



## ABOUT US

The Pennsylvania Council of Children, Youth and Family Services (PCCYFS) is the collective voice for private agencies that serve Pennsylvania's children and their families.

PCCYFS represents nearly 100 private agencies employing more than 10,000 professionals statewide. Services include foster care/kinship care, adoption, residential treatment, behavioral health services, education, counseling, independent living/transitional living services, and others.

## PRESIDENT & CEO'S WELCOME MESSAGE

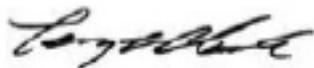
Friends,

As we slowly begin to adjust to our new post-pandemic realities, PCCYFS has been busier than ever. It's been great to finally start seeing members in person again, and some for the first time. This past year, I visited approximately fifteen agencies across our four statewide regions and every time am proud of the incredible work of our provider members.

As you'll see throughout this report, while we have continued the good work of our association, this past year we have also initiated a number of transitions. I remain incredibly thankful to our outgoing Board members for their steadfast commitment to our work and courageous leadership in helping us navigate new risks, relationships, and initiatives. I'm also excited about the fresh energy from our new Chair, Vice Chair and eight newly-elected board members to lead us for the next few years.

Thank you for being a member, partner, supporter of our work.

Best,



Terry L. Clark, MPA



## **BOARD OF DIRECTORS**

### **Chair**

Dominick DiSalvo, MA LPC  
KidsPeace

### **Vice Chair**

Rebecca Van der Groef, LSW  
Hoffman Homes, Inc.

### **Secretary**

Laura Maines, Esquire  
Every Child, Inc.

### **Treasurer**

Nick Riehl, JD, MBA  
Community Alternatives, Inc.

Joseph Abraham, Ed.D.  
The Impact Project, Inc.

Mark Cunningham  
COBYS Family Services

Robert Haussmann, PhD  
Consultant

Nancy Kukovich  
Adelphoi Village

Rosalind Lee, PhD  
Progressive Life Center

Anita Paukovits, MEd  
Children's Home of Easton

Michael T. Shaffer, MEd  
Pinebrook Family Answers

Melanie Beidler, MS  
Devereux Advanced Behavioral Health

Heather Bert, MSW  
Bethany Christian Services

Joseph Birli, EdD, LPC, NCC  
Bethany Children's Home

John Bukovac, LSW, ACSW  
Alternative Living Solutions

Erin Chick, MA  
Common Sense Adoption & Foster Care

Terry Clark, MPA  
PCCYFS

Alyssa Snyder, MBA  
Diakon Child, Family & Community Ministries

Kimberly Young, MSW, LSW  
The Bair Foundation

The PCCYFS Board also comprises of multiple committees: the Research Committee, the Public Policy Committee, the Membership and Governance Committee, the Finance Committee and the Executive Committee. These committees direct and guide much of the work and advocacy efforts outlined throughout this report. A full list of our board members is also available [here](#).

## **PCCYFS UPDATES**

One of our strategic pillars is to align our resources with the needs of members. As a result, PCCYFS underwent a staff reorganization. This reorganization formalized an internal management team and elevated the titles of our current staff to better represent the level of experience, professionalism, and proficiency that our team offers.

- Our Associate Director is now our Vice President, Legal and Public Affairs.
- Our Director of Operations is now our Vice President, Finance and Operations.
- Our Manager of Training and Southeast Member Services is now our Director of Training and Member Services. Given the growth of the training program as a statewide operation, this position has been taking on responsibilities beyond just the Southeast region.
- Our Manager of Children's Policies and Programs is now our Director of Child Welfare, Juvenile Justice, and Education Services, to better demarcate which policies and programs this position oversees.
- Our Manager of Behavioral Health Services became our Director of Children's Behavioral Health Services.
- Our Director of Communications was retitled as Director of Marketing and Communications to better reflect the work of this position.

### **Internship Program**

PCCYFS also hosted three interns from Millersville University: two at the master's level and one bachelor's level intern. The interns worked on a variety of projects, including research, membership outreach, and workgroup support, supervised by the Director of Child Welfare, Juvenile Justice, and Education Services.

### **Website Updates**

PCCYFS technological capabilities continue to evolve and grow. Our PCCYFS website soft-launched a member login and created member profiles to help streamline the membership renewal process.

