia, Executive Director of Project Hospitality;
- Nancy Wackstein, Executive Director of United Neighborhood Houses.

WE WELCOME

LEARNING MATTERS INC.

*The production company for The Merrow Report, including a television series on PBS and a radio series on NPR. Also coordinates **Listen Up!** America's Largest Youth Media Network.*

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JOBS

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Title: Caseworker**Department:** Foster Boarding Home**DESCRIPTION OF DUTIES** (Some of the duties are as follows)

To provide constructive services to children while under care in order to improve their functioning and link families to appropriate services in the community.

- Provide individual, family and group counseling
- Provide direct services/case planning to clients
- Maintain mandated contacts: Caretaker/child/worker/bio-parents/siblings/clinical and medical staff and other resources.
- Prepare timely, complete and accurate reports, including ACS materials and uniform case record, intra-agency reporting.
- Make home visits and collateral contacts in order to meet ACS requirements.
- Facilitate and actively participate in six month Service Plan Reviews
- Establish a culturally appropriate network with other systems within the community.

QUALIFICATIONS

- Bachelor's Degree
- 3 + years experience
- Verbal and written communications skills are essential
- Computer Proficient
- Bi-lingual (English/Spanish) a plus

SALARY: OPEN

Please forward resumes to Mr. John Albert Rivera, Recruitment Manager, Leake and Watts Services, Inc. 463 Hathorne Avenue, Yonkers, NY 10705, or Fax: (914) 375-8901, or email: jrivera@leakeandwatts.org for immediate consideration. We are an affirmative action/equal opportunity employer. PLEASE NO PHONE CALLS!



No phone
calls please.



Job Posting
DIRECTOR OF SOCIAL SERVICES

Program: Social Services of Greater New York**Salary:** Negotiable**Contact:** Major Henrietta Klemanski, Secretary for Personnel**The Salvation Army Great New York Division**

120 West 14th Street New York, NY 10011

FAX#: 212-337-7210

henrietta.klemanski@use.salvationarmy.org**Qualifications:**

The successful candidate will demonstrate an ability to work in a diverse and quality environment, and possess an advanced degree or a combination of education and experience relevant to Social Agency leadership. The Salvation Army offers a competitive salary and a comprehensive benefits package.

Responsibilities:

The Salvation Army of Greater New York seeks a Director of Social Services to develop and administer 49 programs within its Social Services Department. Located within the five boroughs of New York City, on Long Island and in seven counties to the north, these programs include accredited Child Welfare, Foster Care and Adoption Services, residences and services for the homeless and developmentally disabled, HIV case management and emergency financial and counseling services. Reporting to The Salvation Army's Secretary for Program, the Director of Social Services has administrative, fiscal and general responsibility for these programs and a staff of 1,095, ultimately ensuring the provision of the highest quality services in compliance with standards expected by The Salvation Army, the clients, regulatory agencies and governmental contractors.

Please send resume or CV along with salary history and requirements with covering letter to Major Henrietta Klemanski, Secretary for Personnel.

The search will remain open through March 20, 2006 or until a successful candidate is considered.

MISSION STATEMENT OF THE SALVATION ARMY:

|| The Salvation Army, an international movement, is an evangelical part of the universal Christian church. Its message is based on the Bible. Its ministry is motivated by the love of God. Its mission is to preach the Gospel of Jesus Christ and to meet human needs in His Name without discrimination.

**TENANT SERVICES MANAGER****331 East 70th Street New York, NY 10021****Casa Mutua Supportive Housing Program**

Lenox Hill Neighborhood House is the oldest and largest social services and educational organization on the Upper East Side of Manhattan. Operating out of multiple East Side sites, we are a vibrant community organization and serve 20,000 people in need each year who live, work or go to school on Manhattan's East Side and on Roosevelt Island. Our constituents include older adults, homeless and formerly homeless adults, children and families, recent immigrants, disabled persons and thousands more who make up New York City's wonderful mosaic. For more information on Lenox Hill Neighborhood House, please visit our website at www.lenoxhill.org.

Casa Mutua is a supportive permanent residence for 54 formerly homeless adults with histories of mental illness and substance abuse. Reporting to the Director of Homeless Services, the Tenant Services Manager (TSM) is responsible for coordinating the day-to-day rental collection operations, ensuring ongoing tenant re-certification compliance, including maintaining the Tenant Pro database, tracking yearly lease renewals and expirations, preparing monthly rent invoices, updating tenant files with income documents, SSI award and budget letters, maintaining the tax credit files, acting as liaison with city agencies and registering rent records, arrears statements, and housing court proceedings.