### **Strategic Plan**

PCCYFS has now concluded year 2 of our strategic plan, an aspirational strategy that influences the organization as informed by our members and Board. The key performance indicators (KPIs) are organized across four strategic pillars: financial, membership, internal business, and learning and growth. We continue to see improvement in meeting KPIs.

## **WORKGROUPS**

In addition to quarterly regional meetings and Board Committees, PCCYFS relies on the collective strength of our workgroups to drive much of what we do.

### **Foster Care Workgroup**

The Foster Care Workgroup continued to share best practices, updates, and information among members. They worked together to help others in the group with shared challenges and offered feedback on different policy and regulatory considerations throughout the year.

### **Independent Living Workgroup**

The Independent Living Workgroup reconvened and identified new leadership to help guide the focus and direction of the group. Most notably, this group offered feedback on regulations to the Pennsylvania Department of Human Services (DHS) Office of Children Youth and Families (OCYF) as they revised regulations related to independent living services.

### **Education Services Workgroup**

The Education Services Workgroup continued their efforts to collect and create their Data Report on Specialized Education. They shared their findings and the results of their report at the 2022 James E. Anderson Pennsylvania Conference on Juvenile Justice.

**Delinquency & Diversion Services Workgroup**

Juvenile Justice was an active priority for Pennsylvania this past year. As a result, this Delinquency and Diversion Services Workgroup provided input to the Pennsylvania Council of Chief Juvenile Probation Officers Chiefs and Providers Committee and also provided feedback on the Juvenile Justice Task Force Report and its resulting legislative changes. Overall, the group was integral in serving as a resource when advocating for important priorities to all stakeholders and workgroup members.

**Behavioral Health Workgroup**

The Behavioral Health Workgroup is a solutions-focused group that meets monthly to discuss member priorities. The workgroup also meets every other month with the Director of Bureau of Children's Behavioral Health Services. This past year, the group shared information and solutions related to various state, federal, and local vaccine mandates and the impact to members. Value-Based Purchasing (VBP) has been an ongoing priority and moving forward the workgroup also plans to engage Behavioral Health Managed Care Organizations to help inform discussions. The group is also working alongside PA DHS to address complex cases, physician extenders for medication prescribing privileges, and workforce recruitment and retention, among other priorities.

**Human Resources Workgroup – newly established in January 2022**

Given the timeliness of the workforce crisis and member needs, PCCYFS established a Human Resources Workgroup in January of 2022. The group meets on a monthly basis to discuss human resources related priorities, in addition to recruitment and retention challenges.

**Southeast Workgroups**

*Executives Workgroup:* The Southeast Executives Workgroup was established this year as a forum for Executives to regularly connect regarding shared concerns and solutions. This past year, Executives connected to help each other overcome challenges related to the pandemic such as vaccine mandates and workforce development, insurance liability, and other priorities. The workgroup will plan to have guests and other local leaders join meetings in the upcoming year.

*Workforce Development Task Force (ad hoc):* This Workforce Development Task Force is a time-limited group consisting of Philadelphia system partners to support the workforce shortage crisis in the Southeast.

*Delaware County Contract Workgroup (ad hoc):* PCCYFS members representing a variety of foster care program areas, including treatment foster care, medical foster care, and general foster care, convened for three meetings to offer provider perspective on the relevance and applicability of Delaware County's foster care contract provisions.

## **PUBLIC POLICY PRIORITIES IN ACTION**

This year, the Public Policy Committee streamlined PCCYFS' policy priorities into [three primary topic areas](#), which guide the advocacy direction of our agency.

### **1) A well-funded children and family services system, which includes Family First Prevention Services Act implementation and essential services designation.**

As a result of successful advocacy by PCCYFS, Pennsylvania designated \$500,000 in American Rescue Plan Act funding to go directly to providers. Specifically, PCCYFS advocated for the grant to be administered by the Pennsylvania Commission on Crime and Delinquency, rather than being administered through counties, to ensure that the funding went to providers directly.

Over 140 attendees joined PCCYFS, the Pennsylvania Children and Youth Administrators (PCYA) and the PA DHS OCYF to plan and hold a training session in March on Enhancing County/Provider Discussions. The session helped attendees learn how to improve the county and provider contracting process by evaluating how to create a collaborative environment for financial planning and contracting, understanding the challenges of both the providers and counties during the contracting process, learning how data can play an important role in achieving desired rates, and discussing components of the county child welfare Needs Based Plan and Budget (NBPB) process, including key timelines.

#### ***Family First Prevention Services Act***

On February 23, 2022, PCCYFS held a joint meeting with PCYA to have OCYF Deputy Secretary Jon Rubin and other OCYF leadership to address member questions and priorities about FFPSA implementation.

In winter of 2022, PCCYFS held a two-part series on the Family First Prevention Service Act with OCYF regional directors and leadership. The first session was focused on an in-depth overview of the primary areas of FFPSA, including eligibility, prevention plan requirements, evidence-based practices, specialized settings, and innovation zones. The second session focused on evidence-based practices, and included the Child Welfare Resource Center.

PCCYFS was identified as the only statewide provider association on a newly-formed workgroup for implementing Family First Prevention Services Act. The workgroup also included three PCCYFS Members and PCCYFS also supported the workgroup's search for individuals with lived experience.

PCCYFS was quoted in the following articles related to funding and the Family First Prevention Services Act to advance this priority:

- [Behavioral Health Orgs: \\$12 Wage a Challenge without Funding Boost](#)
- [With Federal Support, PA Focuses on Keeping Kids Out of Foster Care](#)

### **2) Access to affordable liability insurance**

PCCYFS released a [white paper](#) and met with multiple legislators regarding the insurance challenges that providers are presently facing. As a result of these meetings and discussions, Representative Kate Klunk introduced House Bills 2213 and 2214. House Bill 2213 proposes a damages cap on liability for certain types of harm. House Bill 2214 makes unenforceable indemnification clauses in county contracts that unfairly shift all liability to a provider.

On January 25, 2022, PCCYFS testified at a hearing on provider liability insurance issues, held by the House Children and Youth Committee. Specifically, the Committee focused on testimony in relation to House Bills 2213 and 2214, sponsored by Representative Kate Klunk (R-Hanover). The hearing began with a panel consisting of Terry Clark, President/CEO, PCCYFS; Chris Reed, Corporate Counsel for the Nonprofit Insurance Alliance; and John Ehresman, Vice President at Brown and Brown Insurance testifying in support of House Bills 2213 and 2214. A second panel of testimony consisted of Nadeem Bezar on behalf of the Pennsylvania Association for Justice in opposition to House Bill 2213.

A third panel of testimony included Dr. Bill Vogler of Pinebrook Family Answers, and Laura Maines, of Every Child, Inc., offering support of the legislation and the provider perspective on liability insurance challenges. Others submitted written testimony on behalf of the legislation, including the City of Philadelphia, Turning Points for Children, Allegheny County, and the Pennsylvania Children and Youth Administrators.

PCCYFS was quoted in the following article related to liability insurance challenges to advance this priority:

- [Pennsylvania lawmakers are trying to limit damage awards to kids injured in the child welfare system](#)

### **3) Workforce development**

To advance the conversation around workforce needs, PCCYFS also released a white paper on [The Shortage of Child Psychiatrists in Pennsylvania Serving the Public Sector](#) in October of 2021. Similarly, in November of 2021, PCCYFS released [The Workforce Crisis Affecting Behavioral Health & Child Welfare Services: Analysis & Recommendations](#), a white paper that outlines the results of a PCCYFS member survey related to workforce needs and potential solutions.

On December 13, the House Children and Youth Committee held an Informational meeting on trauma-informed care and adverse childhood experiences (ACES) as it pertains to children in the child welfare system. PCCYFS connected Gemma Services to the hearing where they had the opportunity to share about trauma-informed care and real case studies to help legislators understand the impact of ACEs on the children we serve.

On December 2, the Mental Health Caucus held a session on mental health provider reimbursement obstacles and staffing shortages, during which PCCYFS member KidsPeace provided testimony. As a result of that hearing, the Governor's Office asked PCCYFS to submit a letter with greater detail regarding the request for a one-time appropriation of funding to mental health providers. PCCYFS continued to raise awareness around the need for one-time funding allocations to buttress the behavioral health workforce. The Governor's Office has since enacted Act 2, which allocates \$110 million on a per-bed basis to high-Medical Assistance hospitals, designated Critical Access Hospitals, and inpatient and residential behavioral health facilities for recruitment and retention payments to key staff from American Rescue Plan Act (ARPA) funding. The Office of Mental Health and Substance Abuse Services (OMHSAS) also offered Behavioral Health Workforce Gap funding to providers of intensive behavioral health services (IBHS), mobile crisis services, family based mental health services and psychiatric rehabilitation services.