Other responsibilities include, working collaboratively with social services staff to resolve rent issues, lease compliance, and to identify the specific needs of tenants, developing and implementing tenant education workshops, developing systems and procedures to monitor and assure the accuracy of rent/resident files, working collaboratively with the Bldg Manager in planning and implementing tenant room relocations, and identifying and prioritizing tenant repairs. Administrative responsibilities include, maintaining and coordinating Incident and Accident Reports, maintaining all office equipment in good working condition, including photocopiers, fax machines and the telephone system, ensuring appropriate ordering, inventory and use of office supplies. Night and/or weekend work may be required.

QUALIFICATIONS

Applicants must possess a B.A. or B.S. degree (or equivalent work experience) and a minimum of two to three (2-3) years of housing operations experience. The successful applicant must possess excellent computer (Excel, Word and working knowledge of database applications), and analytical and organizational skills. Excellent oral communications skills, the ability to pay attention to details and a desire to work with a diverse and mentally ill population are required. Please send a resume, cover letter and salary history to: JKnott, Lenox Hill Neighborhood House, 331 East 70th Street, New York, NY 10021, JKnott@lenoxhill.org.

SENIOR DIRECTOR, ADOLESCENT SERVICES

At **Phoenix House**, we understand the concept that it takes everyone pulling together to achieve success. Since 1973 we've been working together to make us the nation's largest nonprofit substance abuse services organization, treating some 6,000 men, women and adolescents in more than 100 programs.

Currently, we seek a high-level leader to serve as a SENIOR DIRECTOR for Adolescent Service. Looking for a mission-driven individual to oversee and promote adolescent substance abuse treatment and prevention services across New York State

Candidates should have a minimum of 8 years of clinical experience including several years of supervisory experience. Ideally, the candidate will have an MSW, an advanced degree in Public Administration (or a related field) and/or be CASAC certified.

In addition, candidates should possess:

- Demonstrated knowledge of substance abuse and youth development issues
- Experience with residential treatment, especially with teens

To learn more about Phoenix House, please visit our website at www.phoenixhouse.org.

Interested, qualified applicants should submit a detailed resume with salary history and a detailed resume to: crush@phoenixhouse.org or fax to 212 721-7384 or mail to 164 W. 74th Street, NY, NY 10023. Attn: Human Resources.

No phone calls or agency referrals accepted.

Phoenix House is an equal opportunity employer.

SOCIAL WORKER

ICD, a midtown Manhattan outpatient facility providing care to disabled adults, is seeking an experienced Social Worker for Addiction Recovery Services Unit.. Must have LCSW and CASAC licenses. Competitive salary/benefits, collegial and professional environment.

Fax: 212 585-6262 or e-mail: hr@icdnyc.org

Title: Social Work Supervisor**Department:** Foster Boarding Home**DESCRIPTION OF DUTIES** (Some of the duties are as follows)

To provide constructive services to children while under care in order to improve their functioning and link families to appropriate services in the community.

- Provide weekly supervision of assigned staff to include: Compliance with ACS and NY State Department of Social Services regulations. Provision of services of children and families to ensure earliest possible return home or, in the event of goal planning, early permanency planning and use of family to family approach is in place.
- Monitor the timely submission of all paperwork to ACS.
- Monitor/participate in Service Plan Reviews and Case conferences; observe worker's overall relationships with clients and other systems.
- Oversight of progress notes on each caseload on a monthly basis; UCR's and all written materials to be sent out of the Agency.
- Monthly unit meetings with caseworkers to disseminate information.
- Attendance at supervisor's meetings and in-service training. Handle emergencies for caseworkers and other supervisors when they are absent.
- Other related duties assigned by Department Head

QUALIFICATIONS

- Master's Degree (MSW)
- 3 + years experience
- Verbal and written communications skills are essential
- Computer Proficient
- Bi-lingual (English/Spanish) a plus

SALARY: OPEN

Please forward resumes to Mr. John Albert Rivera, Recruitment Manager, Leake and Watts Services, Inc. 463 Hathorne Avenue, Yonkers, NY 10705, or Fax: (914) 375-8901, or email: jrivera@leakeandwatts.org for immediate consideration. We are an affirmative action/equal opportunity employer. PLEASE NO PHONE CALLS!



No phone
calls please.

DEVELOPMENT ASSOCIATE

DEVELOPMENT ASSOCIATE needed to plan and manage fundraising and cultivation events; to recruit and manage volunteers. Oversee activities related to constituency relations; and assist with Annual Giving direct mail and phone programs.

BA/BS with 2 years of special events experience. Database proficiency in Raiser's Edge, Word, Excel, and desktop publishing programs (Quark or In Design). Must work some evenings and weekend hours.

Send resume and cover letter to Jen Davis, Associate Director of Development, **SPENCE-CHAPIN SERVICES**, 6 East 94 Street, New York, NY 10128; FAX: 212/360-0277; EMAIL: jdavis@spence-chapin.org (EOE).

**JEWISH CHILD CARE ASSOCIATION***Serving Children and Families Since 1822*

New opportunities in cutting edge foster care agency
consistently rated "excellent".

**FOSTER HOME DIVISION
BRONX/BROOKLYN****SOCIAL WORKER (LMSW)**

If you find it exciting to work with families and children and are an organized professional with excellent assessment, communication and writing skills, please apply. We champion a family-centered, strength-based, interdisciplinary team approach.

**ADMINISTRATIVE SOCIAL WORK SUPERVISOR
(LCSW)**

Lead a diverse multidisciplinary team of energetic and creative professionals dedicated to serving families, adolescents and children. Provide clinical and administrative supervision from a family-centered perspective. If you are an innovative leader and wish to help youngsters achieve lasting and successful permanency, this is the job for you!

DISPOSITIONAL SPECIALIST (LCSW)

If your passion is working with families and you think outside the box, submit your resume. Work in collaboration with multidisciplinary teams expediting permanent and safe transitions out of foster care.

Bilingual Spanish a plus for all positions.

We offer competitive salaries, excellent benefits and comprehensive in-service training. Please send/fax/e-mail resume to: **Jewish Child Care Association, 120 Wall Street, 12th Floor, New York, NY 10005, Attn: Mr. R. Luyando, Fax: (212) 652-4731, e-mail: luyandor@jccany.org EOE. www.jccany.org**

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LENOX HILL NEIGHBORHOOD House

331 East 70th Street New York, NY 10021

FOOD SERVICES MANAGER

Lenox Hill Neighborhood House is the oldest and largest social services and educational organization on the Upper East Side of Manhattan. Operating out of multiple East Side sites, we are a vibrant community organization and serve 20,000 people in need each year who live, work or go to school on Manhattan's East Side and on Roosevelt Island. Our constituents include older adults, homeless and formerly homeless adults, children and families, recent immigrants, disabled persons and thousands more who make up New York City's wonderful mosaic. For more information on Lenox Hill Neighborhood House, please visit our website at www.lenoxhill.org.

We are seeking a Food Services Manager to join our management team. Reporting to the Director of Youth and Family Services and the Director of Older Adult Services, the Food Services Manager will oversee and manage the food service operations of our children's programs and two senior centers serving over 500 meals daily, and will lead our efforts to provide nutritious, quality meals for clients in accordance with relevant government and nutritional guidelines. Primary responsibilities include staff supervision and training, establishing systems and standards of recordkeeping for receivables and inventory management; implement organizational techniques and schedules to accomplish food production services with efficiency and maximum development of human resources; and ensure accountability of recorded documentation for compliance with federal, state, and local regulations.

Other responsibilities include, directing food service operations, purchasing, recipe development and menu planning, ensuring compliance with government nutrition, sanitation and safety standards; evaluating food costs, inventory control and management; preparing monthly reports for government agencies and other programs as designated; designing menus that recognize the cultures and nationalities of the participants; and providing cook coverage as needed.

QUALIFICATIONS

Minimum of five years of experience in a food service operation and familiarity with all food equipment. A food handler's certificate is required and a culinary degree is strongly preferred. The ability to manage in a diverse environment with focus on client and customer services is essential to success in this role. EOE.

Please send cover letter, resume, and salary history to:

JKnott, Human Resources **Lenox Hill Neighborhood House**
331 East 70 Street New York, NY 10021
Email: JKnott@lenoxhill.org.

DIRECTOR, NEW YORK TOLERANCE CENTER

This innovative multi-media facility provides training programs for professionals, including criminal justice personnel, educators and corporate groups; youth education and leadership development for all schools and youth serving organizations; and public programs.