Throughout this membership year, PCCYFS was active in planning a Philadelphia Child Welfare Workforce Development Task Force, to address the workforce shortage crisis facing private providers in Philadelphia, including community umbrella agencies. The task force held a series of planning meetings and then formally convened and met in April of 2022. The group plans to issue a formal report of recommendations at the conclusion of its term.

During this budget season, [PCCYFS launched an advocacy campaign](#) for \$94.6 million in one-time funding to support the child welfare and juvenile justice workforce recruitment and retention needs. PCCYFS calculated the number of positions in the field and requested \$5,000 per position in American Rescue Plan Act (ARPA) funds to help support the crisis of workforce development in these fields.



In recognition of our incredible workers, PCCYFS partnered with PCYA to celebrate Child Welfare Service Providers Appreciation Week, as established by Governor Tom Wolf for the week of June 13 – 17, and Child Welfare Professional Appreciation Week, from June 6 – 10. The event included remarks from Nikki McElwee, PCYA VP, Administrator Cumberland County Children & Youth Services; Dr. Joseph Birli, PCCYFS Board Member, CEO Bethany Children's Home; and Brian Bornman, Executive Director, PA Children and Youth Administrators Association.

Additionally, children and families joined the event, which included remarks from a parent and child from Sullivan County and a youth from Bucks County. The event was also attended by House Children and Youth Committee Chair Representative Sheryl DeLozier (R-Cumberland), and included a moment of silence for children lost to abuse and neglect. The event was a tribute to the individuals who work long hours in difficult situations because they believe that every child deserves safety, permanency and well-being

PCCYFS was quoted in the following articles related to workforce challenges to advance this priority:

- [Child and Family Providers Request \\$94M to Address Staff Shortage](#)
- [Youth Mental-Health Needs Linger in PA Provider Shortage](#)
- [Report: PA Child Behavioral Health Providers Chronically Understaffed](#)

**Other Advocacy Wins**

Along with our contracted lobbyists, PCCYFS met with over fifty legislators throughout this past year to raise the profile of the organization.

In September of 2021, Representatives Pam DeLissio (D-Montgomery/Philadelphia) and Sheryl DeLozier (R-Cumberland), chairs of the House Children and Youth Committee, reached out to PCCYFS for feedback regarding the state's decision to conclude suspending regulations. Despite the state's original intentions, they continued their regulatory suspensions due to advocacy from legislators, as informed by associations such as PCCYFS.

PCCYFS was the only statewide association assisting in initial planning calls with the Association of Children's Residential Centers (ACRC), representatives of the White House, and the Health and Human Services Administration for Children and Families (ACF) leaders, including Acting Assistant Secretary JooYeon Chang to advance a federal initiative. This resulted in providers supporting the housing and trauma-informed care needs of unaccompanied migrant children who have crossed the border. The initiative of providers supporting the housing and trauma-informed care needs of unaccompanied migrant children who have crossed the border led to over a hundred providers supporting thousands of children in residential or foster/resource family settings across the country.

In November, as various federal, state, and local entities announced COVID-19 vaccination mandates, PCCYFS staff developed a toolkit of resources and pool of legal interpretations to share among members to help inform their practices.



PCCYFS President & CEO visited approximately fifteen member agencies throughout the course of this membership year, as COVID-related restrictions began to shift.

In May, he joined Bethany Children's Home President/CEO Dr. Joseph Birli to tour the facility with Representative Barry Jozwiak (R-Berks). They viewed the campus and learned about issues important to the organization, providers and child welfare.

## **PCCYFS PROFESSIONAL DEVELOPMENT**

The PCCYFS Training Academy offers its training through two primary avenues: WeDelivers, an option for on-demand sessions at your agency, and its regularly scheduled WeDelivers. This past year, we provided trainings to over 600 attendees. The Training Academy boasts timely and pertinent subject areas, with topics such as *Being Color Brave and Culturally Humble*, *Where Transgender and Trauma Intersect*, and *Toward Greater Trauma Sensitivity in Agencies and Schools*. We also offered over 20 sessions of Motivational Interviewing to about 240 professionals. Notably, we contracted with the City of Philadelphia to train their entire Juvenile Justice Services Center staff.