DUTIES:

- Daily administration and operation of the New York Tolerance Center
- implementation of all programs, including those funded by grants, i.e., curriculum, presentation and quality of the programs, reporting, budgets and schedule
- Research, design and develop new programs and materials, in conjunction with the Tools for Tolerance® staff
- Assist in the grant application process for the development of new and ongoing programs
- Establish advisory groups of consultants and subject matter experts for key programs
- Market and promote programs and opportunities in the private and public sector
- Recruit, hire and supervise staff, adjunct faculty and volunteers

Qualifications

- 6+ yrs. experience in management, administration and program implementation
- Background in social justice education and training
- Excellent oral and written communication skills
- Leadership, presentation and facilitation skills a must
- Strong Organizational skills
- Superb computer skills

Qualified applicants ONLY, email resume in a MS Word attachment to hr@wiesenthal.net. no phone calls.
www.wiesenthal.com

CONTROLLER

The Center for Employment Opportunities seeks a Controller to coordinate all the accounting functions while continually improving the fiscal infrastructure and processes and ensuring that accurate standards are maintained. The Controller is responsible for managing and coordinating all accounting functions, maintaining sound internal controls and procedures plus identifying opportunities to enhance accounting processes and procedures, as well as supervision and guidance of accounting staff. Minimum Reqs: Bachelors Degree in Accounting; CPA a plus; 4 years accounting experience with background in Non-profit environment; two years of experience in a leadership capacity within a fiscal department; must be a hands-on person. Send resumes to 212-248-4432 or email tebowen2525@yahoo.com



The Fortune Society is a not-for-profit community-based organization dedicated to educating the public about prisons, criminal justice issues, and the root causes of crime. We also help former prisoners and at-risk youth break the cycle of crime and incarceration through a broad range of services.

We are looking for candidates who demonstrate a deep commitment to the mission of the agency, helping ex-prisoners and at-risk youth to break the cycle of crime and incarceration.

Counselor

Resp. for providing counseling svcs. to mandated client pop. HS grad reqd.; bilingual a plus; 1 yr. clinical exp. specializing in empowerment approach in an ATI counseling environ. or equiv. in college level study or cert. training in human svcs. field; strong writing and counseling skills.

Data Analyst

Min. of 2 yrs. exp. with database admin, training and support, including queries, and software doc.; strong knowledge of MS Access and Crystal Reports. Bachelor's deg. pref.

Court Report Writer

College level writing reqd; fast and accurate typing skills; proficient in Excel and editing; familiar with criminal justice system and legalese pref.

Job Developer

Create partnerships with employers; monitor ongoing customer satisfaction with placements and services; 2+ yrs. proven exp. as a job developer; existing contacts with business and industry; exp. working with and placing similar populations; excellent written and oral communication skills; business exp. desirable.

Senior Court Advocate

Possess 3 yrs. Min. exp. performing court advocacy functions for an ATI program in Supreme Court or comparable exp. within criminal justice system; knowledgeable of legalese; strong presentation, public speaking & writing skills; some college pref'd.

Ex-offenders and ex-substance abusers, who have successfully made the transition from confinement into a stable, productive lifestyle in the community, including sustained employment since release, are eligible to apply. Submit resume with cover letter indicating position of interest to **The Fortune Society**, 53 W. 23rd St., NY, NY 10010. Attn: HR or Fax 212-633-8456 or email to jobs@fortunesociety.org

The Fortune Society is an Equal Opportunity Employer

GRANT WRITER

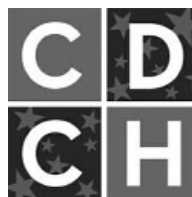
Grant writer, with experience in special education and knowledge of appropriate funding sources, needed to develop and write proposals for CDCH Preschool and Charter School (K-8) in East Hampton. These not-for-profit schools, open to all children, are specially designed to meet the needs of children with disabilities. Special needs children learn alongside their general education peers in this unique and innovative inclusion model. Grant writer would work on a consulting basis with staff at CDCH.

631-324-3229 • 631-324-3940 Fax Resume

An affiliate of Services for the Underserved.

For more information about employment opportunities, go to <http://www.susinc.jobs>

CDCH is an EOE



**Services for the
UnderServed**
Opening Doors to Independence

MENTAL HEALTH OPPORTUNITY

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."

Currently, we have an opportunity in our QA Dept for a **Mental Health Professional**, with strong experience in Psychiatric Rehabilitation or significant experience in rehabilitation, recovery and wellness-oriented MH service provision.

Responsibilities include: providing technical assistance and support to mental health programs regarding service delivery, regulatory compliance, and consumer outcomes. Provide training and support to program staff.

Interested candidates should send a resume along with a cover letter to resumes@susinc.org or by fax to **212-633-0483**.

Visit us on the Web — www.susinc.jobs - EOE

Title: **Social Worker**

Department: Residential

DESCRIPTION OF DUTIES (Some of the duties are as follows)

To provide constructive services to children while under care in order to improve their functioning and link families to appropriate services in the community.

- Evaluation of the Child's needs and participation in the formulation of specific treatment plans.
- Provide therapeutic contact via individual, family and group sessions of other treatments modalities as deemed necessary to implement goals.
- Maintain regular contact with schools, both on site and off site services for the child's placement, logs, etc.
- Responsible for maintenance and updating of case records in accordance with City and State Agencies in a timely manner.
- Part of Intake Team in assessing viability of referral program including interviewing.
- Chair of Master Treatment Plan Meeting.
- Liaison with WDSS and ACS.
- Other related duties assigned by supervisor.

QUALIFICATIONS

- MSW
- Proven clinical skills
- Minimum of 3-5 years experience.
- Verbal and written communication skills are essentials
- Computer Proficient

SALARY: OPEN

Please forward resumes to Mr. John Albert Rivera, Recruitment Manager, Leake and Watts Services, Inc. 463 Hathorne Avenue, Yonkers, NY 10705, or Fax: (914) 375-8901, or email: jrivera@leakeandwatts.org for immediate consideration. We are an affirmative action/equal opportunity employer. PLEASE NO PHONE CALLS!



SOCIAL SERVICES



Child Welfare Agency in **PLEASANTVILLE** has 2 opportunities available!

SOCIAL WORKER

Must be highly skilled in individual, family, group and trauma treatment modalities/ability to conceptualize clinical material. Knowledge of ACS, county systems and community resources required. Master's in Social Work or LMSW eligible. Please send resume to: **J. Vachon, P.O. Box 237, Pleasantville, NY 10570 or fax/email: (914) 741-4565; vachonj@jccany.org**

RECREATION THERAPIST

Develop plan/comprehensive recreation programs. Master's degree in Therapeutic Recreation or Bachelor's degree with minimum 5 yrs related exp. Should be trained or willing to be trained as a Ropes Course Facilitator. Must have CTRS & lifeguard certifications & valid NY State driver's license. Bilingual a plus. Please send resume to: **Neil Sullivan, P.O. Box 237, Pleasantville, NY 10570 Ph: (914) 741-4530 or fax/email: (914) 741-4596; sullivan@jccany.org**

Both positions offer competitive salary and excellent benefits. EOE M/F.

www.jccany.org

EVERYONE TEACHES.

EVERYONE LEARNS.

Birch, one of NYC's premier early intervention, preschool & school-age education and residential programs, has the following opportunities:

Head Start Family Service Worker - FT

Provides support to strengthen the relationship between fathers and their children and promotes an active role in literacy. BA/BS in related field and Bilingual Spanish required.

Head Start Music & Movement Consultant - PT

Create/develop program to provide dance & music instruction to early childhood population to encourage healthy growth. BA/BS in Dance Therapy & NYS certification pref'd.

Both positions require travel among our Queens, Brooklyn & Manhattan preschools.

To apply, fax or e-mail your resume (indicating position of interest) to: Human Resources.
Fax: 212.741.7773 • email: HGBHRRRecruit@msn.com
www.hgbirth.org



JOB DEVELOPERS

The **Center for Employment Opportunities** seeks job developers to prospect employers to fill their HR needs. Individual must conduct targeted job search campaigns to place clients who were formerly incarcerated. Candidates must be able to consistently meet monthly placement quotas. Bachelor's Degree; previous experience as a Job Developer; or two to three years experience working with a disadvantaged population; sales/marketing experience a plus. Spanish/English a must. Salary \$33 - \$48. Send resumes to 212-248-4432 or tebowen2525@yahoo.com

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Good Shepherd Services

A leader in NYC youth and family services is looking for professionals for the following positions located in Manhattan, Brooklyn and the Bronx:

- * **CASEWORKERS & SOCIAL WORKERS**
- * **SOCIAL WORK SUPERVISOR**
- * **YOUTH DEVELOPMENT STAFF**
- * **ADVOCATE COUNSELORS**
- * **AFTER SCHOOL TUTORS**
- * **ACTIVITY SPECIALISTS**

In addition to competitive pay and benefits, GSS offers excellent training and supervision.