In addition to our regular training opportunities, PCCYFS offers professional development through an annual conference. In 2022, PCCYFS held two conferences.

- PCCYFS held a hybrid, in-person/virtual conference on September 29 & 30 titled *A Year of Resilience*. This two-day conference included 11 sponsors and offered 27 sessions to approximately 135 attendees. Dr. Lark Eshleman and Ron L. James were the keynote speakers.
- In April of 2022, PCCYFS held a hybrid, in-person/virtual conference on April 6-7 themed *Navigating the Future*. This two-day conference included 12 sponsors, 8 advertisers, and offered 18 sessions.

## **BUILDING PARTNERSHIPS**

Beginning in November of 2021, PCCYFS, along with Casey Family Programs, PCCYFS member agency Valley Youth House, and the Pennsylvania Partnerships for Children led a Youth Voices study that highlights the voices and perspectives of the young people being served by our members. All youth were compensated as part of the program.

PCCYFS is focused on growing its membership and the specialized services available to our members. In doing so, we established a new category of members known as “Preferred Partners.” In 2022, PCCYFS established Binti as our Preferred Foster Care Software Partner, in addition to our Preferred Insurance Program Partner, Brown and Brown. PCCYFS continues to meet with local and national business leaders to build preferred partnerships for the benefit of our members.

### **THANK YOU TO OUR PREFERRED PARTNERS!**



PCCYFS staff also represent member interests in a number of external initiatives. PCCYFS members benefit from PCCYFS staff or fellow members representing the provider voice in the following opportunities and meetings:

**National**

- National Organization of State Associations for Children (NOSAC)
- Office of Juvenile Justice and Delinquency Prevention (OJJDP) Juvenile Justice Reauthorization Listening Session

**State/Local**

- Building Strong Communities and Healthy Families Workgroup
- Child Welfare Resource Center Steering Committee
- Community Behavioral Health (CBH) Provider Advisory Committee
- Complex Behavioral Health Steering Team
- Department of Behavioral Health and Intellectual disAbility Workforce Committee/Workgroup
- Detention Bed Solutions Workgroup
- Family First Prevention Services Act Learning Collaborative
- Juvenile Court Judges' Commission (JCJC) Research Committee
- Mental Health Safety Net Coalition
- Mental Health Planning Council
  - *Children's Outcomes/Data Committee*
  - *Transition Age Youth and Young Adult Committee*
- OMHSAS Planning Council
- Pennsylvania Academic, Career and Technical Training (PACTT) Alliance Executive Steering Committee
- Pennsylvania Child Welfare Council
  - *Resources/Cross-Categorical Committee*
- Pennsylvania Commission on Crime and Delinquency (PCCD) Edward Byrne Memorial Justice Assistance Grant (JAG) Selection Committee
- Pennsylvania Council of Chief Juvenile Probation Officers
  - *Sexual Orientation, Gender Identity, and Expression (SOGIE) Committee*
  - *Chiefs General Membership Meetings*
  - *Chiefs/Providers Committee*
- Pennsylvania DHS Complex Case Workgroup
- Philadelphia Children's Court Roundtable
- Philadelphia Quality Parenting Initiative (QPI)
- Philly Homes 4 Youth
- Regional Accountable Health Council Program Integration Workgroup
- Standardized Program Evaluation Protocol (SPEP) Advisory Group
- Statewide Adoption Network (SWAN) Rates Workgroup
- Statewide Positive Practices Workgroup

PCCYFS staff and leadership also meet on a regular basis with:

- PA DHS OCYF Leadership
- OMHSAS Children's Bureau
- Pennsylvania Children and Youth Administrators
- Other advocates as convened by the Pennsylvania Office of the Child Advocate
- Philadelphia Child Welfare System Partners



**PCCYFS**  
PA COUNCIL OF CHILDREN  
YOUTH & FAMILY SERVICES  
—  
A UNITED VOICE FOR PROVIDERS

3425 Simpson Ferry Road  
Suite 201  
Camp Hill, PA 17011

717-651-1725  
hbgoffice@pccyfs.org