For a complete list of jobs and full descriptions, visit our web-site:

www.goodshepherds.org

EOE



LEAKE AND WATTS SERVICES, INC.,
A LEADING CHILD WELFARE AGENCY, SEEKS:

Social Workers/MSWs Group Homes, Bronx

The successful candidates will be responsible for individual service plan reviews, risk assessment, treatment plans, progress notes, counseling, and home visits.

After Service Coordinators Preventive Services

The experienced professionals we seek will handle crisis intervention, housing, budgeting, and socialization activities. Ensure that post-discharge service plans are in place and conduct home visits on a monthly basis.

Case Workers

Foster Boarding Homes, Bronx & Yonkers

In this role you will coordinate and supervise children in foster homes as pertains to emotional health, education, recreation, and relationships with biological family. You'll consult with program staff and community services to diagnose problems and formulate treatment plans to achieve permanency for foster children.

Recreation Specialist Residential Unit, Yonkers

Plan, organize, and evaluate group and individual activities for assigned houses.

We offer competitive salaries, excellent benefits, and a friendly, supportive environment.

Please send resume indicating position of interest, to:

Mr. John Albert Rivera
Recruitment Manager
Leake & Watts Services, Inc.
463 Hawthorne Avenue
Yonkers, New York, 10705
Fax: 914-375-8901
Email: jrivera@leakandwatts.org



No phone calls please.

ASSISTANT SITE DIRECTORS

The **Jericho Project**, a leading provider of supportive housing, is seeking two qualified individuals with strong background in Property Management to serve as Assistant Site Directors in our Bronx Locations. All candidates must be strongly familiar with rent collection, vacancy control, maintenance issues, and housing applications (Section 8 buildings). Must possess good communication and computer skills. Have previously worked with the homeless and mentally ill populations. Forward resume and cover letter to hr@jerichoproject.org.

Community Economic Development and Planning Associate

The Queens Economic Development Corporation is seeking a neighborhood development and planning associate to assist in implementing new neighborhood economic development initiatives, be responsible for the update and management of a borough wide economic development plan and strategy as well as other strategic and promotional projects. In addition, the job entails defining and evaluating neighborhood based project feasibility; evaluating development sites; coordinating community liaison activities; preparing presentations and marketing materials as needed.

- Have three years experience and/or graduate degree in planning or community development;
- Be familiar with retail development, feasibility analysis and retail needs assessments;
- Be able to assist with the implementation of merchant organizing and retail attraction strategies throughout Queens neighborhoods; Research, community needs assessment and organizing experience is a must;
- Have some understanding of business start-ups and micro-enterprise development;
- Be proficient with MSW, Excel, Access, Quark and ArcView, online research and mapping software;

See www.Queensny.org for a more detailed job description
E-Mail résumé and cover letter to: mm@queensny.org or fax to 1-718-263-0594,

Attention: Michael McGaddye, Director; Neighborhood Economic Development and Retention, Queens Economic Development Corporation, 120-55 Queens Boulevard, Kew Gardens, New York, 11424. Phone: 718-263-0546.

Position Title: Assistant Director/ Senior Policy Analyst for HIV and AIDS
Organization: FPWA - Policy, Advocacy and Research Department (PAR)

Job Type: Full-Time

Description: The Assistant Director/ Senior Policy Analyst for HIV and AIDS is part of the management team of FPWA. S/he is responsible for assisting the Director in the development, management and implementation of the PAR Department's policy plan as well as the broader public policy, advocacy/education and research vision for FPWA. Along with the Director, s/he is responsible for ensuring FPWA's policy platforms reflect its membership and communities, and maintaining constructive and collaborative relationships with members and decision makers. In addition, s/he will be responsible for developing and promoting the HIV and AIDS policy and advocacy portfolio. Qualifications: Master's degree in public policy, social work or other related field; expertise in program/policy work in HIV and AIDS, supervisory and contract management experience preferred. For a full job description please see www.fpwa.org. Submit letter of interest and resume by fax at (212) 414-1328 or email jstevens@fpwa.org. FPWA is an Equal Opportunity Employer.

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



DIRECTOR

Safe Horizon, the nation's leading victim assistance & advocacy organization has a Director position available at Ivy House a Domestic Violence Emergency Shelter. This program offers a comprehensive range of services including counseling, advocacy, intervention, and support to meet the needs of victims of domestic violence and their families. Qualified applicants will possess a graduate degree in a related field, plus a minimum of three years experience managing residential programs, or a history of employment that includes 5 years of management & supervisory experience, expertise in the areas of domestic violence and child abuse and neglect is required. Candidate must have strong initiative, a high level of energy, and effective interpersonal and mediation skills. Send resume and cover letter to Salvador Uy -Senior Vice President, Domestic Violence Shelter, Safe Horizon, 2 Lafayette Street, 21st floor New York, NY 10007 or fax to 212-577-5083 or e-mail SUY@safehorizon.org. For a detailed description visit http://www.safehorizon.org.

COMUNILIFE

Your Care & Support centers

DIRECTOR MENTAL HEALTH CLINICS: Required 10 yrs clinical & operational responsibility Article 31, Bronx mental health clinics servicing children, adolescents, adults & families.

PSYCHIATRIST: PT/FT Child/Adult, NYS MD license, BC/BE, to serve 2 outpatient mental health clinics in the Bronx servicing children, adolescents, adults & families.

SOCIAL WORKERS: Required LMSW, LCSW, LCSW-R for Bronx mental health clinics servicing families, children, adolescents & adults. Prefer bilingual.

CLINICAL SUPERVISOR: Required 6 yrs clinical supervisory experience mental health outpatient clinic. Family & group therapy experience preferred servicing Bronx children, adolescents, families & adults. LCSW-R.

CLINICAL SUPERVISOR: 3-5 years of clinical supervisory & admin exp in mental health, entitlements, benefits, rental laws, housing program located in Queens. LMSW.

Send resume to gbenitez@comunilife.org or fax (212) 219-2087 or (212) 564-3445. EOE

HR ASSISTANT DOWNTOWN BROOKLYN

Work in HR at a venerable social services Agency for children & families. Perform key administrative tasks in a fast-paced professional environment w/multiple priorities. Sort resumes & prepare orientation packages. Handle phone inquiries & process insurance enrollments. Provide clerical support. HS diploma/GED + 2 yrs related HR or nonprofit exp req'd. Must have excellent phone manner & interpersonal skills, & always be willing to do more for others. Competitive salary & generous benefits package. Send resumes to Personnel Director:

St. Vincent's Services
66 Boerum Place, Brooklyn, NY 11201
Fax: (718) 422-2312
Diversity is part of our mission.
www.svs.org EOE M/F/D/V

www.nynp.biz

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:

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DIRECTOR OF DEVELOPMENT

Children of Bellevue, Inc.

Children of Bellevue, Inc., a nonprofit, 501(c)(3), organization founded in 1949 to develop and fund pediatric programs within Bellevue Hospital Center, is seeking a senior level professional to lead its fundraising and development program. Responsibilities include running successful corporate, foundation, and individual giving programs. Requirements include more than seven years of professional fund-raising experience, staff management, excellent communication skills, and a bachelor's degree.

Send resume to:

Children of Bellevue, Inc.
Attn: Job Search
Bellevue Hospital Center
462 First Avenue at 27th Street
New York, New York 10016
Via email:
childrenofbellevue@yahoo.com
No calls please.

DIRECTOR MENTAL HEALTH/ OLDER ADULTS

Seeking an innovative Director for mental health satellites located within senior service sites in Manhattan. Develop and manage agency partnerships and provide clinical supervision. Position requires strong clinical and administrative skills.

Requirements: LCSW; 5+ years experience in mental health, substance abuse, and geriatrics; supervisory/administrative experience. Competitive salary, excellent benefits. Resume and cover letter to:

Laura Osinoff
SPOP
302 West 91st Street, 2nd Floor
New York, NY 10024
(212) 580-0533 Fax

A.V.P INTERNAL AUDIT

Department: Internal Audit
Reports to: Vice President

Position Summary: Conduct financial, compliance and operational internal audits and review staff auditors' work.

Responsibilities:

- Conduct financial, compliance and operational audits in accordance with audit standards
 - Evaluate the adequacy and effectiveness of system of internal controls
 - Review and ensure compliance with policies, procedures and regulations
 - Document and report on the results of reviews and follow-up on action taken
 - Conduct Exit Conferences
 - Supervise one to two staff auditors
 - Review audit programs and workpapers
 - Complete other duties as assigned
- Position Requirements:**
- At least seven years business experience with a minimum of four years auditing experience
 - Bachelors degree in accounting, finance or business
 - Supervisory skills
 - Proficient in performing business process and risk reviews
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 - CIA, CPA certification a plus

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CLASSIFIEDS/RESOURCE DIRECTORY

CALENDAR continued from page 2

Chinatown's initiative to increase business in Chinatown, an effort funded by LMDC and the September 11th Fund. More at www.tasteofchinatown.com.

April 22-30 - Scenic Hudson's 9th Annual "Great River Sweep" is looking for coordinators and volunteers from Manhattan to the Adirondaks. Visit <http://ga4.org/scenichudson/grshome.html> to register and make a difference.

April 24 - Kips Bay Boys and Girls Club will host the Opening Night Gala for the Kips Bay Decorator Show House. The house at 4 E. 75th Street at Fifth Ave will be open to public viewing starting Tuesday, April 25 through Tuesday, May 23, 2006. Please visit www.kipsbay.org/show_info.html for more information.

April 26 - SUS (Services for the UnderServed) will celebrate 27 years of "Building Lives and Communities" at Gotham Hall, 1356 Broadway at 36th Street. The cocktail reception from 6 - 9 pm will honor Sal Ferro, President of Alure Home Improvements and partner of Extreme Makeover: Home Edition and Hon. Peter M. Rivera, Chair of the NYS Assembly Committee on Mental Illness, Mental Retardation and Developmental Disabilities. Tickets are \$200. For information please contact Susan Timler at 212.633.6900 X 1623 or stimler@susinc.org.

April 26 - East End Women's Network Presents Spirit of Success Fashion Show to Benefit United Way of Long Island at The Inn at East Wind in Wading River, 5:30 p.m., Tickets \$50. For more information, visit www.united-wayli.org or contact Dorothea Stoelinga at United Way of Long Island, 631-940-3758 or dstoelinga@unitedwayli.org.

April 26 - Helping Hands Initiative will host an evening of light food and beverage with silent auctions at Opia Restaurant Bar and Lounge, 130 East 57th Street, New York, NY, 6:00 p.m., Tickets are \$60 in Advance and \$70 at the Door. To pay in advance, please call 718-356-4737 or visit www.helpinghandsinitiative.org.

April 29 - Taking Charge of the Future: My Next Steps: A One Day Youth Empowerment Summit sponsored by The Child Welfare League of America Mid-Atlantic Region at the Paul Robeson Center, Rutgers U-Newark Campus. For more information contact: Cassandra Rainey at (718) 239-1610 Ext. 1079 or by email crainey@cwla.org.

April 27 - Baruch College - School of Public Affairs - Nonprofit Group Nonprofit Entrepreneurship: Potential and Risk Featuring William Grinker, President, Seedco Financial Services. 4:00 - 6:00 pm 135 East 22nd Street, Third Floor Room 301 Space Limited - RSVP Required RSVP by email at nonprofit_workshops@baruch.cuny.edu or by phone at 646-660-6743

April 28 - Students for a Sustainable Future Expo, sponsored by the Children's Environmental Literacy Foundation and Federated Conservationists of Westchester County, will be held from 11:00am to 2:30 pm for school tours and 3:00 to 5:30 pm for the public at Pace University in Pleasantville. Contact FCWC for details, (914) 422-4053 e-mail FCWC@FCWC.org or visit www.FCWC.org.

April 28 - The 50th Anniversary Gala of the Association for the Advancement of Blind & Retarded, (AABR) will be held starting at 6:30 at Terrace on the Park in Queens, NY. Tickets are \$250. For additional information contact Debbie Van Cura at 718-321-3800 ext. 244 or debbie@aabr.org.

May 1-5 - The New York City Breastfeeding Alliance, Inc. is hosting a La Leche League International

Breastfeeding Peer Counselor Program Administrator Train-the-Trainer Course from 9:00 am to 5:00 pm at The College of New Rochelle, Co-op City Campus, Bronx NY. For registration/scholarship information call the NYC Breastfeeding Alliance at 646-229-7029 or email BreastfeedNOW@aol.com with LLL Training in the subject line.

May 3 - "The Boomers are Coming! Are You Ready," featuring Dr. Andrea Taylor of Temple University and Paul Arfin, Intergenerational Strategies, will be hosted by Suffolk Community Council, Intergenerational Strategies, Merrill Lynch and United Way of Long Island from 9:30 am to 12:30 pm at Suffolk County Girl Scouts, 442 Moreland Rd, Commack. Fee: \$15. Please call 631-434-9277 to reserve your seat.

May 4 - The Long Island Council of Churches will host its Annual Meeting from 11:00 am to 2:00 pm at Temple Beth David in Commack, New York. An awards ceremony will be held during lunch. The event fee is \$30, and includes lunch. Advance registration is required by April 28th. For more information, please contact Rev. Tom Goodhue, Executive Director, 516-565-0290, ext. 206, e-mail: licchemp@aol.com.

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.

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